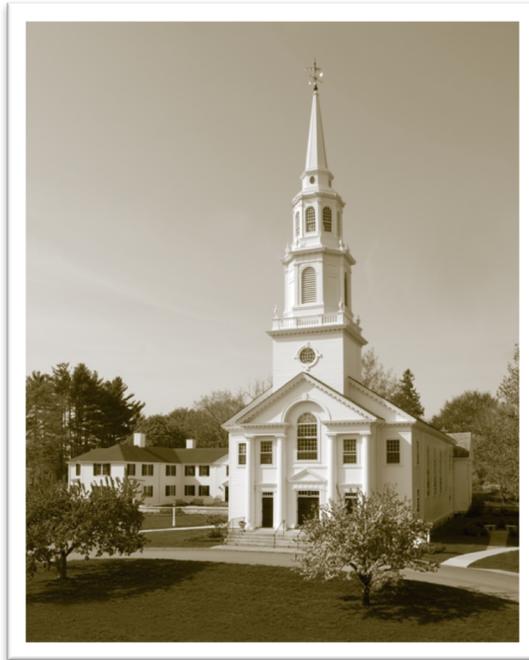


Trinitarian Congregational Church

# Annual Report For the Year 2019



The United Church of Christ  
54 Walden Street  
Concord, MA 01742



# *Annual Reports*

For the Year Ending  
December 31, 2019

Number One Hundred  
and Twenty-Eight



**Trinitarian Congregational Church  
Of Concord, Massachusetts**  
Incorporated September 21, 1891

## TABLE OF CONTENTS

- I. Records**
  - Warrant for Annual Meeting – 2/9/20
  - Minutes of the Annual Meeting – 2/10/19
  - Minutes of the Congregational Meeting – 5/12/19
  
- II. Reports of Church Staff**
  - Senior Minister
  - Minister of Congregational Life
  - Director of Music
  - Director of Children’s Ministry
  - Youth Leader
  
- III. Reports of the Moderator and Clerk**
  - Moderator
  - Clerk
  
- IV. Report of the Nominating Committee**
  
- V. Other Committee Reports**
  - Antiques Show
  - Caring Connection
  - Christian Education Committee
  - Diaconate
  - Fellowship Committee
  - Filipov Forum Committee
  - Finance Committee
  - Membership Committee
  - Mission Committee
  - Music and Arts Committee
  - Personnel Committee
  - Property Committee
  - Safe Church Committee
  - Social Action Committee
  - Stewardship Committee
  
- VI. Report of the Treasurer**
  
- VII. Proposed Budget for 2020**
  
- VIII. Report of the Auditor**

# SECTION I

## Records

Warrant for the Annual Meeting  
Sunday, February 9, 2020  
To the Members of the  
Trinitarian Congregational Church in Concord  
County of Middlesex, Commonwealth of Massachusetts

You are hereby notified that the Annual Meeting of said church will be held on Sunday morning, the \*9th of February, 2020, at 11:15 am in the sanctuary, immediately following the 10am worship service for the following purposes, to wit:

- Article 1. To receive and act upon reports of the Church officers and committees.
- Article 2. To choose all necessary Church officers and committees for the church year 2020.
- Article 3. To appropriate money for all Church expenses and to determine the manner of raising same.
- Article 4. To transact any other business which may legally come before said meeting.

A handwritten signature in cursive script that reads "Amy R. Bruning".

Amy R. Bruning, Clerk  
Concord, Massachusetts - January 2020

\* Snow date: Monday, February 10th 7:00 pm

**Trinitarian Congregational Church  
Minutes of the 2019 Annual Meeting  
Sunday, February 10, 2019**

Moderator Russell Sanna called the meeting to order at 11:10 a.m. After welcoming members of the congregation, he led the members in a brief prayer then introduced Marcia Macres and Bob Lawson who presented a whimsical musical exposition describing the many church events of 2018. Following this presentation, he called the business meeting to order. He then proceeded to the discussion of Article 1:

Article 1 – To receive and act upon reports of the Church officers and committees provided in the Annual Report for Year 2018.

While the official reports are contained in the “Annual Report for the Year 2018,” the Moderator asked for special reports from the Treasurer and the Stewardship Committee.

1. Treasurer’s Report - Mitch Eckel indicated that the church had a good year and ended in a surplus of \$22,487. The surplus was attributable to an increase (over last year) of Prior Year Pledges, Plate Offerings, Use of Facilities and Other Income (donations for memorial receptions, etc.). For example, the church was given around \$4,000 for use of the facilities for the filming of “Little Women.” With regard to the disposition of the surplus, Church Administrator Judy Walpole moved that of the \$22,478 amount, that \$10,000 be used for the 2019 budget and that the remaining \$12,478 be allocated to the Sabbatical Fund. A member asked for clarification of the purpose of the Sabbatical Fund. Ms. Walpole responded that these are funds set aside to pay for coverage when our ministers go on sabbatical. There is currently \$6,800 in the fund so it is underfunded and needs to be replenished. The main expense is to compensate ministers who cover these periods. Her motion was seconded and was unanimously approved.
  
2. Stewardship Committee Report – Liz Crowell expressed the Committee’s appreciation to those who have pledged and particularly those who made additional pledges. This year the church first looked at other churches to see how they did stewardship. The theme for this year’s drive was “Nurturing Community.” Instead of the haversack method, the Committee introduced small group events called “pie parties” to share information about the budget and to promote stewardship. Approximately 150 adults in the church attended these events and they were well-received. We have now received pledges from 272 families (or pledging units) totaling \$752,600. This is 98% of the amount called for in a detailed draft budget the Finance Committee produced in January. It is 93% of the initial more ambitious goal of \$810,000 that was based on an 8% overall increase in pledges over 2018 actual results. The encouraging news is that 57% of the pledges returned so far this year have shown strong increases. Within this group, the aggregate increase was 20%, producing new pledge income of \$106,000. Additional pledges that will raise results further are welcome.

## 2019 Annual Report

The Moderator then asked for a motion to accept the reports of the Church officers and committees as provided in the “Annual Report for the Year 2018.” The motion was moved and approved unanimously.

Article 2 – To choose all necessary Church officers and committees for the church year 2019.

The Moderator then called upon Trish Siefer to provide a report from the Nominating Committee. Ms. Siefer stated she was pleased to present the slate of officers as listed in the Annual Report. The Committee is very grateful for the dedicated members who serve with their time and talent. She thanked the other members of the committee: Rich Eckel, Thad Jackson, Anne Lehmann, Tussie Williams, and Jen Clarke for their hard work in developing the new slate of officers for 2019. Ms. Siefer moved that the congregation accept the slate of officers as proposed in Section IV of the Annual Report. The motion was seconded and approved unanimously.

Article 3 – To appropriate money for all Church expenses and to determine the manner of raising same.

The Moderator then called upon Betsy Veidenheimer, Chair of the Finance Committee, to present the budget for 2019. Ms. Veidenheimer indicated that since the Annual Report was published, we received additional pledges of \$2,100 which increased the proposed budget total from \$750,500 to \$752,600. The budget amounts largely go to meet personnel, facilities and mission expenses. The budget will level fund the commitments we have made for mission spending. Other increases cover additional cost of living increases for staff, and health insurance increases. The Property budget was increased to meet the new costs of snow removal. The additional \$2,100 from additional pledges were allocated to several areas such as Church School, adult education, fellowship, and administration where small amounts can make a big difference. Ms. Veidenheimer made a motion to accept the budget proposal for 2019 dated February 8, 2019. The motion was seconded. There being no further discussion, the motion was approved unanimously.

Rev. Brown commented that the Finance Committee worked very hard to figure out how best to allocate the funds. Recognizing that Ms. Veidenheimer would be rotating off the committee after four years as chair and six on the committee, he expressed his appreciation for all the work that she has done. Ms. Veidenheimer also expressed her appreciation to all the members of the committee who have worked so hard to prepare the budget.

Article 4 – To consider and vote on proposed bylaw changes.

The Moderator presented the proposed bylaw changes which essentially reflect an update to the way we currently do our business. The first change to Article VII, Section A. Senior Minister reflects that the Minister and Moderator shall participate in an annual review, *as stipulated by contract*. (Changes to bylaws in italics.) This codifies that fact that the process is included in the contract. In Section B. the change from “Associate Minister” to “*Additional Clergy*” broadens

## 2019 Annual Report

that category and gives the church more flexibility in these responsibilities. A motion was made and seconded to approve the new bylaws. There was no further discussion. The motion was approved unanimously.

Article 5 – To transact any other business which may legally come before said meeting.
--

The Moderator ended the business meeting by thanking everyone who had served on all the various committees this past year and thanked those who were taking on new jobs for the coming year. A motion was made to adjourn, it was seconded and was approved unanimously. The meeting adjourned at 11:33 a.m.

Dixie Grimes, Clerk  
Concord, Massachusetts

## **Minutes of the Congregational Meeting 12 May 2019**

---

Immediately after the worship service, Moderator Russell Sanna called the Congregational Meeting to order. He explained that the purpose of the meeting was that which was stated in the Warrant: To receive and act upon the recommendation of the Search Committee for the Minister of Congregational Life.

Russell then asked Paul Mahoney of the Search Committee to report on the Committee's recommendation. Paul briefly explained the process used by the Committee in its discernment and deliberations and called on four members of the Committee to speak about four criteria they used to evaluate candidates and how Rev. Miller fully fulfilled and met all criteria. Susanne Giles talked about Spirituality; Lucas Wilbur about Children's and Youth ministry; Prescott Stewart about Leadership and Charity about Pastoral Care.

Upon hearing the Search Committee's recommendation, Russell asked for a motion to accept the recommendation of the Search Committee. Said motion was made and seconded. There was no discussion. A Voice Vote was taken and the Ayes had it, the motion to call Rev. Gail Miller to be TriCon's Minister of Congregational Life was carried.

Rev. Miller was given the results of the affirming vote and brought into the meeting. She made brief comments and explained that in the August timeframe, she will begin to get started at TriCon.

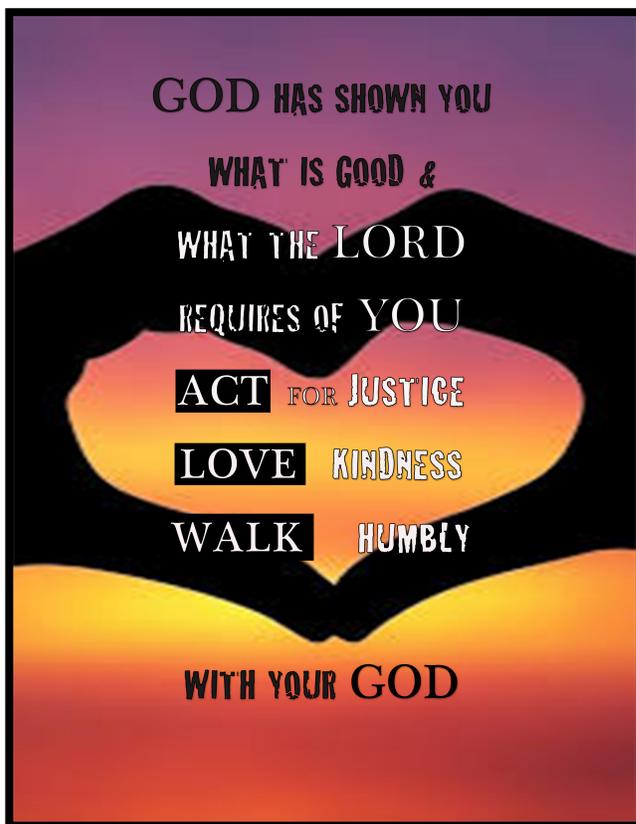
There was no further business to come before the Congregational Meeting, therefore, a motion was made, seconded, and carried to adjourn.

Respectfully submitted,  
Judy Walpole, Clerk Pro Tem

# SECTION II

## Reports of Church Staff

## Report of the Senior Minister



Two years ago, in 2017, after exhaustive research, analysis, deliberation, prayer, and discernment, we articulated why we continue to be a relevant enterprise in our wider community. We distilled the very essence of TriCon Church into a concise vision statement. This statement is firmly supported by a short but salient list of 3 measurable, key priorities. This proclamation has proven to be a reliable compass, guiding Trinitarian Congregational Church forward with a crisp focus and unity of purpose.

We agreed:

**God is calling us to be a nurturing community of faith that honors God through service and mission.**

This entire annual report is like a barometer, measuring the validity of

our discernment.

These are the priorities that making this vision statement come to life:

1. **Create vibrant worship through a spectrum of opportunities**, including Sunday Services, small group gatherings, church school, youth and adult programs.

Worship at TriCon Church takes place not only on Sunday mornings. Worship happens in the ever-popular Advent and Lenten small groups, the two new Women of Spirit weekly meetings, the recently launched Monday evening, lay-lead Bible study, the men's Anchor Group, Confirmation Class, Choir rehearsal, committee meetings, Sunday and Wednesday night youth group, the middle school Seekers and 5<sup>th</sup> and 6<sup>th</sup> grade Voyagers. Vibrant worship happens anytime two or more are gathered in the name of Jesus. In 2019, the spectrum of worship opportunities expanded and 2020 will find room for more.

## 2019 Annual Report

From my perspective, worshiping God at TriCon Church is the most essential and foundational work we do together. While the liturgical calendar keeps a steady and predictable pulse, our worship is never a routine activity. We consistently attempt to craft worship experiences that steep us in God's wild, expansive love. God so loves the world! Worship prepares us to live courageously, bringing peace and hope to an overly anxious and chaotic world. Worship fills up our soul and makes us ready to freely pour out mercy, grace and kindness with reckless abandon, even and especially, outside the walls of our sanctuary!

