

Presbyterian Church in Sudbury

Annual Report 2016

Docket

Annual Meeting of the Presbyterian Church in Sudbury

January 29, 2017 - 12:15 PM

Meeting of the Congregation

1. Call to Order, Opening Prayer/Devotion, Hymn
2. Purpose of Annual Meeting
3. Quorum, Requests for New Business, Approve Docket
4. Approve 2016 Meeting Minutes (pp. 6-10)
5. Select 3 Members to Review 2017 Meeting Minutes
6. Possible election of deacon for class of 2020
7. Elect 5 Members (non-officers) to 2017 Nominating Committee
 - a. Nominees: Bob Diefenbacher, Leslie Mileski, Ron Ten-Hove, Marilyn Walker, _____
8. Dismiss 2016 Nominating Committee
9. [With a called and installed pastor, the congregation would normally approve the terms of call during this meeting; this does not apply to temporary pastoral relationships, including interim pastors.]
10. Review Annual Reports
11. New Business
12. Adjournment of Meeting of Congregation

Meeting of the Corporation

1. Call to Order, Opening Prayer
2. Requests for New Business, Approve Docket
3. Approve 2016 Corporation Meeting Minutes (pp.8, 10)
4. Select 3 Members to Review 2017 Meeting Minutes
5. Review Board of Trustees Report
6. Presentation of the 2017 Budget
7. New Business
8. Adjournment
9. Benediction

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Interim Pastor's Report – Richard Otty

Dear members and friends of PCIS,

Last year, I began my report by writing it could be “the third year in a row your pastor is writing her or his ‘final’ annual report,” thinking back to Bill McIvor, and Carolyn Browning Helsel the two years prior. Yet, as I also wrote, “time, and the Holy Spirit’s leading, will tell if the work of your elected Pastor Nominating Committee will result in the call of a woman or man who is gifted to lead and called to travel with this congregation in 2016.” The search process continues into 2017, and we trust in the Spirit’s leading of the Pastor Nominating Committee. That said, I am now penning my second annual report as your interim pastor.

Within the annual reports of other staff members, and those of teams, committees and boards, you will read of the events and highlights of the past year at PCIS. I continue to appreciate the ministries of music, led by Matthew, and education, led by Matt, and the consistency and competence Peggy brings to the office, and Donna to the nursery. Leaders and members of our committees, boards and teams share their time and energy in both the creative and the routine work of ministry, trying new ideas, while maintaining the continuity of teaching, worship preparation, caring for members, and financial administration. We then move out into the community to do mission in Christ’s name, with our continued commitment at least 10% of our budget be designated for missions.

As I reflect on 2016, two very different foci come to mind as I have served as your pastor, preacher, and moderator of Session. First, from the early debates and primaries on, I sensed a concern among people of varied political views with the depressingly negative tenor of the Presidential campaign. It did not feel right to many. I found myself struggling throughout the year to grasp and shine the hope and light of the Gospel within a dark climate of rhetoric and reaction. Once the election was over, I expressed my hope that healing and reconciliation would be more than words; and shared that our agenda as people of faith is not rooted in political parties, but in Christ’s call to live in community, seek justice and show compassion, particularly for the most vulnerable.

As public as was the political campaign, the second foci of last year was the five people who quietly worshiped and fellowshiped and studied with us through much of the year; then, in December, each decided to become members of PCIS. I find this of significance and hope. It is often thought churches do not grow during transition times, because everyone is waiting to see and hear who will be the next pastor. Yet, when we received our five new members, they re-declared their faith in Jesus Christ, and their commitment to Him and this community of faith. It was a telling reminder that pastors lead (and they come and go!), but it is truly the fellowship that binds.

As has been reported, at year’s end, the Session and I discussed extending my interim agreement into the spring. The Session was aware of my desire to retire. At the same time, it made sense and felt right for me to provide a degree of continuity through Lent and Easter as the Pastor Nominating Committee continues its work. We agreed to extend my interim agreement through May, with my last Sunday currently planned to be May 7. I look forward to finding ways for us to continue to prepare for the woman or man who will come to serve as your next pastor. It has been my privilege to do so over these past two years.

With Christ’s peace,



Director of Christian Education's Report – Matthew Crane

The year 2016 has been a really good year marked by significant transitions in the realm of Christian Education and, specifically, in my primary work of youth ministry here at the Presbyterian Church in Sudbury.

We continue to have a truly extraordinary volunteer group of leaders in all areas of our Christian Education ministry--staffing our Education Team, serving as Sunday School teachers and serving as Youth Ministry leaders. Our Education Team members and Sunday School teachers are recognized in the Education Team report, however, I would like to recognize our Youth Ministry leaders in this space. They are Christine Clark, Preston Crow, Gerard DuToit, Debbie Johnson, Daniel Shinabarger & Nadene Worth. Furthermore, we have an additional group of adults who are also heavily involved in Youth Ministry related activities and they are Jane Dossett, Sally Millar & Andy Roosa. This group of adult Youth Leaders and otherwise-involved-adults are just outstanding in their love for our kids and in their giving of time and talents to our shared ministry!

The preceding list of Youth Leaders includes one new name who represents a big step in our Youth Ministry program as well as a shift in direction for our program. Daniel Shinabarger came on board in August 2016 in a part-time capacity as our Youth Ministry Music Director. Daniel has already greatly benefited both our present work and future plans. Upon his arrival in August, we immediately shipped him up to Maine to assist with music and devotional time on our Maine Mission Trip and he fit in exceptionally well both with our adults and youth. Daniel is a former Berklee College of Music student who brings great musical gifts to our church and Youth Ministry program.

Regarding our programming in 2016, the larger events included our High School Winter Retreat, High School Graduation Banquet and Maine Mission Trip. Our middle school students have set the pace for all of our students in local mission as they have been consistently active in volunteering at the Salvation Army's Miracle Kitchen in Framingham with a number of adults from PCIS. This mission work is organized and led by Dottie Keene and she and the other adult volunteers have generously welcomed the participation of our young people. In addition to our special activities, the regular ministry of Sunday School, High School Youth Group, Middle School Club and Confirmation Class continues.

Finally, I want to acknowledge and celebrate our children and youth, who are the focus of a great portion of our efforts. We have a fantastic group of children and youth who enjoy and like each other, who enjoy being in church and doing the work of missions in Jesus' name and who have brought great energy and vitality to the PCIS community. This recognition of the centrality of our young people in the work of Christian Education here at PCIS brings me to a final, future thought.

