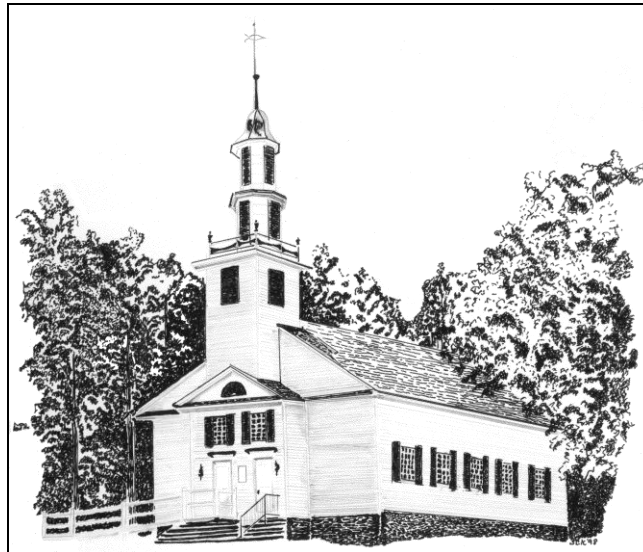


**Annual Meeting
of
The Old Meeting House,
East Montpelier Center, Vermont, Inc.**

January 29, 2012

*Coffee hour after worship
(please bring something to share)
with meeting immediately following*



Members and Friends of the Old Meeting House shall meet to:

1. hear reports of all the officers and standing committees;
2. adopt a budget;
3. consider and act on proposed bylaws changes;
4. elect officers and committee members; and
5. transact such other business as may properly come before the meeting

The Old Meeting House
Annual Meeting
January 29, 2012

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Minutes
Annual Meeting
The Old Meeting House
January 21, 2011

DRAFT

Moderator Peter Gilbert called the meeting to order at 11:00 a.m. It was convened in the Parish House following the service. Sixty-three of the OMH's 211 legal voters were in attendance, well over the number needed for a quorum.

The Rev. Rona Kinsley, Interim Pastor, offered an opening prayer.

Old Business

Rona and Associate Pastor David Connor provided **Pastors' Reports** and thanked Peter Gilbert for his service as Moderator.

The **Christian Education Committee** report was given by Carolyn Scopettone. In addition to the written report, she thanked the Sunday School teachers and noted that the team teaching approach (2 to 3 teachers per group who rotate) was working well. Rona said work on the OMH's safe church policy was moving forward. Some measures have been implemented already such as windows in the Sunday school room doors.

Fran Mallery gave the report for the **Missions Committee**. She encouraged people to consider cooking for the Good Samaritan Haven and said funds were available for the reimbursement of food costs.

Norm Hill reported for the **Trustees** and highlighted the projects accomplished in the past year. Nathan Phillips spoke on behalf of a subcommittee looking at the possibility of solar panels and a generous offer by Nancy Bruce and Jim Grundy to donate the time and labor to install. However, there does not appear to be a good location on the church buildings or grounds and alternatives are under consideration. The Trustees provided a handout with several cost scenarios based on a net metered project. Many questions about the feasibility and the future cost of a solar project were raised but the group encouraged the trustees to continue exploring the idea.

The **Spiritual Life Committee** report was presented by Alex Brown. She provided an update on the photo directory and noted that pastoral evaluations would be conducted in early spring.

Lowell VanDerlip gave an update for the **Search Committee**. It is cautiously optimistic that something will work out soon. There are several very interesting candidates. The committee continues to meet regularly. Susan Labarthe asked how many candidates have talked to the committee. Lowell said they had reviewed 50 sermons on DVDs, held 20 interviews, and visited 5 or 6 neutral pulpits.

Peter then reported on the status of the **Preservation Project** which was complete. The \$60,000 raised allowed the congregation to be good stewards to its buildings. He asked that people consider planned gifts or bequests for ongoing maintenance and stewardship.

Laura Brown provided an update on the **Circle of Care** which now comprises 44 members. She said a special thanks to Carol Pierce, Ann Redpath and Gary Lewis. Cynthia Meigs will be taking over as leader.

Treasurer Janice Waterman presented the **2010 Balance Sheet and Finance Report**.

She noted that the OMH exceeded its fundraising budget while pledges came in slightly below what was expected. Expenses were close to budget, and there is a carryforward to 2011 of \$8,508.40.

New Business

The discussion turned to the draft **Budget for 2011**. Janice explained that pledges for \$78,000 had been received - \$12,000 below 2010. Seven pledging units had not renewed. She asked that anyone planning to pledge do so soon. The 2011 budget assumes \$96,000 in pledges and \$10,000 from contributors of record. Janice then reviewed the budgeted amounts for expenses. The finance committee decided to move \$1,000 from the Sunday School superintendent position to the administrative assistant position. The budget assumes six months of Rona's salary at $\frac{3}{4}$ time and six months of a new minister at a beginning salary. There is carryover from 2010 because a new minister did not begin as budgeted. The Christian Education Committee is still considering filling the SS superintendent position but it is on hold until a new minister arrives. Missions, as always, equals 10% of the total. The Finance Committee asked for guidance on how to meet the projected \$3,883 shortfall in the budget.

