



*The GIFTS of Acceptance, Connection, Meaning, and Purpose experienced at MCC this year.*

## Acceptance

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The **GIFT** of finding a variety of ways to be unconditionally and joyfully welcomed to experience MCC and to share our successes and challenges with each other and the world: Hybrid Worship, Virtual and Hybrid Adult and Youth Choirs, Virtual Coffee Hour, Hybrid Meetings and Adult Ed, “Reconcile,” Revolutionary Love book study and class; caring discernment about safely Reopening, Restructuring our committees, and how we “do church.”

## Connection

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The **GIFT** of joining with each other and with God; walking together on a spiritual path through exploring and growing: Silver Bells Fair, Caroling and Marshmallow Roast, Lift Every Voice Project, Coffee Hour, Christmas Bell Concert, Advent Spiral, Virtual Annual Meeting, Celebrating Our Graduates, Interfaith Music Collaborations, Sabbatical Planning



## Meaning

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The **GIFT** of discovering and experiencing God’s love and the deeper meaning underpinning the world and our lives: Celebrating our “Saints,” Baptisms, Lay Leaders, Cooking Flatbreads on Maundy Thursday, Virtual Easter, Creative Communion, Christmas Pageant, Bible Study, Summer Music, Music in Worship, Regional UCC: weekly and seasonal devotions.

## Purpose

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The **GIFT** of being able to make a difference in our world by serving humanity and Creation: Family-to-Family Gift Bags, Christmas Gifts for City Mission Society, Youth Helping at Open Table, Pancake and Syrup Collection, Youth Choir Presents for Foster Children, Rummage Sale, Books to More Than Words, Electronic Recycling, Supporting Ukraine, Regional and National UCC: Afghan Resettling, Racial Justice Training, Leadership Training, LGBTQ advocacy.



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*July 2021 – June 2022*  
*Annual Report*

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## REV. TOM O'BRIEN, PASTOR AND TEACHER

This year, MCC has continued to lean into our mission to “invite all on a journey of acceptance, connection, meaning, and purpose through the worship of God and the service of humanity.”

The 2021-22 program year still had many lingering effects from the COVID pandemic: a summer of remote worship led to a fall with in-person (masked and distanced) services only to see a return to fully online amid a January surge in infections. From the end of winter and throughout the spring, we have slowly and carefully lifted restrictions while seeking to find a balance between the physical health and emotional well-being of our congregation.

Fortunately, through all the ups and downs and pivots we were also able to discover new gifts. Being forced to worship and gather fully remotely gave us the opportunity to learn the skills and acquire new technology that has helped our ministry shine far and wide. New cameras and software have allowed remote participation in worship, meetings, and book groups from folks far outside of Sudbury. Our **acceptance** truly knows no boundaries.

The **connection** and community that has always been such a core part of MCC continued to thrive. Members and friends showed great resiliency in reach out to and looking out for one another. Long term relationships remained, and new friendships formed – both in-person and virtually.

Our search for **meaning** also continued. Led by our Faith in Action and Faith Exploration Ministries, the congregation sent financial assistance to a variety of organizations working on the ground in Ukraine. Conversations around racism, xenophobia, homophobia, transphobia, and misogyny continued, including a ten-week discussion called *Lessons and Practices in Revolutionary Love*. These efforts also benefited from new media which allowed us to open up the conversation; participants joined from other faith communities in Sudbury and as far away as New Hampshire, Florida, and California.

Throughout the year, we've focused on discerning and distilling our **purpose** as individuals and as a church. What does Memorial Congregational Church bring to our community that no other organization does? How do we live out our faith? One way we lived out our purpose was once again opening our doors and hearts to a seminarian seeking to discern her path to ordained ministry. The congregation was able to nurture Christine VanDeWege on her journey as we shared in opportunities to learn and grow together.

It hasn't always been an easy year, but I am grateful for the ways that we continue to “be the church” at MCC. In the coming year, we'll welcome Janine Warrington as our new Minister of Youth and Families; we'll keep reviewing and tweaking our committee structure to provide opportunities while trying to avoid burnout; and we'll keep inviting *all* on a journey of acceptance, connection, meaning, and purpose.

Thank you for traveling this journey with me.

Peace,

Rev. Tom O'Brien

Pastor and Teacher

## CHURCH COUNCIL

Church Council is the policy-making and governing body of the church, providing oversight and decision-making over matters pertaining to personnel, programs, finances, activities, and infrastructure of MCC. Our work has been guided by an ongoing commitment to promote the Memorial Congregational Church mission to “**Provide Acceptance, Connection, Meaning and Purpose through the worship of God and service to humanity.**” Council consists of 17 voting members who represent each of our 10 ministries, plus the Treasurer/Asst Treasurer, Clerk, Pastor, Minister of Music, Minister of Youth and Families, and the two co-chairs who serve as representatives-at-large. The Moderator is also an ex officio but non-voting member of Council. Meetings are attended by chairs of the Restructuring, Re-opening, Sabbatical Planning and Search Committees, as needed.

Since July of 2021 Council has met monthly to a) consider reports, requests and recommendations submitted by representatives of the Ministries and committees, b) review the fiscal, physical, personnel and programmatic status of the church and c) oversee all other business that falls under Church Council governance. Decisions have been prayerfully debated and implemented in accordance with the mission and values of MCC, with an emphasis on ensuring the spiritual grounding, social connection and safety of all members and friends, of all ages, within and outside of our faith community.

Several strategic goals established by the co-chairs last year were addressed as follows:

- **ACHIEVED:** conducted monthly meetings via Zoom, and in person when appropriate, using a focused 90-minute agenda
- **ACHIEVED:** created and implemented a reporting template to streamline and highlight key issues and discussion points for presentation at monthly meetings
- **IN PROCESS:** examined the essential roles and duties of Council, its members, and chairs for opportunities for possible improvement in church management. NOTE: this initiative will be revisited with the Restructuring Committee during 2022-23
- **IN PROCESS:** reviewed existing processes for communication and decision-making, to ensure transparency and accountability,
- **ACHIEVED:** demonstrated deep appreciation for our staff, who continue to bless us with their impressive talents, creativity and faithful dedication to sustaining their ministries during difficult times. Provided Holiday Appreciation gifts to all staff, funded by generous donations from the congregation.

Council’s role is to ensure, to the best of our ability, that all issues, questions, concerns, and proposals are considered equitably, respectfully, and with healthy debate of differing perspectives and opinions. Some decisions result in short-term and tangible outcomes, while others involve deep and strategic consideration of the overall, long-term well-being of our faith community, and may not deliver an immediate or visible impact. With that in mind, additional priorities during the recent year were addressed as described below.

