

Search and Call Tools for Congregations

Advancing the Spirit's guidance into God's future

INTRODUCING THE NEW LOCAL CHURCH PROFILE

Who
are
we

Who
is our
neighbor

Who is
God
calling us
to become

?

The new Local Church Profile is not just for congregations in search of a pastor. *All* congregations are encouraged to engage in its process of discovery every 3-5 years. The UCC Local Church Profile reflects valuable data, assesses ministry, clarifies change, and helps advance the calling of the congregation. Not just to be completed by a search committee – the more participation, the better!

MINISTERIAL EXCELLENCE,
SUPPORT & AUTHORIZATION

**UNITED CHURCH
OF CHRIST**



UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

Trinitarian Congregational Church
Concord, Massachusetts

Senior Minister
Southern New England Conference of the United Church of Christ, Metropolitan Boston

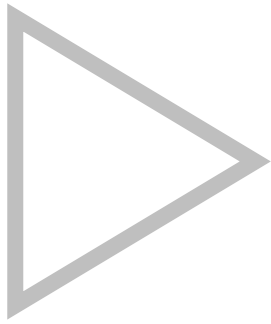
March 14, 2023

LOCAL CHURCH PROFILE CONTENTS

- Position Posting
- Who Is God Calling Us To Become?
- Who Are We Now?
- Who Is Our Neighbor?
- References
- Consent and Validation

*“God is able to provide you with every blessing, so that,
having all sufficiency in all things at all times,
you may abound in every good work.”
(2 Corinthians 9:8)*

POSITION POSTING



LISTING INFORMATION

SCOPE OF WORK

COMPENSATION & SUPPORT

WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

Church name: Trinitarian Congregational Church

Street address: 54 Walden Street, Concord MA 01742

Supplemental web links: www.triconchurch.org

Additional ecumenical affiliations (*e.g., denominations, communions, fellowships*): None

Conference: Southern New England

Association: Metropolitan Boston Association

UCC Conference or Association Staff Contact Person: Alex Shea Will, Area Conference Minister,
SheaWillA@sneucc.org, 508-244-4769

Summary Ministry Description:

Trinitarian Congregational Church is a dynamic, intergenerational community of faith striving to reach its potential. We believe our faith is the bedrock of all that we do. We struggle with how to expand our membership and how to define “church” in this new, secular age. Our priorities for the future include attracting and retaining new members of all ages, offering a vibrant and thought-provoking Sunday worship enriched with music, increasing hands-on mission and outreach opportunities, fostering community and social justice, as well as continuing and expanding spiritual nourishment beyond Sunday worship. In addition to strong ministerial leadership, we desire increased collaboration in all aspects of our church including growing our membership, providing meaningful opportunities for mission and outreach, managing the staff, and helping us to realize our vision.

PHOTOGRAPHS:





[Minuteman National Park](#)



Old North Bridge



**Concord River (left)
Battle Road (below)**



Walden Pond

What we value about living in our area:

Our church was founded in 1826 and is a prominent building in downtown Concord, Massachusetts. Concord and the surrounding towns offer accessibility to nature, open spaces, and historic landmarks, as well as close proximity to a major urban area (Boston). We are thankful that our citizenry is interested, engaged, active, well-educated, and committed to maintaining the quality of town life we are so blessed to have. We appreciate living in a safe and secure environment in which to raise our children.

Current size of membership:

Like many Protestant churches, our current membership has declined appreciatively in the past 5 years. In 2018, we had 583 members and 200 non-members, of which 125 were youth (under 18 years old). In 2023 we have 518 members and 175 non-members, of which 85 are youth (under 18 years old). While shrinking membership is a trend for all main-line churches, we are looking forward to working with our new Senior Minister to reverse and/or mitigate this trend by attracting members in all stages of life.

Languages used in ministry (*other than English*): None

Position Title: Senior Minister

Position Duration: Settled

Compensation Level: Full Time

Does the total support package meet conference compensation guidelines? See explanation below.

We used the UCC Compensation Guidelines to develop our compensation package. The Guidelines are based in large part on average income of the town where the church is based. Given Concord's high household income, and therefore high compensation target, we felt we could not financially support the recommended range. We have therefore adjusted our range to be more reasonably in-line with our budget. We provide annual increases considering both the Cost of Living as well as our annual budget.

SCOPE OF WORK

- Create and lead a vibrant and inspiring Sunday worship, foster lay participation, plan music in coordination with music staff or volunteers, and in partnership with the Diaconate and the Minister of Congregational Life.
- Lead faith formation and inspire vitality through prayer and Bible study, as well as discern pathways for lay engagement in service.
- Provide pastoral care and outreach by counseling and listening at hospital and home visitations, in coordination with lay care givers.
- Conduct weddings, funerals, and special worship services for participants in the worshipping community as well to the wider community, as needed.
- Celebrate, affirm, and create the hands-on mission opportunities for our congregation to connect the relevance of the church to the world around it.
- Engage our community and lead the way for the church to be an ambassador of God's love.
- Work with lay leaders and staff to develop a strategic plan for our church's future.

- Attend and provide leadership to church programs including weekly staff meetings, monthly Diaconate and Church Council meetings, periodic Adult Christian Education Committee meetings, and other committee meetings as needed, in collaboration with lay leadership.
- Participate in wider church activities such as conference and association meetings.
- Guide faithful financial development and stewardship to ensure fiscal health of our church.
- Supervise and support staff.
- Represent our church and engage with local clergy and other organizations in the community.
- Pursue study and prayer to increase faith and to improve skills so as to lead, teach, and preach more effectively.
- Embody faith, spirituality, grace, integrity, humility, and humor.

CORE COMPETENCIES

- **Inspirational Preacher:** Able to write and deliver vibrant, engaging, and relevant sermons and prayers; draw upon relatable experiences and learnings, create energy amongst the congregation; attract new members.
- **Visionary Leader:** Able to develop and articulate a compelling vision for the future; possess financial acumen to support stewardship and long-term financial goals; strive to ensure relevance of church in the future and focus on revitalizing our children and youth ministries.
- **Executive Functioning:** Be dependable and reliable; manage time and priorities; and organize self and others.
- **Emotional Intelligence:** Able to connect to people individually, in small groups and as a congregation; build meaningful relationships.

COMPENSATION AND SUPPORT

Salary Basis: Our compensation package includes salary, housing allowance, medical benefits, life and disability insurance, SECA, and pension. The salary base will depend on which benefits the minister chooses. We have budgeted \$175,000 to cover the salary and all benefits listed above.

In addition to the compensation package above, we also offer a stipend for education and sabbatical, a travel allowance, and a budget for clergy expenses.

Benefits: See above.

Expected living situation: Live nearby with a housing allowance (included in salary).

Residential/commuting expectations: To live within close proximity to our congregation, enabling him/her to be involved in our local communities.

State any incentives: To be negotiated.

Describe peer/professional supports available for ministers in your association/conference:

TriCon Church is in the Metropolitan Boston Association and the Southern New England Conference (SNEUCC). Both are among the most robust and well-staffed associations and conferences in the United Church of Christ. There are conference-wide workshops every year with multiple offerings. The Association and Conference also offer a variety of different workshops throughout the year. Many of the workshops are at the Conference Offices and Retreat Center in Framingham which is approximately 30 minutes from Concord. In addition, there are "Community of Practice" groups that offer peer support for pastors in our conference.

WHO IS GOD CALLING TO MINISTER WITH US?

Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

TriCon has been known for its strong youth and family programming, but as Sunday mornings are no longer set aside for church activities, new and dynamic programs are needed to attract and retain younger families. Our church property in Concord is part of the central downtown; our front yard a perfect spot to welcome the larger resident and visitor community. We want to increase our presence and outreach to attract new members.

Our Congregation has expressed a strong desire to put its spirituality into action and to expand service opportunities for hands-on mission in a way that builds community among our participants and neighbors. We have a strong tradition of funding mission work, which we would like to build upon, to ensure all ages and abilities can participate.

We would like to develop a more open collaboration between the ministerial staff, office staff, lay leaders, and the congregation. We feel it is important to embrace outreach to the elderly, sick, and homebound among us, as well as reach out to those enduring difficult circumstances. Additionally, we would like to continue and expand opportunities for spiritual nourishment outside of Sunday morning worship including study groups, and targeted life-cycle groups.

Finally, we would like to move forward, with intention and determination, to achieve our vision and our longer-term priorities, as identified below.

Describe how your vision of the minister you are seeking will assist the congregation in making an impact beyond its walls.

Our church is seeking a leader who will actively utilize the strengths and gifts of this congregation to expand our community and mission impact. We seek a minister who will guide the development of a strategic plan, introduce guiding themes, identify, and help implement additional programs, and be a visible presence in our wider community.

Specify language requirements or culturally specific capacities preferred in a next ministerial leader, and why those matter to the congregation's sense of calling: None

Based on what you have learned about who your church is, who your church's neighbor is, and who God is calling the church to become, describe four areas of excellence from [The Marks of Faithful & Effective Authorized Ministry](#) that your next minister will display to further equip the congregation's ministry in these areas.

EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE

We are a traditional community of faith seeking a minister with a strong spiritual foundation to build upon our understanding of who God wants us to become. We see this Mark as the fundamental role of our next minister.

BUILDING TRANSFORMATIONAL LEADERSHIP SKILLS

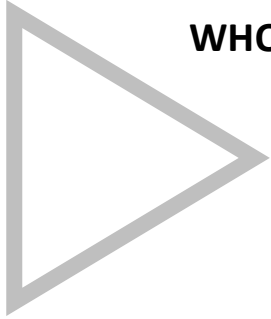
We see this Mark as paramount to who God is calling us to become. We are eager to grow our membership, rebuild our youth programs, engage in more hands-on, all-ages outreach and mission work, ensure financial stability, and to create a strategic plan to guide our future.

ENGAGING SACRED STORIES AND TRADITIONS

We feel this Mark is important as it defines the skills needed to be an inspiring preacher. Our congregation is calling someone who will be able to bring scripture to life by teaching the stories and traditions, connect these stories to our daily lives, and then challenge us to implement these lessons.

WORKING TOGETHER FOR JUSTICE AND MERCY

Our congregation recognizes we have many talents and blessings. We are committed to our mission and outreach efforts and continue to look for ways to make a positive impact on our local and global neighbors.



WHO IS GOD CALLING US TO BECOME?

“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

Who is God calling us to become as a congregation?

The following Vision Statement and three Priorities were identified in 2017. Despite the changes brought on by the pandemic, we feel this vision continues to represent our church’s image of the future.

OUR VISION STATEMENT

God is calling us to be a nurturing community of faith that honors God through service and mission.

OUR PURPOSE STATEMENT

The purpose of this church shall be to worship God; to preach, teach and live the gospel of Jesus Christ; to experience Christian fellowship and unity within the church and the church universal; to celebrate the sacraments; to render loving service toward all of God’s creation; to work for righteousness, justice, and peace.

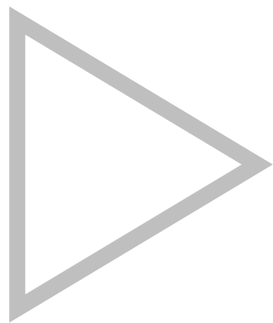
The THREE PRIORITIES identified by Trinitarian Congregational Church in 2018, that still resonate are:

1. Cultivate our church community to grow and thrive through increased collaboration, communication, and harnessing our collective talents.
2. Create vibrant worship through a spectrum of opportunities including Sunday Services, small group gatherings, church school, and youth and adult programs.
3. Live out our faith through caring for one another and hands-on service and mission, including youth, family, and adult mission opportunities.

Describe how God is calling us to reach out to address the emerging challenges and opportunities of our community and congregation.

Many members of our church family volunteer their time with local and worldwide organizations, yet our congregation thirsts for more opportunities for hands-on mission as a community. While we certainly live in an affluent area, many of our members are involved in agencies providing for unmet needs in our local communities, as well as those around the world. These agencies include, but are not limited to, the Concord-Carlisle Community Chest, the Massachusetts Correctional Institution at Concord, Open Table in Maynard, Gaining Ground, and the Council on Aging. From financial help to affordable housing and transportation, issues are growing and threaten to further divide our community into the ‘haves’ and ‘have nots.’ While we have worked to meet the needs as they arise, our church currently has no formal organization in place to mobilize volunteers or maintain funding to help our neighbors in need; this may be a possibility for future growth.

We recognize that Covid may have lasting effects as to the way TriCon ministers to its members. The congregation is eager to work with the new senior minister to maximize the opportunities and minimize the challenges that these changes represent.



WHO ARE WE NOW?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

CONGREGATIONAL REFLECTIONS

11-YEAR REPORT

CONGREGATIONAL DEMOGRAPHICS

PARTICIPATION AND STAFFING

CHURCH FINANCES

HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

Describe our congregation’s life of faith.

Our church community understandably finds itself in a state of flux as we, for the second time in 5 years, seek to find a new Senior Minister. Yet, in the course of this transition, we feel a heightened sense of anticipation for we trust we are evolving in the right direction.

Our former Senior Minister, Bob Brown, has described us in this way, “TriCon Church is an ever-evolving community of faith that truly desires to make God’s love and justice real in greater Concord, Massachusetts, and even around the world. For many members, faith is a verb. Faith

is nurtured and deepened in community, service, and mission. There is a strong sense of belonging and a hearty willingness to take on leadership positions that will help guide the church into the future by following in the Way of Jesus.”

Describe several strengths or positive qualities of your congregation.

- Generous of time, talent, and treasure
- Welcoming, Open and Affirming
- Spiritually curious
- Thoughtful and caring
- Enjoys laughing
- Loves and is engaged in our children and youth
- Values the church community as a forum for spiritual growth and collective outreach

Describe what worship is like when your congregation gathers.

As many churches had to do in response to COVID, the way we have gathered over the past two years has changed significantly. Within weeks of the pandemic, our church staff pivoted from in-person to on-line services. These services were well-done and well-received. However, they could not replace the in-person connections our congregation longed for during the pandemic. Our sanctuary was closed from March 15, 2020, to September 12, 2021. Since we have reopened, attendance has fluctuated. While we are seeing increases in attendance, we have not returned to pre-COVID numbers.

Our traditional worship service takes place on Sunday morning in our sanctuary, beginning at 10am. Prior to COVID, there was increased energy when we gathered together and especially when our children and youth were gathered with us, before they left the sanctuary for Sunday School. Since COVID, we have had far fewer children and young families, if any, attend our Sunday services.

Our service begins with music from our organist or guest musician; some congregants enjoy silent prayer, while others greet friends. *Words of Welcome* typically follow, with a *Call to Worship*. We used to have the children of our congregation come forward for the *Message for Young People*, after which the children and Sunday school volunteers leave for church school, but we have not had a children’s message since returning to the sanctuary after COVID. Lay liturgists provide *A Reading from the Scriptures* upon which the ensuing *Sermon* is based. *Joys and Concerns* and a *Pastoral Prayer* are next in our order of worship, followed by a *Call to Stewardship*, when members of the congregation share meaningful ways the church has personally impacted them or their family, and the passing of offering plates. A final hymn and the *Benediction* close our hour of worship together.

We celebrate communion once a month on the first Sunday, as well as baptisms and other special dedications, such as blessing the youth group prior to mission trip or welcoming new members, periodically throughout the year. We also rejoice in specially designed worship services during the year leading up to Advent, Christmas, Lent Holy Week and Easter.

Music is a significant part of our worship, with usually four Hymns interspersed throughout the service and the singing of an adult choir on most Sundays during the school year. Occasionally, we have guest musicians provide music in a variety of genres.

The current feel of our Sunday service is traditional but informal. Announcements and the Stewardship Message often invoke laughter from the congregation. There is often a theme for the service (e.g., Pentecost, Mission Trip, jazz, discernment, Ecclesiastes), making each unique and interesting. Lay people are actively involved in the worship service.

Generally speaking, congregants are comfortable with a more traditional service. They cherish Sunday as a time to reflect and re-center. They look to the sermon to nourish them spiritually, while also challenging them intellectually with a message from scripture that is relevant to their everyday lives: articulate, engaging, personal and meaningful.

In the summer (end of June through August) we hold a more informal Sunday service in the Parish Hall and share the service for a few weeks with West Concord Union Church.

Describe the educational program/faith formation vision of your church.

The children's educational programming is centered around our **Children's Ministry Mission Statement:**

We strive to provide programming that includes:

1. A foundation in Christian education including learning the components of worship, the stories of the Bible, the history of Christianity and what it means to be a member of our denomination, the United Church of Christ.
2. A foundation in the important faith traits, such as generosity, responsibility, courage, stewardship, and humility, so that children will include them in and apply them to their daily lives.
3. Opportunities to serve others through activities of our faith community and programs outside our community.
4. A safe and nurturing environment to learn and grow with other children and supportive and caring adults.

Our church feels a deep commitment to our children and youth and provides them with the bearings for a lifelong spiritual journey and a strong moral foundation. This commitment is embodied by a Children's Ministry program, led by the Children's Ministry Director with support from volunteers. It is also important that our church is a safe space for all children and youth, including those who are queer, trans, or nonbinary.

Pre-K - 4th Grade Exploring Faith

Programming for children aged three up to 8th Grade is provided on Sunday mornings. Children begin the morning with their families in worship then leave with the Children's Ministry Director, or another caring adult, for our Exploring Faith program before returning to the sanctuary for the remainder of worship. During our time together we explore a different Biblical story thru art, drama, games, or storytelling and connect how these stories apply to our everyday lives. This includes participating in Communion with the congregation on Communion Sundays.

Nursery Care

Nursery care is available each Sunday for children up to age three. The Nursery room is filled with faith-based toys and books for children and their childcare provider to explore together.

5th - 8th Grade Seekers Youth Group

Children's Ministry for our 5th through 8th Graders (Seekers) takes place monthly on a Sunday afternoon from 4 - 5pm. This program is led by the Children's Ministry Director with support from the Minister of Congregational Life and volunteers, including members of the high school youth group. Content includes mission-based and social activities as well as exploring our Four Pillars of Faith (God, Jesus, the Bible, and Prayer) and how they relate to us today. On Sunday mornings, Seekers remain in worship for the duration of the service, which is also an important piece of their faith experience and education.

Families and Faith

Our family ministry program includes opportunities for families to learn about and practice our faith in community with other TriCon families. This program is offered throughout the year.

Special Faith at Home kits are also delivered to families throughout the year with theme-based activities, faith practices, games, projects, and conversation starters to help families build on their faith together, supporting one another.

High School Youth Group

There are three parts to our high school youth program, a Sunday night Youth Group, Wednesday night Discussion Group, and the annual Mission Trip. Sunday nights are a time for

building community and providing an escape from the pressures of school and society. It is a time when our youth have fun, play games, and are together in fellowship. Wednesday nights are a quieter time in which they check in with each other and discuss topics pertinent to high schoolers today. These topics range from national and international issues to explorations of spirituality and morality.

We send more than 45 high school aged youth and adults on a meaningful Mission trip every spring. The Mission Trip takes participants to an area of the country that may be unfamiliar to them. Past trips have included Native American reservations, the Appalachian region of Virginia, Puerto Rico, and urban locations such as Providence and Los Angeles. While there, we build relationships with those we serve. We also are in community with each other and explore our Christian faith. Again, the success of our youth ministry is strongly attributed to committed, caring and talented staff. Upon return, the senior high youth lead a full Sunday worship, which is a highlight of our church year.

High school freshmen and sophomores participate in a bi-annual yearlong Confirmation Program, which constitutes a key part of our youth's spiritual development. High school students are matched with individual mentors from the congregation to help guide them through questions of faith. Confirmation Sunday is another highlight of our church calendar, as confirmands read amazingly heartfelt and insightful personal Statements of Faith and announce their intentions to join the church or to defer that decision. The feeling of love and support for these young adults during this service is palpable as we support them on these first steps of their spiritual journeys in their adult lives.

Adult Christian Education

For many years prior to 2020, our church provided structured programs for the adults in our congregation to pursue their spirituality and faith outside of the Sunday morning service. Guided by a dynamic Christian Education Committee, we developed and self-published a successful series of "small group" discussions for 3-4 weeks of Advent and 4-5 weeks in Lent. Each of these small groups consisted of 8-10 adults gathered in less formal settings (usually in people's homes) and discussed thematic topics such as Peace or Forgiveness or Redemption. While we attempted to maintain these small group offerings during the pandemic years 2020 – 2022, participation dropped off significantly, and we began to re-examine our CE committee's charge and the adult education program overall.

As a congregation, we recognize the need to create opportunities to foster community and to provide spiritual nourishment in addition to the traditional Sunday morning service. The CE committee has updated its name to Adult Christian Education Committee and re-directed its energy to nurturing and facilitating a wider range of educational opportunities rather than burdening itself with the publication of small group curricula. Programs in planning include: using published books and study guides for small group discussion series, offering more Bible study

groups, developing a speaker series that would invite the broader community (including all the towns represented by our congregation) to participate, as well as programs to (re)educate ourselves about the history, place, and role of our church in the world (for example: Reformation history, UCC membership, basic tenets and sacraments of the Trinitarian Church, etc.).

