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**Congregational Church of Belmont, UCC**  
**63<sup>rd</sup> Annual Meeting Agenda**  
**February 3, 2017**

|  |               |                               |
|--|---------------|-------------------------------|
| 6:00 pm  | Dinner        | All                           |
| 6:45 pm  | Clean-up      | All                           |
| 7:00 pm  | Call to Order | Steve Ramos, Moderator        |
| Quorum Check                                       |               | Micki Carter, Parliamentarian |
| Prayer   |               | Kristi Denham, Pastor         |
| Announcements                                      |               |                               |
| Agenda Review – Additions, Revisions, and Approval |               |                               |

**Old Business**

|  |                |
|--|----------------|
| Approval of 2016 Annual Meeting Minutes  | Richard Morgan |
| 2016 Financial Report  | Greg Thornhill |
| Acceptance of 2016 Annual Reports<br>(excluding Nominating and Budget Reports) | Steve Ramos    |

**New Business**

|  |                     |
|--|---------------------|
| 2017 Budget                                | Greg Thornhill      |
| Renew Covenanted Minister's 3 Way Covenant | Thomas Crosby       |
| Chocolate Fest Plans                       | Danielle Chamberlin |
| Family Fun Day Plans                       | Ursula Jorgensen    |
| Nominating Report                          | Steve Ramos         |
| By Laws Change Proposal                    | Micki Carter        |
| Investment Policy Proposal                 | Greg Thornhill      |
| Goals for 2017                             | Steve Ramos         |

**Closing**

**UCC Belmont**  
**Congregational Annual Meeting**  
February 6, 2016

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**Preliminaries**

**Call to Order**

The meeting was called to order at 7:03 PM by Yumio Saneyoshi, the Church Council moderator.

**Quorum Check**

Parliamentarian, Micki Carter declared there was a quorum.

**Opening Prayer**

Rev. Kristi led the congregation in a moment of silence and a prayer for guidance.

**Announcements**

There were no announcements.

**Agenda Review**

The agenda was approved as is.

**Old Business**

**Approval of the 2015 Annual Meeting Minutes and the Feb. 22, 2015, Flooring Meeting Minutes**

The minutes were approved unanimously as submitted and included in the handout for the 2015 annual meeting (pages 2-9 of the Annual Meeting booklet).

**2015 Financial Report**

Greg Thornhill, Trustee, presented the 2015 financial report to the congregation (page 24 and at the end of the Annual Meeting booklet). We were about \$9000 in surplus above the planned budget. Some major reasons were:

- We budgeted for a full year of a half-time Director of Christian Education, but only hired Ursula half-way through the year.
- We had significantly more income from building use than expected. Thanks go to Paul Anderson, Maura Whitmore, and Irene Hall for all their work

## Acceptance of 2015 Annual Reports

The 2015 Annual Report, excluding nominating and budget reports, but including the auditor's report, submitted at this meeting, were accepted as presented. The acceptance was moved by Danielle Chamberlin and passed by acclamation.

## New Business

### 2016 Budget

Greg Thornhill, Trustee, presented the 2016 budget proposed by Trustees (this budget is at the end of the handout for the 2016 annual meeting):

- The Trustees are proposing a budget for 2016 with a deficit of about \$2019.
- There not a lot of discretionary changes to the budget.
- Paul, Maura, and Irene are looking at changing the rental costs for the church building. The budget anticipates an increase of \$6000 in rental income (our income in 2015 was \$2500 above what was budget.
- Capital Improvements are getting a lot more money (\$5000 vs. \$1000 from last year). Trustees are concerned about the lost income for capital improvements, given that we have dropped a major fundraiser (Rummage).
- Pledges continue to drop in terms of the number of pledging households and the total income from pledges.
- Income from Amazon shopping through the church website. Thanks to Danielle Chamberlin for setting this up.
- Greg suggested that we check with our employers to see if they will match contributions to the church.
- Danielle noted that the proposed income from eScript will be lower than estimated, since Safeway no longer support eScript.

### Expenses

- There is a cost of living increase of 3% for some of the church staff.
- Steve Chamberlin asked if the church has a more complicated phone setup that we might expect; we could save money there, potentially. Trustees will look into that.
- We will have some significant building maintenance projects that may come up in 2016. One is checking into dry rot in the building.
- OCWV (Our Church's Winder Mission) will be increased slightly.

Greg Proposed that the congregation accept the budget as proposed.

### Discussion

Sarah Thornhill asked how much money we saved on water use. We save 83000 gallons of water this year. A big reason for this is letting the front lawn die because of the draught. There was a discussion of whether we continue to have a lawn in the front. It will save a huge amount of water, but we do use the lawn (e.g., for Destination Science, rentals, and Family Fun Day).

There was a discussion about the distinction between cutting the capital improvements budget to cover the budget shortfall vs leaving the budget as it is with a shortfall. Greg noted that it's not a hard and fast difference. There was a suggestion to add insulation to the building to save heating costs.

### Conclusion

Yumio called the question. The budget was accepted by acclamation.

### Renew Covenanted Minister's 3-Way Covenant (for Thomas Crosby)

Thomas Crosby explained what he's doing at the VA hospital. He's moved from the locked psych ward to working with veterans with PTSD. He asked for our prayers. He's starting a group focused on "spiritual unstuckness." He's also working with the addiction recovery unit. The program is based on strong input from the patients themselves. Finally, he handles Sunday services; these comprise four different programs on Sunday. This Wednesday Thomas will give a presentation to Stanford's medical school on spirituality and healing. In March he will give a boundary training class for chaplains at the church here. The congregation re-endorsed our 3-way covenant with Thomas by enthusiastic acclamation.

### Chocolate Fest Plans

Danielle Chamberlin discussed the plans. IT will be October 14<sup>th</sup> and 15<sup>th</sup>, 2016. We will get started planning and working on it soon after Family Fun Day. This year's plans will tack closely with how we handled it last year. Greg Thornhill made a request for folks who have not helped with the planning in the past to pitch in and help. We can use the new ideas and energy.

### Family Fun Day Plans

Yumio Saneyoshi presented the plans. Last year's was a success, but did not have a huge turnout, as is was our first time. It will be on April 30<sup>th</sup> this year, and we are working on getting more publicity for the event and expanding the event. Sarah suggested that we have the plans Vacation Bible School ready so that we can hand out flyers at Family Fun Day.

### Proposal for Distribution of Fundraiser Funds

#### **Proposal for Distribution of Fundraising Funds**

By Danielle Chamberlin

I move to have the distribution of fundraisers changed to go 50% to the Capital Improvement Fund and 50% to the Social Action Fund instead of 50% Capital Improvements, 30% Social Action, and 20% Special Projects.

Paul Anderson seconded the motion.

## Discussion

There was a discussion about what Special Project are used for, how much is already in the fund, and how we would replace this source of income.

Danielle explained the reason for the proposal is to provide a clearer explanation to the outside of where the funds for fundraisers go. In other words, it's a clearer story to people coming to Chocolate Fest that half the money is going to social action and half to maintain our building.

There was a vigorous discussion of the proposal.

## Conclusion

Kristi called the question. The proposal passed 15 to 6.