Jane Burroughs noted that the balance sheet shows the church has resources it can draw upon if needed. Janice explained the various accounts. Carolyn and Heidi Tringe noted that it is important that pledges come in and that it is possible that a new minister might be more experienced, salary expense would be higher, and the shortfall would be greater. Heidi said a Randolph church has the same number of pledging units but its budget is twice as big. If the OMH could raise \$60,000 for the preservation project, it is clear the capacity to pledge more exists.

David Schutz moved the budget as presented. Norm seconded it. Ann Stanton offered an amendment to ask for a report to the congregation on the status of the budget by the end of April. David and Norm accepted it as a friendly amendment. The motion, as amended, was approved unanimously.

The Nominating Committee presented the **Slate of Officers**. Janice moved and Nancy Thomas seconded that the slate be approved as presented. The motion passed.

Rona then reviewed the proposed changes in the **OMH Bylaws**. They would provide for a Personnel Committee consisting of three members elected at Annual Meeting. Erik Esselstyn moved that the proposed changes be accepted. Janice seconded. They were approved unanimously.

Rona noted that a subcommittee of Lowell, Nancy Thomas and Joan Witham has already been serving in this role and reviewed 26 applications for the administrative assistant position and recommended to the Executive Board that they hire Marcia Bellas.

Diana Fielder nominated Lowell as the first member of the newly created Personnel Committee with the remaining members to be named at a future time. Carolyn seconded and the motion was approved unanimously.

David then presented the **Ella LaBounty Award** to Alex Brown for her work orchestrating the Olan Mills photo directory.

Malcolm Fielder moved that the meeting be adjourned at 12:18. John Mallory seconded and approval was unanimous. It was followed by a standing ovation for Peter Gilbert in gratitude for his service.

Respectfully submitted,
Jennifer Hollar
OMH Clerk

Pastors' Reports

Elissa Johnk, Senior Pastor

A colleague of mine at a previous church was fond of telling this story: A woman visits Redwood National Park in California, home of the tallest trees (350 feet!) on earth. A guide asks: *How deep do you think the roots of these colossal trees go?* The woman said they must go to the center of the earth! The guide replied: *Actually, they don't. But the reason these trees are able to stand is because the roots of each one hooks around the roots of the neighboring trees. Beneath the surface, they link arm in arm, forming a vast interweaving network of support. They literally hold each other up!*

I came into this community more than halfway through the year; Lent had passed, Easter had bloomed (literally, I hear, at the foot of the cross), and the lazy days of summer were already less-than-lazy. My reaction was not unlike when I entered the majestic Redwood Forest: *awe*. After nearly three years of transition—a time that all-too-often sounds the death-knell for churches—the Old Meeting House was going strong. Worship was vibrant and well-attended, youth programs continued to grow, service to each other and the community was unflagging. Entering into such vibrancy, I felt myself metaphorically looking “up”—awed at the movement of the Spirit in this place.

Over these past five months, however, I have learned to look down.

What you have exemplified this past year (or three!) is nothing short of our Gospel: the *good news*. What flows through this place is not the power of a distant, heavenly God, but the power of a God *incarnate*—living and moving in all of you. Linked arm-in-arm, your roots go deep; in a time of transition and change you have formed a vast network of support. *You have held each other up.*

This is, of course, due to many factors: Rona's excellent leadership during this transitional time, the uplifting beauty brought by June Morse, Marcia Clark and the entire Choir, the remarkable Circle of Care, and your tradition of strong lay involvement—up to and including Tim Shea's leadership as Moderator. And surely, surely the movement of God in this community could not be more evident than in the indefatigable support and presence of David Connor. With his passionate sense of justice and hope and love and praise and mission and kindness and (...I could go on!) flowing through the Old Meeting House—how could you *not* be vibrant?! It is a special blessing to serve with David.

As you will see on the following pages—and as you already know—the Old Meeting House has no shortage of exceptional leaders. It is evident that your Nominating Committee (in 2011: David Schutz, Andre Gilbert, and the tireless [no, really!] Linda Cueto) understands the concept of “call”—having placed the right people in the right place to fully utilize their gifts. This includes the Trustees, who function so efficiently that their work seems effortless (when we know the opposite is true), the renewed Arts Ministries—who recognize that worship takes many forms, and a Finance Committee that carried out one of the least-tedious Stewardship campaigns in the history of Church (and, more importantly, most joyful!). I am amazed at the CE Committee, which wonderfully cares for a program that continues to grow. I am eager to see how our youth (and committee) will benefit from an up-to-date curriculum and the support of a Sunday School Superintendent.

As the new-kid-on-the-Old-Meeting-House-block, it was particularly rewarding to see how involved and invested the Spiritual Life Committee is in the worship, health and vitality of this congregation. In fact, the excitement this whole community has for creativity and meaningful worship is one of many reasons why I rejoice in this call. Perhaps more importantly, however, is the passion you all have for creatively and meaningfully manifesting the love of God for the world. It is a longstanding tradition that 10% of OMH funds are tithed directly to service organizations through the hard work of the Missions Committee. During Stewardship this year, we realized that “Service” to each other and

beyond is the single highest budgetary item (as a percentage of monetary and staff resources). This is living the *good news*, and it is something to remember as we enter the next phase of our life together.

