

# 2023 ANNUAL MEETING PACKET



Wellesley Hills Congregational Church  
207 Washington Street, Wellesley MA 02481

**WELLESLEY HILLS CONGREGATIONAL CHURCH**  
**CALL TO ANNUAL MEETING - SUNDAY, JANUARY 29, 2023**  
**Hybrid Meeting at 11:00 AM**

The Members of the First Congregational Church in Wellesley Hills, Massachusetts, qualified to vote, are hereby notified that the Annual Meeting of said church will be held on Sunday, January 29, 2023, at 11:00 a.m., by in-person attendance and Video Conference using Zoom, as preferred individually, to act upon the following articles:

Article I. To choose, if necessary, a chairperson to preside over said meeting.

Article II. To hear and act upon the reports of the clerk, treasurer, auditors, Church Council, Support Boards, and of such other officers and governing bodies as may be present.

Article III. To hear and act on a proposal by Church Council for a change to the Bylaws creating a Clerk Emeritus, to which position Church Council may designate members in order to recognize extended service as Clerk, with the expectation that Council will designate Rich Sweeting as Clerk Emeritus, and to hear and act upon motions for changes to the Bylaws of the Church to govern this position.

Article IV. To elect a rising moderator, clerk, assistant clerk, treasurer, assistant treasurer, auditor, and such other officers and members of governing bodies as the Church may require for the ensuing year.

Article V. To review and act upon the Budget for the coming year, as prepared by the Stewards Support Board, and supervised and supported by Church Council, to meet the expenses, the benevolences and any indebtedness of the Church, with funds to be raised as indicated.

Article VI. To transact any other business not included in the above which may legally come before the meeting.

Richard J. Sweeting, Clerk  
January 15, 2023

# **Wellesley Hills Congregational Church**

## **Financial Package**

*as of*

**Dec. 31, 2022**

- 1) Comparative Balance Sheet - Assets
- 2) Comparative Balance Sheet - Liabilities & Equity
- 3) Profit and Loss - Year to Date to Budget

# Wellesley Hills Congregational Church

## Balance Sheet

	A	B	C
	<u>Dec. 31, 2022</u>	<u>Nov. 30, 2022</u>	<u>Dec. 31, 2021</u>
<b>Current Assets</b>			
<b>Bank Accounts</b>			
<b>Cash and cash equivalents</b>			
1            10000 - UR -Bank of America Checking	201,100	363,383	64,446
2            10003 - BOA - Electronic Giving	150,123	137,171	51,021
3            10005 - Petty Cash - NS	500	500	500
4            10011 - WB-Capital Campaign Checking	13,275	10,700	152,352
5 <b>Total Cash and cash equivalents</b>	<b>364,998</b>	<b>511,754</b>	<b>268,319</b>
6			
7 <b>Investments</b>			
8                Unrestricted			
9                11000 - Charles Schwab	3,979,461	4,078,760	4,205,693
10                11001 - Fidelity	46,572	46,184	52,122
11                11102 - Fidelity Bond - Martin Fund	29,112	28,874	31,946
12                11105 - Less Restricted Amounts	(1,441,214)	(1,482,493)	(1,507,379)
13 <b>Total Unrestricted</b>	<b>2,613,931</b>	<b>2,671,324</b>	<b>2,782,382</b>
14 <b>Investments-Restricted</b>			
15                11110 - Temporarily Restricted	1,214,776	1,256,056	1,280,941
16                11111 - Permanently Restricted	226,438	226,438	226,438
17 <b>Total Investments-Restricted</b>	<b>1,441,214</b>	<b>1,482,493</b>	<b>1,507,379</b>
18			
19 <b>Total Bank Accounts</b>	<b>4,420,142</b>	<b>4,665,572</b>	<b>4,558,080</b>
20			
21 <b>Other Current Assets</b>			
22                14051 - Receivables	3	3	12,301
23                15002 - Prepaid Ins & Oth Exp	53,563	50,260	20,685
24 <b>Total Other Current Assets</b>	<b>53,566</b>	<b>50,263</b>	<b>32,986</b>
25			
26 <b>Total Current Assets</b>	<b>4,473,708</b>	<b>4,715,836</b>	<b>4,591,066</b>
27			
28 <b>Fixed Assets</b>			
29                Buildings & Improvements			
30                    12000 - Building & Improvements	13,729,723	13,729,723	13,729,723
31                    12004 - Accumulated Depreciation-B & I	(5,951,550)	(5,951,550)	(5,452,931)
32                    12010 - Construction in Progress	-	-	-
33 <b>Total Buildings &amp; Improvements</b>	<b>7,778,173</b>	<b>7,778,173</b>	<b>8,276,792</b>
34                Total Furniture & Equipment - Net of Depreciation	38,856	38,856	39,296
35                Total Vehicles - Net of Depreciation	-	-	-
36 <b>Total Fixed Assets</b>	<b>7,817,029</b>	<b>7,817,029</b>	<b>8,316,088</b>
37            Insurance Policy	79,969	79,969	75,396
38            FSA	(2,019)	(2,019)	(2,019)
39 <b>Total Assets</b>	<b>12,368,687</b>	<b>12,610,814</b>	<b>12,980,531</b>