1. Thoughtfully considered and, when required, voted on all questions and recommendations brought before council.
2. Supported the gradual return to in-person worship and changes in masking policies, based on recommendations from the Re-Opening Committee.
3. Approved the return of in person events, with appropriate precautions, such as the Silver Bells Holiday Faire, Fall and Spring Rummage Sales, Recycling and Shredding Days, Messiah Sing and the Spring Auction.
4. Approved a request from the Sudbury Boy Scouts Troop 61 to renew our annual charter agreement for 2022, continuing an 89 year partnership in existence since 1934.
5. Approved and then rescinded a motion to allow additional access by the Stewardship ministry to the pledging/giving records of MCC donors, after considerable feedback from the congregation indicated disagreement with the motion. The issue was tabled for further review at a later date.
6. Supported the Sabbatical Planning Team regarding Pastor Tom's overdue leave during the fall of 2022.
7. Appointed a Search Committee for the Minister of Youth and Families (Director of Christian Education)
8. Considered, without final conclusion to date, the roles, functions and practices of Council members to responsibly represent and vote on the best interests of all at MCC.
9. Appointed a Bylaws committee to work with the moderator to review and update our temporarily suspended church bylaws.
10. Conducted ongoing review of a) our new committee structure, b) variances in ministry membership, level of activity, and engagement of new volunteers to support the work of MCC, c) potential shifts in congregational membership and needs, d) the necessary maintenance of our infrastructure, and e) the impact of unpredictable economic realities.

Additional details of the work of each Ministry, committee and staff member are recorded in their individual reports in this document.

As we prepare to transition to a new church year, we are confident that Council will continue its spiritually, socially, and fiscally sound leadership in executing the affairs of the church. **With great appreciation, we commend current Council representatives, MCC staff, and the many volunteers who have faithfully contributed their time, talent, and treasure in support of Memorial Congregational Church. We wish God's Blessing to all.**

It has been our pleasure to serve during the 2020-2022 biennium.

Respectfully submitted,

Karen S. Ross and Gerald Kimber White  
2020-22 MCC Church Council Co-chairs

## **SABBATICAL PLANNING TEAM (SPT)**

The SPT has determined that Tom will take his long overdue sabbatical in October, November, and December. To ensure that MCC's program year begins solidly and robustly Tom will be with us the month of September. Our plan allows us to secure a part time sabbatical pastor while continuing to meet the needs of our congregation. We have identified the areas of *Worship*, *Pastoral Care*, and *Staff and Leadership* as being crucial to the well-being of our congregation and have delineated how those 20 hours are to be apportioned. By the end of May we anticipate that interviews for the position of sabbatical pastor will begin. The SPT will continue to update the congregation with our progress.

Respectfully submitted,  
Sharon Colombo, Bobbi Fisher, Rev. Tom O'Brien, Gail Wright

## **RESTRUCTURING AD HOC COMMITTEE REPORT FOR MCC**

The Restructuring Ad Hoc Committee has been meeting for over a year and a half in an effort to streamline the previous committee structure to make it more efficient and better represent who MCC is currently as a church. In May 2021 the committee submitted a warrant article at annual Church meeting to implement a structure consisting of nine ministries each with a specific number of members serving a two-year term. In addition, the concept of ad hoc committees and task teams were defined and introduced. The article was approved for a two-year period. At the end of that period the new structure would be evaluated to ascertain if it is better meeting the needs of the church than the previous committee structure.

We are currently approximately one year into that evaluation period. The implementation has been a qualified success. Most of the ministries have been functioning as planned; several are functioning but not optimally and several are not functioning.

The committee will continue to meet during the remaining one-year evaluation period to tweak the structure if necessary. More importantly, the committee will redouble its efforts to recruit qualified members to fill out the ministries. Hopefully, the negative effects of the pandemic will subside and allow the new structure to meet its potential.

Respectfully submitted,  
Rick Hilperts on behalf of the Restructuring Task Force

## **WELCOMING and CONNECTIONS MINISTRIES**

This report represents the combined efforts of the Welcome and Connections Ministries during the recent year. At the MCC annual meeting in May of last year, a new Ministry Structure was adopted for a two-year period of implementation beginning on July 1<sup>st</sup> of 2021. Upon the recommendation of the Restructuring Task Force, the former Growth & Development Committee would now be split into two separate but related Ministries. What seemed at the time to conceptually be a good idea has since presented several challenges, for a variety of reasons.

Both Ministries were provided a mission statement from which to develop a plan of activities and procedures, including both traditional and creative ways for promoting an inclusive and engaging environment.

**WELCOME:** To provide and advocate for a friendly, safe, accessible, and inviting welcome for all members, friends, and visitors to MCC.

**CONNECTIONS:** To build and support meaningful relationships among diverse ages, abilities, genders, and family structures to foster a strong sense of community, within and outside of MCC.

While these Ministries were never fully staffed, four people (Bobbi Fisher, Millie Gastan, Carole Pendleton, Karen Ross) agreed to work together to recreate the former G&D committee in accordance with these missions.

Our activities included:

- 1- Recruiting volunteers to serve as greeters and ushers after in-person worship resumed
- 2- Serving as coffee hour hosts for two months in the spring
- 3- Providing support for the Silver Holidays Holiday Fair team
- 4- Making suggestions to update our church directory, online sign-up genius, and coffee hour instructions, as well as ways to reduce the number of volunteers needed to implement the new Ministries.
- 5- Offering individual outreach to former, current and new members via phone, email, cards, brownies, and other expressions of connection on behalf of MCC.
- 6- Purchasing outdoor furniture (in process as of May 1) for the Ames Hall porch to create a small gathering space and provide a visible “welcome” to all.

We end the year with several observations and questions:

- 1- Lack of in-person worship and programs due to pandemic precautions led us to ask, “How can we adapt the traditional Sunday functions of greeting, ushering, hosting coffee hour to be inclusive and respectful of all?”

- 2- How do we engage volunteers from a pool of members who may have experienced health, economic, social, physical and familial challenges resulting from the pandemic? How do we ask people to take on more responsibilities than they are able or ready to accept? How can we respect the varied needs and circumstances of individuals without overwhelming them or intruding on their own need for self-care?
- 3- How can we collaborate with other Ministries and staff to support the programs, activities and events at MCC in a virtual or hybrid rather than face-to-face venue?"
- 4- How can we work with the Restructuring committee and other Ministries to further clarify and update the purpose, functions, and activities of Welcome and Connections?
- 5- Finally, early on in our discussions, it became clear to us that “welcoming and connecting” at MCC are part of our DNA as a church, happening organically and often without planning or intention. It is quite simply who we are and what we do. Sharing our many gifts in service to each other is an intrinsic part of our core values. As a faith community we quietly respond in ways that are often difficult to quantify and predict. How can Welcome and Connections capture this characteristic of MCC into a list of meaningful tasks and responsibilities?

