

2007

**ANNUAL CHARGE CONFERENCE
HELD ON DECEMBER 4, 2007**



UNITED METHODIST CHURCH OF AUBURN, MAINE

**REV. PETER D. WEAVER, BISHOP,
NEW ENGLAND ANNUAL CONFERENCE**

**REV. DAVID SVENSON,
DISTRICT SUPERINTENDENT, MID-MAINE DISTRICT
REV. RICHARD A. CULLEN, PASTOR**

**MID-MAINE DISTRICT
of the NEW ENGLAND ANNUAL CONFERENCE
of the UNITED METHODIST CHURCH**

**United Methodist Church of Auburn
Annual Charge/Church Conference
12/4/2007
AGENDA**

Greetings and Welcoming

Recording Secretary Named

Donna Manson

Motion: That the charge conference be a church conference allowing all members to have voice and vote.

WORSHIP

Centering Time

Prayer

Gracious God, we would be faithful and obedient disciples of Jesus Christ. Grant that in the moments of this charge conference we will be open to your Spirit's leading. May we be attentive to one another and also to your voice, that not being chained to the past, but open to the future you call us to, we may respond with joy to what you would have us be and to what you would have us do. We pray this in the name of Jesus Christ our Lord.
Amen.

The Lord's Prayer

A Time of Remembrance and Recognition

Perry A. Munroe 12/31/06
Merlton Gould 1/3/07
Wendell (Bill) Tinkham 3/21/07
Eva Conroy 4/16/07
Lawrence W. Hathorne 4/16/07
Martin Keith 4/17/07
Audrey Fleming 5/3/07
Pearl Simmons 11/25/07

As each name is read, a candle will be lit and the congregation will respond:
"God, for this your servant, we give you thanks."

Prayer (Unison)

Our loving God, the one who gives us all good gifts, we give thanks for the saints whose names we have lifted up this evening. For their faithfulness, for what they have meant in our lives, for the gifts that they have brought us, and for the love in which you hold them even now, we offer our profound gratitude. Grant that we, moved by the memory of their presence among us, will also strive to be faithful disciples of Jesus Christ our Lord. Amen

The First Testament

“Abraham’s Company”

Genesis 18:1-8

Reflection

“Hospitality?”

Prayers

“Lord, in your mercy”
Alleluia!

“**Hear our prayer**”
“**Alleluia**”

THE BUSINESS OF THE CHARGE CONFERENCE

1. Approval of Local and Certified Lay Speakers

Janice Meserve- Local Church Lay Speaker
Sharon McGilvery- Local Church Lay Speaker
Ruth Cannon- Certified Lay Speaker

2. Receiving of Bequests:

Paul Farnsworth, Trustees

A bequest in the amount of \$X was received from the estate of Helen Bouley. It is undesigned. The Trustees move that the bequest be put in the church’s memorial fund and that it be used to purchase four wooden flower stands for use in the sanctuary.

3. Setting of Pastor’s Compensation for 2008 including action on Housing Exclusion

Kathleen Cormier: Staff Parish Relations Committee chairperson

4. Receiving of Membership Audit including names for removal.

See report in Charge Conference booklet, pages 13-15

5. Receiving the Report of the Lay leadership Committee.

See report in Charge Conference booklet pages 16-19

OPEN DOORS
YOUR WELCOMING MINISTRY

Hebrews 13:1-2

Some Questions for the Church

- 1 – How do you invite people into your community of faith? (Luke 14:12-14)
e.g. Signs, Flyers, Personal Invitation, etc.
 - a – Who do you want to invite?
 - b – Are you intentional about who you invite?
 - c – Are these the people God is calling you to invite?

- 2 – How do you welcome people? (Luke 7:36-38; 44-46)
 - a – Is the welcome intentional or accidental?
 - b – Have people been trained for welcoming?
 - C – Are your ushers “user friendly?”

- 3 – What follow up methods do you use? (Acts 15:36)
e.g. letters, door visit, phone call
 - a – Have persons been trained for follow up ministry?
 - b – Does anyone return after one visit?

- 4 – What do you need to do now as a community of faith in the areas of inviting, welcoming, and follow up?

- 5 – Do you need to consider adaptation? (Acts 17: 22-23)

Considerations for your welcoming ministries:

- 1 – The church is a relational place, not just an idea place.
- 2 – “Words that heal and words that hurt”
- 3 – Incorporating persons into the body
- 4 – The word we share about our church is important.

Benediction

David Svenson

United Methodist Church of Auburn
Charge Conference Minutes
November 8, 2006

Members in attendance:

Kathleen Cormier	Betty Dexter	Helen Shelton
Eric Howes	Tom Reichard	Shirley Keene
Stan Rice	Paul Farnsworth	Barbara Newbauer
James DeWolfe	Joel Irish	Sharon McGilvery
Lucille Webber	Ruth Cannon	David Svenson
Gladys Chapman	Russ Peppe	Rich Cullen
Maynard Chapman	Judy Sargent	Donna Manson
Nancy Holler		

The annual charge conference of the United Methodist Church of Auburn was held on Sunday, November 8, 2006. Pastor Rich introduced David E. Svenson, District Superintendent of the Mid-Maine District/NEAC. David, used a power point computer program to assist in his presentation.

Donna Manson was named Recording Secretary and was unanimously approved.

The primary focus of the presentation was to use creative conversation around the past and future of the church.

Special recognition was given to Ruth Cannon as a District Lay Leader.

David led the opening worship and centering time as a special recording “We Shall Walk Through the Valley in Peace” by Moses Hogan Chorale was played. He said that Jesus himself will be our leader. Everyone joined in repeating a prayer in unison.

A quite time for remembrance and recognition for those who have died since All Saints Day in 2005 was given to the following:

Ruth Callahan 11/13/05	June Reynolds 2/18/06	Willie Boothby 7/6/06
Gerry Spencer 1/9/06	Blanche Russell 6/19/06	Byron Ames 10/11/06
Beverly Spiro 1/10/06	Natalie Trask 6/29/06	Helen Bouley 11/2/06

Pastor Rich spoke of Helen Bouley who was the oldest Maine resident. At 79 she began her career as a volunteer in 1979 until she was 103 years of age at CMMC. He thanked God for her presence and that it was a privilege to have met her.

Ruth read a special scripture reading.

David said that it is time for sowing seeds of goodness and creating good relationships within the church. Some lead to good things and some you may wish not to know about. He shared a great experience he had at a baptism he witnessed in Colorado which was a powerful moment.

David led us in prayers for joys and concerns.

The following local and certified lay speakers were approved: Sharon McGilvery, Janice Meserve and Ruth Cannon, licensed lay speaker. Rich expressed a great joy in having lay speakers in our church and that there is always room for more.