## Nominating Report

Yumio Saneyoshi, the Vice-Moderator, presented the slate of nominations for the church's boards and positions (see page 24 of the handout for the 2015 annual meeting). He noted a couple of additions to the nominating slate as printed in the Annual Meeting

- Donna Stanger has been added to Deacons
- Kristin Kerhin has been added to Social Action
- At the meeting Leslie Marx volunteered for the 3<sup>rd</sup> Member at Large position

Acceptance of this slate of candidates was passed by acclamation.

Here is the final set of church officers and committee members as approved:

**Moderator** Yumio Saneyoshi

**Vice-Moderator** Steve Ramos

**Clerk** Richard Morgan

**Member at Large** Elizabeth Nordt

**Member at Large** Mary Beth Gray

**Member at Large** Leslie Marx

**Stewardship Committee**

**Treasurer** Jeff Mannie

**Trustees\_** Deja Ramos, Steve Ramos, Greg Thornhill,

Irene Hall, Henry Altorfer,

**Building Use** Maura Whitmore, Irene Hall

**Financial Secretary** Mary Hughes

**Buildings & Grounds** Terry Owen

**Deacons** Grace Yoshida, Barbara White, Danielle Chamberlin, Deja Ramos, Jane Fernald, Donna Stanger

**\*Music Committee Chair** Danielle Chamberlin

**\*Altar Guild Chair** Maura Whitmore

**Christian Education** Ursula Jorgensen-Soloweij, Yumio Saneyoshi,  
Emily Tausoner, Kristin Tewskbury, Susan Linares,  
Mary Beth Gray, Leslie Marx

**\*Adult Education** Paul Anderson

**Social Action** Laura McKenzie, Elizabeth Nordt, Paul Anderson,  
Kristin Kerhin

**\*Family to Family** Irene Hall

**\*Home and Hope** Sarah Thornhill

**\*Peninsula Multifaith Coalition** Susan Linares

**Communications** Barbara Todd, Micki Carter, Deja Ramos

**Pastoral Relations** Bob and Ella Mae Donovan, Danielle Chamberlin,  
Elizabeth Nordt, Barbara Todd, Irene Hall

**Chocolate Fest** Danielle Chamberlin, Greg Thornhill, Deja Ramos

**\*Historian** Bob & Lois Shouse

**\*Parliamentarian** Micki Carter

**\*Auditor** Steve Chamberlin

**\*eScrip Master** Danielle Chamberlin

**\*Appointed ~ Informational only**

### **By-Laws Change Proposal**

Micki Carter reported. She has no specific proposal for this annual meeting, but she will be drafting a set of changes to the by-laws to bring how we operate into agreement with the by-laws. Examples of the discrepancies include boards that are listed in the by-laws that are not currently staffed and board and council members that have served past the mandated term limit for these offices.

Micki asked for volunteers to help review the by-laws and

### **Objectives for 2016**

Yumio Saneyoshi presented the Church Council's suggested objective for next year.

We will have one overarching goal for 2016, which is to address the issue of declining church membership and participation. There are many layers to addressing this issue, and it is not the intention to find a silver bullet that will solve everything in one shot. It will require creative thinking, adapting to a changing population and needs of the congregation, and re-examining assumptions we all hold about what a church should be.

Here is our proposed process for achieving this goal:

The first step for this process will be reviewing what is going on with membership and participation, and acknowledge the situation we are in. The review of the state of church should then be reported back to the congregation by mid-year. The review will be the catalyst to start a series of discussions on what we should do about the challenge.

There was a good initial discussion on how to grow the church and the challenges and opportunities involved.

## **Closing**

**Kristi closed the meeting at 9:00 with a prayer.**

## **Pastor's Report**

by Kristi Denham

2016 has been a full and challenging year. I have done my best to meet the challenges even as I encouraged us to celebrate the gifts of community we share.

We have had many unique and meaningful services this year. There were sermon series on 'Wisdom that Works ~ Living the 12 Steps,' and 'The Apostle Paul Revisited,' as well as a six-part series on 'The Book of Qualities' by J. Ruth Gendler that included her wonderful artwork and her visit to our church. We had a meaningful Women's Sunday and Evolution Sunday services, and a powerful sharing from several members about the saints in their lives on All Saints Sunday. Our Minister meritus, Rev. John Brooke, gave what he called his farewell sermon on 'Progressive Christianity' in May. We added personal shared stories to our Moments for Stewardship this year and discovered it is a huge gift to get to know more about our faith journeys. Our Christmas Pageant was, as always, amazing. We had a large turn-out for the Family Christmas Eve Service and the Candlelight Service was truly powerful. Christmas Day's service was quiet and lovely for those who shared it with us.

To continue to grow in my ability to teach and preach, I took a class through Westar Institute (the Jesus Seminar folks) on Paul, and a class at Stanford's Continuing Studies on the mystic poet William Blake. I'm always reading and studying new and familiar Christian scholars as a part of my preparations for leadership each week. We have a Wednesday evening Bible Study that meets at least twice a month and has completed the entire Bible and is now choosing books to explore in depth. After Mark's Gospel we have turned to First Corinthians. The shared meal and lively discussion make this a favorite of mine.

We've hosted three Inquirers Classes this year and received eight new members into our community. Their creativity, not to mention their children, make this place more lively and joyful than ever. I love that I get to spend time each week with some of them whose parents sing in the choir. Our little Youth Group gives me a chance to build relationships beyond the Time with Children I lead every other week. We talk about life and meaning as we play together on Thursday evenings.

I am deeply grateful to Ursula Jorgensen for her leadership with our children's Christian Education Program. Our first ever Vacation Bible School proved to be a huge success. I was amazed by her leadership and wisdom in coordinating this undertaking. We also had the largest family gathering ever at our summer Family Camp at Monte Toyon Campgrounds in August. We are building on the energy of new folks in our midst and look forward to strengthening relationships across all ages in the year ahead.

My work in the wider community has always felt important to me. Building bridges of understanding through service and sharing in the Peninsula Multifaith Coalition that does the Martin Luther King Day of Service, sponsors the Teen Interfaith Leadership Council and hosts the Multifaith Song Fest each year now feels not just good but essential. We shared a morning of Multifaith Prayers for Peace in Leo Ryan Park this spring. Many of you have participated in all or some of these events over the years and

know that the values we live by are shared by our Muslim, Jewish, Buddhist, Hindu friends and virtually all our diverse Christian denominations. Knowing this gives us the confidence to stand in solidarity with our neighbors. It has been a gift and an honor to be instrumental in founding and leading in this work. I continue to support the work of the Peninsula Clergy Network as a board member. I am also on the board of the Domestic Violence Council of San Mateo County as a member at large; and I serve on the League of Women Voters on their budget and nominating committees. There have been several large gatherings of clergy and community leaders exploring ways to address the Housing Crisis in which I participated. I took our concerns to Belmont City Council as well. And am part of a clergy group exploring ways to insure our faith houses are a 'Safe Haven' for all in the years ahead.

I continue to serve the Golden Gate Association of UCC Churches as a board member and presented their budget at their spring meeting at the NCNC Annual Gathering in June. I also co-led a workshop on Interfaith Action with Rev. Paul Chaffee and Rev. David Park-Ramage at that event.

Last year we started visiting the boys at Hillcrest Juvenile Hall once a month. We now have a team of four from our church and three from the Redwood City UCC who lead a Bible Study and pray with the boys on the first Tuesday of each month. I usually lead the study but others will soon be taking charge. I've also led a monthly service occasionally at Channing House Senior Center and did a Holiday presentation at Lesley Terrace in Belmont.