Welcome and Connections is a work in progress. Our goals during FY23 include:

- 1- to involve more Ministry participants
- 2- to gather input from the congregation, staff, and other Ministries
- 3- to re-evaluate our Ministry purpose and goals in conjunction with the Restructuring committee
- 4- to create a renewed vision to energize the work of the Ministries

Respectfully submitted by Karen S. Ross on behalf of the FY22 Welcome and Connections Work Group, with love, gratitude and respect for all at MCC.



## PROPERTIES MINISTRY

This was our first year as your Properties Ministry. As your old “Trustees” refocused to the tasks at hand, our identity was more clearly defined as property managers. With that and without losing a step we hit the ground running, tackled our generous workload and continued on our mission. Over the years Properties (our new name) has benefitted from a continuity of membership, a great depth of knowledge and a non-stop energy level. “This Old Church” deserves nothing less.

As we find ourselves in the third year of pandemic it’s worth noting that Properties has never been busier. We thought there would be less strain on our facilities as onsite activity slowed. The rental business was quiet for a while, but those fewer rentals were more work for us. Now the rental business is coming back to normal levels and with capital improvements made over the past year rental inquiries are briskly up.

Our main tenant, the Sudbury Cooperative Preschool has struggled through the pandemic and like MCC they have managed their programming very effectively having emerged in a strong position. We are presently in the process of writing a new lease for the Co-op that will take effect September 15, 2022. This is an important task for Properties and as such we are gathering all the applicable market data available to us while obtaining professional advice. The Co-op is more than a tenant, they are in many ways a partner to MCC, one that serves the wider community in similar ways to us.

The Old Parsonage property at 32 Concord Road has undergone recent changes. Our long time (12 yr.) lessee has recently moved on and we are presently renovating the empty house. We started by consulting Libby Hammill, a friend of the church and prominent local realtor. Libby provided timely real estate advice and connected us with a pro-bono lawyer for our legal questions. Once we received our lead paint compliance status, we began renovations. Floors, walls, and ceilings have been painted and floors sanded, carpeted, and stripped/waxed. The replacement of electrical outlets, switches and some fixtures and appliances are work in progress. Scrubbing down the old kitchen clean was a huge task. These efforts by local professionals and our own volunteers in addition to the 16 brand new replacement windows, have set the stage for us to work with the non-profit Family Promise of MetroWest. By the time of annual meeting, we will have established a new rental agreement on the Old Parsonage which satisfies several MCC ministries while producing a positive financial impact to our operating budget.

As a major renovation to the Parlor (courtesy of the Parlor Reimagining Task Force) was winding down with new stained-glass windows installed another positive impact was being implemented in Ames Hall. After due diligence, DDS Acoustical Corp. was awarded a contract that would dramatically improve how sound travels in the hall. This was an expensive project (privately funded) that was worth every penny. The results can be enjoyed by all including those regulars like the Co-op and Boy Scouts but also by the many MCC functions filling Ames Hall. Professionals were consulted, sound tests were performed, installation options considered, and project management implemented. Check it out.

Here is a short look at some of Properties FY 2021-2022 recent and ongoing projects:

- LED lighting closed out with AECOM
- Fire sprinkler system leak repairs, piping (black - galvanized) upgrades, compressor change outs
- New plumbing contractor hired: several toilets/urinals repaired or replaced etc.
- Sudbury Food Pantry received temporary storage space in Ames Hall
- A focus on understanding and managing utility costs both in the church and in the Co-op wing
- A resumption of Spring and Fall Workdays (back by popular demand)
- Continued monitoring and supervision of our professional cleaning company
- Attic lighting improvements
- Compressor sound proofing
- Web based Isensor program implemented to our recent benefit
- Landscaper relationship providing cost saving results
- Boy Scouts agreed to double their pledge
- Some snow removal (walks/entrances) subbed out to MCC youth
- Trash pick-up now actively managed to save \$\$

Respectfully submitted,

Jill Baker, George Connor, John Drum, Carol Hannauer, Ed Hawkins, Jane Roddy

## **THE CLERK**

In accordance with the bylaws, the Clerk submits each year a report of active members of MCC. Active members may vote at congregational meetings, may serve on committees, and may be elected officers and officials of the church. The dues which we contribute to the local entity of the United Church of Christ national organization are based on our census of active members. However, the number of people including children, friends, and guests who are part of our faith community is larger.

This year the report covers the period May 1, 2021, through May 15, 2022.

### Summary of Active Membership

Active Members as of May 1, 2021	149
New Members – Affirmation & Transfer	1
New members – Confirmation	2
New members – Restored from Inactive	3
Transfers & Resignations	2
Transfers to Inactive Status	7
Deaths	3
Active Members as of May 15, 2022	143

### Membership Details

New Members – Affirmation & Transfer	Regina Siu
New members – Confirmation	Alexandra Rippy, Cameron Rogers
New members – Restored from Inactive	Allen Vander Meulen, Vicki Hammel, Alex Vai
Transfers & Resignations	Meridith and Michael Palmer
Transfers to Inactive Status	Brandon Kurina, Jacquelyn Kurina, Lindsay Kurina, Cheryl Kurtz, Sage Kurtz, Steve Kurtz, and Beth Quirk.
Deaths	Beverly Anderson, Gretchen Ellis, Olive Harvell

Other than looking after membership, the Clerk occupies herself with a few other chores: the annual non-profit corporation filings with the MA Secretary of State's office, the annual UCC survey, executive officer liaison to Boy Scouts and Cub Scouts, signing legal documents on behalf of the church, keeping minutes of Church Council and Annual meetings, and assisting the Moderator with preparation and conduct of the annual meeting. This year I continued working on transitioning to MCC becoming fully reliant on Breeze our new system for maintaining records on people and contributions.

Respectfully submitted,  
Gail W. Wright, Clerk of the Church

### MCC ACTIVE MEMBERSHIP—MAY 15, 2022

Abrams, Laura (1968)	Barnes, Sally (2019)	Brown, Ruth (1959)
Alving, Ruth (2019)	Beaven, Marilyn (1993)	Burns, Brian (2011)
Bahlkow, Barbara (2011)	Bell, Sue (1981)	Caputo, Katherine (1984)
Baird, Laurie (2016)	Borah, Holly (2016)	Chizzo, Olivia (2013)
Baird, Martha (2016)	Borah, Randy (2016)	Chizzo, Rebecca (1998)
Baker, Jill (2006)	Bower, John (2019)	Colombo, Sharon (1987)
Baker, Nelson (1976)	Bower, Samantha (2019)	Connor, George (1990)