This final thought regards a shift in direction for our Youth Ministry work here at PCIS. If Children & Youth Ministry at PCIS are to continue and continue to thrive, we, as a family of faith, have to be more intentional in our efforts to invite others into our family. To that end, 2017 will be a year where our Youth Ministry becomes more outreach-oriented. Evidence of this shift is already in the works as we have held, in 2016, two 'Friday Night Gatherings' with music and other creative forms as a means of beginning to build bridges between our church and the community outside our church. By the grace of God, our Friday night endeavors and other, similar activities will produce good fruit that I will be able to speak to, this time next year!

Peace To You, Matt

Music Director's Report – Matthew Guerrieri

Music at the Presbyterian Church in Sudbury

One of the most important—and vexing—elements of the practice of music is repertoire. Every kind of music has a repertoire, a core collection of works and ideas that informs and identifies what is important in music. Repertoire is one of music's great anchors, its connection to history: Performing standard repertoire automatically puts a musician in communion with not only the (often long-gone) composer but also with every other musician who ever interpreted the piece. But if the repertoire is venerated too much, the art form stagnates; making room in the repertoire for the new, the challenging, the unfamiliar, is crucial to the life of art.

I mention all this because I think that, in many ways, the music program at PCIS has, this year, been a source of continuity in a period of transition. The week-to-week discipline of songs and hymns and anthems is a steady, unbroken connection to the historical life of this church. Where, in past years, worship formats and technical means have seen profound changes, this year, the changes have been relatively modest, and well within that weekly routine: A new song most weeks, a new anthem here and there; an unexpected text; an unfamiliar harmony. But, then again, that is the work of keeping the repertoire vital.

Thanks to all the musicians of PCIS who lent their talents this year:

Praise Team

Dave Jarvis
Sally Millar (honorary)
Doug Nicholls
Aline Rober (honorary)
Tom Shineman
Linda Smith

Chancel Choir

Bob Diefenbacher
Mark Faulkner
Diana Fraser
Jim Fraser
Aileen Gardner
Dottie Keene
Dave Jacob
Kathy Jacob

Tina Lurz-Osterhoudt
Mark Nelson
Jean Olson
Emilie Read
Jessie Robinson
Don Soule
Doris Soule
Peter Welsh
Ruth Westlake

Additional thanks to Mark Nelson, Jean Olson, and Doris Soule for past and future work in corralling the music library in the face of a decidedly disorganized music director; and to Diana Tetzlaff, for her skill in musically leading worship both at PCIS and Wingate. And, as in past years, many thanks to Doug Nicholls, Jonathan Tetzlaff, and Jimmy Read for their generous technical contributions to the PCIS music program.

Respectfully submitted,

Matthew Guerrieri
Director of Music
January 2017

The Annual Meeting of the Presbyterian Church in Sudbury

January 31, 2016

The meeting was called to order by Pastor Rick Otty.

He opened us in prayer, and led us in a devotional based on John 12:2-5.

We sang the hymn “Here in This Place.”

The purpose of the Annual Meeting is to review the Annual Reports, and to choose the Nominating Committee.

Call for New Business—none.

Quorum Present

Motion to accept Docket seconded and approved.

Approval of 2015 Minutes—unanimous.

Selection of 3 members to review 2016 Minutes—Mary Ann Angle, Doug Nichols, and Linda Smith.

Election of 5 At-Large Members to the Nominating Committee chaired by Dave Jacob—

Jane Dossett, Sally Millar, Andy Roosa, Marilyn Walter and Don Soule

All approved unanimously

Dismissal and Thank you to 2015 committee members, Linda Smith and Jessie Robinson.

No Term of Call approval needed for Pastor Rick Otty as he is the Interim Pastor.

Review of Annual Reports

Clerk of Session—Jessie Robinson

In February, Bruce Soule ended his service as clerk of session that extended over fourteen years. During the spring and fall, elders on session served as acting clerks until I was elected in the fall.

Stated Session meetings were held monthly throughout 2015, and two Called Session Meetings to receive new members.

There were four Congregational Meetings during the year:

January—the Annual Meeting

March—a special meeting to elect two deacons to fill vacancies

September—a special meeting to elect the Pastor Nominating Committee

November—a stated meeting to elect new officers.

There were two baptisms of infants in 2015.

Communion was served on the first Sunday of each month, with the exception of April which was April 12th.

In addition we celebrated the sacrament on Ash Wednesday, Maundy Thursday, and Christmas Eve.

Our worship at the Wingate team, under the leadership of the Rev. Dr. Susan DeHoff, celebrated Communion quarterly.

Corrections to the report on page 11 were made by Kay Nelson regarding active members of 2015, not 2014.

Also that the number of deaths was 3, and other was 0.

Pastor Nominating Committee—Alan Dossett

Questions were asked and discussion held about why we have needed both New Beginnings and a subsequent Congregational Survey in order to choose a new pastor. It was shared that one refers more to our past, and one is more geared to our future perspective.

No other new business or questions.

Motion to Adjourn the meeting moved, seconded, approved.

MEETING OF THE CORPORATION OF PCIS

Martha Welsh opened in prayer.

No requests for new business.

The Docket was approved.

Minutes from the 2015 Corporation Meeting were approved.

Thank you to Aline Rober and Warren Fagan and they leave the Trustees.

Quarterly reports are available online.

Thank you to Nancy Kohl, John Lauderbach, and Linda Smith for their incredible hard work behind the scenes.

Budget:

77 % of our unrestricted funds come from pledges.

20% more are unpledged.

A one-time expense of \$25,000 for Pastoral transition expenses will come from the pastor loan fund.

3% increase to 3 staff members who had not had increases.

5400 into mortgage reserve to upgrade our savings.

Snow/lawn budget has not yet been used but with the Sudbury road situation we will need to re-landscape.

Aline Rober has a 3-year plan in place which will include a Christmas Tree and possible patio.

Budget Questions and Explanations:

Our insurance went down but the bills come at an awkward time so this year we paid in advance.

At one point we had to call for increased pledges and decreased spending. We met that goal and are now in a good position. Thank you, Congregation!

p. 25-26 correction—2014 dates should read 2015. (This is a formula issue and will be resolved for final copy.)

The same 3 reviewers of the Annual Meeting minutes will review the minutes for the Corporation.

A special wish to Martha and Peter Welsh for their Wedding Anniversary today.

Motion to Adjourn moved and seconded.

