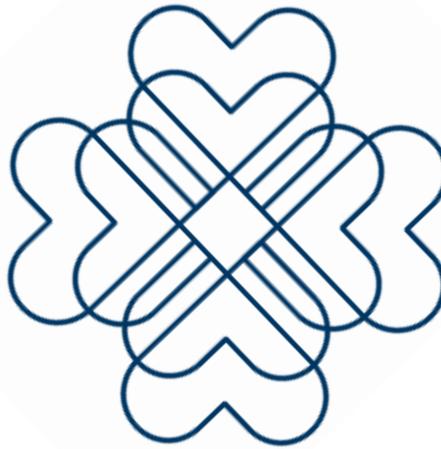


# WELLESLEY VILLAGE CHURCH

*Congregational • United Church of Christ*

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*Choose Love. Make it Real.*



2022 Impact Report  
~ 225th Annual Meeting ~  
February 12, 2023  
Zoom and In Person

## **Our Church Covenant**

We are banded together as a Christian Church  
To maintain the worship of God,  
To proclaim the gospel of Christ,  
To develop in all people a consciousness of their relations and duties  
To God and to each other, and  
To inspire them with love for truth, passion for righteousness,  
and enthusiasm for service.  
To this end we pledge our loyalty to Christ and covenant with each other  
To express His spirit in our individual and corporate life;  
To live together as Christians  
and to submit ourselves to the government of this Church,  
working, giving, praying for its increase, its purity, its peace,  
And seeking in every way to make it a power  
For the building up of the kingdom of God.

## **Vision**

### **Choose Love. Make it Real.**

We are a covenant community  
called to choose God's transforming love  
and make it real in this beautiful and broken world.

## **Mission**

With open hearts and minds, Wellesley Village Church  
welcomes the curious, the seeker, and the sure at every stage of life.  
Guided by the love of Jesus, our growing congregation shares in inspiring worship,  
inclusive community, and intentional service.

We are continually transformed by following Jesus' example that  
in giving we receive, in feeding we are fed,  
and in loving, we are loved.

Our intergenerational ministries deepen our faith and compel our service.  
We are called to pursue justice and joy for all people, and we care passionately about  
God's creation and the shared health of our world.  
Energized by the Holy Spirit, we joyfully live into our future together.

## **Values**

*BELOVED: by God at every age and stage of life;*  
*BELONG: we welcome, affirm, and connect;*  
*BECOME: we question, learn, and grow;*  
*BEFRIEND: the neighbor, the stranger, the earth;*  
*BEHOLD: we worship, witness, and follow Jesus*  
*BE real, vulnerable, and open to the love of God.*

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## We celebrate all who have been Village Church members 50 years or more!

1944	Lois Ball	1963	Barbara Levings	1969	Thomas Doorley
1949	Joanne Woods	1964	Marjorie Mitchell	1969	Bobbie Hayes
1952	Carolyn Pruyne	1965	Elizabeth Bachman	1969	Casey Hayes
1952	Pauline Ellms	1965	Martha Litle	1969	Janis Luedke
1956	Robert Derderian	1965	Betty Lee Peterson	1969	Allison Sheffield
1959	Stephen Burtt	1966	James Loehlin	1969	Dave Sheffield
1959	Bradlee Perry	1967	Anne Kott	1970	Sally Hammerness
1960	Ann Cunningham	1967	Stephen Kott	1971	Jeb Bachman
1960	Jacqueline Griffiths	1967	Barbara Peirson	1971	Diane Bedrosian
1961	Gretchen Morrison	1967	Charles Staples	1971	Ed Bedrosian
1961	Robert Morrison	1968	Ken Chaulk	1971	Almeda Nicholson
1961	Mary Talbot	1968	Robert Cleverdon	1971	Dorothy Patton
1962	Ruth Breden	1968	Phyllis Gibson	1971	Elizabeth Seaborn
1962	Wilfred Breden	1969	Mike Barton	1972	Penny Mitchell
1962	Cynthia Miller	1969	Wendy Barton	1972	Barbara Howland
1962	Jeanne Sluyter	1969	Gail Doorley	1972	George Howland



*"I thank my God every time I remember you,  
constantly praying with joy in every one of my prayers  
for all of you, because of your sharing in the gospel from the first day until now."*

## We Welcome Our 2022 Members



Matthew Buono

Emily Lordi

Stephanie Coughlan

George Lordi

Jennifer Dirga

Amit Mathew

Kimberly Fox

Veena Mathew

Robert Fox

Carol Schick

Huw Gilbert

Stacy Swain

Tindley Gilbert

Carolyn Wood

Brian Hall

Charles Wood

Daisy Hollifield

Natalie Zwick

Deryle House

## Confirmation Class of 2022



Richard Allan Bates

Benjamin Lee Keiper

James Edward Berger

Taryn Case Reohr

Jared Gibbons Blasi

Paul Tutt Stafford III

Natalie Virginia Dublin

Caroline Madeleine Tucker

Pryor Anne Gilbert

Anna Rose Turner

Anastasia Frances Hodge

William MacInnes Webster

# Professional Staff Reports

## Senior Pastor

Rev. Dr. Sarah Sarchet Butter



Beloved members of WVC,

What an inspiring year we've shared as we entered fully into our calling to Choose God's Transforming Love and Make it Real! The 2022 Annual Report provides great detail on the mission, ministry, financial health, and engagement of this faithful congregation.

Statistics reveal great shrinking of the mainline church, which started decades ago and was accelerated by Covid-19. Statistics are concerning: 95% of mainline congregations have seen less than a 50% return to worship and giving post-covid. By some estimates, congregations of less than 100 members are likely to disappear by 2030. I share these statistics not to alarm, but to call us to ever-greater strength of ministry as we stay the course. Being a healthy, progressive, inclusive Christian church that seeks justice and joy for all is an important witness in our culture.

In light of these realities, I am humbly proud (is that a thing?) of our congregation for creatively

lending strength in partnership to two sister congregations, with a posture of openness to how our partnerships can strengthen all of us in our respective and overlapping communities. My mantra has long been: God makes more of us together than we can be apart. It's amazing how prophetic that mantra has become.

Through our Brave Change Collaboration with the Congregational Church of Weston, we are sharing our institutional strength to stabilize a vulnerable congregation, expand the learning and impact of the Pastoral Residency program, and open ourselves to a future mission of creating an interfaith worship and social justice center.

Through our Better Together partnership with the Charles Street African Methodist Episcopal congregation, we are answering God's call to share the strength of our financial resources through voluntary personal gifts, to help reduce vulnerability of an historic African American congregation. Through this remarkable initiative, we are partnering to reduce debt, establish present security and open future possibilities for expanded impact and innovation.

These initiatives are holy! They make **God's LOVE Real** to people about whom we care and with whom we share a special bond of Christian love as connected congregations.

As our core mission, I celebrate the strength of our life together as the beloved congregation God calls us to be:

\*January 2022 saw continued emergence from pandemic, with a crescendo of participation in-person worship, choirs, church school, youth programs, and adult programming.

# Professional Staff Reports

\*Our Pastoral Residency continued its rotation, releasing Rev. Bob Feeney to serve as Pastor of a church in Oregon and welcoming Marth Schick as our new resident, and celebrating Rev. Megan Berkowitz's rise to 2<sup>nd</sup> year resident.

\*We released Rev. Diane Seaborn from her role as Interim Associate Pastor, and rejoiced with her as she became Pastor of Storrs UCC in Connecticut

\*The APSC conducted a successful search and extended a call to Rev. Stacy Elizabeth Swain to serve as our Associate Pastor for Care and Engagement. Stacy entered with grace and joy and has quickly become a beloved source of pastoral leadership among us.

\*We piloted the part-time role of Engagement and Development Coordinator, grateful for Cynthia Sibold's gifts filling this new role to support congregational engagement in ministry and advancement of our mission through supporting stewardship and funds development.

\*Conducted baptisms, weddings, and memorial services for our beloved community

\*Generously and joyfully supported the Conference and our mission partners with shared resources from our budget

\*Surrounded children, youth and adults of every age with Christian love, in ministries of belonging, befriending, and becoming.

\*Worshiped in person and live-stream, 52 weeks of the year, beholding the wonder of God's love, Christ's incarnation and Resurrection and the Spirit's presence among us shaping us into a beloved people of God with a mission to bring God's love to life!

A personal word of gratitude:

Thank you for your collective support of my upcoming 12 week sabbatical, which will start soon after Annual Meeting. I will return in mid-May. Many have asked, "what are your plans?" My answer in one word: REST! Its hard for me to step away from the responsibility, fulfillment and joy I feel in serving as your Sr. Pastor, but it's a necessary gift to receive at this time. Serving as Sr. Pastor takes creativity, courage, and conviction- all of which require a depth of soul and energy resources that need renewing!

As always, thank you for who you are and how you are.

"I planted, Apollos watered, God gave the growth. . ."

*~Sarah*

Rev. Dr. Sarah Sarchet Butter

# Professional Staff Reports

## Associate Pastor,

Rev. Pam Emslie

Philosopher and mystic, Simone Weil said, "Attention, taken to its highest degree, is the same thing as prayer."

With gratitude and excitement, our three Village Church Youth Groups met in person throughout the year: Middle School Youth Group on Sunday mornings, 10-11:15 AM; Confirmation on Wednesday's, 7-8:30PM; and High School Youth Group on Sunday evenings, 7-8:30PM. After two full years of sporadic in-person gatherings, 2022 was a year of learning, all over again, how to offer our attention to each other in the reflection of God's love.

This year was a time to rebuild and re-member after a long pandemic pause. It began with our weekly meetings and grew during our winter retreats. Each of our youth groups traveled to Craigville Retreat Center during the cold months for some heart-warming fun, connection, and intimate sharing. As the earth warmed in April, thirty-two High School Youth and Confirmands went on our Service Project to Santa Fe, New Mexico, after a three-year pandemic break. It was a joy to see and work alongside our beloved Santa Fe partners once again: with Cornerstones, creating adobe bricks in preparation for renovation of a historical structure; with Santa Fe Watershed and Aaron Kauffman, who organized and taught us how to build and plant catch-water basins; with Emigdio Ballon, who worked with us planting seeds and turning soil on the Tesuque Pueblo Farm; and with Lorraine Gray, at Four Bridges Permaculture Institute, who asked us to shear sheep and plaster walls with adobe mud. During one of our evening reflections that week, the pain that had accumulated in the hearts of the youth throughout the pandemic came tumbling out into a circle of trust and love. It was a night of deep sharing, connection, and healing – a night filled with God's grace.

We arrived home from the Service Project and the High School Seniors led worship on Sunday, May 1, 2022 for our annual Youth Sunday. The following day, I went on Sabbatical for fourteen weeks.

Thank you, Village Church, for this powerful gift of time. I am ever grateful for my sabbatical. It is now 2023, and the gifts I received during my time away continue to grow and compel me forward in new ways.

I arrived back to work in the middle of August blessed to begin working with my new colleague, our new Associate Pastor, the Rev. Stacy Swain, who began her call at Village Church while I was on sabbatical. I had the privilege to walk alongside the Associate Pastor Search Committee as they faithfully discerned our call to Rev. Stacy Swain. The relationship between Stacy and our church is a match made in heaven! We are all so blessed by Stacy's ministry.

In the fall our HSYG and MSYG began a new year, the 2021-22 Confirmands were confirmed on Sunday, October 16<sup>th</sup> and the 2022-23 Confirmands met for the first time on Wednesday, November 2, 2022. The High School Youth Group and our new Confirmation class both traveled to Craigville Retreat Center on their fall retreats. During both trips, the youth dove into building Christian Community, as well as the cold waters of the Atlantic Ocean! Yikes!

As we turn the corner into a new year, the youth continue to gather and re-member, and to receive the gifts they offer one another in truth and love. The youth continue to offer the gift of their attention, as in the way of prayer, deepening their journey of faith within our Christian Community.

Attention, as a form of prayer, could also be

# Professional Staff Reports

found during our Conversations about Life and Death, a weekly Lenten Group that I led with Tom Walter and Dorothy Patton. Twenty-two adults gathered to share their stories about life and death. Sitting with the truth of their experiences fulfilled a longing to know and be known more fully within our faith community. After Lent, no one in the group wanted our conversations to end, so we continue to meet every month with no ending in sight.

I continue to officiate funerals, weddings, and baptisms for our Wellesley Village Family. And, it is a joy to walk with the members of our faith community offering pastoral care through the pain and the joy of life. With most of my attention on Middle School Youth Group on Sunday mornings, I join worship leadership sporadically but always during our Christian Holidays.

It is a joy to work alongside my pastoral colleagues and all the staff at Wellesley Village Church. We are a fabulous team. I am grateful for the call we share serving this Spirit-led and Spirit-filled faith community. After 16 years, it remains a joy to be among you.

In faith,  
Pam Emslie , Associate Pastor



# Professional Staff Reports

## Associate Pastor, Congregational Care & Engagement

Rev. Stacy Swain

At a congregational meeting on May 21, 2022, I was called as your Associate Pastor and on June 1<sup>st</sup> I began serving in that role which includes coordinating congregational care; adult spiritual formation; ministries of justice and joy; and planning and creating worship. Over these last eight months:

I have lived the value **BELOVED**: by God at every age and state of life by providing pastoral care; shepherding the benevolence fund of the Babson Weber Mustard Fund; and supporting Memorial Path and the work of the Churchyard Committee (chaired by Kirk Smith); the Community Ministry Deacons (chaired by Steffi Peck and Chris Taft); Caring Connection (chaired by Susan Hoffman and Mary Schaefer) and the Befrienders' Ministry (co-lead by Susan Sullivan, Rev. Megan Berkowitz and me). It has also been a joy convening our monthly Seniors Connect and North Hill gatherings with Rev. Megan Berkowitz.

I have supported the Service Ministry Deacons (chaired by Mark Blessing) as we live the core value of **BEFRIEND**: the neighbor, the stranger and the earth.

I have lived our value **BECOME**: we question, learn and grow by offering "Faithful Questions; "Engaging Politics and Religion" with Marc Kenton; and "Exploring the Bible." Rev. Megan Berkowitz and I produced our Advent Devotional Booklet comprised of offerings by WVC and CCW congregants.

I have lived our value of **BEHOLD**: we worship, witness and follow Jesus by sharing in worship at WVC and CCW as well as the

"Sharing the Dream" worship with Charles Street AME Church.

With Candace Sutcliffe and Cynthia Sibold, we held a morning retreat for all Core Ministry Deacons on February 4<sup>th</sup>. And finally, I praise God for the service on January 8<sup>th</sup>, 2023 as I was officially installed as your Associate Pastor.

In faith,  
Rev. Stacy Swain



# Professional Staff Reports

## Director of Children's Ministry,

Michaela McDonald

Hello Young Disciples and Disciples of all ages! It is good that God's spirit moves intergenerationally. Our Children's Church is alive with God's love, God's spirit, and filled with the light of Christ. This Spirit overrides the post pandemic predictions that families would be out the habit of church and fill their time with other activities. I am so grateful that our families and children find joy, hope, and community at Village Church and in our time together and programs. We are alive and growing!

Our children are growing in faith, asking tough questions, and finding friendship and

community in Children's Church and our family activities.

They are learning how to answer God's call, learning how to see and develop the gifts of God both for themselves and for the world around them, and learning that nothing can separate them from God's love.

We seek to be a place of community where we can have fun together and grow in faith together.

The faith foundations we learn as children hold us and keep us our whole life through.

With gratitude for all the congregational support and love for our young-superheroes-for-God-in-training,

Michaela McDonald



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# Professional Staff Reports

## Second Year Pastoral Resident, Rev. Megan Berkowitz

See, I am doing a new thing!

Now it springs up; do you not perceive it?  
I am making a way in the wilderness  
and streams in the wasteland.

– *Isaiah 43:19*

This has been a year of ‘bridges’ in my ministry, as I took over pastoral leadership at the Congregational Church of Weston and transitioned congregational care ministries between our interim and settled pastors. I am also working with the joint task force that is planning the future of collaborative ministry between WVC and CCW. This team is prayerfully creating the bridge between the partnership that has been present and the new thing God is calling us to for the future.

Early in 2022, Thursday Night Bible Study wrestled with the first section of Isaiah. The Adult Confirmation Lenten group dove into our histories, our shared faith and values, and our questions. One of my highlights for 2022 was summer worship, “This is My Story, This is My Song.” Every one of the 20+ of you who led worship brought the Spirit of God into this place and blessed our whole community.

Speaking of blessing our whole community, being part of this year’s Advent Devotional booklet creation absolutely blew me away! It is truly a gift to serve in a church with such a faithful, thoughtful, and engaged congregation, ready to support one another in growing in faith.

Over the course of the year, I supported the Welcome Ministry, BeFriendsers, Worship

Deacons, Seniors Connect, and more in their ministry within this church. I treasured working, praying, singing, and living God’s love out in the world alongside you last year.