Connor, Melinda (1990)	Houlihan, Sam (2011)	Powers, Nancy (1991)
Corthell, Craig (2019)	Hubbell, Sarah (2018)	Pratt-Peckham, Debra (2016)
Corthell, Erin (2019)	Huffman, Carol (1980)	Quirk, Beth (2014)
Couchon, Valerie (2011)	Hunter, Mona (2019)	Ripp, Alexandra (2021)
Curtis, Heather (1996)	Jenkinson, Jeff (1984)	Rippy, Ben (2018)
Curtis, John (2013)	Jenkinson, Mary (1984)	Rippy, Dan (2011)
Curtis, Robert (2011)	Johnson, Bruce (2000)	Rippy, Laura (2011)
Cutler, Betsey (1971)	Johnson, Joan (2000)	Rippy, Nathan (2016)
Cutler, Hal (1959)	Keeney, Debbie (1986)	Roddy, Carl (1992)
Daley, Linda (2001)	Keeney, Terry (1986)	Roddy, Jane (1987)
Davidson, Lola (2018)	Kimber White, Gerald (2016)	Rogers, Kasey (2015)
Davidson, Luke (2018)	Kimber White, Jayne (2018)	Ross, Karen (2007)
Davis, Lorraine (2011)	Kimber White, Merrie (2016)	Rothwell, Shirley (2012)
Dean, Lucy (1985)	Koumjian, Courtney (2011)	Sanderson, Mary-Ellen (2001)
Dowd, Claire (2013)	Kurina, Jeff (2006)	Sanderson, Michael (2001)
Dowd, John (1999)	Kurina, Susan (2006)	Schow, Joan (1983)
Dowd, Paul (2013)	Larson, Dave (2016)	Siebert, Elise (2018)
Drum, John (1970)	Lewitus, Amanda (2016)	Siebert, Timo (2018)
Drum, Ken (1972)	Lievano, Carla (2016)	Siegel, Mary (2000)
Emanuelson, Diana (2019)	Machacek, Marie (2015)	Sironen, Linda (1989)
Fisher, Bobbi (1998)	McLellan, Jeannette (1996)	Sui, Regina (2022)
Fox, Dan (2018)	Menge, Chris (1980)	Stolper, Melissa (2011)
Fox, Kristen (2018)	Menge, Virginia (1980)	Unger-Dowd, Heidi (1999)
Fryer, Jill (1970)	Miglioizzi, Glenn (1995)	Uttaro, Frank (1989)
Fullerton, Gail (2000)	Miglioizzi, Lynn (1995)	Vai, Alex (2004)
Gastan, Millie (2003)	Mohr, Jack (2012)	Vander Meulen, Allen
Greer-Morrissey, Jen (2014)	Morrissey, Brian (2014)	Weaver, Alice (2019)
Grellier, Nancy (1959)	Motyka, Cindy (1995)	Whitlock, Beth (1998)
Hammel, Vicki (2020)	Motyka, Mike (1995)	Widman-Johnson, Kristianne (2007)
Hankey, Danielle (2007)	Nikula, Betsy (1971)	Wiltz, Kristine (2019)
Hankey, John (2007)	O'Brien, Charlotte (2018)	Wright, Gail (2016)
Hannauer, Carol (1994)	O'Brien, Rachel (2010)	Wright, Peter (2021)
Harvell, Sally (2000)	O'Brien, Tom (2010)	Young, Bob (2011)
Hawkins, Abbie (2006)	Pendleton, Carole (2003)	Young, Emma (2016)
Hawkins, Ed (1990)	Pendleton, Dave (2003)	Young, Kristine (2011)
Hawkins, Judy (1971)	Pendleton, Joey (2016)	Young, Reid (2015)
Hawkins, Shelley (2008)	Pettengill, Daniel (2003)	Zeis, Jen (2011)
Hays, Pam (1993)	Pettengill, Sue (1991)	Zimmerman, Pat (2001)
Hilperts, Richard (1988)		
Hirsh, Lynn (1998)		
Houlihan, Chris (2011)		
Houlihan, Ella (2013)		

## TECHNOLOGY MINISTRY

As a new Ministry, the Technology Ministry spent much of this year figuring out the scope of our mission and how it fits-in with the mission and work of the other ministries and groups here at MCC.

Our accomplishments so far this year include:

1. Getting the church's new "Live Streaming" system up and running. What remains to be done is to train a cadre of volunteers to coordinate the streaming service each Sunday morning (and other events, such as the Service Auction and Annual Meeting). We hope to eventually train one or more people in how to customize setups for the system in advance of an event, which is a separate (and more complex) activity than coordinating the streaming of an event itself (which is what these setups are used-for).
2. Improving the church's wired network infrastructure, including: replacing the main "switch" at the heart of the network, and extending network cabling into the Blue Room and Conference Room. The next step in this effort will be to review and likely upgrade the church's WiFi network with a more secure, robust, easier to use, and faster, solution than what is currently in place.
3. Created a "Computer Hardware Policy" for the procurement, use, and disposition, of computers issued to Church employees (and potentially volunteers, too).
4. We are currently in the midst of helping facilitate a "hybrid" version of the Annual Meeting; and the Service Auction, too.
5. Procuring new laptop computers for the Music Minister and the Youth Minister. A new computer for the Anne (the church secretary) is currently under consideration.

Our plans for next year include:

1. Inventory all software used by the church; where needed, consolidate software licenses (from individual licenses into multiple user or business licensing models); and ensure consistent deployment and management of software.
2. We will likely expand and improve the streaming video system. Although there are no definite plans yet. Possibilities include: a second PTZ video camera; improving audio quality; making it possible for the streaming video coordinator to monitor and control audio levels during a service; and adding the ability of the streaming video coordinator to send live or recorded content to the TV screen in the chancel and perhaps the parlor, too.

At present, our Ministry consists of three volunteers (Allen Vander Meulen as acting chair, Lola Davidson, and Dan Fox); with Tom O'Brien, ex-officio. Jared Hall-Dugan has volunteered to provide help and advice as needed, as a non-voting member, but has not been called upon (yet) to do so. Three members (plus Tom) seems adequate for now.

Allen, Lola, and Dan plan to continue in the Technology Ministry this coming year.

Respectfully submitted,  
Allen Vander Meulen III

## **PERSONNEL MINISTRY**

The Personnel Ministry is comprised of three active members, Bruce Johnson, David Pendleton and Meridith Palmer. Bruce Johnson currently acts as chairperson of the Ministry.

The Ministry meets regularly to review and maintain overall personnel policies, procedures and records for MCC staff members and contractors, including: Pastor, Minister of Youth and Families, Minister of Music, Minister of Youth Music, Nursery Attendant, Church Administrator, Director of Sudbury Bell Ringers, and Organist in Residence.

The Ministry's duties and projects during the 2021/2022 fiscal year included the following:

- **Employment files**

The Ministry maintains, documents, structures and archives personnel files for each position including: job descriptions, applicable contracts and forms, and annual staff evaluations.

- **Job descriptions**

The Ministry reviews job descriptions for existing positions revising as appropriate, develops new job descriptions for new positions, and coordinates the job descriptions with applicable contracts.