Rick Otty closed us in prayer at 1:50

Respectfully Submitted,
Jessie Robinson

Moderator Rick Otty opened the meeting in prayer at 12:05. A quorum was noted.

Dave Jacob, chair of the Nominating Committee, presented the nominees for elder:

Elder (class of 2020): Kyei Atupem, Catherine Crow, Dave Jacob, Diana Tetzlaff; Elder (class of 2018 - youth); Ashley Rivet;

Elder (class of 2018): Tom Pye

There being no nominations from the floor, a motion to close nominations and elect the persons nominated was seconded, and approved by voice vote, without objection.

Dave Jacob, chair of the Nominating Committee, presented the nominees for deacon:

Deacon (class of 2020): Tom Shineman, Tammy Wilson

It was noted, one additional deacon will need to be elected at a later date. There being no nominations from the floor, a motion to close nominations and elect the persons nominated was seconded, and approved by voice vote, without objection.

The congregational meeting was recessed and the corporation meeting opened with Trustee chair, Martha Welsh moderating.

Dave Jacob, chair of the Nominating Committee, presented the nominees for trustee:

Trustee (class of 2020): Tina Lurz-Osterhoudt, Martha Welsh;

Trustee (class of 2019): Francis Kemegue.

There being no nominations from the floor, a motion to close nominations and elect the persons nominated was seconded, and approved by voice vote, without objection.

The corporation meeting was adjourned and the congregational meeting resumed.

Clerk of Session Jessie Robinson presented changes to the by-laws that have been recommended by the Session for congregation approval. Copies of the proposed amendments were made available to the congregation for several weeks prior to the meeting. Note was made of a few grammatical and spelling errors, which will be noted when a final printing is done. Without objection, the congregation approved the proposed by-law amendments by voice vote.

A motion to adjourn was made, seconded and approved. Rick Otty closed the meeting with prayer at 12:25pm, which included a blessing for the congregational lunch that followed, at which the Pastor Nominating Committee updated its progress.

Respectfully Submitted,

Jessie Robinson, Clerk of Session

Clerk of Session Report

Class of 2017	Class of 2018	Class of 2019
Kyei Atpem	Roz Fisher	Christine Clark
Diana Fraser	Mark Nelson	Barry Fiske
Dave Jacob	Richard Smith	Carol McKenna
Ron Ten-Hove	Peter Welsh	Jessie Robinson
Drew Clark (Youth Elder)		

Jessie Robinson served as Clerk of Session.

Stated Session meetings were held ten months of the year in 2016. Additionally, two Called session meetings were held—one in March to review and approve the revised mission statement by the PNC, and one in December to receive new members.

There were two Congregational Meetings during the year:

January—the Annual Meeting

October – to approve the new officer slate

There were no baptisms of infants in 2016.

Communion was served on the first Sunday of each month. In addition, we celebrated the sacrament at special services on Ash Wednesday, Maundy Thursday, and Christmas Eve. Our worship at the Wingate team, under the leadership of the Rev. Dr. Susan DeHoff celebrated Communion quarterly.

Worship Attendance

Attendance (add to Clerk of Session Report): Average 2016 Sunday attendance was 87. Averages for recent years were:

2015: 87	2012: 92	2009: 109
2014: 93	2011: 101	2008: 116
2013: 85	2010: 97	2007: 120

Membership

The status of the roll of active members is as follows:

Active membership, January 1, 2016		150
Additions		
Adult Baptism	0	
Profession of faith or reaffirmation of faith	1	
Certificate of transfer	4	
Total Additions		5
Removed		
Certificate of Transfer	0	
Inactive Roll	0	
Request	0	
Death	0	
Other	0	
Total Losses		0
Active Membership, December 31, 2016		155

Respectfully submitted,
 Jessie Robinson,
 Clerk of Session

Education Team Report

*“Give ear, O heavens, and I will speak;
And hear, O earth, the words of my mouth.*

*Let my teaching drop as the rain,
My speech distill as the dew,
As raindrops on the tender herb,
And as showers on the grass.*

*For I proclaim the name of the LORD:
Ascribe greatness to our God.”*

Deuteronomy 32:2

The Education team is responsible for educational activities at PCIS, as well as the development of small groups. Our faith is informed and strengthened by the study and sharing of God’s Word. We also learn of the character of God, and our relationship with Him and our community of fellow believers.

Sunday School Ministries

It takes many hands to make our Sunday school ministries work. As a congregation we offer our profound thanks to all the teachers who express their love of God, and our children, in our classrooms week after week.

Teachers

Nursery Attendant	Donna Fleishman
Kindergarten — 5th grade	Catherine Crow, Megan Hollembaek, Debbie Johnson
Middle School	Christine Clark, Andy Roosa
High School	Matt Crane, Stacy Angle
Adult	Ron Ten-Hove, Alan Dossett

The Sunday school continues to use the “*Feasting on the Word*” curriculum, except for the high school class. “*Feasting on the Word*” is based on the weekly lectionary, allowing all classes, as well as the sermon, to focus on the same Bible text each week. This provides families with the opportunity to discuss the morning’s lessons from multiple perspectives.

Our thanks go to Cat Crow, who has put so much energy into melding education and worship during the first service. Your children’s message is always amazing!

Adult Ministries

Adult ministries consist of Christian education and growth of fellowship through small groups:

- Adult education — led by Ron Ten-Hove, and Alan Dossett. (This group, like most of the other Sunday school classes, follows the lectionary by using the “*Feasting on the Word*” curriculum.)
- Women’s Wednesday morning Bible study and fellowship — led by Jessie Robinson.
- Men’s breakfast Bible study — led by Rick Otty. The group meets on the second Friday of each month.
- Artist group — led by Aline Rober. The group meets most Monday evenings.
- Compassionate knitting — led by Rose DeBoer. The group normally meets the second Tuesday evening of each month.
- Book group — led by the group participants. The group meets the fourth Friday evening of each month.
- Pastor Nominating Committee — led by Alan Dossett. The group meets nearly every Monday evening.

Youth Ministries

The Middle School youth group was led by Tammy Wilson and Matt Crane. The High School youth group was led by Preston Crow, Gerard DuToit, Nadene Worth, Christine Clark, Debbie Johnson, Daniel Schinabarger, and Matt Crane. The High School group met regularly on Sunday evenings, while the Middle School met at less predictable times :-).