In many ways, this next phase has already begun. Alongside the traditions—the excitement of Gathering Sunday (and produce—thanks, Glenn Sturgis!), the fellowship of the Chicken Pie Supper (I learned NOT to go in the kitchen!), the competitiveness of the Silent Auction (you know who you are!), and the sheer joy of the Christmas Pageant (leading us to the doubly-occupied manger were a donkey, a pig, and the fearless Michelle Harper!)—this year held a few additions, as well. Over Lent, Rona successfully led two sessions of “*Living the Questions*” and, during Advent, I facilitated a discussion around the meaning of the season in our modern world. This fall also saw the advent of an inspirational and diverse Monthly Book Group. These opportunities to be in conversation with you around the central questions of our faith—what does our faith mean to *us*, what does it mean *today*—have been an important part of getting to know you, and I am eager to see where they lead us.

Times of pastoral transition can be trying for congregations. Like the rough winds of storms on the California redwoods, a change in leadership tests how well congregations are able to rely on each other. It is an old adage that a minister should not make any changes within the first year in a new setting. And although I firmly believe that ministerial leadership should be the leadership of a servant-shepherd—not standing out front, but collecting, supporting and serving a congregation’s already-present and diverse energies and abilities—there is a certain amount of change that is inevitable simply with the introduction of a new person. I am especially grateful for the many ways you have been patient and supportive during this time. While there has been no shortage of enthusiasm, you have also been thoughtful and thorough in the ways in which you look to the future.

Indeed, this past fall, I was particularly encouraged by the discussions within the Spiritual Life Committee around two pertinent topics. With the formation of a subcommittee, and during a day retreat, we began to explore the notions of belonging and membership, and the ways in which we define purpose, set goals and vision as a community. As we think about who we are and who we would like to be, these questions will be of increasing importance. In order to help me get to know and understand you—both as individuals and as a congregation, a Transition Team has been formed, composed of Kim Sturgis, Peter Timpone, Diana Fielder and Tim Shea. In the fall, they hosted a series of “Meet the Minister” gatherings, which we hope to continue in this next year. Just as I was able to connect with the Search Committee and to hear their stories and hopes for this place, these gatherings will enable me to do the same with each of you over the course of this next year.

And, of course, this report would be remiss if I did not extend my gratitude to the members of the Search Committee. I am thankful for their patience, their willingness to wait for the Spirit, their sense of vision—and most importantly, their sense of humor. The many hours I spent with them were some of the most enjoyable and meaningful hours that could possibly be had in an interview setting.

The Search Committee was, and continues to be a remarkable representation of this community. Yet they are just that: a *representation* of all of *you*. An example of this comes from the Confirmation program, which has been a particular joy of mine these past few months, led by the ever-inspiring Brian Vachon. Given cameras and turned loose with the instructions to photograph “where they saw God in this place,” the confirmands returned with reflections of light and shadow, pictures of their family’s usual pew, the historicity of this space, and – get this – an artfully-rendered shot of the phone directory.

Asked to capture a snapshot of God, they saw *you*. I couldn’t say it better myself.

In Gratitude,
Elissa Johnk

David Connor, Associate Pastor

2011 was an amazing year for me – my first year without my full-time job as Director of the Lamoille Family Center after 19 years of commuting daily to Morrisville. I had the privilege and joy of continuing my part-time role as OMH Associate Pastor, serving under two exceptional and exemplary pastors, Rona Kinsley through June and Elissa Johnk since August.

- Rona’s two-plus years as our Interim Pastor were outstanding in every way; her profound sermons, dedicated pastoral care, soft-spoken but effective leadership, and her deep spirituality, made it very difficult for all of us to say goodbye – not to mention what a great contribution her husband Brent made to the life and music of our church.
- Elissa is a truly dedicated pastor, a minister steeped in the best of current theology, rigorous about her commitment to youth, shut-ins, the ill or injured, those with needs for her warm, pastoral attention and wisdom. As our settled pastor, she does not hold back from facing difficult or controversial challenges nor does she procrastinate putting plans into action. Her faith is a celebratory approach to joy, laughter and conviviality that is very infectious – especially to our youth.

There were many special moments during 2011. My own list includes, among others, the Circle of Care Retreat at Judy Granger’s in January; the sermon series on Islam in March; the special meal that Joe and Hannah prepared for our confirmands in April and again for the “Shop for Elders” confirmation youth group party in December; the wonderful Rona/Brent goodbye tribute; Marianne’s Miracle Play last June, Elissa’s first sermon on May first and the “Meet Elissa” dinners; Gathering Sunday and the auction; and the UCC Fall Conference I attended with Elissa. Among these happy occasions, however, was the stunning, shocking and amazingly moving events around Jim Grundy’s sudden death, his lying in state, home burial, and overflowing memorial service at the OMH— followed by the birth and baptism of the Bruce-Grundy twin girls with the blessing and loving cooperation of their birth mother, Kate. The babies served as “the Messiahs” in our annual Christmas pageant – ever more wonderful thanks to Michelle Harper and all who assisted her: two babies because our troubled world needs an extra helping of love and care. The church family also hosted memorial services for Susan Kittredge’s mother, Jane Cooke as well as long-time member Ann Redpath.