In Christ’s Peace,  
Rev. Megan Berkowitz  
Pastoral Resident  
Wellesley Village Church & The  
Congregational Church of Weston



# Professional Staff Reports

## First Year Pastoral Resident, Martha Schick

Since arriving at Village Church in August, I have been welcomed with open arms and have found a home in this congregation. I began this residency with hope of deepening my own learning and offering my gifts to this church in whatever way they are needed. Just in the last six months here, I have seen the Spirit truly moving among the members, staff, visitors, and the larger community of Village Church! It

has been a gift to begin my ministry with you all, and there is already so much good news to report.

I offer pastoral support to several ministries here, including the Welcome Ministry, Service Ministry with Rev. Stacy Swain, the 2022-2023 Confirmation Class with Rev. Pam Emslie, the Thursday Evening Bible study, and the Village Table re-launch with Rev. Dr. Sarah Butter. I've also been blessed to observe and learn from Rev. Megan Berkowitz's leadership of our partner church, the Congregational Church of Weston.

You all have made me feel right at home, treating me as one of your pastors since my arrival. We have laughed together. You have given me generous and helpful feedback on my preaching and shared how worship has touched your soul. Many of you have come to my office to talk – about sermons, or life, or grief, or dogs, or everything and nothing. We have shared a communion meal in the chapel, sanctuary, or in your room at North Hill. I treasure these moments, and I am grateful to you all for sharing your lives with me.



At the time you are reading this report at Annual Meeting on February 12, I will be only days away from ordination. In the United Church of Christ, an “ordainable call” is required to become a reverend. When Wellesley Village Church called me as a resident, this congregation did so as an ordainable call. I am so grateful to this community for serving as the calling body as I take the next step in my lifelong call to ministry in the UCC.

By God's grace, I look forward to continuing to support my ministry partners and colleagues inside and outside of our church's walls. I know that this next year will be filled with the joy, fulfillment, and works of love that we find in Jesus Christ.

Blessings,

Martha Schick

# Professional Staff Reports

## Director of Music,

Dr Kevin J. McDonald

The year 2022 in the music ministry of Wellesley Village Church was a year of faithful music ministry, adjustments in staffing, flexibility in performance practice, renaissance of Youth Music, and cultivation of the Village Ringers.

Our Sanctuary Choir continues to consist of 30-40 members that are faithful to Wellesley Village Church in music and in spirit. After withstanding a break in January caused by the need to limit the effect of the Omicron Variant of COVID, the Sanctuary Choir celebrated music to celebrate Black History Month in February, guided our congregation through a meaningful Lenten Season culminating in a full performance of The Faure Requiem on Good Friday and beautiful services for Easter. In the fall, our choir started the journey back to the loft for the first time since 2020 and has continued to explore the use of space throughout our sanctuary to increase the effectiveness of our music offerings. The year concluded with a purposeful advent season of beautiful music highlighted by our celebration of Advent for All Ages and our Christmas Eve services.

We continued to grow and develop our music ministry team. In August, Wellesley Village Church offered Kristjon Imperio the title of Assistant Director of Music and Organist and myself as the Director of Music. Together, we recommended Ilana Joyce Cady for the position of 9am Music Director, a position that she has been able to use her gifts of musicianship to enhance the worship service. We also welcomed Chad Chaffee to the position of Tenor Section Leader in the Sanctuary Choir to join our other soloists/

section leaders: Jennifer Soloway, Mauri Tetreault, and Matthew Buono.

2022 also saw the rebirth and reimagination of the Youth Music Program with the emergence of the Village Children's Choir serving our singers in grade K-5 and our Youth Choir for grades 6-12. While choirs for these age groups have played a significant role in the history of music at Village Church, the health precautions bought on by COVID severely hindered these programs. Student leadership by Georgia Spangler, 12<sup>th</sup> grade, has increased enrollment and participation in the Youth Choir and established a positive role model for our Village Children's Choir.

Lastly, we renamed the bell choir to be *Village Ringers*. Under the creative and talented leadership of Kristjon Imperio, interest and participation in ringing has increased and the music offerings have become more polished, intricate, and faith-filled.

In summary, the music of Wellesley Village Church is continuing to lead our congregation in spiritual and meaningful ways by supporting our pastoral staff and offering a wide variety of music offerings for our congregation.

Dr. Kevin J. McDonald  
Director of Music

# Professional Staff Reports



## **Moderator,**

John Snyder

With the able guidance of our Reopening Task Force and the assistance of our clergy and staff, we in the Village Church community continued to engage in a process of evolution and emergence from COVID in 2022. I have felt privileged to serve as Moderator as we carried each along in that process, guiding, encouraging, supporting, listening, and nudging along the way.



What a year! In three congregational meetings on successive May Sundays, we committed to the Better Together initiative with the Charles Street AME Church, and welcomed Rev. Stacy and then Rev. Martha to our midst and hearts. The Better Together initiative really got rolling in the fall, and we began a process of deliberately and faithfully charting a course forward with our partners at the Congregational Church of Weston. There is so much good and faithful going on in this congregation—holding up and nourishing each other and holding up candles against

places of darkness and need in our troubled world.

How best to describe my personal experience as Moderator? My heart is full, but I'll let two words suffice for now: gratitude and wonder. Gratitude for all the support, good will, advice, and patience directed my way on an ongoing basis. Wonder at the faith, enthusiasm, dedication, talent, tolerance, compassion, generosity, and imagination exhibited 24/7 by members of this congregation, by our pastors, by our lay staff, and by my fellow members of the Moderator team. You all keep stepping up—making love real—discerning, guiding, and moving this holy place along a path true to its vision, mission, and values.

John Snyder  
Moderator

## **Resolution Extending Some Board, Ministry, and Committee Terms**

*Whereas*, our ability to meet in person has been severely restricted by COVID-19 safe practices and restrictions in 2022; and,

*Whereas*, Boards, Committees and Ministries have not been able to perform many of their functions because of the pandemic; and,

*Whereas*, recruiting members to serve in open positions has been impacted by the changes dictated by COVID-19 safe practices and restrictions; and

*Whereas*, 2023 continues to be a transition year during which an assessment will begin as to where the implementation of Vision 2020/2021 will take the congregation and how that implementation may impact our existing structure,

*Now, therefore*, be it resolved for the 225th Annual Meeting that (1) the Organizational Structure and Nominating Slate and subsequent filling of any vacancies during 2023 may be filled without regard to Bylaw limitations on length of service, and (2) the proposed Organizational Structure and Nominating Slate found on pages 18 and 19 of the 2022 Annual Report is approved.

# 2023 Leadership & Nominating Slate

*Board, Committee and Ministry chairs are denoted.*

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## CHURCH COUNCIL

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<b><u>Moderator</u></b>	Kathy Schleyer	<b><u>Councilors</u></b>	<b><u>Admin. Board Representatives</u></b>
<b><u>Vice Moderator</u></b>	Joe Morray	2025 Ron Smith, Community	<b>Properties</b>
<b><u>Immediate Past Moderator</u></b>	John Snyder	2025 Andy Anderson, Family Life	Athene Sirivallop; Mark Lenci
<b><u>Treasurer</u></b>	Mitch Coddington	2026 CeCe Hansen, Worship	<b>HR</b> Jane Amara/Steve Pfaff
<b><u>Vice Treasurer</u></b>	TBA	2024 Sue Grant, Community	<b>Finance</b> Julien Grant
<b><u>Clerk</u></b>	Jim Mongiardo	2024 Ed Berger, Service	<b>Stewardship</b> Dix Leeson
<b><u>Senior Pastor</u></b>	Sarah Sarchet Butter	2025 Candace Sutcliff, At Large, Strategic Visioning	<i>Ex Officio</i>
			<b>Nominating</b> Cynthia Sibold, <i>Ex Officio</i>

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## DEACON MINISTRIES

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### Community Ministry Deacons

2024 Stephanie Peck, Co-Chair  
 2024 Judy Woodrich  
 2024 Sally Helwig  
 2025 Chris Taft, Co-Chair  
 2025 Maeliss Kounakowitch  
 2025 Diana Anderson  
 2025 Joe Yang  
 2026 Lucy Costa  
 2026 Natalie Colbert  
 2026 Amy Law  
 2026 Ron Smith  
 2026 Bob Froh  
 2026 Diana Blakeley

*Stacy Swain, Pastoral Resource*  
*Ron Smith, Council Resource*

### Worship Ministry Deacons

2024 Santa Wiryaman  
 2025 Cece Hanson Co-Chair  
 2025 Evelyne Jean-Francois  
 2025 Sarah Hall  
 2026 Susannah Hann  
 2025 Natalie Colbert  
 2026 Caroline Boynton  
 2026 Chuck Wood  
 2026 Carolyn Wood  
 2026 Jen Beachell, Co-Chair  
 2026 Kristin Zinggeler  
*Megan Berkowitz,*  
*Pastoral Resource*

*CeCe Hanson and Jen Beachell,*  
*Council Resources*

### Service Ministry Deacons

2024 Lisa Weinstock, Co-Chair  
 2024 Pam Snyder  
 2024 Suzanne Wintle  
 2024 Mark Blessing, Co-Chair  
 2025 Bill Chaisson  
 2025 Diane Chaisson  
 2026 Deborah Brown  
 2026 Deryle House  
 2026 Karen Bernardo  
 2026 Sue Gibbons

*Martha Schick, Pastoral Resource*  
*Ed Berger, Council Resource*

### Family Life Ministry

#### Children and Youth

2024 Heather Kelly  
 2024 Carolyn Morris  
 2025 Kate Ellmer  
 2025 Elizabeth VanDahm  
*Pam Emslie & Michaela McDonald -*  
*Pastoral Resources*  
*Andy Anderson, Council Resource*

### Welcome Ministry Deacons

2024 Christina Oliver, Co-Chair  
 2024 Jacquie Wheeler  
 2025 Erin Staley, Co-Chair  
 2025 Linda Smith  
 2026 Tindley Gilbert  
 2026 Judy Mongiardo

*Martha Schick, Pastoral Resource*  
*Sue Jung Grant, Council Resource*

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## ADMINISTRATIVE BOARDS

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### Board of Finance

2024 Julien Grant, Chair  
 2025 Sandra Kantrowitz  
 2025 Brian Hall  
 2025 Julie Barker

2026 Douglas Baskett  
 2026 Emily Lordi

*Sarah Butter, Pastoral Resource*  
*Kathy Schleyer, Moderator*

### Board of Human Resources

2024 Jane Amara, Co-Chair

2024 Steve Pfaff, Co-Chair

2024 Mary Jones

2024 Brad Harding

2025 Diane Campbell

2025 Jan Beaven

2026 Connie Burton

2026 Vivian Zhu

2026 Ken Sipe

*Sarah Butter, Pastoral Resource*

*Joe Morray, Vice Moderator*

### Board of Properties

2024 Athene Sirivallop,  
Co-Chair

2024 Brad Bittenbender

2024 Scott MacFarlane

2024 Dave Secor

2024 Charlie Helwig

2025 Mark Lenci, Co-Chair

2025 Charles Kounakowitch

2025 Bobbie Suratt

*Sarah Butter, Pastoral Resource*  
*John Snyder, Past Moderator*

### Board of Nominating

2024 David Oliver

2025 Neil Simister

2025 Bev Lenci

2026 Cynthia Sibold, Chair

2026 Joanne Ritsert

2026 Becky Georgenes

*Stacy Swain, Pastoral Resource*

*Leif Hille, Council Resource*

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## OTHER

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### Church Historian

Brad Harding

### Art Exhibit Coordinator

Cyndi Miller

# 2023 Leadership & Nominating Slate

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## STANDING COMMITTEES

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(Appointed)

(Nominated/Elected)

### Churchyard Committee

Brad Harding  
Joanne Ritsert  
Kirk Smith, Chair  
Craig Stirrat  
Pam Stirrat

*Meg Sweeting,  
Staff Resource*

*Marina Berga,  
Staff Resource*

### Energy Task Force

Phil Carens  
Cynthia Curtis, Chair  
Jim Loehlin  
Jim Mongiardo  
David Oliver  
Dave Sheffield

### Investment Committee

Howard Appleby  
Chris Bartel  
Mike Kellogg  
Matt Pierce, Chair  
Mitch Coddington,  
*Board of Finance Liaison*

### Pastoral Residency Committee

2024 Priscilla Claman  
(CCW)  
2024 Margie Sipe, Chair  
2024 Susan Sullivan  
2024 Kerstin Allen  
2024 Matthew McKay  
2025 Carol Abrahams  
2025 Jim Strouse  
2025 Lori Bruce  
2026 Deb Harrow  
2026 Ann Skipper  
*Megan Berkowitz,  
Pastoral Resource*

### Safe Church Committee

Brad Harding, Chair  
Roger Regnier  
Alan Rose  
Barbara Stock

### Information Technology

Sue Grant, website  
Leif Hille  
Santa Wiryaman  
Charles Kounakowitch  
*Chris Toppin Riordan,  
Staff Resource*

### Delegates Committee

2024 Jade Hargrave  
2024 John Hargrave  
2026 Christie Baskett  
2026 Frank Haydu

### Stewardship

2024 Rob Forker  
2024 Dix Leeson, Chair  
2024 Lillian Stafford  
2024 Dave Tolley  
2024 Dan Garrison  
2024 Charlie Peck  
2025 Kathy McGraw Bentley  
2026 Kim Fox  
2026 Carolyn Wood

*Sarah Butter,  
Pastoral Resource*

### Better Together Campaign Committee

Matthew McKay, Co-Chair  
Cynthia Sibold, Co-Chair  
Keri Hughes  
Sue Jung Grant  
Julien Grant  
Dan Garrison  
Bill Sibold  
Carolyn Wood  
Rev. Sarah Butter

### WVC-CCW Task Force

John Snyder  
Joe Morray  
Jim Mongiardo  
Megan Berkowitz  
Paul Schendell CCW  
Chris Paquin CCW

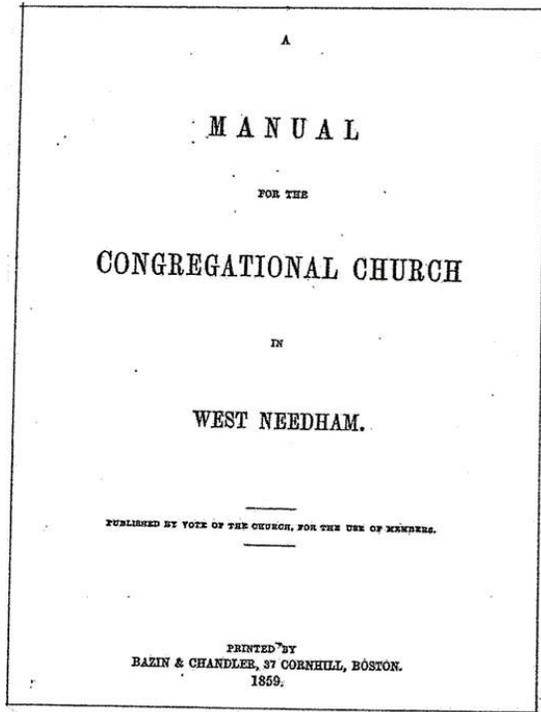


# Officer Reports

## Historian

### Bradford Harding

In 2022, the period covered by the written history of Village Church grew by 87 years. Put another way, the spread of this church's story increased by more than one-third. This unusual event happened because of a chance discovery of an old leather-bound book entitled, "Manual for the Congregational Church in West Needham". Half of it was missing, so a subsequent internet search turned up a complete reprint available from a publisher in Texas. A copy was purchased and indeed, the documented history of Village Church now extends back to 1711. More copies of this book will be purchased for the Library.



Village Church has been supporting an effort by the Sons of the American Revolution to cast and place in the cemetery a plaque bearing the names of the soldiers

who fought in the War of Independence, (1775 - 1783) and who are commemorated in Village Church archives. A short narrative of each life is already in the written records. This project is expected to be completed by mid-2023.

Again this year in December, Village Church participated in a nationwide celebration dubbed "Wreaths Across America." Sponsored and organized here by the local chapter of Daughters of the Revolution, it is a short program of spoken words and the opportunity for those who attend to place a wreath beside the gravestone of each military veteran who is commemorated in the cemetery. It is a remembrance during Advent and a reminder that those who have served in the military have done so in the cause of peace.

October marked the centennial of the date when the cornerstone was laid in our present sanctuary. At that point in 1922, the edifice was nearly finished - the cornerstone is more of a symbol than an engineered part of the foundation. A photo "essay" was put on display in Village Common. After the start of 2023, a similar display of photographs will be set up showing the celebrations which dedicated the building as a sacred space we know today. Just imagine, six worship services in as many days, all within the same week, 100 years ago.

Also in October, I attended a seminar for church historians led by the professional archivists at the Congregational Library in Boston. The Library is a storehouse of documents from many protestant churches and Village Church is quite well represented. Materials that are routinely saved here fit well with the hopes of the Library staff as to the

# Officer Reports

scope of documents that should be saved. One bit of information new to me was the answer to a question about “electronic” storage of church records. The response from one of the specialists went something like this; “Professional archivists have a diminishing regard for electronic storage, except perhaps for the ‘cloud.’” He went on to explain that in the past 40 years technology has changed rapidly, and changing means of storage have simply become obsolete.