2016 was Matt Crane's third full year in his role as Director of Christian Education. He led the middle and high school youth groups in a variety of activities, including:

- Bible study and both large and small group discussions
- The Maine Mission trip to Farmington.
- Local missions, such as Crop Walk, and Salvation Army.
- Monthly participation helping lead worship services
- Confirmation classes for the high school students (started in September, and on-going)
- Fun activities and fellowship
- Winter retreat at camp Wilmot
- Graduation banquet
- Parent/student night
- Guest speakers
- Summer barbecues
- Friday music

Youth ministries have expanded recently to include music. Daniel Schinabarger has joined us to bring the message to our youth (and everyone else!) through his gift of music. This promises to be a strong way to engage our youth, and the broader community.

See the *Director of Christian Education* report for details.

June Term

At the end of our last program year we tried something a little different. The goal was to provide short classes on a variety of subjects, giving quick (two-week) exposure to topics not normally encountered in our normal classes. We also sought to find creative ways to combine education and worship during services.

June term was well received, with students and teachers alike remarking on what an interesting and fulfilling time it was. One of the classes (*Reformed Spiritually*, led by Susan DeHoff and Wren Collé) proved to be so popular that an expanded version of it is being held during the current program year.

Our thanks to all who helped make the June term happen. We are truly a blessed congregation to have such inspired (and inspiring!) teachers among us.

Education Team

The 2016 Education team consisted of Debbie Johnson, Catherine Crow, Christine Clark, Andy Roosa, Matt Crane, and Ron Ten-Hove.

Respectfully submitted on behalf of the PCIS education team,
Christine Clark, chair, and Ron Ten-Hove, outgoing chair

Mission Team Report

Mission Statement

As good stewards of the blessings God has provided us, we are called to reach out with hands-on service and with our finances to those beyond our faith community who need our help.

“Lord, when did we see you hungry and feed you, or thirsty and give you something to drink? When did we see you a stranger and invite you in, or needing clothes and clothe you? When did we see you sick or in prison and go to visit you?” The King will reply, ‘Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.’” --NIV Matt. 25:37(b)-40

As a team, our role is to encourage everyone in the PCIS community to participate actively in Christian outreach and service, and to facilitate and coordinate their participation.

Mission Team Goals

- **Housing:** Provide opportunities for housing ministry in programs such as MATE, youth mission trips, and Family Promise MetroWest.
- **Economic Justice:** Support economic justice through the Presbyterian Fair Trade Coffee Project, hunger awareness programs, cash and food donations to local food banks, and Crop Walk.
- **Social Justice:** Minister to and provide hands-on support for appropriate social justice issues within the surrounding MetroWest communities.
- **Immediate Needs:** Serve those who need immediate help through the Salvation Army Miracle Kitchen, Little Children of the Philippines, Parmenter Children’s Bereavement Programs, Family Promise, Crop Walk, etc.
- **Needs beyond our local reach:** Support programs and people in the Boston area and world-wide through supporting selected mission opportunities including the Telores, missionaries in India.
- **Coordinate special offerings:** Provide mission interpretation presentations during worship and special events that emphasize particular mission opportunities selected to receive designated gifts from PCIS members and friends.

Team Members-12/31/16

Dave Jacob, chair
Matt Crane
Dottie Keene
Darlene Lauderbach
Tina Lurz-Osterhoudt

Sally Millar
Rick Otty
Don Soulé
Martha Welsh

The Mission Team is grateful for the continuing support of PCIS mission programs by the congregation.

2016 MISSION TEAM FINANCIAL SUMMARY

The Mission Team met five times during the year and carefully reviewed its mission outreach budget allocations at each meeting in addition to reviewing the “hands-on” mission activities supported by PCIS congregational involvement throughout the year.

The PCIS goal for missions each year is 10% of the budget which amounted to \$31,937.24 this year plus the special offerings.

Thanks to the congregation’s generous giving we are pleased to share our distribution of this money.

Presbytery, Synod, General Assembly	\$13,937.24
Camp Wilmot	\$ 1,000.00
Community Day Center – Waltham	\$ 1,500.00
Crop Walk	\$ 250.00
Family Promise	\$ 1,500.00
Fresh Start of Hudson	\$ 2,000.00
Little Children of the Philippines preschools	\$ 2,530.00
MATE	\$ 1,000.00
MIT Minister	\$ 500.00
Parmenter – Camp Erin	\$ 1,000.00
Roxbury Social Impact Center	\$ 3,000.00
Salvation Army	\$ 2,020.00
Sudbury Community Food Pantry	\$ 1,700.00

In addition, we contributed to the following mission projects through our special offerings.

Camp Wilmot	\$ 3,030.05
Christmas Joy Offering	\$ 1,910.00
Little Children of the Philippines	\$15,269.92*
MATE	\$ 7,975.00
One Great Hour of Sharing	\$ 2,941.00
Women’s Christmas Dinner donation to the Presbyterian Disaster Assistance Fund (for Haiti)	\$ 345.00

* Little Children of the Philippines Special Offering monies were disbursed as follows: \$11,000 were sent to LCP to support the preschools. The remaining monies (\$4,269.92) are in support of the 2018 mission trip to the Philippines.

Respectively submitted,
Dave Jacob, Chair

Shepherding Team Report

The committee was represented by several members: Roz Fisher, Diana Fraser Aileen Gardner, Carol McKenna and Peter Welsh.

It was also importantly assisted by several Deacons, notably Molly Anderson, Jim Fraser, Megan Hollembaek and Tammy Wilson. Peter Welsh was intended to be committee chair but out-of-town career responsibilities prevented this until November. He and the committee appreciate the contributions and graciousness of Aileen Gardner to remain as chair until Peter was available to fulfill his obligation.

Shepherding played a visible part in our church life in multiple ways including:

- Encouragement of fellowship coffee sign-ups each week;
- Hosting the March Presbytery meeting;
- Soup/Supper at the Maundy Thursday service;
- Food, events and information revolving around September “Start Up” Sunday and
- The successful 2016 Women’s Christmas Party.

Continuing the momentum from two late 2015 efforts to make PCIS increasingly visible to the Metro West community, the church hosted an additional two “Main Events” that were supported by advertising in various forms including:

- A Panel Discussion on Children’s issues and
- A presentation on Alzheimer’s Disease conducted by Marilyn Stasonis, a respected expert in the caring and creative management of the condition.

In the fourth quarter of the year, Rick Otty led, with Shepherding assistance, two sessions for interested members on the art of “Welcoming Ministry.” Twenty members attended one of the two session offerings.

Five members joined PCIS in December. Interestingly, all were transfers from other Presbyterian congregations.