The SPRC presented the following recommendations for Pastor Rich for 2007 – salary / \$X and reimbursable expenses / \$X. These recommendations were unanimously approved.

Charge conference order III – opened for discussion the following:

- A time for discussion of the local church's past, present and future.
- Where have you seen and known God in your past.

There was some discussion regarding the history and the beginning of the Auburn church when it started on High Street in Lewiston and moved to Park Street in Auburn and how the church held together through good time and bad times.

There was some discussion as to

- Where do you see and know God in your present?
- Where do you think God is calling your church in the future?

Hospitality is the key for future well being of our church. A new nurturing committee has been formed at our church and has started with the following programs:

- Offering free babysitting on Saturdays before Christmas so that parents can do their Christmas shopping.
- Offering assistance for seniors who may need help with cooking and wrapping presents.

Evangelism is a need to spread word throughout the community to find a need and respond to it.

Rich reported that the youth mission team of our church has been very active and that we are currently meeting jointly with other churches in our area to combine the youth ministry to meet trends of all churches. Rich also reported that the church council is refocusing for the future needs of our church.

David said that the focus of all churches should be about God in the past, present and future. The meeting closed with a song, "He's Always been Faithful to Me" by Chicago Staff Band Heidi Strand, Soloist.

Respectfully submitted,
Donna M. Manson

PASTOR'S REPORT FOR 2007: THE STATE OF THE CHURCH

“Grief is the physical, psychological, emotional, behavioral, and spiritual response of human beings to change and/or loss.” “Grief is love not wanting to let go.”
Taken from “Living with Loss, Healing with Hope” by Rabbi Earl A. Grollman

The year 2007 has been divided by experiences of death and new life! Now this may seem a little dramatic since I have not personally experienced death nor has anyone in my immediate family, but in a very real sense the changes that we have mutually experienced in this past year have been those of loss and letting go in order that we might find what it is that God has in store for us for the future. As is so often the case for me it is only with hindsight that I have been able to admit that throughout much of this year I struggled to deal with the sense of loss that was represented for me both by the retirement of Gladys Chapman and by the deaths of some significant members of our congregation. I have been blessed for ten out of my first eleven years as your pastor to work side by side with Gladys as we have carried out the mission and ministry of our church. It has proven to be a wonderful time in which much has been accomplished for the sake of the kingdom of God and for that I will forever be grateful. Letting go of this has probably proven to be more difficult than I have let on to but with loss also comes the opportunity to open oneself up to a new future in which God is already at work.

This year has also been defined by new opportunities and challenges and for this I am also grateful. The most obvious of these new opportunities can be seen in the hiring of two new staff: Kary Coffin as Director of Christian Education and Ruth Cannon in the newly created position of Coordinator of Lay Ministries. Each of these new staff members has brought enthusiasm, energy, and a high level of competence to their respective positions. The challenge is that Kary was hired to do a job in twenty hours a week that had been done previously in forty hours a week while Ruth has the task of helping to define and clarify a brand new position. I am confident that together we will meet these challenges and as a ministry team be responsive to the needs of our church and community.

Another change this year has been evidenced in the new relationship that we have with our sister church in Lewiston, the Calvary United Methodist Church. A small group from each church sat down together at the request of our District Superintendent and out of that meeting came a commitment to explore ways in which we might more effectively be a United Methodist presence in the twin cities. Some of the ways in which we have attempted to offer a unified witness have included: worshiping together throughout Lent in Ash Wednesday, Maundy Thursday, Good Friday and Easter Sunrise services; studying together in two classes offered by Rev. Russ Peppe which have alternated between the two churches; including men from both

churches in our Saturday morning Men's Breakfasts; providing financial and other support to the Calvary UMC Wednesday evening community suppers; and receiving support from the folks at Calvary for our Youth Mission Team as they bought more than their share of maple syrup! It has been a joy to get to know our sisters and brothers from the Calvary UMC and to recognize the benefits to each church through our mutual ministry.

Some of the other highlights of this past year include the following:

- Having our largest ever youth mission team (eleven youth and four adults) travel to Manassas, VA for a week long "week of hope" and having an even larger group of youth and adults (fourteen youth and five adults) sign on for next years trip to Denver, CO.
- Having four of our youth participate in confirmation classes and be confirmed as members of the church after two successive years with no confirmands.
- Seeing the continuation of the joint Youth Group effort with the High Street and West Auburn Congregational Churches now with the leadership of Kary Coffin.
- Witnessing the formation of a new youth group for children in grades 4-6 under the leadership Kary Coffin along with assistance from Rachel Randall and Simone Morin.
- Seeing the continuation of and growth in our commitment to missions both locally and beyond our local area. Besides the youth mission trip mentioned above we also had two of our members (Lois Beechum and Lucille Webber) participate in a weeklong mission trip with the Rural Mission of John's Island, South Carolina. Likewise, for the third consecutive year Jane Thomas and Chris Conant have provided leadership for and coordinated a local mission project that included some 25 different people in mission and ministry to the Lutheran Social Services as we renovated one of their group homes.
- Having the opportunity to offer a variety of adult education classes utilizing lay members and both active and retired clergy including classes on the environment and the parables of Jesus led by Rev. Russ Peppe; two classes on Spiritual Gifts led by Ruth Cannon and myself; and on-going Adult Sunday School classes including a study of the United Methodist understanding of baptism, the study "Living Fully, Dying Well", and an Advent Study concerning the birth narratives in the Gospel of Matthew.
- The offering for a second year in a row a Women's Retreat in early September once again led by Wanda Sprague and this year with about 40 women participating. The theme "letting go and moving on" left a big impression on the attendees who have been seeking to live it out both in their personal lives and in their church involvement.

There have been a few challenges this year as well. I would mention the following for our consideration:

- As we have moved from a forty hour position to two positions totaling only 30 hours we have had to try to involve more people in doing the work of the church that in the past we could depend on staff to do. All of our staff (yes, including me!) has felt the stress this fall of trying to do too much with the time that we have. It is hoped that our emphasis on "Gifts-based ministry" will help to empower people to be in ministry as they recognize and claim their spiritual gifts.
- Increasingly we are facing financial challenges that we have somehow managed to remain immune to for much of the last ten years. After failing to pay our mission shares

in full for the first time in many years in 2006 we find ourselves in all likelihood able to pay an even smaller percentage in 2007. I am grateful both to the Finance Committee and to the Church Council for their leadership this fall in communicating to the congregation what our financial reality is and engaging the congregation in conversation regarding our future.