**Wellesley Hills Congregational Church**  
**Balance Sheet**

	<b>A</b>	<b>B</b>	<b>C</b>
	<b><u>Dec. 31, 2022</u></b>	<b><u>Nov. 30, 2022</u></b>	<b><u>Dec. 31, 2021</u></b>
40 <b>Liabilities and Equity</b>			
41 <b>Current Liabilities</b>			
42     Accounts Payable	35,677	54,462	2,565
43     Line of Credit	-	-	655,000
45     Other Liabilities	772,582	814,503	324,465
46 <b>Total Liabilities</b>	<b>808,259</b>	<b>868,965</b>	<b>982,030</b>
47     Total Sabbatical Accrual	35,634	35,634	45,852
48 <b>Total Liabilities</b>	<b>843,893</b>	<b>904,599</b>	<b>1,027,882</b>
49 <b>Net Assets</b>			
50 <b>Unrestricted</b>			
51 <b>30003 - 3900 Cumulative Net Assets</b>	<b>2,773,717</b>	<b>2,773,717</b>	<b>2,773,717</b>
52 <b>Permanently Restricted</b>			
53     30006 - PR - Martin Fund	29,401	29,401	29,401
54     30008 - PR - Alexander Bequest	197,037	197,037	197,037
55 <b>Total Permanently Restricted</b>	<b>226,438</b>	<b>226,438</b>	<b>226,438</b>
56 <b>Temporarily Restricted</b>			
57     30007 - TR FUNDS: Bells	1,562	1,562	2,946
59     30010 - TR FUNDS: Next Yr's Stewardship	177,798	113,548	202,305
60     30011 - TR FUNDS: Chapel Organ	3,671	3,671	3,671
61     30012 - TR FUNDS: Christmas	18,085	950	14,135
62     30014 - TR FUNDS: Easter	-	-	267
63     30015 - TR FUNDS: Local Benevolences	14,564	14,881	14,881
64     30016 - TR FUNDS: Martin (Ramp) Income	11,468	11,468	11,318
65     30017 - TR FUNDS: Matching Fund Equity-CCSI	0	0	-
66     30018 - TR FUNDS: Minister's Discretionary	11,346	11,833	11,833
67     30021 - TR FUNDS: NS Teacher Appreciation	1,307	1,307	340
68     30022 - TR FUNDS: ChristianService-Open Dor	177,019	248,679	248,279
69     30023 - TR FUNDS: Sanctuary Organ	23,922	23,922	23,922
70     30024 - TR FUNDS: Special Music	24,537	21,463	25,114
71     30025 - TR FUNDS: Wallace Stained Glass	33,520	33,520	32,281
72     30027 - TR FUNDS: Wimberly Fund	687,169	687,169	687,169
73     30036 - TR FUNDS: Audio Visual	1,962	10,000	-
74     30026 - TR FUNDS: Misc	-	-	2,480
75     30037 - TR FUNDS: State MA NS Payments	26,846	72,083	-
76     30032 - TR FUNDS: Senior Ministry	-	-	-
76     31035 - TR FUNDS: Development Ministry	-	-	-
77 <b>Total Temporarily Restricted</b>	<b>1,214,776</b>	<b>1,256,056</b>	<b>1,280,941</b>
78 <b>Unrestricted</b>			
79     30000 - Unrestricted	7,236,081	7,376,223	7,577,775
80     30102 - UR:BD FUNDS: NS Capital Savings	25,000	25,000	25,000
81     30104 - UR:BD FUNDS: Women's Minstry	2,254	2,254	30,066
82     30105 - UR:BD FUNDS: Youth Service Trips	46,529	46,529	38,712
85 <b>Total Net Assets</b>	<b>11,524,794</b>	<b>11,706,216</b>	<b>11,952,649</b>
86 <b>Total Liabilities and Equity &amp; Net Assets</b>	<b>12,368,687</b>	<b>12,610,815</b>	<b>12,980,531</b>