This year the Ministry drafted job descriptions for the Interim Minister of Youth and Families, the Temporary Youth Group Leader, and the Temporary Church School Assistant.

- **Contracts**

The Ministry reviews the contracts for existing positions annually, drafts new contracts for new positions, and drafts annual staff contract renewal letters.

This year the Ministry drafted contract renewal letters for all staff and contractors, as well as new contracts for the positions referenced above.

- **Compensation and Benefits**

The Ministry reviews proposed staff salary changes and proposed benefit changes for each position and makes its recommendations with regard to any changes to the Stewardship Ministry. The Ministry also reviews proposed salary and benefits for new staff.

This year the Ministry continued its work on a staff compensation benchmarking. This year's benchmarking efforts were focused on the Minister of Youth and Families, the Minister of Music and the Church Administrator. The senior pastor's benchmark study from the prior year was also reviewed as was the study for the nursery room attendant. It is the intent that the benchmarking studies be reviewed annually and updated as thought to be necessary.

The Southern New England Conference of the UCC issued a new set of clergy compensation guidelines early this winter. A member of the Personnel ministry attended a seminar introducing and explaining the new guidelines and training attendees in how to use the

computer applications available to apply the guidelines to local situations. The new guidelines were released too late for use in this round of compensation recommendations, but they will be used next year.

- Evaluation process

The Ministry is responsible for coordinating the annual staff performance evaluation process. The Ministry also reviews the staff evaluation process and forms, making modifications when the Ministry feels that such changes would improve the process and/or outcomes. This year the Ministry again offered the virtual evaluation process that had been developed last year. Most reviewers chose to use this process.

In January and February of 2022, the Personnel Ministry worked in collaboration with each Ministry Chairperson/Supervisor who was to be responsible for writing the annual reviews for MCC staff. We appreciate the time, effort and thoughtful feedback that went into each evaluation.

- Advocacy

Each member of the Ministry is assigned to one or more MCC staff members and is responsible to help ensure that those staff members are adequately represented in the event of a concern or dispute related to their employment.

- Counsel

The Ministry provides advice and counsel to Church Ministries for the hiring of new employees and contractors or when the Ministry is addressing a specific personnel issue.

This year the Ministry worked with the Ministry of Faith Exploration as they managed the staff changes impacting the youth and Christian education programs.

- Fair Rental Value of the New Parsonage

Because the fair market rental value of the new parsonage is considered part of the pastor's compensation, in coordination with the Properties and Stewardship Ministries, the Personnel Ministry conducted a review of that value in the context of the current rental market.

- Safe Church Policy

As part of the Church restructuring recommendations, the Personnel Ministry was asked to take on responsibility for the Safe Church Policy. This year the Ministry reviewed the current policy with the intent of revising and updating it. The revision process is ongoing and is expected to continue into the coming fiscal year. Initially, the Ministry initially reviewed the status of CORI testing, Church keying and access and adult supervision of child and youth activities.

Respectfully submitted,  
Bruce Johnson, David Pendleton and Meridith Palmer

## DIACONATE

The Diaconate oversees the spiritual welfare of the congregation in collaboration with Pastor Tom. We support Tom to help create a Sunday morning worship service that offers support and inspiration to our members and guests.

- *Assist the Pastor in caring for the poor, calling on the sick and bereaved, and in such other ways as the Pastor and Ministry shall mutually determine.*

The Deacons have been vigilant about sending cards to those members and friends of MCC who are hospitalized, in nursing homes, confined to their homes due to physical or medical limitations, or who have lost a loved one. In addition, the Deacons send cards to acknowledge celebrations of birth, marriage, or special occasions. In April, we sent Starbucks gift cards to our undergraduate college students. Easter and Christmas cards were sent to our senior members or those experiencing special circumstances.

- *Prepare the table for the Sacrament of the Lord's Supper and assist in its administration.* Deacons prepare and serve communion on the first Sunday of each month.

- *Provide for the pulpit in the Pastor's temporary absence.*

The Diaconate ensures that both the pulpit and pastoral services are covered when Pastor Tom is away. We are blessed to have many people willing to lead a Sunday service or step into Tom's shoes should an emergency arise in his absence.

- *Act with the Pastor in welcoming new Members and help to include them in the life and fellowship of the Church.*

During online services this has been very challenging. Now that we are again meeting in person the Deacons have reached out to many new people who have been participating in person or online through personal emails and handwritten notes.

- *Administer the Church Membership Roll.*

The Church membership is carefully tracked so that both MCC and the UCC have an annual accurate report of members who are active or inactive.

- *Be solely responsible for receiving, disbursing, administering and auditing the money known as the Deacons' Fund.*

Money for the Deacons' Fund comes from donations and is held in a special bank account managed by the Diaconate. Any request for financial assistance is confidential and is only known by Pastor Tom the Diaconate

- *Conduct the pastor annual evaluation*

The results of this year's evaluation were that, as a community, we continue to be blessed to have Tom as our Pastor and teacher. The pandemic added considerable work to Tom's already full plate given that he had to prepare for online worship and then hybrid worship. He is a valued leader who is extremely hard working and deeply spiritual.



Additional Diaconate duties include obtaining lay leaders, assisting with baptisms, funerals and new member services and providing flowers for the chancel.

In 2021-2022 the Deacons included Bobbi Fisher, Sally Harvell, Rick Hilperts, Nancy Powers, Dan Rippey, and Kasey Rogers.

Respectfully submitted on behalf of the Diaconate,  
Rick Hilperts, Chair

### **SEARCH COMMITTEE FOR THE MINISTER OF YOUTH AND FAMILIES (MYF)**

The Search Committee for the MYF convened in January. In February, we offered the position to a dynamic candidate but were disappointed when he declined the offer. Nothing is in vain, however, because following his interview and listening to his past experiences we realized that the position of the MYF needed to better reflect the changing needs of MCC's Church School and Youth programming. As a result, we rewrote the job posting. We were fortunate to secure an interview with a candidate who had an impressive resumé. Her interview was even more impressive, and we offered her the position. We are delighted that Janine Warrington accepted the offer! Janine brings enthusiasm, creativity, and a passion for working with youth of all ages. In the coming months, we shall create a brochure that introduces you to Janine before she arrives in August. We are excited for everyone to meet her and for Janine to meet all of us!

Respectfully submitted,  
Sharon Colombo, Erin Corthell, Rev. Tom O'Brien, Melissa Stolper

## **FAITH EXPLORATION MINISTRY (FEM)**

The FEM began the program year under the guidance of Christine Van De Wege, our interim Minister of Youth and Families (MYF). Despite fluctuations in Church School attendance due to COVID-19, Christine, with support from the FEM, provided weekly, thoughtful lessons that focused on Bible stories through the lens of social emotional learning.