It is an honor for me that you continue to call me your pastor. It is not enough to simply fulfill the daily work of the church that you have entrusted to my care. I believe my job description requires more than the basics of worship leadership, pastoral care, prophetic witness and community outreach, although I do my very best to fulfill those roles. There may have been a time when ministers were put on pedestals and expected to be ideals of the faith. But we know that we are all called to be ministers of the good news that God's love and presence is our birthright and our source. Still, I believe it is my job to ask myself the hard questions: What is God calling us to do and to be in this rapidly changing world? Am I living up to your expectations and needs as your pastor? What more can we do to meet the needs of the wider community as we gather together to listen to God's call?

I started a daily practice of meditation two years ago. This year I took a week long silent retreat in August and have deepened my commitment to listening for God's guidance every day. I can't quantify how it has helped but I know that I am changing in ways that feel substantive and positive to me. I have more patience and more awareness of my flaws. I know that God isn't done with me yet and that our community of faith continues to help me to grow as I hope it is a source of encouragement and growth to all of you. Thanks for another great year!

## **Covenanted Minister's Report**

by Rev. Thomas Crosby, Chaplain with the Veterans Administration

Looking at this last year, I did not realize how much had been accomplished. Last year at this time I had just started working at the Men's Trauma Recovery Program in Menlo Park. I had concerns about being able to work in such an intense unit. However, what I have found is a welcoming environment where "God is still speaking..."

At the Men's Trauma Recovery Program most of my work is one-on-one counseling, group facilitation, and treatment team participation. I work with men who have combat experience and are living with the wounds usually based on a last second decision. Though it is challenging work, it is very rewarding.

In this coming year I will be focusing on moral injury. The National Center for PTSD defines moral injury as "an act of transgression, which shatters moral and ethical expectations that are rooted in religious or spiritual beliefs." Hence, moral injury is a spiritual issue. Moral injury is being recognized as a condition many Veterans have, yet there is very little statistical data or treatment options.

Last February I had the privilege to co-lead a presentation on Trauma and Spirituality with Rev. Dr. Kent Drescher and will do so again this year. Dr. Drescher is considered a leading authority on spirituality and trauma and works out of the center in Menlo Park. Needless to say, I spend a lot of time in his office.

Sundays mornings find me at the Menlo Park Chapel leading the Protestant Worship Service. Last January 1, I celebrated my 5<sup>th</sup> year as the pastor of this congregation. This continues to be a joy in my ministry. I have learned to expect the unexpected during the service. One time a Veteran interrupted my sermon with "Chaplain, Chaplain can we stay the pledge of alliance?"

This year I am a member of the Committee on Ministry, Section B for our conference. This group is responsible for meeting with ministers throughout the conference. One recommendation the group gives to Chaplains is to seek support from their congregation. During this year we formed a Covenant Committee here at CCB as a means of supporting my covenant with you. I'm grateful for those who have taken time to learn more about my ministry at the VA.

I'm also grateful for CCB's help in two events this last year. Our church hosted the first Boundary Training for Chaplains in our Conference. This training was a success and gave chaplains some time to get together to learn and share. It was my first time to co-sponsor a conference event and gave me insight on how our conference works.

The other event was the Christmas Carol Sing Along held at the VA chapel. Thanks to the work of the Covenant Committee and the VA's Chaplain Service, this event was very successful. My hope is that we can again co-sponsor the same event in December 2017. Chaplain Chad Maxey, Chief of Chaplain Service, is still talking about your dedication to this event. Veterans who attended shared they appreciated the experience to sing carols they have sung for a long time.

On a personal note, Callie, my dog, and I welcomed Beach to our little family. Beach is a Miniature Pincher rescued by the SPCA. After months of working with him, Beach has started to show some of his personality. Little projects around my house have keep me busy as well as my regiment of 12-step meetings and spending time with friends.

Personally, I feel my biggest accomplishment this year was learning the value of self-care. It was not an easy lesson to learn.

This year was also special for me as I celebrated five years of ordained ministry. I still cannot believe that five years ago, a dream that I had had for so long came true. My father and I still talk about that wonderful day in our sanctuary when you affirmed my call. Thank you for your support of my ministry. And thanks especially for the support I receive from our pastor, Kristi. I am blessed with a wonderful faith community!

## **Moderator's Report**

by Steve Ramos

Council began 2016 with a goal of addressing the issues of declining church membership and participation. This proved to be a difficult and wide-ranging series of discussions. While we may not have reached many definitive conclusions or solutions, I think the conversation was useful and illuminating.

We discussed the many tasks that are required to keep the church running, the limited personnel resources available and the burnout that can result. We continue to explore solutions for this problem.

We are facing budgetary challenges, some of which stem from diminished membership. There was talk about finding ways to reach out to the community, to make ourselves more noticeable or desirable to potential new members and there was also discussion around focusing inward.

One thing we can say for certain is that CCB is comprised of many varied viewpoints and opinions on strategy and direction. At times, this makes it seem like an overwhelming challenge to reach consensus on a given issue. Surprisingly often, however, a voice emerges with a sage, timely suggestion, compromise or inspiration and we are off and running again.

The diversity of thought, opinion and personality are, in my opinion, one of the best characteristics of our church, despite the inherent challenges. Feelings can be hurt, offense taken, pride wounded, but I've never known a family where that wasn't the case from time to time. Still, more often than not, we find a way to come together and do the work of the church.

Our moderator at the beginning of the year, Yumio Saneyoshi, moved away midway through the year and I suddenly found myself in a new role. I want to thank the Council members who were very patient and very helpful with a new moderator, as well as some of the church 'veterans' who offered support, guidance and wisdom.

## **Clerk's Report**

by Richard Morgan

|                                       | <u>2015</u> | <u>2016</u> |
|---------------------------------------|-------------|-------------|
| Baptisms                              | 0           | 0           |
| Marriages                             | 0           | 0           |
| Renewal of Vows                       | 0           | 1           |
| Memorials                             | 1           | 1           |
| New Members                           | 4           | 8           |
| Inactive and Moved                    | <u>13</u>   | <u>5</u>    |
| Congregational Membership at Year End | 89          | 91          |

## **Rummage Sale Report**

by Kristi Denham

Although we didn't have a Rummage Sale this year and are hoping to turn the rummage room into a Youth Class Room, we still made money on rummage! Barbara White has set aside a space in her antique store for donations that would have gone to Rummage Sale and could be recycled through her efforts. We are infinitely grateful for her efforts and for the donations many of you made on the church's behalf. We made \$437.24 this way.

Please contact Barbara or Rev. Kristi if you have any items you might want to donate for sale so that the tradition of recycling while serving the church can continue!

## **Chocolate Fest Report**

by Danielle Chamberlin

Chocolate Fest 2016 was another group effort, with a committee handling the organizing and planning, and an army of volunteers helping to run the three event sessions. Net income for 2016 was just over \$15000, up 68 percent from the previous year. The financial details for the current year can be found among the yearly financial reports.