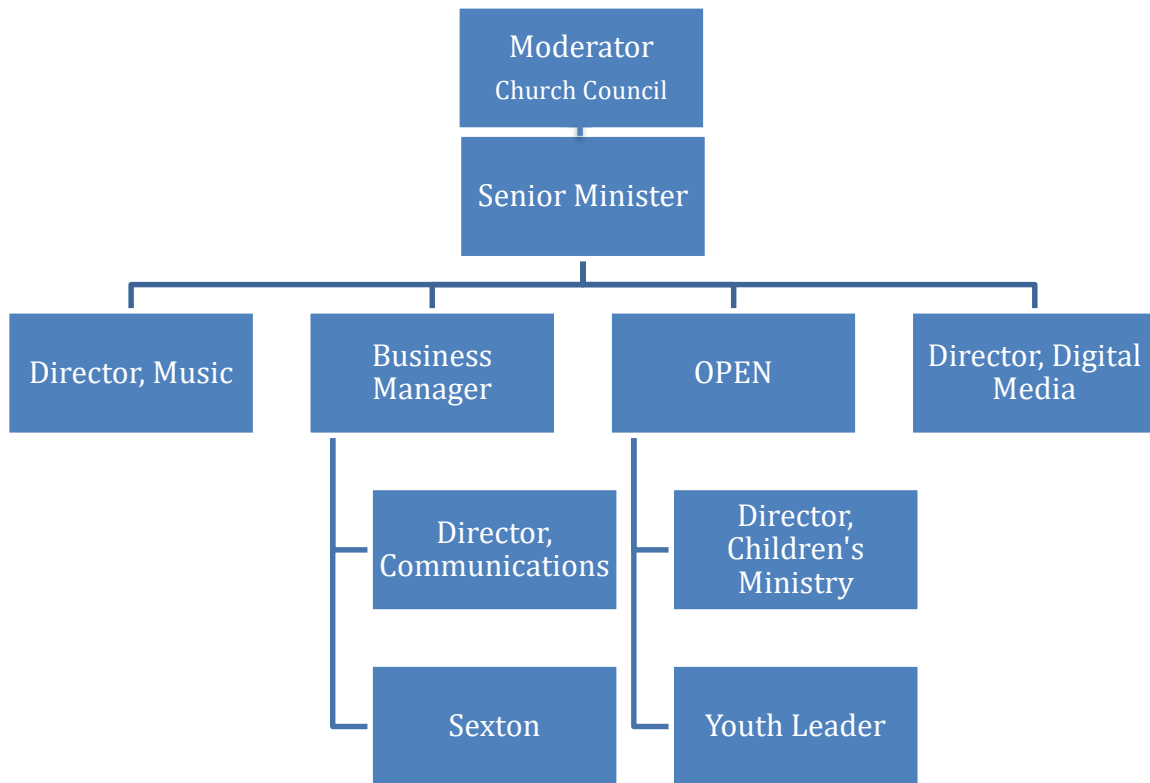
Describe how your congregation is organized for ministry and mission.

The Senior Minister has a staff of eight full and part-time positions. Our Minister of Congregational Life has announced she will be retiring in June of 2023. This position remains budgeted but will not be permanently filled until we can discern, with the help of the new settled Senior Minister, how we would define and fill the position.

We currently have a staff of seven full and part-time employees:

- Church Administrator /Business Manager (FT)
- Director, Music (FT)
- Director, Children's Ministry (PT)
- Director, Communication (FT)
- Youth Leader (PT)
- Sexton (PT)
- Director, Digital Media (PT)

TriCon Organization Chart



In addition to our Moderator, Assistant Moderator, Clerk, and Treasurer and Assistant Treasurer, there are 15 church committees, whose members take office upon approval at the Annual Meeting and generally serve 2 terms of 3 years. These committees are:

- Christian Education
- Church Council
- Diaconate
- Social Action
- Fellowship
- Finance
- Mission
- Music & Other Arts
- Nominating
- Pastor-Parish Relations
- Personnel
- Property
- Safe Church

- Stewardship
- Welcoming

Along with the aforementioned formally elected committees, there are other important groups or committees that support the work of the church. These are:

- Anchor Group
- Antiques Show
- Caring Connection, which supports the congregation with:
 - Bereavement Notes
 - Families with New Babies
 - Hospital and Home Visits
 - KnitWits (Knitting Group)
 - Meals
 - Memorial Gifts
 - Memorial Receptions
 - Transportation
- Care Giver Support Group
- Friendship Circle

There is expressed desire for more open dialogue and collaboration between church committees, for the establishment of more concrete committee goals, and for a more transparent, inclusive, and clear decision/policy making process. In fact, it has been proposed that our congregation establish an executive committee tasked with implementing our Vision Statement and corresponding Priorities as well as to create a strategic, long-range plan.

There are many forms and varieties of communication within the church, including the weekly email, monthly newsletter, website, Facebook, announcements from the pulpit, as well as those placed in the bulletin, all designed to be sensitive to diverse levels of preferred connection. Congregational decisions, however, are most often communicated via printed information mailed to congregants. We also have an online church photo directory (password protected) that includes family and individual congregant contact information and photos maintained by church staff and members.

See attached Bylaws and Annual Report for more information on Committees at TriCon.

When it comes to decision-making, how many hours are spent in meetings for committees per month?

Meeting time is committee-dependent; some committees meet only a few times per year for relatively short meetings and others meet twice a month during their most demanding seasons (e.g., Stewardship in September and October). Typically, most committees meet monthly for one to two hours.

Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?

The COVID-19 Pandemic impacted our church in a multitude of ways. While the offices remained open during most of the pandemic, the difficult decision was made to close the Church for all gatherings and meeting, including Sunday services. Our church staff quickly recognized the need to produce Sunday services on-line, as well as content and opportunities to connect for the youth. Their ability to adapt and willingness to continue to support and serve the congregation through the pandemic was remarkable.

Can you provide the next minister with a copy of an organization structure, bylaws and/or annual report to further explain the patterns of the church's activity and governance? Yes, see attached.

11-YEAR REPORT



UNITED CHURCH OF CHRIST
ELEVEN YEAR CHURCH PROFILE BASED ON DATA REPORTED IN UCC YEARBOOKS

Church#:	783262										
Assoc:	926	Schedule: 0	Trinitarian Congregational UCC				Concord	MA	01742		
YEAR	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	CONFIRMATION	CONFESSION	TRANSFER OR REAFFIRM	DEATHS OR TRANS OUT	OTHER LOSSES	NET MEMBS ADDS-REMOVED		
2011	734	310	275	25	0	19	9	40	-5		
2012	736	310	305	18	3	16	15	20	2		
2013	721	300	270	21	2	19	13	44	-15		
2014	661	280	270	18	0	24	16	86	-60		
2015	656	300	245	13	1	10	8	21	-5		
2016	634	275	248	15	0	11	18	30	-22		
2017	592	275	220	0	0	8	12	38	-42		
2018	592	275	220	0	0	0	0	0	0		
2019	581	270	170	27	7	7	9	43	-11		
2020	534	120	107	0	0	2	13	36	-47		
2021	537	35	90	14	0	3	9	5	3		
YEAR	CURRENT EXPENSES	CAPITAL PAYMENTS	BASIC SUPPORT	TOT OTHER UCC GIVING	TOTAL OCWM	OTHER GIFTS	WIDER MISSION	BASIC SUPPLY% CURR LOCAL	TOTAL EXPEND	PLEDGES AND OFFERINGS	
2011	\$726,143	\$0	\$50,000	\$26,378	\$76,378	\$172,885	\$249,263	6.89	\$975,406	\$828,680	
2012	\$1,003,777	\$0	\$50,000	\$0	\$50,000	\$181,253	\$231,253	4.98	\$1,235,030	\$801,132	
2013	\$935,941	\$0	\$54,200	\$28,212	\$82,412	\$189,645	\$272,057	5.79	\$1,207,998	\$830,272	
2014	\$791,049	\$0	\$50,000	\$15,312	\$65,312	\$180,108	\$245,420	6.32	\$1,036,469	\$805,538	
2015	\$791,176	\$0	\$41,600	\$80,581	\$122,181	\$184,674	\$306,855	5.26	\$1,098,031	\$809,761	
2016	\$816,015	\$1,600,000	\$54,200	\$25,978	\$80,178	\$170,692	\$250,870	6.64	\$2,666,885	\$827,864	
2017	\$816,015	\$0	\$50,000	\$0	\$50,000	\$0	\$50,000	6.13	\$866,015	\$0	
2018	\$1,073,432	\$0	\$50,000	\$0	\$50,000	\$170,280	\$220,280	4.66	\$1,293,712	\$777,887	
2019	\$856,911	\$0	\$40,000	\$13,850	\$53,850	\$161,709	\$215,559	4.67	\$1,072,470	\$786,456	
2020	\$1,005,000	\$0	\$30,000	\$2,000	\$32,000	\$128,941	\$160,941	2.99	\$1,165,941	\$822,654	
2021	\$1,026,422	\$0	\$30,000	\$2,000	\$32,000	\$0	\$32,000	2.92	\$1,058,422	\$811,535	
% CHANGE	MEMBERS	AVG WEEKLY ATTENDANCE	CHR ED/ FAITH FORM	TOTAL ADDITIONS	TOTAL REMOVALS	CURR LOCAL EXPENSES	TOTAL OCWM	TOTAL EXPENDITURE	TOTAL		
2016-2021	-15.30	-87.27	-63.71	-34.62	-70.83	25.78	-60.09	-60.31			
2011-2021	-26.84	-88.71	-67.27	-61.36	-71.43	41.35	-58.10	-8.51			

Please note: Zero values ("0" or "\$0") may reflect missing information in some years. Christian Education/Faith Formation refers to Church School Enrollment for all figures before 2007.

CONGREGATIONAL DEMOGRAPHICS (based on December 2022 Data) _____**Describe those who participate in your church.**

		<i>Is this number an estimate? (Check if yes)</i>
Number of active members:	518	✓
Number of active non-members:	175	✓
Total of church participants (Sum of the numbers above):	693	✓

Percentage of total participants who have been in the church:

		<i>Is this number an estimate? (Check if yes)</i>
More than 10 years:	80%	✓
Less than 10, more than 5 years:	15%	✓
Less than 5 years:	5%	✓

Number of total participants by age:

0-11	12-17	18-24	25-34	35-44	45-54	55-64	65-74	75+	<i>Is this an estimate?</i>
25	80	10	5	45	65	150	95	80	

Percentage of adults in various household types:

		<i>Is this number an estimate? (Check if yes)</i>
Single adults under 35:	2%	✓
Joint household with minors:	45%	✓
Single adults aged 35-65:	10%	✓
Joint household with no minors:	33%	✓
Single adults over 65:	10%	✓

Education level of adult participants by percentage:

		<i>Is this number an estimate? (Check if yes)</i>
High school:	10%	✓
College:	30%	✓
Graduate School:	50%	✓
Specialty Training:	10%	✓

Percentage of adults in various employment types:

		<i>Is this number an estimate? (Check if yes)</i>
Adults who are employed:	50%	✓
Adults who are retired:	25%	✓
Adults who are not fully employed:	25%	✓

Describe the range of occupations of working adults in the congregation:

Business professionals, educators at all levels, doctors, nurses, lawyers, scientists, artists, administrators, salespeople, marketing managers, financial managers, architects.

Describe the mix of ethnic heritages in your congregation, and the overall racial make-up.

Largely mono cultural, several LGBTQ+, few of Asian descent.

Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future?

Our congregation became officially Open and Affirming in 2006. In 2020 the congregation hosted a series of online racial justice forums, including two recent all-church book reads – one on white privilege and one on origins of slavery.

PARTICIPATION AND STAFFING

Complete the following chart. Please leave blank any fields that are not applicable to your congregation.

Ways of Gathering	Estimated number of people involved in attendance	Who plans each of the listed gatherings? (<i>List any and all worship planners, such as various lay leaders, pastors, musicians, other staff</i>)
Adult Groups or Classes	Christianity 101 - 22 Anchor Group – 30	Clergy Volunteers
Baptisms (<i>number last year</i>)	2021 – 3, 2022 - 6	Clergy
Children's Groups or Classes	Seekers - 18	CE Director, Clergy, Volunteers
Christmas Eve and Easter Worship	2021 (on-line) 400 2022 - Easter (in person & on-line) 2022 – Christmas Eve – 3 services (in person and on-line)	Clergy, CE Director, Music Director, Staff
Church-wide Meals	BBQ; Hot dog supper; Fall brunch; Stewardship cookout; Advent brunch – 700 (in total)	Fellowship Committee Stewardship Committee Staff
Choirs and Music Groups	Senior Choir – 12 Junior Choir – 3	Music Director
Communion (<i>served how often?</i>)	1x/month	Clergy Diaconate
Community Meals	N/A	
Confirmation (<i>number confirmed last year</i>)	2021 – 14 youth confirmed Current class – 25 participants	Clergy Director, Children's Ministry

		Volunteer Mentors
Funerals (<i>number last year</i>)	2021 – 6 2022 - 7	Clergy Musicians Staff
Fellowship/Support Group	Friendship Circle/Caregiver Support for Memory Challenged – 2X/month	Clergy or Lay Leader
Intergenerational Groups	N/A	
Outdoor Worship	Blessing of the animals - 100	Clergy Volunteers
Prayer or Meditation Groups	Women of Spirit – 20	Clergy Volunteers
Public Advocacy Work	Filipov Forum – 75	Volunteers
Retreats	Men’s Anchor Group – 15	Clergy, Staff, and Volunteers
Theology or Bible Programs in the Community	Newbury Court Senior Living Community – Monthly Bible study	Clergy
Weddings (<i>number last year</i>)	2021 – none; 2022 - 2	
Worship time	10 AM	Clergy Music Director Diaconate Staff
Young Adult Groups/Classes	N/A	
Youth Group	Sunday evening Youth Groups – 40 Wednesday evening Discussion Group – 5	Youth Leader Clergy
Mission Trip	2022 - 40 2023 - 47	Youth Leader Clergy Volunteers

List all members or regular participants in your congregation who are ordained, licensed, or commissioned ministers. Indicate those with current United Church of Christ Three-Way Covenants (i.e., serving in a congregation) or Four-Way Covenants (i.e., serving in a ministry beyond a congregation).

Name	Three- or Four-Way Covenant? (3 or 4 or no)	Ministry Setting	Type of Ministry Role	Retired? (Y or N)
Ross Lilley	No	Retired from ministry		Retired
Nancy Haynes	No	Serving another church		No

If one or more previous pastors or retired ministers currently hold membership in the church, describe their role(s) in the life of the congregation: N/A

List all current staff, including ministers. Exclude the position you are seeking to fill. Indicate which staffperson serves as head of staff.

Staff Position	Head of Staff?	Compensation (full time, part time, volunteer)	Supervised by	Length of Tenure for current person in this position
Interim Senior Co-Minister	Yes	PT	Moderator	3 Months
Interim Senior Co-Minister	Yes	PT	Moderator	3 Months
Director, Music	No	FT	Sr. Minister	37 years
Business Manager	No	FT	Sr. Minister	37 years
Minister of Congregational Life*	No	FT	Sr. Minister	4 years
Director, Digital Media	No	PT	Sr. Minister	1 year
Director, Communications	No	FT	Business Manager	15 Years
Sexton	No	PT	Business Manager	12 Years

Director, Children's Ministry	No	PT	Minister of Congregational Life*	20 Years
Youth Leader	No	PT	Minister of Congregational Life*	4 Years

* Minister of Congregational Life is retiring in June of 2023. We look forward to collaborating with our settled Senior Minister to determine how to best fill this role.

REFLECTION

After reviewing the congregational demographics and activities above, what does this information reflect about your congregation's overall ministry?

Our congregation's ministry is largely centered on youth programs and programs for adults who are middle-aged and older. There is a clear gap in the demographic of adults in their 20's, 30's and 40's. Some of this can be explained by the fact that we are a suburban church: children go off to college, move into the city, and do not return to the suburbs until they are looking to raise a family. Unfortunately, we have noticed all too often that the parents of these college students also leave the church at this point; this loss is something we feel should be addressed in the future. Traditionally, Trinitarian Congregational Church has had a solid core of young families attracted to our church by our strong youth programs. Over the past several years, however, this trend has waned which is consistent across larger demographic trends. We also have a well-educated and spiritually curious cohort of adults in our congregation who enjoy the tradition of the Sunday service but also welcome opportunities to be involved with the small group activities. Our members appreciate pastoral care and home visits by other parishioners. When sick or hospitalized, however, our congregation has expressed a strong desire to be visited by our Ministers.

As a church, we recognize that a more diverse congregation can lead to a richer community and church experience for all of us. We strive to continue to find avenues that will make our community of faith relevant for all demographics.

CHURCH FINANCES

Current annual income (Updated from 2022 Annual Report)

Source	Amount
Annual Offerings and Pledged Giving	\$789,000

Endowment Proceeds (<i>as permitted within spending policy, such as a cap of typically 4.5%-5% on total return</i>)	\$125,000
Endowment Draw (<i>beyond what is permitted by spending policy, “drawing down the principal”</i>)	0
Fundraising Events	\$15,000
Gifts Designated for a Specific Purpose (Special Missions)	\$16,000
Grants	0
Rentals of Church Building	\$22,000
Rentals of Church Parsonage	0
Support from Related Organizations (<i>e.g., Women’s Group</i>)	0
Transfers from Special Accounts	\$16,000
Other (specify): Clergy Housing Endowment	\$70,000
Other (specify): Other Income/Gifts	\$5,000
TOTAL	\$1,058,000

Current annual expenses: dollars budgeted for most recent fiscal year - \$1,058,000 (FY 2023)

Attach most recent church budget, spending plan, operating statement, or annual treasurer’s report as shared publicly with the congregation, or – if your church does not pass an annual budget – list current budgeted expenses here.

Considering total budgeted expenses for the year 2023, compare total ministerial support. What is the percentage? 30%

Has the church ever failed to pay its financial obligations to a minister of the church? No

Is your church 5-for-5, i.e., does it include each of the following contributions during the church year? (*Indicate those included during the most recent fiscal year*)

- ☒ Our Church’s Wider Mission (OCWM – Basic Support)
- ☐ One Great Hour of Sharing
- ☐ Strengthen the Church
- ☐ Neighbors in Need

__ Christmas Fund

In what way is OCWM (Basic Support) gathered? If calculated as a percentage of operating budget, what is that percentage? (Recommended 10%) Our Mission Committee allocated \$32,000 to OCWM and \$2,000 to Metropolitan Boston Association in 2022, which is roughly 4% of pledges.

What is the church's current indebtedness?

Total amount of loan debt: 0

Reason for debt: N/A

Are capital and other payments current? Yes

If a building program is projected or underway, describe it, including the projected start/end date of the building project and the total project budget.

Year(s)	Purpose	Goal	Result	Impact
N/A				

If the church has had capital campaigns in the last ten years, describe:

Year(s)	Purpose	Goal	Result	Impact
2016	New Organ	\$1.5 M	\$1.5 M	Purchased and installed new organ.

If a capital campaign is underway or anticipated, describe. N/A

Describe the prominent mission component(s) involved in the most recent (or current) capital campaign. Music is an integral part of our worship service. We allow community members to play the organ, as well as hold concerts for the public.

Does your church have an endowment? Yes

Three endowment funds – General Endowment; Mission Endowment; Endowment to support/supplement Clergy Housing

What is the market value of the assets? (From 2022 Annual Report)

General - \$2,958,664; Mission \$531,588; Clergy Housing \$1,497,224

Are funds drawn as needed, regularly, or under certain circumstances?

Percentage of the income is taken annually from the General Endowment for the operating budget; from the Mission Endowment to be allocated by the Mission Committee to agencies doing mission work; from the Clergy Housing Endowment to supplement clergy housing allowances.

What is the percentage rate of draw (last year, compared to 5 years ago)?

4% or slightly less has been the annual draw from the income for many years.

Describe draw on endowment, if any, to meet operating budget expenses for the most recent year and the past five years:

No draw on principal, just a prudent % of the income.

At the current rate of draw, how long might the endowment last?

In perpetuity

Please comment on the above calculations or estimates: N/A

Other Assets (as of 12/31/2022):

Contingency	\$83,881
Facilities Refurbishment	\$13,716
Painting	\$20
Pledge Reserve	\$100,743
Sabbatical	\$22,421
Memorial Gifts	\$48,549
Pastoral Assistance	\$3,272
Technology	\$10,640
Music/Organ	\$8,555
Total	\$291,797

Investments (other than endowment): None

Does your church have a parsonage? No

Describe all buildings owned by the church: The church (built in 1926, following a 1924 fire). The attached church school wing (built in 1956) contains approximately 22,000 square feet in a classic Greek revival wooden structure on 1.6 Acres in Concord center. The building is fully accessible with three ramps and two elevators and is protected by a fire suppression system.

Describe non-owned buildings or space used or rented by the church: None

Which spaces are accessible to wheelchairs? All except the chancel and the pulpit.