Other memories include neighborhood potlucks and sing-a-longs in the Parish House, fulfilling its purpose as a neighborhood resource, as well as Palmer Legare’s presentation on the Guatemalan Solidarity Project, the OMH Sunday School Pennies for Peace campaign, the campaigns to support street children in Vietnam and Africa (thanks to Catherine West’s class and Marcia Bellas) and the Patti Casey concert to support college students in San Antonio Grande, El Salvador.

And let us not forget Dinner Roulette, book groups, Centering Prayer, Parish House Café, and all the other special events and people I have failed to mention.

As I write all of this, I’m reminded—and somewhat overwhelmed – by what a great blessing it is to be able to serve all of you in this sacred and loving community of the Old Meeting House.

Respectfully submitted,
David Connor

Standing Committee Reports:

Christian Education Committee

The Christian Education Committee had a very busy year. The transition from interim pastor to settled minister and the continuing lack of a Sunday School Superintendent resulted in a lot of logistical planning for and execution of activities for our young people. In addition, the CEC took on a number of new initiatives.

We continue to be grateful to our dedicated core teachers and committee members and to the members of the congregation who were willing to try a hand at Sunday School teaching as part of our team teaching efforts. I'm reluctant to include names for fear of accidentally omitting someone, but I will mention a few names in conjunction with specific projects where appropriate. What follows is a brief, mostly chronological, summary of our activities this year.

We kicked off the year with a missions activity centering around Greg Mortensen's Pennies for Peace project. The Sunday School children learned about children in Pakistan and Afghanistan, raised money to support schools there, and capped off the session with a meal of authentic foods prepared and served by Hannah and Joey Conner with the help of the kids.

Next we transitioned into preparation of a major dramatic production centering on the "Miracles of Christ." Written and directed by Marianne Perchlik with assistance from Catherine West, Patti Casey, and others. The production saw our children act out some of Christ's most dramatic miracles. Anyone who saw this production will not forget the "casting out of evil spirits into a herd of pigs," which had our youngest Sunday School children racing and squealing and through the aisles in top porcine form.

The end of spring brought Children's Sunday and saying goodbye to our beloved interim minister Pastor Rona. Children made cards and banners to convey their thanks. The CEC is grateful to have such wonderful pastoral support. Pastor Rona, Pastor David, and, now, Pastor Elissa, have been great resources -- always ready to make room for our youth in their lives.

In summer, we met to plan for the Sunday School year to be kicked off in the fall. Our curriculum materials are desperately in need of updating, but we wanted to hold off on that purchase until a new pastor and, preferably, a new Sunday School Superintendent was in place. In general, the CEC has been operating without spending much of its budget because many of our members use their own funds for CEC purchases.

In August we were blessed to begin our working relationship with Pastor Elissa who got us off to a great start with an ice cream social to kick off the Sunday School year. Pastor Elissa helped us pull together existing curriculum materials and make them more relevant and effective tools for our teachers.

Fall brought a few new Sunday School teachers (THANK YOU!) and a team teaching concept, which worked well. In addition, under the direction of Pastor Elissa and Brian Vachon, the Confirmation Group kicked into high gear with a retreat, the creation of a new "hang out" shared space in our Nursery, and a successful fundraiser (selling cards designed by Bud Hulbert). The card sales provided enough money to buy gifts for shut ins. At their holiday party, confirmands and their mentors shopped, packed gifts, and enjoyed a meal cooked by the Connors and our middle school youth.

In November we welcomed back Michelle Harper who directed the children's pageant despite her extremely busy schedule. The CEC thanks Michelle for many years of dedication to our pageant.

We are currently looking for a new director for next year's pageant, as Michelle is just too busy to take it on again.

After an amazing Christmas pageant, we transitioned into other Christmas preparations and getting ready for a new year.

Respectfully submitted with apologies for any omissions or mistakes,

Carolyn Scoppettone (on behalf of the Christian Education Committee)

Missions Committee

The most pressing issue for Missions in 2012 is determining the best use for our resources. The Old Meeting House is very generous in applying 10% of all income from the congregation to the missions' ministry. Now more than ever we feel the growing pressure from organizations that are losing staff and funding. There are so many people out of work and in need of the basics like food, fuel and housing. Our donations to the mission organizations are becoming more crucial than ever in helping to alleviate the suffering. As a result, this year we will be redefining our criteria for evaluating the effectiveness of the groups we have supported in the past.

In our 2011 budget we contributed to 16 missions; 9 local and 7 national/international. At the beginning of the year we sent funds to the Masai School in Kenya where we support two teachers. In February we donated to the UCC/Our Church's Wider Mission, supporting its national and international ministries. We sent donations to two seminaries, Andover Newton, and Bangor, to assist in the education of ministers. The Vermont Refuge Resettlement Fund, "Planting Hope", a group that helps establish libraries and schools in Nicaragua and the El Grande student fund in El Salvador all represent our national/international contributions.