With these challenges in mind I offer the following as goals for the year ahead:

- Establishing a year-round stewardship program is one important goal for 2008. Based on what Claire Cote has brought back to the Finance Committee from her attendance at the Faith and Money Workshop in November my hope is that we can create a team of people who have an understanding of stewardship and a vision for how we as a congregation can utilize all of our gifts for the good of God's kingdom.
- A second goal for our congregation has to do with church growth and vitality. Although our membership and worship attendance have been stable for many years the last couple of years have witnessed a slight decline. At the present time our Church Council is reading the "ABC's of Natural Church Development" and praying and considering adopting this as a way to experience a renewed vitality in our congregation.
- A third goal, and one that has begun already, is to continue to focus on the premise that every member should be in ministry in the church and/or community and to help people identify their gifts and passions through the exploration of spiritual gifts. We will continue to offer a variety of ways (classes, online gifts surveys, etc.) whereby people can identify their gifts and passions and also help them to connect to the ministry that is best suited for them.

In closing I would like express my gratitude to the many people without whom I could not continue to be effective in ministry here at the UMC of Auburn: our lay leaders Barbara Newbauer and Joel Irish (and Ruth Cannon for the first half of this past year); the chair people of all of the church's committees and the members of the committees who give so much of their time and energy to leading our church; the wonderful dedicated and capable staff who give far beyond what they are paid for year in and year out; and the retired pastors Russ Peppe, Stuart Price and Chad Chadbourne who have participated in ministry with me through their teaching, preaching, and offering of pastoral care when I have been on vacation.

I look forward by God's grace to another year of ministry together and trust that God will guide our future even as God has guided our past. Thanks again for the privilege of serving God together with you!

In Mutual Ministry,

Pastor Rich

Director of Christian Education Report 2007

As a member of the church for the last 11 years, my involvement has centered on the sphere of music. Although singing is my great passion, for some time I have felt that God was calling me to something more. After I graduated from the University of Southern Maine with a degree in Psychology, I found a job, but my spirit was yearning for more meaning in my work. I did not initially see a half-time position as DCE as the answer to my prayers, but finally I recognized it as the opportunity I had been longing for, to make a real difference in the lives of others.

Here are some highlights from my first few months as DCE ...

- Vacation Bible School took place August 6th -10th at High Street Congregational Church, with a theme of hot air balloons and the title: “Lift Off! Soaring to New Heights with God.” This was an ecumenical effort, as it has been in past years. Forty-one children attended, with 12 buddies and 20 adults helping out. This year, I was one of the Directors, the Music Leader, and “Scoop,” one of the skit presenters; next year I will choose one role and find appropriate volunteers for the others.
- We are blessed with 6 new Acolytes this year, making the total 13 children who participate in the worship service: Koby Humason-Fulgham, Sierra Gary, Hannah Kenison, Auna O’Leary, Cody Malpass, Lucas Phillips, Emma Bragdon, Paige Morin, Allyson Petit, Brianne Routhier, Drake Routhier, Zarin Routhier, Adriana Whitaker.
- Sunday School has 53 children registered and an average attendance of 23. I have instituted an “attendance chain” program to encourage increased attendance in Sunday School, and I will bring back attendance awards at the end of the year.
- The teachers by class are as follows: 3 - 5 years: Claire Ross, Navana Routhier, Simone Morin; 1st & 2nd Grade: Will Talpey, Carla Burkley, Deb Trautman; 3rd & 4th Grade: Melissa

Buzza, Marci Ellingwood, Megan Howes; 5th & 6th Grade: Kay Little; 7th Grade & up: Mary MacMahon. I send weekly update emails to the teachers and I chair our monthly staff meetings.

- Our Ecumenical Youth Group (grades 7-12) meets twice a month and has 16 members. I am helping to lead the group along with Jenny Oswald from the High Street Congregational Church. We are currently attempting to introduce more programmatic elements to the current Youth Group structure.
- Our new Junior Youth Group (grades 4-6) meets once/twice a month (3rd and 5th Sunday) and has 6 members.

Some of my goals for the coming year include:

1. Increasing the presence and fervor of church youth, by assessing and meeting their needs.

Ideas: Encourage rally attendance and increase meeting quality/frequency.

2. Making teaching Sunday School more desirable, by identifying obstacles to teaching and changing the recruitment strategy to overcome them. Idea: Host a Sunday School Personal/Professional Development Conference, where teaching skills can be nurtured.

3. Helping the church utilize more internet technology, both to save money and to better reach out to the world. Ideas: Use the website more and keep it updated, create an e-mail directory, send e-Beacons and/or have Beacons archived online, offer online registration.

I am grateful for the opportunity to serve as the DCE of this church, and I am secure in the knowledge that I do not go this road alone. With the help of my church family, we can demonstrate the love of God to one another, sharing it with the greater community and the world!

Respectfully Submitted,

**United Methodist Church of Auburn Charge Conference
Report of the Coordinator of Lay Ministry
December 4, 2007**

My first few months in the newly established position as the Coordinator of Lay Ministry have been a learning experience as well as an opportunity to complete some short term projects and to establish some long term goals.

Letters were sent to all incoming committee members to welcome them to new ministries, as well as to outgoing committee members to thank them for their service. With assistance from members of the Committee on Lay Leadership, I have attempted to fill vacancies in committees and work areas. This is an ongoing need. I was successful in recruiting members of a steering committee for the Church Fair.

I have attempted to establish and maintain a regular schedule of availability at the church. I have written monthly articles for the Beacon, including our new "Want Ad" column, and provide weekly announcements for the bulletins. With Pastor Rich and Director of Christian Education Kary Coffin I assisted in planning and leading our Laity Sunday service on October 21st with a focus on diversity and our reconciling statement and hope to work with them to plan the family Christmas Eve service.

As the Mid Maine Director of Lay Speaking Ministries, I have attempted to keep members of the congregation aware of learning and fellowship opportunities beyond the local church. I have and will continue to attend district and conference events, especially those with a focus on empowering and equipping lay persons for ministry:

1. Recent Bishop's gathering in Brunswick with a focus on worship
2. School of Congregational Development (e3): Empower, Equip and Evangelize

On a personal level, I have continued the pursuit of Certified Lay Ministry and I have started meeting with a Spiritual Director with a goal of enhancing my personal spiritual life and growth.

Pastor Rich and I have led SpiritGifts as both a Sunday morning and weekday evening class which we hope to offer annually with a goal of reaching out to all members of our congregation. New name tags and a refurbished storage rack have been completed. New church information booklets with a comprehensive listing of church committees, programs and activities, will soon be available both for newcomers and to encourage more participation from current members.

