



FIRST CONGREGATIONAL

UNITED CHURCH OF CHRIST

2018 ANNUAL REPORT

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First Congregational United Church of Christ
Annual Meeting – February 9th, 2019

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First Congregational Church UCC of Chelsea

ANNUAL MEETING February 11, 2018

Meeting called to order by Jane Shrosbree, Moderator. Invocation provided by Pastor Joe Jeffreys.

Quorum was established.

Following motions were made and approved:

1. Approval of minutes from 2/5/17 Annual Meeting.
2. Approval to receive and place 2017 reports on file
3. Approval of Slate of Officers and Committee Members
4. Approval of 2018 Proposed Operating Budget
5. Approval of request for \$30,000 from Capital Improvement Fund for painting exterior of Church.

No official minutes available from meeting.

Submitted by Jane Shrosbree, Moderator on 1/25/19 in absence of any other minutes.

PASTOR'S REPORT

FCC Family,

Seven years ago a Lutheran Seminary Student was called to serve First Congregational Church. As I look back on our journey together I am amazed and blessed to witness how we have all followed God's direction. One might say FCC is a different church than it was seven years ago. The physical structure has been updated in many ways; we have handicap access to all levels of the church; we have a different logo; added staff including calling Rev. Seto and welcomed the Parables worship experience.

When we look at the physical space of the church there were many places that were not being used and some that were in desperate need of updating. As of 2019 we utilize every square inch of this incredible church. There are welcoming spaces for young families in the worship space and now two Kid's Kin-doms! We've welcomed weekly exercise and yoga classes and open our doors to the Chelsea community who uses FCC for many different events. The Parables Community and Fun Thursday's group are overjoyed to have the opportunities for recreation, worship and a place to be accepted just as they are. We are blessed to share God's space with all of these people.

We have gone through many changes, yet one thing has not changed. The dedication and spirit of the people that make any church what it is. The FCC Community has welcomed several new ministries, a radical change in the style and time of worship and style of music. All these investments were done to help FCC become relevant and important to existing members and the members of our community. In a time of declining church participation, particularly amongst those 40 and under, we are providing a space that is meaningful to them once again.

Seven years ago I was a seminary student anxious to get going in ministry. They teach many things in seminary. How to interpret the Bible, lead worship, pray, be an advocate for social justice and lead the church. Some things pastors have to develop on their own. Like engaging and understanding the community we have been called to serve. I have developed in many ways as a pastor but recognize the need to focus on both as we say "What's Next" as well as "What's Happening Now"!

I thank the FCC Community for all their support and look forward to What God has planned for us in the coming years as well as celebrating the achievements we have accomplished. May this year be blessed to all as we look forward to many more years to come.

God's Peace,

Rev. Joe Jeffreys

PASTOR OF INCLUSION REPORT

From July 2017 through February 2018 (approximately 8 months), PARABLES: ALL-ABILITIES WORSHIP was launched as a bi-monthly worship experience at 5pm on Sunday evenings with a meal following. With my ordination on February 18, 2018, we increased the service to every week, with light snacks upstairs alternating with the downstairs meals, depending on the week of the month.

Our desire to create a children's educational option in summer of 2018 prompted us to move the time of PARABLES to 11:15 on Sunday mornings. This allowed me to lead the children from 9:00-10:00am (along with 1 volunteer), and have an hour for set up before PARABLES. We began with just a few children each week in the small play space upstairs, as we read stories about the 9 Fruit of the Spirit, always enjoying a special fruit-themed snack for the day depending on what we were learning. Lisa Jeffreys of the Faith Formation committee began coordinating the schedule of volunteers. Sarah Herwick, office administrator, provided the means for our background checks.

As fall approached, Joe Jeffreys and I were encouraged by congregation members who experienced more unity and synergy between the worship service attendees when both the traditional service and PARABLES occurred in the morning. The attendance of young children from our congregation was becoming more regular. We decided to purchase a curriculum called Orange that I had familiarity with from working as an interim children and family ministry director at the United Methodist Church. The design of the theme-based program intentionally brings together concepts every week that foster the love and support from a child's family (Red) + the light and truth of the Gospel (Yellow) = Orange

In an effort to continue to develop the unified sense of being one church with multiple options for worship and learning, Joe and I decided to use the Orange monthly themes for not just the children's programming, but also for the worship services. This created the opportunity for a new format to be explored for the traditional service. Now, each month at FCC, the entire worshipping community reflects together on one Christian virtue at a time. This encourages a tight focus for us as a community to learn and grow mindfully together, making manageable one area of individual and collective growth at a time. We are not aware of any other church which uses Orange in such an expansive and creative way to foster community learning and connection.

By the end of December 2018, the downstairs youth room had been renovated for the children's program due to the program's growth. Lisa Jeffreys and I are now preparing a safe sanctuary policy to train our wonderful volunteers who support efforts with the youth.

Respectfully Submitted;

Rev. LeAnn Seto
Pastor of Inclusion

MODERATOR'S REPORT

I am honored to lead our Council as Moderator and celebrate all the work that has been accomplished this year.

Highlights:

- Completed revision of our Constitution and By-Laws for presentation to membership. This has been a 3-year project, as our last review was in 1996.
- Successful summer BBQ
- Parables service became weekly
- Expansion of Children's Education led by Pastor LeAnn
- Willingness/acceptance of membership to change worship times
- Music Minister Search Committee was blessed to find and hire Joseph Kemper
- Amazing Christmas Pageant
- Orange Curriculum
- Accomplished exterior painting of our beloved building
- Improved flow of Council meetings – written committee reports submitted prior to meeting, agenda generated based on committee requests, meeting guidelines agreed upon and reviewed before each meeting, “Parking Lot” established to keep track of items that need continued, but not immediate attention,
- Positive financial review by external professional.

Challenges:

- Several months did not have a quorum at Council meetings to conduct business and vote on motions.
- Decreased giving
- Many open positions on our Nominations slate for committee members and Council

What's ahead and exciting for 2019?