Electronic storage is in use at Village Church in many ways, even with our historical documents. The continuing hope and plan is that everything will remain “backed up” in paper.

Respectfully submitted,  
Bradford Harding

# Governance

## Board of Human Resources

2022 was another busy and productive year for the Board of Human Resources. First, kudos to the staff at Village Church, who showed how we as a congregation are fortunate to have such dedicated individuals. In 2022 we fully emerged from pandemic, and the hard-working Village Church staff were able to carry out their duties with grace, energy and resolve. HR cannot express how grateful we are to have such a tireless group of dedicated employees.

At the beginning of the year, HR worked to coordinate the sabbatical leave of Associate Pastor Pam Emslie and approved the upcoming early 2023 sabbatical leave of Senior Pastor Sarah Butter. HR also helped to facilitate and coordinate farewells for Facilities Administrator Doug Baskett and Interim Pastor Diane Seaborn and Pastoral Resident Bob Feeny, as well as pastoral recognition services for our outstanding pastoral staff.

HR also worked closely with the Associate Pastor Search Committee, and when the Reverend Stacy Swain accepted the call to become Associate Pastor, quickly went to work drafting, editing and finalizing her Call Agreement. The same was done for the position of Engagement and Advancement Coordinator, a newly developed role to be filled by Cynthia Sibold that is the result of feedback from Vision 2020 and is designed to support the congregation in its quest to fulfill its Vision, Mission, and Values. HR—like the rest of the Village Church congregation—are so grateful for having Stacy and Cynthia working in the Village Church family.

With the 2021 retirement of David Carrier, there were many changes in the Music Ministry which we filled by Interim contracts. In 2022 HR worked closely with Pastor Butter to develop the roles of Director of Music (Dr. Kevin McDonald), Organist and Assistant Music Director (Kristjon Imperio) and Chapel Worship Lead Musician (Llana Cady). HR drafted, edited and approved the contracts for these positions, as the Music Ministry continues to grow and provide such wonderful music at all our church services.

Other matters addressed by HR in 2022 included: creating a 2023 budget while dealing with increased healthcare costs; proposed salary increases for employees; coordinating with staff on institutionalizing Memorial Path; and working with the Facilities Administrator Search Committee.

In service to you, Katie MacKay and Stephen Pfaff, Co-Chairs

## Board of Nominating

I am pleased to report that the Board of Nominating has successfully completed the bulk of its work for this enrollment season. Our team, consisting of Neil Simister, Bev Lenci, David Oliver, and Cynthia Sibold as Immediate Past Moderator, has been meeting on Zoom weekly for the past four months, and I would like to extend my sincerest gratitude to them for their dedication and hard work.

I would also like to express my appreciation to all the congregants who graciously accepted volunteer roles for 1, 2, or 3 years as well as those folks rolling out of positions now having completed their turns at the wheel. Your commitment to serving the Village

# Governance

Church as lay leaders is invaluable. Our church is successful because of staff's hard work and the rich collaborations with Deacon Ministries and Administrative Boards. We can't achieve our goals without your support. As we frequently hear from our pastors, performing the work of the church is made better, more fulfilling and more holy when two or more of us are doing it together.

The Board of Nominating leveraged various online resources to make our work more efficient, including the church membership database. These tools and their use will mature further over the coming years as our collaborations become increasingly connected. I would like to give a special shoutout to Meg and Sharon in the church office for their invaluable support there.

In conclusion, I hope that the teams we have built for the next 12 months will enjoy working together as well as meeting new friends or rejoining old ones. and I would like to thank everyone who was involved in making this possible. Your contributions are deeply appreciated.

Respectfully submitted,  
Leif Hille, Chair

## Board of Properties

The Board of Properties at Village Church completed a positive 2022 term with the key word being transition and transformation. The Board transitioned with a new Chair for the Board in addition to new and familiar Committee members that convened throughout the 2022 year via monthly or as-needed meetings by Zoom Video conference.

The Board kicked off the year by organizing itself by establishing sub-committees with the goal of focusing itself into concentrated groups with subject matter experts to leverage the talent of the board. The 2022 Board of Properties Committee was comprised of the following respective Committees: Administration and Finance, Real Estate Contracts & Community, Annual & Capital Projects, Maintenance Operations & EHS and finally, Information Technology, AV & Sustainability.

With the most important transition being the retirement of the steadfast, methodical, and hardworking WVC Facilities Administrator, Douglas Baskett, the position remained vacant throughout the year despite best efforts to fill the vacancy. The Committee was hopeful to have the vacancy filled by late Fall but fortunately Village Church has extremely competent and expert staff that kept the day-to-day activities and urgent issues from impacting the church's important operations and work. Meg Sweeting shouldered much of this in the interim and facilitated everything with poise, excellent communication, and management of vendors.

The Board would be remiss to state how critical this role is to the overall operations, coordination and execution of critical work that requires the assessment and strategic oversight provided by a Facilities professional. The Village Church Team that BOP relied upon was none other than Meg, Gerardo, Brad Harding and many others who the Board and Church members interact with directly and indirectly to keep operations running smoothly.

In review of 2022, the Board of Properties with the support and execution by WVC

# Governance



members mentioned above, were still able to still complete important work. Examples include:

- Facilities Assessment at WVC and CCW by a contracted outside company to assess all aspects of the building systems and capital leading to improved capital planning/ prioritization throughout 2023.
- Chinese Language School renewal and entertain other prospective tenants to ensure the Church is maximizing its facility utilization and income by outside groups.
- - T-Mobile Cell Tower 5G Antenna: T-Mobile negotiations (in-process) has been presented with a new renewal offer by T-Mobile and have begun conversations for a negotiation to continue this tenant/ landlord relationship. It has been a good and beneficial relationship to date.

- Significant audio-visual work inclusive of adding cameras, speakers, and lighting that has improved the virtual experience for those attending Church on-line. There was also the building and installation of the audio-visual booth
- ADA shortening of pews in the south transept for allow for easier egress

Village Church was not an exception to feeling the impacts from the economy, supply chain and labor shortages. The Board of Properties had two projects that rolled over from 2021 that were planned to be completed in 2022, but due to various vendors supply chain issues, labor, general timing of the work needing to be completed the following projects will be delayed for delivery until 2023:

- Repair & refurbishment of the Church steeple by Painters Pride slated for June of 2023 and will take approximately 8 weeks
- Church Cloister work that is inclusive of dual insulated doors and window installation with the additional interior work/ renovation to follow has been most impacted by supply chain issues and is currently pending

(1) These windows and doors are slated for replacement.



4.1 (Picture 1)



4.1 (Picture 2)



4.1 (Picture 4)



4.1 (Picture 5)

## As we look ahead into 2023:

The Board of Properties continues to transform and add incredible talent and expertise to the Committee by welcoming Mark Lenci as a Co-Chair to the Board of Properties. Mark's role will be key as we do major capital project planning in 2023, as Properties and Energy Committees solve HVAC system issues and evaluate and recommend a

# Financial Reports

more energy efficient alternative that significantly reduces the carbon footprint of the Church. More to come on this in 2023 by the Board of Properties & Energy Committee as a united team.

In conclusion, a big thank you to all the members of the 2022 Board of Properties members:

Cynthia Sibold, Bobbi Surratt, Douglas Baskett, Scott MacFarlane, Dave Secor, Brad Bittenbender, Brad Harding, Charlie Helwig, Charles Kounakowitch, Mark Lenci & Athene Sirivallop (Co-Chairs) who faithfully contributed their time, expertise and attention to support Village Church. The Church looks forward to a successful, productive, and transformational year ahead in 2023. Faithfully, Athene Sirivallop, 2022 Board of Properties Chair

## Stewardship Committee

Stewardship’s mission is to inspire giving throughout the Wellesley Village Church community – in faith, love, joy, gratitude, mission, and the name of Jesus Christ. There is much to celebrate in our 2022 giving results – a powerful reminder of the collective impact we can have as a church when we heed God’s call to make our own best gifts.

Gifts to Wellesley Village Church through Stewardship totaled \$1.292 million – a 2.5% increase over 2021 though also 2.5% shy of our ambitions for the year. As the Board of Finance’s report reflects, we nevertheless end 2022 with net positive financial performance. We are a church that is in blessedly good financial health, but we must always remember that greater still is our calling and our capability.

2022 also saw the *Better Together* campaign come to life, in partnership with Charles St. AME church. This undertaking, inspired by Ed & Diane Bedrosian and led by a special *B2G* fundraising team, achieved its goal of \$500,000 in commitments in a span of mere months. Nearly \$258,000 of this amount has been remitted to Wellesley Village Church as of MLK Day 2023. Debt principal payments will be coordinated and executed throughout the course of this year.

This is cause for great joy indeed! Together, the collective giving and pledging of our church community effectively surpassed \$1.8 million for the year. Thanks be to God – and to each member of this congregation who made gifts in 2022!

As we look to 2023 and beyond, 3 challenges bear mention that Wellesley Village Church continues to navigate in its Stewardship: 1) smaller %s of gifts committed via pledges versus given ad hoc, 2) higher %s of gifts arriving in the very last weeks and days of the calendar year, and 3) gift attrition driven by higher relocation rates of church members. While these trends are by no means unique to us, they underscore how our faithfulness and steadfastness – both in our pledging and our giving – are as vital as ever to this church of which we are so richly blessed to be part in this its 225<sup>th</sup> year.

Dan Garrison  
Chair, Stewardship

Gift Amounts	2021 Count	2022 Count*
\$50,000+	2	2
\$25,000+	4	5
\$10,000+	24	19
\$ 5,000+	32	41
\$ 2,500+	66	70
\$ 1,000+	73	76
All Others	106	113
	<b>307</b>	<b>326</b>
* excludes B2G	<b>\$1.26 MM</b>	<b>\$1.29 MM</b>

# Financial Reports

## Board of Finance

Village Church regained its financial footing in 2022. Despite anticipating a budget deficit for the year, the Church ended 2022 with a small surplus. This was due mainly to lower than projected expenses.

The congregational giving pattern in 2022 was consistent with trends over the last few years, with a higher proportion of donations coming in the form of unpledged gifts and arriving in church accounts later in the year. However, combining pledged and unpledged gifts yielded income that was in line with expectations.

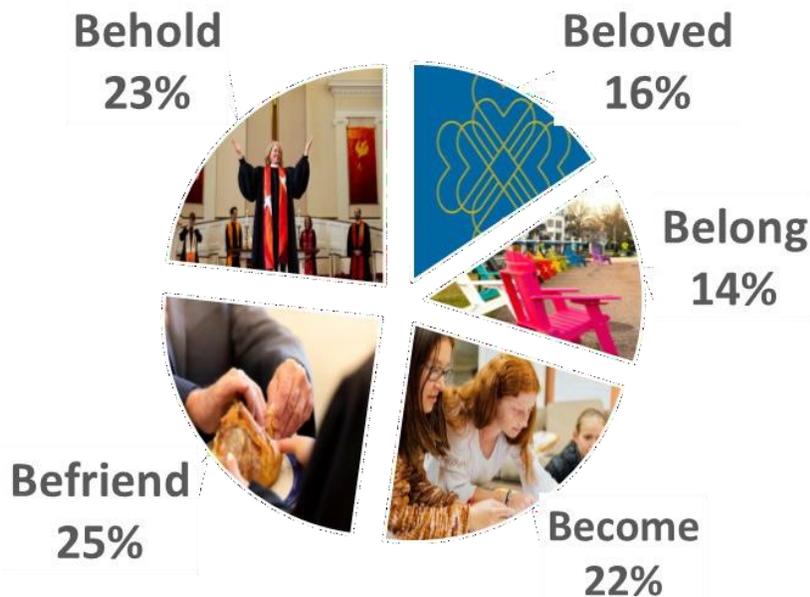
Other sources of income contributed to Church revenue during 2022. Income from renting the church building was in line with projections. Distributions from the General Unrestricted and Pastoral Residency endowments were also stable even though it was a poor year for global financial market returns. Despite the challenging markets, our

investment returns in both endowments were above their benchmarks.

Lower expenses helped the church achieve a fiscal surplus in 2022. Reduced spending in Human Resources and Office/Administration were the primary drivers of lower than anticipated costs. These expense categories came in below expectations primarily due to very conservative assumptions made when determining their 2022 budgets. Church staffing needs are expected to be stable for the time being, providing more predictability in personnel costs going forward.

The Board of Finance continues to monitor the overall financial health of Village Church, providing oversight to the investment of Church assets and ensuring that budgeting is conservative and prudent. We are confident that 2022 was a year in which the financial resources of the church were used in a manner consistent with the values and mission articulated by the congregation.

## Making God's Love Real in the World ...



# Financial Reports

Wellesley Village Church			
Statement of Financial Position			
December 31, 2022 and 2021			
	<u>2022</u>	<u>2021</u>	
<b>Assets</b>			
<b>Cash and Cash Equivalents</b>			
Operating Checking Accts	\$370,926	\$308,823	
Church Yard	208,902	195,469	
Village Churchwomen	37,925	25,983	
Better Together Campaign	239,505		
<b>Accounts Receivable</b>	25,784	0	
<b>Prepaid Expenses</b>	21,646	21,032	
<b>Investment Accounts</b>			
Operating/Unrestricted	126,803	388,616	
General Endowment - Operating/Unrestricted/Restricted	4,710,427	5,568,007	
Pastoral Residency Endowment	3,787,814	4,607,362	
Vision 2020/Innovation Fund	46,826	46,452	
Lily Fund	163,022	161,339	
Chapel Fund	73,618	72,940	
Environmental Fund	77,672	76,827	
<b>Total Assets</b>	<b><u>\$9,890,870</u></b>	<b><u>\$11,472,850</u></b>	
<b>Liabilities and Net Assets</b>			
<b>Current Liabilities</b>			
Accounts Payable	\$42,806	\$30,760	
Accrued Expenses	16,818	32,181	
Advance Pledges	30,074	22,000	
Advance Revenue Received	2,225	12,075	
Better Together Campaign	239,505	0	
Churchyard Accounts Payable and prepaid income	13,689	5,936	
<b>Total Liabilities</b>	<b><u>345,117</u></b>	<b><u>102,952</u></b>	
<b>Net Assets</b>			
Unrestricted			
General/Unrestricted Endowment - prior year balance forward	5,166,330	4,551,575	
Current Year Increase (Decrease)	(991,634)	614,755	
<b>Total Unrestricted</b>	<b><u>4,174,696</u></b>	<b><u>5,166,330</u></b>	
Temporarily restricted (includes board designated)			
Board Designated Reserves	830,095	835,495	
Lily Funds and Investment Income	161,486	163,169	
Designated Capital Appeal Funds			
Chapel	73,998	73,320	
Environmental	73,045	75,335	
Pastoral Residency Endowment	3,788,314	4,608,132	
<b>Total Designated Capital Appeal Funds</b>	<b><u>3,935,357</u></b>	<b><u>4,756,787</u></b>	
All other TR net assets	444,119	448,117	
<b>Total Temporarily Restricted Net Assets</b>	<b><u>5,371,057</u></b>	<b><u>6,203,568</u></b>	
Permanently Restricted Net Assets	0	0	
<b>Total Net Assets</b>	<b><u>9,545,753</u></b>	<b><u>11,369,898</u></b>	
<b>Total Liabilities and Net Assets</b>	<b><u>\$9,890,870</u></b>	<b><u>\$11,472,850</u></b>	

# Financial Reports

Wellesley Village Church			
Statement of Operations			
For the Year Ended December 31, 2022			
	<u>Actual</u>	<u>Budget</u>	<u>Variance</u>
<b>Income</b>			
Net Pledge Income - Current Year	\$993,614	\$1,125,000	(\$131,386)
Prior Year Pledge Income	0	10,000	(10,000)
Member Contributions not Pledged	287,568	175,000	112,568
Loose Collection	11,607	15,000	(3,393)
<b>Income from Giving</b>	<b>1,292,789</b>	<b>1,325,000</b>	<b>(32,211)</b>
<b>Investment and Other Income</b>			
Use of Facilities	63,004	69,858	(6,854)
Steeple Income	57,202	55,595	1,607
Investment Income - Dividends & Interest Ops	1,012	200	812
Disbursement from Fiduciary (Gen'l Endowment)	176,900	176,900	0
Disbursement from PRP Endowment	149,200	149,200	0
Disbursement from Lily Fund investment	0	1,100	(1,100)
Income, Special Offerings	40,267	5,000	35,267
<b>Total Income</b>	<b>1,780,374</b>	<b>1,782,853</b>	<b>(2,479)</b>
<b>Expenses</b>			
Human Resources	1,144,817	1,259,950	115,133
Service Ministry	188,078	188,600	522
Properties	188,545	186,020	(2,525)
Office/Finance	114,333	118,381	4,048
Learning Ministry	33,909	38,000	4,091
Worship Ministry	26,240	29,800	3,560
Sharing Ministry (mbrshp, website, dues)	4,681	6,250	1,569
Council	2,829	7,500	4,671
IT Committee	25,755	18,000	(7,755)
Community Ministry	2,215	5,250	3,035
Special Offerings	40,267	5,000	(35,267)
<b>Total Expenses</b>	<b>1,771,669</b>	<b>1,862,751</b>	<b>91,082</b>
<b>Net Operating Surplus (Shortfall)</b>	<b>8,705</b>	<b>(79,898)</b>	<b>88,603</b>
Transfer from (to) general reserves	-	-	0
Steeple Repair	-	-	0
Transfer from (to) property reserves	-	-	0
PPP Loan/Grant	0	-	0
JAFNA Reimbursement for P/Y legal expenses	0	-	0
Net Endowment Earnings (after fiduciary transfer)	(1,000,339)	-	(1,000,339)
<b>Net Increase (Decrease) in General Reserves</b>	<b>(\$91,634)</b>	<b>(\$79,898)</b>	<b>(\$911,736)</b>