REFLECTION: After reviewing the church's finances and assets described above, what does this information reflect about your congregation's mission and ministry?

The church is in solid financial shape. The annual Stewardship campaign is closely monitored to ensure that pledges meet our needs. Our pledging units are down, but we are prudent and have always been able to produce a balanced budget, sometimes by taking a modest amount from Reserves, but rarely ever having to use budgeted reserve funds. While the overall financial position is strong, we continue to search for ways to reinvigorate stewardship.

We have historically had a long-standing goal of allocating 20% of pledges to Mission. However, during the past year (2022) 16% of the church budget was allocated to Mission. In November of 2022, the congregation resumed the long-standing tradition of the TriCon Antiques Show. The 50th Anniversary event netted an additional \$15,000 dedicated to Missions.

We are fiscally conservative, budgeting money annually from the operating budget to add to the various reserved funds including Facilities Refurbishment, Painting and Sabbatical funds.

The Finance Committee and the Business Manager put together the annual budget based on input from the Stewardship Committee on pledge goals, the Personnel Committee on annual increases and expenses relate to personnel, revenue anticipated from rental and endowment income, and input from other church committees on budget needs.

HISTORICAL INFORMATION

Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

TriCon will be celebrating our 200th anniversary in 2026. While there are many important milestones, the following are significant events in recent years:

- In 2002, TriCon launched the annual Al Filipov Peace and Justice Committee and Forum honoring the life and beliefs of our courageous member who was killed while a passenger on American Airlines Flight 11 on September 11, 2001.
- In 2006, TriCon completed its journey to becoming an Open and Affirming Congregation.
- In 2018, TriCon celebrated the completed construction of our beautiful new organ and renovations to our sanctuary. This was an important moment in which our congregation reaffirmed its commitment to music being an integral part of our worship services and congregational life.

The most significant event in the past 10 years was how our congregation banded together to innovate and evolve during COVID to ensure TriCon maintained its commitment to congregational worship.

Describe a specific change your church has managed in the recent past.

As indicated above, the most important event over the past 10 years was how our congregation managed to unite in the spirit of maintaining vibrant opportunities to worship God together as a community of faith at the onset of the COVID pandemic. This was done in part through the spirit of innovation and the blessing of technology, including the simulcasting of Sunday services on YouTube and Zoom. Even today as more and more people are worshiping in person, we have maintained those virtual options for those who cannot attend or do not feel comfortable joining in-person during peak periods of viral spread. However, one of the big challenges facing our congregation post-COVID is how to bring back and attract young families with children who are engaged in seemingly nonstop, 24/7 extracurricular activities, including many outside commitments on Sundays.

Every church has conflict, some minor, some larger. “Where two or three are gathered, there will be disagreement....” Describe your congregation’s values and practices when it comes to conflict.

We value sharing our many ideas and opinions openly and freely. We value transparency and open dialogue, although some members feel they are not heard, while others may fail to express their opinions. We offer open forums and meetings to discuss challenges and encourage input from the congregation at large. At times, it is unclear who has the authority to make decisions, or that some have an excessive amount of influence.

Ministerial History *(include all previous ministerial staff for the past 30 years)*

Staff member's name	Years of service	UCC Standing (Y/N)
Gail Miller (Minister of Congregational Life)	4	YES
Robert Brown (Associate / Senior Minister)	13	YES
Jean Vandergrift (Interim)	2	YES
John Lombard (Senior Minister)	23	YES
Karin Case (Associate)	4	YES
Margaret Crockett (Associate)	13	YES
Katrina Wuensch (Associate)	3	YES
Shawnthea Munroe-Mueller (Associate)	4	YES
Mitzi Hill (Associate)	8	YES
Robert Johnson (Interim)	1.75	YES
Nancy Stillman (Associate)	4	YES
Vern Swett (Associate)	2.50	YES
David Butler (Senior Minister)	1.75	YES
Tuck Gilbert (Senior Minister)	17.50	YES

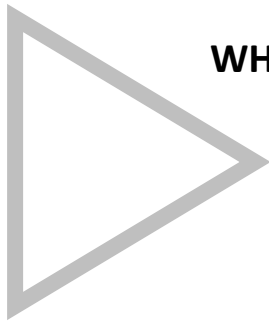
Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:

Over the past five years, and especially with the advent of COVID, the need for new competencies in ministerial leadership have become evident. Today strong leadership for our congregation not only means spiritually supporting individuals and the congregation as a whole, it also means being able to communicate with church members and non-members both in person, as well as through different technology-enhanced channels, e.g., Zoom, YouTube, Facebook. In addition, ministerial leadership today requires an understanding of how our congregation is changing and what is needed to attract younger members into our church family. Given our recent experiences with the challenges of church governance, the membership now seeks a collaborative and inspirational Senior Minister to help guide and shape the energy and gifts of our church community.

Has any past leader by involuntary termination? No

Has your church been involved in a Situational Support Consultation? No

Has a past pastor been the subject of a Fitness Review while at your church? No



WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.” (Matthew 22:39 NRSV)

COMMUNITY VISION

MISSION InSite

COMMUNITY VISION

How do the relationships and activities of your congregation extend outward in service and advocacy?

We engage in several church-based efforts that directly serve those in need. Throughout the year various clothing and food drives are conducted, as well as a toiletry & essentials drive for prison outreach, and adopting families during the holidays through our Mitten Tree. Our congregation also regularly engages with and contributes to Gaining Ground (a non-profit organic farm that supplies local meal programs), Habitat for Humanity, and Open Table (a local food pantry).

During COVID we began serving with International Institute of New England in their efforts to assist incoming Afghan Refugees. We have sponsored a particular family and are growing in our relationship with them.

The Youth Mission Trip is another highlight of our congregation’s service and advocacy. Every year our high school youth travel to a national or international location to learn, to serve, and to explore their faith.

In addition to these coordinated efforts and with the evolution into a new phase of the pandemic, our Social Action Committee has renewed energy to find more opportunities for our congregation to serve throughout the year. In fact, many new avenues of engagement have been identified through a TriCon justice summit, which was held last year.

Finally, many of our members volunteer and advocate with regional and international groups. However, these efforts are largely done as individual service and are not coordinated through the church.

Describe your congregation's participation in meetings, relationships and activities connecting the wider United Church of Christ (association / conference / national setting).

In recent years there has been a diminished connection between our church and the wider church. This connection has mostly been maintained by our Pastors' participation in Association and Conference events and committees. We do, however, continue to substantially support the UCC financially.

Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.)

Check any statements below that apply to your UCC faith community.

- | | |
|--|--|
| <input type="checkbox"/> Accessible to All (A2A) | <input type="checkbox"/> Just Peace |
| <input type="checkbox"/> Creation Justice | <input type="checkbox"/> Global Mission Church |
| <input type="checkbox"/> Economic Justice | <input checked="" type="checkbox"/> Open and Affirming (ONA) |
| <input type="checkbox"/> Faithful and Welcoming | <input type="checkbox"/> WISE Congregation for Mental Health |
| <input checked="" type="checkbox"/> God Is Still Speaking (GISS) | <input type="checkbox"/> Other UCC designations: |
| <input type="checkbox"/> Border and Immigrant Justice | <input type="checkbox"/> Designations from other denominations |
| <input type="checkbox"/> Inter-cultural/Multi-racial (I'M) | <input type="checkbox"/> None |

Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

The only UCC 'statement' that our church has adopted is that we are open and affirming.

Describe your congregation's participation in ecumenical and interfaith activities (with other denominations and religious groups, local and regional).

During the summer months we share Sunday worship services with West Concord Union Church.

The local Clergy do not meet regularly. However, our pastors have had personal relationships with local colleagues which have led to collaboration in ministry from time to time. Currently our Minister for Congregational Life co-leads a Bible Study at Newbury Court, a senior living facility and a Deaconess community, originally founded by a faith-based group, with the Assistant Rector at Trinity Episcopal Church in Concord.

If your congregation has a mission statement, how does that mission statement compare to the actual time spent engaging in different activities? Think of the range of activities from time spent gathering, to governance, to time spent going out.

Our Vision Statement (which functions as a mission statement): God is calling us to be a nurturing community of faith that honors God through service and mission.

Members of our congregation are encouraged to connect with God, not only through a traditional Sunday worship, but through a variety of small, spiritually nourishing groups. There is ongoing recognition and celebration of each other's gifts and our being an open and affirming church is a source of pride. The Congregation has made a strong pledge to serve the church, our community, and the world, as evidenced by our generous mission giving.

This said, we as a church community have not conducted a recent audit as to where we spend our collective time on different activities. We support a myriad of local organizations in hands-on mission work and activism, social betterment and by generally helping others.

Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation's expectations on their time?

We estimate our Senior Minister's time will be broken down as follows: 70% within the church, 20% in the local community and 10% in the wider church.

MISSION InSite

Comment on your congregation's Mission Insite report with data for your neighborhood(s) or area. What trends and opportunities are shown?

MISSION InSite reports were generated in December 2022. Based on congregational demographics localized statistics were created based on a 7.5-mile radius around TriCon church in Concord, MA. The catchment area including the towns of Concord, Carlisle, Acton, Bedford, Lexington, Lincoln, and Sudbury. Three reports were created:

1. Full InSite Report – an extensive demographic portrait of the defined geographic area. This report is based on the US Census, the American Community Survey and Experian data. Past, current, and future trend data are provided.

2. Religious InSite Report – provides insights into community beliefs and religious preferences within the defined geographic area. These data are based on the 2021 American Beliefs Study Survey conducted by Mission Insite.

3. Ministry InSite Report – provides a projection of likely religious beliefs, preferences, and practices within the defined geographic area. These data are based on the 2021 American Beliefs Study conducted by Mission Insite.

Copies of these reports can be found in Appendices.

Demographic Data:

The total population in and around Concord is projected to remain stable over the next 10 years. While the average age is 44, over the coming decade there is a projected increase in singles and young families (ages 25-34) and retirees (ages 65 and over). Note that younger families settle in Concord but also surrounding communities because of the cost of housing in Concord. Outreach to adjacent towns to draw younger families should be part of faith formation planning with particular emphasis on early elementary school age children (ages 5-9). The continued use of on-line worship capabilities will remain a key service for retirees but should also be considered as a means of attracting other age groups using targeted offerings.

The population of Concord and environs is highly educated with 30% of residents reporting a bachelor's degree and 40% reporting a graduate or professional degree. Income levels are above state and national levels in 2022 with 33% of households earning more than \$100,000 per year and 34% of households earning more than \$200,000 per year. While financial resources exist, and TriCon members have been historically generous, the post-COVID environment has decreased the number of pledging units and the influx of new members. The need to provide compelling faith formation programs, as well as hands-on mission opportunities, continue to be seen as the best ways to engender personal connections with families and potential new members.

While the catchment area is mainly white (non-Hispanic), the Asian population has steadily increased since 2010 and now comprises 13% of area residents. The Hispanic community is also projected to grow by 4% over the next five years. The current congregation at TriCon does not reflect these changes with only several attendees of Asian or Hispanic backgrounds, but understanding and embracing the cultural identity of these ethnic groups in the area should become an outreach priority.

Religious InSite:

Based on the 2021 American Beliefs Study respondents strongly agreed with the statement that "God is love and invites the world into a loving relationship" and on a personal level "I have a relationship with one living God". There was also significant agreement with the statement that

“Belief in Jesus does not require participation in a church” mirroring US sentiment. The survey also noted significant concurrence with the statement “People in the church do not behave as Jesus would behave.”

Responses to questions about social and moral beliefs indicate our community values strong families as a key to social stability and believes in promoting tolerance for social peace and wellbeing. While the majority of respondents identify as Catholic, no religious preference, or Jewish, the Congregational Church and particularly Trinitarian Congregational Church has maintained a strong presence in the suburban Boston area. Roughly 33% of respondents in the catchment area are involved in a religious congregation or community based on 2021 data.

Ministry InSite

The Ministry InSite survey conducted in 2021 detailed multiple life concerns within the catchment area. The top three in descending order were: Ongoing impact of COVID-19; social and political tension and discord and health crisis and illness. When asked about reasons for non-participation in a faith community, responses included not being able to find the right faith community, demands of raising children and no time available for participation. Almost half of respondents noted that religion was too judgmental. When asked about the church in general, non-participants cited lack of trust in organized religion and religious leaders, and a focus on money. The most significant reason for non-participation in 2021 was that residents in the catchment area did not feel welcome. Families were also seeking children and youth programs that met their needs and sought support during crisis or time of need.

When area residents were asked about desired programs and services, respondents cited opportunities to develop personal relationships, family-oriented activities, adult activities, involvement in social causes including volunteering in the community and social justice advocacy work. While traditional worship and holiday programs were important, respondents, above all, sought warm and friendly encounters.

Based on these survey results, the challenge is not only attracting individuals and families to visit TriCon but to ensure that those encounters are engaging and welcoming. While Sunday morning worship has been the traditional portal for these encounters, the congregation has recognized over the past several years that our “front yard” can also be warm and welcoming. Community events such as the “Blessing of the Animals” and the “Antiques Show” have been examples of outreach and adding to that portfolio should be considered an important part of the church mission.

How do your congregation’s internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

While Concord and the other communities in our area are experiencing an increase in the number of Asian and Hispanic families as evidenced by the survey and the percentage of students in the public schools, we continue to have only one or two such families worshipping with us.

We welcome families with members who are challenged, either mentally or physically. We are proud to be open and affirming, welcoming gay, lesbian and transgender persons.

How are the demographics of the community currently shaping ministry, or not?

We are not content with the lack of racial and ethnic diversity in our congregation, but it does reflect our town and surrounding communities, which are generally homogenous, prosperous, well-educated, healthy, and white. This, then, shapes our local ministry in that we minister to those who are more like us. Consequently, we define diversity by degree, by sexual orientation, and by political beliefs, for example. The emphasis on family programs, mission support and hands-on mission is in large part designed to engage and welcome those who will help diversify and strengthen our church.

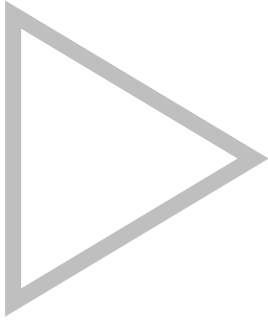
What do you hear when you talk to community leaders and ask them what your church is known for?

Our church cares about its community and perhaps is best known for sharing its beautiful space with various town organizations, as well as for running a strong youth program.

What do new people in the church say when asked what got them involved?

When a new family, couple or individual is “shopping” for a church in the area, we have heard the following words used to describe the Christian faith communities in Concord: for First Parish the word is *intellectual*; for Trinity Episcopal - *traditional*; for Holy Family – *doctrinal*; for West Concord - *family* and for us - it's *community*. Often families seeking a new church are searching for a community for their children or youth; others are looking for a spiritual and supportive community.

REFERENCES



Name up to three people who have agreed to serve as phone and written references.

The following three individuals have agreed to act as references for Trinitarian Congregational Church.

REFERENCE 1

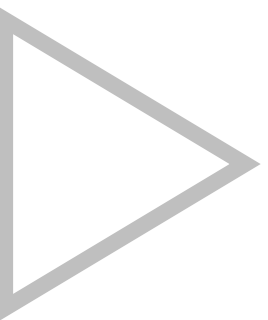
Rev. Dr. Jean Halligan Vandergrift
206-909-0448 / jehv@comcast.net / Interim Minister

REFERENCE 2,

Hannah Brown, Pastor, West Concord Union Church
978-369-6309 / revhannahWCUC@gmail.com / Pastor of Sister Church

REFERENCE 3,

Jeanine Calabria, Executive Director, Open Table (Retired)
978-808-4103 / jeaninecalabria@comcast.net / Mission Recipient



CLOSING THOUGHTS

CLOSING PRAYER

STATEMENT OF CONSENT

CONFERENCE/ASSOCIATION VALIDATION

CLOSING STATEMENT

If we choose a leader with vision, someone with gravitas, who's connected to other people's lives and cares about making them better, if we choose someone to inspire us, then we will be able to face what comes our way and achieve things we can't even imagine yet.

CLOSING PRAYER

Text for our closing prayer comes from verse 2 of the hymn, *We All Are One in Mission*, written by Rusty Edwards, Words @ 1986 by Hope Publishing Company. Reproduced with permission under OneLicense.net #A-711413.

*Now let us be united and let our song be heard.
Now let us be a vessel for God's redeeming Word.
We all are one in Mission, we all are one in call,
Our varied gifts united by Christ, the Lord of all.*

STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending a suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

Which individuals and groups in the church contributed to the contents of this Local Church Profile?

The Trinitarian Congregational Profile Team: Elaine Ayres, David DeLong, Prescott Stewart, and Beth Vause, plus many individual interviews, congregational gatherings, sessions with staff members and our interim ministers, and frequent conversations with members of the church. We estimate that over 200 people, inside and outside of our church community, have added their thoughts to this Profile.

Additional comments for interpreting the profile: None.

Signed:

Beth Vause / Profile Committee Chair / March 9, 2023

VALIDATION BY CONFERENCE/ASSOCIATION

The congregation is currently in good standing with the association / conference named.

Staff Comment:

To the best of my knowledge, ministerial history information is complete.

Staff Comment:

To the best of my knowledge, available church financial information is presented thoroughly.

Staff Comment:

My signature below attests to the above three items.

Signature:



Name / Title: Rev. Alex Shea Will / Area Conference Minister

Email: SheaWillA@sneucc.org

Phone: 508-244-4769

Date: March 14, 2023

**UNITED CHURCH
OF CHRIST**



This document is created through support to Our Church's Wider Mission (OCWM) and is only possible through the covenantal relationships of all settings of the United Church of Christ.

"Jesus answered them, 'Have faith in God!'" – Mark 11:22

**By-Laws of the Trinitarian Congregational Church
of Concord, Massachusetts**

Adopted March 30, 1982 (as amended through February 10, 2019)

Article I

Name

The name of this church shall be The Trinitarian Congregational Church of Concord, Massachusetts.

Article II

Purpose

The purpose of this church shall be to worship God; to preach, teach and live the gospel of Jesus Christ; to experience Christian fellowship and unity within the church and the church universal; to celebrate the sacraments; to render loving service toward all of God's creation; to work for righteousness, justice and peace.

Article III

Polity

The government of this church is vested in its members, who exercise the right of control in all its affairs, subject in legal matters to the Articles of Incorporation granted it by the General Court of the Commonwealth of Massachusetts.

This church is part of the United Church of Christ and accepts the obligations of mutual counsel, support, fellowship, and service.

Article IV

Faith

This church acknowledges as its head Jesus Christ. It acknowledges as sisters and brothers in Christ all who share this confession. It looks to the Word of God as revealed in the Scriptures, and to the presence and power of the Holy Spirit. It claims as its own the faith of the historic church expressed in ancient Christian creeds and reclaimed in the basic insights of the Protestant Reformers. It affirms the responsibility of the church in each generation to make this faith its own. This church identifies with the Statement of Faith of the United Church of Christ.

Article V

Membership

- A. Membership of this church shall be open to any person who has received the sacrament of baptism and who is willing to own publicly the faith and purpose expressed in Articles II and IV.
- B. Members shall covenant to:
 - 1. Affirm faith in God as known in Jesus Christ;
 - 2. Share regularly in the worship of God;

3. Enlist in the work of this congregation as it serves the community and the world;
 4. Contribute to the church's work and benevolences.
- C. There shall be two classes of membership: Active, and Associate. Active members may serve in elected and appointed positions and shall have a vote in congregational meetings. Associate members may serve in appointed positions but may not serve in elected positions and shall have no vote in congregational meetings.
1. Active membership shall consist of:
 - a. Those persons who join the church in accordance with Paragraphs A and B above and are received into membership at a regular service of worship.
 - b. Inactive persons who are again fulfilling the Covenant of Membership
 2. Associate membership shall consist of those who fulfill the Covenant of Membership as described in Article V, Paragraph B above, who apply for status as Associate Member.
 3. Inactive persons shall consist of those persons who were formerly Active members or Associate members, but who are no longer fulfilling the Covenant of Membership as described in Article V, Paragraph B above.

Article VI

Worship Services and Meetings

The services and meetings of the church shall be as follows:

1. Worship Services
 - a. Services of worship shall be held at given hours each Sunday except when temporarily suspended by vote of the Diaconate. Other services of worship, inspiration, and prayer may be held as determined by the Minister and Diaconate.
 - b. The Sacrament of the Lord's Supper shall be celebrated at the times to be determined by the Minister and the Diaconate. The baptism of adults and children shall be administered at such times as the Minister and Diaconate shall determine.
2. Meetings
 - a. The Annual Meeting shall be held between January 20th and February 20th with the specific date to be set by the Church Council. This meeting shall receive the yearly reports of officers, staff, organizations and committees, elect officers, adopt the annual budget, set up plans for the year and transact any other business which may legally come before said meeting.