- New member classes scheduled
- Book review with discussion groups – “Who Stole My Church” by Gordon MacDonald
- Establishing methods of “Simple Giving” – electronic
- Review and revision of our Vision and Mission Statements
- Considering Council Retreat for building relationships and goal-setting
- Looking for Fundraising opportunities to support our proposed 2019 budget
- Mission Trip planning underway for a trip to Pine Ridge Reservation in South Dakota this summer

We have so very much to be thankful for – I feel God working in us as we worship and serve. Thank you all for your support of me and our Church.

Blessings to All,

Jane Shrosbree, Moderator

FINANCIAL AND INVESTMENT REPORT

Investment Report

We started 2018 with an investment balance of \$628,293 and ended it with \$547,984. During the year, we withdrew \$72,800 for:

- Operations ----- \$ 37,731
- Painting the Church ----- \$ 25,800
- Parables and children education \$ 6,394
- Mission trip ----- \$ 2,875

Our investments lost just over 1% on the year excluding withdrawals. Including them, our investments are down 13%. We did OK with our investments in a tough year. This is a result of our own conservative, dividend paying investment policy we follow.

As you can see from the included Investment report, we break our investments down into 6 main categories. A word about each:

- Capital Improvement -- designated for larger improvements or repair to the church. In 2018, this included the large exterior painting job with a small amount going to construction of a new finial for the bell tower. In 2019, we will need to re-roof the bell tower (it was not included in the last re-roofing in ~2003) and install the new finial. When you donate to "capital" in your weekly envelopes (or otherwise) it will be deposited into our investment account under Capital Improvement.
- Operating Emergency -- this was created to cover budget shortfalls in operations.
- Spaulding -- by vote in 2018, the congregation designated this fund to benefit programs that help children. Our Parables program is a beneficiary of the Spaulding fund.
- First Congregational Endowment Fund -- Only the dividends of this fund can be accessed for operations. The principal must not be touched. Any giving or bequest designated for Endowment is allocated to this fund and will remain there to allow the church to use the dividends.
- Scholarship -- designed to be used for scholarships for member high school graduates or others going on to further studies.
- Mission Trip -- donations designated for mission trips are in this fund to help fund future mission trips.

Financial Report

We were optimistic with our 2018 budget with giving 5.5% lower than forecast and expenses higher. For the 2019 budget, income from investments (by formula) will be \$9,200 lower than 2018. We have optimistically forecasted an increase in giving of 6.7%.

The 2019 budget contains an increase in spending of \$7,200 -- mainly due to salary increases. In the budget, we have broken out many categories to allow us to better understand and manage expenses. We have also bid out snow and lawn care and HVAC inspection and maintenance. We have a significant deficit in the budget that needs to be dealt with sooner rather than later. Please look at the enclosed budget and investment report and ask any questions you may have.

Submitted by: Bob Spink

FCC Investments December 31, 2018

	Month End Total	Dividends	2018 Withdrawals
2017 Dividends		\$ 19,895	
2018 Dividends YTD		\$ 21,622	
7/31/18 Investment Amount	\$ 612,068		
	\$ 583,513		
9/30/18 Investment Amount	\$ 586,872		
10/31/18 Investment Amount	\$ 559,012		
11/30/18 Investment Amount	\$ 576,501		
12/31/18 Investment Amount	\$ 547,984		
Investment Categories	Percentage	Amount	
Capital Improvement	13.4541%	\$ 73,726.32	25800
Operating Emergency Fund	3.0348%	\$ 16,630.22	9731
Spaulding Total	16.9963%	\$ 93,137.00	6394
Bertha	5.2053%	\$ 28,524.21	6394
Warren	11.7909%	\$ 64,612.25	
First Congregational Endowment Fund	62.6382%	\$ 343,247.31	
Scholarship	2.9342%	\$ 16,078.95	
Mission Trip	0.9512%	\$ 5,212.42	2875
Total	100.0088%	\$ 547,984	

Withdrawals:

May - Parables -Spaulding	\$	3,000
May - General Fund	\$	10,000
June - General Fund	\$	8,000
August - Capital Improvement (ext. paint)	\$	25,000
September - General Fund	\$	10,000
October - Spaulding (LeAnne Sunday school)	\$	1,800
November - Emergency Operating Fund	\$	5,000
December - Emergency Operating Fund	\$	4,731
December - Mission Trip	\$	2,875
December - Capital Improvement	\$	800
December - Parables - Spaulding	\$	1,594
Total Withdrawals - 2018	\$	72,800
General Fund 2018 Withdrawals	\$	37,731
General Fund 2018 Withdrawal Budget	\$	26,570

Submitted by Bob Spink

TREASURER'S REPORT

After a few mid-year changes in both personnel and procedures I believe things are coming together. While the financial secretary will continue to receive and record all payments to the church, the office administrator will now take over the responsibility of the rentals and monthly balance of the checkbook. This will be cross checked both by the treasurer as items are recorded and paid and by the Vice Moderator. The current Moderator is also filling in at time until a permanent financial secretary is found.

Following is the 2018 budget vs. Actual financial report. Please note this includes 13 months of payroll for most employees. While the employees did only receive 12 payrolls in 2018 the 13th was recorded at the bank on December 31, 2018 even though the employees did not receive that check in their own accounts until January 2019. In addition, you will note in the 2019 budget we will be breaking out some expenses and streamlining others. You will find the budget included in the Finance committee report.

Lastly, please find the 2018 year-end Parables budget vs. actual financial which also has a 3rd column for the 2019 Budget for the congregations review and approval. Although we did pull some of the investment money near the end of the year to help cover expenses, you will note that overall Parables pulled much less than the \$20,000 approved at the 2017 meeting. This was due to significantly higher weekly offerings from the parables community than originally planned for. Parables was also able to stay well within the allotted expense budgets in most categories.

Please do not hesitate to contact me with any questions you may have prior to the upcoming meeting so I may be most efficiently prepared to address any concerns.

