

WEYBRIDGE CONGREGATIONAL CHURCH



Sketch by Susan Davis

2022 ANNUAL REPORT
JANUARY 1, 2022 ~ DECEMBER 31, 2022

Weybridge Congregational Church – 2023 Annual Meeting Agenda

1. Call to Order & Reading of the Warning
2. Roll Call
3. Approval of 2022 Minutes & Clerk's Report
4. Committee Reports
 - a. Deacons
 - b. Stewardship
 - c. Mission
 - d. Pastor Parish
 - e. Music
5. Other Reports:
 - a. Green Team
 - b. Auditor
6. Pastor's Report
7. Accept 2022 Reports
8. Treasurer Reports
9. Act on 2023 Proposed Budget
10. Nominating Report for 2023
 - a. Election of Addison Associate Delegates
 - b. Election of Vermont Conference Delegates
11. Old/New Business
12. Adjourn with "*Bless Be the Ties That Bind*"

WARNING 2023

The Members of the Weybridge Congregational Church are hereby duly warned to meet Sunday, February 5, 2023 following the morning worship, for the Annual Meeting to transact the following business:

1. To act upon reports of officers and committees;[SEP]
2. To approve the 2023 budget;
3. To elect officers and committees;[SEP]
4. To act on any other business deemed necessary by the Moderator.

Heidi Willis, Clerk

CLERK'S REPORT 2023

Beginning January 1, 2021	77 Active
Additions	1
Losses	3
Ending December 31, 2021	75

Heidi Willis, Clerk

ACTIVE MEMBERSHIP

We, the members of the Weybridge Congregational Church UCC, pledge ourselves to share in the life and work of the church, contributing to its support, attending its services and meetings, and participating in its organized work. We pledge ourselves to the spiritual welfare of the Church and the sharing of the Good News of Jesus Christ.

Allen, Marguerite	McKinley, Myrdith	James, Daniel
Andrews, David	Merrill, Liana	James, Karen
	Myhre, John	James, Mallory
Backus, Katie	Myhre, Peg	James, Peter
Baker, Carrie	Myhre, Tucker	James, Robert
Baker, John		Jaring, Brenda
Barrett, Linda	Newkirk, Christine	Jewett, David
Blagden, Lynn	Niebuhr, Sarah	Kireker, Charles
Borden, Sally		Kireker, Marie
Brown, Alan	Olson, Jeffrey	
	Olson, Louisa	
Caliandro, Tom		
Coale, Lynn	Rooney, Jonathan	
Cooperrider, Daniel	Rooney, Marsha	
Corey, Ken		
	Searcy, Elizabeth	
Davis, Alex	Short, Samuel	
Davis, Leland	Short, Tim	
Davis, Susan	Smith, Brenda	
Derrick, Patricia D.	Smith, Molly Rose	
Drexel, Francisca	Smith, Steve	
	Spears, Baird	
Eickenberg, Carl	Spears, Liza	
Eickenberg, Wendy	Spears, Nancy	
Eskridge, Caryne,	Spooner, Carol	
	Spooner, Reginald	
Foote, Amy	Starr, David	
Foote, Bill		
Foote, Gale		
Foote, Sarah	Wales, Addison	
Fuller, Addy	Wales, Deborah	
Fuller, Erin	Washington, Ida M.	
	Washington, Lawrence C.	
Granstrom, Chris	Wickland, Arlinda	
	Wickland, Averill	
Hamm, Brenda	Willis, Heidi	
Holmes, Deborah	Winant, Martha	
Holmquist, Rachel	Windham, Katharine	
Hurd, Gale,	Wright, Daniel	
	Wright, Margaret	

Weybridge Congregational Church-2022 Annual Meeting

1. Call to Order and Reading of the Warning
2. Roll Call- 73 members
3. Approval of 2021 Minutes: moved and 2nd, approved as amended
4. Committee Reports

a. Deacons: Given by Arlinda: Deacons have had an active year. Pulpit supply was added to the zoom worship services Deacons had been leading. Many thanks to Pam Lucas, Barbara Purinton, Dan Wright, and David Andrews. Worship services were held under the tent during the summer and very much enjoyed. Welcoming our new minister, spiritual leader has been exciting and gone smoothly. Worship has been held in the Sanctuary, spaced and masked, gladly, since November. We lost Rie Richard in the summer, and had a wonderful memorial service in October. We also lost Kathy Severance and Ralph Severance. Also Carol Washington and Don Moore moved to N.H. A big change for all. John Myhre and John Baker are going off Deacons, and their work and dedication are deeply appreciated. Liana will be a lead Deacon, a new position. This has been a somewhat informal position which has been formalized. This position provides a lead contact person for the pastor and congregation. Heidi suggested that summer worship under the tent continue in some form in the future.

b. Stewardship: Given by Gale : This was a complicated year, which many wonderful committee members dealt with well. Many thanks to Carl Eickenberg for 7 years as treasurer, David Andrews for work on the Rennai heater, Charlie for stepping in to chair, and all the members of the Stewardship Committee. Dan Wright commended the restoration of the Carriage Shed, caring for historical buildings. Heating for the office and meeting area was discussed during 2021, and a Rennai heater was installed in 2022 and is currently working. Other alternatives weren't practical. Many thanks to Karen and Carl for dedicated work.