# Financial Reports

Wellesley Village Church						
Summary of 2022 Restricted Fund Activity						
<u>Accounts</u>	<u>Balance</u> <u>12/31/2021</u>	<u>Increases</u>	<u>Decreases</u>		<u>Balance</u> <u>12/31/2022</u>	
Designated Board Reserves						
Board of Finance	\$152,579	\$0	\$0		\$152,579	
Property	293,253	-	(5,400)	A	287,853	
General	389,663	-	-		389,663	
Other Board Reserves	-	-	-		-	
Capital Appeal						
Pastoral Residency Fund	4,608,132	-	(819,818)	B	3,788,314	
Chapel Fund	73,320	678	-	C	73,998	
Environmental Fund	75,335	845	(3,135)	D	73,045	
Lily/Alban Fund	161,486	-	-		161,486	
Other Temporarily Restricted Funds						
Vision 2020/Innovation	44,589	374	(21,411)	E	23,552	
Music Related	39,478	100	-		39,578	
Village Church Yard	189,533	30,337	(24,657)	F	195,213	
Village Churchwomen	25,983	26,595	(14,652)	I	37,925	
Village Church Trust	52,543	-	(7,671)	J	44,872	
Village Table	9,895	22,043	(16,665)	K	15,272	
C. E. Babson Fund	19,468	200	-		19,668	
Memorial/Deacon Fund	24,631	5,360	(5,201)	L	24,790	
Other Misc. Restricted Funds	43,681	14,473	(14,906)	M	43,248	
<b>Total Restricted Funds</b>	<b><u>\$6,203,569</u></b>	<b><u>\$101,005</u></b>	<b><u>(\$933,517)</u></b>		<b><u>\$5,371,057</u></b>	

- A. Represents costs incurred for urgent roof work.
- B. The PRP endowment had unrealized investment losses of \$671,388 and transfers to the church of \$148,430, representing the annual 4% contribution to the church, which helps fund the PRP program.
- C. Investment earnings.
- D. Costs incurred for the cloister renovation.
- E. Costs incurred for technology improvements, including the website.
- F. Church Yard received \$25,000 in reservation deposits and \$4,470 in engraving income.
- G. Represents unrealized investment losses of \$4,705 and expenses associated with engraving costs.
- H. Primarily reflects income from Rummage Sale of \$20,000.
- I. Primarily reflects Scholarship funding of \$2,200, outreach \$3,000 and donations of \$5,000.
- J. Represents unrealized investment losses of \$7,671.
- K. Represents donations to Village Table of \$22,043 and \$16,665 of expenses for food and supplies.
- L. Primarily relates to Sunday chancel flowers.
- M. Includes a total of 7 smaller restricted funds, each with less than \$5,000 of income or expenses.

# Financial Reports

<b>Wellesley Village Church</b>					
<b>Market Value of Fiduciary Funds (Unrestricted)</b>					
December 31, 2022 and 2021					
		<u><b>2022</b></u>			
			<u><b>2021</b></u>		
<u>Investments</u>					
Cash - Core		\$13,874		\$33,474	
Fidelity Conservative Income Bond Fund		707,475		388,842	
Vanguard S/T Inflation Protect Secs. ETF		-		391,397	
Fidelity Total Bond ETF		666,386		834,865	
Vanguard Total Stock Market ETF		2,138,313		2,547,182	
iShares MSCI Total International ETF		1,184,379		1,372,247	
Total Fiduciary Funds		4,710,427		5,568,007	
Less: Village Church Trust funds		44,872		52,543	
Total Unrestricted Funds		<u>\$4,665,555</u>		<u>\$5,515,464</u>	
Market Value - Village Church Trust		<u>\$44,872</u>		<u>\$52,543</u>	
Distributions for Operations were \$176,900 in 2022 and \$164,100 in 2021.					
<b>Wellesley Village Church</b>					
<b>Market Value of Fiduciary Funds (Pastoral Residency)</b>					
December 31, 2022 and 2021					
		<u><b>2022</b></u>		<u><b>2021</b></u>	
<u>Investments</u>					
Cash - Core		\$ 20,790		\$ 45,599	
Fidelity Conservative Income Bond Fund		569,315		320,789	
Vanguard S/T Inflation Protect Secs. ETF		-		322,019	
Fidelity Total Bond ETF		536,242		689,012	
Vanguard Total Stock Market ETF		1,713,161		2,097,460	
iShares MSCI Total International ETF		948,306		1,132,483	
Total Pastoral Residency Funds		<u>\$ 3,787,814</u>		<u>\$ 4,607,362</u>	
Distributions for the Pastoral Residency program were \$148,430 in 2022 and \$136,817 in 2021.					

# Financial Reports

Wellesley Village Church		
Statement of Operations		
2023 Budget and 2022 Actual		
	2023	
	<u>Budget</u>	<u>2022 Actual</u>
<b>Income</b>		
Net Pledged Income	\$1,150,000	\$993,614
Non-Pledged Income	265,000	287,568
Prior Year Pledged Income	10,000	0
Loose Collection	10,000	11,607
<b>Income from Giving</b>	<b>1,435,000</b>	<b>1,292,789</b>
% of total income	75.8%	72.6%
<b>Investment and Other Income</b>		
Use of Facilities	65,000	63,004
Steeple Income	50,428	57,202
Investment Income - Dividends & Interest	1,000	1,012
Disbursement from Fiduciary (Gen'l Endowment)	183,100	176,900
Disbursement from PRP Endowment	153,800	149,200
Disbursement from Lily Fund investment	0	0
Holiday & Special Offerings	5,000	40,267
<b>Total Income</b>	<b>1,893,328</b>	<b>1,780,374</b>
<b>Expenses</b>		
Human Resources	1,267,609	1,144,817
Service Ministry	198,600	188,078
Properties	194,500	188,545
Finance/Office	105,700	114,333
Learning Ministry	40,000	33,909
Worship Ministry	33,550	26,240
Sharing Ministry	7,250	4,681
Council	6,000	2,829
IT Committee	25,500	25,755
Community Ministry	6,000	2,215
Special Offerings	5,000	40,267
<b>Total Expenses</b>	<b>1,889,709</b>	<b>1,771,669</b>
<b>Net Operating Surplus (Shortfall)</b>	<b>3,619</b>	<b>8,705</b>
Transfers (to) from general reserves	(3,619)	0
Steeple Repair	0	0
Transfer (to) from property reserves	0	0
2021 PPP Loan/Grant	-	0
JAFNA reimbursement for P/Y legal costs	-	0
Net Endowment Earnings (after fiduciary transfer)	-	(1,000,339)
<b>Net Increase (Decrease) in General Reserves</b>	<b>\$0</b>	<b>(\$991,634)</b>

# Financial Reports

<b>Wellesley Village Church</b>			
<b>Village Churchwomen</b>			
<b>Statement of Operations</b>			
For the Year Ended December 31, 2022			
<b><u>Income</u></b>			
Directory and Scholarship		\$6,005	
Interest		126	
Lombard Fund Distribution		188	
Rummage Sale		19,963	
<b>Total Income</b>		<b>26,282</b>	
<b><u>Expenses</u></b>			
Bell Choir		100	
Directory (includes costs incurred in 2021)		3,586	
Outreach		3,000	
Programming and Gifts		650	
Scholarship Fund		2,200	
Church Pledge (we increased 2022 pledge, paid in		2,000	
<b>Total Expenses</b>		<b>11,536</b>	
<b>Net Operating Income (Expense)</b>		<b>\$14,746</b>	
<b>Wellesley Village Church</b>			
<b>Village Churchwomen</b>			
<b>Reserve Fund Activity</b>			
For the Year Ended December 31, 2022			
Contributions		\$2,200	
Investment Income (loss)		(1,423)	
Expenses		0	
<b>Net Increase in Reserve Funds</b>		<b>\$777</b>	

# Financial Reports

Wellesley Village Church	
Village Churchwomen	
Outreach	
For the Year Ended December 31, 2022	
<b><u>Health/Handicapped Services</u></b>	
Healthcare Without Walls	\$500
Human Relations Service	0
Natick/Walpole Visiting Nurse Association	0
Good Shepard Community Care	0
Partners Home Care/NW branch	0
Subtotal	<b>500</b>
<b><u>Hunger/Homeless/Housing</u></b>	
A Place to Turn	500
H.O.M.E.	500
Village Table	0
Wellesley Food Pantry	500
Chaplains on the Way	0
Transition House	0
Family Promise Transitional Housing Initiative	0
Family Promise Metrowest	500
Family Promise Metrowest Expenses	0
Subtotal	<b>2,000</b>
<b><u>Seniors</u></b>	
Springwell, Inc.	0
Friends of Wellesley Senior Neighbors (Council on Aging)	0
Subtotal	<b>0</b>
<b><u>Youth</u></b>	
Hoops and Homework	500
Wellesley ABC House	0
Wellesley Metco Scholarship Fund	0
Wellesley Friendly Aid Camp	0
Hamilton Garrett Music Academy	0
City Mission Society (donation paid in 2023)	0
Subtotal	<b>500</b>
<b>TOTAL</b>	<b>\$3,000</b>

# Financial Reports

## Indemnification and Banking Authority Resolution

The Treasurer, Vice Treasurer of Wellesley Congregational Church (“Church”), and the Chair of the Investment Subcommittee of the Board of Finance are individually duly authorized for and on behalf of the Church to:

1. Designate from time to time one or more banks, trust companies or other banking institutions (any thereof being hereinafter referred to as a “bank”), to act as depository or depositories for the funds of the Church for and during such period as he/she may from time to time deem necessary or desirable in the interests of the Church and to open or close out from time to time accounts in any such depository so selected or reselected;
2. That they are further authorized and directed, in the name and on behalf of the Church, to take any and all action that they may deem necessary or advisable in order to establish bank accounts from time to time for the efficient conduct of the Church’s business including instructions for the purchase, sale, or transfer of assets of the Church including bonds, mutual funds, and shares of common and preferred stock; and
3. That, if any depository requires a prescribed form of preamble, preambles, resolution or resolutions relating to such accounts or to any application, statement, instrument or other document connected therewith, each such preamble or resolution shall be deemed to be adopted by the Church, and the Clerk of the Church is authorized to certify the adoption of any such preamble or resolution as though it were presented to the Church at the time of adoption of this resolution, and to insert all such preambles and resolutions in the minute book of the Church Council immediately following this resolution.

This resolution shall take effect the date of the 2022 Annual Meeting (February 12, 2023), and shall remain in effect until the next Annual Meeting.

# Deacon Ministries

## Community Ministry

The mission of the Community Ministry is to embody the core value of *BELOVED*. Thanks to the wonderful guidance and leadership from Reverend Stacy Swain, our new associate minister, we were able to accomplish that mission. While some of our meetings were virtual, we were actually able to gather in person for a few of them.

The Community Deacons plan Coffee Hour each week and also deliver flowers. We delivered lilies on Easter, poinsettias during Advent and flowers from the altar each Sunday to members of the congregation identified by Stacy Swain.

In September we hosted Welcome Sunday with the help of Gary Arthur. We also began a new tradition of celebrating birthdays each month with a cake during coffee hour.

October saw us rekindle Fellowship Supper Groups spearheaded by Natalie Colbert and Sue Grant which was met with great enthusiasm.

In November we were able to reinstate the Harvest Potluck Luncheon which was greatly appreciated and a huge success. This all church gathering was very well attended by nearly 200 people who were delighted to be back together in fellowship.

We continued to honor our graduating seniors on Youth Sunday. Working with Pam Emslie we gave the graduates nalgene water bottles with a Wellesley Village Church Youth Program logo on the bottle.

On behalf of the members of our Ministry: Diana Anderson, Natalie Colbert, Lucy Costa, Bob Froh, Becky Georgenes, Sally Helwig, Maeliss Kounakowitch, Adam Kreger, Laurie Roberts, Ron Smith, Judy Woodrich, Joe Yang, Stephanie Peck, Chris Taft, and Stacy Swain

## Adult Spiritual Formation

Our Adult Spiritual Formation enlivens the key value of “**BECOME**: we question, learn and grow.” Small groups met regularly throughout the year:

Engaging the Spirit met weekly by zoom on Thursday mornings, using the daily devotionals published by Center for Action and Contemplation.

Bible Study: Wednesday morning Bible Study met weekly to study Scripture and as did the Thursday evening Bible study which was led during the first half of the year by Pastoral Resident Rev. Megan Berkowitz and in the second half of the year by Pastoral Resident Martha Schick.

Men's Book Group, coordinated by Ron Smith, met monthly on Saturday morning to discuss books chosen and presented by members.

Rev. Pam Emslie along with Dorothy Patton and Tom Walters led “Conversations on Living and Dying” group throughout this past year.

Rev. Stacy Swain led “Faithful Questions” gatherings after worship.

This year, we saw the addition of an Advent Devotional Booklet containing offerings from Wellesley Village Church and Congregational Church of Weston congregants.

# Deacon Ministries

Adult Spiritual Formation is one of the ministry areas that is featured prominently in my portfolio as your Associate Pastor for Congregational Care and Engagement. I look forward to continuing to work with you in supporting and amplifying opportunities for us to question learn and grow together.

Joyfully submitted,

Stacy Swain, Associate Pastor

## Service Ministry

The mission of the WVC Service Ministry is to reach beyond our church community to help others in need, in line with our values and within our resources. Our goals for 2022 comprised running/expanding the reach of our traditional initiatives; streamlining/tightening our Small Grants program, and whenever possible, creating volunteer opportunities for our community; and bringing one or more high school students into the Service Ministry. We added a new goal mid-year: implementing our first joint initiative with the Charles Street AME Church.

### Key 2022 initiatives:

**Feeding Frenzy I:** This year we focused on addressing food insecurity faced by the people of Ukraine. More than 200 volunteers packed 37,574 ready-to-cook meals for delivery.

**Feeding Frenzy II:** Food insecurity doesn't go away. This year we added a second iteration, in partnership with our brothers and sisters of the Charles Street AME Church. Our volunteers provided approximately 35,000 meals, shared between Ukraine and Haiti.

**Hoops & Homework:** This year our church provided backpacks fully loaded with school supplies to the 38 students enrolled in this after-school program in Framingham.

**City Mission Coat Drive:** Our congregation provided approximately 100 new winter coats for children in Boston.

**Alternative Christmas:** We returned to our pre-COVID, in-person event with 12 organizations represented to drive awareness-building, volunteer opportunities, and fundraising.



# Deacon Ministries

**Giving Tree:** Children in our Church School lent their hands as we expanded our traditional initiative for the 48 children enrolled in the Hoops & Homework program to include 8 children from MetroWest Family Promise.

The Service Ministry streamlined the WVC Small Grants program in 2022. A subcommittee tightened the award criteria, including increasing the importance of WVC volunteer opportunities, and moved the application process online to streamline execution. With much thought and great care, the Team awarded \$78,000 to 21 worthy organizations.

This year WVC presented our 18th Abernethy Award to the MetroWest Asylee Coalition, in support of their work providing housing, sustenance, and assistance to a family from Togo seeking asylum. Mrs. Ann Abernethy was on hand to help present the award.

A goal we identified but still need to achieve: adding teenagers to our Service Ministry, in line with our value of intergenerational inclusion. We hope to realize this important goal in 2023.

The WVC Service Ministry 2022 comprised Mark Blessing, Chair; Emily Buchholtz, Assistant Chair; Diane Chaisson, Bill Chaisson, Pam Snyder, and Suzanne Wintle, with Eric Seaborn and Bob Feeney participating in the first half of the year. We were blessed with Martha Schick and Stacy Swain as our Pastoral Representatives and Ed Berger as our Council Liaison.

Joyfully submitted,

Stacy Swain, Associate Pastor

## Welcome Ministry

Our mission is to engage newcomers in the life of WVC through radical welcome and to help those seeking a church home navigate the process of membership and connection.



In 2022, the Welcome ministry expanded its welcome to the community and improved its established Seekers orientation. Below is a summary of the accomplishments:

Continued the Welcome table at the entrances in the Spring of 2022 which was helpful for the community to see our active welcome and identify newcomers at the door.