In early fall, we celebrated the many years that Stephanie Dozois held the position of the MYF at MCC as her next adventure led her to the same position at her home church in Paxton. Stephanie, however, has continued as MCC's Youth Group leader. We are very fortunate to have her continue organizing activities for our older youth twice a month.

With the arrival of Advent the FEM continued MCC's many beloved traditions of the season including preparation of the Angel Chain and decorating the Christmas tree in the sanctuary. The Advent Spiral was reimagined in order to ensure everyone's safety. In collaboration with Rachel Williams, the spiritual essence of the Spiral in Ames Hall was combined with a spirited outdoors carol sing and marshmallow roast. The highlight of the season was the Christmas pageant. It was a joy to have so many families participate!

In January the FEM sadly said goodbye to Christine as the Interim MYF. We are so grateful for her very capable guidance and are fortunate that she remains at MCC as our student intern.

God does work in mysterious and unexpected ways. Rachel Williams was our angel who has assumed a limited role of supporting our Church School program. Just as Rachel reimagined the Spiral she has done the same with weekly Church School lessons to reflect fluctuations in youth attendance. The FEM is very grateful to Rachel and all she has done to ensure that our youth's spiritual journey continues.

The FEM executed the month long Shrove Tuesday pancake mix and syrup collection in collaboration with the Faith in Action ministry during the month of March. In June the FEM will support Pride Day on June 11th by heading two activities. This event is being organized by the Sudbury Cooperative Preschool. Finally, the FEM will host an end-of-year intergenerational event in June; the details will be forthcoming.

The FEM would like to thank all those who have supported our youth programs this year. We are most grateful.

Respectfully submitted,  
Sharon Colombo, Jen Greer-Morrissey, Betsy Nikula, Regina Siu

## **MINISTER OF MUSIC**

The 2021-2022 church year has been one of transition, flexibility, and new challenges and opportunities for MCC's Music Ministry. All of our dedicated and capable musicians, from staff and guest musicians, to our vocalists, instrumentalists and bell ringers, have traversed the waters of virtual, hybrid, and fully in-person music. This is no small task. The music of all of our ensembles and individuals continues to inspire, heal, support, and connect all of us, and our Easter season gave us hope in so many ways! After two years, we were all able to sing in-person, collaborate with vocalists and instrumentalists of all generations, and look to the many possibilities of the future of our ministry. As I look ahead to next year, I see more opportunities for intergenerational collaboration, new ways of sharing sacred music and lifting up voices that need to be heard, and new ways to serve the many wonderful music traditions of MCC. Read the music committee report for more details of our year, there is so much to be grateful for and to look forward to!

In peace and gratitude,

Rachel Williams,  
Minister of Music

## **MUSIC MINISTRY**

Music Committee Members: Sarah Hubbell, John Bower

Rachel Williams continued her able leadership of the music program at MCC. Under her direction, the senior choir and all youth and children's choirs were able to navigate the conditions of in-person, hybrid, and on-line worship that continually changed throughout the year due to COVID 19 infection rates. Rachel's ability to pivot on short notice was especially demonstrated during the Christmas season. The annual Messiah sing morphed into an intergenerational combination of Advent Spiral (done in coordination with the Faith Formation Committee), violin music provided by Alex Vai, and outdoor marshmallow roast and carol singing for all ages.

Diane Burke likewise demonstrated her prowess at directing the Bell Choir to adapt to changing conditions. The Bell Ringers continued to practice and perform throughout the year, using masks and spacing precautions in the sanctuary. They performed both in person and via recordings throughout the program year.

Organist-in-Residence Rob Humphreville continued to support Sunday worship with inspired and inspiring organ music. Multiple guest organists also blessed MCC with their music on Sundays throughout the year.

A highlight of the 2021-2022 program year were Palm Sunday and Easter Sunday. For the first time in two years, all choirs participated in person through intergenerational music that lifted hearts and helped all ages appreciate the wonder of Easter. It was a wonderful medley of in-person and hybrid worship that featured all choirs, organ, violin, trumpet, and harp music along with a rousing rendition of the Hallelujah Chorus as the benediction response.

The music committee, after careful consideration, realized that, while we pay licensing fees to use music from many sources, we have never recognized the debt that we owe to those mostly unnamed souls who developed the spirituals that we routinely use in worship. Consequently, we decided to pay a Roxbury, Massachusetts non-profit singing organization dedicated to the preservation and use of Negro Spirituals (their designation for the music genre) the same amount that we pay other licensing organizations. When this decision was announced to the congregation, the reaction was great applause.

We look forward to expanded opportunities to provide music in the new program year as COVID vaccinations become available to all ages.

Respectfully submitted for the music committee,  
Sarah Hubbell

## **FAITH IN ACTION MINISTRY**

The newly formed Faith in Action Ministry is the revised version of our Outreach Committee. In addition to outreach, our mission includes social justice. As a new ministry with new members, we have spent this year exploring where our faith leads us to action. We are trying to provide opportunities for our congregation to put their faith into action.

In October, thanks to leadership from Deb and Terry Keeney and Jane Roddy and Carl Roddy, MCC again participated in the Crop Walk and raised over \$4300 to support local food pantries.

In November we highlighted programs sponsored by Sudbury for Racial and Social Justice and invited our congregation to say a prayer on Transgender Day of Remembrance on Nov 20.

Heading into Advent we once again collected Christmas presents for distribution through the City Mission Society. A van full of gifts was delivered to their collection center. We also encouraged folks to support several charities online in lieu of purchasing the Christmas cards which pre-pandemic we sold in the parlor. New this year was our participation in the Family to Family Twelve Days of Christmas bag project sponsored by Open Table food pantry. Individuals from our congregation signed up to provide 12 items for either a senior citizen or a family. We were able to provide a dozen bags and several of our youth volunteered one cold Saturday morning to help receive the bags which were delivered to the Open Table facility from hundreds of volunteers. We received rave reviews of our youth!

In March we joined with Faith Exploration to collect pancake mix and syrup for donation to the Sudbury Food Pantry, held in lieu of our Shrove Tuesday pancake supper traditionally provided by Faith Exploration.

After the fall rummage sale, we asked the rummage sale leaders if they would be open to our contacting local social workers and asking if they would like to provide vouchers to clients in need of receiving clothing at no cost. Their response was very enthusiastic! For the spring rummage sale, we provided electronic vouchers for the Sudbury Social Worker to send out to needy clients. Unfortunately, no one actually used a voucher, but we plan to continue our efforts for future rummage sales.

After the invasion of Ukraine by Putin, we purchased silk sunflowers which would be sold for donations to help the people of Ukraine. We donated \$500 from our budget, supplemented by \$500 raised from the sunflower project to each of these four charities: Voices of Children, Red Cross, International Rescue Committee, World Central Kitchen.