c.Mission: Given by Peg and Dan; Took on some organizations, and focus was on people who are "othered" and racial justice groups. 2021 Budget was a bit less than in previous years, but some summer programs didn't operate, so some giving could be expanded. All meetings were held online. Getting checks out worked smoothly. David Andrews asked about the tension between giving smaller amounts to many or larger amounts to fewer. Some organizations have counted on us for many years. More money is going locally than in the past. Giving a smaller amount to many organizations helps us to learn more about them, and also provides evidence of community support when organizations are applying for larger grants. Peg discussed the need for cultural competency. Arlinda mentioned Back Bay Mission, which we have supported for years. Middlebury Congo Church is doing a mission trip there in the spring...maybe have them share.

d.Pastor Parish: This committee has been operating also has a transition group for Caryne.

e. Music: David Andrews was a great help in facilitating the arrival of the new-to us organ. Committee is also proposing to compensate both in-house and guest organists. Choir was able to sing on Christmas Eve. We were sad to lose Carol and Don, and happy to welcome Matt Brown. Peg expressed support for compensating organists.

5. Other Reports:

a. Green Team: The GT has been someone dormant this year, due to covid and pastor transitions. Creation Care moments are now twice a month, shared with Mission moments.

b. Auditor: given by John Myhre: no audit this year, but John will be meeting with the new Treasurer and Assistant Treasurer to look at things. There are good processes and people in place, which makes things easier to track.

Search Committee/Transition Committee: Given by John Myhre. Moving from Search to Transition, committee saw their role in helping Caryne to learn about both our church and the community. Currently now involved on the orderly transition of power to other committees and turning responsibilities over to the Pastor Parish Committee. Transition included arranging a series of small gatherings so that Caryne could meet and begin to get to know church members.

6.Pastor's Report: given by Caryne: Alot has been packed in since Caryne's arrival in November, and the Transition Team has been very helpful. Candidating Sunday, Snake Mountain hike, and barn gathering at John Baker's were among many good memories. Covid did not prevent a lovely Christmas Eve service. Caryne is excited to share new ideas as we move forward.

7 .Accept 2021 Reports; Reports were accepted unanimously.

8.Treasurer's Report: We are in sound shape financially. We have lost several major pledge folks so that budget is down. Expenses have been lower in the last year and half. We are not currently drawing from our investments, which organizations often do a small percentage. Capital expense included an air conditioner and a laptop, equipment for zoom worship. Steeple louvers repair comes under maintenance. The Flower budget was taken down because there had been no requests for reimbursement requests in the past several years. Peg Myhre asked that the \$100 for that item be reinstated. John Myhre discussed the need for more technical equipment for zoom worship and expanded use for downstairs. The goal is to broadcast by zoom every week. Tech possibilities will need to be discussed and could include expenditures from \$1500-10,000.

9.Act on 2022 Proposed budget: David Andrews moved approval of the budget, with the addition of the \$100 flower budget, and adjustments to the bottom line.

10. Nominating Committee Report for 2022: given by Jeff, Marie and Dan: Jeff noted that we have a strong group, though not deep. He expressed gratitude for everyone's involvement.

a. Election of Addison Association Delegates: 4 delegates needed. Gale Hurd and Heidi Willis, Liana Merrill,

b. Election of Vermont Conference Delegates: Brenda Hamm and Liana Merrill

11.Old/New Business: How do we use our endowment? How do we make sure we aren't leaving "fish in the boat to rot".

12. Adjourn with "*Blest Be the Ties That Bind*"

Deacons' Report 2022

The Deacons have had another busy year in 2022, continuing to navigate through the challenges of the COVID-19 pandemic. However, 2022 saw the easing of our masking policies, the removal of tape from the ends of every other pew, and a bit of a light at the end of the long COVID tunnel. The brightest part of the year by far was the fact that it was our first full year helping organize worship with Pastor Caryne! It was a joy for us all to work with such a fantastic leader for our first full calendar year.

Spring also brought a wonderful Lenten season, beginning with an Ash Wednesday service (the first in many years), after learning that it is one of Pastor's Caryne's favorite services! On March 27th, we welcomed the Cornwall Church for a special worship service to dedicate the "new to us" organ and thank Cornwall for their wonderful gift that has been a joy to hear over the past (almost) year. Charlie Callahan played the organ, and an honorary plaque was made and hung on the wall above the organ. With Easter came the return of the Sunrise Service at Middlebury College, followed by our own worship here at Weybridge Church.

Summer brought with it, once again, worship under the tent, back by popular demand! As the nice weather drew near, we heard from many members and friends how much they liked worshipping under the tent, so we brought it back for a second straight year. We'll see how much of a tradition it becomes! Set up and take down are more laborious for sure, but with the help of many additional folks (not just Deacons) who help set up and lug chairs in and out, it made for a lovely summer of a mix of indoor worship (mainly due to weather or when Bob Granner or Oziah Wales graced us with their presence at the organ bench) and outdoor worship with the cows, trees, and warm summer breezes. We also welcomed back the Rev. Pam Lucas, and were led once by our own Rev. David Andrews, providing pulpit supply on some Sundays. On July 24th, Pastor Caryne officially joined the church! One important step on her way to being installed...

Summer for the Deacons also included a retreat! John Baker kindly offered his beautiful backyard, where we've worshiped many a time as a church group, to enable the Deacons to gather over lunch and friendship to discuss our respective roles as Deacons. It proved to be a wonderful place to share stories and quality time together. A huge thanks to Pastor Caryne for organizing such a memorable event for us.