- b. A special meeting shall be called when requested by a two-thirds vote of the Church Council or upon the request in writing to the Clerk by any ten members of the congregation. The Clerk shall insert in the call all subjects named in the request for such meeting.
- c. Notices of all called meetings shall be posted by the Clerk in two conspicuous places in the church at least eight (8) days in advance of the meeting, including two Sundays. The notices shall be read from the pulpit during a regular church service and distributed by mail at least once in a general mailing to the congregation at least ten (10) days before the meeting is held.
- d. A quorum at any business meeting of the congregation shall consist of twenty-five (25) members, except that, for the purpose of alteration or amendment of the By-Laws, a quorum shall consist of forty (40) members. All Active members are entitled to vote on all matters and, unless otherwise required, a majority vote is decisive.
- e. The warrant for the Annual Meeting shall be prepared by the Church Council. Articles shall be inserted in any warrant if ten members give a written request to the Clerk at least thirty (30) days prior to the date of the meeting.
- f. The parliamentary procedures of this church shall be governed by **Robert's Rules of Order, Newly Revised**, except as otherwise voted by the congregation.

Article VII **Ministers and Staff**

A. Senior Minister

1. Responsibilities:

- a. The Minister shall be called to preach and teach the Gospel, to administer the Sacraments and rites of the church, and to exercise the various forms of ministerial care and leadership.
- b. The Minister shall be an ex officio member of all church boards and committees, elected or appointed, without vote on such committees.
- c. The Minister shall guide and coordinate the work of the entire staff.
- d. The Minister shall report to the Church Council but is responsible ultimately to the congregation.
- e. The Minister and Moderator shall participate in an annual review as stipulated by contract.
- f. The Minister shall be encouraged to devote part of his or her working hours to personal growth and study; and to participate in

ecclesiastical, ecumenical, and community bodies beyond the local congregation.

2. Procedures for Calling the Senior Minister and for termination of his or her contract:
 - a. The Minister shall be called according to the procedures outlined in the Constitution, By-Laws and practices of the United Church of Christ, as amended from time to time.
 - b. A Search Committee for the Minister shall be formed to solicit and evaluate candidates for the position and nominate one or more for consideration for call by the congregation. The membership of this committee shall be nominated by the Diaconate and elected by the congregation. Active members of the church shall have the opportunity to make additional nominations to the Search Committee from the floor.
 - c. He or she shall be called for an indefinite time, and by two-thirds vote of the members present at a meeting called for that purpose.
 - d. He or she shall become a member of this church, and shall join with the church in requesting installation by the Metropolitan Boston Association of the United Church of Christ.
 - e. In order to terminate a contract, three month's notice shall be given by either party. Notice of less than three months may be given if acceptable to both parties. The procedures for termination shall be in accordance with the Constitution, By-Laws, and practices of the United Church of Christ, as amended from time to time. Notification of such termination shall be sent by the Moderator of the church to the President of the Massachusetts Conference of the United Church of Christ, and to the Area Minister of the Metropolitan Boston Association.

B. Additional Clergy

1. Responsibilities:

- a. Additional Clergy shall have such responsibilities and duties as adopted by vote of the church membership at time of calling-
- b. Additional Clergy shall work in consultation with and be evaluated by the Senior Minister, who shall seek input as needed from the Diaconate, the Moderator and representatives of such committees of the church as are particularly relevant to the work of Additional Clergy.

2. Procedures for Calling Additional Clergy and for termination of his or her contract shall be the same as A.2 (above).

C. Additional Staff

1. The overall plan for staffing the church shall be decided by vote of the congregation.
2. Job descriptions shall be written for each position.

Article VIII
Officers

The officers of the church shall be the following:

1. Moderator: The Moderator shall be the chief officer of the church, the chairperson of the Church Council, and the one who presides at official meetings of the congregation. He or she shall assist any persons bringing business before the congregation or the Church Council and shall be responsible for the preparation of the agenda for any such meetings. The Moderator shall be responsible to the congregation. He or she shall be elected by the congregation for a one-year term at the Annual Meeting.
2. Assistant Moderator: The Assistant Moderator shall assist the Moderator in whatever ways are determined from year to year by the Church Council. In the absence of the Moderator, he or she shall perform the duties of the Moderator. The Assistant Moderator shall be responsible to the Moderator and the Church Council. He or she shall be elected by the congregation for a one-year term at the Annual Meeting.
3. Clerk: The Clerk shall keep faithful record of the proceedings of the church and of the Church Council, of which the Clerk shall be a member and its secretary. The Clerk shall oversee a register with addresses of the members of the church, with dates and modes of their reception and removal; also a record of baptisms and marriages. The Clerk shall oversee Letters of Transfer, notifying the churches to which they are addressed; preserve on file all communications and written reports; give notices of all meetings when such notices are necessary; conduct all correspondence not otherwise provided for; prepare with the Church Council or other such persons as the Church Council may designate a yearly review of the membership of the church, and perform such other duties as are prescribed by law or as usually pertain to the office of a clerk or secretary of an assembly. The Clerk shall be responsible to the congregation through the Moderator and the Church Council. The Clerk shall be elected by the congregation for a one-year term at the Annual Meeting.
4. Treasurer: The Treasurer shall oversee accurate account of all receipts and disbursements and shall carry on all the other normal duties of a treasurer as determined by the Finance Committee. The Treasurer shall be responsible to the Church Council. The Treasurer shall be elected by the congregation for a one-year term at the Annual Meeting.
5. Assistant Treasurer: The Assistant Treasurer shall serve as Treasurer in the absence of the Treasurer and shall assist the Treasurer in all the

above duties as needed. The Assistant Treasurer shall be responsible to the Church Council through the Treasurer. The Assistant Treasurer shall be elected by the congregation for a one-year term at the Annual Meeting.

6. Auditor: The Auditor shall examine the accounts of the Treasurer and/or Assistant Treasurer and the Business Manager and report thereon to the annual meeting. The Auditor shall be responsible to the congregation. The Auditor shall be elected by the congregation for a one-year term at the Annual Meeting.
7. All officers shall continue in office until their successors have been elected and qualified.
8. Officers other than the Treasurer and Auditor may serve three consecutive terms. Thereafter they may be re-elected only after one year's absence from office. There is no limitation on the terms of office the Treasurer and Auditor may serve.
9. Other officers may be elected at the Annual Meeting as need shall dictate.
10. Neither Officers nor members of the Church Council are required to be bonded, except as voted by the congregation.

Article IX

Boards and Committees

- A. Each committee shall yearly elect a chairperson in the month prior to the meeting when new committee members take office. In the event that this is not possible, the previous year's committee chairperson shall remain responsible until the new chairperson is elected.
- B. The boards and committees of the church shall be as follows:
 1. Christian Education Committee: The Christian Education Committee shall be responsible for developing the philosophy and establishing policy concerning Christian Education within our church. It shall be responsible for planning and implementing educational opportunities for all ages in a manner compatible with that philosophy.

The Christian Education Committee shall be responsible to the Church Council.

The Christian Education Committee shall consist of nine adults, three of whom shall be elected annually for a term of three (3) years, and up to two high school members elected annually for one-year terms.

2. Church Council: The Church Council shall be the governing body of the church between congregational meetings, and its actions shall be subject to review only by the congregation. The Church Council shall advise the

Minister on the general direction of the church's activities and join with him or her in the formulation of a well-rounded program.

The Church Council shall review the proposed annual budget recommended by the Finance Committee and make recommendations to the congregation. It shall coordinate the activities of the church, receive and act upon petitions or requests of groups or individuals, and appoint such additional committees, as it may deem necessary. It shall respond, as required, to unique matters of concern to the church that do not fall within the scope of existing committees. It shall plan the Annual Meeting and special congregational meetings.

The Church Council shall be responsible to the congregation.

Membership shall consist of the Moderator, Assistant Moderator, immediate past Moderator, Minister, any Additional Clergy and additional staff as deemed necessary by the Church Council, Clerk, Treasurer, three members-at-large to be elected for one year, Chairperson of the Diaconate, chairpersons of the elected committees, and others as may be determined by the congregation.

A quorum of the Church Council shall consist of twelve members.

3. Diaconate: The Diaconate, with the Minister(s), shall be responsible for leading the spiritual affairs of the church, including pastoral duties, worship, caring for the membership, support for the church as a teaching parish, and outreach to encourage lay participation in each of these responsibilities. The Diaconate shall provide and distribute the elements for Communion, and be responsible for Baptism and Confirmation.

The Diaconate shall be responsible to the Church Council.

Membership shall consist of nine female deacons and nine male deacons and up to two high school members. Three female deacons and three male deacons shall be elected annually for a term of three (3) years. The high school members shall be elected annually for a one-year term.

4. Fellowship Committee: The Fellowship Committee shall plan fellowship events for the church.

The Fellowship Committee shall be responsible to the Church Council.

- a. Membership shall consist of six persons, two to be elected annually for a term of three (3) years.
5. Finance Committee: The Finance Committee shall have the following responsibilities:
 - a. It shall maintain liaison with the committees of the church throughout the year and assist them in budget preparation.

- b. It shall prepare the annual budget of the church, subject to the Church Council's approval, for submission to the congregation at the Annual Meeting or special meeting called for that purpose.
- c. It shall supervise the financial affairs of the church, including the receipt and disbursement of funds and the structure and maintenance of the accounting systems, and provide general direction to the Treasurer.
- d. It shall manage the various funds of the church, including the Endowment Fund.
- e. It shall have the power to buy, sell, assign or transfer intangible property without specific authority of the church.
- f. It shall recommend to the Personnel Committee candidates for Business Manager.
- g. It shall keep the Church Council informed of the financial condition of the church.
- h. The Finance Committee shall be prepared to communicate with the congregation from time to time on financial matters.

The Finance Committee shall be responsible to the Church Council.

Membership shall consist of six members, two of whom shall be elected annually for a three-year term. The Treasurer, Assistant Treasurer and Chairperson of the Stewardship Committee shall be ex officio members of the Committee.

- 6. Library Committee: The Library Committee shall oversee the Church Library and promote its use. It shall coordinate the purchase of books with church programs.

The Library Committee shall be responsible to the Church Council.

Membership shall consist of five members who shall serve for terms of three (3) years in such order that two are elected each year except every third year when one shall be elected.

- 7. Membership Committee: The Membership Committee shall have the overall responsibility for maintaining, nurturing and enhancing the membership of the church. It shall develop ways to attract, identify and welcome new people to the church. It shall develop and carry out programs for preparing new people for membership and assimilating new members into the church's life. It shall develop and initiate ways of helping people to have a positive sense of belonging to the church community.

The Membership Committee shall be responsible to the Church Council.

The committee shall consist of nine members, three of whom shall be elected annually for a term of three (3) years.

8. Mission Committee: It shall be the duty of the Mission Committee to guide and develop the mission program of the church.

The Mission Committee shall be responsible to the Church Council.

Membership shall consist of ten members. Nine shall be elected by the congregation for three-year terms, three each, annually; one additional member shall be a high school person elected by the congregation for a one-year term.

9. Music and Other Arts Committee: The purpose of the Music and Other Arts Committee is to enhance the spiritual life and other aspects of the church by developing and implementing programs in the arts. It shall recommend candidates for Music Director and Organist, in consultation with the Personnel Committee, for appointment by the Church Council.

The Music and Other Arts Committee shall be responsible to the Church Council.

Membership shall consist of five members who shall serve for terms of three years in such order that two are elected each year except every third year when one shall be elected. At least one member of the committee shall be an active participant in the adult choir, and at least one member of the committee shall not be an active participant in the adult choir. If committee member(s)' status in regard to choir participation change(s) during their term such that this requirement is no longer met, it shall be restored at the next regular election of a new member(s).

10. Nominating Committee: The Nominating Committee shall be responsible for preparing nominations for all officers and elected committees of the church as described in X.A, Election of Officers and Committees.

The Nominating Committee shall be responsible to the Church Council.

There shall be six members, two of whom shall be elected each year for a term of three years.

11. Pastor-Parish Relations Committee: The Pastor-Parish Relations Committee shall provide a two-way communications link between the ministers and members of the congregation so as to enhance the effectiveness of the church's ministry. The committee shall serve as an advisory group to the ministers providing an opportunity for constructive and caring communication within an atmosphere of confidentiality and trust.

The Pastor-Parish Relations Committee shall seek to foster understanding by all parties of the pastoral and congregational roles within the life of the church; support and maintain a healthy relationship between the ministers and the congregation; promote the reconciliation of differences; and serve as a catalyst for productive work on issues within these areas of concern, as shall come to the attention of the committee from the ministers or members of the congregation.

The Pastor-Parish Relations Committee shall be responsible only to the congregation, and shall be represented on the Church Council.

The committee shall be comprised of seven (7) members, who shall serve for terms of three (3) years in such order that two are elected each year except every third year when three shall be elected. The Nominating Committee shall prepare its slate of nominees in consultation with the ministers.

12. Personnel Committee: The Personnel Committee in consultation with the Senior Minister or his or her designee shall be responsible for filling vacancies in church staff other than the Minister or Associate Minister. It shall evaluate staffing requirements with respect to total needs of the church (other than as to ministers) in consultation with the Senior Minister and appropriate committees, periodically review and update as appropriate the personnel policy and review compensation and benefits.

The Personnel Committee shall be available to consult with staff and/or members of the congregation about any matters of concern pertaining to staff.

The Personnel Committee shall also be responsible to the Church Council.

Membership shall consist of six members, two of whom are to be elected annually for a term of three years.

13. Property Committee: The Property Committee shall be responsible for the care and custody of the physical property of the church. The Committee is responsible for custodianship and maintenance of the buildings, grounds and physical equipment, including the church-owned furnishings and décor, and for the general supervision of the sexton/s. The Committee shall act on behalf of the church in negotiating contracts and agreements for services and work to be performed on the property, but the signature(s) on such contracts or agreements shall be limited to those of officer(s) of the church. The Committee, in coordination with the Minister and Business Manager, shall be responsible for the use of the church facilities by any group or groups outside of the committees of the church.

The chairperson will be required at times to make certain decisions regarding the actions to be taken in unusual circumstances. It shall be left to his or her good judgment to act or not, without due consultation with other members of the Committee. A written and/or oral report on such action shall be submitted to the Church Council promptly.

The Property Committee shall consist of nine members, three of whom shall be elected annually for a term of three years. Any member may be re-elected for a successive second and third three-year term without an intervening one-year absence from the Committee. The Treasurer of the Church shall be a member ex officio.

14. Social Action Committee: The mandate for the Social Action Committee comes from the Gospel's directive to Christians to bring a ministry of care, reconciliation, understanding and healing to people struggling with problems of our everyday world, including the issues of justice and peace. It shall be the function of this committee to be continually looking at the problems and challenges facing us in our complex world and asking if we are dealing with those as Christians, as people in covenant with God.

The Committee shall be responsive to specific requests or concerns as they arise, and initiate discussion and action on these. The Committee shall attempt to bring people together to talk, to learn, to debate, and, where possible, to take appropriate action.

The Committee will not issue position statements to the public that might be taken as an expression of the church's position, unless authorized by the congregation and/or Church Council.

The Social Action Committee shall be responsible to the Church Council.

The Committee shall consist of eight members, who shall serve terms of three (3) years in such order that three are elected each year except the third year when two shall be elected.

15. Stewardship Committee: The Stewardship Committee shall function throughout the year, and shall have charge of raising the pledges and cash necessary to fund the budget for the following year.

It shall determine the procedures to be followed to raise funds for the annual operating budget. It shall conduct the annual pledge campaign. The Stewardship Committee shall endeavor to obtain throughout the year pledges from new members as they join the church and others who become frequent attendees at church services.

The Stewardship Committee shall be responsible to the Church Council.

Membership shall consist of six members, two of whom shall be elected annually for a term of three years. The Treasurer and the Chairperson of the Finance Committee shall be ex officio members.

16. Safe Church Committee: The Safe Church Committee shall be responsible for establishing and implementing a Safe Church Policy. The committee will respond to all allegations of child abuse, child neglect, sexual misconduct or sexual harassment alleged to have been committed by or against members of the Trinitarian Congregational Church community at church or at activities scheduled by the Trinitarian Congregational Church of Concord.

The Safe Church Committee will be comprised of five members who shall serve terms of three (3) years in such order that two are elected each year except the third year when one shall be elected. The Nominating Committee shall prepare its slate of nominees in consultation with the ministers.

Unless otherwise designated, committee members who have served a full term may be re-elected to a committee for a second consecutive full term; but they may be elected anew to further term(s) only after a one-year absence from the committee. The requirement for a one-year absence may be waived in extenuating circumstances to allow one additional term with the consent of the Church Council.

On application of the chairperson of a committee requesting the temporary addition of members to such committee in order to assist in implementing the work of the committee, the Church Council may name one or more temporary additional members to such committee for a term extending to the next annual meeting, acting in accordance with the procedures set forth in Article X.A, for designating replacement members of committees.

Article X

Election of Officers and Committees

- A. Procedures: Prior to the Annual Meeting, the Nominating Committee shall prepare nominations for all officers and elected committees of the church. There shall be a ballot nominating at least one person for each position to be filled by election, such names to be posted at the church at least two Sundays previous to the annual meeting. The right of an Active member of the church to make nominations from the floor shall always be preserved, provided such nominees have indicated their willingness to serve.

All officers and members of elected committees shall be Active members of the church. The slate of nominees shall be reviewed by the Church Council prior to the annual meeting. The Church Council may vote to accept for nomination a non-member, provided that he/she becomes an Active member at the next reception of members.

- B. Vacancy: When vacancy exists in any committee or office of the church, the Nominating Committee shall seek at least one nominee to fill that vacancy, in consultation with the committee that has the vacancy. If appropriate, considering the duration of time before the next meeting of the congregation, the Nominating Committee will recommend to the Church Council the name of a successor to fill the vacancy. The term of such appointments shall be until the next annual meeting, at which time the same person may be elected to fill any unexpired term.

If a new committee is formed, the Nominating Committee in conjunction with the Church Council shall designate staggered terms of office for the initial members to be elected

- C. Terms of Office: The terms of office for all committees shall take effect following the Annual Meeting.
- D. Quorum: A quorum of each other board or committee, other than Church Council, shall consist of a majority of its members.

Article XI

Delegates

- A. Delegates to the Metropolitan Boston Association: Delegates shall be elected at the Annual Meeting for a one-year term to represent this church at meetings of the Metropolitan Boston Association. The number to be elected shall be according to the current policy of the M.B.A. They shall report to the Church Council and/or to the congregation.
- B. Delegates to the Massachusetts Conference of the United Church of Christ: Delegates shall be elected at the Annual Meeting for a one-year term to represent this church at meetings of the Massachusetts Conference. The number to be elected shall be according to the current policy of the Conference. They shall report to the Church Council and/or the congregation.

Article XII

Fiscal Year

The fiscal year is the calendar year.

Article XIII

Endowment Funds

The Church Endowment Funds consist of the General Endowment Fund, the Mission Endowment Fund and the Clergy Housing Fund. These Endowment Funds shall be invested and reinvested under the direction of the Finance Committee. Each fund need not be separately invested but may be retained in one or more securities of a kind and in an amount considered proper for the legal investment of trust funds, or in such other investments as may be approved by the Church Council, provided that the individual funds shall be separately entered on the account books of the church.

All legacies not specifically appropriated to some special purpose shall be added to the General Endowment Fund. No restrictive or conditional gift may be deemed accepted until approved by the Church Council. A copy of any restrictive provisions governing such a gift shall be made a permanent record in the Treasurer's books.

Distributions from the funds, as recommended by the Finance Committee shall be subject to the applicable limitations of the Uniform Management of Institutional Funds Act. Distributions from the General Endowment Fund, as recommended by the Finance Committee, may be used for current expenses. Distributions from the Mission Endowment Fund, as recommended by the Finance Committee, may be used for mission purposes as decided by the Mission Committee. Distributions from the Clergy Housing Fund, as recommended by the Finance Committee, may be used for current expenses to defray the cost of clergy housing.

Article XIV

Memorial Gifts Funds

All memorial gifts shall be held by the Treasurer and spent as approved by the Church Council. Such funds shall be for unrestricted use, except as specifically accepted by the Church Council. Except for a restricted gift as accepted by the Church Council, all uses or purposes benefiting the church in any manner shall be considered a proper expenditure of Memorial Gifts funds.

Article XV

Property

- A. The church may in its corporate name sue or be sued, acquire by purchase, gift, devise, bequest or otherwise and own, hold, invest, reinvest or dispose of property both real and personal for such work as the church may undertake and may purchase, own, receive, hold, manage, care for and transfer, rent, lease, mortgage, pledge, or otherwise encumber, sell, assign transfer and convey such property for the general purposes of the church; it may receive and hold in trust both real and personal property and invest and reinvest the same and make any contracts for promoting the objects and purposes of the church.
- B. Upon dissolution of the church, its assets and all property and interests of which it shall then be possessed, including any devise, bequest, gift or grant contained in any will or other instrument, in trust or otherwise, made before or after such dissolution, shall be transferred to the Massachusetts Conference of the United Church of Christ.