Respectfully,

Terri Drenth, Treasurer FCC

HISTORICAL BUDGET 2018

December 2018

Category	Actual Year-to-date	2018 Annual Budget	over/under
INCOME			
Capital	320.00	2,000.00	(1,680.00)
Fundraiser	2,614.42	2,000.00	614.42
General Fund Offerings	84,133.28	89,000.00	(4,866.72)
Interest Income	7.52	5.00	2.52
Income from Investment Acct	39,280.35	26,571.00	12,709.35
Income from capital Inv Acct (Paint project)	25,000.00	30,000.00	(5,000.00)
Office Admin Income - Parables	-	2,976.00	(2,976.00)
Rental Fees	1,900.00	1,000.00	900.00
Misc. Income	656.63	-	656.63
TOTAL INFLOWS	153,912.20	153,552.00	
EXPENSES			
Capital Expenses	-	500.00	(458.33)
Ordination Expense - LeAnn	81.17	1,000.00	(997.84)
Pastoral Joe Comp: Conf/Edu/Travel/Prof	1,279.24	2,000.00	(554.09)
Association Dues	341.00	275.00	88.92
Conferences	155.00	150.00	17.50
Custodial	2,400.00	2,600.00	(433.33)
FICA - All Employees	4,396.68	3,908.00	437.98
Insurance: Building Insurance	5,515.00	5,447.00	(907.83)
Insurance: Worker's Comp Ins	296.00	290.00	(265.83)
Maintenance & Repairs	6,131.56	3,500.00	2,644.09
Painting of the building	25,700.00	30,000.00	(1,800.00)
Miscellaneous	312.75	-	407.40
Music Director Salary	14,676.57	16,608.00	(1,797.43)
Office Administrator Salary	14,962.75	16,110.00	(1,027.91)
Office Expenses: Office Supplies	3,185.42	3,500.00	(305.22)
Pastoral Benefits: Life, med, cell	10,708.36	7,100.00	2,564.29
Pastoral compensation: Hsg, salary & Tax	53,503.58	49,337.00	7,764.82
Pastoral compensation: retirement	5,029.12	4,938.00	91.12
Payroll Service	609.28	650.00	(36.90)
Professional Services	1,050.00	-	1,050.00
Publicity	711.47	1,000.00	(330.15)
Utilities & Rubbish	8,140.89	7,000.00	1,321.77
Education	1,103.14	600.00	270.11
Education: Youth Activity	2,035.01	50.00	1,073.19
Member Caring	823.64	300.00	194.00
Music: Guest Organist Fees	1,100.00	600.00	450.00
Music: Piano and Organ Tuning	400.00	475.00	(35.42)
Music: Supplies	587.79	200.00	404.46
Worship	857.99	1,175.00	(230.89)
Stewardship	39.95	200.00	(143.38)
TOTAL EXPENSES	166,133.36	159,513.00	
NET	(12,221.16)		

Submitted by: Terri Drenth, Treasurer

BUILDING AND GROUNDS

The committee consisted of Chuck Armstrong, Doug Beaumont, Larry Chapman and Arly Spink, who joined in July. We lost David Drenth and Dan Grau, due to work commitments. Not able to continue was Merle Leach due to health issues and Dick Loftis who passed away.

Building maintenance projects needing attention were listed in July and we then organized priorities in August.

Lyle Olson completed a long list of electrical updates including:

- Installation of a light behind the altar to illuminate the new sound system board.
- Installation of a new light at the basement/kitchen ramp entry.
- Repair of the speaker in basement kitchen.
- Replacement of the front porch lights with new LED bulbs, including ones on a sensor
- Removal of outside phone wires running along east side of building, from the rear
- Obtaining a permit to run power to the bottom of west side interior stairs to install a light switch.

Power washing and exterior painting of all wood surfaces on the church building in August, was done by Arbor Painting (Fred Herendeen). Total cost from Capital Improvement--\$24,600. Debate on Plexiglas removal from the stained-glass windows resulted in no action. It was decided to remove one panel as a test of wear and to evaluate the aesthetic appeal in the spring.

Fabrication of a new bell tower roof finial and base was completed in September by My Metal Medium of Mesick, MI at a cost of \$1,100. Fred H. transported the broken (circa 1894) finial to be used as a pattern, painted and delivered the new one, for no charge. It is now being stored in our basement, awaiting installation in spring of 2019, when we plan to have the bell tower roof re-shingled by the Kleinschmidt Company.

Fall clean-out of the furnace room and closet enabled better space use for the basement classroom and office, thanks to the Armstrongs and Beaumonts. Furniture for these two areas was obtained from the University Property Dispositions, by Pastor Joe, Pastor LeAnn, Joseph Kemper and Arly Spink. Old furniture was donated to the congregation and friends, as well as Mikey & Me Dog Rescue for their annual fundraiser.

The office of Pastor LeAnn and Joseph Kemper was painted and had trim work done by Larry Chapman, Dick Smith, Eltia Borders, Chuck Armstrong and Doug Beaumont.

In December we sought new bids from service contractors, for lawn/landscape maintenance, snow removal and furnace/AC maintenance. (On January 8, 2019) the new contractors were hired. Bloom Landcare for snow removal, Nathan Cole for lawn care, and Boyce Plumbing & Heating for furnace maintenance.

Larry Chapman and Arly Spink are B & G reps on the renovation/design committee with Roebuck Design Company. This began as a Council ad hoc committee to update the Fellowship Room to make it brighter and more welcome for new families. It has incorporated proposed changes of doors/entries including the bell tower platform and interior stairways to the church basement. \$23,475 from the Howard Baker memorial funds has been designated for the bell tower work, doors and stairwells. Other costs will be outlined to the congregation for new furnishings, etc. if approved in the future.

The committee will schedule major work bees in the spring and fall. Many volunteers will be needed for cleaning, including wood and windows, minor painting projects, and flower gardening and weeding.

We ALL need to help to keep this church beautiful!

Submitted by Arly Spink

WORSHIP AND MUSIC COMMITTEE REPORT

We hope that the worship services continue to meet the needs of those who come to First Congregational Church of Chelsea (FCC). This past year, as we followed the Spirit, we've seen many changes and tried many new things. We said goodbye to our music minister of almost 20 years and welcomed a new music minister; we ordained a new pastor; we changed the worship times, updated the flow of our services and started using a new curriculum. These are just a few of the new initiatives highlighted below.