The beginning of Fall brought with it a new "hybrid" version of Chicken Pie Summer, with opportunities for folks getting takeout to eat under the tent in the fresh air. The tent's last event before

it was taken down for the winter was for the Installation of Pastor Caryne on October 1st! We all worshiped together indoors, followed by a wonderful reception under the tent for friends close and far to gather and celebrate Pastor Caryne. The Deacons organized the planting of a tree in her honor, complete with a commemorative plaque. A big thanks to the entire congregation, and especially Steve Smith and Ken Corey for planting, and John Myhre for coordinating the plaque purchase. The Deacons also plan to coordinate the planting of a tree to honor Rev. Dan Wright this spring when the ground thaws.

The rest of the Fall was spent, as usual, gearing up for the rapidly approaching Advent Season. We did have one particularly special Sunday, a lay worship service, where our own Ken Corey worked closely with Pastor Caryne to prepare and provide a touching sermon. In addition, at the suggestion of Craig, Pastor Caryne opened up the sanctuary for 2 hours of open prayer time on Election Day in early November.

We had a full and uplifting Advent season, where we again were blessed with the resources of A Sanctified Art, where the Advent theme was "From Generation to Generation". Sadly, we lost our very own Agnes James in the midst of the Advent Season, but all were able to gather before Christmas for a 2-hour block of fellowship and memories. The days leading up to Christmas brought a powerful winter storm that brought trees down and blocked out power for many, but we still gathered for our traditional Christmas Eve service. Although not quite as well attended as pre-COVID years, those of us who were there were thrilled to be together, most with power restored to our homes, for the first time in our traditional way since before the pandemic. Thanks to John Myhre, we also offered a Zoom live component (with 12 virtual attendees!)

As we transition into another year, we look forward to welcoming "new" Deacons to the Committee (John B, Lynn, and Susie), also with deep gratitude for the departing Deacons whose terms are up (Arlinda & Charlie), and for Ken who is embarking on a personal spiritual journey. The first year of having a Lead Deacon, to assist church committees and Pastor Caryne as they communicate with the Deacons as well as adding a better organizational structure to improve our efficiency as a group, went well, and Liana will continue in this leadership role in the upcoming year.

Finally, the Deacons would like to thank you all, again, for your support through another challenging year of dealing with COVID-19 and being back together in person on a regular basis. We couldn't do it without your smiling faces, and your thanks and praises every Sunday. We are forever grateful for your friendship and love.

Stewardship Committee Annual Report for 2022

(Treasurer and Asst. Treasurer reports given separately.)

The Stewardship Committee has been meeting monthly at church... usually at 8:30 a.m. on a Wednesday. A persistent trend has plagued us this year. Businesses and other entities have not been as responsive as in the past to our phone calls and emails. Then, if they did respond, it was often to let us know they wouldn't be helping us. It has been challenging to get things done.

In May we coordinated our church Clean-Up Day with Vermont Green-Up Day. Many thanks to all who participated! The gardens out front look particularly wonderful! We provided cider and donuts for our work crew as well as Weybridge Green-Uppers who stopped by, plus a group of Burlington bicyclists who were amazed we wouldn't take any money for the refreshments. Caryne was front and center participating in the event and meeting people. Later in the summer we hired Liam Murphy to replace the overgrown brush at the side of the church with grass. A couple of folks have made suggestions/requests for landscaping projects or additional gardens. We ask that any such proposals be accompanied by a plan for maintaining them.

Other initiatives included the purchase of a new computer for the church office and, thanks to Karen, the Little Lending Library (made by her father) was installed by the driveway for the benefit of the church and wider community. The Little Lending Library has proved to be very popular. We also purchased a propane Rinnai heater for the Meeting Room so the room could be used in winter without heating up the whole church. A heat pump takes so long to come up to temperature the installation of a Rinnai was judged to be the best choice. It is working well. We then contracted with Rusty Cox to modify a window in the wall between the Meeting Room and Caryne's office so it now opens and closes to allow heat from the Rinnai into the office.

In June we approved the purchase of a small air conditioner for Caryne's office which David researched and installed. Brenda, Gale and Wendy reviewed the Church Constitution and have made recommendations for revisions. These include a better definition of Active Members which is important for the purposes of paying our assessment to the Vermont Conference.

In July Chicken Pie discussions moved into high gear. Options included: having fewer tables in Fellowship Hall, doing it buffet style or entirely take-out, having seating in the carriage barn, moving the supper to the Weybridge School, or not having it at all. Other issues included: trying to find someone to paint the steeple and replace some of the louvers, revising the church website, setting up our own Zoom account, getting a church credit card as many of these services require automatic payments, transferring old files to the new computer, and the fact that expenses were exceeding our income by about \$6000.

In late summer plans for Chicken Pie Supper coalesced around a totally take-out offering with lights, a fire pit on the lawn, and tables set up under the tent for those wanting to “visit” while they ate. Huge congratulations to Martha and everyone who worked so hard on “CPS Take-Out Tent Version”! It was a remarkable if scaled back community gathering. Total revenue was \$1609, about \$1000 less than our traditional CPS, but because everyone was so generous, only \$400 of expenses were submitted. We began planning for Caryne’s Installation as well as for the Pledge Campaign. Karen has been fighting all year with our insurance company which informed us they would no longer insure the carriage barn as it was “old and the foundation was failing”. After the foundation was restored, the building stabilized and confirming photos sent, coverage was still denied. We are researching other insurance carriers.