Spring of 2022 we welcomed 8 new members.

Fall of 2022 we welcomed 11 new members

We are pleased to report that many of new members from 2022 are participating in ministries and/or are part of the choir

Evolved the “sign up genius” process for welcomers at entrances to a more formalized standardized process of designated welcomers

# Deacon Ministries

Continued offering our “Seekers Orientation”, in the spring and fall for newcomers to meet pastors and lay members, learn more about the life of WVC and the beliefs of the UCC while offering an opportunity to make personal connections. Thank you to Michaela for offering childcare during these sessions.

We welcomed Martha Schick to our group in fall of 2022 and thanked Megan Berkowitz for her leadership on our team in Spring 2022.

Continued to offer the newcomers social event as part of the Seekers orientation during both the spring and fall offering. Thank you to Julian and Sue Grant for welcoming us into their home.

Sent digital invitations to former visitors for September “welcome back” services and Seekers orientation; Expanded the list of visitors from Q419-Q121 data to include visitors in 2021 -2022 to re-engage people.

Again this year, we sent 1,000 postcard invitations to newly listed Wellesley residents in August 2022 to invite them to our September “welcome back” services.

Enhanced website data collection to include information about newcomers seeking a church

home and more information about WVC, the ministry provided outreach when requested. Included a QR code on new resident postcards to gather more information and measure the success of the initiative.

This ministry's successes could not have been achieved without the many talents and hard work of Chris Toppin and Sharon Funk. Thank you.

Joyfully submitted,

Jen Beachell and Christina Oliver

## Worship Ministry

Worship in Wellesley Village Church’s Sanctuary and Chapel are feeling like new experiences again with a touch of déjà vu. This report is submitted with gratitude for everyone who served in this meaningful ministry as well as all who make our Sunday Services extraordinary. This year we were provided music through the wonderful leadership of Dr. Kevin McDonald, who was officially installed as Director of Music & Youth Music as well as Kristjon Imperio, who was officially installed as Organist & Assistant Music Director. In the Chapel, Ilana Cady is now the Chapel Worship Lead Musician. Together with the talented vocal and bell choirs of the church, I think the music coming from our church is simply blessed!

This year through the Worship Ministry, communion each week was brought back to the 9:00 AM service as well as the monthly communion for the 10:00 AM service. In

# Deacon Ministries

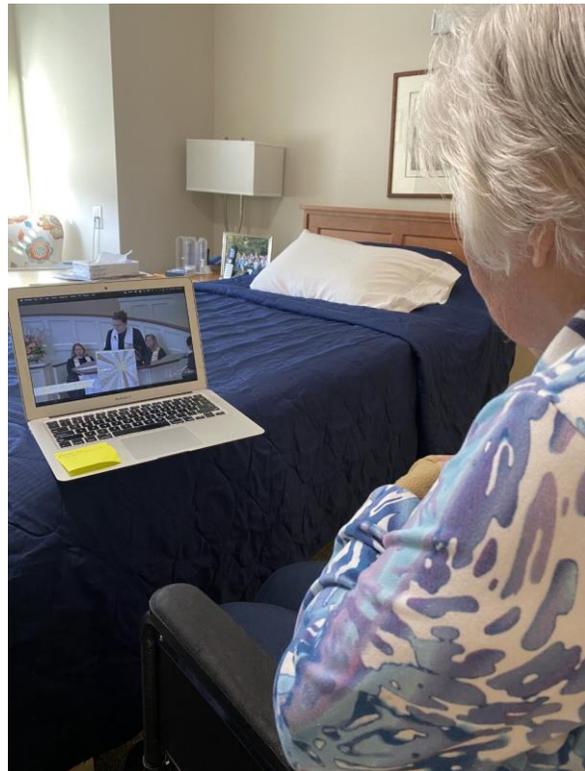
addition, Worship deacons participated in seven Baptism Sundays welcoming over ten new baptized members into the community.

Our ministry has had the privilege to have Pastor Bob Feeny and now Pastor Megan Berkowitz as our Pastoral liaisons. With Bob and Megan's guidance, the deacons have engaged in a deeper understanding of the various parts of our Sunday Service and the meaning each brings to our weekly worship. Our other liaison to the committee was Kathy Schleyer, Vice Moderator. Between Kathy and Megan, the Worship Deacons were brought in on many discussions and decisions and hopefully, this inclusion continues to grow as we finetune and reinvent what Worship means at Wellesley Village Church.

Thanks to Christie Baskett, John Butter, Natalie Colbert, Debby Conant, Laura Hill, Jim Thistlethwaite, Sarah Schimmel and Santa Wiryaman for your service this past year, for those that are coming off the Ministry and for all that are signing up to participate this coming year.

Respectfully submitted,

CeCe Hansen



# Special Ministries

## Churchyard Committee and Memorial Path

I offer a special thanks to the members of the Churchyard Committee who so faithfully serve in support of this committee and its ministry. They include Brad Harding, Joanne Ritsert, Craig Stirrat, and Pam Stirrat. I am so grateful to have been on this journey with them. As staff involvement and administrative support continue to increase, special recognition and appreciation is extended to Meg Sweeting, Gerardo Ortiz and Marina Berga. A hallmark of celebration is extended to Stacy Swain, who has joined our church in the last year and who has wholeheartedly taken on pastoral leadership responsibilities for Memorial Path. We are blessed to have this much needed support and care.

The following table provides a summary of activity in 2022 and where we are in terms of Memorial Path.

After a very busy 2021, activity in 2022 returned to more normal levels. The transfer of administrative responsibilities from the Churchyard Committee to Village staff members continues. We are earmarking

November 1, 2023 as the completion of this process. I am planning a transition in that timeframe wherein my involvement in terms of administrative responsibilities will cease. Meg is handling much of the required work at this point although more work is needed. I am convinced that a significant automation of our process will be needed. I, along with other members of Churchyard Committee (including some new ones!), will take an advisory role as we move forward. It will be interesting and fun to get to that point, with Memorial Path in a better place to continue to serve the needs of our membership in this special way.

In blessed remembrance, burials in 2022 included those of Scott Birney and Mary Everett.

I end this update with a full heart of where Memorial Path is and the role it will continue to play for members of Village Church.

With warm regard,

Kirk Smith, Chair

MEMORIAL PATH 2022	
New Members added in 2022	5
Burials in 2022	2
Number of Engravings in 2022	11
Total Members Presently	77
Total burials in Memorial Path	19
Total Engravings in Memorial Path	54
Estimated number of Memorial Path Engraving Spaces left	116

# Special Ministries

## Family Promise Metrowest @ Village Church

Village Church *Walk to End Homelessness* Team, 2022

*“It is because of Village Church’s vision and extraordinary ongoing financial support that we came into being and continue to grow and flourish.”* (FPM Executive)

### Overview

Family Promise Metrowest (FPM), based in Natick, transforms the lives of families with children who are facing homelessness by mobilizing a diverse community to provide shelter, education, and comprehensive support. Village Church members were leaders in founding FPM in 2008. Today, FPM is a leader among over 200 Family Promise programs across the country.

### 2022-2023

Thousands of Massachusetts families every year seek assistance due to threat of eviction or loss of housing or other reasons. A household must earn \$93,000/year or \$45/hour to afford a 2 bedroom apartment in the Boston area.

FPM continues to thrive, serving greater numbers of families every year (73 in 2022). FPM also provides many opportunities to act on our Church Vision, Mission, and Values.

**BELOVED** – We celebrate volunteers of all ages and stages!

**BELONG** – Our volunteers and supporters are a loving community that includes church members, family members, members of other congregations, and members of the broader community.

**BECOME** – We offer opportunities for everyone



to learn, serve and grow.

**BEFRIEND** – We offer judgement-free kindness to strangers. 80% of the families we serve are single-parent families, and 80% are people of color.

**BEHOLD** – When we serve, we are following in the footsteps of Jesus and acting on our faith.

**BE REAL** – We bring our skills, individual personalities and experiences to our work, as well as our vulnerabilities and questions about how our faith fits into this troubled world.

*Join our team of over 75 volunteers and supporters!* Volunteers provide hospitality at dinners, assist with childcare, cook, help organize events, tutor, work in the office, walk in the annual Walk, and much more.

- Diana Carroll, Kim and Abby Reohr,  
Co-Coordinators

# Special Ministries

## Information Technology Committee

Our mission is to meet the strategic technology needs of our mission-driven church, helping to connect, extend our reach, and increase our impact. We do this through thoughtful, cost-effective measures involving upgrades, improvements, and maintenance of our electronic infrastructure while ensuring the security of all church information. This allows for easy and appropriate cloud-based access for staff and members, and provides the virtual connectivity so vital these days to BEing church.

### 2022 Highlights:

***Installation of our beautiful, new Media Desk in the Sanctuary. Built by our talented church member, Craig Stirrat. This gorgeous desk was created to look as if it has been part of our Sanctuary for years and serves as the main workstation for our audio/visual, livestream tech team. (pictured right)***

***Summer Worship Chapel Livestream was a success due to the installation of a mounted Pan/Tilt/Zoom camera and the use of existing equipment to create a two camera livestream. More work is needed but video and audio were much improved since 2021.***

***Choir Loft Camera added in the Sanctuary. The fourth and final camera was added to the livestream system allowing for livestreaming views of the organ, organist, and choir.***

***Website Photo/Video Shoot – organized by church member, Sue Grant, led by web designers Theory One, updating***

*our website images and video for the purpose of adding fresh content that is inviting and inspirational.*

### ***Breeze, Cloud-based Church***

***Management System*** – *Since the Breeze management change-over (2021), Sharon Funk has been working behind the scenes, customizing this system for the needs of the church including the integration of our church Breeze calendar with our website calendar, eliminating the need for duplication of admin work updating multiple calendars.*

Special thanks to; Craig Stirrat, Charles Kounakowitch, Santa Wiryaman, Sue Grant, Sharon Funk, Meg Sweeting and Cliff and David of PC Doctectives for their ongoing IT expertise.

With gratitude, Christine Toppin

*Communication & Worship Support (IT liaison)*



# Special Ministries

## Pastoral Residency Program

The Pastoral Residency Committee calls us to seek and call a new Pastoral Resident each year to serve Wellesley Village Church and the Congregational Church of Weston over the next two years.

Our first months after Annual Meeting we look at applications and interview with an eye to those who might best Choose Love and Make it Real. We look for someone who has a deep grounding in their faith while is curious and seeking. Someone who loves justice and the environment and loves those of all ages. This year we believe we found that person in Martha Schick and in a Congregational Hearing in May we called her to be our next Pastoral Resident. Martha began work here in early August.

PRC does check ins with the residents to support them a couple times a year.

In June we said good-bye to Rev Bob Feeny as he completed his third year of residency and was on his way to Spokane to begin a new call. We sent him off with gifts and tributes and of course Bob's favorite pizza.

The Pastoral Residency Committee members are Marge Sipe, Priscilla Claman, Kerstin Allen, Nick Butler, Matt McKay, Carol Abrahams, Lori Bruce and Jim Strouse. We would also like to thank Sharon Funk for all her help and administrative support. This year we would also like to thank Meg Sweeting for her help while Sharon was on leave.

Respectfully Submitted,

Susan Sullivan,

Chair, Pastoral Residency Committee

## The Capital Appeal's Energy Committee

The mission of the Energy Committee is to reduce the energy consumption and associated emissions of our church building, with the ultimate objective of achieving net zero. The impact of our efforts is to improve the health of God's creation and its inhabitants, as well as provide an example of good stewardship to our community.

In 2022, the committee took the following actions to further our objective.

New energy efficient thermo-paned windows were ordered for the cloister. While the project was to be completed in the summer, supply chain challenges pushed the installation out to 2023.

Updated estimates were obtained for both gas and geothermal replacement of existing heating and cooling system. We presented to Church Council and the congregation on May 1.

Continued to monitor the church's solar energy output in preparation for the possible buy out of the system starting in the spring of 2023. Solar production for 2022 was 70,566 kWh, up from 67,301 kWh in 2021.

After almost nine years of evaluation, the committee believes the best solution for replacing our aging HVAC infrastructure is a geothermal system. We are collaborating with the Board of Properties to share all our analysis and work to date. We collectively agree that embedding the project within the remit Properties is the best approach.

Respectfully submitted on behalf of the wonderfully tenacious, dedicated and joy-filled committee members, Phil Carens, Jim Loehlin, Jim Mongiardo, David Oliver, and Dave Sheffield. Cynthia Curtis, Chair

# Special Ministries

## Safe Church Committee

Two issues form the basis for this report. Late in the past summer an informal conversation focused on the fact that since the worst of the COVID pandemic, in-person worship attendance has grown. Also, there is greater awareness of increased activity with Village Church in the wider community.

Relationships are stronger with our partnering houses of worship, and the efforts of both Family Promise and Village Table have each been reported in the media. In the UCC denomination, Village Church has long been known as a “regional church.” Lately, such a reputation has grown.

At question was whether SCC should request time to consider additional strategies or practices to keep the church safe at all times, particularly in this time where events of violence in public continue to grow.

Merely raising issues of safety in church can cause anxiety which, in itself, commands time and attention. Since there was not a specific actual event that had occurred, our conversation ended with only the decision to keep the continuing level of awareness at Village Church, and SCC sought no meeting with the Church Council.

Another concern is about fire safety. There are two systems in the building which can limit the spread of fire once any has started. One is the sprinkler system, an effective silent sentinel which after 20 years needs significant maintenance. The second is all the doors which separate rooms and spaces.

Professional fire safety experts all advise that when the building is unoccupied, interior doors should be left closed. In that way, they slow or stop the spread of fire from one room to another.

SCC encourages a regular routine whereby all interior doors are left closed whenever they are not required to be open.

Safe Church Committee has no policy authority of its own. It exists to research, alert and advise Church Council on any safety issue and to recommend as necessary. In 2022, there were no reasons to “sound an alarm”, but events in the wider world raise the issues above.

Originally formed in 2003 as the Safe Church Task Force, it followed a recommendation from the UCC to review and compile all rules, guidelines and practices intended to keep everyone in the church safe. The issue had grown out of the widespread news following the “clergy sex abuse scandal”. Over the next few years, the Committee did its research and wrote documents that describe best practices for children, youth groups, ordained clergy and the general use of the church building. In recent years, some of the documents have been updated as conditions have changed. The latest update brought the church employment policies and safe church procedures in line with each other.

SCC members are Barbara Stock, Roger Regnier, Alan Rose, and Bradford Harding who submits this report on their behalf.

## Village Churchwomen

Village Church Women gather quarterly for fellowship and community time, and were able to transition back to in person gatherings this year. Our year began in March with Rev. Megan Berkowitz, via Zoom, as our guest speaker who spoke of her faith journey. We gathered in person in May for our annual meeting where Brad Harding talked to us about "Welcome to Worship in Village

# Special Ministries

Church..." an interpretation of how this greeting might have been given in 1774 based on a newly found document at the Needham Historical Society. Our 79th annual Rummage sale co-chaired by Sally Kellogg, Cherie Hoffman and Pat Clark was held in November with over 100 women, men and youth working enthusiastically throughout the week to organize a successful sale netting \$20,631. In December we met for our annual Christmas Tea with music supplied by the New Sound Assembly, a cappella barbershop chorus. We all enjoyed a carol singalong with them.

During 2022 the monies derived from generous donations by the congregation allowed us to give \$3000 to outreach projects, \$5000 for our annual Church Pledge, and \$500 to purchase coats for City Mission.

Bobbie Hayes led our Knitting and Sewing Group, meeting weekly to knit baptismal blankets and prayer shawls, given to those in need and new members joining the Church.

We continue to underwrite the production of the church directory and prepare it for mailing. Thanks to Phyllis Gibson and the office staff for compiling and publishing the directory. We provide hostesses for funerals and memorial services, and arrange the flowers in Church for Easter and Christmas.

Respectfully submitted,

Ann Skipper & Beth Kalejs, Co-Presidents

## Village Table

### Love made Real... in the Kitchen

Village Table's second year of service had us, under the vision and direction of Gary Arthur, creating delicious meals to those in need. We are blessed with a dedicated volunteer team who showed up week after week to chop,

saute, bake, package and deliver. Meals were provided bi-weekly through October to the following partner organizations:

Wellesley Food Pantry

A Place to Turn

On the Rise

Hoops & Homework

These partners share with us that the need continues to be great in the area of food insecurity as food prices have risen dramatically along with other household costs. We are honored to not only help them to fill a need, but to do it in a way that communicates love and dignity.

Our third year of service also brought change as our visionary Founder has relocated, and our team took an operations pause in November and December to rethink operations, without his weekly guidance and expertise, in a way that will be both joyful and sustainable. The kitchen is reopening with the excitement and confidence of a team that clearly wants this ministry to continue for years to come.