Thanks to everyone who helped plan and run this important church fundraiser. Because of your efforts, we are able to insure that our Capital Improvement and Social Action Funds continue to be well supported. At last year's annual meeting a measure was passed to change our fundraisers to support 50% Capital Improvements and 50% Social Action from the previous ratio of 50% Capital Improvements, 30% Social Action, and 20% Special Projects. As a result of the change in funding model as well as the increase in revenue we were able to nearly triple the dollars raised for the Social Action Fund by Chocolate Fest.

After we had our unexpected increase, we looked at the results to break down where we saw improvements. While it is hard to get an exact number, our estimates are that the differences between 2015 and 2016 came from the following areas:

|  |                |
|--|----------------|
| Increased attendance                         | \$3,250        |
| Higher ticket prices                         | \$1,400        |
| Silent auction expansion                     | \$1,600        |
| Raffle instead of gift card board            | \$700          |
| Reduced wine spending (2015 leftovers)       | \$400          |
| Reductions in gifts, boutique profits, other | -\$1,200       |
| <b>Total Increase</b>                        | <b>\$6,150</b> |

The new website and maybe an extra effort to get the word out on social media paid off in increased attendance in 2016. We did hear some concern from attendees about the high cost of ticket prices, however it doesn't seem to have turned away too many people since attendance was up approximately 40%. The silent auction expansion and raffle were great additions to 2016, significantly increasing our income in a way that is optional for our attendees to participate. While we did see a reduction in CCB boutique profits in 2016, the revenue paid to our vendors (20% donated to the church) was up 32% and the amount of "CCB items" with 100% revenue to the church was down. Our vendors were very happy with their results from the 2016 boutique. This should help pave the way for a successful Chocolate Fest 2017 since getting vendors to commit is always the hardest part of the preparation. We've already printed the signs for this year, so be sure to save the dates and clear your calendars for October 13<sup>th</sup> and 14<sup>th</sup> 2017!

### **Family Fun Day Report**

by Ursula Jorgensen

Family Fun Day is an open event to the community to help replace the declining success and increasingly overwhelming physical and time demands of CCB's Annual Rummage Sale. This event was chaired and organized by Yumio Saneyoshi with a team of volunteers from the congregation.

The carnival offers a chance to show off our property and advertise our youth events like Vacation Bible School. The event utilizes the outside (petting zoo, pony rides, and bouncy house), inside first floor (arts & crafts, food/drinks, photo booth, 5 game booths and music area), and the playground (4 game booths, outdoor play space).

The carnival has 9-10 simple games for all ages with simple prizes. Volunteers are all ages are recruited to gather and purchase prizes, run game booths, advertising, ticket booth, food purchase, preparing and selling, supervision for the photo booth, bouncy house, petting zoo, pony rides along with animal balloons and face painting.

The first year (2015) the revenues approximately covered the cost of hosting the new event. In 2016 the second year of the family community event a net revenue of \$1133.16 was earned.

More than a fundraiser the increased traffic to our property in addition to interacting with the neighborhood and each other is significant. In the future we may utilize the Greek Festival or other events close by to push more advertising or kick off summer events like VBS.

## **Deacons Report**

by Kristi Denham

Deacons are charged with the care of this community of faith, our Sunday and special services, our pastoral care for one another and any other creative contributions we can make to bring beauty and life to the congregation. We met after church in February, June and September and then organized and oversaw Worship sign ups, the Altar Guild, the Music Committee, and our Ministries of Care.

The following church events, decorations, food and music saw our involvement: Communion, liturgical roles, flowers on the altar every Sunday, special decorations and flowers for Easter and Advent, food and staffing for special after church service presentations, coordinating food and refreshments for one memorial service, food for Inquirers classes, and homebound church members, special music during church services when the choir wasn't singing; assistance for Recognition Sunday, the Good Friday service; and guest minister considerations.

In the Reports from each of our sub-groups following are outlined specific duties and events that were coordinated by Deacons. To really get a feel for the work of the church, please consider joining the Deacons in 2017.

## **Altar Guild Report**

by Maura Whitmore

Our Altar Guild Fund balance ending this year is \$164.

Our Altar Guild provides fresh flowers on the altar every Sunday. We buy coffee for fellowship time after church, communion supplies, linens, candles and decorations to enhance our sacred space. We buy poinsettias for Christmas time, and lilies for Easter time. The Altar Guild fund grows when folks donate money each Sunday to pay for the flowers on the altar, in honor or memory of someone they love. The Altar Flower book is always in the narthex. Special bouquets or arrangements can be requested, and you can take home the flowers on the altar after church. Make a suggested donation of \$15, and help to keep the Altar fund strong!

Our team this year was Doris Brown, Micki Carter, Jan Crawford, Belinda Sims and myself. Both Jan and Belinda have moved away as the year came to a close but Michele Shirakura has volunteered to take Jan's place and Carol Patterson will do Belinda's 5<sup>th</sup> Sundays going forward.

## **Music Committee Report**

by Danielle Chamberlin

The music program in 2016 continued the great partnership with Elizabeth Mye as Choir Director and Jeffrey Jones as Organist/Pianist. We are always looking for new suggestions for music and we'd like to sing what the congregation likes to hear. If you have a request for a specific piece or genre of music you'd like to hear us sing, please contact myself or Elizabeth Mye. We also continue to welcome Wolfgang Roethig

regularly as our guest pianist/organist. Wolfgang has become a close friend of our church family and also lends his voice to the choir when needed.

We've welcomed a few new people to the choir, but are always looking for more voices! Please don't be shy if you are interested in joining our choir is a warm, welcoming place to learn to sing, with most supportive audience you will ever find.

The Children's Choir is going strong under Elizabeth's direction, and it's great to see our youth grow better year after year! If you have any suggestions for the children's choir, please pass them along as well as we are always looking to improve.

We celebrated the 100<sup>th</sup> Anniversary of our Pipe Organ this year with a concert that brought back many of our former organists to share their gifts with us. Gary Brandenburg continues to keep this magnificent instrument tuned and ready for us every week. We are musically abundantly blessed!

## **Ministries of Care Report**

by Kristi Denham

If you are new to our church you may not know about our Ministries of Care teams that do so much of the work of the church behind the scenes. We encourage everyone to pick at least one team to participate in throughout the year. It is a great way to do service to members and friends of the church in ways that come natural to us. If you haven't signed on to a team for 2017, please contact Pastor Kristi and she'll add you to the list. Thanks in advance for all that you have done and will do for CCB in the year past and the year ahead. "They will know we are Christians by our love!"

**Altar Flowers Team** ~ This team quietly makes sure we have beautiful flower arrangements on our altar each Sunday. They usually take one week a month, with one member doing fifth Sundays when they occur. You can sign up in the Altar Flowers Book to give the flowers in honor or memory of someone.

**Food Team** ~ This team delivers food to those who are ill or have a new baby or could just use some tender loving care that comes from a home cooked meal.

**Prayer Chain** ~ The Prayer Chain works behind the scenes to provide comfort and support to those in need of prayer. Requests are made to me directly or through sharing in worship on Sundays. The team is a source of great comfort and support to all of us even when we are unaware of their constant presence in the challenges and joys of our lives. When we say that we will pray for you, we mean it!