Greeting

Roz Fisher has coordinated the greeting program efficiently and with enthusiasm again this year. She joins with us in expressing her gratitude to all those who have greeted on schedule, and to those, noticing an absence of greeters, have stepped in. Finding greeters for first service has proved challenging, so those who attend adult Bible class in the Grange have been asked to come early and to help out when possible.

Events supported by the Shepherding team in 2016 include:

- * March 24: Maundy Thursday soup supper
- *September 11: Start -up picnic
- *October 13 and 20: New member orientation.
- *December 2: Women’s Christmas dinner.

Respectfully submitted,
Peter B. Welsh
Elder

Worship Team Report 2016

It is the objective of the Worship Team to coordinate the varied elements of the worship environment at PCIS to provide for God-centered worship experiences.

The team met 4 times during 2016. The team members this year included Mark Nelson, Shinae Kim, Matthew Guerrieri, Dave Jarvis, Matt Crane, James Read, Peter Welch, Barry Fiske and Rick Otty. The team worked with the Ed team on the service format for the June Term.

Special services this year included Ash Wednesday; Easter and Holy Week services; and Christmas Eve.

A special thank-you to James Read, who has operated the audio console in the back of the sanctuary throughout the year to enable all of us to hear and be heard. He will be glad to train anyone who would like to join him in helping to “make a joyful noise to the Lord” from that perch – “no experience necessary.”

Mark Nelson Chair, Worship Team

Flower Coordinator Report

As an adjunct member of the Worship Team, I am responsible for coordinating flowers for worship. PCIS has an arrangement with English Garden Florist in Southborough. Flower arrangements are ordered by members of the church and the florist will deliver them to PCIS. The sign-up poster to order flowers is in Fellowship Hall. I also coordinate poinsettias for Christmas and lilies and spring flowers for Easter. These are ordered through Trombetta's Farm in Marlborough.

Thank you to all the members and friends of the church for your donations in 2016 to help beautify our Sanctuary for worship. It is a joy for me to help our wonderful church community in this way.

Jane Dossett
Flower Coordinator

Personnel Committee Report

The personnel committee is responsible for hiring, evaluating and recommending salary guidelines for paid staff at PCIS including Senior Pastor, Director of Christian Education, Music Director, Administrative Assistant and Nursery staff.

This year's committee had the following members: Barry Fisk, Moderator (transitioned to Carol McKenna Q4 2016), David Liu and Cindy Faulkner.

Committee members worked in tandem to conduct informal pulse-checks with PCIS employees. We continue to look for a second part-time nursery attendant. In addition, we worked with Rick to propose and communicate the anticipated timeline for Rick's transition to retirement in May of 2017.

Carol McKenna, Moderator

Pastor Nominating Committee Report

The eight-member Pastor Nominating Committee (PNC), representative of the PCIS congregation, met weekly throughout 2016 (with rare exceptions for weather or a holiday). We held our 56th meeting on December 19. The committee members are:

Wren Collé
Catherine Crow
Alan Dossett, chair
Beth du Toit, communication with candidates
Jill Johnson
Sally Millar, secretary
Doug Nicholls
Andy Roosa

Throughout 2016, we accomplished the following:

- Via a survey, sought input from the congregation as to what each person thought our congregation would look like a few years from now;
- Refined our mission and vision statements (now called Who We Are, and Where We Are Going), which were approved by the Session;
- Assessed our financial resources as they relate to supporting a new pastor;
- Completed the Ministry Information Form and obtained approval from both the Session and the Presbytery of Boston's Committee on Ministry;
- Reviewed and ranked >240 Personal Information Forms (PIFs);
- Listened to >40 sermons;
- Conducted seven Skype interviews of four candidates;
- Provided regular updates to the congregation.

Next steps for the PNC in 2017 include:

1. Continue to receive and review PIFs that are sent by candidates;
2. Request materials from candidates in whom we are interested, for example, sermon videos or church websites of the candidate;
3. Conduct interviews via Skype;
4. Meet prospective candidates face-to-face;
5. Check references on the final candidate, select the nominee, extend a Call and negotiate the Terms;
6. Obtain approval from the Presbytery of Boston Committee on Ministry;
7. Report the Call to the Session for approval;
8. Present the nominee to the congregation;
9. Authorize a congregational meeting to elect the pastor (Session).

While the items listed above are task-oriented, the greatest component of our work is much more qualitative: determining if/when a candidate possesses the qualities that are needed in order to be the right fit for our congregation. It is important that our next pastor exhibits leadership skills, places a priority on preaching, has a positive attitude and approach, has well-developed people skills, and, above all, has an intimate relationship with Jesus Christ. The important thing to remember – the thing that is foremost in our hearts and minds – is that God will send the right pastor to us, and we will know when that happens. In the meantime, we appreciate your continued prayers for this very important work.

Respectfully submitted,
Sally Millar

Nominating Committee

Committee Members-12/31/16

Dave Jacob, chair
Jane Dossett
Andy Roosa
Peter Welsh
Don Soule

Martha Welsh
Jim Fraser
Rick Otty
Marilyn Walter

The Nominating Committee is tasked with developing a recommended slate for church elders (4 + youth elder when appropriate), deacons (3) and trustees (2) for three year terms to replace those completing their three-year terms. The nominees were elected at called congregational meetings.

2016 Nominating Committee Summary

THE SESSION (ELDERS)

CLASS OF 2020

1. Dave Jacob
2. Kyei Atupem
3. Catherine Crow
4. Diana Tetzlaff
5. Ashley Rivet (Youth)
6. Tom Pye (class of 2018 replacement)

THE BOARD OF DEACONS

CLASS OF 2020

1. Tom Shineman
2. Harry Blakeslee
3. Open

THE BOARD OF TRUSTEES

CLASS OF 2020

1. Martha Welsh
2. Tina Lurz-Osterhoudt
3. Frank Kemeque (class of 2019 replacement)

Respectively submitted,
Dave Jacob, Chair

Board of Deacons' Report

Class of 2017	Class of 2018	Class of 2019	Class of 2020
Moira Ten-Hove	Molly Anderson	Koko Atupem	Harry Blakeslee
Pat Trusell	Cindy Faulkner	Pete Curran	Tom Shineman
Tammy Wilson	Jim Fraser	Megan Hollembaek	< vacancy >

Many thanks to Pat Trusell and Tammy Wilson for their service on the PCIS Board of Deacons. They and I have completed our term of service. Tammy will be moving south to warmer climes — we will miss her but wish her success in her new adventure, Pat is re-entering retirement and I'm planning more time for my quilting.