At our October meeting we voted \$3000 of funds left from those donated by the late Tom Ward for our present sound system towards the expansion and upgrading of the system that will include the option of offering worship services via Zoom each week. This effort is being spearheaded by John Myhre. We have approached John Baker about creating and installing railings on both sides of the steps leading up to the pulpit. A couple of recent experiences with people making their way up the steps reinforced the need for railings. Brenda cleaned up the website and we are asking for a wider church committee to be formed to review all of our external and internal communications (website, Facebook, Front Porch Forum postings, newsletter, sandwich sign, etc.) for their purpose, functionality and content.

Late in the year we were happy that expenses were running just slightly ahead of income and little of our “cash forward” line item would be needed to balance the 2022 accounts. Somewhat alarmingly, budget development for 2023 did not produce similar good news as the Pledge Drive fell far short of the funds needed to cover expenses for the coming year. Several of our long-time members and supporters have passed away and contributions from the rest of us have not increased enough to make up the difference. For the time being we have sufficient cash reserves to fill the gap but this is a serious situation that all of us need to be aware of.

Among other issues that need to be addressed or completed in 2023 are the repair and painting of the steeple & louvers plus reviewing and revising the fees for one-time or ongoing use of the church Fellowship Hall & kitchen, Meeting Room, and Sanctuary.

Thank you all for the continuing support you provide to the church and our church family!
Gale Hurd, David Andrews, Brenda Hamm, Karen James (also Treasurer), Jeff Olson (also Asst. Treasurer), Reg Spooner.

2022 Annual Mission Committee Report

Dan Wright 's term finished in February, and Ken Corey left Mission for Deacons. We welcomed Lynn Blagden.

We wrote a Mission Statement:

"The Mission Committee of the Weybridge Congregational Church UCC is empowered by the congregation to lead the use of the time, talents, and treasure that make up our congregation's resources. The Committee disburses funds from the Mission Budget and helps make recommendations for mission partnerships and projects that respond to basic and/or emergent human needs. The Committee seeks to advocate especially for those whom our society marginalizes on the basis of race, gender, sexual orientation, gender identity, immigration status, economic resources, disability status, religious beliefs, and others."

The overriding factors that influenced our **allocation decisions** continued to be houselessness, food insecurity, safety, and access to health care. Through our disbursements we responded to victims of natural disasters, and to those who fear for their safety, be it because of an abusive relationship, the color of their skin, or how they identify. A table of Mission Distributions follows.

We were entrusted with \$11,375.25 to allocate. Of that total 39% was allocated locally; 32% in state or regionally, 16 % nationally and 13 % internationally. Both donations to SOLA were matched. Our giving in December was significantly less than past years. The good news is that there appears to be \$498 left in the 2022 budget to use in 2023. The Christmas Eve collection of \$676 was divided equally between HOPE and Charter House.

Monthly Mission moments ranged from *The Special Olympics* to *Hands to Honduras*. We oversaw the UCC offerings (see table that follows). Announcements with posters of quarterly meetings are back, post COVID. Thank you notes can be found in the narthex.

We have not received letters for some time from Heba in Egypt, Rutendo in Zimbabwe, and Said in Honduras, whom we sponsor through **PLAN International**. Inquiries with PLAN about the children have been made and we hope for some mutual correspondence in early 2023.

Our committee has sought to better understand and connect with non-profits we support, many of which our congregants have ties. There was a visit to the *Clemmons Family Farm* and a field trip to UVM's Fleming Museum to view: *UNPACKED: Refugee Baggage*. We encourage congregants who would like to do a mission moment of an agency they know and care about, to let us know.

There are two **volunteer opportunities** we explored: One is thru the *USCRI-Vermont* where there is an array of ways to welcome and support refugees and immigrants, whether in person, or being on-call to help with apartment set ups and moves or donations organization. The second would be joining with others in the area who support and form meaningful relationships with former SOLA students, now studying at Middlebury College. Options include being part of a community transportation on-call list. Mission plans to host a field trip or a meal for Afghan students this spring if they are interested.

On our minds for 2023: Making our bathroom, which is open and accessible 24/7, into a place where information on housing and safety options are readily available, as needed. Discussions with other church members are or will be taking place to consider stocking the bathroom with hygiene kits.

Developing action steps for SOLA and USCRI-Vermont Volunteer opportunities.

Follow up, as suggested at last year's annual meeting, and look at the broad range of non-profits we support, and if we would consider narrowing the list of recipients, focusing on church values.

Respectfully Submitted,

Lynn Blagden, Rev. Caryne Eskridge, Sue Davis, Christina Wadsworth, Deb Wales, Martha Winant and Peg Myhre

Mission Distributions 2022

Local

HOPE	\$	800.00
John Graham Shelter	\$	650.00
Open Door Clinic	\$	500.00
Counseling Service of Add. Co.	\$	500.00
WomenSafe	\$	500.00
Charter House	\$	800.00
Addison County Parent Child Center	\$	160.00
Turning Point	\$	250.00
End of Life Services & Palliative Care	\$	300.00
Sub-Total	\$	4,460.00

State & Regional

Veterans Place	\$	150.00
Camp Agape	\$	300.00
NAMI-VT	\$	200.00
VT Interfaith Power & Light	\$	95.25
VT Partnership for Fairness and Diversity	\$	300.00
Fresh Air Fund	\$	300.00
Rutland NAACP	\$	200.00
VT Foodbank	\$	300.00
NOFA-VT Farm Share Program	\$	200.00
Outright Vermont	\$	308.00
US Comm. for Refugees & Immigrants-VT	\$	400.00
Clemmons Family Farm	\$	200.00
Abnaki Helping Abnaki	\$	150.00
Vermont Special Olympics	\$	200.00
PPNE (Planned Parenthood of NE) regional	\$	300.00
Sub-Total	\$	3,603.25