Article XVI

Amendments

These By-Laws may be altered or amended by a two-thirds vote of the members present at any Annual Meeting or at any other meeting especially called for that purpose, the proposed amendment being stated in the notice for the meeting.

Trinitarian Congregational Church

Annual Reports For the Year 2022



The United Church of Christ
54 Walden Street
Concord, MA 01742



Annual Reports

For the Year Ending
December 31, 2022

Number One Hundred
and Thirty-one



**Trinitarian Congregational Church
Of Concord, Massachusetts**

Established 1826

Incorporated September 21, 1891

www.triconchurch.org

978.369.4837

TABLE OF CONTENTS

I. Records

Warrant for Annual Meeting – 2/12/23
Minutes of the Annual Meeting – 2/16/22

II. Reports of Church Staff

Senior Minister
Minister of Congregational Life
Director of Music
Director of Children's Ministry
Youth Leader

III. Reports of the Moderator and Clerk

Moderator
Clerk

IV. Report of the Nominating Committee

V. Other Committee Reports

Antiques Show
Caring Connection
Christian Education Committee
Diaconate
Fellowship Committee
Filipov Forum Committee
Finance Committee
Mission Committee
Personnel Committee
Property Committee
Social Action Committee
Stewardship Committee
Welcoming Committee

VI. Report of the Treasurer

VII. Proposed Budget for 2023

VIII. Report of the Auditor

SECTION I

Records



ANNUAL MEETING

Warrant for the Annual Meeting

Sunday, February 12th, 2023, 11:00 a.m.*

To the Members of the
Trinitarian Congregational Church in Concord
County of Middlesex, Commonwealth of Massachusetts

You are hereby notified that the Annual Meeting of said church will be held on Sunday morning, the 12th of February, 2023, at 11:00 a.m., immediately following our worship service, for the following purposes, to wit:

- Article 1. To receive and act upon reports of the Church officers and committees.
- Article 2. To choose all necessary Church officers and committees for the church year 2023.
- Article 3. To appropriate money for all Church expenses and to determine the manner of raising same.
- Article 4. To receive and act upon the nominations presented by the Diaconate for the members of the settled Senior Minister Search Committee: Kerri Cahoy; Jeff Campbell; Sean Detweiler; Shirley Huettig; Leslie Mahoney; Dale Ryder; Sam Snell (youth representative); Sandra Suduikis; Billie Wyeth
- Article 5. To transact any other business which may legally come before said meeting.

Annual reports, including the draft 2023 budget, will be available in the parish hall by February 1st. If you would like a copy mailed to you, please call the church office.

*SNOW DATE: Monday, Feb. 13th, at 7:00 p.m.

Amy R. Bruning
Amy R. Bruning, Clerk
Concord, Massachusetts - January 2023

TRICON
Trinitarian
Congregational Church

Meeting Minutes
ANNUAL MEETING – FEBRUARY 16, 2022
via ZOOM

Moderator Leslie Mahoney called the meeting to order at 7:00 PM. Rev. Bob Brown spoke on the many things the church has to celebrate having completed another successful year. He thanked the staff, leadership, and the congregation for their faithfulness through challenging times and spoke of his excitement and enthusiasm for the coming year, offering a prayer for the continued health and vitality of our church.

Article 1. To receive and act upon reports of the Church officers and committees.

Leslie called on Mitch Eckel, Treasurer, to report on the financial results from 2021. Mitch reported it was a good year with over \$20,000 received in pledges over the amount budgeted; prior-year pledges and other income were also over the budgeted amount. On the expense side, personnel expenses were underspent but several other accounts were above the budgeted number resulting in a surplus of \$24,838. Mitch reported that the Finance Committee was recommending that the surplus be allocated to the Technology Fund. In answer to a question, it was explained that the Technology Fund would be used to cover additional expenses for new equipment to improve and expand our ability to live-stream the services and other events.

Ruth Piper moved that we accept the Treasurer's Report and allocate the surplus to the Technology Fund. It was seconded and VOTED unanimously.

Article 2. To choose all necessary Church officers and committees for the church year 2022.

Dale Ryder, Chair of Nominating, presented the slate of Officers and Committee members to be elected and spoke of the work of the Nominating Committee and the positive responses they had gotten when asking members to serve. Ellen Quackenbush moved acceptance of the slate as presented. It was seconded and VOTED unanimously.

Article 3. To appropriate money for all Church expenses and to determine the manner of raising same.

Jon Rennert, Chair of Finance, presented the draft budget for 2022. Jon noted that the expenses were less than a 3% increase over the prior year and included a 3% cost-of-living raise for the staff in a year with a much higher rate of inflation. Our Endowment Funds performed well under our new financial managers, showing a 12% rate of return, allowing us to budget higher amounts for the operating budget, while keeping to the modest 4% draw.

The draft budget includes \$28,000 from reserves, considerably higher than in previous years but past history with little need to draw on the reserves leaves the Finance Committee comfortable with this higher amount in the budget. Jon answered several questions, including the basis for the much higher amount budgeted for prior year pledges, explaining that most of that was already in hand. Jon Piper moved acceptance of the proposed budget. It was seconded and VOTED unanimously.

Article 4. To transact any other business which may legally come before said meeting.

Leslie asked if there was any business under Article 4. There was none raised.

Leslie stated that it had been a pleasure being Moderator and she introduced the new Moderator, Andrew Thut. Andrew thanked Leslie for her service and presented her with a Kiva gift certificate as a token of appreciation from the church.

Andrew spoke of the energy and opportunity presented in this chapter of the church's life and asked for a motion to adjourn.

A motion to adjourn was made by Kathy Flynn, it was seconded and VOTED.

Rev. Gail Miller offered a closing prayer.

Meeting adjourned at 7:49 PM.

Respectfully submitted,

A handwritten signature in cursive script that reads "Amy L. Bruning".

Amy Bruning, Clerk

SECTION II

Reports of Church Staff

God said, “See, I have given you every plant yielding seed that is upon the face of all the earth, and every tree with seed in its fruit...” And it was so. God saw everything that he had made, and indeed, it was very good. - Genesis 1:29 & 31

BACK TO THE GARDEN

It is time once again to begin the perennial tradition. I’m not talking annual report or even the liturgical calendar. I’m talking about the time of year when every gardener imagines what this year’s vegetable garden lay out will look like. What worked well last year? What plot of soil needs a rest? Where might changes need to be made that would increase the yield, attract valuable worms, bees, and butterflies while discouraging predatory insects? This is a very creative process that begins with dreams of what is possible. Seeds of hope are then tenderly planted and then the gardener must adapt throughout the growing season. There will be unpredictable circumstances, unforeseen challenges, and unanticipated results. Gardening is not for the faint-of-heart! Yet, any hope of harvest always begins with an inspired, well informed dream and a carefully considered plan.

The Lord God planted a garden in Eden, in the east; and there he put the human. -
Genesis 2:8

The good news is that **you** are co-creators in this garden project we call TriCon Church! You, *human*, have a distinctive role to play in dreaming, seeding, watering, adapting, and tending to this 100% organic, locally sourced venture called church. There is no doubt that you will do it better together. To bring the hoped-for abundant harvest this next season, all you need do is show up and add only what you are able. That will be quite enough.

Like planning an elegant garden, the dream becomes reality when we look back with a critical eye, recall the good, assess the current climate, and begin with strong seeds of hope. The future garden that is now being imagined for TriCon Church is very much informed by what has come before. That is what these annual reports are all about. Contained in the following pages you will gain a global perspective on an ever-changing garden of seasonal delight. You will read about last year’s crop and examine the new seeds planned for this upcoming year. Seedlings are always fragile, they need nurturing, encouragement, feeding, and protection from a myriad of threatening elements. There are no guarantees that it will succeed as you imagined, but the truth is that God has given you everything you need to thrive in God’s economy! Fear not! This is the time to wildly imagine what could be! Dream smart, dream big, trust God. Dare to cultivate

2022 Annual Report

something new in this rich, nearly 200-year-old, soil that is TriCon Church. Even now, before you is a meadow of wildness and beauty ready to be nurtured into existence. Now is the time to sow new seeds of hope in fields of justice for all humanity and eagerly anticipate the coming harvest of God's loving-kindness and mercy. This is the lavish yield that will nourish you fully, and even more, feed everyone around you. The God of plenty says, "It is very good!"

In faith and hope,

A handwritten signature in blue ink that reads "Bob".

Rev. Bob Brown
Senior Minister (retired January, 2023)

Report of the Minister of Congregational Life

As I reflect on 2022, I'm mindful that while there is always something new every year, there is also comfort in the familiar gatherings that characterize our life together.

Worship: Worship is always the highlight of my week and a source of consistent joy and renewal for me. This last fall in particular saw a marked increase in attendance, the return of the choir, a fuller order of worship and robust hymn singing. I performed 4 baptisms, 1 wedding, and 6 funerals.

Committees: Throughout the year I met regularly with the Church Council, Prudential, Deacons, and Welcoming committees. I also met with the Pastor Parish Relations Committee and my PPRC liaison (Lawrie Okurowski), as well as my Personnel Committee liaison (Trish Siefer).

Ministries: I continued to lead the Friendship Circle (twice monthly) and the Newbury Court Bible Study (monthly); as well as participate in both Women of Spirit groups (four times a month). These gatherings are always a joy and have provided real "connective tissue" for our life together as the Body of Christ.

Youth: Middle School: I meet monthly with the Seekers under Carrie O'Brien's leadership. I really enjoy being with these kids. New this year has been including a high schooler or two to serve as helpers every time we meet. **High school programs** under the leadership of Christine Kelley include weekly Youth Group, weekly Discussion Group, and the annual Mission Trip with its pre-trip youth meetings as well as planning meetings with the adult leaders, and the Sunday morning worship service upon return. The 2022 Mission Trip took us to Virginia to serve with Appalachia Service Project. I am grateful for your support, and the volunteer adult leaders: Bill Ackles, Paul Mahoney, Christian Meyer, Susan Mlodozieniec, Peter Nash, Carrie O'Brien, and Carolyn Stein.

Confirmation: The 2022-2023 school year is also a Confirmation year for us. We have 25 students participating along with 25 adult mentors. New this time around is Carrie O'Brien as my planning partner, and she and Shirley Huettig as small group leaders and classroom assistants. The conversations we have with the kids are rich and meaningful.

Staff: I am grateful beyond words for the staff. They infuse my days and weeks with joy! Worship planning with Vickie, navigating administrative matters with Amy and Judy, Ed keeping us online and connected, organizing and tending the teens with Christine, supporting Carrie as she shepherds families with young children.... all joy! And as an added blessing, Carrie and I traveled to the Holy Land in November to study and

2022 Annual Report

experience significant places in Jesus' life, in particular the stories involving the women in his life. This was a treasured time for us.

Bob Brown's Retirement: In September Bob announced his retirement at the end of January 2023. This occasioned conversations with both lay leadership within the church and the UCC as we learned what our next steps were. I have appreciated Bob's care and sensitivity toward our church; and his steadfast faith in God's call for us to be *a nurturing community of faith that honors God through service and mission*. We have met nearly weekly since I arrived in 2019, and these conversations have sustained and nurtured me, most especially as he has prayed for me and for us and for this church.

Miscellaneous: I also meet monthly with two UCC colleagues (we've been meeting for 15 years!). 2022 was also a full year for our family as Sophia graduated high school, navigated the college search process, and began her freshman year at Wagner College in NY. I am most grateful for the support you have shown me along the way.

I think we have traveled far together, as we've navigated the changing times and landscape. Through it all, I continue to experience the Holy Spirit's presence and movement among us, and I thank God for the blessing of serving Him with you.

With you on the journey!

A handwritten signature in cursive script that reads "Gail".

Rev. Gail Miller
Minister of Congregational Life

Report of the Director of Music

On Easter morning, for the first time since March 8, 2020, the sound of our choir rang throughout the sanctuary during worship. It was glorious to lead their singing of favorite hymns and anthems (“With a Voice of Singing” of Shaw and “Thine Is the Glory” by Handel) with trumpeter Jesse Levine. For the remainder of 2022 the choir was regularly part of our weekly worship. I am grateful to all of those singers for their devotion, dedication and good humor: Laurel Baumer, Kathy Bentley, Molly Callahan, Betsy Swaim, Jeannette Taylor (soprano); Pat Bentley, Liz Berk, Posy Dyer, Michele Forinash, Emily Roos, Micki Van Horn (alto); Matt DiBattista, Earl Van Horn (tenor); Jay Gregory and Craig Leckband (bass). In December we were especially fortunate to have back among us tenor Lucas Hickman, along with his friend and soprano, Sage Stoakley. And we are always pleased to be joined by alto Stephanie Kacoyanis and various basses from the Tanglewood Festival Chorus.

Our children’s choir, the Hosanna Singers, resumed in September and sang for worship in October and the Christmas Eve family service. It is a delight to work with this sweet group of sister-cousins, whose mothers were in our children’s choir during my early years at TriCon. Thank you to Amanda Carman and her girls Brielle, Filna and Lilana, and to Sarah Cieplinski and daughter Mika for their enthusiasm and organization.

Many others in our church family shared their musical gifts this year, including Bob Lawson, Elizabeth Huettig, Molly Callahan, Sheryl Shea, the Stein sisters, and Carter Hack. I want to say a special word of thanks to Emily Roos, Matt DiBattista and Sawyer Lawson. Having joined TriCon as teenager, Emily has worn many hats: flutist, choir member, founder of the Cherub Choir and later, for a period of years, director of the Junior Choir. And it simply would not be Christmas Eve without her! Matt came aboard in 2005 as our first paid section leader, but his relationship with TriCon has grown far beyond anything we ever imagined. Words alone cannot express our appreciation for this extraordinarily generous singer, teacher, conductor and colleague. Lastly, of the greatest privileges of my years among you has been to watch Sawyer grow from the youngest musician in the talented Lawson Family to a seasoned professional singer-songwriter.

From Epiphany through Lent Sunday our worship music was provided by vocal and instrumental soloists, with whom I enjoyed exploring new repertoire each week: Emily Walhout (cello), Kristin Buckland Reiser (violin), Hunter Bennett (clarinet), Colleen McGary Smith (cello), Jesse Levine (trumpet) and Ronald Kaye (oboe). On Palm Sunday we served a feast of French Romantic music, including Gounod’s *Laudate Dominum* and *Messe Breve* sung by Aliana de la Guardia, Stephanie Kacoyanis, Matt DiBattista and James Demler. We are fortunate to have a music budget that allows us to invite professionals from greater Boston to enrich our worship life.

On the first two Sundays of Advent we heard peaceful, soul-stirring music for organ, cello, oboe, violin and tenor. On the last two Sundays choral anthems were featured: "Adam Lay Ybounden" by Carson Cooman, "Gloria of the Angels" by Douglas Wagner, and the carols "Ding Dong Merrily on High" and "Song of the Ship". A highlight was Lucas and Matt's rendition of the boisterous duet "Adam Lay Ybounden" by Carol Burford. This year's Christmas Eve music was offered by the Hosanna Singers (5 pm); Matt DiBattista, Stephanie Kacyonis, The Lawsons, Sheryl Shea and Emily Roos (8 pm); Emily, Lucas Hickman and the Stein sisters (11 pm). Organ music and carol singing lifted the spirits of the eight faithful worshipers in attendance on Christmas morning.

I also want to personally thank Marsha Martin for being the pianist for our summer services in the Parish Hall. I am grateful to pianist Noriko Yasuda for substituting during my recoveries from several minor surgeries this year, and to organist Yoo-Kyung Kim for covering during my annual spring and fall study trips to Italy.

Throughout the pandemic, the choir gathered faithfully each Thursday to chat on Zoom. But nothing can compare with the joys of singing together in person once again! Singing is more likely to spread germs through aerosols, and twice weekly we sing while sitting shoulder-to-shoulder for two hours. So we continue to mask while singing, as an extra precaution.

The pandemic brought significant life changes for many people. The music program, along with other areas of the church, faces new challenges. For various reasons, we now have fewer participants in both adult and children's choirs than we did in 2016-19. And cultural shifts make it more difficult to recruit new singers. With a smaller choir, much of our standard repertoire is no longer viable. Absences, which occur naturally in any volunteer group, now have a greater impact on the whole. Attendance has become nearly impossible to predict accurately. All of this means that I can no longer plan 4-6 weeks in advance, which enabled me to tailor-fit anthem lyrics to each Sunday's scripture and gave the choir several weeks in which to learn more challenging music. Now, I forage for simpler anthems that are still interesting to our ever-fluctuating roster of singers. There is also a growing need to bring in choral "ringers" to support the core.

In spite of these hurdles, all who gather in the organ-choir loft remain of good cheer. We rejoice in the glorious sounds of our 2016 Noack organ. We love and support one another. We delight in our resonant "new" balcony, where we can hear one another, see the preacher, and worship in unity with the congregation below. We still sing unto the Lord a jubilant song.

"Beautiful music is the art of the prophets that can calm the agitations of the soul; it is one of the most magnificent and delightful presents God has given us." (Martin Luther)

Respectfully submitted,
Victoria Wagner

Report of the Director of Children's Ministry

As we entered 2022, Covid had released its grip enough to where TriCon could offer in-person worship and children's programming. Alleluia! I am once again grateful for the opportunity and privilege to lead our Children's Ministry program. Following is a look at 2022.

January – June 2022

Pre-Kindergarten – 4th Grade Exploring Faith

Our Pre-K to 4th Grade Exploring Faith program continued into 2022 with a curriculum I created around the **Four Pillars of Faith ... Jesus, the Bible, Communion and Prayer**.

Children begin in worship with their families and leave during the sermon portion of the service. This 20 – 25 minute program is the perfect amount of time for kids to connect with one another and adults, engage in faith-based activities, learn a Bible story before returning to the sanctuary for the remainder of the service. This enables children to participate in Communion with the rest of the congregation.

Volunteers (Faith Guides) are not children's parents, giving parents the opportunity to enjoy worship. I am eternally grateful to Tussie Williams, Elizabeth Huettig, Leslie Ackles, Polly Vanasse, Sally Clutter and Fred Kinch for serving as Faith Guides from January – June 2022.

Nursery Care

Nursery care is provided most Sundays for children up to age three. We had four high schoolers who took turns providing childcare. However, since Covid cases were on the rise and vaccines were not yet available for young children, no children needed care. Towards the end of January, we suspended nursery care.

5th and 6th Grade Voyagers and 7th and 8th Grade Seekers Youth Group

Children's Ministry for our Voyagers and Seekers takes place on Sunday afternoons. Content includes mission-based activities as well as exploring the Four Pillars of Faith and how they apply to their lives. We met outside as weather permitted.

On Sunday mornings, Voyagers and Seekers remained in worship. Experiencing the rituals and rhythms of worship is an important component to developing faith for children of all ages.

2022 Annual Report

I am incredibly grateful to our Seeker Parent Coordinators Kristin Piper and Pam Brown for their continued support, guidance, enthusiasm and creativity.

September – December 2022

Unfortunately, at the end of August, I broke my hip and was unable to participate in the first few weeks of programming. Grateful to Polly Vanasse and Judy Walpole for leading the Exploring Faith Sunday morning program in my absence and Gail for her help and support moving my program along.

Pre-K – 4th Grade Exploring Faith

Exploring faith continued into the new school year with the same format with a couple of changes.

- With the small number of children participating, rather than having two adults in the room, I filled the sole role of teacher. Those Sundays when I could not be present, Judy Walpole, Polly Vanasse and Amy Bruning filled in for me.
- To encourage family at home participation, I distributed take home sheets after each class. These sheets have information about the lesson, what the children learned and some family activities and corresponding Bible reading.

Nursery Care

We did not offer nursery care over the summer but started again this fall beginning in September. Two high schoolers, one college grad and one 8th Grader took turns providing care. We have only had two instances when there were nursery age children. It's seems hard to justify offering this service, but we do want to encourage new families, so we need a nursery available.

5th - 8th Grade Seekers Youth Group

Our 5th – 8th Grade Youth Group program continued the same as in January – June with a few new additions/changes.

- **NEW** - Due to lower numbers, (we lost our huge class to the high school this September) I decided to merge Voyagers and Seekers, into our combined 5th – 8th Grade Seeker program.
- **NEW** - This fall we assigned a room specifically for our Seeker's meetings which the kids decorated.

2022 Annual Report

- **NEW** - High School youth group members provide an extra pair of hands during our meetings and as well as nurture relationships between middle and high school age kids.
- **NEW** - We have a cupboard stacked with snacks and drinks.

Our Seeker Parent Coordinators, Pam Brown and Leslie Feigh, help create meeting events, promote and collect rsmps and have provided all extra adult support. It is a pleasure and gift to work with these two exceptional women.

Other Programming Highlights

Special Family Zooms

The success of the Lighting of the Advent Wreath Zoom series I offered in 2020 and 2021 encouraged me to offer a Lenten Wreath Zoom again during the six Sundays during Lent. Gail and I also hosted a Maundy Thursday and Good Friday Zoom. An Advent Family Zoom was offered later in the year during Advent.