Meetings are held at the church typically on the third Tuesday of every month except August. The December meeting is usually held in a member's home. This year thanks are due to Molly who kindly volunteered to host our holiday gathering.

Approximately 30 minutes of each meeting is devoted to lifting up the joys and concerns of parish members and their extended community of friends and family in prayer. This continues to be our primary mission. This year we instituted a system whereby joys and concerns automatically "age off" the prayer list each month unless they are raised again. The deacons hold it to be a high honor to be able to pray for our church members and the wider world but it had become increasingly apparent that many prayers stayed on the list beyond their meaningful duration. There are multiple ways to keep a concern on the list: raise the concern again during worship, contact a deacon, or submit a written prayer request to the church office.

A frequent meeting topic is how best to meet a particular parish member's need — home-delivered meals after an operation, accident, new baby or other major life event, or transportation to medical appointments or church events. In another change aimed at better supporting the congregation, the nine parishes are now collected into three parish groups. A parish group has a deacon from each of the classes so as to offer these services and to provide continuity over time and coverage when a deacon is out of town. Ideally the groups also offer a diversity of deacons to better serve you. Your name tag shows your parish group and the deacons serving a particular group is posted by the name tag rack.

Other regular agenda items include planning for special congregational events such as the Easter Sunday coffee hour, the summer ice cream socials and coordinating 3 parish group coffee hours — at these members were encouraged to bring just one plate to share during the coffee hour.

Specific roles of board members for 2016 were: Moderator and Session Representative: Moira Ten-Hove; Vice-Moderator: Molly Anderson; Clerk: Koko Atupem; Prayer Ministry Coordinator: Pete Curran; Hospitality: Tammy Wilson and Megan Hollembaek; Mission Team Representative: Pat Trusell; Nominating Committee Representative: Jim Fraser; Personnel Committee Representative: Cindy Faulkner; and Shepherding Team Representative: Molly Anderson.

Respectfully submitted — Moira Ten-Hove, Moderator, Board of Deacons

Board of Trustees

The members of the Board of Trustees for 2016 were:

- Class of 2017 Dave Liu and Martha Welsh
- Class of 2018 John Moldenhauer and Lynn Sallee
- Class of 2019 Karen Penn and Sam Calandra (resigned mid-year)

The Board of Trustees is responsible for the maintenance of the building and grounds, tracking finances and contributions, insurance and other temporal matters of the church. These responsibilities were divided as follows for 2016:

- Martha Welsh – President, Nominating Committee, Building Use, Budget, Fiscal, Insurance
- Dave Liu – Vice President, Personnel Committee, Office Equipment Requirements, Budget, Fiscal
- Karen Penn – Secretary, Supplies, Budget, Fiscal
- Sam Calandra – Insurance, Budget, Fiscal
- Lynn Sallee – Building Maintenance and Inspections, Budget, Fiscal
- John Moldenhauer – Grounds Maintenance, Budget, Fiscal

Budget and Financial Responsibilities are guided by the Financial Procedures of the Presbyterian Church in Sudbury:

- On a weekly basis, count the offerings, entering the contributions into the computer database, turn the money over to the Treasurer to make the bank deposit
- Coordinate or generate necessary reports and recommendations to Session for the management of income and expenses
- Conduct a yearly review of the accounts and books of the church
- Handle and process stock donations to the church
- Exercise general oversight of the work of the Treasurer, Assistant Treasurer and Financial Secretary
- Direct the development of the annual budget

Business Administration Responsibilities:

- Understand town requirements and restrictions including those of the Sudbury Historic Commission
- Annually review the church's insurance policies for adequacy of coverage and ensure that all premium payments and other correspondence with the church's insurance agents are promptly executed
- Manage utility providers and review periodically for service or price improvements
- Perform equipment maintenance, obtain maintenance contracts or procure maintenance services for the church's equipment such as copiers, computers, sound system and audio/video equipment and telephone systems
- Participate on other church boards and committees such as the Personnel Committee, Nominating Committee, Stewardship, Session and other teams

Additionally, we routinely coordinate and/or supervise activities to maintain the church building and grounds such as:

- Spring and Fall work days
- Landscape and lawn maintenance including snow removal & lawn mowing
- Inspection and maintenance of safety equipment: fire extinguishers, the elevator, the boilers and furnaces
- Special requests – signs, storage, new kitchen equipment, etc.
- Procuring the necessary cleaning services and maintaining adequate supplies of paper goods, trash bags, light bulbs, etc.
- Arranging the necessary removal of trash and recycling services

The Board of Trustees extends our great appreciation to John Lauderbach, Treasurer and Linda Smith, Assistant Treasurer for their faithful commitment to receive funds, pay staff, process invoices and maintain the books and records of the church. We also truly thank Nancy Kohl, our longtime Financial Secretary, for tracking the estimates of giving and issuing the quarterly and annual statements of giving.

Project highlights of 2016 include:

- The Fall and Spring Work Days were highly successful with many volunteers participating in the semi-annual regime of cleaning and updating the building
- Windows in the lower level of the original building were replaced with high energy efficient, vinyl units.
- Lead paint abatement was performed and certified in the nursery and classrooms
- Sidewalks have been upgraded by the town as part of the Town Center Project
- The Early Language School (nursery school) continued to operate in our classroom space for the 2nd year bringing more students and families into our building

Looking toward 2017 we have identified some key areas of focus:

- We extend our appreciation to Aline Rober and the Gardens Committee for their commitment to cleaning out overgrown flower beds over the past 2 years and their careful planning for sculpting and planting the exterior. The drought in 2016 delayed the replanting of our grounds so we are looking forward to more favorable conditions in 2017
- Bids have been received and funding arranged for increased insulation in the sanctuary and original building for 2017
- Painting, repairs and waterproofing have been identified for bidding and work in 2017 for the exterior of the building
- Our boilers have reached "old age" and will need to be replaced on an "emergency--as needed" basis. Replacement has been approved by Session for 2017.
- Our roofs have reached their life expectancy and funding / replacement are topics for discussion and planning

We extend our deep appreciation to Dave Liu as he rotates off the Board of Trustees. His insights, knowledge and leadership will be missed. At the same time, we welcome Tina Lurz-Osterhoudt and Francis Kemegue to the Board of Trustees and look forward to working with them in the coming years.