Goals for 2008

All Christians, by virtue of their baptisms, are ministers. My primary goal for the upcoming year is to encourage and resource members of our church family to discern their gifts and develop their ministries in our church, our community, and beyond. Some ideas are listed below and suggestions are welcome:

- Establish a Ride Ministry for homebound members of our congregation
- Offer opportunities for Eucharistic Ministry (serving communion to homebound)
- Distribution of video tapes of worship service
- Ongoing collaboration in mission and ministry with Calvary UMC in Lewiston
- Work with the Committee on Lay Leadership to fill committee vacancies
- Establish a Spiritual Gifts data base
- Provide resources to assist people in finding ministry opportunities
- Encourage participation in "community and beyond" mission programs

I hope to meet with various committees and work areas to listen to their plans and needs, and to share learning opportunities. Kary and I have talked about offering an opportunity for youth to take a Spiritual Gifts inventory and study the Biblical passages focusing on Spiritual Gifts.

I am also involved in numerous volunteer activities at the church including scheduling liturgists, coordinating poinsettia and Easter flower orders and memorial lists, playing the organ/piano for Schooner and Clover services on a monthly basis. I do the billing, keep payment records and make deposits for the Auburn Preschool and I am the treasurer of the Auburn Unit of United Methodist Women. I will be scheduling and coordinating entertainment for senior luncheons.

I am a member of the NOW Team, the Church Council, the Staff Parish Relations and Finance Committees (ex officio), as well as the Worship and Outreach Committees. On a District level I am a member of the District Ministry Team and I am the District Director of Lay Speaking

Ministries. On the New England Conference level, I am a member of the Board of Laity, the Conference Committee on Lay Speaking Ministries, and the treasurer of the Reconciling Ministries Committee. I also represent this church as the Lay Member of Annual Conference.

I look forward to working with you all as we expand the mission and ministry of our church.

With much gratitude for this opportunity,

Ruth Cannon

2007 MEMBERSHIP REPORT

TOTAL: as of December 31, 2006	579
<u>TOTAL NEW MEMBERS:</u> December 31, 2006 – November 25, 2007	10
RECEIVED BY PROFESSION OF FAITH: including Confirmation	8
RECEIVED BY TRANSFER FROM OTHER UM CHURCHES:	1
RECEIVED BY TRANSFER FROM OTHER DENOMINATIONS:	1
<u>TOTAL REMOVED FROM MEMBERSHIP:</u>	9
REMOVAL THROUGH VOLUNTARY WITHDRAWAL:	0
REMOVAL THROUGH DEATH:	7

REMOVAL THROUGH TRANSFER TO OTHER UM CHURCHES:	2
*REMOVAL THROUGH TRANSFER TO OTHER DENOMINATIONS:	0
* REMOVAL BY CHARGE CONFERENCE ACTION	0
TOTAL MEMBERSHIP 11/25/07:	<u>580</u>
BAPTISMS:	9
AFFILIATE MEMBER: (do <u>not</u> count as an additional member)	2
AVERAGE WEEKLY WORSHIP ATTENDANCE: 2000:	151
2001: (Sunday only)	157
(17 Saturdays only)	36
(Combined)	169
2002: (Sunday only)	156
(Saturdays only)	24
(Combined)	173
2003: (Sunday only)	152
(Saturdays only)	26
(Combined)	166
2004: (Sunday only)	145
(Saturday only) (38)	23
(Combined)	161
2005: (Sunday only)	141
(Saturday only)	26
(Combined)	161
2006: (Sunday only)	138
(Saturday only)	24
(Combined)	153
Through November 25, 2007:	(Sunday only) 129
	(Saturday only) 21
	(Combined) 148

RECEIVED BY PROFESSION OF FAITH:

Clark, Poppy (3/25/07)

Clark, Ryan (3/25/07)
Cullen, Samuel L. (Confirmed 5/6/07)
Howes, Megan M. (Confirmed 5/6/07)
Morin, Simone Ann (3/25/07)
Ouellette, Kelsy L. (Confirmed 5/6/07)
Poole, Cherie (3/25/07)
Ross, Claire Nicole (Confirmed 5/6/07)

RECEIVED BY TRANSFER FROM OTHER UNITED METHODIST CHURCHES:

Dotts, Timothy P. (11/18/07 – from Trinity UM Church of Hicksville, Ohio)

RECEIVED BY TRANSFER FROM OTHER DENOMINATIONS:

Wiley, Elise (11/18/07 – from Buckfield Community Church of Buckfield, Maine)

REMOVED FROM MEMBERSHIP THROUGH DEATH:

Conroy, Eva (4/15/07)
Fleming, Audrey (5/3/07????)
Gould, Merlton (1/3/07)
Hathorne, Lawrence (4/16/07)
Keith, Martin C. (4/17/07)
Simmons, Pearl A. (11/25/07)
Tinkham, Wendell B., Jr. (3/21/07)

REMOVED FROM MEMBERSHIP THROUGH TRANSFER TO OTHER UNITED METHODIST CHURCHES:

Hammond, Kathy (2/7/07 – to Minot UMC of Minot, Maine)
Mitchell, John (10/22/07 – to Trinity UMC of Denver, Colorado)

BAPTISMS:

Beaule, Brayden Walter (3/11/07)
Bryant, Jack Dunham (7/8/07)
Clark, Brynn Veronica (3/11/07)
Cullen, Samuel L. (5/6/07)
Doucette, Owen Alexander (7/8/07)
Greenleaf, Isabelle Elizabeth (3/11/07)
Greenleaf, Miranda Shae (3/11/07)
Greenleaf, Shyann Mary (3/11/07)
Poole, Cherie Yvonne (3/25/07)

AFFILIATE MEMBERS:

Bady, Elizabeth (Gary) (7/15/04)
Foss, Karl (11/21/04)

**UNITED METHODIST CHURCH OF AUBURN
COMMITTEE ON LAY LEADERSHIP REPORT
SUBMITTED TO THE CHURCH COUNCIL
JUNE 10, 2007**

CHURCH COUNCIL

Eric Howes.....Chairperson
Donna Manson.....Recording Secretary
Richard A. Cullen.....Pastor
Caroline Coffin.....Director of Christian Education
Ruth Cannon.....Coordinator of Lay Ministry
Barbara Newbauer (2008.).....Lay Leader
Joel Irish (2009).....Lay Leader
Wanda Sprague (2010).....Lay Leader
Ruth Cannon.....Lay Member Annual Conference
Caroline Coffin.....Reserve Lay Member Annual Conference
Paul Farnsworth.....Chairperson, Board of Trustee
Judith Johnson.....Chairperson, Finance Committee
Kathleen Cormier.....Chairperson, Pastor-Staff Parish Relations Committee
Gary Adams.....Church Treasurer
Melissa Buzza.....President, United Methodist Women