# WHCC Steward Support Board Management Report

Actuals to Budget

Jan. 1, 2022 - Dec. 31, 2022

	A	B	C	D	E
<u>Operating Activities</u>					
	<u>Actual 2022</u>	<u>Budget 2022</u>	Variance vs. Budget (under)/over	% of YTD to Budget B/E	<u>Actual 2021</u>
<u>Revenue</u>					
1 Contributions, stewardship	935,590	880,000	55,590	6%	904,120
2 Other Contributions - Flowers, Memorials, Plate, Misc.	13,130	11,000	2,130	19%	13,689
3 Unusual Gifts/bequests	0	0	-		102,471
4 Total Contributions	<u>948,720</u>	<u>891,000</u>	<u>57,720</u>	<u>6.6%</u>	<u>1,020,280</u>
5 Nursery School Revenue	833,268	660,493	172,775	26%	498,035
6 Nursery School Expenses	449,805	371,793	(78,012)	-21%	340,946
7 Nursery School, net	<u>383,463</u>	<u>288,700</u>	<u>94,763</u>	<u>24.1%</u>	<u>157,089</u>
8 Other Income - Womens Min. Pumpkin Patch, Misc.	102,657	81,800	20,857	25%	74,159
9 Total Revenue	<u>1,434,841</u>	<u>1,261,500</u>	<u>173,340</u>	<u>13.7%</u>	<u>1,251,528</u>
<u>Expenses</u>					
10 Human Resources	750,906	773,608	22,702	3%	697,125
11 Ministers misc	1,494	1,200	(294)	-25%	1,646
12 Christian Service	121,781	113,400	(8,381)	-7%	96,233
13 Property	299,583	275,375	(24,208)	-9%	238,286
14 Office	176,219	151,660	(24,559)	-16%	141,174
15 Music and worship	32,434	36,500	4,066	11%	18,074
16 Christian Education	6,617	10,500	3,883	37%	4,596
17 Youth	24,254	24,350	96	0%	35,678
18 MA Conference Dues and other	45,500	45,500	-	0%	35,500
19 Council	626	5,000	4,374	87%	4,019
20 Fellowship (includes Wmns Ministry Outreach)	6,111	12,274	6,163	50%	1,329
21 Total expenses	<u>1,465,524</u>	<u>1,449,367</u>	<u>(16,156)</u>	<u>-1%</u>	<u>1,273,660</u>
22 Total Operating Surplus/(Deficit)	<u>(30,683)</u>	<u>(187,867)</u>	157,184		<u>(22,132)</u>

# **BY LAWS OF THE FIRST CONGREGATIONAL CHURCH IN WELLESLEY HILLS**

**~~Approved 30 January 2022~~ Proposed changes Annual Meeting 2023**

## **Article I. Identification**

The corporate name of this Church is The First Congregational Church in Wellesley Hills. This Church may also be referred to as Wellesley Hills Congregational Church. It is a member of the United Church of Christ.

The Church year is the interval between two successive Annual Meetings of the Church. The fiscal year is the calendar year.

## **Article II. Purpose and Faith**

This Church proposes to bind together in fellowship those who strive to do the will of God as known in the person, life, death, and everlasting presence of Jesus, in the Bible, and through the continuing revelation and creation of God in history and experience. The purposeful fellowship of this Church is affirmed and reaffirmed, upon occasions of the reception of new members, in the words of the Covenant:

We do unite in striving to know the will of God and to walk in the ways of God, as made known in Holy Scripture and in the continuing revelation through men and women. We hold it to be the mission of the Church of Christ to proclaim the gospel, to exalt the worship of God, and to labor for the progress of knowledge, the promotion of justice, the reign of peace and the realization of harmony among the children of God. We agree to maintain the Church of Christ by our presence and support, and to live with each other in love and uprightness. This we do not in our own might but depending on God and the Holy Spirit. In the name of Christ, we thus covenant and agree.