Through the lingering four weeks of Advent to that holy night of Christmas Eve, we revel in the beauty and awe of the miraculous birth. Our soul feels it's worth in the joy of Epiphany, accepting God's invitation to become the light of the world today. Soon, the solemnness of Ash Wednesday begins our Lenten journey and finally gives way to Palm Sunday, ushering in the emotional drama of Maundy Thursday's Tenebrae worship followed by the horror of the cross on Good Friday. The elation of Easter Sunday is then heightened with the unbridled energy and hope imbedded in the Youth Group Mission Sunday. A worship service that is rivaled only by the inspiration of Confirmation Sunday, bringing us to the wonder of Pentecost. Summer finds us worshipping in the round with West Concord Union Church, either in their garden sanctuary or our Parish Hall. In September we reunite once again with great anticipation of yet another year of growth and innovation.

It's not just the clergy who leads this dynamic poetry of worship at TriCon. We are blessed weekly with skilled lay liturgists, special readers, dramatists, and a host of musicians. Our vibrant and diverse worship could never be accomplished apart from the dedicated ministry of the board of deacons. The deacons are the ones who organize, recruit, set up and break down, week in and week out. They serve TriCon Church as a holy offering to God, truly hoping to bless whomever walks over our threshold.

All our combined efforts are specifically targeted to create worship that is theologically informed, well designed, thoughtfully planned, engaging, relevant, and spiritually authentic.

2. **Live out our faith through caring for one another and hands-on service and mission,** including youth, family, and adult mission opportunities.

We were overjoyed this year to begin adult and family, **Hands On Service and Mission** opportunities. The pilot programs are taking root and with care and attention, we anticipate healthy growth and eager participation in the offerings to come. Also, the newly formed **Climate Action Team** is finding opportunities for us to organize around climate justice. Our faith comes to life in shining our light of solidarity and engaging in social activism in the cause of justice.

In 2019, we said good bye to our Interim minister, **Rev. Dr. Jean Vandergrift**, and welcomed our newly settled Minister of Congregational Life, **Rev. Gail Miller**. Both pastors joined with me in the rich and rewarding ministry of **pastoral care**. In close collaboration with **the staff, the Caring Connection and Board of Deacons**, we provided meals, made visits, gave rides, sent cards, and aspired to be a comforting presence of blessing and hope to all those who would receive us. Also, it is not unusual for us to suddenly find ourselves in pastoral situations with strangers: people desperately in need of urgent help, unchurched neighbors who reach out in times of

## 2019 Annual Report

crisis or confusion, inquisitive tourists, and multiple civic organizations looking for a welcoming place to meet. The blessing of clergy pastoral care includes visits, calls, emails, weddings, funerals, baptisms, counseling, listening and, as appropriate and necessary, making referrals, to mental and medical health professionals.

3. **Cultivate our church community to grow and thrive** through increased collaboration, communication, and harnessing our collective talents.

The staff, clergy and lay leadership of TriCon Church relies completely on our ability to work closely as a team. Each of us will take leadership in our various ministries, but all of us strive to approach this work as a unified collaborative, individually distinct, yet collectively focused on the overall well-being of our church community. Each of our individual skills and unique gifts are offered in support of the whole.

I am overjoyed that God has called **The Rev. Gail Miller** to be our Minister of Congregational Life. Gail began at TriCon in August and will be officially installed in January of 2020. Our Music Director is the amazing **Victoria Wagner**. **Carrie O'Brien** is the Director of Children's Ministries, and our Youth Leader is **Christine Kelley**. We are all heavily dependent on the wisdom and council of our long time Church Administrator, **Judy Walpole**. The Administrative Assistant and Membership Coordinator is **Amy Bruning**. Social Media/Publicity/IT Coordinator is **Marcia Macres**, and our Sexton, who is always at the ready is **Jamie Aromaa**.

All of us are grieving the loss of our receptionist/newsletter editor **Karen Lord**. Karen died in December after a yearlong struggle against cancer. Her laughter and no-nonsense counsel are deeply missed at TriCon.

Even with this remarkably cohesive staff, we are also blessed with a deep and extraordinarily competent bench of gifted lay leaders: The Chairs and leaders of multiple boards and committees, task forces, crews, and teams who volunteer enormous quantities of time, valuable experience and a full assortment of skills. We draw from a deep and wide pool of willing people who pour out their hearts, souls, minds and strengths into the ministry and outreach of TriCon Church. Our collaboration and collective talents also extend into the wider church which is our denomination. We generously serve and support the United Church of Christ (UCC). Our partnership with the UCC mutually strengthens our shared ministry and mission to make God's love and justice real in our world.

As we begin a new year and a new decade, it is clear to me that TriCon Church is a vibrant community of abundant human resources. We are a radically unified community collaborating together so that we might be the light of Christ, beacons of hope and agents of healing change.

May God continue to bless us with insight, creativity, energy and humility, as we proclaim the good news of the Gospel in bold defiance of a world edging daily toward the brink. We are a resurrection people.

In faith and hope,

A handwritten signature in blue ink that reads "Bob".

Rev. Robert W. Brown  
Senior Minister

## Report of the Minister of Congregational Life

*This life is not righteousness, but growth in righteousness, not health but healing, not being but becoming, not rest, but exercise. We are not yet what we shall be, but we are growing toward it; the process is not finished but it is going on. This is not the end but it is the road; all does not yet gleam in glory but all is being glorified.* ~Martin Luther

As I reflect on my first 5 months as your pastor, these words from Luther seems to apply. While he was writing about our growth in the faith, it also applies to our life together as a congregation. We are on a journey together and when we keep our eyes fixed on Jesus, remaining on his path, we will bring glory to God – as a congregation of his people and as individuals.

I am grateful for your warm welcome (including repeating your names for me!). I am experiencing two things at the same time: everything is new to me, and I feel at home. This is an odd combination, and depending on the day or the week, one or the other dominates. I love the newness of getting to know you and am eager to not be new anymore!

Last year, as I was discovering this position and this church, there were a number of things that drew me here, which have proven to be the things that fill me with joy in serving.

**A competent and collegial staff.** I treasure the wealth of wisdom and fellowship in the office. Having a pastor “just down the hall” is a blessing beyond measure. Together Bob and I share the joys and worries, the burdens and blessings of the pastorate. Planning and leading worship with Bob and Vickie is a highlight of my week. I feel like a kid in a candy shop when we have our planning meetings!

**Youth Ministries for all ages / families.** It is a joy to serve with the staff who tend to our young people: Carrie O’Brien and Christine Kelly. I attend Voyagers (5<sup>th</sup> / 6<sup>th</sup> grade youth group) and Seekers (7<sup>th</sup> / 8<sup>th</sup> grade youth group), High School Youth Group and Discussion Group. They will keep me young!

**Hands on Mission and Service.** While your generosity in mission giving is inspiring, even more so is your desire to serve in mission. We took a chance and signed up to serve lunch and worship with Common Cathedral in Boston the Sunday of Thanksgiving weekend, and 25 people went in while a total of 40 supported the effort in some way. I

2019 Annual Report

love working with this team to think through and plan how we can offer more opportunities to share Christ's love for the world in this way.

I also support the Women of Spirit groups/leaders, make pastoral visits, meet with committees/leadership, write regularly for the newsletter, and a host of other miscellany that pastors tend to.

Beyond our walls, I also participate in a weekly pastors' Bible Study and a monthly UCC women's group.

As I get to know you I am inspired and encouraged by your faithfulness. I see the Holy Spirit at work in and through you as individuals and us together as the Body of Christ. I thank God for the blessing of serving Him with you. And so as we turn the corner into 2020, I look forward to growing deeper in our relationships and in the faith we share in Jesus Christ, whose body we are.

With you on the journey!

A handwritten signature in cursive script that reads "Gail".

Rev. Gail Miller  
Minister of Congregational Life

## Report of the Director of Music

*Sing all. See that you join with the congregation as frequently as you can.  
Let not a slight degree of weakness or weariness hinder you.  
If it is a cross to you, take it up, and you will find it a blessing. --John Wesley*

Thanks to the installation of our Noack organ three years ago, leading congregational hymns is now a great delight. Now sharing the same ceiling and walls, the organ can envelop the congregation, whose singing is now truly supported. The modestly sized instrument has a rich palette of sound “colors” that allow organist to create thoughtful accompaniments that uplift the hymns’ texts. And the organ’s range of sounds and volume make possible a new body of choral literature, which the previous organ simply could not accompany successfully. And now playing organ solos is finally rewarding and fun, instead of being a physical and mental struggle. I’m still overflowing with joy and gratitude. Thank you, thank you!

The Senior Choir continues to thrive during this time of transition in its membership. In recent months we welcomed alto Dixie Grimes; sopranos Alyce Nelson and Jeannette Taylor have resumed singing with us as well. I am grateful for all those who faithfully dedicated their time and talent to choir this year, including Laurel Baumer, Kathy Bentley, Mary Lou Esposito, Bonnie Mohr, Marie Sciaraffa and Betsy Swaim (sopranos); Pat Bentley, Posy Dyer, Michele Forinash, Emily Roos, Micki Van Horn and Claire Wilcox (altos); Rob Bryan, Matt DiBattista, Francis Gouillart, Earl Van Horn and Fred Williams; basses Rob Ayres, Jay Gregory, Jan Hall, Craig Leckband and Chuck Stevenson (basses). A few of these singers moved away from the church this year, and we especially mourn the sudden loss of our beloved Rob Ayres last April.

Highlights of this choir year included excerpts from Handel’s *Messiah* for both Easter and Advent Music Sunday, as well as a Jazz Service in May to celebrate the contributions of long-term choir member Chuck Stevenson, who founded that tradition in 1994. In March the choir traveled to Senexet House in Woodstock, Connecticut for our annual retreat, an overnight stay filled with rehearsing, delicious food, friendship and laughter.

On Epiphany Sunday folks of all ages lifted their voices in enthusiasm with the Occasional Multi-Generational (“OMG”) Choir. And on several Sundays during the year we had the pleasure of hearing the sweet voices of “The Hosanna Singers” (grades K-5): Brielle Carman, Fiona Carman, Liliana Carman, Blake Cieplinski, and Mika Cieplinski. I’m so grateful that their Moms care about the children’s choir, in which both of them sang during my early years at TriCon.

We are very fortunate to have in our midst many who enrich our worship with their music making. We thank flutist Emily Roos, harpist Mary Lou Esposito, pianist Marsha Martin, saxophonist Jason Macres, the multi-faceted Lawson Family, bassist Becca

## 2019 Annual Report

Pasley, guitarist Gillian Pasley, and vocalists Molly Callahan, Matt DiBattista, Mary Lou Esposito, Neal Ferreira, Natalie Gardener, Piper Haring, Reilly Haring, Alden Haring, Lucas Hickman, Audrey Stein, Lena Stein, Natalie Stein, Maggie Stewart, and Cheryl Shea.

In addition to those listed above, other youth from the congregation shared their musical gifts with us in various ways. They include Aiden Charde, Addison Boger, Elizabeth Huettig, Tyler McMorrow, Griffen Meyer, Peter Robitaille. Sophia Smith, and Hannah Wilkinson.

We are also blessed to have hosted some of the area's finest professional instrumentalists, such as string players Dan Stepner, Jane Starkman, Giomar Turgeon, Laura Jeppesen and Emily Walhout; pianist Noriko Yasuda; brass players Jesse Levine, Richard Given, Frederick Aldrich, Robert Couture, Michael Milnarik; jazz musicians Steve Dale, Greg Hopkins, Arnie Krakowski, Jeff Galindo, Todd Baker and Gary Johnson. And what would we do without our resident vocal coach, conductor and tenor extraordinaire, Matt DiBattista?

This year Judy Walpole had the wonderful idea of opening our sanctuary as part of the Tree Lighting and Parade. On that snowy afternoon we welcomed nearly 100 people for a program of Christmas music and caroling. Many thanks go to Judy, Amy Bruning, Bob Lawson, Matt DiBattista and others for making this community outreach event a success.

Respectfully submitted,  
Victoria Wagner

## Report of the Director of Children's Ministry

I am once again grateful for the opportunity and privilege to lead our Children's Ministry program. It is with pleasure that I share our year of 2019 in this annual report.

### PROGRAMMING

Our current Children's Ministry, which launched in September 2018, is comprised of four distinct programs. While each is separate in scope and delivery, **all four work as one and are equally integral** to our goals of nurturing faith formation and building intergenerational relationships. We continued to offer these four programs during the calendar year of 2019. Supplemental programming such as the Crop Walk and Easter Egg Hunt are included in Children's Ministry.

#### Mission Project Sundays

**(Jan. 27<sup>th</sup>, Mar. 3<sup>rd</sup>, May 5<sup>th</sup> and 19<sup>th</sup> and Nov. 3<sup>rd</sup> and 10<sup>th</sup>)**

These mornings are dedicated to learning about some of the mission and outreach organizations that TriCon supports as well as those in our own TriCon community by participating in service projects, such as decorating placemats for Open Table, making holiday cards for our own Caring Connection, collecting and sorting donated clothing. All children and youth meet together. This program allows for intergenerational community building as well as supporting mission, one of TriCon's priorities and what Jesus has called us to do.

#### Creative Church

**(Jan. 13<sup>th</sup>, Feb. 3<sup>rd</sup> and 10<sup>th</sup>, Mar. 17<sup>th</sup>, 24<sup>th</sup> and 31<sup>st</sup>, Apr. 7<sup>th</sup>, May 12<sup>th</sup> and June 2<sup>nd</sup>)**

All ages meet together and learn about a Christian theme through different table activities. A brief worship celebration ends the morning. This program provides opportunities to build intergenerational relationships and show who God is in words and actions.

#### Exploring Faith Groups

**(Sept. 8<sup>th</sup>, 15<sup>th</sup>, 22<sup>nd</sup> and 29<sup>th</sup>, Oct. 27<sup>th</sup>, Nov. 17<sup>th</sup> and 24<sup>th</sup> and Dec. 15<sup>th</sup>)**

Children/youth meet in combined grade groups. This program allows for smaller groups of kids to build on their own community and learn about important Christian themes and Bible stories. Fall 2019 in the Pre-K – 4<sup>th</sup> Grade group, we focused on stories from the Old Testament, specifically the book of Exodus and the life of Moses. Our own Shirley Huettig created and led a fabulous Bible Basics program for our 5<sup>th</sup> and 6<sup>th</sup> graders this year focusing on the Old Testament. Next year, Shirley plans on creating a

New Testament Bible Basics curriculum for this same age group. Thank you so much Shirley!