National

Back Bay Mission	\$	240.00
UCC (Emergency US Fund)	\$	440.00
Black Food Security Network	\$	150.00
UCC Relief	\$	1,000.00
Sub-Total	\$	1,830.00

International

Hands to Honduras	\$	140.00
SOLA School of Leadership	\$	626.00
Doctors Without Borders	\$	200.00
Mercy Corps	\$	326.00
Church World Service-Disaster Relief	\$	190.00
Sub-Total	\$	1,482.00

Special Offerings

UCC Special Support	
One Great Hour of Sharing	\$ 645.00
Strengthen the Church	\$ 315.00
Neighbors in Need	\$ 604.00
Christmas Fund	\$ 605.00
Sub-Total	\$ 2,169.00
PLAN International	\$ 1,080.00
Other	
Ukraine Emergency Appeal	\$ 1,704.00

TOTAL	\$ 11,375.25
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MUSIC COMMITTEE REPORT

This was not a momentous year for the Music Committee if you were to look around the sanctuary. But inside the choir loft and we hope the congregation is the JOY that the choir is singing again indoors! Heidi and Peggy choose music and pull us together monthly, and we sang every week during Advent and [Christmas Eve](#), the congregation able to join in!

So the blessed usual was Peggy playing three out of four or five Sundays each month, Heidi filling in and David Andrews working his magic sometimes with C D's. We enjoyed that especially when we worshipped under the tent in the summer. Bob Granner pitched in as our substitute, especially when Heidi was recovering from surgery. At Christmas choir friends Peter Hamlin and Chris Robbins joined us in singing and recorder playing one [Sunday](#) and [Christmas Eve](#) they brought drums and chimes as we sang up the aisle and later sang Peter's anthem Behold the Wonder of This Night.

The Music Committee is working with the Racial Justice Task Force to explore how Negro Spirituals were used, with a possibility of consulting other churches in what kind of reparations/royalties we might begin to make when we sing Black music.

We are also hoping to sing more new music, with Caryne's help as we explore what our church licensing allows us to download online. And we have bought other music, from new Taize chants to favorites someone heard, which are waiting in the wings.

Masked or unmasked, we are singing. Deo Gracias.

Report of the Green Team

The Green Team has met monthly during the past year, and we continue to provide Creation Care messages at our services either once or twice each month.

In April, our church received the Green Congregation award at the annual meeting of Vermont Interfaith Power and Light. After some discussion, the Green Team decided to use the \$500 received from VT IPL to create a pollinator garden along the eastern edge of the church property. Thanks to much work by Steve Smith, we have prepared the area by applying cardboard and organic mulch, and we will plant an assortment of appropriate "pollinator perennials" in the spring.

On May 4, we invited members of the church to once again make a "Climate Pledge" to focus our thoughts and actions on reducing our carbon footprints and influencing public policy. Each member was asked to consider this question: "When I imagine the climate justice world that we are making, I picture: _____". Then we asked each person to pledge a changed behavior and some form of advocacy to help move the world toward this vision. This winter, we plan to share our experiences with the pledges and the steps we are taking. We anticipate another round of "climate pledging" on Earth Sunday this spring.

On Green Up day, the church offered refreshments to volunteers cleaning up the roadsides in Weybridge, and we provided information about some of our climate efforts. It was a good opportunity for local residents to meet our new pastor, the Rev. Caryne Eskridge.

The Green Team also participated in the Seed Swap and Electric Tool and Electric Car Demo organized by the Weybridge Energy Committee on May 21. We hung out the ICAN banner, and our pastor and Susie Davis brought their electric bicycles! The Green Team could participate even more in this event next May.

During Advent, we again invited people to help decorate an Advent Earth Care Wreath hung in the back of the sanctuary. Folks were encouraged to come with something in the natural world that inspires them, or some human actions which demonstrate care for the Earth and/or work against climate change. These could then be written on paper ornaments to be hung on the wreath, and might be pictures or words.

Older members of the congregation (that is, most of us!) have been encouraged to enroll in Third Act, the new initiative supported by Bill McKibben to enlist folks in the "golden" years of life to work to insure that later generations will inherit a livable planet.

We continue to be represented on the Interfaith Climate Action Network (ICAN), although the network has been less active in recent months.

Green Team members: Heidi Willis, Dan Wright, Steve Smith, Lynn Blagden, David Andrews, Reg and Carol Spooner, Nancy Spears, Caryne Eskridge.

2022 Auditor's Report
Weybridge Congregational Church
January 20, 2023

The purpose of an audit is to perform an independent review of the financial processes and the truth and accuracy of the financial reports of the church. An auditor does not attempt to discredit or devalue the work done by our Treasurer, Assistant Treasurer or Pastor. Rather, in most cases, as it is at the Weybridge Congregational Church, it provides an opportunity to celebrate the good work of these people and to hold it high for all our members to see.

As auditor I follow the direction given in two UCC manuals: *Handbook for Church Audit Committees* and *A Church Financial Handbook*. I interviewed Treasurer, Karen James and Assistant Treasurer, Jeff Olson. I reviewed the systems, processes and reports each uses to fulfil their roles. I should have met with Caryne as our primary employee and overseer of the Deacon's Fund, but I did not. I will follow up as a new member of the Stewardship Committee.