NOW TEAM

Lay Leader: **Barbara Newbauer** (chairperson)
Pastor: Richard Cullen
Director of Christian Education: **Caroline Coffin**
Coordinator of Lay Ministry: **Ruth Cannon**
United Methodist Women’s President: Melissa Buzza
Work Area Chairpersons: Outreach (**Sharon Folker**); Missions (**Lois Beechum**); Education (**Chris Conant**); Nurture (Lucille Webber) Worship (**Will Talpey**); Music (Nancy Lander); Social Justice Committee () Member-at-large ()

ADMINISTRATIVE TEAM

Lay Leader: **Joel Irish** (chairperson)
Pastor: Richard Cullen
Finance Chairperson: **Judith Johnson**
Trustees Chairperson: Paul Farnsworth
Staff Parish Relations Chairperson: **Kathleen Cormier**
Member-at-large:

CONNECTING TEAM

Pastor: Richard Cullen (Convenor)
Lay Leaders: Joel Irish, Barbara Newbauer, Wanda Sprague
Church Council Chairperson: Eric Howes

TRUSTEES:

Chairperson: Paul Farnsworth

2007/2008

Paul Farnsworth
Dave Sargent

2008/2009

Chris Conant
Jane Thomas
Chris Woodford

2009/2010

Adam Dow
Jim Dock

COMMITTEE ON FINANCE

Chairperson: Judith Johnson

Ex Officiis: Auditor, Treasurer (Gary Adams), Financial Secretary (Maynard Chapman), Lay Leader (Barbara Newbauer), Lay Member to Annual Conference (Ruth Cannon)

2007/2008

Deb Trautman
Don Malpass

2008/2009

Judith Johnson

2009/2010

Tonia Dow
Claire Cote
Tim Worden

PASTOR-STAFF-PARISH-RELATIONS

Chairperson: Kathleen Cormier

Lay Leader: Joel Irish

Lay Member: Ruth Cannon

Ex Officiis: Lay Leader, Lay Member to Annual Conference

2007/2008

Rod Biddle

Eric Breidenstein

2008/2009

Kathleen Cormier
Shirley Keene

2009/2010

Janet Irish
Patty McLaughlin

WORK AREA: EDUCATION

Chairperson: Chris Conant

Ex Officiis: Director of Christian Education (**Kary Coffin**)

2007/2008

Barbara Hardison
Kay Little
Chris Conant
Cherie Downing

2008/2009

Lyn Heath
Edie Jordan
Audrey Grant

2009/2010

Julie Farnsworth
Cherie Poole

WORK AREA: OUTREACH

Chairperson: Sharon Folker

2007/2008

Ruth Cannon
Janice Meserve
Clay Manson

2008/2009

Sharon McGilvery
Sharon Folker
Donna Manson

2009/2010

**Deborah Humason
Helen Shelton**

WORK AREA: NURTURE

Chairperson: Lucille Webber

2007/2008

Beth Woodhead
Betty Young
David Young

2008/2009

Cherri Waters
Lucille Webber
Colleen Scholer
Donna Bain

2009/2010

**Pam MacDonald
Kathy Gleason
Gladys Chapman
Simone Morin**

WORK AREA: WORSHIP

CHAIRPERSON: Will Talpey

Ex Officiis: Norma Rice-Gould, William Buzza, Mitch Thomas, Sarah Dow

2007/2008

Lynda Janelle
Rosemary Malpass
Will Talpey
Scott Efland

2008/2009

Nancy Holler
Melissa Buzza
Julie Ouellette
Hilarie Morris

2009/2010

Dana Coffin

WORK AREA: MUSIC COMMITTEE

Chairpersons: Nancy Lander

MEMBERS: Norma Rice-Gould, Mitch Thomas, William Buzza, Sarah Dow, Claire Cote, Rev. Richard Cullen

At Large Members:

2007/2008

Libby Reichard
Nancy Lander

2008/2009

Diane Higgins

2009/2010

Claire Emerson

WORK AREA: MISSIONS

Chairperson: Lois Beechum

2007/2008

Betty Dexter
Cindy Bragdon

2008/2009

Avis Baird
Lois Beechum

2009/2010

**Jane Thomas
Mary MacMahon
Marcia Baxter**

WORK AREA: SOCIAL JUSTICE COMMITTEE

CHAIRPERSON:

2007/2008

2008/2009

2009/2010

COMMITTEE ON LAY LEADERSHIP

CO-CHAIRPERSONS: Rev. Richard A. Cullen and Coordinator of Lay Ministry

Ex Officiis: Lay Leaders, Dir. Christian Ed., Lay Member

2007/2008

Pam MacDonald
Dick Babb

2008/2009

Beth Woodhead
Marcia Akers

2009/2010

**Gladys Chapman
Shirley Keene
Janice Meserve**

COMMUNION STEWARDS

CHAIRPERSON: Holly Sysko; Elizabeth Meid; Lynda Janelle (Saturday service)

CHURCH HISTORIAN:

THE BEACON: Jim Sargent, Editor; Tonia Dow, interim editor

WEBMASTERS: Don and Rosemary Malpass

New England Annual Conference 2007
A Frame Bending Outlook
Making Disciples of Jesus Christ and serving all in Christ's name

Annual Conference is always an opportunity to reflect on the past year by remembering the lives of both clergy and lay people who have passed away since our last conference, to honor those who have made outstanding contributions in the past year to the United Methodist Church, and to hear reports from various committees, organizations and mission outreach programs.

Annual Conference is also a time to gaze through “Windows of Opportunity” to vision for the future and to celebrate with those just starting their lives of ministry to the church. The theme of a “Frame-Bending Outlook” helped us to think about openness to new challenges, new ways of doing things, and stepping “outside the box”.

This year we also elected both clergy and lay delegates who would represent the New England Conference at the 2008 General Conference which will be held in April/May in Fort Worth, TX.

As well as leading the wonderful and inspiring music again this year, Mitch Thomas reminded us all of the importance of the youth in our Annual Conference as he shared that he had attended his first conference at age fifteen, almost thirty years ago (feel free to do the math!). Kary Coffin, representing our church as Alternate Lay Member, and her husband Dana participated as members of the Praise Choir.

There were two particular highlights for me this year. On Saturday morning retired Bishop Roy Sano spoke of his call to minister as the son of Japanese immigrants to the United States prior to World War II. He shared both the negative and positive influences that eventually led him to ordained ministry as his family spent time in an interment camp in California and later as farm workers in Pennsylvania. He reminded us that we each have a ministry.