**Worshipping Together Services**  
**(Jan. 6<sup>th</sup>, Mar. 10<sup>th</sup>, Oct. 20<sup>th</sup> and Dec. 8<sup>th</sup>)**

On these Sundays the entire TriCon community worships together. Services are age appropriate and designed by Bob and Jean (January – June) and Bob and Gail (September – December) with my help. Children and youth serve as liturgists, greeters, bulletin designers, and candle lighters. This program offers kids the opportunity to acquire the practices and understand the rituals of worship thru participation and observation. This is a time for the *entire* Body of Christ to worship together. Grateful to Bob, Jean and Gail for helping to craft creative, engaging and meaningful worship services!!

**ATTENDANCE**

We saw a decrease in children/youth participation across all programs through the spring with an unexpected significant decrease in the fall. I have addressed this reality by adjusting programming content and structure and will continue to do so. This fall, while general attendance decreased, we did have a number of new families with younger children interested in TriCon's Children's Ministry which is fabulous.

**SUPPLEMENTAL PROGRAMMING**

Due to our lower than expected participation we had to cancel a number of our long-established events, such as our UNICEF Cake Walk, our Angel Breakfast and our Christmas Story Hour. We have offered these events for over 18 years. It is time to re-evaluate and create new supplemental programming traditions.

Sufficiently casting both our 4:00pm and 5:30pm Christmas Eve pageants was also a concern. With Gail's suggestion, we replaced our 4:00pm pageant with a Telling of the Nativity story and looked to our TriCon college and high school kids to fill the cast. Willie Page (Narrator), Lowell Hutchinson, Elizabeth Rennert, Elizabeth Huettig, Alexa Detweiler and Catherine Lilly (as Wise men and the Holy Family) did a fabulous job in their roles. This special service was well attended by families with younger children who also had an opportunity to participate in the telling of the story.

We did offer our 5:30pm pageant and invited children of any age to participate. We had children from 3<sup>rd</sup> Grade thru 7<sup>th</sup> Grade fill all the main and supporting roles. This service was also very well attended. It is my intention to offer both of these programs again next year.

## **YOUTH GROUP PROGRAMS**

### **7th and 8<sup>th</sup> Grade SEEKERS and 5<sup>th</sup> and 6<sup>th</sup> Grade Voyagers**

Our volunteer program coordinators Krissy Tyson (SEEKERS) and Kristin Piper (Voyager) contribute tremendously by creating new fun and relevant events and serving as formal liaison between this office and parents. Both Youth Groups retained a good number of participants, but towards the spring we saw attendance decrease. Voyager events in the fall were well attended, but SEEKERS struggled and it was necessary to cancel events. Krissy, Kristin, Gail and I are continuing to evaluate Youth Group content, frequency and relevance.

## **CHILDREN'S MINISTRY STAFF AND VOLUNTEERS**

In June we said goodbye to Dr. Jean Vandergrift who had completed her two plus year position as Interim Minister. While she was with us Jean played a valuable role in our Children's Ministry program. Her continued dedication to help nurture and support our children's and youth's spiritual journey was obvious and I know she is missed by many in our church family, particularly me.

In August, we welcomed Rev. Gail Miller as TriCon's new Settled Minister for Congregational Life. Gail is committed to the children and youth in our congregation and brings with her many years of ministry experience engaging with these age groups. I have really enjoyed working with Gail and am grateful that she has joined our TriCon family.

Nursery Care has been provided this year by high schoolers Charlotte Dressler, Elizabeth Rennert, Susannah Snell, Ella Waldron and new this fall, Byron Woodman. We are grateful to their commitment to our youngest TriCon children.

I am grateful for the continued support and enthusiasm of our dedicated Sunday Morning Superintendents... Lee Means, Laurel Baumer, Wayne Jalenak and Jim Davidian. The contributions of our Children's Ministry Liaisons, Pam Brown, Liz Colgan, Alisha Boyajian, Beth Vause, and Jennifer Monaghan, who serve on this sub-committee under the Christian Education Committee, are also invaluable to this Children's Ministry Director and our program.

Many thanks to everyone who has supported programming whether serving as a SEEKER or Voyager chaperone; Christmas pageant, Easter Egg Hunt, and Exploring Faith Group, Creative Church or Mission Projects Leader. Simply, programming can't take place without your participation!!

**2019 PROGRAMMING CALENDAR**

Sunday, January 6 <sup>th</sup>	Worshiping Together
Sunday, January 13 <sup>th</sup>	Creative Church
Saturday, January 26 <sup>th</sup>	SEEKERS Support Red Cross Food Bank
Sunday, January 27 <sup>th</sup>	Mission Projects
	Voyagers Visit Lincoln Commons
Sunday, February 3 <sup>rd</sup>	Creative Church
Sunday, February 10 <sup>th</sup>	Creative Church
Sunday, March 3 <sup>rd</sup>	Mission Projects
Sunday, March 10 <sup>th</sup>	Worshiping Together
Sunday, March 17 <sup>th</sup>	Creative Church
Sunday, March 24 <sup>th</sup>	Creative Church
	Voyagers and Bowling
Sunday, March 31 <sup>st</sup>	Creative Church
	8 <sup>th</sup> Grade Breakfast and Bibles
Friday, April 5 <sup>th</sup> –	
Saturday, April 6 <sup>th</sup>	SEEKERS and St. John the Divine
Sunday, April 7 <sup>th</sup>	Creative Church
Sunday, April 21 <sup>st</sup>	Easter Egg Hunt
Sunday, May 5 <sup>th</sup>	Mission Projects
Sunday, May 12 <sup>th</sup>	Creative Church
	8 <sup>th</sup> Grade Breakfast and Bible Presentation
Sunday, May 19 <sup>th</sup>	Mission Projects
Sunday, June 2 <sup>nd</sup>	Field Day

**S-U-M-M-E-R**

**Planning for 2019 - 2020 Children's Ministry**

Sunday, September 8 <sup>th</sup>	Exploring Faith Groups
Sunday, September 15 <sup>th</sup>	Exploring Faith Groups
	SEEKER/Parent Meeting
Sunday, September 22 <sup>nd</sup>	Exploring Faith Groups
Sunday, September 29 <sup>th</sup>	Exploring Faith Groups
	Voyager/Parent Meeting and Voyager Event
Sunday, October 6 <sup>th</sup>	Creative Church
Sunday, October 20 <sup>th</sup>	Worshiping Together
Sunday, October 27 <sup>th</sup>	Exploring Faith Groups
	Kindergarten Bibles
	3 <sup>rd</sup> and 4 <sup>th</sup> Grade Communion
Sunday, November 3 <sup>rd</sup>	Mission Projects
	4 <sup>th</sup> Grade Bibles

## 2019 Annual Report

	3 <sup>rd</sup> and 4 <sup>th</sup> Grade Communion
	Voyagers and Open Table
Sunday, November 10 <sup>th</sup>	Mission Projects
Sunday, November 17 <sup>th</sup>	Exploring Faith
Sunday, November 24 <sup>th</sup>	Exploring Faith
Sunday, December 8 <sup>th</sup>	Worshiping Together
	SEEKERS Support City Mission Society's Christmas Shop
	Voyagers "Love Thy Neighbor" Mission
Sunday, December 15 <sup>th</sup>	Exploring Faith Groups
	Voyagers "Love Thy Neighbor" Projects
Sunday, December 22 <sup>nd</sup>	Creative Church
	5:30pm Pageant Rehearsal
Tuesday, December 24 <sup>th</sup>	4:00pm The Telling of the Nativity Story and 5:30pm Christmas Pageant

### **In Closing ...**

Children's Ministry would be impossible without the program volunteers and leaders who share their time, energy, gifts with the children of our TriCon community.

As I look ahead to the future of TriCon's Children's Ministry program, I am confident that, while it may look different, faith formation and participating in the word of God will continue and thrive.

Respectfully submitted,

Carrie O'Brien  
Children's Ministry Director

## Report of the Youth Leader

The Senior High Youth Group had a great year in 2018-2019. We met almost every Sunday night during the school year from 7:00-8:30 PM. Discussion Group met on most Wednesdays from 7:30 to 8:30 PM.

Last year's Sunday night attendance averaged between 20-30 kids in any given week. The kids always come full of energy and are really fun to be around. As always, the group is led by the seniors. Our Sunday night activities include playing games, talking, eating snacks, and just being together. We close each evening by laying "under the stars" and share some quiet and reflective time together to get us ready for the week. This is a meaningful time for the youth.

Wednesday night Discussion Group is different than Youth Group. It is a much smaller group, most often less than 10 kids. We discuss issues that are relevant to their lives. We also contemplate moral and ethical issues and answer "what if" questions. It is an open space to speak freely as well as a place to be heard.

In April 2019, 42 kids and 8 adults travelled to Vega Baja, Puerto Rico for a week of mission work. We learned that there is still much work to be done from the Hurricane that hit the island in 2017. As in years' past, we participated in this mission opportunity through a company called Experience Mission. Experience Mission is a Christian organization that runs trips throughout the world all year long. We lived and worked together as a group for the entire week. We worked hard and gave it our all. Some of the work-related projects included clearing land, laying down sod, putting up drywall, roofing, painting, cleaning, assembling appliances, lifting/moving furniture, etc. Through this work, we labored side by side with some of the locals and as a result, were able to get to know one of the families that we were restoring a home for. At the end of the week, we were able to be part of a ceremony that dedicated the house back to this family. We celebrated with them complete with Puerto Rican food and music. It was a moving time for all of us.

The Mission Trip is a meaningful trip and a growth experience for all that participate-the Youth and adults alike. Thank you to Nick Bruning for leading us there and overseeing the logistics and the details. Thank you to Bill Ackles, Dave Boisvert, Paul Mahoney, Christian Meyer, and Susan Mlodozieniec for their part in making the trip such a success. Thank you also to the congregation for its continued support in so many ways. Additionally, I extend my heartfelt appreciation for Bob Brown for his unwavering support and guidance during my first full year here at TriCon.

Respectfully submitted,  
Christine Kelley  
Youth Leader

# SECTION III

## Reports of the Moderator and Clerk

## Report of the Moderator

2019 was yet again another year of transition for TriCon. With Bob Brown formally installed as the settled senior minister, the focus turned to completing the search for the Minister of Congregational Life. The Rev. Gail Miller emerged as the Search Committee's joyful recommendation and was confirmed by the congregation in late spring. Gail's installation will be 26 January 2020.

The completion of the clergy search process brought with it the departure of Rev. Jean Vandergrift, our much loved and appreciated Interim Minister. Jean was with us a little over two years, shepherding us along with the search process and many other aspects of our Congregational life. She touched many lives in the congregation. We were blessed to have her.

This was the second year of the Prudential Subcommittee and it continued to build on its achievements of the previous year, overseeing the multiple affairs of TriCon. (Brief reminder, the Prudential Subcommittee falls under the Church Council. It is not an executive committee. Its members are Bob Brown, Gail Miller, Judy Walpole, Amy Bruning, the chairs or representatives of Finance, Personnel, Diaconate, Pastor-Parish, Moderator and Assistant Moderator and one at-large member.)

At the beginning of the year, the Finance, Stewardship and Mission Committees expressed their feelings that they were operating in isolation and without guidance from the overall priorities of TriCon. In response, the Prudential Subcommittee established a Special Working Group to analyze the situation and make recommendations. That group was composed of Bob Brown, Judy Walpole, Amy Bruning, Carolyn Stein, Shane Siefer, Jeff Campbell and Russell Sanna. The recommendation was to convene a church-wide meeting in early September to: 1) raise awareness of the TriCon annual operating budget and 2) garner input on budget priorities for the forthcoming year. 60-80 people attended the meeting for a very productive discussion and prayerful consideration of our budget priorities. The expectation is that this meeting will continue to be held annually.

It is clear that there is a tremendous interest in enriching our faith community through worship, worship-like initiatives, and service. This is reflected and confirmed in our Vision Statement. One dynamic that puts those thoughts into action is the formation of small groups. The Diaconate undertook the development of a protocol for small group formation in order to provide a framework for exploring ideas for small groups and supporting them through a decision-making process that gives them a role in our faith community. That has worked well in 2019 and we hope to see it bear similar fruit in the years to come.

## 2019 Annual Report

Hands-on Mission Task Force was one such small group that took up the question of mission work for adults. Its deliberations lead to the promotion of three mission activities: 1) Common Cathedral; 2) Community Servings and 3) and an Adult mission trip. Members of the congregation participated in the first two mission activities and #3 is scheduled for March of 2020.

The above report is positive and energizing as it should be because it reflects the spiritualism and Christian caring that TriCon members have in living out their faith. There are other aspects of our faith community that are not so positive and challenge us to work together. Paramount here is the noticeable downward trend in attendance at Church of families with young children. This is a new and unfamiliar dynamic for we are used to having many young children in our Christian Education Program activities and worship. Clergy and Staff and lay leadership are working to understand this dynamic and creating engaging responses.

As Moderator, I am thankful for having had the opportunity to serve the TriCon Community these past two years. It has been an enlightening, energizing and humbling experience.

In faith,  
Russell Sanna

## Report of the Clerk

The Annual Meeting was held on February 12, 2019.

A Special Congregational Meeting was held on May 12, 2019.

The Church Council held 5 regular meetings in 2019.