In-Person Easter Family Service

For the first time since 2020, we were able to offer an in-person Easter service. Following worship, we held an Easter Egg Hunt for families with children. Members of the Youth Group helped hide the eggs outside prior to worship and helped chaperone the event during the hunt.

Faith at Home Deliveries

I cut back on the number of Faith at Home deliveries hoping families will begin returning to church.

Worship Activities: While in worship, children and youth have access to our Worship Activities shelves stocked with children's Bibles for young and older children, mindfulness gadgets to relax restless bodies, and fun and engaging activities.

Family and Faith Meetings: I offered a Gathering in Gratitude workshop in November and a Christmas Family Social in December. Unfortunately, both had to be postponed due to low participation numbers.

Other Programming outside of Pre-K – 8th Grade ...

NEW - Confirmation

Beginning in September, Gail invited me to join her in leading the Confirmation Class for this year's 9th and 10th graders. We met with the class about twice a month. I also headed up one of the small group breakouts.

2022 Annual Report

NEW - Visit to the Holy Land

I am grateful beyond words to TriCon for the opportunity to visit the Holy Land with Gail this fall. Stepping in the footsteps of Jesus and visiting the places where he did most of his ministry brought the stories I have taught children for over the past 20 years to life in a way I could have never imagined.

NEW - Mission Trip

Over February break I joined chaperones and high schoolers on the mission trip to the southwest corner of Virginia in Appalachia country. This was my first time participating in a mission trip and it was wonderful to reconnect with many of the kids who came up through Church School.

An Important Note: During 2022 we continued to notice low TriCon family/children participation, an ongoing trend that is being seen in other churches, locally and across our country. This dip in participation can be attributed to a number of different reasons. Vaccines were still not available for young children. Families are very busy during the week. Sports, other activities, and often just needing a chance for families to unwind, trumps attending church. Families also lost momentum during Covid to attend church. This is not meant to say in any way that parents do not wish their children to grow in a life of faith. This is simply a shift in our culture. Offering programming which makes it easier for families to participate and connect with their faith is my ongoing goal.

Respectively submitted by,

Carrie O'Brien, Director of Children's Ministry

2022 Children's Ministry Programming at a Glance

Faith at Home Deliveries

January	Epiphany
February	Lent
April	Holy week
November	Advent and Christmas

Seeker and Voyager Events

January	Meeting cancelled due to increase in Covid cases. Making Snowmen at Newbury Court cancelled due to weather
February	Soup donations for Open Table and Indoor Snowball Fight
March	Mission Trip Highlights with Pizza Concord Clean Up

April	Bible Activities and Make Your Own Sundaes. Understanding and managing Stress
May	5 th , 6 th and 7 th Graders Walk to Bedford Farms 8 th Graders to Join High School Youth Group for Bowling
June	End of Year BBQ and Outdoor Games at the Pipers

5th – 8th Grade Seekers Events

September	Welcome back games and make your own sundaes.
October	Decorated pumpkins and families delivered to Caring Connection. Also, decorated our Seeker room
November	Gratitude games and activities
December	Christmas games and activities

2022 Sunday Morning Exploring Faith for Pre-K – 4th Graders

January	9 th , 23 rd and 30 th
February	6 th and 13 th
March	13 th , 20 th and 27 th
April	3 rd , and 10 th
May	1 st , 8 th , 15 th and 22 nd
June	5 th
September	12 th , 19 th and 26 th
October	3 rd , 17 th , 24 th and 31 st
November	7 th , 14 th and 21 st
December	5 th , 12 th and 19 th

Family in-person Events

April	Easter Worship and Egg Hunt
October	Gathering in Gratitude
December	Christmas Family Social

Zoom Family Programming

“Extinguishing” Lenten Wreath	March 6 th , 13 th , 20 th , 27 th , April 3 rd and 10 th .
Maundy Thursday	April 14 th
Good Friday	April 15 th
Lighting Advent Wreath	December 4 th

Report of the Youth Leader

The Senior High Youth Group had a great year. We were able to meet both indoors and outdoors and have flexibility with which depending on the weather. We met almost every Sunday night during the school year from 6:00-7:15 PM. Sunday night attendance averaged between 20-25 kids in any given week. Our Sunday night activities include playing games, running around, talking, eating snacks, trivia, and just being together. We also had opportunities for projects such as making Halloween cards for the church youth, assembling and sending care packages to last years' seniors and filling and hiding eggs for the little ones on Easter morning. We also helped the property committee "decorate" and "undecorate" the church and sanctuary for the holidays. Additionally, we had some youth help at the antique show in the kitchen and with set up and clean up. We continue to look for ways to support the church in unique ways. Each Sunday, we close our time together by laying in the dark "under the lit-up stars" and share some quiet and reflective time. We then close the evening with a prayer that sends everyone into the week.

This year, Discussion Group met almost every Wednesday night from 7:00-8:00 PM in either the gathering room or youth room. Discussion Group is a much smaller group than Sunday night Youth Group, averaging around 8 kids. During the evening, each youth provides a check-in of his/her week which often leads to questions, comments and/or support. After check-ins, we spend the remainder of the time discussing a variety of topics. Discussion Group provides an opportunity to share with one another in a small setting.

In February, 40 kids and 10 adults travelled to Jonesville, Virginia for a week of mission work. For this trip, we partnered with Appalachia Service Project (ASP) which is a Christian ministry that inspires hope and service through volunteer home repair and replacement in Central Appalachia. While in Virginia, we worked together on a variety of home improvement projects such as measuring, cutting, and putting up drywall, installing insulation, ripping up carpet and replacing flooring, clearing debris, etc. Through this work, we labored in groups at several different homes doing hard work and at the same time learning new skills. Over the course of the week, the homeowners directly shared their love and appreciation for us and our efforts.

The Mission Trip is such a growth experience for everyone including the adults. I would like to thank Gail Miller and all the Mission trip leaders, Bill Ackles, Dave Boisvert, Paul Mahoney, Christian Meyer, Susan Mlodozieniec, Peter Nash, Carrie O'Brien and Carolyn Stein for their part in making the trip such a success. Thank you also to Amy Bruning and Judy Walpole for all their "behind the scenes" work and as always, a tremendous thank you to the entire church for its generous support.

Respectfully submitted,
Christine Kelley
Youth Leader

SECTION III

Reports of the Moderator and Clerk

Report of the Moderator

Following nearly three years of Covid safety precautions, social-distancing and isolation, 2022 began with a slow and steady re-engagement of our congregation. In January, Sunday worship service in-person attendance was sparse. But as the year progressed, and the threat of Covid diminished, we realized a renewed energy from a healthy and increasingly re-committed congregation.

Fellowship opportunities like a spring BBQ and an ice cream social brought the congregation together physically and we began to get back on track. In the Fall, a cook-out was well-attended by members and friends and the Blessing of The Animals (which took place on the lawn on a grey October day) brought together about one hundred TriCon members and people of the community at large.

In the spring of 2022, Reverends Brown and Miller had asked a small group of church leaders to form a task force take the pulse of the congregation. Over the course of several months, the task force engaged individually and in small groups with both church staff and laity to get feedback on where we are as a church and where we want to go. While responses varied, most feedback focused on the desire for a more vibrant worship service, hands-on mission opportunities, re-establishment of TriCon as a hub of community and attracting new members, specifically young families.

A Leadership Summit was held on October 1st with the objective of identifying our church's strengths and weaknesses, as well as discussing ideas about how to keep our community of faith relevant as we move into the future. The summit was attended by thirty-five church members, including the Diaconate, representatives of every Church Committee and staff. One of the conclusions of this meeting was the decision to dissolve the Prudential Committee and instead use Church Council as the proper forum to discuss the church's direction and member feedback. As a result, Church Council enthusiastically agreed to re-institute monthly meetings for this purpose. This change has elevated engagement and "buy-in" from a broader swath of church leadership.

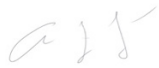
Perhaps the most significant event of the year has been Reverend Bob Brown's early October announcement of his retirement, effective January 2023. He has faithfully served this congregation as Senior Minister for over four years and Associate Minister for nine years prior to that.

This retirement put into motion an Interim Senior Minister search. After completing the relevant profile, the Moderator, Assistant Moderator, Chair of the Diaconate Committee and Chair of the Personnel Committee interviewed several candidates in late December and subsequently made an offer that was accepted, by co-Ministers Rick and Jill Eden, who will start their ministry in January 2023.

Meanwhile, several members of the Church Council agreed to take on the task of updating the Church Profile, the first step in the search for a Settled Senior Pastor. That effort is substantially underway. Also in December, the Diaconate identified three members who served to nominate a Search Committee for a settled Senior Minister. Their work was nearing completion at the end of the year.

We close out the year firmly grounded in the commitment and enthusiasm of our congregation, with hopes for a productive and engaging Interim Ministry and a vibrant passage into our future.

In Faith,

A handwritten signature in grey ink, appearing to read 'A. Thut'.

Andrew Thut
Moderator

Report of the Clerk

The Annual Meeting was held on February 16, 2022.

The Church Council held 8 regular meetings in 2022.

Membership: The active membership at the close of 2021 was 537 people.

The active membership at the close of 2022 was 518 people.

Members lost during the year 2021:

Moved away 3

Died 6

Moved to inactive status 10

Total: 19

The following persons were baptized in 2022:

Ethan M. Barrett

Charlotte E. Stone

George J. Costigan

Hobart J. Stone

Henry L. Costigan

Jon E. Stone

Saylor M. Silva

Deaths of members and funerals conducted by our pastors in 2022 for those associated with our congregation:

Winslow Beguélin

Natalie Niles (M)

William Haynes (M)

Lois Surgenor

Maxwell Lawrence

Jean Swindell (M)

John Newton (M)

Robert Watson (M)

Respectfully submitted,



Amy Bruning, Clerk

SECTION IV

REPORT OF THE NOMINATING COMMITTEE

The Nominating Committee is pleased to submit the 2023 slate of officers and committee members for congregational approval.

I would like to thank my fellow committee members, Kathy Flynn, Janet Lawson, Marcia Macres, Ruth Piper (and Judy Walpole) for their hard work and persistence in filling the committee openings. The continued strength of our church lies in the willingness of our members to volunteer on committee, sharing of their time and talents. We thank everyone who has agreed to serve, and those who have fulfilled their terms.

Respectfully submitted,

Dale Ryder, Chair

Nominating Report 2023

Annual Report

<i>Key to Abbreviations:</i>	N1	Nominee for election
	N2	Nominee for 2nd term
	P	Nominee for partial term
	#	Year in term

Committee Membership Commitments:

Generally, 2 terms of 3 years each

Exception, Property allows 3 terms

Officers and At-Large Members of Church Council serve multiple terms of 1 year each

TERM	COMMITTEES AND MEMBERS	TERM ENDS
------	------------------------	--------------

Officers (6)

N2	Moderator -- Andrew Thut	2024
N2	Assistant Moderator -- Charity Tremblay	2024
N5	Clerk -- Amy Bruning	2024
N7	Treasurer -- Mitch Eckel	2024
N4	Assistant Treasurer -- Betsey Wood	2024
N3	Auditor -- Russell Sanna	2024

At Large Church Com Memb (3)

N1	Igoe, Ruthann	2024
N2	Vanasse, Polly	2024
N2	Williams, Tussie	2024

Metropolitan Boston Association Delegates (2)

N9	Haynes, Nancy	2024
N6	Jackson, Thad	2024

Christian Education (6)

2	Ackles, Leslie	2024
1	Huettig, Shirley	2024
1	Marino, Ghilaine	2025
2	Olney, Rick	2025
2	Swaim, Betsy	2025

Diaconate (12 members/1 Youth)

1	Freund, Sandy	2024
1	Hennings, Mary	2024
N2	Kinch, Fred	2024
1	Hart, David	2025
2	Manley, Kathy	2025
N2	Ayres, Demi	2026
N1	Marino, Ghilaine	2026
N2	Shea, Cheryl	2026
N1	Stewart, Prescott	2026
N1	Veitch, Claudia	2026
N2	Webster, Abby	2026

Diaconate Youth

--	--	--

Fellowship (7)

2	Boger, Lindsay	2024
2	Thut, Beth	2024
1	Campbell, Ellen	2025
N1	Igoe, Ruthann	2025
N1	Feigh, Leslie	2026
N2	Nash, Jen	2026
N2	Stewart, Michelle	2026
N3	Redmond, Brooke	2024

Finance (6)

1	Kolstad, David	2024
2	Rennert, Jon	2024
2	Haff, Liz	2025
2	Siefer, Shane	2025
N1	Bates, Susan	2026
N1	Ryder, Don	2026

Mission (9)

2	Kolstad, Diana	2024
2	Pasley, Amy	2024
2	Salemy, Holly	2024
2	Stein, Carolyn	2024
2	Clarke, Jen	2025
2	Rennert, Dawn	2025
N2	Ackley, Marcia	2026
N1	Schnitzer, Sally	2026
N2	Takvorian, Kathy	2026

Music and Arts (5)

1	Grimes, Dixie	2023
N2	Bentley, Pat	2026
N2	Carman, Amanda	2026
N1	Lawson, Bob	2026

Nominating (6)

1	Flynn, Kathy	2024
1	Lawson, Janet	2025
1	Piper, Ruth	2025
2	Ryder, Dale	2025
N1	Darzen, Holly	2026
N1	Harring, Heidi	2026

Pastor Parish (7)

1	Bates, Tom	2024
2	Okurowski, Lawrie	2024
1	Boger, Matt	2025
1	Jackson, Thad	2025
1	Mahoney, Leslie	2025
N2	Huettig, Shirley	2026
N1	Nash, Peter	2026

Personnel (6)

1	Lehmann, Anne	2024
N2	Vause, Beth	2025
N2	Hickman, Amanda	2026
N1	Nelson, Pat	2026
N2	Siefer, Trish	2026

Property (9)

1	Bates, Tom	2024
1	Bruning, Nick	2024
3	Swain, Phil	2024
1	Hart, Steve	2025
1	Huettig, Fred	2025
1	Lawrence, Sarah	2025
N1	Ayres, Ken	2026
N5	Davidian, Jim	2026

Safe Church (5)

5	Campbell, Jeff	2024
1	Nash, Peter	2024
N1	DeLong, Dave	2026

Social Action (8)

1	Smith, Nancy	2024
1	Hart, Jenny	2025
1	Hart, Sarah	2025
1	Mahoney, Paul	2025
2	Quackenbush, Ellen	2025
1	Wilson, Katie	2025
N1	Berk, Elizabeth	2026
N1	Macres, Marcia	2026

Stewardship (6)

1	Brown, Jake	2024
N3	Piper, Jon	2024
1	Feigh, Breht	2025
1	McMorrow, Melissa	2025
N1	Benvenuti, Janet	2026
N1	Clarke, Drew	2026

Welcoming (8)

2	Piper, Ruth	2024
1	Donelan, CC	2025
1	Huyett, Lauren	2025
1	Thurston, Lee	2025
N2	Ayres, Elaine	2026
N2	Haff, Hank	2026
N2	Sheppard, Kim	2026
N1	Sduikis, Sandra	2026

SECTION V

Other Committee Reports

Report of the Antiques Show Committee

After a two-year hiatus, the Antiques Show was held on November 4 and 5th, 2022. Based on the feedback from dealers and customers, it was clear that the Show had been missed! Church volunteers came together in a wave of support for the event signing up to help in the Café, move furniture, sit at the Front Desk, make baked goods, decorate the church with lovely autumn arrangements, act as “nightwatchmen,” and buy lots of leftover goodies on Sunday after the Show. It was heart-warming for the members of the Antiques Show committee who worked hard to host another successful event not just in terms of the financial results (please see below) but also as a way of bringing the church community together after two years of social distancing. The Committee would like to thank each and every one of you for helping make the 2022 Antiques Show another resounding success!

We are sad to see the “retirement” of key committee members: Bobbi Benson (Dealer Liaison), Sally Clutter, Weezie Johnson, Cynthia LaMothe and Betsy Swaim (Café leaders) whose tireless efforts over the years have contributed in great part to the success of the show. Bobbi’s connections to and relationships with the dealer community smoothed the way for the very best dealers in the area whose high quality items brought loyal customers back year after year. And the attention to detail, camaraderie, and striving for excellence of the Café leaders led to delicious meals and a warm and welcoming atmosphere in the kitchen. The church owes these tireless volunteers a huge debt of gratitude. In the over 20 years that these dedicated volunteers worked on the Show, TriCon raised over \$300,000 for Mission.

We are pleased to announce that Elaine Ayres has joined the committee and that Amy Bruning will be taking over as Café leader with the support of Beth Vause and Polly Vanasse as well as others. We have an excellent relationship with our dealers (many of whom asked us what they could do to ensure that the Show continues!) which gives the Antiques Committee great confidence as we move forward in our planning for 2023.

With gratitude,

Elaine Ayres
Amy Bruning
Bobbi Benson
Leslie Cheney
Sally Clutter
Sarah Hart

Lauren Huyett
Diana Kolstad
Pam Nelson
Dale Ryder
Ruth Piper
Judy Walpole

Antique Show 2022

Income:

Dealers	8,625
Ticket Sales	5,969
Café (includes \$255 Sunday sales)	3,387
Donations	250
Total	18,231

Expenses:

Tables	756
Ads	681
Serve Safe	346
Signs, nametags, est.	697
Café Expenses	751
Total	3,231

Profit \$15,000

Report of the Caring Connection Committee

The Caring Connection, under the auspices of the Diaconate, “facilitates mutual ministry, by connecting needs with resources.” During 2022 Kathy Flynn, Cynthia LaMothe, and Polly Vanasse, Co-Chairs of the Caring Connection Committee, called and offered support, concern, transportation and food to different families or individual members of our church.

Subcommittees of the Caring Connection are Meals, Hospital and Home Visits, Memorial Receptions, Bereavement Notes, Families with New Babies, Transportation, Sunday Flower Delivery, and Memorial Gifts.

The Caring Connection provides meals to those in the church community who need them. We have a list of volunteers who deliver meals. Special thanks to those who made meals this year! We provide meals to people who were returning home from hospitalization or surgery, or who had experienced a loss.

At Valentine’s Day, Kathy Flynn made “goodie bags” to accompany the Sunday School students’ hand-made valentine cards; these were delivered to homebound members of our congregation. At Easter, flower deliveries were made to many homebound members by the Diaconate and Caring Connection volunteers. In conjunction with the Seekers decorated pumpkins were delivered to these church members as well. At Christmas Katie Wilson and Sarah Hart on the Social Action Committee and members of Caring Connection organized members to come to the church and create Christmas green arrangements. These were delivered by the Diaconate and Caring Connection Volunteers for 20 members of the church plus some staff.

The Memorial Reception Committee members, Sally Clutter, Weezie Johnson, Carol Miller, Rebecca Purcell and Sally Schnitzer, hosted receptions for Memorial Services and funerals. During 2022, receptions were held for Betsy Anderson, Lois Surgenor, Bob Watson, William Haynes, Jean Swindell, John Newton and Natalie Niles. As Weezie Johnson steps off this committee, we thank her for years of faithful and compassionate service.

Special thanks to Barbara Stevens who has taken responsibility for writing Bereavement notes to church families and individuals who have suffered the loss of a loved one. She is stepping down and now Jan Klein and Lee Thurston will take over this important task.

Trish Siefer heads the Committee for Families with New Babies. If there is a birth, she visits families with a new baby, presenting a book of children’s prayers and a hand-knit hat. A meal is also provided to these families. The church had one newborn this year.

Our Transportation Committee (Demi Ayres, Thad Jackson and Susan Curll) offered rides or arranged rides for people who wanted to come to church or get to doctors’

2022 Annual Report

appointments. Other helpful drivers this year were Jan Klein, Dale Ryder, Ellen Quackenbush, Kathy Flynn, Polly Vanansee and Cynthia LaMothe.

This year Becky Schwenk covered the responsibility of Memorial Gifts. In 2022, we received funds in memory of William Haynes, John Flynn, Jean Swindell, Barbara Kusza, Dean and Patti Freed.

The Knitwits are a group of church members who make hats, socks and scarves to give at Christmas and prayer shawls to offer members who are experiencing illness and loss. Their ministry has brought comfort to many.

The Sunday flower delivery is led by two dedicated volunteers who take arrangements to folks returning from the hospital, those who have been ill, and those who have suffered a loss.

In the fall we had a thank you Dinner for those who had played roles in our Caring Connection Group. We so appreciate what they do. The TriCon community is richer because of the compassion and love they show.

Kathy Flynn, Cynthia LaMothe, and Polly Vanasse, co-chairs

Report of the Christian Education Committee

It has been an interesting and challenging year for our church. The committee began our year with planning for the 5-week Lenten series; Betrayal and Redemption: From Darkness into Light. There were 3 groups (in person, Zoom and hybrid). 22 people participate. Many hours of planning, developing and prepping for these events have been enriching for all those who participated.