**Sunday School Teachers Team** ~ Teaching our children and providing "doorkeeper" support for our children is a way to have a powerful impact in the spiritual formation of our children. The curriculum is straight-forward and easy to use. The children love the opportunity to get to know new adults in the church and you benefit by getting to know our amazing children. The key qualification is the capacity to love, which we all have. Teachers sign up to teach one lesson and do so as often or as rarely as they want. We now have two classes defined by age (the younger children meet downstairs, the older youth class go to the parlor). Teachers work with the ages they feel most comfortable with. Everyone wins. There is always a need here for more help. Do consider joining this team in 2017.

**Transportation Team** ~ If you need a ride to a doctor's appointment or to church or to the grocery store, this team is available. It does take time to confirm so if you can plan ahead, contact me and we'll find you a ride.

**Visitors Team** ~ Some of us love to visit those who are house bound or in the hospital. We do it naturally as a part of our caring. If you would like to be a part of the team, let me know. If you would like a visit, let me know!

**Worship Team** ~ Each week I send out an email to folks who have joined this team. I let them know on Monday what I will be focusing on the following Sunday in worship and ask them for suggestions of music, ways to approach the scripture lesson, ideas for structuring the service in a new or unique way. The single most significant indicator that a church is alive and thriving is how many folks are involved in worship creation. Between our choir and special music teams and the involvement provided by the worship team, we clearly are a very alive congregation.

**Writing Team** ~ The Writing Team provides cards and notes to celebrate birthdays, acknowledge losses and support recovery from illnesses through our prayers. The members of the team choose a month of responsibility and are provided with cards, stamps and return address labels so that they can reach out to our extended family with support. Thanks to each of you who helped to make this team work.

## **Social Action Report**

by Paul Anderson

Social Action is what we do as a congregation to help make the world beyond our walls a better place. The purpose of the Social Action Board is to coordinate these activities.

There are two ways we raise money to support worthy causes: fundraisers and our monthly special offerings. In 2016, half the proceeds from fundraisers went to the Social Action Fund, which is then distributed by the SA Board. Several recipients are regulars, such as Second Harvest Food Bank. (Note: Since its inception in 1974, Second Harvest has become one of the largest food banks in the nation, providing food to more than one quarter of a million people each month. The Food Bank mobilizes individuals, companies, and community partners to connect people to the nutritious food they need. Nearly half of the food distributed is fresh produce. One of their two warehouses is in San Carlos.)

Each month the special offering is for a specific purpose, such as Samaritan House's Family to Family program at Christmas or the national UCC's One Great Hour of Sharing.

Individuals write checks to CCB (with the intended recipient on the memo line) during that month and 100% of the total is sent to the recipient at month-end. See the Social Action Activity spreadsheet elsewhere in this annual report for the amounts given to each recipient. We carefully vet these organizations, generally through Charity Navigator.

The total of Social Action's share of fundraising plus all special offerings in 2016 came to \$16,313 (another \$4700 is shown in 2016 but was counted in 2015). Thanks for your generosity.

## **Family to Family Report**

by Irene Hall

This year we adopted five families. There were 8 adults and 9 children (two were babies). We provided them with Safeway gift cards for food and gifts for the Christmas Holiday. As usual all the tags were taken early on. Instead of collecting food we decided to increase the amount we gave to each family so they could buy what they really wanted and needed for food for the holidays.

Our church family donated \$1460 and we spent all but \$282, which will be available in 2017 for this wonderful work of the church.

Alyce and Josette Thornhill helped make all the phone calls necessary to find out what the families needed for gifts. Their Spanish skills are phenomenal and were a huge help. The Thornhill's, Richard Morgan, the Linares family, the Chamberlins and the Heather and Peter Hansen family delivered the gifts. Thanks to everyone who helped make this another successful year for this collaboration between Samaritan House and our congregation.

## **Home and Hope Report**

by Sarah Thornhill

Team Hope Coordinators at CCB are Sarah T. and Rev. Kristi. We still need an additional coordinator to step forward simply to keep us all in the loop about this wonderful work of the church. Thank you to all the CCB Team Hope Volunteers in 2016 and to the Hope Lutheran coordinators Helena D. and Kris and Jerry B. We also have volunteers from St. Catherine's church. Hope Lutheran Church provides rooms for the overnight stays. Team Hope has provided meals, company during dinner, help with homework, stories and games with small children and over-night supervision.

The mission of Home and Hope is "to provide a safe haven for homeless families while helping them to regain long term self-sufficiency and raise community consciousness on the issue of homelessness by actively engaging volunteers." Home and Hope is an Interfaith sheltering program of approximately 31 congregations, and approximately 1,000 volunteers, that provide temporary emergency shelter and supportive services to homeless families in the Bay Area. Each host congregation hosts 3-5 families overnight, for 1-2 weeks at a time, approximately 3-5 times a year. CCB has been involved with Home and Hope (formally known as IHN – Interfaith Hospitality Network from 2001-2009) as a support congregation from its inception.

Team Hope supports the H&H families approximately 3 to 4 times per year with CCB taking just two days in each week along with helping with set up and take down at the site, Hope Lutheran. Check with Sarah or Pastor Kristi if you would like to learn more. And check out <http://homeandhope.net> to view the success stories of the thousands of families they have helped, thanks to help from 31 congregations working together.

We are always looking for new volunteers. This is one service opportunity that is open to whole families to participate. We just ask that if you plan to bring your children, that we check ahead to ensure there is no chance that the children in the program may go to school or know your children, to protect their privacy. Again, consider participating. It *takes* a little time, but *gives* quite a bit. I promise you that after volunteering, and making sure the families have a warm place to sleep and full stomachs, you're soul will feel full.

## **Open Cathedral Lunches Report**

by Valerie McEntee

It's time for the annual warm Thank You to CCB for supporting Open Cathedral! As you know, CCB provides lunches for Open Cathedral as well as sometimes donating clothes and blankets. The cards the children and youth made for Christmas this year were very much appreciated too.

I'm writing this on January 9<sup>th</sup>, Monday after the big storm on Sunday. I imagine attendance was low at a lot of churches yesterday because of the weather and that was true at Open Cathedral, too. But I want you to know how important Open Cathedral is to our folks. We had a couple of dozen people, even in the wind, even in the drenching rain. We normally put up an awning when it rains, but it was too windy yesterday. And we still had those brave souls wanting to feed body and soul.

Last year I wrote about one of our parishioners who was in the hospital and found it his best Christmas yet because so many of his fellow congregants were coming to visit him. He's had multiple set backs but is doing much better now. He was able to start coming back to church on Easter. He always wants to come even in the wind and the rain and yesterday was no exception. So I went and picked him up and we drove around until we could figure out a way onto U.N. Plaza since our normal route was blocked by street closures and he got to church.

That is what you all support: Somewhere nourishing enough that people will show up even in the pouring rain. Somewhere nourishing enough that a wheelchair bound young man who could stay inside warm and dry chooses to come out in even horrible weather to be with his church family.

Like any church, one of the ways we bond is around food, and CCB helps make that possible with the lunches you provide every fifth Sunday. Thank you for your part in helping Night Ministry help the people of our Open Cathedral congregation to build a community that feeds both souls and bodies where one would not exist otherwise.

## **Christian Education Report**

by Ursula Jorgensen, Director of Christian Education

In the last two years the Directorship has built strong community among the children and consistency of educational programing with the help and support of the Board of Christian Education. They are a valuable resource of support and guidance for events and projects. The board represents our diverse families and members.