**Membership:**      **The active membership at the close of 2018 was 583 people.**  
                                  **The active membership at the close of 2019 was 581 people.**

### Members received during the year 2019:

Confirmands	27
Affirmation of Faith	1
Reaffirmation of Faith	5
Reactivation of Membership	2
Letter of Transfer	<u>6</u>
Total:	<b>41</b>

### Members lost during the year 2019:

Moved away	12
Death	9
Moved to inactive status:	<u>22</u>
Total:	<b>43</b>

The following were received into membership of the church in 2019:

#### By Affirmation of Faith:

Erik Waldron

#### By Reaffirmation of Faith:

Dorina Enes	Karen Lord
John Mone	Karen Mone
Jennifer Waldron	

#### By Letter of Transfer:

Elaine Ayres	Kenneth Ayres
Billie Kinch	Frederick Kinch
Gail Miller	Michael Smith

#### By Confirmation:

Holly Kristina Anderson	Aidan Fillmore Bain
-------------------------	---------------------

2019 Annual Report

Julia R. Clarke	Charlotte Grace Dressler
Sophie Gower	Piper Harring
Caroline Haviland Kessler	Andrew James Kamionek
Matthew Lehmann	John Buckner Lewis
Ryan Harrington Lewis	Ronan Macres
Tyler McMorrow	Griffin Kennedy Meyer
Matthew Shannon Nicholas	Nina Olney
Courtney Doyle Piper	William Leahy Rye
Cole Siefer	Cole Sinclair
Susannah Snell	Alexis Gail Steinert
Margaret O. Stewart	Mallory Dillon Thut
Noelle Emerson Waldron	Owen Anderson White
Tucker Winstanley	

**The following persons were baptized in 2019:**

Marina Rose DiPetrillo	Veronika Azure Malieckal
Summer Silva	Cole Sinclair
Mallory Dillon Thut	Erik Waldron
Owen Anderson White	Christopher Beauden Zinke

**Deaths of members and funerals conducted by our clergy in 2019 for those associated with our congregation:**

Robert Ayres (M)	Gloria Chick (M)
Rose Mary Crampton (M)	Helen Crowell (M)
Douglas Detweiler	Bruce Hall (M)
Stephen Honan (M)	William Howard
Ann Jacobs (M)	Karen Lord (M)
Robert O'Brien	Nathan Soukup
James Wetzel (M)	

(M) indicates membership in our church

I wish to thank Mary Lou Esposito who significantly helped compile this report.

Respectfully submitted,



Amy Bruning, Clerk

# SECTION IV

## **Report of the Nominating Committee**

## NOMINATING COMMITTEE 2019 ANNUAL REPORT

Key to abbreviations:

- N1: Nominee for election
- N2: Nominee for 2nd term
- P: Nominee for partial term.
- “(C)”: After name indicates Committee Chair.

Committee Membership Commitment

Generally 2 terms of 3 years

Exception: Property allows 3 terms

Officers and At Large Members of Church Council serve multiple terms of 1 year

Number after committee name indicates number of members stipulated in the By-Laws.

All Nominees take office upon vote at the Annual Meeting.

Term	COMMITTEES AND MEMBERS	Term Ends
	<b>OFFICERS (1 year terms)</b>	
N1	Moderator – Leslie Mahoney	2021
N1	Assistant Moderator – Andrew Thut	2021
N2	Clerk – Amy Bruning	2021
N5	Treasurer – Mitch Eckel	2021
N1	Assistant Treasurer - Betsey Wood	2021
N5	Auditor – Dave Kolstad	2021
	<b>AT LARGE Church Com Members (3)</b>	
N2	Dave DeLong	2021
N1	Charity Tremblay	2021
N1	Lauren Huyett	2021
	<b>MET BOSTON DELEGATES</b>	
N6	Nancy Haynes	2021
N3	Thad Jackson	2021
	<b>CHRISTIAN EDUCATION (9/6)</b>	
2	Polly Vanasse	2022
N1	Betsy Swaim	2023
2	Janet Lawson	2021
1	Leslie Ackles	2021
1	Rick Olney	2022
	<b>DIACONATE (9 Men, 9 Women, 2 Youth)</b>	
	<b>Diaconate – 9 Women</b>	
2		2022
2	Ann Noyes	2022
N1	Cheryl Shea	2023
N1	Demi Ayres	2023
2	Mary Jane Knudson	2021
1	Mary Hennings	2021
1	Barbara Stevens (C)	2021
1	Kathy Manley	2022

	<b>DIACONATE- 9 Men</b>	
2	Matt Boger	2022
<b>N1</b>	<b>Fred Kinch</b>	<b>2023</b>
<b>N1</b>	<b>Rich Eckel</b>	<b>2023</b>
<b>N2</b>	<b>Bob Lehmann</b>	<b>2023</b>
<b>N3</b>	<b>Bob Lawson</b>	<b>2023</b>
1	Matt Lehmann	Youth
2	Richard Pasley	2021
1	Otto Judicke	2022
1	Christian Meyer	2022
	<b>FELLOWSHIP (6)</b>	
2	Noelle Valentine	2022
<b>N1</b>	<b>Michelle Stewart</b>	<b>2023</b>
<b>N2</b>	<b>Brooke Redmond (C)</b>	<b>2023</b>
<b>N1</b>	<b>Jen Nash</b>	<b>2023</b>
1	Lindsay Boger	2021
1	Beth Thut	2021
	<b>FINANCE (6)</b>	
1	Shane Siefer	2022
1	Liz Haff	2022
<b>N1</b>	<b>Greg Howes</b>	<b>2023</b>
<b>N2</b>	<b>Elaine Bonoma</b>	<b>2023</b>
2	Ed Boyajian (C)	2021
1	Jon Rennert	2021
	Treasurer and Assistant Treasurer	
	Church Business Manager	
	<b>LIBRARY (5)</b>	
4	Ellen Campbell	2022
1	Patience Jackson	2021
TBD	TBD	
	<b>MEMBERSHIP (8)</b>	
2	Paul Mahoney	2022
2	Lori Boisvert	2022
3	Sarah Hart (C)	2022
<b>N1</b>	<b>Hank Haff</b>	<b>2023</b>
<b>N1</b>	<b>Kim Sheppard</b>	<b>2023</b>
<b>N1</b>	<b>Elaine Ayres</b>	<b>2023</b>
1	Jill Robitaille (C)	2021
1	Ruth Piper	2021

	<b>MISSION (9)</b>	
1	Dawn Rennert	2022
1	Jen Clarke	2022
<b>N1</b>	<b>Kathy Takvorian</b>	<b>2023</b>
<b>N3</b>	<b>Heidi Haring</b>	<b>2023</b>
<b>N2</b>	<b>Diana Kolstad</b>	<b>2023</b>
1	Amy Pasley	2021
1	Carolyn Stein (C)	2021
<b>N1</b>	<b>Marcia Ackley</b>	<b>2023</b>
1	Holly Salemy	2021
	<b>MUSIC &amp; ARTS (5)</b>	
<b>N1</b>	<b>Pat Bentley</b>	<b>2023</b>
<b>N2</b>	<b>Marcia Macres (C)</b>	<b>2023</b>
2	Fred Williams	2021
<b>N1</b>	<b>Amanda Carman</b>	<b>2023</b>
<b>N1</b>	<b>Dixie Grimes</b>	<b>2023</b>
	<b>NOMINATING (6)</b>	
2	Tussie Williams	2022
2	Thad Jackson	2022
<b>N1</b>		<b>2023</b>
<b>N1</b>		<b>2023</b>
2	Anne Lehmann	2021
1	Dale Ryder (C)	2022
	<b>PASTOR-PARISH (7)</b>	
2	Lisa Soleau	2022
2	Stephen Hart	2022
2	Fred Williams	2022
<b>N1</b>	<b>Shirley Huettig</b>	<b>2023</b>
<b>N2</b>	<b>Bill Ackles (C)</b>	<b>2023</b>
2	Milt Schwenk	2021
1	Lawrie Okurowski	2021
	<b>PERSONNEL (6)</b>	
1	Judy Lane	2022
1	Beth Vause	2022
<b>N1</b>	<b>Trish Siefer</b>	<b>2023</b>
<b>N1</b>	<b>Amanda Hickman</b>	<b>2023</b>
2	David Antos	2021
2	Kristi Detweiler	2021
	<b>PROPERTY (9) (3 term limit)</b>	
1	Fred Huettig	2022
2	Sean Detweiler	2022
2	Jen Lannan	2022
<b>N4</b>	<b>Jim Davidian (C)</b>	<b>2023</b>
<b>N3</b>	<b>Alan Merry</b>	<b>2023</b>
2	Phil Swain	2021
2	Tom Chappie	2021

	<b>SAFE CHURCH (5)</b>	
3	Tom Piper	2022
2	Melissa McMorrow	2022
<b>N1</b>	<b>Mary Lou Esposito</b>	<b>2023</b>
1	David Kolstad	2021
4	Jeff Campbell	2021
	<b>SOCIAL ACTION (8)</b>	
3	Janet Lawson (C)	2022
<b>N3</b>	<b>Nancy Haynes</b>	<b>2023</b>
<b>N3</b>	<b>Holly Darzen (C)</b>	<b>2023</b>
1	Ellen Quackenbush	2022
<b>N1</b>	<b>Carl Miller</b>	<b>2023</b>
<b>N1</b>	<b>Gail Kearns</b>	<b>2023</b>
TBD	TBD	
	<b>STEWARDSHIP (6)</b>	
2	Jeff Campbell (C)	2022
1	Woody Woodman	2022
<b>N2</b>	<b>Jon Piper</b>	<b>2023</b>
1	Becky Schwenk	2021
1	Liz Crowell	2021
1	Suzanne Giles	2022

We are grateful for the dedicated members of our Church Committees who serve our Congregation with their gifts of time and talents. We sincerely thank those who have served, those who are currently serving, and those nominated to serve at the Annual Meeting.

*Respectfully submitted by the Nominating Committee:*

*Trish Siefer, Rich Eckel, Thad Jackson, Anne Lehmann, Tussie Williams, and Dale Ryder.*

# SECTION V

## **Other Committee Reports**

## Report of the Antiques Show Committee

The 2019 Antiques Show was another huge success on many fronts. One hundred percent of the \$15,000 we raised after expenses will be allocated to agencies that TriCon supports through its mission efforts. Our committee is deeply grateful to the many, many volunteers who worked with us to ensure another profitable and successful two-day show.

As we do every year, our committee meets after the show to debrief about what went well and what areas can be improved upon for next year. We were struck this year by the comments made about the volunteers in the Café, many of whom have volunteered “in the kitchen” for decades. Dealers, visitors and church members all gave us feedback about how efficiently the café is run, how delicious the baked goods and offerings are and most importantly, how cheerful and pleasant the Café volunteers are. It speaks to the great leadership of the volunteers who serve and to their commitment and dedication to this important effort. The committee wishes to express our deep gratitude to Sally Clutter, Weezie Johnson, Cynthia LaMothe, Jill Robitaille, and Betsy Swaim, and the many, many volunteers who clean the kitchen, make the delicious soups and sandwiches, organize the volunteers, run the Café efficiently during business hours and do it all with a smile and a friendly hello.

And that is just the beginning! Many thanks to the movers and porters; the bakers and shoppers; the night-watchmen and the front desk volunteers; Jen Lannan and Rebecca Purcell for the beautiful autumn decorations; Bobbi Benson who recruits and organizes the dealers; and to Judy and Amy who work tirelessly both before, during and after the show, making signs, putting the show booklet together, managing SignUp Genius, running to the bank, securing advertisers and doing other innumerable tasks too many to mention... the Antiques Show Committee thanks you all.

As we look to 2020, we will be celebrating the **50<sup>th</sup>** year of TriCon’s Antiques Show on November 6 and 7. First started in 1969 to pay the medical costs for a young man from Ceylon at Mass. General. It is a privilege for the committee to continue this time-honored tradition into next year. We are planning some fun and exciting things to celebrate this very special milestone so please stay tuned!!

The Antiques Show Committee,

Bobbi Benson  
Amy Bruning  
Leslie Cheney  
Sally Clutter  
Sarah Hart

Lauren Huyett  
Diana Kolstad  
Pam Nelson  
Ruth Piper  
Dale Ryder  
Judy Walpole

## Report of the Caring Connection Committee

The Caring Connection, under the auspices of the Diaconate, “facilitates mutual ministry, by connecting needs with resources.” During 2019 Cynthia LaMothe and Polly Vanasse, Co-Chairs of the Caring Connection Committee, called and offered support and concern to different families or individual members of our church.

Subcommittees of the Caring Connection are Meals, Hospital and Home Visits, Memorial Receptions, Bereavement Notes, Families with New Babies, Transportation, Sunday Flower Delivery, and Memorial Gifts. In addition, Mary Jane Knudson and Jean Cummings are the Diaconate – Caring Connection Liaisons. Polly and Cynthia are very grateful for the thoughtful, caring work of all these committees.

The Caring Connection provides meals to those in the church community who need them. We have a list of volunteers who deliver meals. Special thanks to those who made meals this year! Also, several times this year Caring Connection volunteers met at the church and cooked meals, which were stored in the church freezer and delivered as needed.

Members of the Hospital and Home Visits Committee regularly visited people who were hospitalized, homebound or in nursing homes. At Christmas and Easter, flower deliveries organized by Kathy Flynn were made to many homebound members by the Diaconate. At Valentine’s Day, Kathy Flynn made “goodie bags” to accompany the Sunday School students’ hand-made valentine cards; these were delivered to homebound members of our congregation. Prayer Shawls made by the KnitWits were delivered as needed.

The Memorial Reception Committee members, Sally Clutter, Ann Jacobs, Louise Johnson, Carol Miller, Rebecca Purcell and Sally Schnitzer, host receptions for Memorial Services and funerals. During 2019, receptions were held for Breezie Howard, Williams Howard, Robert Ayres, Bruce Hall, Stephen Honan and Douglas Detweiler

Special thanks to Barbara Stevens who takes responsibility for writing Bereavement notes to church families and individuals who have suffered the loss of a loved one.

Trish Siefer heads the Committee for Families with New Babies. If there is a birth, she visits families with a new baby, presenting a book of children’s prayers and a hand-knit hat. A meal is also provided to these families.

Our Transportation Committee made up of three members (Demi Ayres, Thad Jackson and Susan Curl) offered rides or arranged rides for people who want to come to church or need to go to appointments.

This year Becky Schwenk covered the responsibility of Memorial Gifts. This year we received funds in memory of Breezie Howard, Carolyn Rice, Robert Ayres, Stephen

## 2019 Annual Report

Honan and Karen Lord. Memorial Gift funds were used in 2019 for redecorating the parlor and for landscaping the memorial garden on the church lawn and installing the historic slates commemorating the Melvin brothers, who died in the Civil War.