That said, the CE Committee decided to take a step back from our customary format of two major programs each year. In addition to the continuing challenges of COVID, the impending retirement of our senior minister, and losing two of our CE members, it seemed appropriate to take an intentional pause and reflect on what we have done and what the needs and interests of the congregation. We are eager to reflect on both what has worked well and focus on the opportunities and needs that are in our midst. We are open to ideas and thoughts from everyone, members, nonmembers, long time and newer folks, young or seasoned.

We are grateful for the contributions of Polly Vanasse, Liz Crowell (who have left our committee) and Bob Brown, each have been essential to this committee. We also are very interested in adding two members to our committee and would be delighted to talk with anyone interested in exploring this opportunity.

Respectfully submitted,

Leslie Ackles, Shirley Huettig, Ghilaine Marino, Rick Olney, Betsy Swaim

Report of the Diaconate

The Diaconate's work in 2022 required flexibility as Covid continued to upend not only attendance at our Sunday services but also the traditional robust choir performances and the Deacon's personal serving of communion. It was not until more recently that the practice of communion could revert back to our long-standing model. It took tremendous energy on the part of the ministers, music director and staff to continually strategize how best to serve our church community. The Diaconate continued to try and support them as best we could.

Thankfully a position for a technical director was put in place with the hire of Ed Feather, who along with Bob Brown, has coordinated and enhanced both the Zoom and YouTube presentations of our services which has been vital for those participating from home.

As the year progressed and congregants felt more comfortable coming into the church, the Diaconate was able to spearhead as well as help with several initiatives: the Blessing of the Animals outside in the fall, the December afternoon carol sing in the sanctuary with outdoor treats for kids, the delivery of holiday greens to some of the elderly in our church as well as continued check in visits and calls with those folks and the coordination of decorating the sanctuary for the Advent season and arranging for ushers for the traditional Christmas Eve services.

Liturgists, ushers, guest musicians along with Tri-Con's indomitable staff have done such an admirable job in assuring that our Sunday services remained inviting, creative and robust.

Respectfully Submitted –

Demi Ayres(C), Sandy Freund, David Hart, Mary Hennings, Elizabeth Huettig, Fred Kinch, Bob Lawson, Bob Lehmann, Kathy Manley, Cheryl Shea, Abigail Wester

Report of the Fellowship Committee

2022 Fellowship Programs

All were held after worship

May 15th, Pulled Pork and Strawberry Shortcake BBQ - with Stewardship

This spring barbecue brought the community together for pulled pork sandwiches, burgers, hot dogs, coleslaw, corn bread, baked beans, and strawberry shortcake.

September 1, Welcome Back Brunch

The annual welcome back brunch provided an opportunity for people to check in after the summer over quiche, salad, pastries, fruit, punch and coffee.

December 1, Advent Coffee & Cookie Swap

Friends old and new gathered after service for festive cheer over warm drinks, fresh bagels, a children's craft, and cookies! Cookie swap participants brought cookies to the parlor where a packaging station helped them pack up their selected treats and the craft table offered children the chance to make cards for loved ones with nativity scene stickers. Parishioners were encouraged to bring gifts for delivery to Tricon's Christmas outreach programs.

In 2022, Fellowship began serving meals using compostable plates, bowls, utensils, napkins and cups for beverages and coffee. Once gathered, this material was processed by Black Earth Composting- Amy Bruning and Brooke took turns getting the compost to Black Earth.

Submitted by Brooke Redmond, Fellowship Chair

Report of the Al Filipov Peace & Justice Forum Committee

Recalling a Day, Remembering a Life, Changing the World

For the past 20 years, September has brought with it the annual Al Filipov Peace & Justice Forum. The Forum was established in memory of long-time Tri-Con member and deacon Alexander Filipov, who was a passenger on the first plane that crashed into the World Trade Center Tower on September 11, 2001. In the following weeks and months, his wife Loretta and members of the Diaconate sought a way to honor Al's memory while promoting peace and justice, and the idea of a forum was born. The inaugural Al Filipov Peace & Justice Forum was held in September 2002 and featured Paul Loeb who spoke on citizen responsibility and empowerment.

The first committee did not envision an annual event that would continue for 20 years. Yet, the mission of the Forum, to promote peace and justice among all people and to demonstrate the power of an individual to make a positive difference in the world, continued to resonate with the congregation and the public. Over the years the Forum brought a broad spectrum of individuals of different faiths and backgrounds, local, national and international figures alike, to Concord to speak about their work. Each individual was inspiring and had made a significant, positive impact. The free event addressed issues of public health among the homelessness, migrants on the border, and environmental justice, to name just a few of the topics.

During the last year the committee had numerous conversations regarding the future of the Forum. *It decided that it is now time to bring the Forum to a conclusion.* The honoree for 2021, September Eleventh Families for Peaceful Tomorrows, was the capstone event, bringing the Forum back to its roots in seeking peace and justice after September 11th.

We sincerely thank our TriCon community, including past Forum Committee members, individuals from the Diaconate, Mission, Fellowship, Memorial Gifts, and Library committees, and the church clergy and staff - all of whom have supported the Forum over the years by attending, donating, planning, assisting, promoting, and advocating for peace and justice.

The Al Filipov Peace & Justice Forum Committee

Loretta Filipov, Liz Haff, Claudia Veitch, Richard Pasley, Jen Hart, and Nancy Haynes

Report of the Finance Committee

The Finance Committee is responsible for managing the financial affairs and reserves of the church, advising our members, ministers and staff on the proper use of the funds entrusted to us to support our on-going worship, facilities, and outreach. We accomplish this preparing an annual budget with an eye towards long-term fiscal planning, while providing necessary financial input required for addressing unforeseen events in the life of the church.

Thanks to our faithful congregation, we ended 2022 with a surplus of about \$6,000. Income was about 5% above budget, driven by stronger pledges and generous Easter & Christmas offerings, which were both dedicated to mission activities in Ukraine.

Subject to congregational approval, the Finance Committee recommends allocating the 2022 surplus of \$6,000 to the facilities refurbishment fund, as those reserves were almost completely consumed by last year's steeple repair and repainting project.

We have had a strong response to Stewardship's "Bridge the Gap" campaign here in January. While 2023 pledges remain lower than last year, a significant outpouring of one-time gifts has helped make up the difference. The endowment funds lost 13% in 2022, a difficult year for all asset classes, so we are recommending a somewhat higher draw—4.7% of our beginning balance-- to keep our budget support level in 2023.

For 2023, we are proposing an Expense budget of \$1,058,000, essentially flat to last year's spending in almost all categories. Even so, this level of spending is higher than our projected Income, and is funded by \$16,000 from our pledge reserves.

While this deficit is higher than we would like, our history in recent years is that we bring in more income than our budget, and given the substantial response to the "Bridge the Gap" campaign, we are recommending to fully fund missions spending at 2022 levels. We have faith that as we complete this important period of leadership transition our long-term financial picture will also improve.

Our committee is enormously grateful to Judy Walpole and Amy Bruning for their dedicated and efficient management of the church's business affairs, and for the advice of Treasurer Mitch Eckel and Assistant Treasurer Betsey Wood.

Jon Rennert

Chair, on behalf of

Elaine Bonoma, Liz Haff, Shane Siefer, Greg Howes and David Kolstad.

Report of the Mission Committee

In 2022 the Mission Committee had the great privilege of making grants to 26 organizations (20 domestic and 6 international) on behalf of TriCon's generous congregation. These agencies serve victims of domestic violence and natural disaster, help to relieve the hardships of poverty, and support pre-school education, prison ministry, restorative justice, our nation's veterans, and documented immigrants. Our budget of \$95,974 was invested in the work of these remarkable organizations working locally, regionally, and globally. A list of the organizations to whom TriCon made awards and the amount of those awards can be found on the following page. In addition, funds from the Mission budget contributed to the support of our terrific and successful Youth Mission Trip.

The 2022 mission budget was not as big as it had been pre-pandemic when revenues, including rental income, were higher. But the generosity of our congregation provided us with substantial funds to work with and the committee made every effort to allocate them wisely. Many of our agencies faced new challenges during the pandemic, addressing food insecurity, homelessness, domestic violence and other issues. We have been overwhelmed by the resilience and dedication of all of the organizations and the ways in which they have adapted their work in changing times. We are grateful to be able, on your behalf, to support their vital work.

This year's Easter Offering, totaling more than \$25,100, the largest ever of our special holiday offerings, went to support the war-ravaged people of Ukraine through an initiative of the United Church of Christ created to address their needs. Our congregation was clearly moved by the plight of our Ukrainian brothers and sisters and responded powerfully. The Christmas Offering, totaling some \$17,589, went to support another initiative in Ukraine, the work of World Central Kitchen, which is seeking to address hunger in Ukraine by partnering with local restaurants and residents to provide thousands of hot meals. Again, our congregation has responded with great compassion and generosity.

TriCon's Afghan Welcome Team, a group that came together after the abrupt evacuation of tens of thousands of Afghans to the United States in August 2021, continued to work through 2022. Teaming up with the International Institute of New England to provide assistance to Afghan families arriving in the Lowell area, members of the congregation cleaned and set up apartments; delivered welcome baskets, snack bags, and groceries; provided rides to appointments; provided winter clothing; collected truckloads of donated furniture from the homes of TriCon members and delivered them to Household Goods so that they could distribute the pieces to Afghan families; and came together in TriCon's kitchen to cook Afghani food for delivery to families when they were still housed in area hotels. Later in the year AWT came to work with an Afghani couple with a new baby, helping them with supplies for their new apartment, clothing, rides to work, and assistance in obtaining a driver's license. We will continue to be in touch with this family, but the group work of settling the Afghan evacuees has

2022 Annual Report

wrapped up successfully. Anyone wishing to help with support for the Afghan couple and their son can be in touch with Leslie Ackles. Others who may want to help with ongoing needs of other Afghans resettled in our area, or other refugees, are encouraged to go directly to the volunteer page of the International Institute website. There are always opportunities to help our newly arrived neighbors.

The Mission Committee is deeply grateful for the bountiful generosity of our congregation and for the tremendous work done by the organizations we support together. We thank Heidi Harring for her long service on the Committee and her extraordinary dedication. The remaining members of this year's committee will continue to serve with us in 2023.

Respectfully submitted,
Carolyn Stein, Chair

Members: Marcia Ackley, Jen Clarke, Heidi Harring, Diana Kolstad, Amy Pasley, Dawn Rennert, Holly Salemy, Kathy Takvorian

2022 Annual Report

Denominational Support	
Conference Support	30,000
Metropolitan Boston Association	2,000
Total	32,000

Mission – 2022 Donations	Mission Budget	Mission Endow.	Other	Total
All Hands	100	900		1,000
Axiom Education	2,500			2,500
City Mission Society	5,000			5,000
Communities for Restorative Justice	3,500			3,500
Community Servings	3,000			3,000
Concord Area Preschool Scholar.	1,000			1,000
Concord Children's Center	3,000			3,000
Concord Prison Ministry	4,500			4,500
Dignity in Asylum		5,000		5,000
Domestic Violence Services	3,500	5,000		3,500
Gaining Ground	2,000			2,000
Household Goods Recycling	2,600			2,600
IINE (Afghan Refugees) ¹			610	610
Justice Resource institute	2,000			2,000
Kasiisi Project (Uganda)		4,000		4,000
Lamontville (S. Africa)	2,500		10,000	12,500
Metta Partners (Myanmar)		4,000		4,000
Minuteman ARC		4,000		4,000
Miscellaneous (knitwits/fees)	50		73	123
Mission Trip	10,000			10,000
Nurtury		3,000		3,000
Open Table	750	4,500		5,250
Operation Homefront	4,000			4,000
Reach	3,500			3,500
Sharing Foundation	3,000			3,000
Solutions at Work	4,000			4,000
UCC Dis. Relief (Ukraine) ²			25,100	25,100
UTEC	2,000		500	2,500
World Central Kitchen (Ukraine) ³			16,979	16,979
YMCA – Girl's Choice	4,500			4,500
Zimbabwe -Southdown School	3,000		1,300	4,300
Total	70,000	25,400	54,562	149,962

Other includes special offerings and designated mission contributions;

¹ Donations to the 2021 Christmas offering received in 2022- for Afghan Refugees

² The 2022 Easter offering designated UCC Disaster Fund, Relief in Ukraine

³ The 2022 Christmas Offering was designated for World Central Kitchen, relief in Ukraine

Report of the Personnel Committee

In 2022, we returned to in person services while still maintaining an on-line presence. We added a new part-time role at TriCon, Director, Digital Media to the staff in April. Ed Feather filled the role to manage digital content for us.

In the Spring and Summer, members of the Personnel Committee met individually with each of the staff members to conduct check-ins. The intent of these meetings is to ensure the staff has the support and resources they need, and to allow them to provide the Personnel Committee with any feedback related to their role, the culture of the office, or any other concerns.

In October, our Senior Minister, Bob Brown, announced his retirement. The Personnel and Finance Committees worked on the budget for the Interim Minister profile. The Profile was posted in November. The Interim Search Committee consisted of Andrew Thut (Moderator), Charity Tremblay (Assistant Moderator), Demi Ayres (Chair, Diaconate) and Beth Vause (Chair, Personnel). Interviews were completed in late December.

The personnel committee recommended an annual increase of 4% for the clergy and staff to the Finance Committee at their December meeting.

Respectfully Submitted,

Beth Vause (Chair)
Amanda Hickman
Anne Lehmann
Trish Siefer

Report of the Property Committee

This was a major and expensive year for property expenditures. Work on the steeple included repair of the large windows that were dangerously deteriorated, restoration of rotting and decaying wood and a complete paint job. The scaffolding alone cost over \$37,000.

Our on-going battle with high ground water and seasonal floods (borne out by our dependence on numerous sump pumps and a drainage design going back to 1925) necessitated digging up a portion of the front lawn and clearing out and replacing the clay piping. Thanks to Tom Bates for his vigilant monitoring of this complicated system.

Thanks to Sarah Lawrence for faithfully watering our newly planted crab apple and arranging to transform the back playground from a mud field into a pleasant grassy lawn. And to Fred Huettig who has taken on the challenge of repairing the church bell rope and has unearthed some fun data on the bell's history -watch for a story in a future newsletter.

The church has a long-standing practice of allocating \$5,000 annually from the operating budget to the Facilities Refurbishment Fund and \$8,000 to the Painting Fund and this prudent approach to budgeting has stood us well, especially in this very costly year, which depleted both funds and had to draw on the general Contingency Fund. We will need to build up reserves in the coming years and to that end, we fully support the recommendation of the Finance Committee to put this year's surplus into the Facilities Refurbishment Fund.

A building the size and age of our church has an almost constant need for repairs, some minor, some more significant. In 2022, the temperature control on our heating system needed replacement (\$3K); the lift to the choir loft had major issues (\$7K) the parking lot lights had to be replaced by lift truck (\$2K) and the main water valve into the building failed (\$2K), just to name a few.

Looking ahead, the building and grounds are in good shape with the exception of the driveway which is deteriorating badly. A full repair and repaving, quoted at an estimated \$55k last summer, is expected to cost even more now so we will likely limp along for another year with some area patches but eventually, it will need to be addressed.

I am grateful for our faithful and dedicated Property Committee members, Tom Bates, Nick Bruning, Steve Hart, Fred Huettig Sarah Lawrence, Phil Swain and Church Administrator, Judy Walpole. We look forward to welcoming Ken Ayres to our committee in 2023.

Respectfully submitted,
Jim Davidian, Chair

Report of the Social Action Committee

Congregation Outreach

Katie Wilson and Sarah Hart organized two successful garden-to-home events, providing seasonal bouquets to TriCon members who are home-bound, in assisted living or in nursing homes.

- Our peony bouquet event provided joy to all who participated. Laughter resounded throughout the church as TriCon members created exuberant bouquets for our fellow parishioners.
- The team created Christmas themed arrangements in December, continuing the tradition of honoring all members of our church family.

Social Justice Initiatives

The committee offered several social justice initiatives during the summer:

- Second Chance Cars—we engaged with this great organization to provide cars, donated by generous individuals, to give veterans, immigrants, and other people in need a car that allows them to get to work, buy groceries, and visit family members.
- Habitat for Humanity Restore—we volunteered at this organization that sells building supplies, appliances, and furniture to provide funding for Habitat for Humanity's housing initiatives.

Book Group

- Jan Hart led an engaging discussion of Clint Smith's "How the Word is Passed." This book provided place-based accounts of how racism and slavery has defined our history. The chapter on New York City, detailing the destruction of a freed slave community, Seneca Village, to make space for Central Park and the land around the current Museum of Natural History stunned participants.

Holiday Offerings

Easter and Christmas Offerings—The Social Action Committee worked other committees, church staff and ministers to achieve a first—selecting Ukraine support organizations for both offerings.

- The Easter offering, broke all previous special offering totals, testifying to TriCon's dedication to helping people in need in war-torn area
- The Christmas offering was dedicated to Open World Kitchen recognized the continuing on-the-ground need of the people of Ukraine.

Donation Drives

- Mass Coalition for the Homeless—Our fall backpack drive was a great success, collecting over 50 backpacks for children in Lynn schools.

2022 Annual Report

- City Mission Christmas Tree Shop—We revived the beloved Mitten Tree to encourage TriCon members to provide gifts for Boston children. This year, we focused on race- and gender-affirming gifts. With special attention to stores owned by people of color in Boston.

Transitions

After long service to the Social Action Committee, Carl Miller and Nancy Haynes cycled off the committee. We acknowledge their commitment to the committee's goals.

Respectively Submitted,

Ellen Quackenbush (Chair), Nancy Haynes, Carl Miller, Nancy Smith, Jen Hart, Sarah Hart, Katie Miller, and Paul Mahoney

Report of the Stewardship Committee

The theme for this year's stewardship campaign was Better Together, in recognition of the fact that after two years when circumstances and caution kept us physically apart, we can appreciate now more than ever the benefits and joys of being together. When we gather for worship; support each other during times of joy and sorrow; work together on service projects, or simply enjoy fellowship and laughter together, there is a priceless sense of community that enriches our lives. This year we launched the stewardship campaign with an all-church barbeque which brought many from different backgrounds together on a beautiful Fall Sunday evening. The barbeque was followed by many meaningful calls to stewardship where numerous members explained what the church means to them and how they find strength in being together as a church community.

We agreed to an ambitious goal with the finance committee and staff of \$775,000 in pledges relative to last year's pledges of \$745,000, representing an increase of 4% in year-to-year pledges. As of the finalization of the budget in mid-January, we were well below our goal with committed pledges of \$726,000, representing a 2.5% decline over last year's budget and 6.3% below our target. We also saw a continued trend of declining pledge units (232 units vs 244 in 2022), which was partially offset by an increase in average pledges of ~2.5%.

But there is good news! *Given the anticipated shortfall and to help preserve mission and manage drawdowns on reserves, Stewardship and the Finance Committee agreed to make a second ask of the congregation and the TriCon community responded with \$47,000 in one-time gifts. This, coupled with additional pledges and increases in pledges totaling \$14,000 received after the authoring of the budget, brings us to total pledges of 244, the same number as last year, and one-time gifts for 2023 of \$787,000, allowing us to maintain mission at prior year levels as well as preserve our reserves.

We would like to thank all who have pledged as well as those who have also made one-time gifts to TriCon for this upcoming year. It warms me to see the continued support from the TriCon community and for those who have yet to pledge, there is still time! Please feel free to reach out to Judy, Amy, any member of stewardship or you can pledge on the church website (<https://triconchurch.org/>). Please refer to the pledge chart in this annual report for more specific details on our stewardship results.

We would also like to thank the church clergy and staff, especially Amy Bruning and Judy Walpole, for the immense amount of work that they do to help enable the campaign's success. This has been a challenging year for us all and their unwavering support has been invaluable.

I would also like to thank Liz Crowell, who rolled off the committee this year for her many substantial contributions to the stewardship committee over the years. Thank you, Liz!

From the Stewardship Committee:

Jake Brown, Drew Clarke, Breht Feigh, Melissa McMorrow, Jon Piper (Chair),

* Based on Mid- January number -see above for more information.

Budget Year	*2023	2022	2021	2020	2019	2018	2017	2016
Total Pledging Units	232	244	252	274	277	323	336	365
New Pledging Units	9	12	6	16	5	10	4	12
Total Pledged	726,000	\$745,000	756,000	762,729	752,385	750,000	747,700	766,500
Campaign Goal	775,000	\$780,000	750,000	780,000	780,000	783,300	764,000	832,000
Over/(Under) Goal	(49,000)	(35,000)	6,000	(17,271)	(27,615)	(33,300)	(16,300)	(65,500)
Average Pledge	3,129	\$3,050	\$3,000	\$2,784	\$2,716	\$2,322	\$2,225	\$2,100

Pledge Distribution	2023	2022	2021	2020	2019	2018	2017	2016
Less than \$300	5	10	9	17	14	28	32	39
\$300-\$499	7	7	6	5	12	23	23	28
\$500-\$699	29	35	37	40	35	49	52	48
\$700-\$999	15	15	16	19	15	20	21	22
\$1,000-\$1,299	39	40	41	40	46	49	48	64
\$1,300-\$1,999	23	23	23	23	32	34	35	45
\$2,000-\$2,999	32	31	37	45	39	37	43	35
\$3,000-\$5,999	47	44	45	54	54	58	56	56
\$6,000 and up	35	39	38	31	30	25	26	28

Report of the Welcoming Committee (formerly Membership)

The Welcoming Committee has three primary goals:

1. To guide new attendees through the process of joining the church
2. To ensure new attendees feel connected to the church before and after joining
3. To reach out beyond the congregation and convey all that TriCon has to offer as a warm and welcoming faith community.