Our age based curriculum teaches the elementary children through narratives that focus on heroes of the Bible, stories of Jesus, as well as character strengths that align with our social justice values. The middle school class has embraced the interactive program that incorporates visual story telling with creative journaling and visualization. The pre teens have alternating times of listening, thinking, sharing, and writing.

Overall our numbers and enthusiasm are booming! Our nursery is opened and staffed every week instead of only occasionally. Our graduated teens have been recruited to be child care assistants and alternates. All childcare staff are CPR/First Aid/AED trained.

Last year we held our first ever Vacation Bible School and brought in \$1000 of profit after expenses. Equally meaningful, VBS brought three new families into our community and assisted a foster family to participate. The children and adults had a great time learning stories, social awareness, drama and dance lessons for a full week. Plans are in the works for a second VBS this year with a “Mission Possible” theme!

New enhancements include curriculum provided for the Nursery kids like our new members Zander, Espen, Hailey and Katie who are young enough for play learning and capable to participate in follow up art paralleling the elementary class.

A Kid’s Korner has been added to the upstairs sanctuary where toddlers can move and play while mothers watch in service or soothe a crying little one from the rocking chair.

In 2017, with help from the youth, support of the council, and the agreement of the congregation we are looking at redecorating the rummage and Sunday School spaces to create a teen space for the middle school class on Sundays. The youth are planning their own fundraiser to help fund their own project!

Intergenerational interaction through Children’s Sabbath, Family Camp, and community events like Family Fun Day, Vacation Bible School, and this year’s Christmas Pageant have allowed the children, adults, and elders to all learn, love, and play together enriching each other’s experiences in community. Children continue to learn to be part of the sanctuary service and demonstrate you are never too young to be in service to each other.

## **Adult Education Report**

by Paul Anderson

Adult Ed has two tracks – Bible Study and Book Group. Our 2016 book group was ‘Christianity for the Rest of Us: How the Neighborhood Church is Transforming the Faith’ by Diana Butler Bass.

For decades America's mainline Protestant churches have been in decline. Church and religion expert Diana Butler Bass wondered the extent to which this is true, and this book is the result of her in-depth three-year study of centrist and progressive churches across the country. Her findings revealed that many churches are flourishing, and they are doing so through deep transformation.

‘Christianity for the Rest of Us’ describes this phenomenon and offers a how-to approach for Protestants eager to remain faithful to their tradition while becoming a vital spiritual community. As Butler Bass delved into the rich spiritual life of various Episcopal, United Methodist, Disciples of Christ, Presbyterian, United Church of Christ, and Lutheran churches, certain consistent practices—such as hospitality, contemplation, diversity, justice, discernment, and worship—emerged as core expressions of congregations seeking to rediscover authentic Christian faith and witness today.

Here are quotations from the book that capture the essence of her findings:

“In the churches along my way, change was not gimmicky innovation in search of cultural relevance. Too often, churches think that if they add guitars to worship, put DVDs in Sunday School rooms, or open a food court in the foyer, new people will join. This kind of change smacks of market tinkering – adjusting the product to improve sales. In my journey, churches changed at a much deeper level and for different reasons. In many cases, change was made inevitable by numerical decline, financial crisis, or neighborhood transition. Spiritual anxiety gripped the community, pushing the congregation to realize that it needed to be different. Whether threatened by spiritual boredom or facing church closure, each congregation had asked two questions that sparked deep change:

Who are we?

What is God calling us to do?

They discovered a renewed sense of identity and a clear purpose in serving the world. They experienced a change of heart that transformed their communal understanding of who God had made them to be.” (p243).

“Christianity for the rest of us is not about personal salvation, not about getting everybody else saved, or about the politics of exclusion and moral purity. (It) is the promise of transformation – that by God’s mercy we can be different, our congregations can be different, and our world can be different.” (p281).

We read. We talk. Do we need to be different?

## **Communications Board Report**

by Micki Carter

How do we communicate within and without the Congregational Church of Belmont?

The Messenger is one of the primary tools for sharing our stories about and among the members of CCB, and it works effectively only if you take the time to contribute and to read it.

You might be interested to know how it works 11 months out of the year (July and August are combined into one issue). Rev. Kristi announces the deadline, usually the last Monday in the previous month, and then gathers the articles submitted into one Word document, which she sends to me on the following Wednesday morning along with some photos and graphics.

I edit the articles and use Adobe’s InDesign software to layout the issue. I pull in photos from a number of sources (Mike Venturino, Oksana DiRicco and others) and search for appropriate illustrations. After Kristi proofs it, a PDF (including the calendar of events for the month) is sent to CCB members by email and Ron Evans prints some black-and-white hard copies for those who prefer to get The Messenger that way.

(If you're currently getting a hard copy and prefer the digital version, please email Ron Evans at BelmontUCC@comcast.net to remove you from the mailing list and save us the cost of postage.)

Many congregations are now using e-blasts like Constant Contact to maintain communications among members, and I'd like to know if you would prefer that technique. Its presentation would be different and may be a bit less work, but we would have to subscribe to Constant Contact and pay its fees. Producing hard copies would be a bit more difficult. I already own InDesign so there's no additional cost to use it.

In communicating to the rest of the world, our website (UCCBelmont.org) and our Facebook page (<https://www.facebook.com/Congregational-Church-of-Belmont-CA-109566115361/?fref=ts>) are our main platforms. Barbara Todd serves as our webmaster, and I do the web editing.

We've discovered the effectiveness of individual notices on Nextdoor.com. We would like to use those of you who are members to spread the word about CCB events and programs. We would provide some brief text and an image, and we would ask you to post to your neighborhood. If you'd be willing to take this responsibility on, please let me know.

This year we need to update our tri-fold pew brochures that tell the CCB story, and we need some new "testimonials." Let us know if you'd be willing to offer one.

The biggest task in communicating within and without CCB is telling our stories in ways that impact the most people. If you have ideas — and most of all are willing to help us put those ideas to work — please pass them along to your Communications Board, which includes Barbara Todd, Richard Morgan, Deja Ramos, Pete Hansen and me.

## **Board of Trustees Report**

by Greg Thornhill

### 1. Financials

- a. 2016 had a budgeted deficit of \$2,062, but we ended up the year with a surplus of \$2,826 or roughly \$4,888 better than plan. The major contributing factors to these great results are:
  - i. Building rental income came in almost \$2k better than plan
  - ii. VBS brought in approx. \$900k net income
  - iii. Expenses: no single line item stands out, but an accumulation of multiple expense items coming in at close to \$2,500 better than plan
- b. Trustees has spent a fair amount of time discussing how to make best use of the cash we have in the bank, outside of our short term liquidity needs. Trustees has created an investment policy and will review in this year's annual meeting prior to implementing the plan.
- c. Budgeting: 2016 budgeting process (for 2017 budget) proved to be one of the most difficult in recent history.

## 2. Major initiatives

- a. 2016 was a relatively light year in terms of surprises with our building. The bigger initiatives this year were:
  - i. Paint the parlor, removing the wallpaper and generally creating a consistent / more neutral color scheme.
  - ii. Installing a kitchen exhaust system in the upstairs apartment (thank you Russ!). Can you believe that for all these years, there was no vent over the stove up there?
- b. What a blessing that our building held up well to the heavy rains experienced late in the year. There were no reports of leaks or other water issues in any of the previous “frequent offender” weaknesses we have in the building – the deck over CPNS, OT4Kids occasionally flooding floors, drainage issues outside the downstairs double doors, the flat roof over the parlor. Everything appears to be water tight and holding up well. This is a dramatic shift from years past where water leaks were a constant challenge.