The greatest portion of our energies goes to local charities. We have an ongoing relationship with the Good Samaritan Haven in both cash and meal donations. Members of our generous congregation partner up to prepare meals twice a month for this homeless shelter in Barre. In the fall we gave money to Central Vermont Community Action that provides emergency fuel assistance to families who do not have enough fuel to get through the winter. We support the Onion River Food Shelf that distributes food to needy families in East Montpelier, Plainfield, Calais, Marshfield and Cabot. There are other local organizations we provide funding for meals: Montpelier Senior Meals, Twin Valley Senior Meals, and direct donations for the Thanksgiving dinners we deliver to ten East Montpelier families. We also help fund: Another Way, a self-help facility for those recovering from mental illness, Battered Woman's Shelter of Washington County, Good Beginnings, parent education for newborns in Washington County, and People's Health and Wellness Clinic in Barre, which provides medical services for people who can't afford insurance.

Each meeting the Missions Committee discusses new and pressing needs that are not on the budget. In June we supported flood relief for the individuals who lost everything and were living in the Barre Auditorium and in overcrowded homes. The OMH also supports emergency requests from families who come to our church's door for help. Partners in Service (PINS) is another worthwhile local organization we work with to provide backpacks, school supplies, Easter baskets and Christmas presents for disadvantaged families.

Missions Budget

	2008	2009	2010	2011
Onion River Food Shelf	2,000	2,000	2,000	2,000
Montpelier Senior Meals	150	150	150	150
Twin Valley Senior Meals	150	150	150	150
Blizzard Bags	150	150	150	0
Good Samaritan Haven	800	800	800	800
Fuel Assistance	1,000	548	500	1,000
People's Health & Wellness Clinic	200	200	200	200
Battered Women's Services & Shelter	300	300	300	300
O.U.R. House	150	150	150	0
Another Way	150	150	150	150
UCC/Our Church's Wider Mission	4,000	4,000	4,000	4,000
VT Refugee Assistance	150	150	150	150
Good Beginnings	150	150	150	150
Masaii Ranch School in Kenya	1,500	1,500	1,500	1,540
Planting Hope	150	150	150	150
Bangor Seminary	200	200	200	200
Andover-Newton Seminary	200	200	200	200
El Salvador Project			800	
Pastor's Discretionary Fund				400
Shaws				100
Project Independence				150
Total Expenditures	11,400	10,948	11,700	11,790
Total Budgeted		10,948	11,700	11,790
Total Still Available		0	0	0

Personnel Committee

The OMH Personnel Committee was authorized as a standing committee at last year's annual meeting. Members of the committee are Kim Swasey, Alice Angney, and Lowell VanDerlip. We have met throughout the year on an as needed basis to support the development and implementation of personnel policies at the Old Meeting House. Next year we plan to meet on a regularly scheduled basis as we continue our work.

This year a major initiative was the updating of the OMH Personnel Policies Manual. This policy manual gives guidance to the church in making consistent and fair decisions through a clear documented process regarding many aspects of personnel management. The committee also supported the minister in all aspects of the hiring process for our administrative assistant and in providing supervision support once that position was filled. We also make recommendations to the Finance Committee regarding salary and benefits for positions we are responsible for.

As we look ahead, we see the need to create job descriptions for salaried positions under the purview of the Personnel Committee. As mentioned above, we will endeavor to meet on a regularly scheduled basis. We hope to continue to be a support to the ministers, staff, Executive Council and the church membership through establishing procedures that assure that those who serve our community are treated fairly, have clear guidelines in the performance of their responsibilities, and the support they need to be successful.

Respectfully submitted: Lowell VanDerlip, Kim Swasey, Alice Angney

Spiritual Life Committee

In 2011, the Spiritual Life Committee undertook two major projects and continued its efforts to strengthen the connections in our congregation and support the experience of worship.

Projects

- In the spring, the photo directory we began last fall was published by Olan Mills. Alex Brown created an original design and photographed church activities to complement the Olan Mills portraits. The directory was largely satisfactory, but because the captions for some members did not identify subjects correctly as read from left to right, we had to recall the book for corrections. Copies of the amended directory are still available.
- Through spring and early summer, we oversaw the congregation's evaluation of the pastors. For the first time, we used an online survey tool to collect responses and used e-mail to steer members toward the survey. The Spiritual Life committee used a framework from the UCC to write the survey questions.

But as we reached completion of the project, we concluded that the process was flawed. First, we were undertaking this after several years without a survey, since evaluations had been suspended while we had an interim pastor. This meant the pastors had not set goals that could define what the evaluation should measure. It also meant that no one on our committee had much direct experience with prior evaluations, and the lack of institutional memory sharply limited continuity. Second, by embracing online survey technology that arguably made the process easier, we ultimately emphasized surveying congregational satisfaction instead of constructing a basis for dialog with the pastors. Third, we did not do a conscientious job of helping respondents understand the use of the evaluation or the need for circumspection in comments.