When we reflect on how we at Village Table are working on living our Church's mission and values it is clear. In feeding we are fed. We are fed by the knowledge that our time and efforts have nourished the hungry, and we are fed by the lasting community that we have created in our kitchen. We will continue to welcome those in our greater community and church members of all skill levels, across generations, to create meals and friendships.

We are grateful for the hard work, donations, and prayers of the Wellesley Village Church. Thank you for the opportunity to serve in this very meaningful way.

# Partnerships

## **WVC - CCW Collaboration**

January 2023

### **Report of the Congregational Church of Weston and Wellesley Village Church Task Force**



Over the last few months, a committee composed of members of the CCW and WVC congregations met to discuss our future. Everyone agreed both churches have benefited greatly from our collaboration. CCW has benefited from support for administrative functions and especially from having pastoral leadership supplied primarily by the second year Pastoral Resident, but also by the settled Village Church pastoral staff. Village Church has benefited from the use of the Weston parsonage to house its Pastoral Residents and their partners. Both congregations could benefit in the future from an increased and closer relationship with other faith communities and the outreach opportunities these relationships could bring. With the belief that we have an opportunity to do something unique and special together, the committee is proposing the creation of a combined organization with facilities and worship communities in both Weston and Wellesley. This organization would provide new and enhanced opportunities and resources to live out our vision, mission, and

values. Details will be worked out during the year ahead, with a goal of presenting a final recommendation to the 2024 annual meetings of both churches. Both church Councils have approved proceeding with that effort.

An expanded report at the end of this Annual Report summarizes the history of the WVC-CCW partnership and sets forth the rationale for, and some proposed components of, an expanded and synergistic combined entity.

### **Congregational Church of Weston - Wellesley Village Church Task Force**

Paul Schendel, CCW Moderator

John Snyder, Village Church Moderator

Rev. Megan Berkowitz

Chris Paquin, CCW

James Mongiardo, WVC

Joseph Morray, WVC

# Partnerships

## UCC Delegates



Wellesley Village Church is part of the United Church of Christ, a progressive denomination formed in 1957 with the merger of the Congregational and Evangelical and Reformed Churches. We participate in the Southern New England Conference of the UCC which includes Massachusetts, Connecticut, and Rhode Island. Rev. Darrell Goodwin is the Executive Conference Minister. Our mission is *Living the Love and Justice of Jesus*.

The role of our delegate team is to be informed of conference opportunities through weekly newsletters and to represent WVC at conference events that are designed to enrich our common life. This year all events occurred via Zoom.

**Super Saturdays, March 29** – inspiring workshops on a range of topics from social justice to stewardship to recovering one’s health from a pandemic. Jade Hargrave participated in “Jesus and Justice” and Judy Mongiardo in “You’re ONA. What’s Next?” and reported findings to church council in April.

**SNEUCC Annual Meeting, Saturday, June 18** – Keynote speaker the Rev.

Dr. Patrick Duggan, Executive Director, Church Building and Loan Fund, a UCC resource to build stable thriving communities that advance the Gospel mission.

**Ecclesiastical Councils** - last step toward ordination for ministerial candidates. Delegates represent WVC at meetings of the Metropolitan Boston Association to vote on a local candidate’s readiness for ministry. It was a thrill to attend the in-person event for our own Martha Schick, Pastoral Resident, at Old South Church, Boston, November 21.

WVC ministry teams are encouraged to tap into the many conference resources available to us including stewardship, open and affirming, and refugee resettlement.

Faithfully,

Judy Mongiardo

(Our team: Jade and John Hargrave, Margaret Taylor, Jake Martin, Jim and Judy Mongiardo)

# Partnerships

## **Charles St AME Church**

### **And Better Together**

#### **Report on the Better Together Campaign with Wellesley Village Church and the Historic Charles Street African Methodist Episcopal Church 2022**

This Better Together initiative was inspired by Ed and Diane Bedrosian's inspiration gift of \$500,000 and is first and foremost about deepening and strengthening our relationship, our understanding, and our faith journey with CSAME. The Bedrosians' hope was that Village Church would join with CSAME in raising additional funds to pay off a significant portion of CSAME's debt. CSAME and Village Church both accepted the challenge in 2022 to raise funds to reduce CSAME's debt burden, expressing the foundation of our long-term and continuing relationship going forward in a joint covenant and both accepting the challenge to raise \$500,000 per church to add to the Bedrosians' generous gift.

CSAME estimates indebtedness currently totals approximately \$2 million. The largest part of that debt, currently about \$1.26 million, is secured by their historic church building. The primary intent of the fundraising campaign is to eliminate the debt on the church building. We believe that together we can meaningfully improve the financial strength and stability of CSAME, freeing them to channel their energies into serving their community both now and in the future for years to come.

Beginning with the Better Together Covenant, WVC approved at the May 15<sup>th</sup>,

2022, Congregational Meeting, it has been a wonderful year of building on and strengthening our relationship with CSAME! In June, we had a joint "Feeding Frenzy" service and fellowship opportunity, with excellent participation by both churches. This fall, 7 small group sessions, entitled "One Great Hour of Conversation," were a significant step to enhance understanding and build community between members of both churches. We are jointly planning a much anticipated "Share the Music" Music Jam for 2023 and several other activities that will allow us to connect with our siblings in Christ at CSAME.

The response to the Better Together campaign to help CSAME reduce its debt has been extraordinary and humbling. The Better Together Leadership Team announced in early January 2023 that pledges towards the campaign goal of \$500,000 has been surpassed! As of January 31, 2023, \$535,670.52 was committed. We formally dedicated our gifts and commitments in worship on January 22, 2023, the same Sunday Charles Street (AME) began receiving pledges and they will continue to do so through the end of 2023. The combined gifts of both congregations, together with the Bedrosians' Inspiration gift, will go a long way toward lifting the burden of debt carried by our beloved sister congregation. It's a remarkable story of the Holy Spirit at work in and among us, helping us 'Choose God's Transforming Love and Make it Real.'

In December 2022, a financial team from Village Church and CSAME met with Ropes& Gray to review and discuss the loan

# Partnerships

repayment process. Present at that meeting were Drew Spangler, Mitch Coddington by phone, John Snyder, Kirk Smith, and representatives from CSAME. It was decided that a Joint Financial Task Force would be created to coordinate the payments towards the debt reduction on the church building mortgage with each other and the Bedrosians.

We are enormously grateful for the outpouring of generosity by so many members of Village Church to support this effort. Our prayer continues to be that Village Church will live fully and faithfully into the words of our Joint Covenant in 2023.

WVC Better Together Committee

Matthew McKay, Cynthia Sibold, Co-Chairs

Katie McKay, Dan Garrison, Keri Hughes, Sue Jung and Julien Grant, Bill Sibold, Nancy and Kirk Smith, Carolyn Wood, Rev. Sarah Butter

## Calling Forth A New Thing to Behold!

**Covenant Between  
The Historic Charles Street African  
Methodist  
Episcopal Church  
and  
Wellesley Village Church -  
Congregational, United Church of Christ**  
Approved May 15, 2022

*"See, I am doing a new thing! Now it springs up; do you not perceive it? I am making a way in the wilderness and streams in the wasteland." - Isaiah 43:19*

Guided by the teaching of Jesus, with a spirit of humility and faith in God's grace and ever-present love, we journey together as siblings in Christ to behold what new thing God moves us to do after nearly three decades in

sacred partnership.

We recognize that we are flawed and imperfect people who are saved by the redeeming grace of Jesus and acknowledge the impact and reality of systems of racism and oppression at work both within and among us. We embrace this moment to set new intentions for who we want to be together, to each other and to the world.

As God made at Creation, and then with the people of Israel, and through Jesus's life, death, and resurrection, we make these unconditional promises to one another knowing that God's grace is the foundation of our partnership:

To join in prayer, that God's transforming work and will be done in us and through us.

To allow the Holy Spirit to expand our hearts and minds, that we might have eyes to see and ears to hear God in all of us.

To seek God's truth and justice and show mercy and compassion to one another.

To embrace wonder, curiosity, and joy as we do this new thing!

We listen with open hearts and minds for the still speaking voice of God to guide us as we walk forward in deeper connection to God, each other, and the world around us.

For we are God's people, Amen.

# Appendix

## **Report of the Congregational Church of Weston and Wellesley Village Church Task Force**

The Congregational Church of Weston – Wellesley Village Church Task Force, following on discussion, deliberation, research, and prayer over the past few months, proposes that the two churches proceed with exploring expansion and formalization of our collaboration. This report summarizes the history of our affiliation and sets forth the rationale for, and some components of, an expanded and synergistic partnership.

The Proposed New Combined Entity. In light of the history of this collaboration and our current situation, as summarized below, the Task Force believes the early success of the bold experiment started four years ago by our two congregations supports moving to the next step of joining our two congregations and their missions together. The proposal, that we develop a plan to do so, has been approved by both church Councils. Specifically, the Task Force, composed of members of both WVC and CCW, proposes that, with assistance from additional members of each congregation and appropriate outside resources, it proceed to work out the details of a process leading to the joining of the two churches into one organization. A plan and terms for accomplishing this reorganization would be presented to the two congregations at their 2024 annual meetings, with requests to approve and authorize their implementation.

Where We Started. Four years ago, at our 2019 annual meetings, the Congregational Church of Weston (“CCW”) and the

Wellesley Village Church (“WVC”) undertook a brave new initiative to create a partnership we hoped would benefit both congregations. At that time, CCW was in the midst of a period of membership decline following several years of changing leadership and the uncertainty that change can create. It was clear CCW no longer had the membership necessary to support all the programs it had in the past, and it did not have the revenue to support a pastor and a full church staff.

WVC, on the other hand, had many robust programs including a Pastoral Residency Program it had recently endowed as a long-term component of its church life. While very successful in many ways, the Residency Program was facing a growing housing challenge: the rental market in the Boston area had become very expensive. This reality limited the type and number of new seminary graduates who could afford to participate the program, since the yearly stipend was not large enough to pay for most area housing options.

How Far We Have Come. Over the past four years, much progress has been made addressing the needs of both congregations. Since the departure of the Designated Term Pastors, Rick and Jill Edens, CCW has provided its parsonage as free housing for the residents and their partners. This has allowed them to live within easy commuting distance of WVC and CCW. The second-year resident—first Rev. Bob Feeny and since last summer Rev. Megan Berkowitz--has provided spiritual leadership for CCW. This has benefited the CCW congregation greatly by allowing it to continue to function as a worshipping community without having to hire and financially support a pastor. It has

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also benefitted the residents by providing them with the experience of being the pastor of a smaller church, which is likely the kind of church they may be called to serve following their time as a resident. Between administrative efficiencies, the savings afforded by no longer having to financially support a pastor, and the income from rental of part of the CCW building to the Wellesley Community Children's Center ("WCCC"), CCW's short-term budget issues have been averted.

This process has proceeded with support from CCW Moderators Anne Marie Kreft, Tom Nicholson, and currently Paul Schendel; from WVC Moderator Team members Phil Carens, Lori Bruce, Leif Hille, Cynthia Sibold, and currently John Snyder, and from Rev. Sarah Butter and Pastoral Residents Bob Feeny and Megan Berkowitz.

Community Outreach Center. In parallel with the WVC collaboration, CCW leadership undertook an initiative to repurpose the 130 Newton Street building from a traditional church building housing a single congregation, to a multipurpose Community Outreach Center. In addition to renting space to WCCC, there has been a concerted effort to define other useful purposes for the space both during the week and on weekends. To this end, last year the congregation adopted a vision of how an Outreach Center might be organized, which includes four "pillars" upon which the Center's activities might be built:

- 1) Provide a space for worship.
- 2) Provide a place for community forums to discuss societal issues relevant to the

region that are often difficult to discuss with our neighbors.

- 3) Provide a place for groups to study and learn about current important societal issues.
- 4) Provide a place to hold classes, house retreats, and organize hands-on service projects spawned by the study and community discussion the center hosts.

During 2022, CCW continued to implement this vision to define outreach and community engagement that could be supported at 130 Newton Street. Worship under the leadership of second year resident Megan Berkowitz continued, a "Let's Talk" community forum presented stories and experiences of current refugees, and ties between the CCW community and other groups in the area that support refugees have been made. In addition, several diverse worship communities have rented space to hold their services. This group has now expanded from the two that have used CCW's sanctuary for many years to six worshipping communities that now either regularly, or occasionally, use 130 Newton Street as their spiritual home: two UCC congregations, two Catholic communities, a Jewish congregation, and an Islamic community. We believe this development has provided us with an exciting new opportunity for the future.

## Some Components of the Proposed Combined Entity:

- Ongoing use of the parsonage in Weston as a home for the residents and their partners.
- Continued worship experience in Weston for members of the combined

# Appendix

entity, with members of that worship community having input into the form and content of their worship services.

- The Weston worshipping community will continue to have representation in the vetting of candidates for and the choice of pastoral residents.

In parallel with the organizational efforts, another committee will be formed to continue implementation of the vision of turning the 130 Newton Street facility into a multi-faith worship and service center. This committee, made up of members from both CCW and WVC, will explore ways to involve the other worship communities that use the 130 Newton Street building in the design and improvement of the programs and function of the Center. It is our dream that these communities could not only worship in the same holy space, but also join together to support community forums, study together about important social problems, and work together to support social justice projects such as our recent initiative to support the transition of refugees to their life in Massachusetts.

## CONCLUSION

We understand this proposal will cause significant change for both our churches. But it also offers significant opportunities for expanding our mission, living out our values, and increasing understanding of our neighbors. Importantly, it provides us an opportunity to work hand-in-hand with people of different faiths to build a more just society. Leadership of both of our congregations is very excited by the potential afforded by the formal joining of our two congregations, and sees this model as being exemplary of a win/win

arrangement for both congregations and for our communities. We encourage you to support this proposal with your input and participation going forward.

God is still working through us to make love real!

## Congregational Church of Weston – Wellesley Village Church Task Force

Paul Schendel, CCW Moderator

John Snyder, Village Church Moderator

Rev. Megan Berkowitz

Chris Paquin, CCW

James Mongiardo, WVC

Joseph Morray, WVC

*Whereas*, our ability to meet in person has been severely restricted by COVID-19 safe practices and restrictions in 2022; and,

*Whereas*, Boards, Committees and Ministries have not been able to perform many of their functions because of the pandemic; and,

*Whereas*, recruiting members to serve in open positions has been impacted by the changes dictated by COVID-19 safe practices and restrictions; and

*Whereas*, 2023 continues to be a transition year during which an assessment will begin as to where the implementation of Vision 2020/2021 will take the congregation and how that implementation may impact our existing structure,

*Now, therefore*, be it resolved for the 225th Annual Meeting that (1) the Organizational Structure and Nominating Slate and subsequent filling of any vacancies during 2023 may be filled without regard to Bylaw limitations on length of service, and (2) the proposed Organizational Structure and Nominating Slate found on pages 18 and 19 of the 2022 Annual Report is approved.

# Annual Meeting Minutes

**Wellesley Village Church**

**2021 Annual Meeting**

**February 13, 2022**

**Minutes**

## **Meeting Conducted In Person and Electronically through Zoom Video Conferencing**

**Welcome:** At 11:20 AM, following Sunday worship service, Moderator Cynthia Sibold welcomed Members to the 2021 224th Annual Meeting of the Wellesley Village Church. She called on Associate Pastor, the Rev. Diane Seaborn to open the meeting in prayer.

**Opening Prayer & Memoriam:** Diane's prayer asked that the Creator of the changing seasons walk besides us and help us to be faithful. She said that we are in great company of those who have walked besides us and who have now finished their race and are resting. She then named all who had died this past year giving thanks for their many blessings.

**Reciting our Church Covenant:** Cynthia began by saying that this is the first hybrid Annual Meeting. She thanked the IT team for hosting the Zoom part of the meeting. She noted that outgoing Immediate Past Moderator Leif Hille will be the Zoom facilitator permitting interaction with the in-person part of the meeting. She then called on Leif thanking him for his leadership over the last three years and asked him to lead us in reciting our Church Covenant.

**Call to Order and Review of Annual Meeting Agenda:** Cynthia then called the Annual Meeting to order. She said that Leif would be monitoring attendance and voting on the Zoom screens. The chat function could be used to reach Leif if the Zoom screen function was not turned on by the participating member. Cynthia then declared that more than 20 members were present thereby constituting a quorum. She noted that the meeting was being recorded live and that it would be conducted according to

Roberts Rules of Order. Jim Mongiardo would serve as Clerk and also Parliamentarian. She asked if there were any additional items to add to the agenda. Hearing none, she proceeded with the agenda.

**Discussion and Vote for Approval of Minutes:** Minutes for the 2020 Annual Meeting held on February 14, 2021, and meetings held on March 7, 2021, and April 25, 2021, were included on pages 51-59 in the Annual Report. Cynthia asked for and received a motion, then seconded, to accept these minutes. There was no discussion. The vote to approve these three sets of minutes was unanimous.

**Discussion Acceptance and Approval of Annual Reports as Written:** Cynthia noted the "peculiarity" of our process that we ask for an approval of annual reports before members have had a chance to read them. This year an effort was made to name them Impact Reports by focusing on actions taken. She then asked for a motion to approve them; it was made and seconded. There was no discussion. The vote to approve was unanimous.