## 3. Building use

- a. As mentioned in the financial summary, building use continues to be a huge contributor to our income, in fact, over 50% in 2016. The efforts over the past few years to improve the aesthetics of the fireplace room, dining room, and parlor seem to be paying off with a consistent uptick in building rentals. Another huge thank you go to Maura Whitmore and Irene Hall who continue to organize the non-routine rentals, with Paul Anderson offering a lot of support with our recurring rentals.

## 4. Looking ahead

- a. Trustees continues to have an open list of items that we’d like to focus on. The list from last year hasn’t changed much:
  - i. The door sills from the sanctuary out onto the deck have significant rot
  - ii. The windows in the parlor are needing replacement
  - iii. Several French doors in the Dining room need replacement
  - iv. The walls in the sanctuary have a lot of cracks in the plaster and are in need of repair and painting.
  - v. We’re always looking for input on what else we need to focus on and how we might need to prioritize the initiatives, so feel free to reach out to any trustee or even attend one of our open-door policy meetings!

## **Building Use Report**

by Maura Whitmore

2016 saw our building rented in the following ways:

|                     |         |
|---------------------|---------|
| Weddings            | 2       |
| Adult Parties       | 15      |
| Music Recitals      | 13      |
| Kid's Parties       | 21      |
| Memorial Services   | 6       |
| Musical events      | 13      |
| LifeLine Screening  | 3       |
| Voting              | 2       |
| Destination Science | 7 weeks |
| Community Meetings  | 12      |
| Calif. Writers Club | 4       |
| Parking lot rentals | 5       |

In addition to our one-time renters, we have our long term clients and leases: CPNS, OT4Kids, the upstairs apartment, and two NA groups.

We lost the California Writers' Club, (the pillars were always in their way) and the Saturday night AlAnon group (dwindling membership).

Our Building Use income this year was: \$152,570.

This rental income represents 63% of our budget (up from 60% last year).

Increasingly every year we must be aware of how our building supports our church. The new parlor is a wonderful asset for renting.

As always, we thank the volunteering folks who help up with the renting business. Thanks to all who clean and paint and stomp garbage, mop, sweep and sort recyclables, plunge the plumbing, re-set the breakers, haul and tote and lift, maintain the website, print the fliers, change the light bulbs, and much more, thank you all! Thanks to Garrett, our new able body for hosting and handyman-ing!

Special thanks to my com-padre Irene Hall who shares in our coordinator duties.

I'd like to ask everyone to consider the option of budgeting to have the Chief Building Use Coordinator be a paid position. There is an enormous amount of work to be done for this job, and growing every year.

## **Financial Secretary's Report**

by Steve Ramos

2016 had 38 families pledging \$81,416. The pledges came in at \$79,312. Unpledged donations totaled \$7,789.

The Financial Secretary keeps a confidential record of your giving and can provide quarterly, annual or as needed reporting. This report includes your pledge total, the amount you have contributed and the frequency with which you choose to give. A weekly, anonymous, summary report is sent to our bookkeeper, Larry Keiffer and our Treasurer, Mike Venturino.

Please let me know if you have any questions or need envelopes.

## **eScrip and Amazon Report**

by Danielle Chamberlin

With eScrip and Amazon combined, the church earned about \$1500 from purchases in 2016. This was considerably below the amount earned in 2015, mostly due to Safeway dropping out of eScrip in August 2015. Details are given in the table below. Overall, extra Amazon earnings almost made up for the shortfall in eScrip and we came out close to budget.

|                          | 2015 actual | 2016 budget | 2016 actual |
|--------------------------|-------------|-------------|-------------|
| eScrip (Dec '15-Nov '16) | \$582.12    | \$650       | \$84.86     |
| Amazon (Jan '16-Dec '16) | \$1,510.14  | \$1000      | \$1,409.11  |
| Total                    | \$2,092.26  | \$1650      | \$1,493.97  |

Unfortunately, Amazon earnings were also down \$100 last year after several years of continuous increases. I know we can keep it up! Please remember to use the link on the church's website when you shop at Amazon.

About 1/3 of the eScrip earnings are from inkjet cartridge recycling. Please don't forget to bring your old inkjet and laser printer cartridges to the church office bin for recycling – it's good for the church and good for the earth! The other 2/3 is mostly from three members (one of whom is me). If you do a lot of online shopping and would like to learn how to make your shopping earn money for the church, please come see me. You can still earn money for the church if you purchase groceries at Mollie Stone's, Lunardi's, and Bianchini's. This is the easiest fundraiser the church has!

## **Auditor's Report**

by Steve Chamberlin

The 2016 financial records of the Congregational Church of Belmont have been audited. No irregularities were found. The audit includes comparing the church's bank account balances vs our Quickbooks ledger, comparing the published financial statements vs our Quickbooks ledger, reviewing all payees and disbursements shown on the bank statements, and comparing the church deposit reports vs the bank's deposit records.

**A Ministry Covenant Among W. Thomas Crosby, Congregational Church of Belmont United  
Church of Christ and The Golden Gate Association of the Northern California Nevada  
Conference of the United Church of Christ 2011**

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When an Ordained Minister is called to serve a local church, the Call Agreement serves as the articulation of the Three-Way Covenant. In those instances where a Local Church calls an Ordained Minister to serve in circumstance, which are not encompassed by the typical Call Agreement, the Three Way Covenant can be used.

### **Purpose:**

The purpose of this covenant is three fold:

1. To strengthen, support, and sustain the ministry of all the partners that share in this covenant.
2. To encourage mutual participation and accountability of and for the life of each by the other.
3. To observe, nurture, celebrate and call forth the ministry of the Authorized Minister in the non-traditional setting as part of the local church.

### **Terms:**

W. Thomas Crosby serves as "Minister of Veteran Care" with the Congregational Church of Belmont UCC and is a Chaplain at the Palo Alto Veterans Hospital. He preaches and teaches the Gospel, exercises pastoral functions, and administers the rites and sacraments of the Church at such times and in such places as may be appropriate. The terms of his ministry are:

### **Description of Ministry/Responsibilities:**

Provide Pastoral Care and spiritual support to Veteran patients, their families, and staff of the First Step Treatment Center, Western Blind Rehabilitation Unit or other assigned hospital units as well as while on-call; participate in the Protestant Sunday worship rotation (create, lead, preach each service) for four hospital wards; provide counseling regarding the addiction-recovery process; facilitate funerals and memorials at the hospital chapel, mortuary or home of the Veteran; participate in graduations from First Step Treatment Center and Western Blind Rehabilitation Unit; attend Chaplaincy Services staff meetings and all meetings pertaining to such; offer weekly reflections for staff; make professional presentations at Association of Professional Chaplains meetings.

In addition, Thomas performs weddings for colleagues and friends who are "unaffiliated."