Findings

The Weybridge Church has a healthy separation of responsibilities. The Treasurer is responsible for outflows and payables (the one exception being the Deacon's Fund), and the Assistant Treasurer is responsible for inflows. The pastor has no routine access to either with exception of the Deacon's Fund checking account. Both the Treasurer and the Assistant Treasurer are informed of each other's activities and act as a second set of eyes on the processes and actions of each. Reports between the two "tie together". The appropriate balance between confidentiality and transparency exists.

Activities of the Treasurer

- Responsible for outflows. Accounts, checkbook, disbursements and online statements were reviewed. Every expenditure is invoiced. The Treasurer requires a "piece of paper" for all payments. Special care is taken to document all "internal" payments such as reimbursements.
- The Treasurer works closely with the Mission Committee to fulfil the designated gifts decided on by the committee.
- All payments are by check. There is regular reconciliation of accounts.
- There is no independent movement of funds to or from the long-term investment accounts. This is only done with Stewardship direction.
- There is a "clean and clear" process for Caryne's payroll item's (salary, housing, retirement, FICA). These are done by auto deposit.

In summary regarding our Treasurer and her activities – very sound processes and a clean opinion.

Activities of the Assistant Treasurer

- Responsible for inflows, both checks and cash, and deposits of each.
- All audit guidelines point to the cash area as the most inherently challenging part of a church's financial systems. For us, in the scheme of things, it is a very small part of our financial picture.

- Cash receipts include the weekly loose offering (including larger holiday collections), PLAN, special collections, UCC Collection – OGHS and Deacon's Fund. By policy, two people are to count our two largest service collections at Christmas and Easter. This did not happen this year but will again going forward.
- To make up for this cash "exposure" our Assistant Treasurer provides weekly and monthly documentation to Stewardship and the Treasurer.
- Our primary method of income collection is through the regular pledges, mostly made by checks or occasionally through cash in the designated envelop. Confidentiality of these gifts is entrusted to the Assistant Treasurer, but with significant anonymous reporting to Stewardship and the Treasurer.
- The Assistant Treasure in conjunction with the Stewardship Committee works closely with the Mission Committee to inform them of the level of Mission pledges and collection.
- In 2023 the Assistant Treasurer will report to all pledge donors the status of their pledge fulfillment through September 30 with a detailed report of giving.
- As part of Stewardship, the Treasurer reviews deposits of the Assistant Treasurer.

Regarding our Assistant Treasurer and his activities (in his first year in this critical but laborious role) – sound processes and a clean opinion.

Recommendations

The Auditor will continue to meet at least annually with the Treasurer, Assistant Treasurer, Pastor and Stewardship on the financial practices of the church. Additionally, the Auditor will receive copies of all reports made available to Stewardship. An annual Audit will be performed.

There will continue to be a Deacon designee to assist the Assistant Treasurer in the "first count" of basket cash collected at Christmas and Easter.

The Auditor requests that the Treasurer, Assistant Treasurer and the Mission committee work to enhance communication and reporting of funds designated for year-end Mission disbursement.

The Auditor requests of the Stewards to formally encourage parishioners to make contributions by check and to encourage donors to carefully review contribution records.

The Auditor requests of the Stewards to discuss and work closely with Pastor Caryne on the purpose, effectiveness and implementation of the Deacon's fund.

Special Thanks

Special thanks go to Karen James and Jeff Olson. Every week they put in countless hours to keep our finances well-tended. They conduct these roles with competence, dedication and integrity. We are truly blessed.

Respectfully Submitted,

John Myhre, Auditor

Hello, Weybridge Church!

When I think of the year since our last Annual Meeting, I think of several actions that I've seen become themes for us: trust-building, listening, sharing stories, celebrating, grieving, and gathering.

We have passed the year mark of our time together, and that has meant a year of building trust between me as minister and you all as congregation. You have trusted me to lead worship, to visit and get to know you as individuals and families, to learn about Weybridge traditions, and to show leadership and authenticity in the ways I am called. I have trusted you to value my call, to speak honestly, and to be willing to make a new church together as you welcome me in.

We have listened and we have shared our own stories. We heard a lovely sermon from Ken Corey in October, sharing his own experience in math and statistics, and opening us to a new way of seeing the Divine through his story. Catharine Noel offered us a powerful testimony about her experience navigating life as a Black woman in America, as we are in the midst of implementing voluntary royalties and educating ourselves about the tradition of Negro spirituals. Our committee and group meetings throughout the year represent hours of careful listening and sharing of opinions. Last but not least, I enjoy preaching from the sacred texts and stories of our broad spiritual tradition.

We have celebrated! Many of you took part in my ordination in April, either in person at Spring Glen Church or via Zoom. I will remember that day for the rest of my life, and your presence as a vital part of it. We had our own celebration in October, when I was officially installed as your pastor. It was such a joy to have so many of the people who are dear to me attend so that they could meet you and you could meet them. You all truly outdid yourselves with the reception following: the food was extremely tasty, and the flowers and decorations under the tent were gorgeous.

Our new version of Chicken Pie Supper felt like a celebration, too. There was a celebratory atmosphere in the flurry of preparing and portioning, the joy of seeing the row of cars coming through and the folks under the tent, and the enjoyment of the well-earned (and delicious!) meal we shared afterwards. We revived and reinvented a Weybridge tradition, with a lot of discussion and work with it, and also a lot of reward.