LeAnn Seto's Ordination

We ordained the Rev. LeAnn C. Seto on Sunday, February 18. Pastor Joy from First United Methodist Church gave the message and several other clergy who have been instrumental in Pastor LeAnn's faith journey also spoke. We had 17 people sing in the combined choirs of FCC and Church of the Good Shepherd and were blessed by Jaylon Sims, who directed us. Rev. LeAnn Seto is now FCC's Pastor of Inclusion. She leads the Parables ministry and the children's ministry at FCC. We are lucky to have her!

Lenten Journey

The Lenten season began with an Ash Wednesday service at FCC and members of St. Paul's UCC were invited to join us as we "United in Spirit". Rather than a traditional service, we had prayer stations around the sanctuary and fellowship areas, including Communion and Ashes, and several others. During the season of Lent we used a series called "Spring Cleaning Your Spiritual Life." It followed the Old Testament scripture readings for the first five Sundays of Lent, and then a Gospel reading for Palm Sunday. We asked everyone to take on the practice of keeping a journal based on the readings and suggestions for each week. The weekly themes included: Never Again (Genesis 9:8-17); Renewed Trust (Genesis 17: 1-7, 15-16); Ordering Your Life (Exodus 20:1-17); Giving Over to God (Numbers 21:1-9); Written On Your Heart (Jeremiah 31:31-34) and Take Up Your Cross (Mark 14: 1-15)

Holy Week Services

FCC hosted the Good Friday Chelsea Community service again this year. Many local clergy joined Pastor Joe and Pastor LeAnn in leading the service which was well attended by community members. FCC also held a Palm Sunday service and Pastor Joe joined Pastor Wally Tatara once again "United in Spirt" to lead a Maundy Thursday service which was held at St. Paul UCC and attended by members of both congregations. Holy week came to a close with a glorious resurrection day Easter Sunday service.

New Minister of Music

Marsha Rinke, our beloved Minister of Music for nearly twenty years retired at the end of June. She was recognized for her many contributions to the life of FCC at a special service on July 1. Her dear friend and choir member, Linda Smith, sang a medley of two of Marsha's favorite songs and Pastor Joe delivered a moving tribute. We wish Marsha well as she begins this new chapter of her life and enjoys traveling and spending more time with her husband Rick.

A great big THANK YOU to our search committee Jane Shrosbree, Linda Smith, and Ian Brinklow for finding our new Minister of Music, Joseph Kemper. Joseph received his Master's in Choral Conducting at Yale! He is currently pursuing his doctoral degree in choral conducting at the University of Michigan where he studies with Eugene Rogers. Under his leadership our chancel choir is expanding and singing more beautifully than ever!

Chancel Choir

Thank you Chancel Choir for enhancing our worship throughout the year! We extend our most heartfelt thanks to the following members of the Chancel Choir for their faithful service this past year: Georgia Beeman (new this fall), Jeanne Caselli, Stu Holmes, Ruth Jennings, Grace Johnston, Nancy Loftis (a few guest appearances), Judy Murphy, Julie Nelson, Carol Seeburger, and Linda Smith. These individuals attend weekly rehearsals and come extra early on Sunday mornings.

The choir takes a break during the summer months. We were blessed by pianist Alice Rhodes' beautiful, spirit-filled music over the summer while we searched for a new minister of music. Alice played for both the traditional Sunday morning service and for Parables this summer. Many thanks to Alice and singers Ruth Jennings, Linda Smith and Julie Nelson for all the special music they provided for our worship services over the summer months.

New Worship Hours

At the beginning of the summer, we announced new, earlier summer hours of 9 a.m. and 11:15 a.m. for the traditional morning worship and the Parables services, respectively. Few, if any, other Chelsea area churches had a 9 a.m. start time and the earlier time made it possible for Pastor LeAnn to teach the children's Sunday School. We welcomed many new young families and other visitors to both services over the summer. In September, the start times for the traditional and Parables services were pushed back to 9:30 a.m. and 11:30 a.m., respectively.

Guest Speakers

We had three guest worship leaders over the summer, including Rev. Sarah Pomerantz who gave a neutral pulpit sermon for Webster church as part of their pastoral search process; church member, David Drenth who spoke about the power of prayer; and our Office Administrator, Sarah Herwick, who did a masterful job delivering a sermon on humility. And in December we welcomed a sermon on serving the church in multiple ways from Elisabeth Seymour. Much gratitude to all these people for stepping up as worship leaders this summer.

Orange Curriculum

In the fall we began using the Orange Curriculum for both the traditional and the Parables services. It is a one-year scripture, liturgy, and education series that allows for small group activity and has all generations of FCC focusing on a common theme, providing materials for both Sunday school and sermon preparation. We plan to use this curriculum throughout 2019. The Orange curriculum looks at a different theme of the Bible each month and highlights the important messages and Christian values in its pages, such as compassion, self-control, service, and individuality. Pastor Joe adds inspirational, focus stories from modern times to enhance his message.

Advent/Christmas

Each Sunday in Advent started with the lighting of another Advent candle (hope, peace, joy, and love), then on Christmas Eve five different families participated in lighting all the Advent candles and the Christ candle. Thanks to our Sunday candle lighters: Jeanne Caselli and Carol Seeburger; the Seymour family; John and Anne Colone; David and Terri Drenth; and our Christmas Eve families: The Spink and Clifton families (Bob, Arly, Kate, Sam and Charlotte), The Seymour Family (Ben, Elisabeth, Nora and Aaron); Lisa Connolly and Lisa Jeffreys; David and Terri Drenth; and The Roebuck Family (Barrit, Kate, Madeline and William.)

On December 2, members of the chancel choir joined voices with singers from Parables to announce the beginning of Advent.