The Knitwits, a group of 14 women, organized by Susan Kluge, gather each month to knit together. This year they made 24 prayer shawls for members in our community and 150 items for the City Mission Society. These items included caps, hats, mittens, baby sweater sets, small blankets, scarves, and slippers.

The Sunday flower delivery, a group of devoted volunteers who deliver flowers to the homebound, hospital patients, or those at home who have been ill, is an important ministry.

In June, Caring Connection volunteers and church staff hosted the annual birthday party for members who have reached or surpassed 80 years.

We thank the many church members who have played roles in our Caring Connection Group. They are much appreciated by us and by those whom they have helped and supported.

Special thanks this year go to Susan Kluge, who for the past twenty years has played a wonderful role in our church community by visiting members in their homes, hospitals or nursing homes. We wish Susan and Art all the best as they begin a new life in Florida.

Respectfully submitted,

Cynthia LaMothe & Polly Vanasse

## Report of the Christian Education Committee

The members of CE worked diligently this year to provide two provocative curricula for our Lenten and Advent small groups. As well, we worked to support Carrie and her robust church program, applauding the shift to Sunday programming that includes Creative Church and Mission Sundays as well as Worship Together and Exploring Faith Groups. We continue to need volunteers.

A highlight of the year was the annual Ash Wednesday Dinner and kickoff for our Lenten small groups. Marcia Ackley worked tirelessly and the committee assisted her to provide a lasagna and salad dinner with Verrill Farm pies for dessert. Bob Brown launched the series called Courage with his multimedia invitation to consider what courage to take action or courage to change course might mean to us. The five-week series was well-received and six small groups, including about 70 participants, met faithfully to explore Christ's call to act with courage.

Otto Judicke stepped down as the CE chair after having guiding the program for the last eight years and working hard to establish protocols and timelines for producing the stimulating discussion series. His dedication, thoughtful guidance and insightful writing cannot be underestimated. In fact, he had to be replaced by committee: Polly Vanasse and Janet Lawson co-chairing the meetings and Leslie Ackles recruiting the hosts and facilitators.

Our Advent Series, called The Advent of Sustainable Joy, welcomed 70 participants into deep conversations about joy, including the differences between joy and happiness as well as how joy might be sustained and even discovered through suffering.

We want to thank our facilitators and hosts: Leslie and Bill Ackles, Liz Crowell, Jeff Campbell, Dave DeLong, Suzanne Giles, Liz and Hank Haff, Nancy Haynes, Mary Jane Knudson, Janet Lawson, Ruth Piper, Dale Ryder, Holly Salemy, Betsy Swaim, Charity Tremblay and Jane Turner Michael. It truly takes a village to make this program work, and we are indebted to the great people who brought our vision to life, including all of you who participated.

Bob Brown and Jean Vandergrift provided insights and helped in the writing of both booklets, and Cheryl Shea and Amy Bruning did amazing work producing them.

Thanks from the CE Committee:

Leslie Ackles, Rick Olney, Janet Lawson, Polly Vanasse,  
Otto Judicke, retired in May; Marcia Ackley and Stephen Haas, retired in December  
Betsy Swaim, joining in January 2020

## Report of the Diaconate

The Diaconate continues to be increasingly engaged with the congregation at TriCon, having set a goal two years ago improve this connection. The most obvious forms that this has taken / is taking involve three things – (1) Supporting the transition as Reverend Gail Miller stepped into her new role at TriCon and Reverend Jean Vandergrift’s service came to an end, (2) Continuing to build the parishioner : deacon relationship by holding sessions to discuss parishioner needs – following on from the one on one conversations held the prior year, and (3) Supporting the upcoming Sabbatical the Bob Brown will take in the summer of 2020. All of these initiatives support the Diaconate mission:

“The Diaconate, together with the Minister(s) shall be responsible for leading the spiritual affairs of the Church, which includes overseeing pastoral duties and worship, caring for the membership, supporting the Church as a teaching parish, and encouraging lay participation in each of these responsibilities.”

To carry out our duties we organized into the following standing sub-committees:

Communion:	Michele Forinash and Mary Hennings
Confirmation:	Rev. Bob Brown and Suzanne Giles
Baptism:	Matt Boger and Claire Wilcox
Liturgists:	Ann Noyes and Betsy Swaim
Flowers:	Bob Lawson and Richard Pasley
Special Sunday Ushers:	Bob Lawson and Ann Noyes
Handbook:	Hjalmar Pompe van Meerdervoort
Caring Connection Liaison:	Jean Cummings and Mary Jane Knudson
Small Group:	Jean Cummings, Mary Hennings, Rev. Jean Vandergrift
Worship:	Bob Lawson, Bob Lehmann, Hjalmar Pompe van Meerdervoort, Betsy Swaim, and Claire Wilcox
Green Church Ad-Hoc Committee:	Fran Cummings and Bob Lawson
(working in conjunction with the Social Action Committee and Property Committee)	

TriCon has been undergoing some key personnel changes over the last few years, which have been challenging for the organization. With Bob Brown now settled as the Senior Minister, Jean Vandergrift stayed on during the search for the Minister for Congregational Life. While the outcomes of these searches were very positive, they were also causes for concern among some members of the congregation. The Diaconate sought to reduce that stress not only by helping with the transitions, but also by engaging more heavily with the congregation.

## 2019 Annual Report

In its simplest form, the Diaconate works with the Caring Connection to deliver flowers at Christmas and Easter, and is now expanding that to include the delivery of Valentine flowers, often to the same individuals so that stronger relationships can be built. In a new and more formal way, the Diaconate sought to engage directly with a large group of parishioners. Recall that during the prior church year ~70 conversations took place between members of the Diaconate and members of the congregation. Those findings were initially shared with Bob Brown and Jean V. at the beginning of this church year (Feb 2019). The Diaconate's Worship Committee, which had taken the lead on the effort, then conducted a number of discussions with the congregation to share the findings and collect additional recommendations (Sept & Oct 2019). While the findings will help Bob Brown, and now Gail, to better understand the needs of our congregation, the Diaconate believes that the ongoing dialog will provide parishioners with another channel for sharing their thoughts to church leadership, and deepen the relationships between the Diaconate and the congregation.

With Gail joining TriCon and becoming the Minister of Congregational Life, Jean V. began her transition out of the lives of our members. The Diaconate sought to help in the process that resulted in Gail's appointment. Initially this took the form of providing steady reassurance that the process was making progress and that the Diaconate was available to help as needed. As Gail came on board and Jean transitioned away, the Diaconate supported Gail's learnings about TriCon and helped provide continuity to the congregation. Similar work is now beginning in preparation for Bob's Sabbatical – informally communicating what to expect as well as more formally working with Gail to identify and bring on additional short-term help.

While some parishioners may see the last few years as a time of transition, many in the church leadership – Church Council Members, Diaconate Members, other committee members – may feel that they needed to commit more time to TriCon than was normal. When two members of the Diaconate were unable to fill their terms because of health / relocation, we created an on-call list of former Deacons who can step in and cover communion. It was also decided that Confirmation should take place every other year, to allow a more vibrant experience for the young-adults being confirmed, while also reducing the workload on church leadership.

Over the past year, the Diaconate continued its mission to enhance the spiritual life of the Trinitarian Congregational Church in a number of ways.

### **Communion**

The Diaconate takes great pride in the opportunity to serve Communion each month. The responsibility for sharing the bread and cup of Christ is a sacred one and working as a team and worshipping together to do this has been among the many highlights for the Diaconate this year. Special thanks go to Sylvia Greene for baking the Communion bread, including gluten-free, every month of the year.

### **Lent and Advent Seasons**

## 2019 Annual Report

The Diaconate supported the spiritual enrichment of the Congregation during the Lenten season, including Small Group Ministries and services for Ash Wednesday, Palm Sunday, Maundy Thursday, Good Friday and Easter. Thank you to all the Deacons who participated in the more than 50 volunteer roles needed for the Lenten Season services. During Advent, the Diaconate enjoyed decorating the sanctuary with the annual greens and memory wreath, arranging for Advent readers, serving as ushers for the Christmas Eve services, cleaning and coordinating the candles for the candlelight services, and coordinating the ever-growing Christmas Eve Youth gathering prior to the midnight service.

We recognize the many efforts of the Deacons, but also innumerable members of the congregation who assist when called upon to read scripture, provide sanctuary flowers, wash and iron communion linens, provide Christmas and Easter flowers, host, lead and participate in small group ministries, mentor Confirmands, and much more.

The Diaconate is thankful and blessed to work closely and openly with our dedicated and extremely hard-working clergy, Reverend Brown and Reverend Miller. Their spirit and leadership guide us daily and they are an inspiration to those of us fortunate enough to work with them.

Respectfully submitted,

Bob Lehmann, Chair

Barbara Stevens – incoming Chair

Ann Noyes

Betsy Swaim

Bob Lawson

Christian Meyer

Chuck Stevenson

Claire Wilcox

Fran Cummings

Hjalmar Pompe van Meerdervoort

Jean Cummings

Kathy Manley

Mary Hennings

Mary Jane Knudson

Matt Boger

Michele Forinash

Otto Judicke

Richard Pasley

Matt Lehmann (youth member)

## Report of the Fellowship Committee

The Trinitarian Congregational Church Fellowship Committee planned and implemented the following events in 2019.

- **Pancake Breakfast**, Feb 10<sup>th</sup> – Fellowship Team supported the Stewardship Team in a pancake breakfast. Approximately 100 people were served pancakes, egg casserole, fruit, juice, and coffee/tea at 9am to kick off the Annual Meeting.
- **Team Meeting**, March 30<sup>th</sup> – Fellowship Team gathered for a breakfast meeting to plan year's events.
- **Nancy Haynes Ordination Reception**, April 28<sup>th</sup> - Fellowship Team sponsored reception for Nancy. Church community supplied food, flowers, and a cake. Team served punch, cut cake, set up, cleaned up, and plated food.
- **Annual Church Picnic/Strawberry Festival and Celebration for Jean**, June 2<sup>nd</sup> - Fellowship Team cooked hot dogs and hamburgers for approximately 200 people at this annual event. This Sunday was Jean's last Sunday at TriCon, and the church community celebrated Jean's service with a special strawberry cake.
- **Welcome Back Brunch**, Sept. 8<sup>th</sup> - Fellowship Team served quiche, pastry, fruit, cake, punch and coffee to about 160 people – to welcome the congregation back for another year.
- **Advent Breakfast & Cookie Swap**, Dec. 8<sup>th</sup> – Fellowship Team served bagels, spreads, fruit, coffee, and hosted a hot chocolate bar for about 150 people. Children were able to make holiday cards at a card table, and a cookie swap occurred in the parlor. Team welcomed new member, Jen Nash at this event.

Respectfully submitted,

Kara Chappie, chair

Team Members: Lindsay Boger, Pam Nelson, Brooke Redmond, Hillary Robinson,  
Beth Thut, Noelle Valentine

## **Report of the Al Filipov Peace & Justice Forum Committee**

It is the purpose of the Al Filipov Peace & Justice Forum to promote peace & justice among all people and to demonstrate the power of an individual to make a difference in the world. The Forum was founded to remember the life of Al Filipov, a beloved member of Trinitarian Congregational Church who died in the September 11, 2001, terrorist attack at the World Trade Center in New York. Annually since 2002 we have invited a distinguished individual to speak about his or her work. We have honored a variety of men and women from many different backgrounds and faith traditions, some famous, some largely unrecognized, but all united in their commitment to a life actively engaged in creating a more peaceful and equitable world. The Al Filipov Peace & Justice Award was inaugurated in 2011, upon the tenth anniversary of 9/11, and its first recipient was The Rev. Dr. James A. Forbes, Jr., Senior Minister Emeritus of The Riverside Church in New York City.

On Sunday, September 15, 2019, at 4:00 pm the Al Filipov Peace & Justice Award was presented to Lois Gibbs, environmental justice pioneer. In 1978 Ms. Gibbs organized the Love Canal Homeowners Association focusing national attention on the environmental crisis in Love Canal, which became the first U.S. Superfund site. She is currently the Executive Director of the Center for Health, Environment, and Justice in Washington, DC. After Ms. Gibbs spoke, the conversation expanded to include two representatives from Zero Hour, Zanagee Artis and Arielle Martinez-Cohen, moderated by Fran Cummings from our church. Zero Hour is a national youth activist movement demanding action to combat climate change.

The Forum maintains a web site ([www.AlFilipov.org](http://www.AlFilipov.org)) and a Facebook page to publicize our programs and to archive past events. The Forum was recorded this year by CCTV.

The Filipov Forum does not currently engage in active fund raising, but receives free will donations at the event and other gifts from interested individuals

Thank go out to all the Forum members and friends who have helped carry forward the message of Al Filipov and his wife Loretta over the past year and who have offered their support for future work. I would like to extend sincere thanks to the generous and thoughtful members of our committee and to Rev. Bob Brown and the church staff for the expertise, commitment, professionalism, faith, and joy they bring to our work together.

Respectfully submitted,  
Liz Haff, Chair

Committee Members: Loretta Filipov, Liz Haff, Jennifer Hart, Nancy Haynes, Richard Pasley, and Claudia Veitch

## Report of the Finance Committee

The Finance Committee is responsible for advising our members, ministers and staff on the proper use of the funds entrusted to us to support our on-going worship, facilities, work and outreach. We accomplish this by the preparation of an annual budget with an eye towards long-term fiscal planning. As well, we provide necessary financial input required for addressing unforeseen events in the life of the church.

We ended 2019 with a budget surplus of \$35,738. This is the result of Income coming in ahead of budget by \$14,278 (\$1,103,078 actual vs. \$1,088,800 budget) and Expenses coming in below budget by \$21,480 (\$1,067,320 actual vs. \$1,088,800 plan). Pledges, which drive our income (~70% of total), came in slightly below budget (\$749,964 actual vs. \$752,600 budget) while other income items (Mission Offerings & Other Income, Use of Facilities, Plate Offerings & Prior Year Pledges) came in ahead of budget. Personnel, which drive our expenses (~61% of total), came in well below budget (\$649,900 actual vs. \$686,000 budget) primarily as the result of having a budgeted second clergy start later than expected. Also, as has been typical for our organization and staff, we managed our other expense items very prudently and close to the budgeted amounts. Given the favorable results, we were able to not take the \$22,000 from reserves that was budgeted.