The other highlight this year was the ordination of Krista Gary Atwood who started attending our church as a teenager and was affirmed for ministry by our Staff Parish Relations Committee and Charge Conference. Krista is currently appointed as the associate pastor at South United Methodist Church in Manchester, CT.

Attending Annual Conference is a great joy and privilege. It is held every year in early June, usually at Gordon College in Wenham, MA. All are welcome to attend as guests, and there is always a need for “equalization” members. I guarantee that it is an experience you will never forget!

Once again, thank you for offering me this opportunity. Come and join me!

Ruth Cannon

Church Council Annual Report

Most of the Church Council's energy this past year was devoted to making a smooth transition to cover the many tasks of retiring Christian Education Director Gladys Chapman. Planning for that transition began in the fall of 2006 and resulted in the hiring of Caroline Coffin as our new Christian Education Director and Ruth Cannon as our Coordinator of Lay Ministry in time for fall activities. We are excited about the many possibilities for growth in our church that these positions and the women who filled them offer. Thanks to the many people who thought long and hard about the best model for our church going forward. The Council also much appreciates the constructive input received from the congregation during this process. I am happy to report, not surprisingly, that both Caroline and Ruth have hit the ground running. The Church Council received reports from them at our October 13 planning retreat and members were impressed by their creative ideas and the programs they are implementing.

Other issues considered or dealt with by the Church Council during 2007 included:

- Ongoing concerns about the church's immediate and long-term financial health. During 2006 our income did not keep pace with our obligations. Last year for the first time in many years we did not pay our entire Mission Shares amount to the New England Conference. We had hoped to raise the remaining 2006 payment during 2007 but will not do so. In fact, we are again behind in our Mission Shares payment. During the coming year, much of the Council's work in consultation with the finance committee and with input from the congregation will be focused on improving the Church's financial picture.
- Implementing a volunteer disclosure policy for Sunday School teachers and others who work with children in our congregation. The purpose of this policy is to help assure the protection of our children. We appreciate everyone's cooperation and understanding of the need for this policy.
- Beginning a collaboration between our church and the Calvary Methodist Church in Lewiston. Among other things, this has resulted in shared services, educational classes opened to both congregations, support for Calvary's Wednesday evening neighborhood meal, combined music programs, and shared fellowship with men's and women's groups from the two congregations.
- Supporting Ruth Cannon in her desire to become a Certified Lay Minister. We wish Ruth all the best in this challenging but rewarding effort.

During our October retreat the Council again identified the need for improved communication with the congregation as a priority. We talked about this in terms of defining our current reality as a congregation, developing a shared vision of where we want to be in five years, and constructing the bridges to get there. The Council will be exploring how best to begin and sustain that dialogue with the congregation. Suggestions are welcome! We have a challenging year ahead as we tend to our immediate needs while planning for a vibrant future.

Respectfully submitted,

Eric Howes
Church Council Chair

Congregational Nurse Report 2007

During the past year I have been available to do blood pressure checks as well as answer questions regarding medications and different disease processes. I have also served as the nurse consultant to the pre-school. I have done in-services for them, and been available for consults.

In October we offered a flu clinic in conjunction with Interim Home Health. Both members of the congregation and the community at large attended the clinic.

Respectfully Submitted,
Lucille Webber, RN, MSN
Congregational Nurse

Nurture Committee Report 2007

The Nurture Committee has completed its first full year. During this time we have established our mission and provided the following services to the congregation.

1. The coffee hour after church, under the direction of Marilyn Rice, with the help of Jackie Pratt is now known as the Coffee and Conversation Time. It has been well received and many of the congregation is helping by baking goodies for this hour.
2. Babysitting for young families was provided on 2 Saturday's before Christmas. The Youth fellowship provided the care for the children and adults volunteered to be available to assist them. While we did not have a large number of parents take advantage of the service it will be offered again this year.
3. We provided Christmas cookies for some of our seniors. These were greatly appreciated.
4. Gift-wrapping for those who need help before Christmas was offered. While this was not utilized last year, we hope with better publicity this year, it will be taken advantage of.
5. A block of free tickets to a Sea Dogs game was made available to the committee and many of the congregation took advantage of going to the game together.

Some goals for the next year include:

1. Recognition of long term members (50 and more years of membership)
2. Attending the Public Theater production of Dickens Christmas Carol and a Homespun Christmas
3. Babysitting for young families at Christmas for shopping.
4. Gift wrapping services made available.

5. Christmas cookies for our seniors
6. A block of Maniac tickets for a game this winter.
7. Birthday recognition luncheon.
8. Grief Support Group

I would like to thank all members of the committee for all the work they have done. Without their help and enthusiasm we would not have been able to accomplish all that we have. Thank You

Respectfully Submitted,
Lucille Webber, Chairperson

LAY LEADERS' REPORT **December, 2007**

These charge conference reports are as much blueprints for the future as they are historical documents. As the deadline for the reports approaches, those in leadership positions are forced to take a serious look at the year's accomplishments and where our church might go from here.

For the first six months of 2007, Barbara Newbauer and Ruth Cannon served as lay leaders. When Ruth's term ended, she took on a staff position where her experience and judgment continue to enrich our church life. Joel Irish then joined Barbara as a lay leader, and both have been privileged to assist Pastor Rich in the sacraments of baptism, Holy Communion, and the welcoming of new church members. While Joel tracks the Administrative Team's activities and particularly the Committee on Parish-Staff Relations, Barbara heads the N.O.W. Team meetings and contributes to the work of the Committee on Finance. Both Joel and Barbara assist the Committee on Lay Leadership (performs nominating functions).

Although Pastor Rich appears to be everywhere at once, in reality he must occasionally be out of town, attend a conflicting meeting, or be called away for personal concerns. The lay leaders do their best to assist with worship in the Pastor's absence and meet regularly with Pastor Rich to update him and to work on short term planning.

2007 has been a relatively quiet year for our church. Aside from the retirement of our beloved Christian Education director, Gladys Chapman, and the newly designed part-time positions created to support our programs, the church just keeps humming. --- And it's generally the same tune! While a peaceful church is certainly a blessing, standing still in today's world is pretty much the same as slipping backward. The lay leaders are willing and ready to work with our new staff members, Ruth Cannon and Kary Coffin, particularly in their efforts to engage all ages and all abilities in the growing of our church.

2007 has also been a year of opportunity for the lay leaders to learn more about the workings of the larger church by attending events at the District and Conference levels. It's a big United Methodist world out there, and the exposure to other ways of making music, worshiping, and educating children and adults is invigorating. Stay tuned.