Our Children's Pageant on December 16 involved more than 25 children. The children brought the Christmas story to life with a play titled, "WOW! A New Nativity Play for Kids," by Gwynne Watkins. The children rehearsed for weeks and every child played a role, whether as a named character, an angel, a lamb or a set designer. A highlight of the Children's Pageant was the children's choir. Many thanks to Elisabeth Seymour for directing the play with assistance from Kalli Nowitzke, and to Linda Smith who led the children's choir. It was wonderful to see all the pews full and so many children learning the Christmas story.

Christmas Eve fell on a Monday this year. We held a traditional Candlelit Christmas Eve service at 7:30 p.m. The Christmas Eve offering supported the U.C.C. Veterans of the Cross fund for retired pastors. The Chancel choir sang four uplifting pieces of music, accompanied by flautist Katelyn Jones. Ian Brinklow blessed us with his beautiful baritone rendition of, "I Wonder as I Wander." The service concluded with the children leading us in singing "Happy Birthday" to Jesus and we all shared some birthday cake following the service.

For the final worship service of 2018, Pastor LeAnn led a combined service where congregants from both the traditional and the Parables services worshiped together at 10:30 a.m. The service blended the format of the traditional service with some aspects from Parables, such as welcome scarfs, the use of fidgets and the sharing of prayers of longing and prayers of gratitude. The service was well attended for the last service of the year, with almost 40 people present. A light lunch was served following the service, as is customary following the Parables services.

Parables

This was the first full year for the Parables service. Attendance is holding steady at about 35 people each Sunday. The Parables service started out as a bi-weekly service. In March, following LeAnn's ordination, we switched to holding a weekly service. The service was originally held in the evening, at 5 p.m. This summer the time was changed from a 5 p.m. to 11:15 a.m. The earlier time didn't seem to hurt attendance or volunteer support, so we stayed with a morning timeframe in the fall, changing the time slightly to 11:30 a.m.

Worship Assistance

We extend our sincere appreciation to everyone who has served as ushers, greeters, lay readers, communion assistants (thank you David Drenth) acolytes and coffee hour hosts this past year. Your participation is vital to our worship and fellowship each Sunday.

Submitted by Julie Nelson on behalf of the Worship & Music Committee:

Betty Murphy

Linda Smith

Julie Nelson

Pastor Joe

Marsha Rinke/Joseph Kemper

MUSIC COMMITTEE ADENDUM FROM JOSEPH KEMPER

Since starting here at FCC Chelsea in early September, there has been great growth and changes in the musical offerings. First, the choir started at around six members, and has since grown to eight, and on some Sundays, even up to nine. We would like to continue growing the size of this ensemble. One idea is a “bring a friend to choir” week as a way to introduce more people to the choir. If we grow enough, it is possible that we would have the choir perform at the front steps instead of in the choir loft as is done currently. We have also begun to only wear robes on special services (All-Saints, Christmas, Easter, etc.).

Within the choir, camaraderie is strong and we are working together to create exciting and beautiful worship music. Of note, the choir has begun to introduce new music to the congregation, including more upbeat music and music from a wider variety of traditions (gospel, spiritual, world music, etc.). On All-Saints day, the choir premiered a work I composed specially for FCC Chelsea and it was well received.

We have also introduced a variety of instruments to the liturgy. In addition to piano and organ, we have used chimes, guitar, hand drum, flute, and more. We hope to continue expanding the variety of instruments used in worship. For Christmas, the choir sang four anthems, which is more than they had ever done in the past. Additionally, we were excited to bring in a flautist to supplement that special service. This was a very exciting element to add and we hope to continue bringing special musicians in for future services.

On December 2, members of the worship choir joined with members of the Parables service to sing in our first ever Parables Choir. This was an exciting opportunity for all involved. In the future, we would like to make the Parables Choir become a more regular part of the service. Possibly, we would like to have a Parables Choir once a month. This is great way to further enrich the Parables service and provide opportunities of additional interactions between members who usually attend the 9:30am service with Parables, and visa versa.

Lastly, it was special to have the children sing as part of the Christmas pageant. Something we are looking into is the possibility of starting some sort of youth choir/singing opportunity. We want to start small and build from there. Possibly having the children sing once a month within the 9:30am service. The rehearsal for this choir could be done in the time between the 9:30am service and the 11:30am service. We would keep things very simple to start - 15-20 minute rehearsals at the beginning, as we build interest. This could help enrich our service as well as help promote the musical development of the young people in the congregation.

Although I’ve only been with FCC Chelsea for a few short months, I have felt right at home and am looking forward to the upcoming year of music making and worship!

Submitted by Joseph Kemper, Minister of Music

FAITH FORMATION/CHRISTIAN EDUCATION REPORT

“The best way for a kid to know God is for them to know people who know God.” Glennon Doyle

The Christian Education team works toward creating community by providing space and programs that bring people together w/ Christ as the centering feature. 2018 saw this accomplished in the following ways:

- Our family worship space at the back of the sanctuary continues to be utilized weekly and is a welcoming presence for our families.
- An additional classroom space was created downstairs to expand our ability to meet the needs of our growing programs. Typically, older kids utilize the downstairs space (led by Pastor LeAnn), while younger worshippers utilize the upstairs space (less programming/more free play). If you haven't seen our space already, stop by and take a look!
- We were blessed to have our young people share a Christmas program this year with much thanks to Elisabeth Seymour for providing direction. The kids did a great job and really appreciated the ability to choose their roles both in front and behind the scenes.

LOOKING FORWARD

- Pastor LeAnn and Lisa Jeffreys are crafting a much-needed child protection policy for our youth programming. We hope to have a policy in place by early spring. Important steps are being taken to ensure the safety of our young people, volunteers, and our church. It's important to note that all volunteers complete a background check through the State of MI and serve in teams of two. We are always in need of volunteers to serve our young people- please prayerfully consider being a part of the team that provides support on Sunday mornings to our programming.
- **EXPLORE** classes are coming soon! We will be offering three Explore classes in 2019- Explore Baptism, Explore Membership, Explore Communion. Look for information on where and when to find these classes offered to all interested in learning more about these important topics in upcoming communication channels.