**Approval of Indemnification and Banking Authority Resolution:** Cynthia stated that another annual requirement is to approve this resolution, presented in writing on page 35 of the Annual Report. The resolution authorizes the Treasurer, Vice Treasurer, and Chair of the Investment Subcommittee to open and close financial accounts, among those and other specific responsibilities regarding the Church's financial management. A motion to approve this annual resolution was offered and seconded. There was no discussion. It was also approved unanimously. As specified in the written resolution, it takes effect as of this Annual Meeting, and remains in effect only until the next one.

**Vision, Mission, and Value Statements:** Using slides for her presentation, Cynthia began by noting that the Visioning process began in 2018. In February 2020 the Vision, Mission and Values which had been

# Annual Meeting Minutes

developed were presented at a Congregational hearing. COVID then struck. In May 2020 there was a hearing on proposed Vision, Mission and Values developed after feedback received from the February hearing. In January 2021 Vision 2021 was introduced. Small Groups meetings were held in April and May 2021 for input. A Strategy and Implementation Team then worked through October to incorporate feedback received. Its work was reviewed at a lay leadership group gathering in October 2021. The Strategy and Implementation Team, incorporated this additional feedback, finalized its work and made its recommendations. The updated Vision statement was presented to the Congregation in December 2021. Upon motion duly made, seconded, and unanimously approved, the following was adopted:

## **Vision – Choose love. Make It Real**

We are a covenant community called to choose God's transforming love and make it real in this beautiful and broken world.

### **Mission**

With open hearts and minds, Wellesley Village Church welcomes the curious, the seeker, and the sure at every stage of life. Guided by the love of Jesus, our growing congregation shares in inspiring worship, inclusive community, and intentional service. We are continually transformed by following Jesus' example that in giving we receive, in feeding we are feed, and in loving, we are loved.

Our intergenerational ministries deepen our faith and compel our service. We are called to pursue justice and joy for all people, and we care passionately about God's creation and the shared health of our world. Energized by the Holy Spirit, we joyfully live into our future together.

### **Values**

**BELoved:** by God at every age and stage of life;

**BELONG:** we welcome, affirm

and connect;

**BECOME:** we question, learn and grow;

**BEFRIEND:** the neighbor, the stranger, the earth;

**BEHOLD:** we worship, witness, and follow Jesus;

**BE real,** vulnerable, and open to the love of God.

## **Financial Reports and Approval of 2022 Budget:**

Cynthia called on Mitch Coddington, Treasurer, to present the Financial Reports. Mitch noted that an independent accounting firm, CapinCrouse LLP whose entire client base are nonprofits, has been retained to do a review of the 2021 numbers. This type of review has not been done for many years. Mitch referred members to the Financial Statements found in the Annual Report beginning at page 28. He said that after two years of a global pandemic, the Village Church is in a strong financial position. Total assets had increased from \$10.5 million at the end of 2020 to \$11.5 million at the end of 2021. This increase was primarily the result of the strong stock market having a positive impact on our two endowments. Early in 2020 there was a gift of \$1 million from a Church family. \$900,000 of that gift had been added to the General Endowment and the remaining \$100,000 was used to create a Vision 2020 Innovation Fund. In addition, in both 2020 and 2021 the Church received Payroll Protection Program (PPP) loans which later became grants because we had satisfied the dispersal uses for conversion. Marina Berga, our Church Accountant, had kept careful records to satisfy the conversion requirements. The two grants totaled approximately \$380,000. Mitch continued reviewing the Statement of Operations found on page 29. Income from Giving for 2021 was approximately \$1.26 million. The Board of Finance was not concerned that this amount was level given the pandemic and the financial strength of our Endowments and other assets. Disbursements from the General Endowment and Pastoral Residency Program Endowment which were 4% draws against a rolling five-

# Annual Meeting Minutes

year average of the value of these endowments. Disbursements from the Endowments increased because the value of the funds increased. Expenses for 2021 were approximately \$5,000 below budget. Human Resources was below budget because of timing issues. Properties was 10% below budget again because of timing issues. He commented that this Board is doing a great job in managing our properties. For 2021 there was a net operating shortfall of \$56,707 which was close to the budgeted shortfall of \$41,746. The operating shortfall was not of immediate concern because in 2021, \$638,843 was added to the General Reserves in 2021. This included the \$191,184 PPP Loan/Grant and Net Endowment Earnings (after fiduciary transfer) of \$491,896. He then reviewed the Summary of 2021 Restricted Funds found on page 30 of the Annual Report. These amounts had increased from approximately \$5.8 million to approximately \$6.2 million.

Cynthia then called on Drew Spangler, Chair Board of Finance, to present the proposed 2022 budget. Drew began by thanking Mitch, Marina and Leslie Petzing, our Controller, for making it easy for the Board of Finance to do its work. The proposed budget was found on page 32 of the Annual Report. Drew began by noting that this budget is forecasting a deficit of \$79,898. It assumes Income from Giving is relatively flat at \$1.325 million. Other sources of income include Use of Facilities, rent from the Chinese Language School, steeple income, and disbursements from the two Endowments. Expenses are planned to increase as we get back to normal operations. The Worship/Learning Ministry budget is back to historical norms. Human Resources has been increased given the decision for a 3% Cost of Living Adjustment to salaries as opposed to previous 2% amounts, given inflation. Drew advised that the Church can afford operating deficits for a few years as we work toward increasing giving again because of the extra unanticipated funds received from the PPP Loans/Grants the past two years and the limited scale of the operating deficit. Drew then reviewed a slide which translated the numbers into a

Narrative Budget broken down by our just approved Values, Beloved, Belong, Become, Befriend, Behold and Be Real. He concluded that this translation says we are spending money on things we care about.

Discussion followed. After all questions were answered, Cynthia then advised that there would be two votes. Upon motion duly made, seconded, and unanimously approved, the report of the Treasurer for 2021 was approved. Upon motion duly made, seconded, and unanimously approved, the 2022 Proposed Budget was approved.

**Board of Nominating Report:** Cynthia thanked David Oliver and the other members of the Nominating Board for their work which reflects on our value of Being Real. David began by saying that God does not stop speaking. He referred to pages 18 and 19 of the Annual Report which contains the Nominating Slate. He then noted some additions. This included Sally Helwig, Community Ministry Deacons, and CeCe Hansen, who has agreed to serve as Chair of the Worship Ministry Deacons. David thanked everyone who had accepted the invitation to serve.

Cynthia continued advising that because of COVID there was a need to extend a number of positions beyond the time limits provided in the Bylaws requiring action to be taken by the congregation. The following motion was made:

Whereas our ability to meet in person has been severely restricted by COVID-19 safe practices and restrictions in 2021; and,

Whereas, Boards, Committees and Ministries have not been able to perform many of their functions because of the pandemic; and,

Whereas, recruiting members to serve in open positions has been impacted by the changes dictated by COVID-19 safe practices and restrictions; and,

# Annual Meeting Minutes

Whereas 2022 continues to be a transition year during which an assessment will begin as to where the implementation of Vision 2020/2021 will take the congregation and how that implementation may impact our existing structure.

Now, therefore be it resolved for the 224 Annual Meeting that (1) the Organizational Structure and Nominating Slate and subsequent filling of any vacancies during 2022 may be filled without regard to Bylaw limitations on service, and (2) the proposed Organizational Structure and Nominating Slate found on pages 18-19 of the 2021 Annual Report be approved.

After the motion was seconded, Cynthia advised that Church Council had reviewed the motion and that because it is in part suspending the Bylaws requires a 75% vote to pass. She then asked if there was any discussion. There was none. Cynthia proceeded to call the vote. The motion carried unanimously. A member then said that this Nominating Slate was basically the work of David Oliver resulting in spontaneous applause for his efforts.

**Senior Pastor's Remarks:** Cynthia called on Senior Pastor, the Rev. Dr. Sarah Sarchet Butter. Sarah began by expressing gratitude to the wonderful staff of the Wellesley Village Church which works collaboratively. She said that many changes are happening in 2022. The Associate Pastor Search Committee is still working to fill the Associate Pastor Position. Diane's last Sunday will be April 24 at which time we will celebrate her time with us. We will be saying goodbye to Pastoral Resident, the Rev. Bob Feeny, at the end of June and welcome a new Pastoral Resident at the beginning of August. At the end of February, we will also be saying goodbye to retiring Doug Baskett who has served as the first Properties Administrator. We will begin a discernment process for our Music Ministry given David Carrier's move to a full-time position and Ed Broms retirement. During May, June and July, Associate Pastor,

the Rev. Pamela Emslie, will finally complete her sabbatical postponed several times because of COVID. Sarah is grateful for this transformational time and God's making all things new. She is excited about our special projects, the Partnership with the Historic Charles Street AME Church on our Better Together Project. This is the third year of our Congregational Church of Weston (CCW) partnership. We have pledged pastoral leadership from our Year Two Pastoral Residents and been able to use the CCW Parsonage for housing Pastoral Residents. This new set-up has enhanced our Pastoral Resident program by giving our Pastoral Residents a small church experience. She concluded with gratitude for the Vision/Values/Mission efforts and our living into the Values resulting from this process. She can only boast of God's goodness at work in this congregation.

**In Gratitude:** Cynthia began by saying that this has been a wonderful year for her. So many people helped her. She is the only Moderator to lead us out of a pandemic! She said serving as Moderator has been a launchpad to looking beyond self to see a bigger picture. Jesus and God are always with us on our journey. This past year has been a kaleidoscope with each click bringing change but in a natural progression of one to another. There were too many people to thank but she wanted to thank Leif, Sarah and incoming Moderator John Snyder for providing what was needed at the right times. She concluded by saying that this has been a fulfilling and the most rewarding experience of her life.

**Passing the Bible and Gavel:** Cynthia welcomed incoming Moderator John Snyder and passed certain Moderator to Moderator items to him. She began with the Moderators Bible, a tradition begun in 2003 by Brad Harding in which each Moderator highlights a favorite passage. In addition, she passed:

A list begun by Linda Smith of Things I Wish I Had Known Before I Became Moderator which each Moderator adds to.

Dish Towel and Apron to signify that

# Annual Meeting Minutes

we are servants of God's church.

A referee's shirt to be a listening person with discernment.

Pump so that whenever he feels deflated, he can be filled with the Holy Spirit.

The Moderator's Gavel.

Cynthia then added a time capsule with a mask, COVID Test and kaleidoscope noting that things always change and become more beautiful.

**Accepting the Call and Adjournment:** As the new Moderator, John began by saying that it has been wonderful serving with Cynthia. She led us to a new normal, kept calm, positive and enthusiastic. She taught us how to flourish when we were being challenged with survival. Cynthia is the embodiment of the Vision/Mission/Values which we approved today. He gave Cynthia a gift of a kaleidoscope handcrafted in Israel with an engraving, "Be More Together". John then thanked Leif, our outgoing Immediate Past Moderator, who proved himself to be a wizard of adaptation for worship and virtual Annual Meetings. Leif is the embodiment of hard work and spot on counsel. John said there is a gift for Leif which will be given in person.

John continued that he is grateful to serve as Moderator and humbled by the call of the Church. He thanked Incoming Vice Moderator Kathy Schleyer for her accepting the call. He finds joy and comfort with the larger team at the Church. This includes the pastoral staff, the administrative staff and the leadership of the various Boards and Committees. He thanked them all for their efforts. He concluded by saying that Vision 2020/2021 has given us marching orders. We have exciting opportunities ahead of us. This includes both the Historic Charles Street AME Church and CCW partnerships. Life is what happens when you are making plans. Love is happening and we can take it to the next level. John then closed with a prayer saying that we are more together than alone, asking God to discern our path forward.

John declared that the meeting will be adjourned after the benediction which will be given by Bob Feeny. Upon motion made,

seconded, and unanimously carried, the Annual Meeting was adjourned at 12:55pm.

**Benediction:** Bob said each and every congregation in the United Church of Christ is called to serve. We should go forth and serve one God forever and ever.

Faithfully,

Jim Mongiardo, Clerk

## Wellesley Village Church

### Congregational Meeting

May 15, 2022

#### Minutes

#### Meeting Conducted in Person and Electronically through Zoom Video Conferencing

**Welcome:** At 11:35 AM, following Sunday worship service, Moderator John Snyder brought to order a duly noticed Congregational Meeting. He asked Senior Pastor the Rev. Dr. Sarah Sarchet Butter to offer a prayer. Sarah asked that the Spirit be at work among us, that we listen well and speak truths. Every voice matters.

John declared that a quorum was present.

The purpose of the meeting was to affirm and approve the Wellesley Village Church and Charles Street AME initiative.

The following motion was handed out, placed on the screen and then moved and seconded:

#### **RESOLUTION AFFIRMING AND APPROVING COMMITMENT TO WELLESLEY VILLAGE CHURCH – CHARLES STREET AME CHURCH INITIATIVE**

Wellesley Village Church affirms and approves its commitment to embrace a unique and wonderful opportunity to join together with our brothers and sisters in Christ of the Charles Street AME Church,

# Annual Meeting Minutes

acting in furtherance of our longstanding partnership, in a fundraising campaign the proceeds of which will be applied to the outstanding principal of debt secured by the Charles Street Church property. The context and our mutual intentions are expressed in the "Calling Forth a New Thing to Behold!" covenant with the Charles Street Church. Approved are the Village Church's goals of a fundraising target of \$500,000 and jointly developed initiatives to strengthen Village Church – Charles Street Church bonds of faith, fellowship, and understanding. In affirming and approving this commitment, we express our gratitude to Ed and Diane Bedrosian for their challenge grant of \$500,000. We undertake this commitment in the spirit of choosing love, and making it real.

Discussion followed. Sarah gave an update on plans. There is a Steering Committee working with Charles Street. The program includes a relational component and a financial component. A joint service project, a Feeding Frenzy, is planned for Sunday afternoon, June 12. Small group opportunities for the two Churches are planned for the summer. In the fall, plans are being made for an outdoor festival in the parking lot of Charles Street.

John advised that there had been two hearings on this Initiative including Zoom small groups. Four members of the Congregation spoke in favor of the Initiative after which there was no further discussion.

Upon conclusion of the discussion, John called for a vote. The motion carried unanimously.

Sarah offered a closing prayer after which the meeting was adjourned.

Respectfully submitted,

Jim Mongiardo, Clerk

Protection Plan (PPP) loan/grant. Assisting Mitch in completing the necessary paperwork to qualify for the PPP loan in the spring of 2020 were the staff, Jeb Bachman, and Don Mykrantz. In December, with the assistance of Marina Berga, the Church applied for, and was approved, for the conversion of the loan to a grant. The \$192,959 PPP loan/grant was used to keep the Church fully staffed and helped us absorb the loss of rental income and free will offerings with the Church closed for in person services. Mitch pointed out that total assets were \$10,450,000 on December 31, 2020, or approximately \$2,000,000 higher than year-end 2019; an impressive 25% increase in a single year. Half of this increase was the result of the extraordinary \$1,000,000 gift, the other half from strong returns in the stock market. He continued by reviewing the Statement of Operations found on page 22 of the Annual Report. Income from Giving was \$1.3 million (3% below budget) with total income at \$1.6 million, approximately \$120,000 below budget. The main cause for this variance was a reduction in rental income caused by the pandemic. On the expense side, Human Resources came in below budget (\$74,309) and with other expense savings, there was a net operating surplus of \$34,599. Mitch also noted that for most of the year, the Church was operating at a loss. Because the congregation really stepped up late in the year with generous contributions, we ended the year with the surplus of \$34,599. This surplus has been transferred to the Property Reserve as shown on the Statement of Operations. The PPP Loan/Grant, which became a grant on December 30, 2020, was added to the General Reserves of the Church. Turning to the summary of Restricted Funds, Mitch highlighted three items. First, the Pastoral Residency Fund benefited from the strong stock market with almost \$500,000 in investment earnings, a 13.5% return. Next, he noted the new Vision 2020 Innovation Fund which was seeded with the generous \$100,000 discussed earlier. Lastly, he noted

# Annual Meeting Minutes

that the new Village Table initiative raised more money than it had spent in 2020, setting it up nicely for another strong year in 2021. He concluded by noting that Marina Berga had become our Church Accountant this past February just as the pandemic was becoming a reality. She faced a number of challenges thrown her way which she did an outstanding job handling.

Leif asked if there were any questions. There being none, a motion was made, seconded, and unanimously approved to accept the report of the Treasurer.

**2021 Budget Presentation:** Leif introduced Kevin Nielsen, Chair of the Board of Finance, to review the proposed 2021 Budget, as presented on page 25 of the Annual Report. Kevin began by thanking both Mitch, the new Treasurer, and Marina, the new Church Accountant for their efforts during the year. He also thanked Joe Marray, the former Chair, and Trevor Larkan, the former Treasurer for their efforts in hiring Marina and insuring a smooth transition. He also thanked the other members of the Board of Finance and the Investment Subcommittee for their efforts during a challenging year.