Respectfully submitted,
Martha Bernard Welsh
President, Board of Trustees

Report of the Financial Secretary

61 Estimates of Giving were received for 2016 totaling \$313,440.
\$314,316 was received toward those estimates.

Respectively submitted by Nancy Kohl, Financial Secretary

Presbyterian Church in Sudbury
Income and Expense Statement

Consolidated - January 2016 - December 2016

Budget Item	Account #	2015 Actual	2016 Actual	2016 Budget	2016 Difference (Budget- Actual)	2017 Budget
UNRESTRICTED INCOME	4020					
General Contributions	4030	\$317,506.72	\$342,352.85	\$323,000.00	\$19,352.85	\$342,250.00
Building Usage Fees	4035	1,930.00	5,190.00	3,600.00	1,590.00	5,700.00
Banking Interest	4040	22.56	110.09	25.00	85.09	100.00
Subtotal Unrestricted Income	4020	319,459.28	347,652.94	326,625.00	21,027.94	348,050.00
RESTRICTED INCOME	4200					
Camp Wilmot Income	4205-101	1,095.00	3,030.05	0.00	3,030.05	0.00
Christmas Joy Income	4210-105	2,101.00	1,910.00	0.00	1,910.00	0.00
Coffee Fund Income	4215-110	574.10	624.24	0.00	624.24	0.00
Exc. in Ed (DCE) Income	4230-125	2,300.00	4,125.00	0.00	4,125.00	0.00
Flower Fund Income	4235-130	814.00	1,225.00	0.00	1,225.00	0.00
Maine Mission Trip Income	4245-140	0.00	7,190.00	0.00	7,190.00	0.00
MATE Income	4255-150	8,686.00	7,670.00	0.00	7,670.00	0.00
Special Events	4258-154	0.00	577.41	0.00	577.41	0.00
Memorial Fund Income	4260-155	225.00	200.00	0.00	200.00	0.00
One Great Hour Income	4270-165	2,627.85	2,941.00	0.00	2,941.00	0.00
Philippines Income	4275-170	8,685.00	15,269.92	0.00	15,269.92	0.00
Temporary Holding Income	4297-193	4,679.59	4,449.30	0.00	4,449.30	0.00
Youth Mission Philippines	4298-194	25,222.00	380.00	0.00	380.00	0.00
Youth Mission Income	4299-195	20.00	2,180.00	0.00	2,180.00	0.00
Youth Grp Activities Inc	4305-197	1,155.00	2,310.00	0.00	2,310.00	0.00
RESTRICTED FUND RELEASES	4800					
Camp Wilmot Release	4805-101	(1,145.00)	(3,050.05)	0.00	(3,050.05)	0.00
Christmas Joy Release	4810-105	(1,735.00)	(2,081.00)	0.00	(2,081.00)	0.00
Coffee Fund Release	4815-110	(458.25)	(521.94)	0.00	(521.94)	0.00
Exc. in Ed (DCE) Release	4830-125	(16,294.97)	(16,771.96)	0.00	(16,771.96)	0.00
Flower Fund Release	4835-130	(1,212.37)	(1,224.85)	0.00	(1,224.85)	0.00
Maine Mission Trip Releas	4845-140	0.00	(4,719.89)	0.00	(4,719.89)	0.00
MATE Release	4855-150	(8,666.00)	(9,540.73)	0.00	(9,540.73)	0.00
Special Events Release	4858-154	0.00	(1,682.41)	0.00	(1,682.41)	0.00
One Great Hour Release	4870-165	(2,627.85)	(2,941.00)	0.00	(2,941.00)	0.00
Philippines Release	4875-170	(9,035.00)	(11,910.00)	0.00	(11,910.00)	0.00
Special Needs Release	4895-190	0.00	(432.00)	0.00	(432.00)	0.00
Temporary Holding Release	4897-193	(1,521.74)	(1,230.00)	0.00	(1,230.00)	0.00
Youth Mission Phil Releas	4898-194	(62,723.67)	0.00	0.00	0.00	0.00
Youth Mission Release	4899-195	0.00	(347.86)	0.00	(347.86)	0.00
Youth Grp Activities Rel	4905-197	(2,277.17)	(2,407.83)	0.00	(2,407.83)	0.00
Tot restricted released	4999	107,697.02	58,861.52	0.00	58,861.52	0.00
Subtotal Restricted Fund Releases	4800	0.00	0.00	0.00	0.00	0.00
Subtotal Restricted Income	4200	58,184.54	54,081.92	0.00	54,081.92	0.00
TOTAL INCOME		377,643.82	401,734.86	326,625.00	75,109.86	348,050.00
OPERATING EXPENSES	5005					
Pastor Cash Salary	5061-201	\$35,807.57	\$39,999.96	\$40,000.00	(\$0.04)	\$40,000.00
Pastor House Allowance	5062-202	26,250.00	30,000.00	30,000.00	0.00	30,000.00
Pastor SECA Allowance	5063-203	4,016.25	4,590.00	4,590.00	0.00	4,590.00
Pastor Travel	5064-204	363.11	1,014.93	2,400.00	(1,385.07)	2,400.00
Pastor Business Expense	5065-205	1,555.27	676.95	2,500.00	(1,823.05)	2,000.00
Pastor Continue Education	5067-206	1,263.96	3,000.00	3,000.00	0.00	3,500.00
Pastor 403(b) Match	5068-207	8,749.97	9,999.96	10,000.00	(0.04)	10,000.00
Pastor Pension & Medical	5069-207	23,807.24	25,550.04	25,550.00	0.04	25,500.00
Trans. Pastor Cash Salary	5072-201	5,416.00	0.00	0.00	0.00	0.00
Trans. Pastor SECA Allow.	5073-203	414.00	0.00	0.00	0.00	0.00
DCE Salary	5075-201	16,294.99	16,771.97	33,569.00	(16,797.03)	34,240.00
Music Director Salary	5081-201	37,595.04	38,694.12	38,723.00	(28.88)	39,497.00
Yth Min. Dir. Mus. Salary	5085-201	0.00	2,900.00	0.00	2,900.00	7,200.00
Admin Assistant Salary	5155-201	19,956.29	20,665.00	20,800.00	(135.00)	21,216.00
Nursery Attendant 1	5163-201	1,785.00	0.00	2,340.00	(2,340.00)	2,340.00
Nursery Attendant 2	5165-201	5,022.79	5,229.02	5,500.00	(270.98)	5,206.00
Payroll Taxes	5210	7,299.01	7,507.11	8,750.00	(1,242.89)	8,911.00
Subtotal Personnel						236,600.00