Blessed to be a blessing,

Lisa Jeffreys

Kalli Nowitzke

Carol Seeburger

FCC Christian Education team

MEMBER CARING AND FELLOWSHIP COMMITTEE REPORT

Member Caring:

As we hold each other in constant prayer, if there are specific request or prayer needs/concerns, please continue to reach out to the Member Caring committee or directly to Pastors Joe or LeAnn. For the 2018 year 18 e-mails of prayer requests were sent to the membership.

Fellowship:

Our Fellowship activities for the year began with a wonderful Pancake Supper. This event has turned into a nice little midweek / midwinter break for us to gather for pancakes, sausage, yogurt and fruit and fellowship dinner.

Later in the month of February we had the honor to join with many other helping hands to host a reception following the Ordination and Installation of Pastor LeAnn Seto.

Easter on April 1st brought out many to enjoy our annual breakfast before worshiping together. The traditional menu of egg casserole, bacon and sausage, fruit and yummy sweet treats were enjoyed by all.

Summer Picnic was held at the end of September in the lower level of the church to accommodate many people that attend both the traditional morning service and the Parables service. There were about 50 people that enjoyed lunch and games.

The summer brought changes in starting times for both worship services offered. There was also a lack of people signing up to host coffee hour following the traditional service time so fellowship committee made the tough decision to have coffee hour hosts sign up only on the 1st and 3rd Sunday's of the month. As time has moved on, many volunteers have set up coffee hour on the Sunday's that didn't have someone signed up. Coffee hour is a wonderful time for fellowship with each other and also a terrific time to greet many new visitors to our services.

We thank everyone that has joined us at our gatherings and also those that were not on our committee that made our time of fellowship together so wonderful.

Members of Member Caring and Fellowship Committee

Deb Borders, Wendy Beaumont, Cyndi Bertsons, and Kathy Grau

Respectfully submitted by:

Wendy Beaumont

MEMORIAL COMMITTEE REPORT

Memorial accounts were established for Rickard (Dick) Loftis and Marilyn Wojcicki.

SAVINGS ACCOUNT

Balance on Hand 12-31-17	\$ 4,197.23
Memorial Gifts 2018	\$24,420.00
Interest	\$ <u>16.55</u>
Balance On Hand 12-31-18	\$28,633.78

CHECKING ACCOUNT

Balance On Hand 12-31-17	\$ 207.10
Balance On Hand 12-31-18	\$ 207.10

We thank everyone who made memorial contributions.

Memorial Committee – Shirley Chapman and Susan Urbanek

CHICKEN BBQ REPORT (ad hoc)

Well another chicken BBQ is in the books and I am happy to report everything went off with great success. A final inventory has been completed and a sheet outlining the content sits on top of the items in each cooler. Thankfully so many people came out to help and once again we sold out and after expenses were able to provide \$2,105.42 to our FCC fund raising buckets and \$1,403.61 to our Parables work! Of course nothing happens without the much appreciated and loved support, donations and help from all of you so thank you!

Respectfully submitted,

Terri Drenth and Cyndi Bertso
Committee Chairs

MISSIONS AND OUTREACH COMMITTEE REPORT

The Mission and Outreach Committee had a very quiet and uneventful year. We had the usual Faith In Action donations, which were delivered each month. The totaling of the value of these items each month had become a burden for our committee. After checking with other churches and organizations, we discovered we were the only ones doing this. This was discussed with council and with their approval, we have discontinued this practice. We had special offerings over and above the usual donations the year. They were The Christmas Fund, our Foster Child and One Great Hour of Sharing. From money donated to the Mission and Outreach fund, we gave \$300.00 for OCWM to the UCC and \$150.00 to Faith In Action for their Backpack Program. Our Foster Child offering was not enough to cover the committed amount for the year so we had to take an additional \$95.50 out of the donated funds to meet this expense. The yearly giving was down significantly this year. The usual allotment from the Spaulding Fund of \$2400.00 was decided by the Council to be given to the Parables Program. This impacted our end of the year giving to other organizations a great deal. Our Foster Family Project at Christmas was a great success again this year. All tags were taken from the tree and all items purchased. Our Committee delivered them to Faith In Action on December 13th for distribution. After balancing the Mission and Outreach account, a balance of \$594.00 remained. The committee decided that this amount would be better used if kept locally this year, since there was not enough to divide between our usual organizations. This amount will be donated to Faith In Action. There is a detailed chart of income and spending below.

Mission Income

Christmas Fund (Special Offering 2017)	\$ 415.00
Christmas Fund (Special Offering 2018)	\$ 253.00
Foster Child (Special Offering)	\$ 364.00
Offerings	\$1,140.00
One Great Hour of Sharing (Special Offering)	<u>\$ 212.00</u>
Total	\$2,384.00

Mission Expense

Christmas Fund (2017)	\$ 415.00
Christmas Fund (2018)	\$ 253.00
Foster Child-(extra amount taken since offering did Not meet our yearly commitment)	\$ 459.50
OGHS	\$ 12.00
OCWM to Conference	\$ 300.00
FIA Backpack Program	<u>\$ 150.00</u>
Total	\$1,789.50

Balance to be donated to FIA \$594.50

Respectfully submitted

Charlotte Bentley, Judy Murphy and Grace Johnston

MISSION TRIP COMMITTEE REPORT (AD HOC)

Members: Wendy Beaumont, Deb Borders, Terri Drenth, and Jane Shrosbree

As noted in last year's annual report the Mission Trip savings account was closed 1/9/18 and balance of \$7641.14 transferred to Vanguard – so that interest and dividend income may be used as Council recommends. Principal will remain available for Mission Trip work per committee recommendations.

In March we held our annual butter braid fundraiser which earned \$2,324.00. Our annual ice cream scooping opportunity in August was shared with other missions in 2018 and the mission trip fund had an additional \$184 added. In December we pulled \$2,913.05 from the investment fund to place a down payment on a mission trip to South Dakota.