As a part of the Church universal, this Church cherishes the historic definitions and interpretations of the Christian faith, but it emphasizes the individual's responsibility, with the help of God's spirit, to make the faith both real and pertinent in his or her thoughts, life and worship. No doctrine or statement of faith is required for membership.

## **Article III. Government and Fellowship**

The government of this Church and full control of its affairs are vested in its active members and those associate members who hold active member privileges, subject to the laws of the Commonwealth of Massachusetts. Only active members and the associate members who hold active member privileges may vote on Church matters or serve as officers, delegates, or members of governing bodies.

**BYLAWS OF THE FIRST CONGREGATIONAL  
CHURCH IN WELLESLEY HILLS**

Approved by the Congregation 30 January 2022 with proposed changes 2023

- e. Appoint members of the Support Boards and specified Ministry Teams in the event of a vacancy;
  - f. Initiate such studies and inquiries and create such special study groups and task forces as it deems appropriate;
  - g. Call meetings of the Church; and
  - h. Perform such functions as the Church may from time to time assign to it.
3. Church Council shall direct the work of such Special Ministry Teams as detailed in the descriptions of Special Ministry Teams, filling the roles described. This will also be carried out with the Wellesley Nursery School in the Hills Advisory Board.
4. Members of the Council include Officers, Ex Officio members and At-Large members.
- a. Church Officers which serve on the Council include: the three members of the Office of the Moderator, Treasurer, Clerk,
  - b. Ex Officio members include: The Senior Minister and a Clerk Emeritus.
  - c. At-Large members include four elected members serving 4-year terms and elected one each year to these positions in sequence to create overlapping terms.
5. Notwithstanding any other provisions of these Bylaws, the Church Council may not, without the express authorization of the Church, sell or acquire real estate, call or terminate a member of the Clergy, make a determination of a member's status, or amend these Bylaws.

**(B). Support Boards – General Overview**

- 1. Four Support Boards – Spiritual Care, Christian Service, Faith Formation, and Stewards - are established to govern the mission of the Church in four comprehensive areas. Each Support Board will sponsor, supervise and support the activities of Ministry Teams within their areas of ministry.
- 2. Each Support Board shall choose its chair and vice-chair or co-chairs for the forthcoming year at the end of the current Church year. The chair shall call meetings of the Support Board and preside thereat, prepare and present the annual report, and act as a liaison to the Clergy between meetings. The co-chair or vice-chair shall act as the chair in the absence of the chair. The Support Board shall name a chair pro tempore when neither the chair nor the vice-chair is able to fulfill the role of chair.
- 3. Each Support Board shall provide support and leadership to the Ministry Teams it sponsors, and shall sponsor new Ministry Teams or dissolve Ministry Teams as appropriate to the mission of the Church within the areas of responsibility listed below.



**BYLAWS OF THE FIRST CONGREGATIONAL  
CHURCH IN WELLESLEY HILLS**

Approved by the Congregation 30 January 2022 with proposed changes 2023

3. Succeed to a vacancy in the office of Clerk until the election of a successor at the next Annual Meeting; and.

4. When ~~neither~~ the Clerk, ~~nor the~~ Assistant Clerk and a Clerk Emeritus are not-is present at a Church meeting, the Moderator shall appoint and swear a Clerk pro tempore.

(F). Clerk Emeritus shall

1. Be duly sworn;

2. Provide counsel and historical perspective as requested to the Church Council at meetings and to members and

3. Perform all duties and responsibilities of the Clerk during the time both the Clerk and Assistant Clerk are unable to perform that office.

**Section 2. Election of Officers, Church Council, Support Boards, and Special Ministry Teams**

1. Only Active Members may be elected as Officers, Delegates or to serve on Church Council, a Support Board, or Special Ministry Team as stated in Article III.

2. Members may be elected to only one position as an Officer, a member of Church Council or a member of a Support Board.

3. Members may be elected to serve only on one Special Ministry Team at a time.

4. Limitations on members serving as an Officer, on Church Council, on a Support Board or on a Special Ministry Team are not applied when members are serving in an ex officio capacity.