We have also grieved together. We mourned the loss of Agnes James, pillar of our church and of Weybridge, in December with a nearly full Fellowship Hall of those gathered to remember her. We will remember her sense of humor, her many years as church organist, and her often behind-the-scenes work helping our small and mighty church. We also grieved with several who lost loved ones or marked the anniversary of the death of a loved one. We grieved the ongoing death and destruction across the globe: the war in Ukraine, severe flooding in Pakistan, the upheaval that sent record numbers of people to the southern US border, the aftermath of intense storms too numerous to even name. Covid continues to be a concern, even as we thank

God and are grateful to science for vaccinations and treatments that help enormously. Grieving and naming our losses does not end the grief, but it does make it easier to carry.

Throughout our entire year, gathering has been our constant. We have navigated this new era of Covid finding that, sometimes, gathering looks different but is still a balm. Gathering, whether it be in person or on Zoom, in the Sanctuary or under the Tent, for a meeting or for a meal (or both!), it is what has enabled all of the other ways we have grown as Weybridge Church.

May the peace of God that passes all understanding keep our hearts and minds in the knowledge of the love of God, of the risen Christ, and of the Holy Spirit. And may the One who created us, redeemed us, and will forever sustain us be with us now, and always. Thanks be to God, amen.

Peace,

Caryne

2022 Treasurer's Report

The Weybridge Church finances managed to keep up with the budget this year. The following is a recap of the accounts held by the Weybridge Congregational Church:

- The Morgan Stanley account had more losses than gains, and ended the year with a value of \$394,496.67, down from the last year's end value of \$485,392.25. As noted in the Stewardship Report, the committee meets annually with Matt Smith, balancing the fund as necessary, keeping in line with our Investment Policy.
- There is a small savings account at the National Bank of Middlebury with a year-end balance of \$3,729.08. These funds represent the accumulation of gifts over the years to specific items, such as maintenance of the carriage shed, the sound system and funding of flowers for the sanctuary.
- Weybridge Church also has two rollover Certificates of Deposit with the UCC Cornerstone Fund. We switched them from a 24 month term to a 12 month term, in hopes that interest rates would rise. Both funds have made a small gain, ending with a \$19,309.29 balance.

Careful budget planning and a significant "cash forward" amount from the NBM checking account enable a balanced budget for 2022. The checking account is holding over a balance from 2020-21 which makes this possible. Committees were consulted for their respective 2023 budget lines. Maintenance includes the painting of the steeple and restoration of the louvers, which did not get completed last year. The largest increase is in Pastor salary and benefits. In keeping with the UCC guidelines, salary was increased by 8.5%; benefits were also increased by The Pension Board.

Thank you all for your continued support of our church and its wider mission to make all this work possible!