Budget Item	Account #	2015 Actual	2016 Actual	2016 Budget	2016 Difference (Budget- Actual)	2017 Budget
Capital Reserve Contribution	5320	0.00	0.00	5,400.00	(5,400.00)	5,400.00
Insurance	5330	12,164.25	3,583.25	8,000.00	(4,416.75)	8,000.00
Office Expense	5430	974.21	1,115.82	1,600.00	(484.18)	1,600.00
Treasurer Expense	5450	2,028.70	2,016.87	2,100.00	(83.13)	1,905.00
OFFICE EQUIPMENT AND TECH	5500			7,100.00	(7,100.00)	
Phone	5565	3,028.24	3,043.40	0.00	3,043.40	3,050.00
Software & Hardware	5572	1,693.18	2,197.33	0.00	2,197.33	2,200.00
Copier	5583	2,479.42	2,835.02	0.00	2,835.02	2,800.00
Subtotal Office Equipment And Tech	5500	7,200.84	8,075.75	7,100.00	975.75	8,050.00
UTILITIES	5630			8,600.00	(8,600.00)	
Electricity	5635	2,570.65	2,332.79	0.00	2,332.79	2,100.00
Water	5645	197.00	327.00	0.00	327.00	200.00
Gas	5655	5,037.86	3,899.91	0.00	3,899.91	4,000.00
Waste	5665	522.00	528.00	0.00	528.00	600.00
Subtotal Utilities	5630	8,327.51	7,087.70	8,600.00	(1,512.30)	6,900.00
Cleaning Service	5720	8,690.00	8,915.00	8,750.00	165.00	8,800.00
MAINT/REPAIR/SECURITY	5740			8,000.00	(8,000.00)	
Repairs/Maintenance	5742	6,197.29	10,152.21	0.00	10,152.21	15,000.00
Security	5745	694.00	706.00	0.00	706.00	710.00
Subtotal Maint/repair/security	5740	6,891.29	10,858.21	8,000.00	2,858.21	15,710.00
Landscaping	5810	2,645.00	360.00	5,500.00	(5,140.00)	5,000.00
Kitchen Supplies	5820	66.93	85.31	400.00	(314.69)	400.00
Deacons	6015	55.00	371.16	200.00	171.16	500.00
Shepherding	6020	1,505.01	1,383.83	2,400.00	(1,016.17)	1,800.00
Session	6030	168.71	82.23	500.00	(417.77)	300.00
EDUCATION/YOUTH	6200					
Education/Curriculum	6205	2,823.53	2,151.61	8,500.00	(6,348.39)	1,550.00
Grange Rental Fees	6210	0.00	880.00	0.00	880.00	1,600.00
Camps and Conferences	6215	834.78	0.00	0.00	0.00	1,000.00
Events and Activities	6220	3,326.39	3,886.41	0.00	3,886.41	3,500.00
Education/Leadership	6225	30.17	350.77	0.00	350.77	250.00
Education/Administration	6230	179.44	306.71	0.00	306.71	250.00
Youth On Mission	6235	699.20	383.71	0.00	383.71	350.00
Subtotal Education/youth	6200	7,893.51	7,959.21	8,500.00	(540.79)	8,500.00
WORSHIP/LITURGY	6275					
Worship	6280	1,613.08	1,967.32	3,000.00	(1,032.68)	3,600.00
Stewardship Expense	6290	128.95	26.83	500.00	(473.17)	300.00
Local Mission	6305	15,575.00	18,000.00	18,000.00	0.00	19,480.00
General Assembly Mission	6310-300	1,237.24	0.00	1,250.00	(1,250.00)	1,250.00
Synod Mission	6315-300	700.00	0.00	700.00	(700.00)	700.00
Presbytery Mission	6320-300	5,500.00	5,000.00	5,000.00	0.00	5,000.00
Presbytery Per Capita	6325-300	6,500.00	8,740.00	7,000.00	1,740.00	8,255.00
Subtotal Operating Expenses	5005	285,461.72	292,227.55	330,222.00	(37,994.45)	348,050.00
NON-OPERATING EXPENSES	6550					
Restricted Funds Disb.	6570	91,402.06	42,089.56	0.00	42,089.56	0.00
DCE Salary	6580	16,294.96	16,771.96	0.00	16,771.96	0.00
Subtotal Non-operating Expenses	6550	107,697.02	58,861.52	0.00	58,861.52	0.00
TOTAL EXPENSES		393,158.74	351,089.07	330,222.00	20,867.07	348,050.00
EXCESS INCOME/EXPENSES		(\$15,514.92)	\$50,645.79	(\$3,597.00)	\$54,242.79	\$0.00

	Current Year	Previous Year
ASSETS		
CHECKING/SAVINGS		
TD Bank NOW	\$232,652.84	\$193,129.28
VanGuard	0.00	26,708.13
FIDELITY		
Fidelity Cash Reserves	66,830.73	22,808.57
Fidelity Brokerage	0.00	4,116.76
Fidelity - Other	0.00	2,694.96
Subtotal Fidelity	66,830.73	29,620.29
Subtotal Checking/savings	299,483.57	249,457.70
OTHER CURRENT ASSETS		
Boston Community Loan Fun	8,000.00	8,000.00
TOTAL ASSETS	\$307,483.57	\$257,457.70
EQUITY		
OPERATING FUNDS		
Unrestricted Net Assets	\$124,580.32	\$73,978.63
NON-OPERATING FUNDS		
Christmas Joy	1,910.00	2,081.00
Coffee Fund	316.01	213.71
Exc. in Ed (DCE)	21,028.54	33,675.50
Flower Fund	254.55	254.40
KCC Mission	20.00	0.00
Maine Mission Trip	245.11	0.00
MATE	374.27	20.00
Memorial Fund	625.00	425.00
Philippines	0.00	50.00
Special Needs	1,456.00	0.00
Youth Mission Philippines	8,170.25	2,200.33
Youth Mission	0.00	347.86
Youth Grp Activities	195.00	292.83
Pastor Loan Fund	40,265.15	40,265.15
Continuing Education	15,196.56	16,206.48
Capital Reserve	62,846.81	20,913.38
(closed) Building Reserve	0.00	7,505.31
(closed)Mortgage Reserve	0.00	22,050.00
Operating Reserve	30,000.00	36,978.12
Subtotal Non-operating Funds	182,903.25	183,479.07
TOTAL EQUITY	307,483.57	257,457.70
TOTAL LIABILITIES AND EQUITY	\$307,483.57	\$257,457.70