5. Members may be reelected only once in continuous service on Church Council, in the Office of the Moderator, on a Support Board, or on a Special Ministry Team regardless of the length of the two terms.

6. Church members who serve as ex officio members do so only during the time they hold that position. A Clerk Emeritus serves, ex officio, without the need for annual designation, until resignation or leaving the Church.

7. Officers and Delegates may succeed themselves in positions with annual election.

8. Members are encouraged to serve on one or more Ministry Teams and are not limited from such service on Ministry Teams by election as an Officer or serving on Church Council, a Support Board, or a Special Ministry Team.

WHCC Nominee Slate January 2023

<b><u>Church Council</u></b>			<b><u>Christian Service SB</u></b>		
<u>Officers</u>			At least 6 Members;	Aimee Munro	2026
Moderator	Laurie Otten	2024	Overlapping	Donna McCabe	2026
Rising Moderator	Steven Patrick	2025	3-year terms	Nana Poku	2025
Former Moderator	Jack Morgan	2024		Tina Andersson	2025
Clerk	Kelly Ford	2024	* chair	Julie Safaii	2025
Assistant Clerk	under discernment		** vice-chair (tbd)	Lucy O'Mara	2024
Clerk Emeritus	Rich Sweeting	2024		Martha Stowell	2025
Treasurer	Nancy Simons	2024		Elaine Vildzius*	2024
Assistant Treasurer	Nana Poku	2024		Junior co-member: Dylan Herlihy	2024
<u>4 At-large Members</u>				Junior co-member: Faith Holloway	2024
Overlapping	Susie Alexander - SCSB	2025			
4-year terms	Doug Eisenhart - CSSB	2024	<b><u>Faith Formation SB</u></b>		
	Tia Pinney - SSB	2027			
	Kristen Toffer - FFSB	2026	At least 6 Members;		
			Overlapping	Shannon Smith	2026
			3-year terms	Dana Brennan	2025
<b><u>Spiritual Care Support Bd</u></b>				Neely Dodge	2025
(Board of Deacons)	PO Davidsson	2026	* co-chairs	David Otten*	2024
At least 18 members;	Maria Davidsson	2026		Anne Leland	2024
Overlapping	Cindy Lowe	2026		Mary Hill Canavan*	2024
3-year terms	Barbara Farmer*	2026			
	Sara Johnson	2026			
	Lynette Banks	2026			
	Angela Bahns	2026	<b><u>Stewards Support Bd</u></b>		
	Susan Spencer	2026			
	Marbo Hansen	2025	At least 6 Members;	Garrett Murphy	2025
* - Co-Senior Deacons	Dottie Laughlin	2025	Overlapping	Alex Kolb	2025
	Ted Garland	2025	3-year terms	Andy Wilson*	2025
	Pete Pedersen	2024	* chair	Al Persson	2025
	Karen Gunn	2024	** rising chair: tbd	Phil Laughlin	2024
	Brad Tomlinson	2024		Rich Howe	2024
	Katherine Edmonds	2024		Jeff Dodge	2024
	Jim Nicoletti	2024		Caitlin Baron	2024
	George Corbett	2024	ex-officio without vote	Assistant Treasurer	2024
	Steve Groff *	2024			
	Mimi D'Angelo	2024			
	Janeen Hansen	2024			

Special Ministry Teams (SMT)

SMT under Church Council:				SMT under Deacons:		
Participation & Involvement				Pastor Parish Relations		
3 members	**Debbie Karlson	2025		Deacon - current	Janeen Hansen	2024
with 3 yr overlapping terms	Becky Lockwood	2024		Deacon - current	Mimi D'Angelo	2024
*chair	*Kevin Groppe	2024		Deacon - current	tbd	
** rising chair				Deacon emerita	Laurie Otten	2024
Delegates				Deacon emerita	Nancy Simons	2026
4 members with 1 yr term	Becky Williams	2024		Deacon emerita	Susan Walton	2024
	Jim McKinney	2024		Deacon emeritus	Frank Hays	2027
	JoAnna McKinney	2024		Deacon emeritus	Bob Minetti	2027
	Mary Hill Cannavan	2024		Deacon emeritus	Steven Patrick	2027
Personnel						
	*Ruth Persson	2025		4 yr overlapping terms		
3 members at large	Gintas Vildzius	2024		9 members, 3 of which are current deacons.		
with 3 yr overlapping terms	Linda Thomas	2026		*chair tbd		
	co-chair SCSB	2024				
*chair	chair Stewards	2024				
	moderator	2024				
Safe Church						
3 members at large	Nick Bahns*	2025				
3 yr overlapping terms	Karl Karlson	2026				
	Paul Bruchez	2026				
ex-officio with vote		2024				
ex-officio with vote	clergy	2024				
*chair						