Karen James, Treasurer

Jeff Olson, Ass't Treasurer

**Statement of accounts
and Budget 2022**

**DRAFT
2023**

	2021	Actual to	2022	Actual to	DRAFT
	Budget	Budget 2021	Budget	Budget 2022	2023
					Budget
INCOME					
Cash Forward			\$ 16,020.00		\$ 36,289.95
Draw from Investments			\$ -		
Loose Offering	\$ 400.00	\$ 1,301.50	\$ 500.00	\$ 1,116.00	\$ 500.00
Other Income			\$ 300.00		
Pledged Income (General Fund)	\$ 79,300.00	\$ 81,346.00	\$ 85,000.00	\$ 88,015.45	\$ 68,153.20
Suppers and events			\$ 1,000.00	\$ 1,219.00	\$ 1,000.00
Special Projects	\$ 1,500.00	\$ 71.50	\$ -	\$ 39.80	
Carriage Barn Office rental	\$ 2,400.00	\$ 2,400.00	\$ 2,400.00	\$ 2,400.00	\$ 2,400.00
Total Income	\$ 83,600.00	\$ 85,119.00	\$ 105,220.00	\$ 92,790.25	\$ 108,343.15
EXPENSES					
Association Dues	\$ 80.00	\$ 81.00	\$ 78.00	\$ 81.00	\$ 78.00
Building Insurance	\$ 4,500.00	\$ 4,144.00	\$ 4,500.00	\$ 4,152.00	\$ 4,500.00
Bank Charges, fees	\$ -	\$ 98.27	\$ -		\$ 100.00
Child Care	\$ -		\$ -		
Church Electricity	\$ 600.00	\$ 433.91	\$ 600.00	\$ 400.28	\$ 450.00
Copier	\$ 750.00	\$ 651.14	\$ 750.00	\$ 827.21	\$ 800.00
Custodian	\$ 1,540.00	\$ 1,310.00	\$ 1,500.00	\$ 1,440.00	\$ 1,500.00
Capital Expense			\$ 7,000.00	\$ 4,211.42	\$ 1,000.00
Deacon Expenses	\$ 300.00	\$ 616.08	\$ 500.00	\$ 463.78	\$ 1,400.00
Delegate Expense	\$ -		\$ 500.00	\$ 90.00	\$ 300.00
Faith Formation	\$ -		\$ 500.00		\$ 500.00
Flowers	\$ -		\$ 100.00		\$ 150.00
Fuel Oil	\$ 3,500.00	\$ 2,844.47	\$ 4,500.00	\$ 4,032.92	\$ 4,500.00
Hand bells	\$ -		\$ -		
Maintenance	\$ 3,700.00	\$ 4,142.25	\$ 5,000.00	\$ 3,564.28	\$ 10,000.00
Music	\$ 500.00	\$ 200.00	\$ 800.00	\$ 634.50	\$ 500.00
New initiatives	\$ 1,000.00		\$ 1,000.00	\$ 707.96	\$ 1,000.00
OCWM	\$ 7,000.00	\$ 7,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
Organist Compensation			\$ 3,500.00	\$ 2,200.00	\$ 2,500.00
Pastor Annuity	\$ 3,880.00	\$ 980.00	\$ 5,880.00	\$ 5,880.00	\$ 6,379.80
Pastor Dental Benefits	\$ 748.00	\$ 85.00	\$ 510.00	\$ 511.75	\$ 531.00
Pastor Disability & Life	\$ 416.00	\$ 105.00	\$ 630.00	\$ 630.00	\$ 630.00
Pastor Education	\$ 500.00	\$ 99.69	\$ 1,000.00	\$ 728.12	\$ 1,000.00
Pastor Health Ins.	\$ 11,712.00	\$ 1,062.56	\$ 6,375.36	\$ 6,420.60	\$ 6,918.24
Pastor Housing	\$ 7,917.00	\$ 4,476.93	\$ 15,156.00	\$ 15,156.00	\$ 15,600.00
Pastor Salary	\$ 19,792.00	\$ 9,042.32	\$ 26,844.00	\$ 27,344.00	\$ 29,970.00
Pastor Professional expenses			\$ 1,500.00	\$ 138.60	\$ 1,500.00
Pastor Social Security	\$ 2,120.00	\$ 1,015.11	\$ 3,213.00	\$ 3,213.12	\$ 3,486.11
Pastor Travel	\$ 1,000.00	\$ 1,374.40	\$ 1,000.00	\$ 312.97	\$ 1,000.00
Per Capita	\$ 1,100.00	\$ 1,028.72	\$ 1,030.00	\$ 1,067.25	\$ 1,000.00
Propane Fuel				\$ 324.24	\$ 750.00
Licenses and fees	\$ 700.00	\$ 876.99	\$ 800.00	\$ 986.34	\$ 1,000.00
Pulpit Supply	\$ 1,800.00	\$ 2,852.13	\$ 2,200.00	\$ 800.00	\$ 1,200.00
Supplies	\$ 400.00	\$ 108.25	\$ 500.00	\$ 253.97	\$ 300.00
Telephone	\$ 1,100.00	\$ 1,086.01	\$ 1,100.00	\$ 1,117.15	\$ 1,100.00
Worker's Comp	\$ 300.00	\$ 613.00	\$ 650.00	\$ 628.00	\$ 700.00
Total Outflows	\$ 76,955.00	\$ 46,327.23	\$ 105,216.36	\$ 94,317.46	\$ 108,343.15
Mission Budget					
Mission Pledged Income	\$ 11,822.00	\$ 11,748.48	\$ 14,748.00	\$ 13,072.55	\$ 12,880.80
Mission Pledged Expense	\$ 11,822.00	\$ 11,498.15	\$ 14,748.00	\$ 12,574.52	
Child Plan Expense	\$ 1,080.00		\$ 1,080.00	\$ 1,080.00	\$ 1,080.00
Child Plan income	\$ 1,080.00	\$ 1,552.00	\$ 1,080.00	\$ 1,210.84	
HOPE donations		\$ 280.00		\$ 25.00	
Deacons Fund		\$ 367.00		\$ 661.25	

WEYBRIDGE CHURCH OFFICERS, COMMITTEES & TEAMS 2023

(Dates in parentheses indicates final year of term.)

Names in **Bold** to be elected at Annual Meeting.

* Indicates no term limit

OFFICERS

Moderator (2 yrs.):	Wendy Eickenberg	(2023)
Vice Moderator (2 yrs.):	John Baker	(2023)
Clerk* (1 yr.):	Heidi Willis	(2023)
Treasurer* (1yr.):	Karen James	(2023)
Asst. Treasurer* (1yr.)	Jeff Olson	(2023)
Auditor* (1yr.):	Charlie Kireker	(2023)

CHURCH COMMITTEES

Deacons*:	Steve Smith, Liana Merrill	(2023)
	Martha Winant, Susan Davis	(2024)
	John Baker, Lynn Blagden	(2025)

Stewardship*:	Brenda Hamm, David Andrews	(2023)
	Jeff Olson, Matt Brown	(2024)
	Chris Granstrom, John Myhre	(2025)

Mission*:	Martha Winant, Lynn Blagden	(2023)
	Peg Myhre, Christina Wadsworth	(2024)
	Deb Wales, Catharine Noel	(2025)

Nominating:	Marie Kireker	(2023)
	John Baker	(2024)
	Arlinda Wickland	(2025)

Pastor-Church Relations:	Brenda Hamm	(2023)
	Nancy Spears	(2024)
	John Myhre	(2025)

Music*:	Lianna Merrill	(2023)
	Martha Winant, Arlinda Wickland	(2025)
	Heidi Willis, Peggy Wright, ex officio members and Organists	

Flowers* (1 yr.): Christina Wadsworth, Elita Dorwart, Gale Hurd (2023)

Delegates (1 yr.): Addison Association (4): _____/_____ (2023)

_____ (2023)

Vermont Conference (2): _____/_____ (2023)

(All to be elected at the Annual Meeting)

CHURCH TEAMS

(Membership fluid/no terms)

Green Team: Dan Wright, Steve Smith, David Andrews, Heidi Willis, Nancy Spears,
Lynn Blagden

Racial Justice Group: John Myhre, Peg Myhre, Heidi Willis, Catharine Noel, John Baker,
Brenda Hamm, David Andrews, Liana Merrill, Lynn Blagden, Linda Brown, Dan Wright,
Nancy Spears, Arlinda Wickland, Charlie Kireker, Martha Winant, Steve Smith, Susan Davis,
Deb Wales, Gale Hurd