Looking ahead, the Mission Trip committee is working with an organization called Re-Member. Those looking to join the trip will travel to Pine Ridge Reservation, where they will witness the extreme poverty afflicting the Lakota people of Pine Ridge; but also the resilience and strength of character that comes from their culture and traditions. We have 15 reservations for August 17-23. We are still working out the transportation details so there will be 1-2 days added for each way of travel. Scholarships are available to help with the costs of the trip.

Prepared by the guidance of the Mission Trip Committee
By Sarah Herwick, Administrator

LEADERSHIP RELATIONS COMMITTEE REPORT

Committee Members: Cyndi Bertsos, and Ruth Ann Steele

The year 2018 brought many changes to the staffing of our church. In January we officially welcomed LeAnn Seto as Pastor of Inclusion here at FCC. We were excited to celebrate her with her ordination and installation in February. With the addition of Pastor LeAnn the staff began monthly staff meetings to keep communication cohesive and orderly. Some items that came from staff meetings are a staff communication board, which is available for church members to use to communicate important information to members of the staff; and the use of a project management program called ASANA. This program helps staff complete larger projects and allows for team members to see the status of those projects.

June 2018 was a month of motivation. Leadership relations was able to secure a one week paid vacation for our office administrator, Sarah Herwick. With the additional hours and increasing work load to support our new and existing missions, council agreed the offer of a vacation would be a helpful action to support our administrator. Pastor Joe, Pastor LeAnn, and Sarah attended a Fred Pryor seminar on strategic goal setting. This seminar was helpful to staff and allowed them to properly identify future goals. One thing that culminated from this seminar was the plan to move to weekly staff meetings so new programming and missions could be fully supported. And June brought one of the biggest changes for staff this past church year.

In early June, our wonderful Minister of Music, Marsha Rinke, informed leadership and council of her intent to vacate her position. Her last Sunday serving FCC was July 1st, 2018. We can't express enough the profound gratitude we have for Marsha's 18 years of service, and we wish her a joyful retirement. With her leaving council established a Music Minister Search committee, comprised of: Jane Shrosbree, Linda Smith, and Ian Brinklow. After reviewing the many resumes and conducting 5 interviews the committee extended an offer to incoming graduate student Joseph Kemper.

As we move forward, I have chosen to step down from this committee. With council's restructuring it is my hope that there will be ease in offering this position to someone who would like to get to know our wonderful staff a little closer. Thank you to the congregation for your continual support of our office, and leadership.

Respectfully Submitted,

Cyndi Bertsos, Chair of Leadership Relations.

COMMUNICATION AND PUBLICITY COMMITTEE REPORT

Committee members: Lori Iles, Arly Spink and Lisa Connolly (through September)

Sarah Herwick, Office Administrator meets monthly with this committee, as she is at the hub of all communication internally.

We are continuing the publication of the newsletter, The Commentary quarterly. They are sent via email and postal service around March 1st (spring edition) June 1st (summer edition), September 1st (fall edition), December 1st (winter edition)

The Refrigerator Page is sent via email and included in each week's Sunday bulletin. Congregation members need to PLEASE send changes to Sarah, or post notes on the office bulletin board.

Please update the prayer list as is possible. We ask that everyone have patience when emails and notices don't come out exactly on the dates expected, as many times she is very busy with events that happen such as funerals. Sarah changes the Welcome board each week and does research for the Sunday services to assist Pastor Joe.

The committee has decided to keep putting print ads in the Chelsea Guardian two weeks prior to Easter, Christmas, and possibly prior to special events. Other publicity in the Guardian has been requests to run articles (for free) such as the summer article about the barbecue and the change in worship times. Also, the recent article introducing our new music minister was a request to the Guardian. This paper has been very accommodating. Suggestions regarding ads are welcome.

Facebook videos of Pastor Joe are currently discontinued due to uncertain feedback results. We will continue ads on Facebook monthly, centered around our curriculum theme, and perhaps for the holidays. We'd like to request that all church committees go through the C & P Committee for any advertising, banners etc. to insure accurate costs for promotion.

Building usage is up with more outside groups and wedding rentals. Our idea for a Rental Brochure has not happened, but the website seems to be most important in promotion of our spaces. It serves for anyone interested in our guidelines and fees. All inquiries are phoned or emailed in to Sarah and she handles the paperwork.

Budget items for each year include:

- Chamber of Commerce dues
- Computer software
- Facebook ads
- Domain fee
- Print advertisements
- Web hosting fee
- Outside banners

Submitted by Arly Spink

STEWARDSHIP COMMITTEE

This year the Stewardship campaign was ‘What shall you Bring?’ and focused on not only our financial gifts but our gifts of time, of efforts and our willingness to share our faith. For 4 weeks in late October/early November we set out an activity table that provided an opportunity for each of us to reflect on our many talents and how we might use them for God’s work. At the end of the campaign we wrapped this up on giving Sunday when we collected all the commitment cards and hosted the coffee hour – like a table set with many different fruits and dishes, we too have many different and unique gifts that we bring to the ‘table’ of faith! We received 21 pledge cards and 19 Time and Talent cards so thank you to everyone who participated. Please know that it is never too late to turn in a pledge card. While knowing your level of giving can assist us in making the budget when received on time, it also helps us throughout the year when comparing years past with current giving patterns. Most importantly, I think filling out a pledge card provides an opportunity for each of us to do a self-contract of sorts – a commitment to the welfare of the church, its mission and our ability to affect something that is bigger than ourselves.

Many blessings!