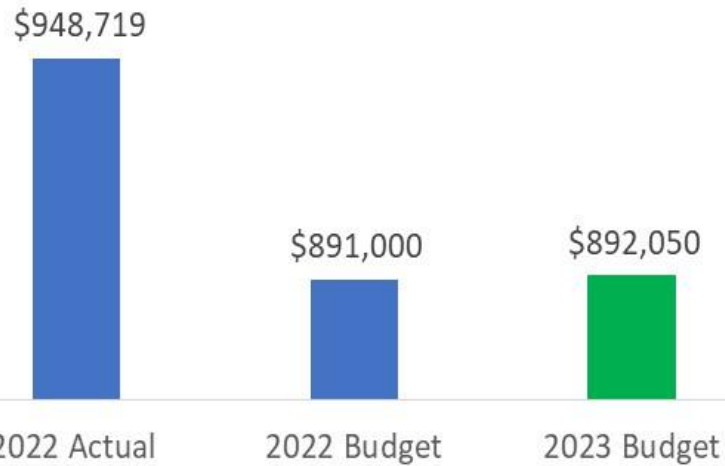
# WHCC Steward Support Board

Proposed 2023 Budget 01-24-23

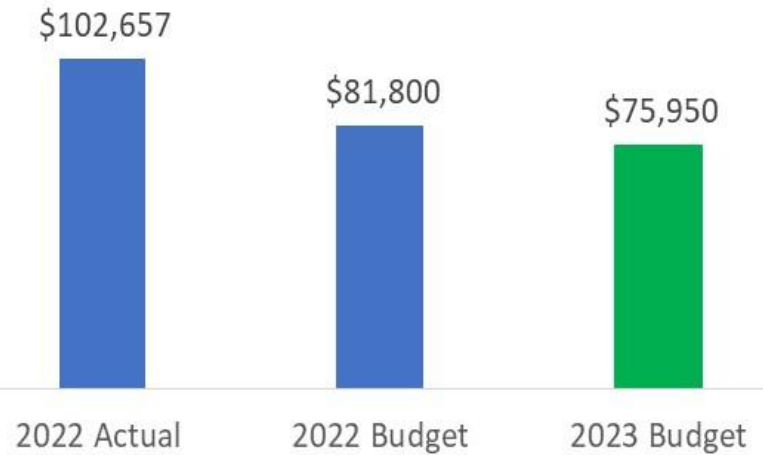
	A	B	C
	Proposed Budget 2023	Total Actuals 2022	2023 Budget vs 2022 Actuals B/(W)
<b><u>Revenue</u></b>			
1 Contributions, Stewardship	880,000 *	935,590	(55,590)
2 Other Contributions - Flowers, Memorials, Plate, Misc.	12,050	13,130	(1,080)
3 Total Contributions	<b>892,050</b>	<b>948,720</b>	(56,670)
4 Nursery School Revenue	818,175	833,268	(15,093)
5 Nursery School Expenses	451,531	449,805	1,726
6 Nursery School, net	<b>366,644</b>	<b>383,463</b>	(16,819)
7 Other Income - Womens Min. Pumpkin Patch, Misc.	75,950	102,657	(26,707)
8 Total Revenue	<b>1,334,644</b>	<b>1,434,840</b>	(100,196)
9 Expenses			
10 Human Resources	892,028	750,906	(141,122)
11 Ministers misc	1,200	1,494	294
12 Christian Service	113,400	121,781	8,381
13 Property	292,000	299,583	7,583
14 Office	150,800	176,219	25,419
15 Music and worship	36,500	32,434	(4,066)
16 Christian Education	10,000	6,617	(3,383)
17 Youth	24,350	24,254	(96)
18 MA Conference Dues and other	35,500	45,500	10,000
19 Council	4,000	626	(3,374)
20 Fellowship (includes Wmns Ministry Outreach)	7,750	6,111	(1,639)
21 Total expenses	<b>1,567,528</b>	<b>1,465,525</b>	(102,003)
22 Total Operating Surplus/(Deficit)	(232,884)	(30,685)	(202,199)
23 Endowment Draw	152,000	0	(152,000)
24 Total Surplus/(Deficit) after Draw	<b>(80,884)</b>	<b>(30,685)</b>	(50,199)

\* Of the \$880,000 in budgeted Stewardship Pledges, \$710,000 have been pledged to date.