Supporting the mission of Family Promise Metrowest has long been part of our volunteering at MCC. As their model changes to housing families in their own building (rather than weekly in various churches) our role in supporting their program is changing. In May we will be participating in their Walk to End Homelessness. In the fall we will be able to provide support by preparing and serving meals at their center.

Our future plans include a drive to collect items for the Care Pantry run by St Elizabeth's Episcopal Church. Their mission is to help neighbors in need get the personal care, laundry and household cleaning supplies that SNAP or WIC or local food pantries don't cover.

Our hope is to increase the social justice aspect of our ministry. We want to acknowledge and thank all of the support of our programs!

Faith in Action Ministry,

Kristen Fox, Vicki Hammel, Betsy Nikula, Carl Roddy, Kristianne Widman-Johnson

## STEWARDSHIP MINISTRY

Although some things were more “normal” once again Stewardship was affected the pandemic. The Stewardship Ministry currently has only two elected members: Gail Wright and Brian Morrissey. George Connor (Assistant Treasurer) and Lorraine Davis (Treasurer) provide extremely valuable efforts and are Stewardship members by virtue of their elected positions. We are very grateful that we were, throughout the year, very helpfully supported by Patty Houpt and during the Pledge Drive by Carol Hannauer, Millie Gaston, and Joan Schow. and Merrie Kimber-White continued to monitor and handle gifts to MCC. Pastor Tom has been a huge source of ideas, support, and effort.

Here’s what we attempted and accomplished.

- We presented to Council detailed information on all of the Balance Sheet Restricted Funds, made plans for suggesting the use of or consolidation of the smaller funds, and raised issues to be investigated.
- We achieved a goal of more frequent Stewardship communications throughout the year including improving the frequency of expressing our gratitude although probably not our goal of having more people read them.
- For the first time we used the Breeze System to send out the end of the year tax letters, which provided more information and was much more efficient.
- We identified the governance and practical problems that occur from only George Connor, Assistant Treasurer, having access to pledging and giving information at MCC. We proposed to Council that information access be expanded to the elected members of the Stewardship Ministry, which Council passed in February. Because of intense negative feedback it was rescinded at the March meeting.
  - We, therefore, still have the problem that only one person in the entire congregation has access to giving and pledging information, which is unsafe and provides no coverage, when that one person isn’t available.
  - We heard that now a number of people see this as a problem but struggle with who to trust to add to the Assistant Treasurer.
  - We heard that some people would really like no one to know who gives anything, which is not possible.
- We continued the successful and very helpful tradition of the January Mid-Year Budget Review meeting.
- A historical review of our Balance Sheet demonstrated that MCC is in its healthiest financial situation in over 25 years with an unprecedented positive net equity. We began working with Council on plans and policies for it.
- We monitored the financial situation throughout the year, and it appears that we will close the books for fiscal 2022 balanced with no deficit.
- We created a draft 2023 budget that would allow us to continue to address the concerning reality that MCC has been undercompensating Pastor Tom for many years and also our Music Minister Rachel.

- We led a Pledge Drive focused on the Gifts and the Hopes of MCC.
  - We were helped by the children and youth of MCC!
  - More people returned pledges by Stewardship Sunday than last year.
  - We gained pledges from 5 households who had never pledged before and 2 from households who hadn't pledged recently.
  - We will present a balanced budget for fiscal year 2023.

We thank everyone who has contributed this year to providing the financial resources which allow MCC to achieve its mission. We are particularly grateful to those who form the foundation: you who have pledged and are fulfilling your pledges – We thank you! However, we are also grateful to the many people who work hard to create and staff our fundraising events particularly: the Silver Bells Fair, the Electronic Recycling Events, the Rummage Sales, and the Service Auction.

Respectfully submitted,

Gail Wright, Chair; Brian Morrissey, and ex officio: George Connor, Assistant Treasurer and Lorraine Davis, Treasurer.

## **Treasurer's Report**



# MEMORIAL CONGREGATIONAL CHURCH

## Fiscal Year 2023 Proposed Budget

	2022 <u>Budget</u>	2022 <u>YTD - 03/2022</u>	2023 <u>Budget</u>
REVENUE			
101 Pledges	260,000	228,686	267,000
102 Late Pledges	-	-	-
103 Plate	500	1,490	1,500
104 Other Gifts	-	90	-
GIVING TOTAL	260,500	230,266	268,500
122 Rummage Sale	-	1,587	2,500
123 Music Concerts	1,500	-	1,250
124 Service Auction	6,000	-	6,500
125 Bells	500	472	500
128 Recycling/Shredding Fundraisers	15,000	7,227	15,000
129 Fall Fair	4,000	9,131	8,000
132 Trivia Night	1,000	-	750
FUNDRAISING TOTAL	28,000	18,417	34,500
143 Old Parsonage	23,000	15,994	35,145
144 Co-op Preschool	18,000	15,848	21,000
146 Summer Program	-	-	-
147 Other Rental	6,000	5,231	7,500
Rental Deposits Returned	-	(200)	-
RENTAL TOTAL	47,000	36,873	63,645
151 Interest	100	40	100
152 Other Fundraisers/Misc	3,000	-	1,000
OTHER TOTAL	3,100	40	1,100
REVENUE TOTAL	338,600	285,596	367,745

# MEMORIAL CONGREGATIONAL CHURCH

## Fiscal Year 2023 Proposed Budget

	<u>2022</u> <u>Budget</u>	<u>2022</u> <u>YTD - 03/2022</u>	<u>2023</u> <u>Budget</u>
<b>EXPENSES</b>			
201 Base Salary	51,386	44,377	62,913
202 Housing Allowance	-	-	-
203 SECA allowance	6,329	5,083	7,365
204 Travel	-	-	-
205 Benefits	22,359	13,700	24,457
206 Professional Expense	5,375	2,742	3,785
207 Furnishings	-	-	-
208 Professional Development	1,000	824	2,590
211 Home Equity	5,460	4,116	5,460
209 Flexible Spending Account	2,700	1,218	2,700
SENIOR PASTOR TOTAL	94,609	72,060	109,270
231 Base Salary	34,791	20,473	32,000
232 Housing Allowance	-	-	-
238 Professional Development	1,000	-	1,000
233 FICA Contribution	2,662	1,218	2,448
YOUTH PASTOR	38,453	21,691	35,448
	-	-	-
251 Base Salary	21,281	15,949	24,153
258 Professional Development	1,000	200	1,000
252 FICA	1,628	2,789	1,848
MUSIC DIRECTOR TOTAL	23,909	18,938	27,001
262 Secretary	16,364	11,782	17,755
263 Custodian	-	-	-
264 Seminararian	1,500	1,500	-
265 Crib Room Attendant	2,381	901	2,381
266 Staff FICA Contrib.	1,252	1,143	1,358
OTHER STAFF TOTAL	21,497	15,326	21,494
271 Child/Youth Choir Director	21,281	15,949	24,154
272 Music Concert Directors	-	-	-
274 Organist and Other Musicians	10,000	4,800	10,000
275 Senior Choir Section Leader	-	-	-
276 Bell Choir Director	4,350	3,262	4,570
277 Child/Youth Choir Admin			
278 Other Music - FICA	1,628	-	1,848
OTHER MUSIC STAFF	37,259	24,011	40,572