He began his review of the Proposed 2021 Budget by noting that it required dealing with tough pandemic issues. The proposed budget assumes the Church will be open in the fall with in person worship and the ability to rent space again to the Wellesley Chinese Language School. He continued by noting the generosity of members during December of 2020 which resulted in a net surplus for the year. While the amounts pledged was down, the overall giving is strong when consideration is given to both pledged income and member contributions not pledged. The budget assumes an increase of 1.5% for the combination number for 2021. The budget also assumes that loose collections will recover with in person worship in the fall. Endowment income is higher in the proposed budget because of the extraordinary gift received in 2020. On the expense side, the largest line item is for Human Resources. In the proposed budget, it is increased by 6% in part because of general inflation including more expensive benefit costs and in part

because last year all positions were not filled. The Service Ministry is down 4% because payments to the United Church of Christ Ministries, which is a percentage of income for the previous year, will be down. The amount available for grants given by the Service Ministries will remain the same. The biggest change will be the increase in the proposed budget for the Board of Properties. Property expenses were down in 2020 because we were not operating the building and experienced a mild winter. 2021 will be closer to normal and the budget amount has been increased to 2019 levels. Increases in the proposed budget for the Office and Finance are related to increased insurance costs. Other ministries have similar budgets to 2019 with expectations on reopening in 2021. The IT Committee has incurred a major expense in the website redesign which will be spread out over three years. The overall net is a small budget deficit of \$41,474 which will be paid from the General Reserves. The proposed budget was developed with multiple years in consideration. The expectation is that 2022 will be back to normal with rental income and loose collections back to their 2019 levels. There also is a possibility that the Church may be eligible for a PPP2 Loan/Grant for 2021. He concluded by saying that there will be one major capital project expected to be completed in 2021, the repairing/painting of the steeple. The last time the steeple was repaired/painted was 20 years ago and these repairs cannot be deferred. The plan is to fund this capital project cost from the approximate \$300,000 Property Reserve. Discussion followed. A question was asked about the Village Table budget. Kevin responded that the Village Table is not included in the operating budget. An accounting for the Village Table is found on page 23 of the Annual Report as it is included in "Other Temporarily Restricted Funds". In 2020 the Village Table received donations from Church members, a \$5,000 donation from the Foundation for Metrowest and a \$5,000 donation from Brookline Bank. In response to a question about support for

# Annual Meeting Minutes

Outreach and Welcoming, Kevin said that while the proposed budget is flat from 2020 to 2021, there is flexibility with resources and the Board of Finance will support the work of Ministries as needs change.

A motion to approve the 2021 budget as presented was offered, seconded and it was approved unanimously.

**Board of Nominating Report:** Leif advised that Deb Berger, outgoing Chair of the Board, could not attend this meeting. He then recognized David Oliver, the incoming Chair to present for the Board of Nominating. David thanked the other members of the Board and Deb for her calm leadership. He said the nominating slate could be found on pages 16-17 of the Annual Report. He said blessed are those who said yes to a call from the Board. Leif continued advising that because of COVID there was a need to extend a number of positions beyond the time limits provided in the Bylaws requiring action to be taken by the congregation. The following motion was made:

Whereas, our ability to meet in person has been severely restricted by COVID-19 safe practices and restrictions in 2020; and,

Whereas, Boards, Committees and Ministries have not been able to perform many of their functions because of the pandemic; and,

Whereas, recruiting members to serve in open positions has been impacted by the changes dictated by COVID-19 safe practices and restrictions; and,

Whereas, 2021 is a transition year during which an assessment will begin as to where the implementation of Vision 2020 will take the congregation and how that implementation may impact our existing structure.

Now, therefore be it resolved for the 223 Annual Meeting that (1) the Organizational Structure and Nominating Slate and subsequent filling of any vacancies during 2021 may be filled without regard to Bylaw limitations on service, and (2) the proposed

Organizational Structure and Nominating Slate found on pages 16-17 of the 2020 Annual Report be approved.

After the motion was seconded, Leif advised that Church Council had reviewed the motion and that because it is in part suspending the Bylaws requires a 75% vote to pass. He then asked if there was any discussion. There was none. Leif proceeded to call the vote. There motion carried unanimously with 95 members voting yes. Leif then congratulated all the newly elected members.

## **CCW/WVC – One Church, Two Campuses**

**Update:** Leif called on Pastoral Resident the Rev. Bob Feeny for a report on the partnership with the Congregational Church of Weston (CCW). Bob said the Pastoral Residents are now living at the CCW parsonage. Worship continues at CCW on Sunday mornings at 9am through a Zoom livestream. This permits members of WVC to attend. The worship life at CCW has been rich and rewarding. He noted that during the past year there have been joint services including Ash Wednesday. The pandemic has given flexibility to members of CCW including attending Annual Meeting and growing together through WVC programs such as Bible study. There is a passion at CCW for racial and ecological justice. CCW is in the process of developing a Social Justice Center to be able to address these larger issues. The partnership has provided CCW with stability. Brad Harding, a member of WVC and also a founding member of CCW, has been hired as the part-time CCW Facilities Manager. Similarly, Marina Berga and Sharon Kuhn who are part time employees of WVC are now also part-time employees of CCW. Senior Pastor the Rev. Dr. Sarah Sarchet Butter commented that God brings forth the right leadership at the right time which included Ann Marie Kreft and Tom Nicholson the outgoing CCW Co-Moderators. She noted that CCW is fully funded through pledges for 2021. Paul Schendel, the new Moderator, is looking forward to creating something new and transformative with the Social Justice Center under development

## **Senior Pastor's Remarks: Looking**

# Annual Meeting Minutes

**Forward:** Leif introduced Sarah who advised that each screen was going to be photographed as part of the history of this first Zoom Video Conference Annual Meeting. She began her comments by noting how we found ways to stay connected this past year upholding our covenant to be a Church family together and with our partners CCW and the Historic Charles Street AME Church. She is looking ahead with confidence to what is to come in 2021. In April and May, we will have conversations about what we learned about being Church during the pandemic and what we should carry forward. During 2021 there will be staff development with the Associate Pastor search and the rotating of Pastoral Residents.

We confirmed during this past year that our Church is both inside and outside our building in the heart of Wellesley. We gained new clarity and conviction including our structural strength with leadership and finances. She hopes we can resume our music ministries including the handbell choir. We have a vibrant path ahead as we start gathering again outside and inside. We will have to live for a while with the spectrum of safety, but we have big spaces inside and outside the building which works for spacing between people. She concluded by thanking Leif for his leadership during an unprecedented year.

**In Gratitude:** Leif began by saying that no man every steps into the same river twice. Only change is constant. Using water references, he said that during his year as Moderator February was a broad calm, but this river quickly changed. With the pandemic, we missed seeing Church members. The adaptability of the Church permitted worship to evolve and to the creation of new small groups such as the Village Table and the Empty Nesters. We found that we can continue to be Church even if we could not worship together. He thanked Sarah and his fellow Moderator team members for their inspiration during these challenging times. He also thanked his family for their love and support as his two daughters were unexpectedly part of his journey and his wife Amy for being their shepherd from the beginning to the end. He

concluded by telling Cynthia Sibold, the incoming Moderator, that she will have his continued support during her term.

**Passing the Bible and Gavel:** Incoming Moderator Cynthia Sibold began this part of the meeting by thanking Amy Hille for her understanding while Leif was focused on his role as Moderator and presented Amy with a gift from the congregation. She then presented Leif with gifts from the congregation which included a handmade soup ladle inscribed "Soup is Love". She said Leif during the year had filled all our cups and bowls with the gift of leadership. She also gave a gift from the congregation and thanked the outgoing Immediate Past Moderator Lori for her dedicated and faithful role on the Moderator Team. Lori said that it had been a blessing to work with the Team and was confident in the abilities of the new Team. Leif then passed certain Moderator to Moderator items to Cynthia. He began with the Moderators Bible, a tradition begun in 2003 by Brad Harding in which each Moderator highlights a favorite passage, his being found in the First Epistle to the Corinthians. In addition, he passed:

A list begun by Linda Smith of Things I Wish I Had Known Before I Became Moderator which each Moderator adds to.

Dish Towel and Apron to signify that we are servants of God's church.

A referee's shirt to be a listening person with discernment.

Pump so that whenever she feels deflated, she can be filled with the Holy Spirit.

The Moderator's Gavel.

Leif concluded by saying he was looking forward to his continuing work as the Immediate Past Moderator.

**Accepting the Call and Adjournment:** As the new Moderator, Cynthia began by thanking John Snyder for accepting the role as the new Vice Moderator. She said that the mug which had been sent to all members was imagery of being in community with Christ. These cups are a reminder that God will provide. She is honored to serve as

# Annual Meeting Minutes

Moderator. Leif led us as we entered the pandemic, she will lead us as we exit the pandemic. She continued saying we are bound together in fellowship. We have heard the Word today and she is grateful for all our voices. She concluded by saying let the Spirit of the Living God fall afresh on us.

Cynthia then declared that the meeting will be adjourned after the benediction which will be given by the Rev. Associate Pastor Diane Seaborn. Upon motion made, seconded, and unanimously carried, the Annual Meeting was adjourned at 12:56pm.

**Benediction:** Diane said that this Meeting is evidence of God's spirit, faithfulness and love. She asked that we carry forth God's love from the Meeting, that God bless us and that we go in peace.

Faithfully,  
Jim Mongiardo, Clerk

# Congregational Meeting Minutes

**Wellesley Village Church**

**Congregational Meeting**

**May 22, 2022**

## **Minutes**

### **Meeting held in the sanctuary with some members attending via Zoom Video Conferencing**

**Welcome:** At 11:15 A.M., following the Sunday worship service, Moderator John Snyder brought to order a duly noticed Congregational Meeting. John noted that a quorum was present and that he would be monitoring the screen for questions, comments, and votes by members attending via Zoom. Senior Pastor Rev. Dr. Sarah Butter offered an opening prayer.

The purpose of the meeting was to call our next Associate Pastor for Congregational Care. John recognized the co-chairs of the search committee, Tom Hodge and Jade Hargrave, and the members of the committee, Lauren Baer, Erin Forker, Suma Raju, Tom Walter, Alex Zhong, Steve Pfaff, and Heather Sawitzsky. He then asked for a motion to call Stacy Swain as the new associate pastor. That motion was made and seconded.

Jade explained the charge of the search committee and the extensive, nationwide search and series of interviews which were conducted. The committee, unanimously and enthusiastically, recommended the Reverend Stacy Elizabeth Swain for the position, with a June 1, 2022 start date. Stacy is a native of Duluth, Minnesota and a graduate of Carleton College. She received a Master of Public Health degree from Boston University and worked with Boston Health Care for the Homeless, as well as in other public-health positions in Boston and El Salvador. In 2009

she received a Master of Divinity degree from Andover Newton Theological School and was ordained in 2010. She served as Senior Pastor of the Union Church in Waban, MA for over a decade.

Jade and Tom further explained the process of discernment by the search committee, which included multiple questions for the candidate; the checking of references; interviews with Sarah Butter and Pam Emslie; a two-hour interview with the committee, which addressed the job description and included the teaching by the candidate of a short Bible study; a discussion of Stacy's role as Moderator of the Metropolitan Boston Association; a series of informal meetings with Sarah, Pam, and Diane Seaborn; and discussions on justice, equity, and inclusion.

Following a question from the congregation, there was discussion of how this pastor's role will fit in with that of the other pastors and what pastoral care will look like. The committee co-chairs emphasized the candidate's background in outreach and mission, her experience in El Salvador, public health, and Boston ministries, and how this experience will widen the circle of care and joy for our church. The committee found Stacy was strong in all categories of the job description, including adult education and spirituality, and will empower the congregation to minister to others. Sarah Butter noted that all the pastors participate in pastoral care, but we need someone to serve as the point person in a coordinating role. The new pastor will also work with the Befrienders Ministry. In her sermon during worship, the candidate discussed her focus on planning, and this is something which will be useful in her leadership role.

The question was called, and the motion repeated. The motion carried unanimously.

# Congregational Meeting Minutes

As the congregation was waiting for Stacy and her family to arrive from the parlor, it was noted that there would be another Congregational Meeting on May 29, 2022 to call a new pastoral resident. Members may attend in person or remotely.

The congregation welcomed the Reverend Stacy Swain and her family. Rev. Swain was presented with flowers, and she and her husband, Mark, were presented with prayer shawls. Rev. Swain stated that she was incredibly moved to be called by the church and expressed gratitude to the search committee. She felt that the process and questions were amazing, with many great conversations, and she thanked the ministers and the staff. Next, she introduced her family members to the congregation.

The Moderator expressed his appreciation to the search committee for their effort, diligence, caring, and communication during the search process, which took more than a year. He asked for a motion to discharge the committee, which was made, seconded and approved by a voice vote. He then offered a closing prayer, after which the meeting was adjourned.

Respectfully submitted,  
Pam Snyder

## Wellesley Village Church Congregational Meeting May 29, 2022 Minutes

### Meeting Conducted in Person and Electronically through Zoom Video Conferencing

**Welcome:** At 11:25 AM, following Sunday worship service, Moderator John Snyder brought to order a duly noticed Congregational Meeting. He asked Senior Pastor the Rev. Dr. Sarah Sarchet Butter to offer a prayer. Sarah asked that the Spirit be at work among us as we call another Pastoral Resident.

John declared that a quorum was present. The purpose of the meeting was to call our next pastoral resident to continue again the rotational model, one pastoral resident called

each year to serve for a two-year term. He asked Susan Sullivan, Chair of the Pastoral Residency Committee, to present the next candidate in this rotational model for consideration.

Susan first noted the other members of the Pastoral Residency Oversight Committee. She said that PROC was recommending Martha Schick for the post of Pastoral Resident beginning this summer. Martha grew up in Maryland and attended Emerson College. She is a soon-to-be graduate of Boston University School of Theology. She has extensive experience in youth and young adult ministry. Her responses to the questions asked by PROC had been thoughtful and complete. She also has a sense of humor. Martha is overjoyed at the chance to serve as a Pastoral Resident within two congregations committed to exploring and spreading the Good News through creativity, joy, and community.

John asked for a motion to call Martha Schick as a Pastoral Resident beginning August 1, 2021. The motion was made and seconded. In the discussion that followed, it was pointed out that Martha is meeting with the Committee of Ministry and is halfway through the ordination process and has been impressive to date. John then called the vote. The motion carried unanimously. Martha was then brought into the meeting at which point John and then Sarah congratulated Martha.

Pastoral Resident the Rev. Megan Berkowitz offered a closing prayer after which the meeting was adjourned.

Respectfully submitted,  
Jim Mongiardo, Clerk

motion carried unanimously.

Senior Pastor the Rev. Dr. Sarah Sarchet Butter offered a closing prayer after which the meeting was adjourned.

Respectfully submitted,  
Jim Mongiardo, Clerk

## In Memoriam

Eternal God, we bless you for the great company of all those who have kept the faith, finished their race, and who now rest from their labor. We praise you for those dear to us, those who, through the fellowship of this church, have been fellow travelers with us on the pilgrim way. Especially we thank you for the lives and witness of those who, within the year just past, you have received into your eternal presence:

Greg Barlage

Patricia Buxton

Julie Chapman

Lindsay Ellms

Mary Everett

Jean Field

Frances Kerchner

Robert Sagan

Kermit (Chip) Stofer

We also wish to remember in prayer those many others who died this past year who are near and dear to the members of this congregation. May the Peace of Christ be with us all. Amen.

*I am the resurrection and the life, says the Lord.  
Those who believe in me, even though they die, will live,  
and everyone who lives and believes in me will never die.*



## WELLESLEY VILLAGE CHURCH

*Congregational † United Church of Christ*

### Wellesley Village Church Staff

**The Rev. Dr. Sarah Sarchet Butter — Senior Pastor, since 2015**

**The Rev. Pamela H. Emslie — Associate Pastor, since 2006**

**The Rev. Stacy Swain— Associate Pastor, since 2022**

**The Rev. Megan Berkowitz — Pastoral Resident, since 2021**

**Martha Schick— Pastoral Resident, since 2022**

**Michaela F. McDonald — Director of Children’s Ministries, since 2006**

**Dr. Kevin J. McDonald — Director of Music, since 2021**

**and Director of Youth Music, since 2005**

**Kristjon Imperio — Organist and Handbell Choir Director, since 2021**

**Ilana Cady—Chapel Worship Lead Musician, since 2022**

**Meg Sweeting — Church Administrator, since 2018**

**Leslie W. Petzing — Controller, since 2012**

**Marina Berga — Church Accountant, since 2020**

**Christine A. Toppin — Communication & Worship Support Coordinator**

**Sharon Funk—Administrative Assistant, since 2019**

**Gerardo Ortiz — Sexton, since 2001**

**Gladys Murillo—Sexton, since 2017**

**2 Central Street, Wellesley, MA 02482**

**781.235.1988**

**wellesleyvillagechurch.org**