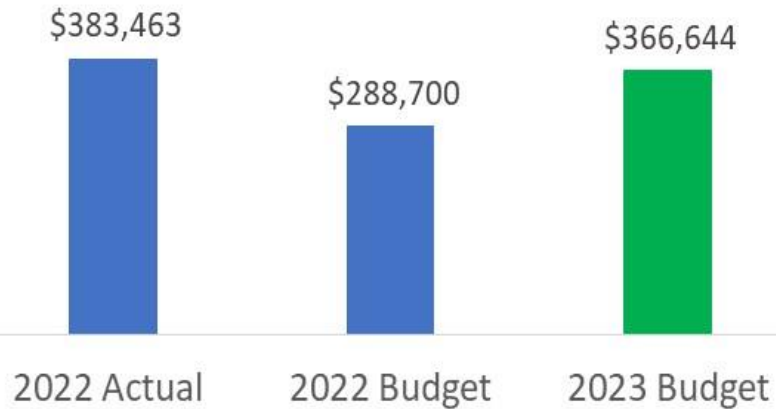
### Total Stewardship & Other Contributions



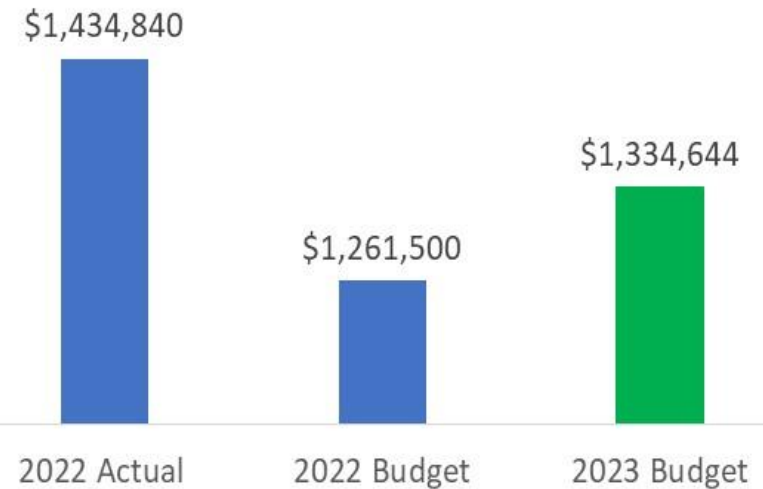
### Other Inc. (Womens Min, Pumpkins, etc.)