Respectfully submitted,

Joel Irish
Barbara Newbauer

REPORT ON THE N.O.W. (NURTURE, OUTREACH, AND WORSHIP) TEAM
December, 2007

The N.O.W. Team grew out of an initiative, several years ago, to revise our church's organizational structure, particularly to define the Church Council as a body with oversight and decision making at the highest level.

The restructuring means that the N.O.W. Team, generally meeting every other month during the program year, thoroughly enjoys its own time to share plans and report on the events and projects that make the UMC of Auburn such an active and productive church. The work areas and committees that contribute to N.O.W. truly represent the face of our church: this is where the action is, and how the community sees us.

I am pleased to say that the current leadership under the N.O.W. umbrella is strong and active. The program areas reporting to N.O.W are Nurture, Outreach, Worship, Education, Missions, Music, and the UMW. Additionally, we hear news from the Director of Christian Education, the Coordinator of Lay Ministry, and the latest on the upcoming Youth Mission Trip.

You can read in their individual Charge Conference reports more about the good work of the groups that make up the N.O.W. Team. To give a flavor of the breadth of their concerns, allow me to list some of the planned activities: many many Advent and Christmas events, opportunities for local and world-wide (Mongolia!) mission projects, a new Junior Youth Group, an updated brochure to introduce visitors to the opportunities offered here, fundraisers for the Youth Mission Trip, the UMW's involvement with their sister organizations in the District, sharing at potluck luncheons, remembering our shut-ins, enlivening our worship experience, and always everywhere to joyful and reverent music.

Respectfully submitted,

Barbara Newbauer

Retired Pastors Report

It has been another wonderful year with my parish family on Park Ave. I have gained much from the fellowship and faith of the congregation and from Pastor Rich's warm and perceptive leadership. I have tried to keep faith with my Annual Conference, serving on committees when asked and attending the scheduled meetings, and have supplied various vacant District pulpits 13 times. I have particularly appreciated the opportunity to facilitate for my church an adult class consisting of 30 to 35 members drawn from the Auburn parish and Calvary UMC in Lewiston. In the spring the class engaged in a study of climate change and global warming, and during this

past fall the class considered the parables of Jesus, their role in his ministry and their message for all, with a special focus on 3 of his more famous parables: the Good Samaritan, the Prodigal Son, and the 10 Wise and Foolish Maidens.

With God's help and Pastor Rich's guidance I hope to continue to play a small role in the vital ministry of this outstanding congregation.

In Christ's service,
Russ Peppe, retired.

Outreach Committee – Annual Report 2007

This year has a feeling of great excitement amongst its members with a feeling of renewal and expectation of sharing God's love to the community. This year's members consist of Ruth Cannon, Donna Manson, Helen Skelton, Janice Meserve, Clayt Manson, Sharon McGilvery, Sharon Folker, and our newest member Debra Humason.

Outreach Committee members take turns weekly at the Welcome Booth and serve as Outreach greeters with specific emphasis on looking for newcomers to make sure they feel welcome and know what our church has to offer. We give them a Welcome brochure, invite them to sign the guestbook, and follow up later in the week with a cookie delivery. Donna Manson is coordinating these deliveries, receiving from the church office the names of the people needing cookies delivered which are prepared with gifts bags, brochures on church information, and welcome postcards.

In addition, this year Ruth and Janice are working on a new information booklet to replace/update the current information brochure. We anticipate this to be very helpful to newcomers, guiding them to the different committees/activities and proper people to be contacted regarding all that we have to offer.

Other Outreach programs and activities continue throughout the year:

Our **Pie Social** was held immediately after the Christmas Bell Concert in December and continued to be a popular event. We served about 250 slices of pie to the Church and community. Many thanks to the wonderful bakers our congregation!

In the spring of 2007 we had another very successful **Welcome Newcomers' Spring Luncheon**. This was held in April after a Sunday church serve. Invitations were sent by the Outreach Committee followed by a phone call from committee members to ensure all were contacted. We had a delicious lasagna dinner and served 27 new members. It was an enjoyable afternoon for all. We plan to repeat this luncheon again next spring.

The **Ice Cream Sundae Social** was also funded and hosted by the Outreach Committee and followed the Spring Bell Concert in May.

Other responsibilities of the Outreach Committee:

This committee continues to budget the funds to pay for the **Newspaper Ads** for our church services that appear in the local paper three times per year.

The church's **website** – www.auburnmethodist.org – falls under the umbrella of the Outreach Committee, but has been maintained by others in the church. One of this committee's primary goals this year is to work on the website coordinating this project with other committee chairs in the church including Kary Coffin, Director of Christian Education, and update this website to the fullest. Plans are also in the making to research the possibility of connecting our website with local city information websites allowing new families in the community to connect directly to our website when searching for information in the community.

Friendship Pads and Visitor Information Cards: The Committee provides and will continue to maintain the Friendship Pads and Visitor Information Cards for church services. These help identify visitors and afford a way to be sure newcomers and visitors are welcomed by a cookie delivery and receive a personal letter from the Pastor.

We look forward to our new year with new and updated means of communicating our ministry to the community.

Respectfully submitted,

Sharon Folker
Outreach Committee Chair

MISSIONS COMMITTEE ANNUAL REPORT 2007

I would like to open with the Mission Committee's Mission Statement:

“The Mission Committee will educate and provide opportunities for all members of the congregation to actively participate through time, talent, or money in projects that support people that have basic needs on local, state, national, and global levels. Our goal will be to do this in such a way that people's basic needs are met and we give them spiritual growth through sharing our faith in Jesus Christ.”

The Committee would like to thank Joyce Pollard, Maria Tirrell, and Marcy Kenison for their service, and a special thanks to Claire Cote for serving as chairperson. We would like to welcome Jane Thomas, Marcia Baxter, and Mary MacMahon who have joined previous members Cindy Bragdon, Avis Baird, Betty Dexter, and me.

Our Lenten Project for 2007 was the Ghana, Africa church building. Laura Damon, who spent much time there, spoke and gave several presentations for the

Children’s Moment during Sunday service. A total of \$X was realized during the Lenten period.

Other missions we were able to support in 2007 were as follows:

Pastor’s Discretionary Fund	\$X
Tri-State Rural Missions	X
Youth Mission Trip	X
High Street Food Pantry	X
Calvary City Mission	X

We still have approximately \$X in funds available, which we will be disbursing over the next few weeks.

We supported the Local Mission Project, Lutheran Social Services Home, with \$X from the “Together for Tomorrow” Capital Campaign funds.

Thanks go to the following for very ably coordinating volunteers for other local mission projects:

High Street Food Pantry	-	Eric Howes
Trinity Soup Kitchen (Sunday)	-	Avis Baird
Trinity Soup Kitchen (Thursday)	-	Cindy Bragdon

Thursday’s Soup Kitchen has recently been suspended.