Because of these concerns, we formed a subcommittee to revise the process and to determine the role of the Spiritual Life committee and the Executive Board in evaluations. The subcommittee continues to meet and is considering a different approach to future pastoral evaluations.

Connections and community

- Through the month of September, to foster connections (and to help Elissa get to know us), we greeted everyone at church and encouraged all to make and wear nametags. We revived the practice during Advent and will continue to use nametags from time to time to help everyone match names with faces.
- We organized a sledding party, generously hosted by Erik Esselstyn and Celina Moore.
- The year, we revised the Time & Talent survey to allow for a more open-ended range of responses.

- As Elissa prepares to welcome new members, the Spiritual Life committee conducted a retreat to review the meaning of membership.

Worship

- The committee organized the Easter vigil and helped coordinate services through Holy Week. With Rona's inspiration, we once again created a garden at the foot of the cross. For Maundy Thursday, Rona conducted a Tenebrae service after a mid-eastern meal, prepared in connection with a joint sermon series she and David offered about Islam.
- We worked with the ushers to distribute Bibles before the service, and revised the bulletin to include page number references to encourage reading along with the weekly scripture selections. If interest grows, we will consider acquiring more Bibles, which would also allow us to settle on a single edition with more inclusive language.
- We welcomed Elissa, and provided practical support for some changes she made. For example, we made some typographic and subtle design changes to the bulletin to allow it to include more text and present announcements more clearly.
- At Elissa's suggestion, we formed a subcommittee to work on sanctuary décor that changes with the liturgical calendar. The first fruits of this project appeared at advent, when new blue banners, designed by Alison Goodwin and sewed by Diana Fielder, graced the choir loft. We plan to unveil changes throughout the year to keep the visual experience in the sanctuary fresh and to amplify the meaning of the liturgical year.
- The committee also coordinated Christmas decorations, but the credit for the final result belongs to the many people in our broad church community who see to each task, small or large.

Overall, the committee strives to obtain suggestions and observations from all who attend the Old Meeting House so that we can improve the experience each individual has here. We try to greet newcomers, share information, and give anyone interested a way to broach a new idea or solve an old problem.

Board of Trustees

This past year was another active one for the Trustees of the Old Meeting House. The year began with a study of the possibility of installing solar panels to meet some or all of the electrical power needs of the Old Meeting House. This project depended on the offer from Jim Grundy and Nancy Bruce of a considerable subsidy for a solar panel system. With the tragic loss of Jim, Trustees feel that this project is no longer feasible.

Early in the year Trustees put the job of painting the exterior of the Parish House out to bid. The contract was awarded to Ideal Painting of Barre. That company did an excellent job at a price that was several thousand dollars lower than the next higher bid.

Other activities carried out by the Trustees or with assistance from OMH members included:

- Spring and fall workbees that were well attended. The highlight of the fall workbee was a complete cleaning of the windows in the OMH for the first time in several years.
- Hired a local contractor to repair the few slates that were loosened during the past winter.
- Installed a clock on the post opposite the Pulpit at the request of Pastor Elissa.

- Installed a doorbell on the PH entry door at the request of the Administrative Assistant.
- Cut, split and delivered firewood for the OMH donated by Sherwood Morse.
- Installed protective barriers for the PH classroom windows.
- Met with sound system experts and experimented with supplemental speakers in an attempt to improve the OMH sound system. Based on recommendations from the K&S Co. the proposal to increase the speakers on the central posts from the current 2 to 4 has been approved and we are waiting for them to be installed.
- A new ceiling fan controller has been installed in the OMH.
- The railing going into the OMH has been stabilized.
- Kevin Hudson has agreed to plow the church parking areas again this year at the same rate as last year.
- Maintained the lawn through the summer and the walkways through the winter months. –Trustees would like to thank our neighbors, the Stouffers, for letting the OMH use their field for parking and all members of the OMH community who assisted in helping care for the grounds and flower garden.

Plans for 2012

1. The wood floors in the large room at the PH are in need of refinishing.
2. Pastor Elissa has asked the Trustees to develop a plan to accommodate members in a wheelchair or walker. Liz Pritchett and Nathan Phillips will work on a plan that can be considered by the congregation. The issue is how to be sensitive to the needs of parishioners with disabilities in a way that respects the historic nature of the OMH.

Submitted by: Norm Hill, Chair, Malcolm Fielder,
Nathan Phillips, John Mallery, Erik Esselstyn,
David Lewis, Tom Pierce, and Allen Ploof

Other Reports:

Old Meeting House Arts Ministries (OMHAM)

The Old Meeting House Arts Ministries (OMHAM) rekindled itself in 2011. As a reminder, OMHAM will provide guidance for arts-related activities and programs of The Old Meeting House within our church community through outreach programs and shall:

1. nurture the relationship between spirituality and the arts
2. oversee arts events held in the sanctuary or Parish House
3. manage a restricted fund for arts-related activities

In 2011, OMHAM got their feet wet with a wonderful evening of live music at the Old Meeting House with our very own Patti Casey. Patti was accompanied by Bob Amos and Colin McCaffrey. Jesse Forest (Will's son) and his wife Kaoru Azuma played with local musician Rob Morse. This event helped raise funds for a new sound system at The Old Meeting House.