### Nursery School Revenue net of Expenses

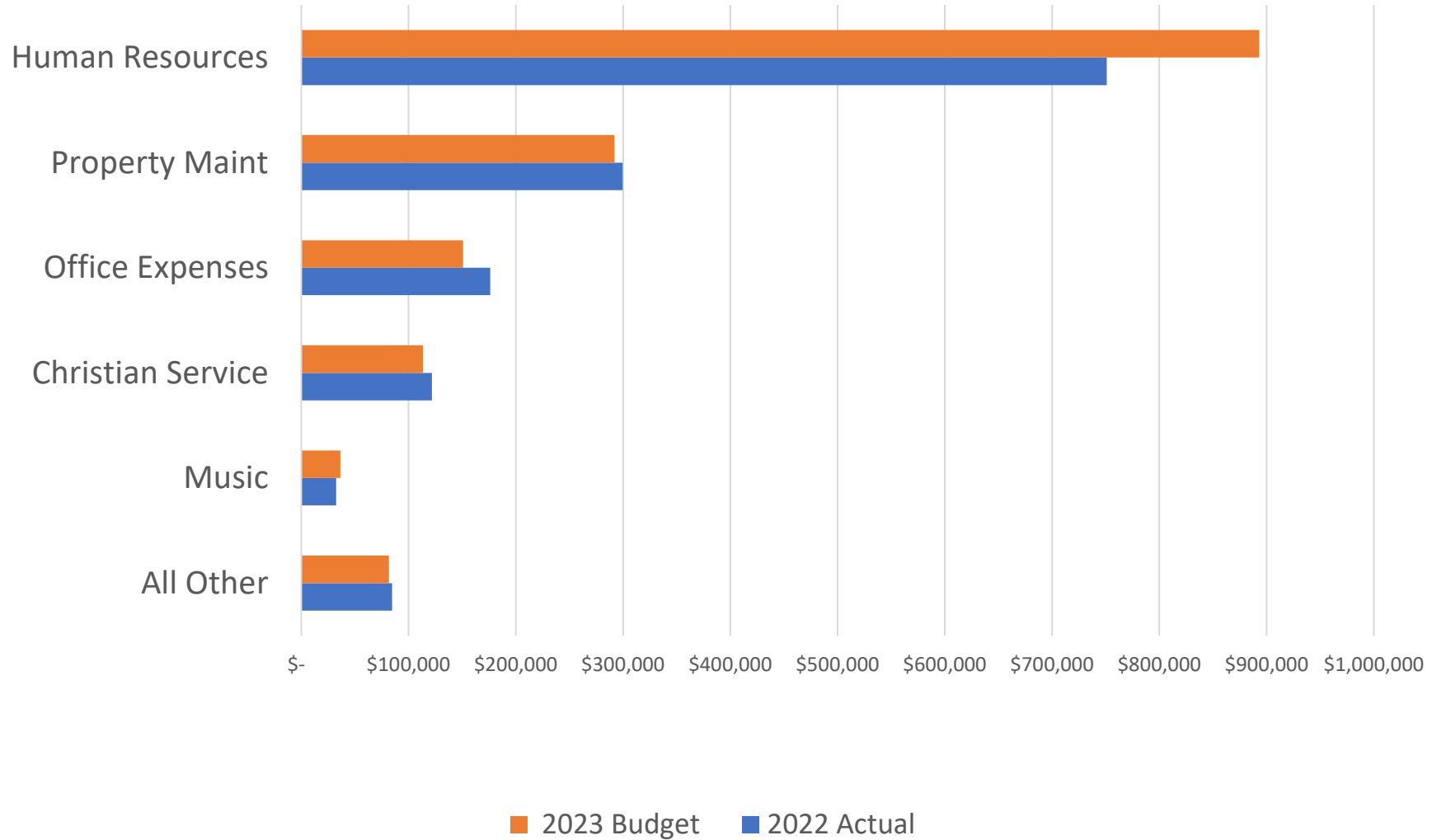


### Total Revenue





## Operating Expenses



# How Firm a Foundation

H-21

Unison

1. How firm a foun - da - tion, ye saints of the Lord,  
 2. "Fear not, I am with thee; O be not dis - mayed!  
 3. "When through the deep wa - ters I call thee to go,  
 4. "When through fier - y tri - als thy path - way shall lie,  
 5. "The soul that to Je - sus hath fled for re - pose,

is laid for your faith in his ex - cel - lent word!  
 For I am thy God, and will still give thee aid;  
 the riv - ers of woe shall not thee o - ver - flow;  
 my grace, all suf - fi - cient, shall be thy sup - ply;  
 I will not, I will not de - sert to its foes;

What more can he say than to you he hath said,  
 I'll strength - en thee, help thee, and cause thee to stand,  
 for I will be with thee, thy trou - bles to bless,  
 the flame shall not hurt thee; I on - ly de - sign  
 that soul, though all hell shall en - deav - or to shake,

to you that for ref - uge to Je - sus have fled?  
 up - held by my right - eous, om - ni - po - tent hand.  
 and sanc - ti - fy to thee thy deep - est dis - tress.  
 thy dross to con - sume, and thy gold to re - fine.  
 I'll nev - er, no, nev - er, no, nev - er for - sake."

WORDS: K. in John Rippon's *Selection*, 1787, alt.

MUSIC: *Foundation*, melody from *The Sacred Harp*, 1844; harm. Calvin Hampton, 1938-1984

FOUNDATION

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