Looking ahead, the Finance Committee is recommending allocating \$30,000 of the surplus to the Facilities Refurbishment reserve fund as we expect that given the age of the building we will need to make continued additional investments in maintenance and repair. We also recommend allocating the remaining \$5,378 surplus to the Contingency reserve fund.

For 2020, we are proposing a balanced budget (Income and Expenses) of \$1,121,500. Notably, for income this includes \$762,000 in pledges, a 1.6% increase over 2019. Additionally, for income we will continue to draw ~4% from the income on our endowed finds. For expenses, 2020 will see a more substantial increase in personnel of 7.7% as we now gratefully have our full staff of clergy. Careful management of other expenses and reduction of association support fees will allow us to maintain a balanced budget for the year.

The members of the 2019 Finance Committee were Elaine Bonoma, Elizabeth Haff, Peter Kirkman, Jon Rennert, and Shane Siefer. Our committee works effectively because of the enormous effort, preparation and care that Judy Walpole provides. She continues to weave that fabric that holds us together. I would also like to express gratitude to Amy Bruning, for her commitment and diligence as our bookkeeper and of course to Mitch Eckel, our treasurer and Mary Jalenak, our assistant treasurer. Also, a special thanks to Jeff Campbell who plays such an important leadership role with stewardship and contributes substance to many of our meetings.

Ed Boyajian, Chair

## Report of the Membership Committee

The Membership Committee has three primary goals:

- To usher new members through the process of joining the church
- To ensure new members feel connected to the church before and after joining
- To reach out to the greater community and convey all that TriCon has to offer

During our regular meetings, the Membership Committee discusses ideas to accomplish our goals. We sponsor coffees welcoming newcomers after services throughout the year, generally once per month. We also conduct "Exploring Membership Orientation" meetings, participation in which is required to be eligible for membership. At these meetings, in addition to an overview of the UCC faith and TriCon traditions provided by the clergy, Committee members share their perspectives on the church as an introduction to prospective new members.

In 2019 we welcomed twelve new members. On June 30<sup>th</sup> Dorina Enes, Karen Lord, John and Karen Mone, and Jen and Erik Waldron joined the church. On November 17<sup>th</sup>, TriCon's new Minister of Congregational Life Rev. Gail Miller and her husband Mike Smith became members of the church along with Ken and Elaine Ayres and Fred and Billie Kinch.

Amy Bruning continued in her role as membership coordinator and has tirelessly and patiently maintained all the membership-related information and kept the committee informed and on-track. We are very grateful for Amy!

In addition to Amy, we thank committee members Paul Mahoney, Ruth Piper, Leslie Feigh, Michelle Stewart, Holly Pompe van Meerdervoort, Marcia Ackley and Lori Boisvert for their hard work, dedication, and support, not only of our larger church community but also of each other. We were sad to say goodbye to Holly when she moved out of town over the summer.

Respectfully submitted,

Jill Robitaille and Sarah Hart, Co-Chairs

## Report of the Mission Committee

For 2019, the Mission Committee funds came from the following sources:

Budget	\$123,200
Antique Show proceeds	\$15,200
Mission Endowment	\$16,000
<b>TOTAL ALLOCATIONS:</b>	<b>\$154,400</b>

On behalf of TriCon's generous congregation, the Mission Committee made grants to 24 agencies (twenty domestic and four international). These agencies serve victims of domestic violence and disaster relief, help to relieve homelessness and food insecurity, and support pre-school education, prison ministry, restorative justice, our nation's veterans, and documented immigrants. A list of the agencies TriCon works with can be found on the following page, on the church website, and in the hallway leading to the Children's Ministry wing. Each month an organization is highlighted in the church newsletter.

In addition, the Mission Committee allocated funds for the Mission Trip and to OCWM (Our Church's Wider Mission). We allocated funds to two new organizations this year: UTEC, which works with at-risk young adults in Lowell to help them "trade violence and poverty for social and economic success;" and Dignity in Asylum, which helps refugees fleeing persecution with basic living necessities as they await the processing of their cases. The Committee is also supporting this year's Christmas Offering, given to Team Rubicon, which deploys military veteran volunteers to assist with disaster relief, including in the hurricane-ravaged Bahamas. In total, the Committee allocated \$154,400 on behalf of TriCon in 2019.

Several members of the Committee participated with others from the congregation this fall in the newly formed Hands-On Service and Mission Task Force. Responding to calls from members of the Congregation for more opportunities for adult service, the Task Force organized a successful and meaningful trip to Common Cathedral, an urban ministry which serves lunch and worships together on the Boston Common every Sunday. On the Sunday after Thanksgiving, we brought lunches made by TriCon members and joined in worship. Future service opportunities will include volunteering in Jamaica Plain at Community Servings, an organization dedicated to serving nutritious meals to the chronically ill, and a spring adult mission trip to coastal Texas to help with post-hurricane rebuilding. The Mission Committee remains dedicated to helping the congregation fulfill our shared vision of service and mission, and welcomes the input and suggestions of all.

Peter Nash and Andrew Thut will be stepping down from Mission at the end of 2019; we are deeply grateful for their service. We are delighted to welcome Marcia Ackley and Kathy Takvorian for the coming year.

Respectfully submitted,  
Carolyn Stein, Chair

Members: Jen Clarke, Heidi Haring, Diana Kolstad, Peter Nash, Amy Pasley, Dawn Rennert, Holly Salemy, Andrew Thut

Mission – 2019 Donations	Mission Budget	Antiques Show	Mission Endow.	<sup>1</sup> Other	Totals
Basic Support (OCWM)	40,000				
Fellowship Dues (MBA/UCC)				13,850	
<b>Total</b>	<b>40,000</b>			<b>13,850</b>	<b>53,850</b>

All Hands	1,000				1,000
City Mission Society	7,500				7,500
Communities for Restorative Justice	4,000				4,000
Community Servings	4,000				4,000
Concord Area Pre-School Assn.	2,000				2,000
Concord Cares	1,000				1,000
Concord Children's Center		3,000			3,000
Concord Prison Ministry	5,000				5,000
Dignity in Asylum			5,000		5,000
Domestic Violence Services	4,500				4,500
Gaining Ground		2,000			2,000
Household Goods Recycling	1,000		2,600		3,600
International Institute		2,000			2,000
Justice Resource institute	4,000				4,000
Kasiisi Project (Uganda)	6,000				6,000
Lamontville (S. Africa)	4,500			27,650	32,150
Metta Partners (Burma)	5,000				5,000
Minuteman ARC		5,000			5,000
Miscellaneous Expenses	200				200
Mission Trip 2020	10,000				10,000
Nurtury	3,000				3,000
Operation Homefront	400	3,200	400		4,000
Reach Against Domestic Violence	3,000				3,000
Sharing Foundation	3,600				3,600
Solutions at Work			4,000		4,000
<sup>2</sup> Team Rubicon	5,000			11,997	16,997
The Open Table	5,000				5,000
UCC Disaster Relief				650	650
<sup>3</sup> UNICEF				7,012	7,012
UTEC	2,500				2,500
YMCA – Girl's Choice			4,000		4,000
Zimbabwe solar project	1,000				1,000
<b>Sub-total</b>	<b>83,200</b>	<b>15,200</b>	<b>16,000</b>	<b>47,309</b>	<b>161,709</b>

<b>TOTAL</b>	<b>123,200</b>	<b>15,200</b>	<b>16,000</b>	<b>61,159</b>	<b>215,559</b>
--------------	----------------	---------------	---------------	---------------	----------------

<sup>1</sup>Other includes special offerings, Fellowship dues and designated mission contributions; the 2019 Easter Offering was sent to UNICEF for migrant relief at the US Southern border; the 2019 Christmas Offering, supplemented by \$5,000 from the Mission budget, will be sent in 2020 to Team Rubicon for relief work in the Bahamas.

## Report of the Music and Arts Committee

TriCon's music program is a vital part of our community of faith. 2019 was full of many wonderful music opportunities for our congregation and the community to enjoy. We continue to revel in the Senior Choir's wide repertoire of music and Hosanna Singers' (grades K-5) sweet angelic voices under the direction of Music Director Vickie Wagner, as well as the beautiful pipe organ playing. And for those who don't want the long-term commitment of being in the choir, the congregation has opportunities for short-term participation, such as solos or small ensemble singing, Occasional Multi-Generational "OMG" Choir, and opportunities during Lent-Easter and Advent-Christmas.

Adult and youth vocalists and instrumentalists from our own TriCon church community share their musical talents with us during regular worship services, Mission Trip service, Easter and Christmas services, 80<sup>th</sup> Birthday party, memorial services, and special events throughout the year. Our musical parishioners include many talented vocalists, flutist, harpist, pianists, saxophone, bass, accordion, guitars, a wide array of folk instruments, and more.

TriCon also continues to be blessed with hosting many outside renowned professional vocalists and instrumentalists from top musical circles who bless our special worship services with amazing vocals, brass, strings, piano, jazz, etc. They accompany the choir, play the prelude or postlude, or provide musical leadership for the entire service. Some of the music highlights from 2019 include excerpts from Handel's *Messiah* for Easter and Advent Music Sunday, a Jazz Service dedicated to celebrating longtime member Chuck Stevenson who founded the Jazz Service tradition, an Open House for Christmas Music and Caroling as part of Concord's Annual Tree Lighting and Parade event, and more. These musical experiences are a large contributor to the vibrancy of TriCon church.

The Music and Arts Committee would like to thank Music Director Vickie Wagner, the Senior Choir, and tenor Matt DiBattista for sharing their talents and assistance in making music a spiritual, emotional, and much appreciated part of our TriCon worship experience.

Music has been proven to be healing to tired and broken souls, by evoking emotional responses to relax or stimulate the brain and heart. TriCon's wonderful music program enhances the worship experience for everyone by nourishing our souls.

"Sing praises to the Lord, O you his faithful ones, and give thanks to his holy name."  
(*New Revised Standard Version*, Psalm 30:4).

Respectfully submitted,

Marcia J. Macres

Claudia Veitch

Fred Williams

## Report of the Personnel Committee

The committee joined the entire congregation in welcoming Rev. Gail Miller as Minister of Congregational Life. It is wonderful to have settled clergy after several years of searching.

The Committee contributed to the Church Mission Statement questionnaire as requested by Russell Sanna. We conducted check-ins with church staff to ascertain how their work is going, if goals are being met, and whether the Personnel Committee can assist them in any way. We also hosted a lively holiday lunch for the staff in December.

The Finance committee is recommending a 2 1/2% increase in staff salary for 2020 and The Personnel Committee concurs. We have resources to review staff compensation in other comparable UCC churches and will continue to use these materials. We support keeping the vacant administrative position open for now but will consult with the clergy and staff to re-evaluate this decision in the coming months.

Respectfully submitted,

Carole Wayland, Chair  
David Antos  
Kristi Detweiler  
Judy Lane  
Beth Vause

## Report of the Property Committee

The Property Committee covers utilities (electric and water/sewer), fuel, trash removal, lawn and tree care, cleaning services, property/liability insurance, routine maintenance and supplies such as paper products, lightbulbs, permit fees and small repairs. For the second year, we have contracted for snow shoveling as well as plowing, which is a major expense. We have maintenance contracts for our copiers and two elevators.

Monies spent on new boilers over the last few years in both the church and school wing has dramatically reduced both our fuel costs and our energy consumption.

Plans are in place to replace the flood lights in the front of the church with energy efficient LED lights and to add a pole light near the Hubbard Street ramp to increase visibility and safety. Memorial Gifts Funds have been approved for both these projects which will require Historic Districts Commission approval.

We allocate \$5,000 annually from the operating budget to a Facilities Refurbishment Fund (FRF) and \$8,000 to a Painting Fund. In 2019, FRF monies were used to upgrade the hallway lighting in the school wing, cover some major air conditioning repairs and fire suppression system repairs, and to add a fire door closer mechanism to a door in the wing. Painting funds were expended to do touch-up painting, both inside and outside, to minimize the need for major painting projects.

Our fire suppression sprinkler system was installed in 1955 and it is showing its age. We have made some stop-gap repairs but the compressor and valves are in need of replacement so we will need to spend \$14,000 to do that in 2020. The Finance Committee is recommending that \$30,000 of the 2020 surplus be added to the RFF fund to cover this and other anticipated future projects.

Items on that list include painting the steeple; repair of some of the sanctuary windows and repair/replacement of the driveway and parking lot. The goal is to schedule these projects over the next few years to, as much as possible, avoid the need for a major capital campaign.

### Property Committee Members:

Jim Davidian, Chair

Tom Chappie

Sean Detweiler

Fred Huettig

Jen Lannan

Alan Merry

Phil Swain

## **Report of the Safe Church Committee**

Our goal on the Safe Church Committee is to strive to provide a safe environment within our church building and during church activities outside our walls. We work with church staff to review and oversee church policies and practices around security for and within the building and around staff and volunteers working with our youth.

This year, in addition to our regular oversight of church policies and procedures relating to security, we continued our efforts to inform church members in the newsletter about policies and procedures around safety. The committee encourages anyone with questions or suggestions regarding security to be in touch with any one of us.

Carolyn Stein will be stepping off the Committee, but we welcome Mary Lou Esposito for 2020.