**Location:** Department of Veterans Affairs Palo Alto Health Care System, 3801 Miranda Avenue, Palo Alto, CA 94304

**Accountability:** Acting Chief of Chaplains: The Rev. Dr. Virginia Jackson

**Compensation provided by:** Veterans Administration

**Details of Compensation:**

Salary based on hourly wage for hours worked, no housing allowance, regular annual leave, sick leave, and 6 annual paid government holidays

**Relationship to ministerial staff of local church:**

Thomas will be invited by the Congregational Church of Belmont to teach and participate in leadership of worship as the need presents itself and as her time allows. Thomas will periodically report to the Congregational Church of Belmont and the NCNC/UCC as required by these bodies and to the Congregational Church of Belmont in a mutually acceptable pattern that will include a written report to be published in the annual report of the church.

As an Ordained Minister with standing in the Northern California Nevada Conference, W. Thomas Crosby will be bound in the covenantal ties of mutual accountability and support, including periodic reviewing of the mutual faithfulness to this covenant from the perspective of each member of this Three Way Covenant. This Three Way Covenant will exist as long as W. Thomas Crosby serves as a Chaplain with the Congregational Church of Belmont at the Department of Veterans Affairs Palo Alto Health Care System and all partners agree with the covenant as stated.

We believe that this covenant is ordained by the Holy Spirit working among us, as we will labor diligently and faithfully to make it effective. We enter into this covenant with a deep conviction that ministry is rooted in the Local Church and is extended outward through concern and care for the larger Church and the world. It is in and through the community of the Church, the Body of Christ that we discern our calling and are supported to live out our lives in faithfulness to that call. We believe that our mutual ministry is strengthened by this covenant. We trust in God's presence with us as we seek to be faithful to this covenant.

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|  |      |
|--|------|
| W. Thomas Crosby, Minister                             | Date |
| Steven Ramos, Congregational Church of Belmont         | Date |
| Rev. Kristi Denham, Moderator, Golden Gate Association | Date |

## **Ministries of Care Teams for 2017**

### **Altar Flowers**

Maura Whitmore\*  
Doris Brown  
Micki Carter  
Michele Shirakura  
Carol Patterson

### **Food Team**

Barbara White\*  
Danielle Chamberlin  
Deja Ramos  
Linda Howard  
Laura McKenzie  
Kris Morgan  
Sarah Thornhill  
Jane Fernald

### **Worship Team**

Kristi Denham\*  
Paul Anderson  
Gary Brandenburg  
Micki Carter  
Maura Whitmore  
Elizabeth Mye  
Jeffrey Jones  
Garrett House  
Peter Cross  
Mike Venturino

### **Transportation Team**

Rev. Kristi\*  
Richard Morgan  
Irene Hall  
Jane Fernald  
Micki Carter & Mike Venturino

### **Writing Team**

Carol Patterson\*  
Ella Mae Donovan  
Mary Hughes  
Barbara Todd  
Lois Shouse  
Margaret Cross  
Galyn Evans

**Visitors Team**

Rev. Kristi\*

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Mary Hughes  
Carol Patterson  
Martha and Bob Woodman  
Irene Hall  
Jane Fernald  
Barbara White  
Garrett House

**Sunday School Teachers**

Usula Jorgensen \*  
Deja Ramos  
Elizabeth Nordt  
Susan Linares  
Elizabeth Mye  
Danielle Chamberlin  
Leslie Marx  
Christin Kerhin  
Henry Altorfer  
Kristin Tewksbury  
Emily Tauscher  
Garrett House

**Prayer Chain**

Rev. Kristi\*  
Rev. John Brooke  
Rev. Thomas Crosby  
Ella Mae Donovan  
Jan Heise  
Mary Hughes  
Rev. Valerie McEntee  
AJ Modesti  
Carol Patterson  
Lois Shouse  
Donna Stanger  
Grace Yoshida  
Patty Ebner  
Jane Fernald  
Leslie Marx  
Margaret Cross  
Barbara White  
Mary Beth Gray  
Garrett House  
Ursula Jorgensen

Belinda Sims

**Nominating Committee's Proposed Slate for 2017**

**Moderator** \_\_\_\_\_ Steve Ramos \_\_\_\_\_  
**Vice-Moderator** \_\_\_\_\_  
**Clerk** \_\_\_\_\_ Deja Ramos \_\_\_\_\_  
**Member at Large** \_\_\_\_\_ Elizabeth Nordt \_\_\_\_\_  
**Member at Large** \_\_\_\_\_ Leslie Marx \_\_\_\_\_  
**Member at Large** \_\_\_\_\_  
**Treasurer** \_\_\_\_\_ Mike Venturino \_\_\_\_\_

**Trustees** \_\_\_\_\_ Deja Ramos, Steve Ramos, Greg Thornhill, Irene Hall, Henry Altorfer, \_\_\_\_\_

**Building Use** \_\_\_\_\_ Maura Whitmore, Irene Hall \_\_\_\_\_  
**Financial Secretary** \_\_\_\_\_ Steve Ramos \_\_\_\_\_  
**Buildings and Grounds** \_\_\_\_\_

**Deacons** \_\_\_\_\_ Grace Yoshida, Barbara White, Danielle Chamberlin, Deja Ramos, Jane Fernald, Richard Morgan \_\_\_\_\_  
**\*Music Committee Chair** \_\_\_\_\_ Danielle Chamberlin \_\_\_\_\_  
**\*Altar Guild Chair** \_\_\_\_\_ Maura Whitmore \_\_\_\_\_

**Christian Education** \_\_\_\_\_ Ursula Jorgensen, Emily Tauscher, Susan Linares, Kristin Tewskbury, Mary Beth Gray, Leslie Marx \_\_\_\_\_  
**\*Adult Education** \_\_\_\_\_ Paul Anderson \_\_\_\_\_

**Social Action** \_\_\_\_\_ Laura McKenzie, Elizabeth Nordt, Paul Anderson, \_\_\_\_\_  
**\*Family to Family** \_\_\_\_\_ Irene Hall, \_\_\_\_\_  
**\*Home and Hope** \_\_\_\_\_ Sarah Thornhill \_\_\_\_\_  
**\*Peninsula Multifaith Coalition** \_\_\_\_\_ Susan Linares \_\_\_\_\_

**Communications** \_\_\_\_\_ Barbara Todd, Micki Carter, Deja Ramos, Peter Hansen \_\_\_\_\_

**Pastoral Relations** \_\_\_\_\_ Bob and Ella Mae Donovan, Danielle Chamberlin, Elizabeth Nordt, Barbara Todd, Irene Hall \_\_\_\_\_

**Chocolate Fest** \_\_\_\_\_ Danielle Chamberlin, Greg Thornhill, Deja Ramos \_\_\_\_\_  
**Family Fun Day** \_\_\_\_\_ Ursula Jorgensen \_\_\_\_\_  
**\*Parliamentarian** \_\_\_\_\_ Micki Carter \_\_\_\_\_  
**\*Auditor** \_\_\_\_\_ Steve Chamberlin \_\_\_\_\_  
**\*eScrip Master** \_\_\_\_\_ Danielle Chamberlin \_\_\_\_\_

**\*Appointed ~ Informational only**

## **Treasurer's Report**

by Michael Venturino

The Fiscal Year 2016 financial reports are attached. Comments are included on the reports themselves. In addition to not going to meetings, the treasurer consulted with the bookkeeper on account and non-routine expense postings.

Other activities included continued review of the church's property and casualty insurance, providing the required audit for our workers compensation insurance and modifying the payroll system to account for the state mandated sick time accrual requirements for our part time lay employees.