Terri Drenth and Deb Borders

Stewardship Committee

<u>Category</u>	<u>2018</u>	<u>2018</u>		<u>2019</u>
	<u>ACTUAL</u>	<u>Annual</u>	<u>notes</u>	<u>Proposed</u>
		<u>Budget</u>		<u>Budget</u>
INCOME				
Capital	\$320	\$2,000		\$2,000
Fundraiser	\$2,614	\$2,000	mostly BBQ	\$5,000
General Fund Offerings	\$84,133	\$89,000		\$90,000
Interest Income	\$8	\$5		\$5
Income from Investment Acct	\$40,874	\$26,571		\$17,365
Parables	\$32,860	\$35,576		
Rental Fees	\$1,900	\$1,000		\$4,000
Miscellaneous Income				\$500
Add'l Fundraising and Emergency Fund				\$17,224
TOTAL INFLOWS	\$187,710	\$189,128	-	\$136,094
EXPENSES				
Capital Expenses - BELL TOWER/FINEAL INS	\$0		From capital Imp. Fund not needed in 2019	\$0
Ordination Expense - LeAnn	\$81	\$1,000		\$0
Pastoral Joe Comp: Conf/Edu/Travel/Prof Association Dues	\$1,279	\$2,000	added mileage, cell	\$3,500
	\$341	\$275		\$341
Conferences	\$155	\$150	do not include pastors	\$100
Custodial	\$2,400	\$2,600		\$2,600
FICA - All Employees	\$4,397	\$3,908	YTD 13 months	\$4,060
Insurance: Building Insurance	\$5,515	\$5,447		\$5,719
Insurance: Worker's Comp Ins	\$296	\$290		\$300
Building and Grounds - floor mnt	\$4,022	\$3,500		\$1,000
B&G - Snow	\$2,110			\$1,650
B&G - Lawn				\$750
B&G - annual HVAC Mnt.				\$850
B&G - misc. building supplies	\$0		Misc. Rprs.Mnt clnrs & supplies project complete	\$250
				\$500
Painting of the building	\$25,700	\$30,000		\$0
Miscellaneous	\$313	\$0		\$0
Music Director Salary	\$14,677	\$16,608	partial year	\$15,000
Office Administrator Salary	\$14,963	\$16,110	split year wages	\$14,563
Office Administrator Salary Parables	\$2,438	\$2,976	YTD 13 months	
Office Expenses: Office Supplies	\$3,185	\$3,500		\$3,000
Parables - expenses	\$32,017	\$32,600		

Pastoral Benefits: Life, med,flex	\$10,708	\$7,100	remove cell/move Auto	\$6,050
Pastoral compensation: Hsg, retirement, salary & Tax	\$58,533	\$54,275	move retirement /YTD 13 mth	\$54,410
Payroll Service	\$609	\$559	YTD 13 months	\$610
Pastoral Retirement			inc in above YTD	\$5,441
Professional Services - Accountant	\$1,050	\$0	not done annually	\$0
Publicity	\$711	\$1,000		\$900
Utilities - Gas and Electric	\$3,313	\$2,333		\$3,500
Utilities - rubbish/water	\$2,478	\$2,333		\$2,500
Utitilities - Internet/phones	\$2,349	\$2,333	add Joe's cell	\$3,550
Education	\$1,103	\$600		\$1,000
Education: Youth Activity	\$2,035	\$50	pull payroll frm Spldg	\$0
Member Caring	\$824	\$300		\$400
Music: Guest Organist Fees	\$1,100	\$600	requested diff	\$800
Music: Piano and Organ Tuning	\$400	\$475		\$475
Music: Supplies	\$588	\$200	requested diff.	\$500
Worship	\$858	\$1,175	requested diff.	\$1,675
Stewardship	\$40	\$200	postage & campaign	\$100
TOTAL EXPENSES	\$200,588	\$194,498		\$136,094
NET	(\$12,879)			

PARABLES MINISTRY

Proposed Budget

	BUDGET 2018	2018 ACTUAL	BUDGET 2019
<u>Income</u>			
400 CASA Grant Money	7,500	7,500	
410 CASA Grant Money - match	10,000	10,000	
420 FCC Mission Fund - Invest	11,576	3,000	20,000
430 Weekly Offering	4,500	8,505	8,500
Grants and sponsors			1,500
Commitments/Pledges			
440 Fund Raising	<u>2,000</u>	<u>2,501</u>	<u>2,000</u>
TOTAL INCOME	35,576	31,506	32,000
<u>Expenses</u>			
Leadership Salary & Benefits	20,900	20,257	20,362
600 Office Administrator	2,900	2,438	2,438
610 Office Supplies	1,200	166	200
620 Music Minister	4,200	4,700	5,200
630 Music Supplies	200	-	100
640 Worship Materials	1,000	604	1,000
650 Advertising	3,000	3,674	1,500
660 Fellowship	1,600	993	1,000
670 Fun Thursdays	<u>500</u>	<u>268</u>	<u>200</u>
TOTAL EXPENSES	35,500	33,100	32,000
NET INCOME	76	(1,594)	0

SLATE OF OFFICERS AND COMMITTEE MEMBERS -- 2019

Leadership Council

President	Jane Shrosbree
Vice President	Bob Spink
Secretary	Deb Borders
Treasurer	Terri Drenth
Worship Team Leader	Julie Nelson
Mission and Outreach Team Leader	_____
Member Caring Team Leader	Anne Colone
Facilities and Operations Team Leader	Arly Spink

Committees

Worship Team: Team Leader – Julie Nelson

Worship/Music	Julie Nelson Linda Smith
Christian Education	Lisa Jeffreys Carol Seeburger Kalli Nowitske
Parables	Anne Colone Bobbi O’Hara Claudia Doudney Elisabeth Seymour Sheri Hillman Susan Carpenter Linda Schweigert-Carnahan

Mission and Outreach Team: Team Leader – Needed

Missions/Outreach	Grace Johnson Terri Drenth
Mission Trip	_____ Deb Borders Wendy Beaumont Terri Drenth
Communications/Publicity	_____ _____ _____

Member Caring Team: Team Leader – Anne Colone

Member Care/Fellowship	Anne Colone

Stewardship	_____

Weddings	_____
Funerals	Betty Murphy
	Barb Wolfgang

Facilities and Operations Team: Team Leader – Arly Spink

Building and Grounds	Doug Beaumont
	Larry Chapman
	Chuck Armstrong
	Gerald Harris
Budget and Finance	Bob Spink (VP)
	Terri Drenth (Treasurer)
	OPEN for Stewardship Rep
Memorial	Shirley Chapman
	Susan Urbanek
Leadership Relations	_____

Financial Secretary	_____