Respectfully submitted,  
Carolyn Stein, Chair

Members: Jeff Campbell, David Kolstad, Melissa McMorrow, Tom Piper

## Report of the Social Action Committee

The Social Action Committee continued its involvement in issues revolving around social justice, equity, diversity and sustainability. The committee sponsors forums and discussion events that promote social justice and helps to lead local outreach efforts, working with other churches and other committees within our congregation. Highlights 2019:

- Social Action is responsible for bringing speakers for the Martin Luther King, Jr. service and educational forum in January. The 2019 MLK speaker was Dain Perry (in March, due to weather). Dain and Constance Perry hosted a screening of *Traces of the Trades* and a subsequent discussion in the Parish Hall open to the public. Constance Perry might be a good person to lead further congregational conversations on racism.
- Ellen Quackenbush went on the City Mission Society trip to the National Memorial for Peace and Justice in Montgomery Alabama in June and reported back with a moving narrative about the trip. This trip will be repeated 2020 spring. We hope for more discussion in 2020 on this.
- Social Action helped the church to launch the TriCon Climate Action group, subsequent to a forum with Jim Antal. The group has analyzed the church's energy efficiency in various areas, and is working toward getting all TriCon members to embrace energy saving measures and to encourage the state to move forward with measures to mitigate climate change effects. The committee would like to pursue solar panels in 2020.
- The committee continues to keep informed about affordable housing initiatives in the Town, efforts to address homelessness, and the local and global hunger problem.
- Two annual drives were held again in 2019. New and used children's clothing was taken to House of Hope family shelter in Lowell. 69 backpacks and school supplies were delivered to Mass Coalition for the Homeless (Lynn).
- In October TriCon again supported the CROP WALK, raising money for both international hunger relief through CWS and for local hunger relief through organizations like Open Table.
- In November Marilou Barsam of First Parish in Bedford met with us to talk about being a Level 2 Sanctuary church. She is an original member of the Sanctuary Committee of her level 1 Sanctuary church, i.e. they house an asylum seeker in the church. Level 2 would provide backup for being present at the church when needed to cover shifts and provide other support.
- Social Action worked with the Mission Committee, the Moderator and Rev. Brown in the selection of an organization to receive the 2019 Easter and Christmas Offerings. To address immigration relief at southern border the Easter collection raised about \$7,000 for UNICEF. In response to the need for aid to the Bahamas the Christmas offering recipient was Team Rubicon.

Faithfully submitted,

Holly Darzen, Nancy Haynes, Janet Lawson, Gail Kearns, Carl Miller, Ellen Quackenbush

## Report of the Stewardship Committee

Building on the focus of the last two years that related to the church's Vision and sense of community, this year we chose as our theme: *Honoring Our Past – Shaping Our Future*. We invited the church once again to gather in small groups, at church and in our homes, to enjoy fellowship and to discuss stewardship related topics. Over 120 folks participated including many new members of the church and we are sincerely grateful to the hosts and facilitators who volunteered in these roles. Our hosts this year were: Liz Crowell, Russ Sanna & Mary Hennings, David & Diana Kolstad, Rob & Sandy Freund, Jeff & Ellen Campbell, Woody & Monica Woodman, Shirley & Fred Huettig, Jennifer & Drew Clarke, and Andrew & Beth Thut! We are also very grateful to all who agreed to share reflections from the pulpit in Calls to Stewardship during our fall campaign period – these are often the most important moments of inspiration in support of our efforts.

After working with the finance committee and staff, a 4% increase in total pledges was agreed upon as what would be needed to meet the church's needs in the year ahead. This goal and the details below were shared with the congregation in a variety of ways. Specific obligations included the following:

- Additional cost of having two settled ministers
- Providing a modest cost-of-living raise for clergy and staff
- Supplying additional resources for Children's Ministry and Adult Education
- Meeting the increased cost of goods and services to maintain our building and grounds
- Maintaining our commitment to mission and outreach and exploring ways to offer more hands-on adult mission experiences

As of the date of this report, the stewardship campaign has received pledges totaling \$762,729 from 274 parishioners. This represents 98% of our original target of \$780,000. Additional one-time gifts not regarded as recurring pledges will help us reach that total in coming months. To reach this important point in our campaign we are grateful to all who have pledged to TriCon for the coming year and especially the large number of families who increased their prior pledge. Please refer to the pledge chart in this annual report for more specific details of our stewardship results.

The success of our stewardship campaign is in large measure the result of the unwavering support provided by TriCon's clergy and staff, expressed in countless ways both in the fall and throughout the year.

We end with words from Reverend Bob Brown from our campaign brochure:

*“God continues to shape our future, watering and feeding us with nutrients of Grace, Love, and Spirit. Our only response to such loving kindness and care is to extend this rich abundance in service to one another and the world. Our generosity causes our church to flourish and grow”.*

From the Stewardship Committee

Jeff Campbell, Chair; Amy Bruning, Liz Crowell, Suzanne Giles, Jon Piper, Becky Schwenk, Judy Walpole, Woody Woodman

<b>Budget Year</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Total Pledging Units	274	277	323	336	365	387
New Pledging Units	16	5	10	4	12	21
<b>Total Pledged</b>	<b>\$762,729</b>	<b>\$752,385</b>	<b>\$750,000</b>	<b>\$747,700</b>	<b>\$766,500</b>	<b>\$800,953</b>

Campaign Goal	\$780,000	\$780,000	\$783,300	\$764,000	\$832,000	\$800,800
Over/(Under) Goal	-\$17,271	-\$27,615	-\$33,300	-\$16,300	-\$65,500	\$153
Average Pledge	\$2,784	\$2,716	\$2,322	\$2,225	\$2,100	\$2,070

<b>Pledge Distribution</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
Less than \$300	17	14	28	32	39	43
\$300-\$499	5	12	23	23	28	36
\$500-\$699	40	35	49	52	48	43
\$700-\$999	19	15	20	21	22	27
\$1,000-\$1,299	40	46	49	48	64	63
\$1,300-\$1,999	23	32	34	35	45	42
\$2,000-\$2,999	45	39	37	43	35	46
\$3,000-\$5,999	54	54	58	56	56	61
\$6,000 and up	31	30	25	26	28	26

# SECTION VI

## Report of the Treasurer

## Report of the Treasurer

2019 was fiscally quite satisfactory. The Church ended up with a surplus of \$35,758. This surplus is primarily attributable to an increase (over budget) in Prior Year Pledges, Plate Offerings, Use of Facilities and Other Income (donations for memorial receptions, etc.). Also, Personnel substantially underspent primarily due to being without a second clergy for part of the year. The surplus allowed us to not take the budgeted withdrawal from Reserves of \$22,000.

The Finance Committee and Church Council is recommending allocating \$30,000 of the surplus to the Facilities Refurbishment reserve fund and the remaining \$5,758 to the Contingency reserve fund. We have an aging building, which requires continuing repairs and maintenance. Currently, we must replace the compressor, and some piping and valves in our fire suppression system at an estimated cost of \$14,000.

Other good news is that the General Endowment increased over 17% this year. The year-end General Endowment Fund balance is \$2,155,148. The Church took into income \$71,600 from the Fund in support of the budget.

The Clergy Housing Endowment Fund contributed \$51,100 to the budget for ministerial housing, and \$16,000 was taken from the Mission Endowment Fund in support of Mission Projects.

The withdrawal rate from all the Endowment Funds is Just under 4%. All withdrawals are from accumulated income. See the Balance Sheet, Note 10, Changes in Fund Balances, for further details. Welch & Forbes, LLC continues to manage the endowment funds, which are invested for long term growth in a mix of stocks and bonds.

A positive factor was that collected Pledge Income came in almost on budget- just \$2,600 less than budgeted. It is likely that some of these unpaid pledges will come on in this year as Prior Year Pledges. Total Prior Year Pledges (from all years) are projected at \$40,000 for 2020 with \$34,000 already in hand.

As mentioned in prior years, everyone should consider making a devise to the General Endowment Fund in their Wills or Trusts, or an outright gift if there is an increase in lifetime wealth. Last year a wonderful bequest of \$100,000 was received from the Estate of Ruth Chappell. As has been said, “will you leave more than an empty space in the pew when you pass on?” And remember that gifts from IRA accounts can be sent directly by the custodian of the fund to the Church without any income recognition to you.

Special thanks are due to our diligent Finance Committee Chair Ed Boyajian and other members of the Finance Committee. I can't express enough appreciation for Judy Walpole, our Business Manager, who is always on top of things, and also to Amy Bruning who contributes so competently to our financial record-keeping. Thanks also go to the Assistant Treasurer, Mary Jalenak.

Respectfully submitted,  
G. Mitchell Eckel, III  
Treasurer

Trinitarian Congregational Church  
**Income Statement**  
 For the Year Ended December 31, 2019

### Receipts

	Budget	Actual
Offerings		
Pledges - Current Year	\$752,600.00	\$749,964.00
Pledges - Prior Year	\$25,000.00	\$27,129.00
Plate Offering	\$8,500.00	\$9,363.00
Sub-Total	\$786,100.00	\$786,456.00
Use of Facilities		
Tenants - LEAP/Sprint		\$90,482.00
Other		\$17,520.00
Sub-Total	\$105,000.00	\$108,002.00
Transfer from Reserves	\$22,000.00	\$0.00
Clergy Housing Endowment	\$51,100.00	\$51,100.00
Other Income		
Special Gifts/Interest	\$1,000.00	\$12,561.00
Endowment Fund Income	\$71,600.00	\$71,600.00
Special Missions		
Easter Offering	\$5,000.00	\$7,012.00
Christmas Offering	\$12,000.00	\$12,647.00
Mission Endowment Fund Income	\$16,000.00	\$16,000.00
Antiques Show	\$15,200.00	\$15,200.00
Other Mission	\$3,800.00	\$22,500.00
Total Special Missions	\$52,000.00	\$73,359.00
<b>Total Receipts</b>	<b>\$1,088,800.00</b>	<b>\$1,103,078.00</b>

Trinitarian Congregational Church  
Income Statement  
For the Year Ended December 31, 2019

### Personnel

	Budget	Actual
<b>Salaries</b>		
Clergy	\$121,150.00	\$100,893.00
Program Staff	\$129,233.00	\$126,341.00
Administrative Staff	\$182,715.00	\$174,527.00
Sexton	\$8,144.00	\$7,996.00
<b>Total Salaries</b>	<b>\$441,242.00</b>	<b>\$409,757.00</b>
<b>Benefits</b>		
Payroll/Self Employment Taxes	\$48,317.00	\$46,577.00
Pension/401K	\$37,911.00	\$35,179.00
Lay Health Insurance	\$26,600.00	\$22,076.00
Clergy Health/Life/Disability Insurance	\$39,460.00	\$40,495.00
Clergy Housing	\$72,800.00	\$77,000.00
Education Funds	\$3,267.00	\$3,167.00
Travel Allowances	\$3,600.00	\$3,762.00
<b>Total Benefits</b>	<b>\$231,955.00</b>	<b>\$228,256.00</b>
<b>Other Expenses</b>		
Guest Ministers	\$750.00	\$1,400.00
Workers Compensation Insurance	\$5,000.00	\$4,541.00
Sabbatical Funding	\$2,000.00	\$2,000.00
401K Administrative Fees	\$3,000.00	\$3,005.00
Personnel Administration	\$853.00	\$279.00
Clergy Expense Accounts	\$1,200.00	\$662.00
<b>Total Expense</b>	<b>\$12,803.00</b>	<b>\$11,887.00</b>
<b>Total Personnel</b>	<b>\$686,000.00</b>	<b>\$649,900.00</b>

Trinitarian Congregational Church  
Income Statement  
For the Year Ended December 31, 2019

### Property

	Budget	Actual
Church		
Fuel	\$9,700.00	\$9,211.00
Utilities	\$20,000.00	\$19,000.00
Insurance	\$14,000.00	\$14,481.00
Cleaning Service	\$7,500.00	\$6,325.00
Maintenance Agreements	\$20,400.00	\$18,910.00
Snow Removal	\$13,750.00	\$13,750.00
Maintenance and Repairs	\$22,400.00	\$21,720.00
Lawn Maintenance	\$19,250.00	\$17,700.00
<b>Total Church</b>	<b>\$127,000.00</b>	<b>\$121,097.00</b>
Transfers to Reserves		
Painting Fund	\$8,000.00	\$8,000.00
Facilities Refurbishment	\$5,000.00	\$5,000.00
<b>Total Reserve Funding</b>	<b>\$13,000.00</b>	<b>\$13,000.00</b>
<b>Total Property</b>	<b>\$140,000.00</b>	<b>\$134,097.00</b>

### Mission

	Budget	Actual
Budget	\$123,200.00	\$123,200.00
UCC Dues	\$13,700.00	\$13,850.00
Other Missions		
Easter Offering	\$5,000.00	\$7,012.00
Christmas Offering	\$12,000.00	\$12,647.00
Mission Endowment Fund Income	\$16,000.00	\$16,000.00
Antiques Show	\$15,200.00	\$15,200.00
Other Mission	\$3,800.00	\$22,500.00
<b>Total Other Mission</b>	<b>\$52,000.00</b>	<b>\$73,359.00</b>
<b>Total Mission</b>	<b>\$188,900.00</b>	<b>\$210,409.00</b>

Trinitarian Congregational Church  
Income Statement  
For the Year Ended December 31, 2019

### Program

	Budget	Actual
Church School	\$4,500.00	\$4,500.00
Youth Ministries/Confirmation	\$3,000.00	\$3,000.00
Adult Ministries	\$1,600.00	\$1,475.00
Music and Other Arts	\$20,000.00	\$21,607.00
Technology/Website	\$7,000.00	\$6,171.00
Diaconate	\$4,500.00	\$3,004.00
Stewardship	\$1,500.00	\$1,367.00
Fellowship	\$4,200.00	\$5,337.00
<b>Total Program</b>	<b>\$46,300.00</b>	<b>\$46,461.00</b>

### Administration

	Budget	Actual
Postage	\$6,000.00	\$4,213.00
Supplies & Printing	\$15,400.00	\$15,217.00
Telephone	\$3,000.00	\$3,792.00
Payroll Service	\$3,200.00	\$3,231.00
<b>Total Administration</b>	<b>\$27,600.00</b>	<b>\$26,453.00</b>

<b>Total Expenditures</b>	<b>\$1,088,800.00</b>	<b>\$1,067,320.00</b>
---------------------------	-----------------------	-----------------------

<b>Excess Receipts over Expenditures</b>		<b>\$35,758.00</b>
--	--	--------------------