Looking forward to 2012, OMHAM will continue to offer other events to include several concerts and spiritual storytelling.

Tim Shea

Circle of Care

The Circle of Care is a group of 50 plus within our congregation which helps other members of the congregation. Those in need may have had surgery or some other circumstance where they could use a meal or perhaps a ride to church or to a doctor's appointment. When someone is recovering, the last thing on their mind is preparing a meal. It was a busy year for the circle. Many meals and rides were provided for those in need. The members are happy to be of service to those who need a helping hand. The Circle of Care has also provided rides for church members who might be unable to drive or have given up their vehicle yet still want to be a part of our Sunday worship. Some members also have provided rides to doctor's appointments if someone was unable to drive themselves. In addition, if there is a loss or medical procedure, illness/injury, birth or hospitalization, we send cards and flowers to members of our congregation.

Often we hear about a family or person in need at church during prayer time or from David or Elissa or from other congregants. We remain aware of the need to respect confidentiality and will ask a family if they would like help. Sometimes, though, we may not know that someone could use a meal or a ride so this is to inform you of what we do and let you know that we are there to help in these various ways. If you have a need, please call one of the pastors or the administrative assistant Shirley Beamis at the OMH 229-9593 or me to put in a request.

We love to send flowers and in the summer if you have flowers in your garden that you would be willing to share, please let me know.

Thank you so much to all the members of the circle for serving others in the many ways you support our faith community. Also thank you Elissa and David for all your love of support of our circle.

Blessings,
Cynthia Meigs

Finance Committee

This has been an amazing year in many ways. Our stewardship drive was done differently this year. Elissa introduced us to a narrative budget—a way to capture how monies are spent by dividing them into categories such as missions, welcoming, youth, worship etc. as opposed to on an excel spreadsheet with dollars spent for utilities, salaries and supplies. This new financial message coupled with a compelling stewardship sermon and personal testimony resulted in a 40% increase in pledges! This is the first time that I remember listing pledge income as money actually pledged!

A few points about the 2012 budget:

- There is no carryover this year (we had a deficit budget last year, which we were largely able to erase)
- We are able to support a full time and a part-time pastor
- We have added back in the Sunday school superintendent
- We continue to fund missions at 10%
- We budgeted an increase in insurance costs based on an anticipated change in coverage for safe church

We hope to have the electronic pledge option up and running soon.

Special thanks to Cherie Staples for collecting the money each week and keeping the books and pledge statements up to date. And a special thanks to all of you for your generous support of The Old Meeting House.

Janice Waterman
Treasurer

BALANCE SHEET – DECEMBER 31, 2011			
ASSETS		LIABILITIES & EQUITY	
Checking/Savings		Liabilities	
NSB Checking: 2012 deferred pledges	10,400.00	Payroll Liabilities	435.82
Checking Ops	12,978.22	Deferred Pledges FY2012	10,400.00
Memorial Funds	3,091.79	Total Liabilities	10,835.82
Sabbatical Fund	9,053.99	Equity	
Total NSB Checking	35,524.00	Retained Earnings	37,735.22
NSB-Unrestricted CD 1293	36,363.13	Opening Bal Equity	65,725.33
CFCU-Repair Savings 7001		Net Income	-3,055.91
NC-PH & OMH Repair Savings	28,181.62	Net Income-OMHAM	775.09
NC-Preservation Proj Savings	6,789.65	Total Equity	101,179.73
Total NCFCU-Repair Savings 7001	34,971.27	Total Liabilities & Equity	112,015.55
CNB-Arts Ministry (OMHAM)	5157.15		
Total Checking/Savings	112,015.55		
Total Assets	112,015.55		

Note: the Net Income on the Balance Sheet reflects both Operating and Restricted Classes; the Net Income on the Budget/P&L reflects only the Operating Class.

OLD MEETING HOUSE 2012 BUDGET - approved by Exec. Board 1/17/12

OMH	2011 Budget	Actual to 12/31/11	2012 Budget
INCOME			
Collections	3,900	4,012.75	6,000
Fundraising	6,000	8,040.50	8,000
Interest	35	26.23	39
Misc	100	102.50	165
PH Café	1,200	1,342.00	1,200
Pledges	93,000	87,876.44	117,000
Contributors of Record	10,000	13,566.00	11,000
Rents	3,000	2,010.00	2,300
Special Missions Collections	0	4,096.64	0
Reimb From Restricted Funds	0	2,937.57	0
Balance Carryforward from FY09	8,569	8,569.00	0
Total Income	125,804	132,579.63	145,704
EXPENSE			
Operating Costs:			
Christian Education			
Sunday School	1,200	178.91	1,800
Youth Group	300	63.62	600
Confirmation Class	250	0.00	300
Adult Education	250	254.38	300
Circle of Care	900	1,238.30	1,200
Continuing Ed for Ministers	250	250.00	500
Denominational Support	1,300	1,307.88	1,300
Electricity	1,200	1,051.23	1,200
Fuel	1,800	2,194.80	2,400
Fundraising Expenses	500	377.72	500
Insurance	3,100	3,161.00	6,000
Maintenance	1,500	1,373.03	1,500
Mileage	2,400	2,382.85	2,400
Misc	500	724.47	700
Music Purchases	400	18.00	400
OMH & PH Repair Fund	2,000	2,000.00	2,000
Postage	300	232.16	300
Printing	700	606.35	700