During our monthly meetings, the Welcoming Committee discusses ideas to engage new attendees and participants in the TriCon community. As in-person attendance increased over the past year, members of the committee with the help of office staff identified new attendees. In addition, baptisms offered a chance to connect with new families. Committee members were tasked with personally reaching out to new attendees with a personal visit and a baked good harking back to pre-COVID personal visits. There are multiple individuals and families that have expressed an interest in becoming members but organizing an in-person event with young families for a membership orientation has proved difficult.

The committee will continue to track and reach out to those who have expressed an interest in membership as well as continue to personally reach out to new attendees at Sunday morning worship. Pew attendance pads have been reinstituted to help identify new attendees.

The on-line directory <https://triconchurch.ctrn.co/directory/index.php> continues to be a resource for the TriCon community. In May 2022 over multiple Sundays, the committee took multiple family and individual pictures to add to the directory, as well as help with access to the online directory. Many thanks to Hank Haff, Sarah Hart and Kim Sheppard who shared their photographic skills. In the Fall, Carrie O'Brien and Christine Kelley helped with outreach to TriCon families to access the online directory and add updated family photographs.

A Church Tour including the building and grounds was suggested as a useful offering for new members as well as the congregation. A building and grounds tour script was developed incorporating the history and physical plant of the church. A thanks to Judy Walpole for her assistance with this project.

A church Leadership Summit was held on October 1, 2022. Hank Haff attended as the representative of the Welcoming Committee. The Summit produced multiple action items including outreach to younger families in the community through targeted marketing, but most importantly the personal outreach and follow-up of attendees.

2022 Annual Report

Gail Miller has provided wonderful guidance and council on how to provide meaningful outreach to those new to TriCon. Her words of wisdom and encouragement have been much appreciated. Amy Bruning continued in her staff role as membership coordinator and has tirelessly and patiently maintained all the membership-related information and kept the committee up-to-date on attendance and outreach.

We thank committee members C.C. Donelan, Hank Haff, Lauren Huyett, Ruth Piper, Kim Sheppard and Lee Thurston for their hard work, dedication, and support, not only of our larger church community but also of each other. We also appreciate the hard work and dedication of Jill Robitaille who moved to Denver, CO in October.

Respectfully submitted,
Elaine Ayres, Chair

SECTION VI

Report of the Treasurer

Once again, we ended our fiscal year with a small surplus, \$5,921, and without the need to use the reserve funds that had been targeted to balance the 2022 budget. This was due largely to higher than budgeted pledge income, a significant increase in rental income, and some unexpected miscellaneous gifts.

The congregation's very generous response to our Christmas and Easter offerings, both designated for relief efforts in Ukraine, is reflected in both the income and expense side, as all donations to these offerings go directly to the mission recipients.

The significant and much needed work on the steeple (painting and window repair) totally depleted our Painting and Facilities Reserve Funds and required tapping into our general Contingency Fund. We are fortunate that we had built up these reserves over a number of years, avoiding the need for a Capital Campaign, but prudent financial management dictates that we again begin to rebuild this vital "cushion." With this in mind, I concur with the recommendation of the Finance Committee and Church Council that the 2022 surplus be allocated to the Facilities Refurbishment Fund.

The church has three endowment funds (General Endowment, Mission Endowment, and Clergy Housing Endowment) the income from which provides critical supplemental funding to our annual operating budget. This year, we received a gift of \$10,000 to add to the General Endowment and we are indebted to the anonymous donor. I urge all parishioners to consider including a gift to the endowment as part of their estate planning to support the church now and into the future.

Thanks to our Finance Committee, Assistant Treasurer, Betsey Wood and church staff, Judy Walpole and Amy Bruning for their expertise in managing and overseeing the finances of our church.

Respectfully submitted,
G. Mitchell Eckel, III

RECEIPTS	BUDGET	ACTUAL
Offerings		
Pledges - current year	\$745,000	\$764,609
Pledges - prior year	\$25,000	\$23,795
Plate offering	\$500	\$3,038
SubTotal	\$770,500	\$791,442
Use of Facilities	\$34,000	\$50,005
Clergy Housing Endowment	\$72,000	\$72,000
Other Income/Gifts	\$5,000	\$9,300
Endowment Fund Income	\$101,800	\$101,800
Special Missions		
Easter Offering	\$5,000	\$25,100
Christmas Offering	\$10,000	\$17,589
Mission Endowment Fund Income	\$25,400	\$25,400
Other Mission	\$4,000	\$11,300
Total Special Missions	\$44,400	\$79,389
From Reserves	\$28,000	\$0
Total Income	\$1,055,700	\$1,103,936

PERSONNEL	BUDGET	ACTUAL
-----------	--------	--------

Salaries		
Clergy	\$129,302	\$129,302
Program Staff	\$140,846	\$137,210
Administrative Staff	\$142,000	\$142,000
Sexton	\$8,768	\$8,111
Total Salaries	\$420,916	\$416,623

Benefits		
Payroll/Self Employment Taxes	\$48,404	\$48,216
Pension/401K	\$40,035	\$40,106
Lay Health Insurance	\$6,864	\$7,316
Clergy Health/Life/Disability Insurance	\$57,320	\$55,376
Clergy Housing	\$92,000	\$92,002
Education Funds	\$4,800	\$4,800
Travel Allowances	\$3,900	\$3,900
Total Benefits	\$253,323	\$251,716

Other Expenses		
Guest Ministers	\$800	\$800
Workers Compensation Insurance	\$4,500	\$4,973
Sabbatical Funding	\$2,000	\$2,000
401K Administrative Fees	\$3,299	\$2,974
Personnel Administration	\$1,262	\$1,000
Clergy Expense Accounts	\$2,900	\$2,992
Total Expenses	\$14,761	\$14,739

Total Personnel	\$689,000	\$683,078
------------------------	------------------	------------------

2022 Annual Report

PROPERTY	BUDGET	ACTUAL
----------	--------	--------

Fuel	\$ 11,000	\$ 10,380
Utilities	\$ 18,000	\$ 21,130
Insurance	\$ 14,500	\$ 14,884
Cleaning Services	\$ 10,500	\$ 11,565
Maintenance Agreements	\$ 20,500	\$ 20,126
Snow Removal	\$ 13,750	\$ 13,750
Maintenace and Repairs	\$ 24,500	\$ 26,182
Lawn Maintenance	\$ 19,250	\$ 22,695
Total Church	\$ 132,000	\$ 140,712

Transfers to Reserves		10380
Painting	\$ 8,000	\$ 8,000
Facilities Refurbishment	\$ 5,000	\$ 5,000
Total Reserve Funding	\$ 13,000	\$ 13,000

Total Property	\$ 145,000	\$ 153,712
-----------------------	-------------------	-------------------

MISSION	BUDGET	ACTUAL
---------	--------	--------

Budget	\$ 70,000	\$ 70,000
---------------	-----------	-----------

Other Missions		
Easter Offering	\$ 5,000	\$ 25,100
Christmas Offering	\$ 10,000	\$ 17,589
Mission Endowment Fund Income	\$ 25,400	\$ 25,400
Other Missions	\$ 4,000	\$ 11,300
Total Other Missions	\$ 44,400	\$ 79,389

Total Mission	\$ 114,400	\$ 149,389
----------------------	-------------------	-------------------

DENOMINATIONAL SUPPORT	BUDGET	ACTUAL
UCC Conference/Association	\$ 32,000	\$ 32,000

2022 Annual Report

PROGRAM	BUDGET	ACTUAL
Church School	\$ 2,800	\$ 2,730
Youth Ministries/Confirmation	\$ 2,500	\$ 2,711
Adult Ministries	\$ 1,400	\$ 1,313
Music	\$ 17,000	\$ 17,119
Technology/Website	\$ 28,000	\$ 27,943
Diaconate	\$ 1,800	\$ 2,262
Stewardship	\$ 1,200	\$ 1,775
Fellowship	\$ 600	\$ 3,263
Total Program	\$ 55,300	\$ 59,116
ADMINISTRATION	BUDGET	ACTUAL
Postage	\$ 4,200	\$ 3,940
Supplies & Printing	\$ 9,000	\$ 9,847
Telephone	\$ 3,600	\$ 3,591
Payroll Service	\$ 3,200	\$ 3,342
Total Administration	\$ 20,000	\$ 20,720
TOTAL EXPENDITURES	\$ 1,055,700	\$ 1,098,015
EXCESS RECEIPTS OVER EXPENDITURES		\$ 5,921

Trinitarian Congregational Church Balance Sheet - December 31, 2022

ASSETS

CASH AND INTEREST-BEARING DEPOSITS

Cambridge Trust - Checking	97,725	
Cash Reserves (Note 1)	454,866	
Petty Cash	75	
Housing Equity (Note 2)	<u>281,120</u>	
		833,786

GENERAL ENDOWMENT FUND (Note 3) 2,124,878

CLERGY HOUSING ENDOWMENT (Note 4) 1,497,224

MISSION ENDOWMENT (Note 5)

Tri-Con Gift Shop Contributions	40,000	
Contributions	260,405	
Appreciation	<u>225,183</u>	
Total Mission Endowment		531,588

TOTAL ASSETS 4,987,476

LIABILITIES AND FUNDS

LIABILITIES

Accrued Expenses (Note 6)	37,980
Prepaid Pledges	115,979
Mission Trip (Note 7)	28,503
Mission Prior Year Funds (Note 8)	17,600
Cash Items in transit (Note 9)	17,906
401K funds	<u>904</u>
	218,872

GENERAL ENDOWMENT FUND 2,124,878

CLERGY HOUSING ENDOWMENT 1,497,224

MISSION ENDOWMENT FUND 531,588

OTHER FUNDS (Note 10)

Reserves	243,248	
Memorial Gifts	48,549	
Ret. Pastor Housing Equity	281,120	
Caring Connection	4,486	
Filipov Forum	13,856	
End Homelessness Advocacy	1,448	
Antique Show	<u>15,637</u>	
		608,344

GENERAL FUND

Prior Year	649
Current Year	5,921

Sub-total of Fund Balances 4,768,604

TOTAL LIABILITIES AND FUNDS 4,987,476

NOTES ON THE 2022 BALANCE SH

Note 1 Cash Reserves - Funds representing the Reserve Funds and other designated funds invested and managed with the endowment funds.

Note 2 Housing Equity Fund - A fund established per contract with retired minister, Rev. Dr. John Lombard, to compensate for his lost housing equity while residing in the parsonage - invested with other church funds, being paid out to him over 15 years starting in 2017 following his retirement in 2016.

Note 3 General Endowment Fund - The Endowment Fund assets, reflected at market value, are invested under the oversight of the Finance Committee.

Note 4 Clergy Housing Endowment - The proceeds of the sale of the Laurel Street parsonage in 2012 and the Brook Trail parsonage in 2017 are invested with the income to be used primarily to help defer the costs of clergy housing allowances.

Note 5 Tri-Con Gift Shop - The funds (\$40,000) remaining at the closure of the Tri-Con Gift Shop in 1992 were invested in mutual funds and interest-bearing accounts with the income available on an annual basis, for mission purposes. These funds were joined with the Capital Campaign Mission Endowment Funds in October 2003 to form a Mission Endowment Fund, the interest to be available on an annual basis for mission purposes. The principal contributions will continue to be recorded separately on the church books.

Note 6 Accrued Expenses - Accrued expenses include 401K matching funds to be distributed in 2022; music donations; clergy education funds.

Note 7 Mission Trip - This account contains funds being accrued for future mission trips.

Note 8 Mission Prior Year - Includes funds from the 2022 Christmas offering to be expended in 2023.

Note 9 Cash Items in Transit - Includes donations to the Flower Fund, youth scholarships and miscellaneous small accounts.

Note 10 Changes in Fund Balances - See chart above:

Note Changes in Fund Balances:

	Balance 01/01/22	Contributions/ Operating Rev.	Realized Income, Dividends, Interest, Capital Gains	Changes in Market Value	Transfers	Expenditures	Balance 12/31/22
Endowment Funds							
General Endowment	2,545,335	10,000	55,607	-384,264	-101,800	0	2,124,878
Clergy Housing Endowment	1,801,883	0	39,356	-272,015	-72,000	0	1,497,224
Mission Endowment	637,259	2,200	13,970	-96,441	-25,400	0	531,588
Sub-total	4,984,477	12,200	108,933	-752,720	-199,200	0	4,153,690
Reserves							
Contingency	120,820	0	0	-19,133	-17,806	0	83,881
Facilities Refurbishment	30,895	15,000	0	-1,284	22,805	-53,700	13,716
Painting Fund	44,920	0	0	0	8000	-52,900	20
Pastoral Assistance	5,126	1,000	0	-744	0	-2,110	3,272
Pledge Reserve	123,798	0	0	-23,055	0	0	100,743
Music/Organ Fund	10,448	0	0	-1,893	0	0	8,555
Technology Fund	18,125	0	0	-1,960	26,738	-32,263	10,640
Sabbatical Fund	25,559	0	0	-5,138	2,000	0	22,421
Sub-total	379,691	16,000	0	-53,207	41,737	-140,973	243,248
Other							
Filipov Forum	17,033	0	400	-3,577	0	0	13,856
Caring Connection	4,588	0	0	0	0	-102	4,486
Housing Equity	362,797	0	7,052	-52,449	0	-36,280	281,120
Memorial Gifts Fund	57,832	3,496	1,414	-12,637	0	-1,556	48,549
Antique Show	1,054	18,231	0	0	0	-3,648	15,637
End Family Homelessness	1,447	1	0	0	0	0	1,448
General Fund	25,487	904,736	0	0	157,463	-1,081,116	6,570
Sub-total	470,238	926,464	8,866	-68,663	157,463	-1,122,702	371,666
Total	5,834,406	954,664	117,799	-874,590	0	-1,263,675	4,768,604

	Endowment Fund -- Contributions	
Restricted		
1908	Asa Melvin - income only for salary of pastor	\$1,000.00
1910	Mary Munroe – Allows \$10 of income to the Sabbath School, \$10 for mission work and the balance for the pastor's salary	\$5,031.00
1911	Mary Munroe – Income only for repairs	\$2,000.00
1911	Mr. & Mrs. Samuel D. Kent – Income for pastor's salary	\$500.00
1912	Prescott Hosmer – Income only for support of preaching	\$6,055.00
1918	James C. Melvin – Income only for salary of pastor	\$1,000.00
1922	Eveline Haskell – Income only for support of the gospel	\$50.00
1930	George Wheeler – Income only for music	\$500.00
1939	James E. Baker – Income for uses of the church	\$1,000.00
1952	Philip Hocquard – Legacy of Bridget Hocquard Income only for music	\$500.00
1957	Helen W. & Emma W. Kelley – Income for general purposes	\$5,000.00
1957	Raymond T. Stowe – Income only for youth	\$1,000.00
1959	John O. Algeo – Income only for upkeep of church property	\$3,000.00
1967	Margaret W. Lamson – Income for use of church school	\$200.00
1983	Women's Union (from Edna Chapman in 1939) – Income only for upkeep of parish hall and parlor	\$1,000.00
Unrestricted		
1925	Richard Wilson	\$1,050.00
1931	Mary D. Bull	\$500.00
1933	Sarah Perkins	\$50.00
1936	Bessie Towle	\$500.00
1938	Alfred Sawyer	\$1,000.00
1939	Laura A. Moody	\$300.00
1939	Lucy Eva Morse	\$300.00
1943	Lillian E. Benjamin	\$200.00
1945	Lucy E. Tarbell – In memory of her mother, Lucy Clark Tarbell Perry	\$500.00
1951	Bessie Whitney	\$200.00
1952	Sarah G. Moore	\$1,000.00
1953	Stacy Reynolds	\$3,000.00
1956	Laura M. Hallett	\$500.00
1957	George D. Hallett	\$500.00
1957	Benjamin Moody	\$200.00
1960	Margaret Hamilton Algeo	\$3,000.00

2022 Annual Report

1960	Raymond D. Willard	\$1,000.00
1960	Minna & Maude Findeison	\$500.00
1962	Josephine T. Tuttle	\$500.00
1967	Margaret W. Lamson	\$200.00
1968	Edna D. Willard	\$1,000.00
1969	Frank B. Esau	\$5,000.00
1969	Minnie Coolidge Moore	\$1,000.00
1970	Edwin H. Fritz	\$2,142.00
1970	Esther D. Reed	\$100.00
1981	Paul C. Bruning	\$71,518.00
1982	Edna & Louise Stimson	\$1,000.00
1984	Trinitarian Congregational Church	\$1,000.00
1986	Davina Cuthbert	\$100.00
1987	Trinitarian Congregational Church	\$5,000.00
1988	Trinitarian Congregational Church	\$11,220.00
1988	Ralph & Marian Hemenway (Includes additional contributions made in 1991 & 2006)	\$6,175.00
1989	Trinitarian Congregational Church	\$5,577.00
1989	Hope Coolidge Trust	\$2,221.00
1995	In memory of Karl and Alice Kellogg	\$2,000.00
2003	Estate of Dorothy Johnson	\$1,000.00
2004	Estate of Persis C. Brown	\$5,000.00
2004	Given by Susan, Burton and Tyler Bates in memory of H. Burton Bates	\$5,000.00
2007	Frederick Fritz	\$40,000.00
2012	Estate of Ruth Barber (includes additional contribution made in 2020)	\$7,500.00
2013	Estate of Elizabeth C. Read	\$20,000.00
2013	Estate of Richard D. Nethercut	\$5,000.00
2014	Patricia Freed 1992 Trust	\$10,000.00
2014	Estate of Gene Parish	\$5,000.00
2015	Estate of Marjorie Striker	\$200.00
2015	Estate of Marillyn DeMott	\$25,000.00
2015	Estate of Harl Aldrich	\$68,600.00
2016	Estate of Emily Mitchell	\$30,000.00
2017	Estate of Harriet Parish	\$5,000.00
2018	Anonymous	\$500,000.00
2018	Estate of Ruth Chappell (includes additional contributions made in 2019)	\$100,000.00
2020	Edward and Regener Jones	\$2,000
2022	Anonymous	\$10,000
Total Contributions		\$1,006,189.00

SECTION VII

Proposed Budget for 2023

Budget

Income	2022	2022	2023
	budget	actual	draft
Pledges	745,000	764,609	726,000
One-time Gifts	0	0	43,000
Prior Year Pledges	25,000	23,795	14,000
Plate Offering	500	3,038	6,000
Use of Facilities	34,000	50,005	22,000
Miscellaneous Other	5,000	9,300	5,000
Mission Endowment	25,400	25,400	25,000
General Endowment	101,800	101,800	100,000
Clergy Housing Endow.	72,000	72,000	70,000
Antiques Show	0	0	15,000
Christmas/Easter	15,000	42,689	15,000
Mission Misc. Income	4,000	11,300	1,000
From Reserves	28,000	0	16,000
Total Income	1,055,700	1,103,936	1,058,000
Expense			
Personnel	689,000	683,078	685,000
Property	145,000	153,712	154,000
Mission/Antiques Show	70,000	70,000	70,000
Mission Endowment	25,400	25,400	25,000
Mission Misc. Income	4,000	11,300	1,000
Christmas/Easter	15,000	42,689	15,000
Adult Education	1,400	1,313	1,000
Church School	2,800	2,730	2,000
Youth and Confirmation	2,500	2,711	2,500
Conference/Assoc. support	32,000	32,000	32,000
Diaconate	1,800	2,262	2,000
Fellowship	600	3,263	3,500
Music	17,000	17,119	20,000
Technology/Website	28,000	27,943	22,000
Stewardship	1,200	1,775	1,000
Administration	20,000	20,720	22,000
Total Expense	1,055,700	1,098,015	1,058,000
Excess/deficit		5,921	

SECTION VIII

Report of the Auditor

REPORT OF THE AUDITOR

To: Members of the Trinitarian Congregational Church of Concord, Massachusetts

I have reviewed the Balance Sheet as of December 31, 2022 and the Income Statement and accompanying notes for the year ended December 31, 2022 for the Trinitarian Congregational Church as prepared by the Business Manager and as presented to the congregation.

In the course of this review, certain account balances as of December 31, 2022 were tested against statements of account furnished by banks and securities firms as of December 31, 2022 and were found to be in agreement with or reconcilable to the statements of account.

I conclude the above referenced Balance Sheet, Income Statement and accompanying notes present fairly the financial position of the Trinitarian Congregational Church as of December 31, 2021 and the income expenses for the year ended December 31, 2022.

Respectfully submitted,

 30 Jan '23
Russell Sanna

Concord, Massachusetts
January 30, 2023