Trinitarian Congregational Church  
Balance Sheet - December 31, 2019

ASSETS

CASH AND INTEREST-BEARING DEPOSITS		
Cambridge Trust - Checking	152,587	
Cash Reserves <sup>(Note 1)</sup>	299,053	
Petty Cash	75	
Housing Equity <sup>(Note 2)</sup>	343,098	
CD – DeMott Fund	25,600	820,413
GENERAL ENDOWMENT FUND <sup>(Note 3)</sup>		2,155,481
<b><u>CLERGY HOUSING ENDOWMENT</u></b> <sup>(Note 4)</sup>		1,536,542
<b>MISSION ENDOWMENT</b> <sup>(Note 5)</sup>		
Tri-Con Gift Shop Contributions	40,000	
Contributions	191,700	
Appreciation	<u>249,398</u>	
Total Mission Endowment		<u>481,098</u>
<b><u>TOTAL ASSETS</u></b>		<b>4,993,534</b>

LIABILITIES AND FUNDS

LIABILITIES		
Accrued Expenses <sup>(Note 6)</sup>	38,300	
Prepaid Pledges	96,533	
Mission Trip <sup>(Note 7)</sup>	44,850	
Mission Prior Year Funds <sup>(Note 8)</sup>	17,075	
Cash Items in transit <sup>(Note 9)</sup>	10,869	
401K funds	1,504	
LEAP School Security Deposit/Utilities offset	<u>1,148</u>	210,279
<b><u>GENERAL ENDOWMENT FUND</u></b>		2,155,481
<b><u>CLERGY HOUSING ENDOWMENT</u></b>		1,536,542
<b><u>MISSION ENDOWMENT FUND</u></b>		481,098
OTHER FUNDS <sup>(Note 10)</sup>		
Reserves	135,500	
Memorial Gifts	31,583	
David A. DeMott Fund	25,600	
Retired Minister Housing Equity	343,098	
Caring Connection	3,583	
Filipov Forum	16,572	
End Homelessness Advocacy	1,863	
Antiques Show	<u>15,928</u>	573,727
GENERAL FUND		
Prior Year	649	
Current Year	<u>35,758</u>	36,407
<b><u>Sub-total of Fund Balances</u></b>		<b><u>4,783,255</u></b>
<b><u>TOTAL LIABILITIES AND FUNDS</u></b>		<b>4,993,534</b>

**NOTES ON THE 2019 BALANCE SHEET:**

- Note 1 Cash Reserves - Funds representing the Reserve Funds and other designated funds invested through Welch and Forbes in Preferred Stock and other interest-bearing accounts.
- Note 2 Housing Equity Fund - A fund established per contract with Rev. John Lombard, to compensate for his lost housing equity while residing in the parsonage - invested through Welch and Forbes, being paid out to him over 15 years following his retirement.
- Note 3 General Endowment Fund - The Endowment Fund assets, reflected at market value, are invested through Welch and Forbes under the oversight of the Finance Committee.
- Note 4 Clergy Housing Endowment –The proceeds of the sale of the Laurel Street parsonage in 2012 and the Brook Trail parsonage in 2017, reflected at market value, are invested through Welch and Forbes with the income to be used to defer the costs of clergy housing.
- Note 5 Tri-Con Gift Shop - The funds (\$40,000) remaining at the closure of the Tri-Con Gift Shop in 1992 were invested in mutual funds and interest-bearing accounts with the income available on an annual basis, for mission purposes. These funds were joined with the Capital Campaign Mission Endowment Funds in October 2003 to form a Mission Endowment Fund, the interest to be available on an annual basis for mission purposes. The principal contributions will continue to be recorded separately on the church books.
- Note 6 Accrued Expenses – Accrued expenses include 401K matching funds to be distributed in 2020; music donations; clergy education funds.
- Note 7 Mission Trip – This account contains fees paid by participant families and amounts received through fund-raising before payment of all expenses associated with the trip.
- Note 8 Mission Prior Year – Includes funds from the 2019 Christmas offering to be expended in 2020.
- Note 9 Cash Items in transit – Includes donations to the Flower Fund, youth scholarships and miscellaneous small accounts.
- Note 10 Changes in Fund Balances - See chart following:

## 2019 Annual Report

Note 10 Changes in Fund Balances: 2019

	Balance 01/01/19	Contributions/ Operating Revenue	Realized Income, Dividends, Interest, Capital Gains	Changes in Market Value	Transfers	Expenditures	Balance 12/31/19
<b>Endowment Funds</b>							
General Endowment	1,790,748	2,167	48,310	401,230	-71,600	-15,374	2,155,481
Clergy Housing Endowment	1,278,043	0	34,613	285,947	-51,100	-10,961	1,536,542
Mission Endowment	398,801	1,500	10,830	89,395	-16,000	-3,428	481,098
<b>Sub-total</b>	<b>3,467,592</b>	<b>3,667</b>	<b>93,753</b>	<b>776,572</b>	<b>-138,700</b>	<b>-29,763</b>	<b>4,173,121</b>
<b>Reserves</b>							
Contingency	32,677	0	38,647	0	10,833	0	82,157
Facilities Refurbishment	19,197	0	861	0	5,000	-11,895	13,162
Painting Fund	37,657	0	2,496	0	8,000	-10,000	38,153
Pastoral Assistance Fund	6,515	3,200	260	0	0	-5,994	3,981
Pledge Reserve	65,810	0	5,307	0	10,000	0	81,117
Technology Fund	5,557	0	903	00	11,541	-4,198	13,803
Music/Organ Fund	-128,484	8,833	0	0	0	0	-119,650
Sabbatical Fund	6,808	0	1,490	0	14,479	0	22,777
<b>Sub-total</b>	<b>45,737</b>	<b>12,033</b>	<b>49,964</b>	<b>0</b>	<b>59,853</b>	<b>-32,087</b>	<b>135,500</b>
				0			
<b>Other</b>				0			
Filipov Forum	18,470	1,342	1,084	0	0	-4,324	16,572
Search Committee	9,311	0	0	0	-8,540	-771	0
Retired Min. Housing Equity	295,760	0	7,645	64,914	0	-25,221	343,098
End Homelessness Advocacy	1,863	0	0	0	0	0	1,863
Caring Connection	793	750	234	0	4,000	-2,194	3,583
Memorial Gifts Fund	42,052	2,764	2,066	0	0	-15,299	31,583
Antique Show	16,628	21,004	1,000	0	-15,200	-7,504	15,928
DeMott Fund	25,639	0	0		0	-39	25,600
General Fund	23,127	944,178	0	0	98,587	-1,029,485	36,407
<b>Sub-total</b>	<b>433,643</b>	<b>970,038</b>	<b>12,029</b>	<b>471,532</b>	<b>78,847</b>	<b>-1,084,837</b>	<b>474,634</b>
<b>Total</b>	<b>3,946,972</b>	<b>985,738</b>	<b>155,746</b>	<b>841,486</b>	<b>0</b>	<b>-1,146,687</b>	<b>4,783,255</b>

## Endowment Fund -- Contributions

### Restricted

1908	Asa Melvin - income only for salary of pastor	\$1,000.00
1910	Mary Munroe – Allows \$10 of income to the Sabbath School, \$10 for mission work and the balance for the pastor’s salary	\$5,031.00
1911	Mary Munroe – Income only for repairs	\$2,000.00
1911	Mr. & Mrs. Samuel D. Kent – Income for pastor’s salary	\$500.00
1912	Prescott Hosmer – Income only for support of preaching	\$6,055.00
1918	James C. Melvin – Income only for salary of pastor	\$1,000.00
1922	Eveline Haskell – Income only for support of the gospel	\$50.00
1930	George Wheeler – Income only for music	\$500.00
1939	James E. Baker – Income for uses of the church	\$1,000.00
1952	Philip Hocquard – Legacy of Bridget Hocquard Income only for music	\$500.00
1957	Helen W. & Emma W. Kelley – Income for general purposes	\$5,000.00
1957	Raymond T. Stowe – Income only for youth	\$1,000.00
1959	John O. Algeo – Income only for upkeep of church property	\$3,000.00
1967	Margaret W. Lamson – Income for use of church school	\$200.00
1983	Women’s Union (from Edna Chapman in 1939) – Income only for upkeep of parish hall and parlor	\$1,000.00

### Unrestricted

1925	Richard Wilson	\$1,050.00
1931	Mary D. Bull	\$500.00
1933	Sarah Perkins	\$50.00
1936	Bessie Towle	\$500.00
1938	Alfred Sawyer	\$1,000.00
1939	Laura A. Moody	\$300.00
1939	Lucy Eva Morse	\$300.00
1943	Lillian E. Benjamin	\$200.00
1945	Lucy E. Tarbell – In memory of her mother, Lucy Clark Tarbell Perry	\$500.00
1951	Bessie Whitney	\$200.00
1952	Sarah G. Moore	\$1,000.00
1953	Stacy Reynolds	\$3,000.00
1956	Laura M. Hallett	\$500.00
1957	George D. Hallett	\$500.00
1957	Benjamin Moody	\$200.00
1960	Margaret Hamilton Algeo	\$3,000.00
1960	Raymond D. Willard	\$1,000.00
1960	Minna & Maude Findeison	\$500.00
1962	Josephine T. Tuttle	\$500.00

2019 Annual Report

1967	Margaret W. Lamson	\$200.00
1968	Edna D. Willard	\$1,000.00
1969	Frank B. Esau	\$5,000.00
1969	Minnie Coolidge Moore	\$1,000.00
1970	Edwin H. Fritz	\$2,142.00
1970	Esther D. Reed	\$100.00
1981	Paul C. Bruning	\$71,518.00
1982	Edna & Louise Stimson	\$1,000.00
1984	Trinitarian Congregational Church	\$1,000.00
1986	Davina Cuthbert	\$100.00
1987	Trinitarian Congregational Church	\$5,000.00
1988	Trinitarian Congregational Church	\$11,220.00
1988	Ralph & Marian Hemenway (Includes additional contributions made in 1991 & 2006)	\$6,175.00
1989	Trinitarian Congregational Church	\$5,577.00
1989	Hope Coolidge Trust	\$2,221.00
1995	In memory of Karl and Alice Kellogg	\$2,000.00
2003	Estate of Dorothy Johnson	\$1,000.00
2004	Estate of Persis C. Brown	\$5,000.00
2004	Given by Susan, Burton and Tyler Bates in memory of H. Burton Bates	\$5,000.00
2007	Frederick Fritz	\$40,000.00
2012	Estate of Ruth Barber	\$5,500.00
2013	Estate of Elizabeth C. Read	\$20,000.00
2013	Estate of Richard D. Nethercut	\$5,000.00
2014	Patricia Freed 1992 Trust	\$10,000.00
2014	Estate of Gene Parish	\$5,000.00
2015	Estate of Marjorie Striker	\$200.00
2015	Estate of Marillyn DeMott	\$25,000.00
2015	Estate of Harl Aldrich	\$68,600.00
2016	Estate of Emily Mitchell	\$30,000.00
2017	Estate of Harriet Parish	\$5,000.00
2018	Anonymous	\$500,000.00
2018	Estate of Ruth Chappell (includes additional contributions made in 2019)	\$100,000.00
<b>Total Contributions</b>		<b>\$983,189.00</b>

# SECTION VII

## **Proposed Budget for 2020**

## Budget

Income	2018 actual	2019 budget	2019 actual	2020 proposed
Pledges	741,494	752,600	749,964	762,000
Prior Year Pledges	25,680	25,000	27,129	40,000
Plate Offering	10,713	8,500	9,363	9,000
Use of Facilities	114,248	105,000	108,002	106,000
Miscellaneous Other	12,575	1,000	12,561	2,500
Mission Endowment	16,900	16,000	16,000	19,000
General Endowment	50,700	71,600	71,600	86,000
Clergy Housing Endowment	54,500	51,100	51,100	61,000
<sup>2</sup> Mission Offerings and Other Income	67,600	36,000	57,359	36,000
From Reserves	0	22,000	0	0
<b>Total Income</b>	<b>1,094,410</b>	<b>1,088,800</b>	<b>1,103,078</b>	<b>1,121,500</b>

Expense				
Personnel	636,919	686,000	649,900	700,000
Property	130,253	140,000	134,097	140,000
Mission Budget	134,280	123,200	123,200	148,000
Mission Endowment	16,900	16,000	16,000	19,000
<sup>2</sup> Mission Offerings and Other Income	67,600	36,000	57,359	36,000
Church School	4,202	4,500	4,500	4,500
Adult Education	1,139	1,600	1,475	1,600
Youth and Confirmation	2,860	3,000	3,000	3,000
Music	20,000	20,000	21,607	24,000
Diaconate	5,043	4,500	3,004	4,000
Fellowship	3,597	4,200	5,337	5,500
Technology/Website	6,910	7,000	6,171	7,000
Stewardship	1,125	1,500	1,367	1,500
Administration	27,594	27,600	26,453	27,400
<b>Total Expense</b>	<b>1,071,932</b>	<b>1,088,800</b>	<b>1,067,320</b>	<b>1,121,500</b>
Excess/deficit	22,478	0	35,758	

# SECTION VIII

## **Report of the Auditor**

## REPORT OF THE AUDITOR

To: Members of the Trinitarian Congregational Church, Concord, Massachusetts

I have reviewed the Balance Sheet as of December 31, 2019 and the Income Statement and accompanying notes for the year ended December 31, 2019 for the Trinitarian Congregational Church as prepared by the Business Manager and as presented to the congregation.

In the course of this review, certain account balances as of December 31, 2019 were tested against statements of account furnished by banks and securities firms as of December 31, 2019, and were found to be in agreement with or reconcilable to the statements of account. In addition, a sample of monthly transactions was traced from original or source documents through to the final output reports in order to verify the accuracy of the information presented in the reports.

I conclude the above referenced Balance Sheet, Income Statement and accompanying notes present fairly the financial position of the Trinitarian Congregational Church as of December 31, 2019, and the income expenses for the year ended December 31, 2019.

Respectfully submitted,



David Kolstad

Concord, Massachusetts  
January 25, 2020