# MEMORIAL CONGREGATIONAL CHURCH

## Fiscal Year 2023 Proposed Budget

	2022 <u>Budget</u>	2022 <u>YTD - 03/2022</u>	2023 <u>Budget</u>
301 Gas	13,000	11,386	16,000
302 Electricity	6,000	5,669	6,500
303 Water	600	314	600
304 Plowing	5,500	3,995	5,500
305 Trash Removal	2,100	911	2,100
306 Custodial Expenses	300	88	300
307 Contract Cleaning	14,238	5,865	14,000
308 Fire Safety	500	291	500
CHURCH TOTAL	42,238	28,519	45,500
321 R.E. Taxes	-	-	-
322 Utilities	5,905	5,206	5,905
323 Legal Expenses			
324 Repairs & Maintenance	4,000	3,600	4,000
325 Interim Rent			
326 Storage Rent	-	-	-
NEW PARS. TOTAL	9,905	8,806	9,905
341 Utilities	250	241	250
342 Repairs Fund OP	-	-	1,000
OLD PARS. TOTAL	250	241	1,250
350 REPAIRS FUND	20,000	15,000	18,000
355 SABBATICAL FUND	2,000	1,503	-
372 PASTOR LED PROGRAMS	750	781	500
401 FAITH EXPLORATION EXPENSES	3,350	1,351	3,350
	-	-	-
510 MUSIC MINISTRY EXPENSES	5,450	2,382	5,450
Committees			
605 Stewardship	500	-	200
607 Library	100	-	-
608 Publicity - Growing # of Households	1,500	-	750
COMMITTEES TOTAL	2,100	-	950

# MEMORIAL CONGREGATIONAL CHURCH

## Fiscal Year 2023 Proposed Budget

	2022 <u>Budget</u>	2022 <u>YTD - 03/2022</u>	2023 <u>Budget</u>
<b>Ministries</b>			
610 Diaconate	750	309	750
611 Welcoming	200	40	200
612 Connections	200	-	200
613 Technology	2,000	1,596	-
614 Faith In Action	19,000	-	11,000
MINISTRIES TOTAL	22,150	1,945	12,150
<b>General Operating Expenses</b>			
701 Prop/Liability Ins	18,000	10,076	20,000
702 Fellowship Dues	600	-	600
703 Worker's Comp Ins	2,500	1,315	2,500
704 Telephone	2,000	1,906	2,000
705 Conference Expenses	500	-	500
706 Visiting Speakers	350	-	350
707 Bank Fees/Miscell	100	55	100
708 Replenish Reserve Fund	-	-	-
709 UCC Proportional Giving	-	-	-
GENERAL EXP. TOTAL	24,050	13,352	26,050
<b>Office Expenses</b>			
801 Office Expenses	2,950	3,486	4,000
802 Copier Lease	4,600	2,618	4,600
803 Payroll Service	-	1,127	1,000
807 Computer/Tech Licenses	-	-	1,200
OFFICE TOTAL	7,550	7,231	10,800
Total Expenses	355,520	233,137	367,690
Total Revenue	338,600	285,596	367,745
Surplus ( deficit)	(16,920)	52,459	55

# Memorial Congregational Church

## BALANCE SHEET

<b>BANK ACCOUNTS</b>	12/31/20	6/30/21	12/31/21	5/10/22
Middlesex Savings(5339)	41,000	9,412	42,548	63,095
Salem Five	10,500	10,500	3,500	3,500
Becker Fund(9265)	61,834	61,852	30,046	30,051
Capital Fund(3412)	48,077	46,981	20,000	10,268
MSB - CD(5009, 5771)	7,006	6,198	3,790	1,780
<b>Total Bank Accounts</b>	<b>168,417</b>	<b>134,943</b>	<b>99,884</b>	<b>108,694</b>
<b>INVESTMENT ACCOUNTS</b>				
Putnam Fund	4,473	4,473	4,473	4,473
MFS	41,050	52,451	57,549	59,206
Fidelity	17,000	21,243	243	5,178
Fidelity Ginnie Mae(1)	26,767	26,762	26,074	21,170
Arthur W Wood - MCC	37,289	37,398	37,477	37,493
	<b>126,579</b>	<b>142,327</b>	<b>125,816</b>	<b>127,520</b>
<b>TOTAL ASSET ACCOUNTS</b>	<b>294,996</b>	<b>277,270</b>	<b>225,700</b>	<b>236,214</b>
<b>RESTRICTED FUNDS</b>				
Bell Fund	5,100	5,201	5,575	6,741
Capital Fund	48,077	46,981	20,000	41,000
Clock Restoration Fund	650	650	650	650
CE Adult Education	750	750	75	0
Coburn Annuity	2,332	3,170	5,266	5,684
Cutler Mem. Library	75	75	75	75
Early Pledges	0	13,020	3,900	8,900
First Impressions	54	54	54	54
Flower Fund	586	586	553	553
Insurance Fund			0	10,000
Keeney Fund	20,000	20,000	23,494	23,494
Landscaping Fund	32	32	32	32
Memorials & Gifts	21,208	21,578	6,389	5,249
Memorial Wall	2,000	2,000	2,000	2,000
Music Fund	2,008	2,008	2,008	2,008
Music Directors Fund	2,316	2,915	2,915	2,915
New Parsonage Repairs	1,690	1,690	1,315	1,315
Piano Fund	1,134	1,134	1,134	1,134
Parmenter Fund(1)	20,000	20,000	20,000	20,000
Pastors Fund	1,012	1,518	168	168
Other	1,921	1,921	3,657	3,657
Organ Fund	2,200	2,200	2,200	2,200
Repairs Fund	11,425	15,099	19,540	1,000
Reserve Fund	9,959	10,832	1,966	26,966
Rosie's Place	351	351	351	351
Sabbatical Fund	4,004	4,670	6,002	11,505
Stan Russell Mem. Fund	85	85	85	85
Stewardship Fund	7,846	7,846	7,846	7,846
Technology Fund		2,000	224	6,000
Year End Accrual	0	0	0	0
Womens Afternoon Fellowship	399	399	399	399
Window Fund	81	81	81	81
<b>TOTAL RESTRICTED FUNDS</b>	<b>169,620</b>	<b>191,171</b>	<b>139,704</b>	<b>192,062</b>
<b>NET EQUITY</b>	<b>125,376</b>	<b>86,099</b>	<b>85,996</b>	<b>44,152</b>