Two of our church family members – Lucille Webber and myself – joined the Tri-State Rural Missions Team to Hollywood, South Carolina for a week of building and repairs of homes of folks who do not have the resources or ability to do themselves.

Our Local Mission Project at the Lutheran Social Services Home was, again, a great success under the leadership of Jane Thomas and Chris Conant. Many hands made this happen through donations and back-breaking hours of work. Thanks to all who participated.

Some goals of the Committee for 2008 are establishing a VIM (Volunteers in Mission) Sunday to be held the same week each year. This has been set for the first Sunday of February. Also, selecting a Lenten Project to involve the older youth who, in turn, will inspire the younger children, and supporting, and perhaps adding to, our members joining the Rural Mission Team.

Respectfully submitted,

Lois Beechum, Chairperson

EDUCATION COMMITTEE

The education committee continues to strive for excellence, commitment and morality, upholding the values of the United Methodist Church.

Cheryl Downing held the position of Education Chair during the 06/07 year. We were an active committee who met regularly on a monthly basis. 2006/07 has brought changes to the position of Christian Education. Gladys Chapman, who has held the position for many years, retired. Her diligence and loyalty will be sadly missed. With her retirement though, brought the opportunity to take a look at the position and see if it were supporting the needs of our youth. The SPRC and the Education committee met separately to discuss the responsibilities of the educator. Coming together at a later point to share ideas and concerns and to create a revised job description. The biggest change at this time was the proposal to bring the position from 40 to 20 hours and to create a separate position of coordinator of Lay Ministries, which would take on some of the responsibilities of the educator.

The new part time position of Christian Educator was filled by Kary Coffin, a current member of the congregation who has been deeply involved with the youth of our church for many years. At the first Education meeting of the 07/08 year, she shared her visions for the youth. She hopes to incorporate, into the upcoming year: an active Junior and Senior youth

group, ongoing communication with parents regarding curriculum, web updates, Sunday school staff meetings with teachers and attendance awards.

Goals and plans for this year will include Financial aid to campers who wish to attend Camp Mechuwana, a teen retreat, an end of year celebration and Vacation Bible school.

The budget for 07/08 has been proposed at \$X an increase of \$X, basically due to the rise in cost of curriculum. That curriculum will be purchased through Cokesbury.

The adult education studies will be ongoing throughout the year. Starting the year off is Spirit Gifts: One Spirit, Many Gifts. This is being led by Pastor Cullen and Ruth Cannon, coordinator of Lay Ministries.

At the start of the year all Preschool positions were filled except one. Again, making for an expected successful year.

Submitted by current Education chair, Chris Conant

Trustees Annual Report of 2007

The two sided internally illuminated ground sign with space for changeable lettering, which was purchased in the fall of 2006, was installed in the spring of 2007. Fixed illumination for the flag pole was installed at the same time. Because City of Auburn ordinance only allows one street sign for a facility, both the existing illuminated church sign and the Preschool sign had to be removed from in front of the church.

New interior signage was added in the church. Now the rooms are named and numbered and the restrooms more visibly marked. The popularity of the assistive listening system continues and four new devices were purchased. A new Dell

laptop computer was purchased for the Church's and Christian Education Director's use.

Two sections of water damaged siding (by the kitchen exterior entrance and by the Christian Education Directors office) were discovered during the exterior spring cleanup by our local Boy Scout Troupe. A local contractor was hired to replace both sections and any internal wall damage.

The incandescent lights in the sanctuary were relamped in the spring because many were burned out. A man lift was brought into the sanctuary to make replacing the lamps a safe operation.

As of October 2007, the outstanding balance for the construction loan is \$42,000. The trustees voted to continue towards completely paying off this loan with the Conference Capital Campaign funds as received before undertaking any additional capital projects.

Submitted by Paul Farnsworth, chairperson.

**STAFF PARISH RELATIONS COMMITTEE
ANNUAL REPORT 2007**

This year's SPRC included several dedicated members who met on a regular basis to praise and pray for the talented, hardworking and spiritual staff of the United Methodist Church of Auburn: Gladys Chapman, Director of Christian Education (1st half); Norma Rice Gould, Organist; Diane Nadeau, Secretary; Sarah Dow, Choir Director; William Buzza, Bell Choir Director; Mitch Thomas, Saturday

Music Coordinator; Kary Coffin, Christian Education Director (2nd half); and Ruth Cannon, Coordinator of Lay Ministry; and most especially for our Pastor Rich Cullen who has faithfully served our congregation for over 11 years. We all should feel proud that these individuals were so willing to offer their gifts to our congregation.

It is important that the SPRC keep parishioners informed of all major discussions and decisions that impact the entire congregation and we feel that has been done in the past year. The committee had the ultimate responsibility of hiring a person or persons to fill the position vacated by Gladys Chapman who retired after 10 years of faithful Christian Ed ministry. Once a decision was made to divide that position into two, Director of Christian Education and Coordinator of Lay Ministry, the job descriptions were distributed in hopes that the positions could be filled from within our congregation. SPRC was very pleased that two parishioners, Ruth Cannon and Kary Coffin, applied for the positions. After the interview process they were hired with overwhelming support.

Outcome from the Pastoral Survey were presented in “bar charts” form showing strongly positive results and parishioners were informed that the entire report was available for them to review.

During the year SPRC conducts reviews of staff persons and there is the opportunity for discussion of any concerns. Each SPRC member has a one-on-one relationship (“liaison”) with a staff person allowing opportunities for ongoing communication. SPRC conducts background checks of all new hires; Church School and Nursery volunteers are requested to complete self-disclosure forms. Every attempt is being made to ensure that our children remain safe and nurtured.

Each fall SPRC is required to submit its budget to the Finance Committee with requests for salary and related expenses. Reaching a compromise between the Church’s financial situation and the desire to reward staffs’ job performance is very challenging.

SPRC is responsible for the completion of annual reports for the New England Conference of the United Methodist Church. This year the Conference required a new process for the evaluation of pastors entitled “Transitional Pastoral Leadership”. Each SPRC member completed a survey and the totals were tabulated and shared with Pastor Rich. He will share his self-evaluation at a future meeting.

SPRC would like to thank Gladys for her 10 years of dedicated service. Her warmth, humor, energy, creativity and much more benefited everyone who came in contact with her. We are fortunate that her continued presence will be felt as she volunteers with various activities.

In closing, SPRC invites the entire congregation to contact Chairperson Kathleen Cormier or other member with concerns you may have. And please keep us in your prayers as we enable our devoted staff to continue serving your needs in the upcoming year.

Respectfully submitted,

Kathleen Cormier, Chair