Snowplowing	1,500	1,150.00	1,500
Supplies, general ops	1,200	1,890.29	1,500
Telecommunications	1,400	1,512.38	1,500
Subtotal Operating Costs	22,950	21,967.37	28,600
Personnel Costs			
Administrator	8,610	8,796.16	8,100
Choral Director	2,000	2,000.04	2,500
Senior Minister: Salary	28,505	29,766.70	37,000
Senior Minister: FICA/MC	3,053	3,162.46	3,901
Senior Minister: Housing	11,402	11,573.30	14,000
Senior Minister: Pension	5,580	5,583.16	7,140
Senior Minister: Health & Dental	13,111	10,638.00	5,012
Senior Minister: FPP	596	0.00	765
Associate Minister: Salary	8,785	8,784.96	8,785
Associate Minister: Housing	3,515	3,515.04	3,515
Performance Bonus			1,000
Music Director	6,300	6,300.00	6,300
Music Director Sub	100	0.00	0
Nursery Attendant	1,040	1,000.00	1,040
Pulpit Supply	250	0.00	200
Search Comm/Sabbatical	500	2,587.25	1,000
Sexton	1,600	1,554.00	1,600
Sunday School Superintendent	0	0.00	2,000
Subtotal Personnel Costs	94,947	95,261.07	103,858
Subtotal Personnel & Op. Costs	117,897	117,228.44	132,458
Missions at 10% of pers & op	11,790	11,790.00	13,246
Special Mission Collections		3,552.48	
Uncategorized Exp		1,038.62	
Total All Expense	129,687	133,609.54	145,704
Net Revenue (Expense)	(3,883)	(1,029.91)	0

Uncategorized exp: laptop, printer and minister's office supplies relating covered by reimb from restricted funds along with last of search committee expenses

-\$1,029.91 Net Revenue

The Old Meeting House
January 29, 2012

Senior Pastor:	Elissa Johnk
Associate Pastor:	David Connor
Music Director:	June Morse
Choir Director:	Marcia Clark
Administrative Assistant:	Shirley Beamis
Sexton:	Pat Forbes
Clerk of the Church:	Jen Hollar

Slate of Officers

(Those in bold to be voted on 1/29/2012)

Moderator:	Tim Shea
Treasurer:	Janice Waterman
Assistant Treasurer:	Cherie Staples

Standing Committees

Executive Board

Moderator:	Tim Shea	2013
Treasurer:	Janice Waterman	2014
At Large:	Lowell VanDerlip	2013
At Large:	Heidi Tringe	2014
At Large:	Linda Cueto	2014
Christian Ed Comm. Rep:		
Finance Comm. Rep:		
Missions Comm. Rep:		
OMHAM Rep:		
Spiritual Life Comm. Rep:		
Trustees Rep:		
Personnel Rep:		

Standing Committees (Continued)

Spiritual Life Committee

Barbara Ploof	2014
Kate Gustafson	2014
David Soccodato	2014
Tony French	2014
Chris Pratt	2014
Adri Luhr	2013
David Schutz	2013
Kim Sturgis	2013
Alice Angney	2013

Christian Education Committee

Charlie Catlin	2014
Carolyn Scoppetone	2014
Cynthia Smith	2014
Shaun Stephens	2014
Angela Timpone	2013
Cristin O'Donnell	2013
Marianne Perchlik	2013
Jed Davis	2013

Finance Committee

Sandy England	2014
Priscilla Gilbert	2014
Tracy Martin	2013
Peter Timpone	2013
Susan Labarthe	2013
Janice Waterman, Treasurer	2014
Cherie Staples, Asst. Treasurer	2014

Personnel Committee

Lowell VanDerlip	2013
Kim Swasey	2014
Alice Angney	2014

Missions Committee

Fran Mallery	2014
Judy Granger	2014
Amy Butler	2014
Betsy VanDerlip	2014
Carol Pierce	2013
Randy Brown	2013
Tim Noonan	2013
Catherine West	2013

Board of Trustees

David Lewis	2014
Allen Ploof	2014
Nathan Phillips	2014
Norman Hill	2014
John Mallery	2014
Mark Catlin	2013
Scott Dagle	2013
Malcolm Fielder	2013
Erik Esselstyn	2013
Tom Pierce	2013

OMHAM

At Large: Jessie Taylor	2014
At Large: Wendy Soliday	2014
At Large: Tim Shea	2013
At Large: Marcia Clark	2013
Spiritual Life Rep:	
Missions Rep:	
Trustees Rep:	
Finance Comm Rep:	