



United Church of Christ

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66th Annual Meeting
February 9, 2020

Steve Chamberlin
Moderator

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66th Annual Meeting Agenda

February 9, 2020

Lunch	Immediately following service	All
Call to Order	12:15 PM	Steve Chamberlin, Moderator
Quorum Check		Micki Carter, Parliamentarian
Prayer		Sally Train, Pastor
Announcements		
Agenda Review – Additions, Revisions, and Approval		
Old Business		
Approval of 2019 Annual Meeting Minutes		Mary Beth Gray
2019 Financial Report		Greg Thornhill
Acceptance of 2019 Annual Reports (excluding Nominating and Budget)		Steve Chamberlin
New Business		
Harvest Dinner Visioning Tree		Steve Chamberlin
Interim Ministry Update		Pastoral Search Committee
Chocolate Fest Plans		Danielle Chamberlin
2020 Budget		Greg Thornhill
Nominating Report		Garrett House
Renew Covenanted Minister’s 3-Way Covenant		Thomas Crosby
Goals for 2020		Garrett House
Closing		
Clean-up		All

Minutes of Congregational Church of Belmont

65th Annual Meeting

February 10, 2019

Preliminaries

Call to Order

The meeting was called to order at 12:30 by Steve Chamberlin, Church Council Moderator

Quorum Check

Parliamentarian Micki Carter declared there was a quorum.

Opening Prayer

Rev. Kristi led the congregation in a prayer for guidance.

Announcements

There was one announcement: Lunch today was great!

Agenda Review – Additions, Revisions, and Approval

There were requests made that Chocolate Fest be moved to the start of the agenda, and that the Nominating Committee report be moved ahead of the 2019 budget report.

A vote was taken to approve the agenda as amended, which was seconded and passed unanimously.

Old Business

Approval of 2018 Annual Meeting Minutes

The minutes were approved unanimously as submitted (and included in the handout for the 2019 annual meeting (pages 2-8 of the Annual Meeting booklet).

2018 Financial Report

Greg Thornhill, chair of the Board of Trustees, presented the 2018 financial report to the congregation (the report appears after page 32 of the Annual Meeting booklet). There is a surplus of about \$700. Brief highlights:

Building income continues to grow. We added Roots for Kids and the Brazilian church as regular new tenants, plus we still have regular one-time rentals. In the report we differentiate accounting of income between one-time rentals and long-term rentals (including our apartment, the downstairs storage room, etc.).

Acceptance of 2018 Annual Reports

The 2018 Annual Report submitted at this meeting, excluding nominating and budget reports but including the auditor's report, was accepted as presented with the following correction and explanation:

\$685 is the correct amount remaining for Altar Guild.

The organist pay looks different than before because this year we converted the method of pay from salary to hourly.

A motion was made to accept the report as submitted (with the one correction for the Altar Guild), which was seconded and passed unanimously.

New Business

Chocolate Fest Plans

Danielle Chamberlin presented. Chocolate Fest 2018 was a tremendous success, despite flooding damage to the church close to the event. A few key people put in a tremendous amount of work, and many people worked hard to make it a success. Danielle asked for a discussion to make sure we have the energy and will to do a 2019 Chocolate Fest, which is scheduled for probably the first week of October. There was much discussion and many questions concerning our continuing this event:

- Question: Can the intense amount of work done by a few people currently be broken up into smaller tasks?
 - Danielle has already broken the work up into many tasks. Others commented that the chair people sometimes had to absorb work when other people's efforts fell through, and that we needed more people to be vendor chair and other fallback leadership positions.
- Question: how much did Chocolate Fest earn last year, and how much goes towards the church?
 - Answer: Chocolate Fest earned almost \$20,000 net, with almost \$10,000 going towards the building fund and the other 50% to social action.
- Question: Should we continue Chocolate Fest, considering all the work involved?
 - Answer: Perhaps we can hire an event coordinator to help.
 - Answer: It was offered that we started this years ago to supplement the church's financial needs. When you let go of the 20% of amount that helps keep this church alive, like office supplies etc., it makes a difference. And we may regret it if we do let it go.
 - Answer/comment: It takes 5-10 committed people to do this, and the last few years it takes over the lives of the 3 or so families who do the intense leadership. Let's be realistic: it can burn out a lot of families, it's a lot of work, and they can't do it alone. Maybe we can do it every other year.
 - Answer: Possibly we could plot it out so we can spread the work to make it more doable. Vendor recruitment and publicity is most of the preparation. We need 20 vendors, 10 previous vendors can be recruited again fairly easily, but others are harder because some go out of business. Some vendors make a little in the boutique, many have a small loss for time and profit purposes. And all vendors need to fill out health department forms which takes a little arm-twisting. Vendor chair duties might take 4 hours a week from March to August.
 - Comment: There is a lot of work involved for setup and cleanup.

- Comment: The two to three weeks before the event seemed to incur some individuals spending an inordinate amount of time at the church.
 - Suggestion: Could we buy chocolate to sell vs. having vendors [present]? Apparently, that has been looked at, and it is not fair to the vendors who come, plus it is not financially feasible.
 - Answer: Another view was that Chocolate Fest is a part of our identity. It doesn't to make a difference in our growth, but it still matters and she likes the idea of bringing other resources in to continue in future years. We have an interim minister coming in and they need to take responsibility and help.
 - Suggestion: We re-examine how we have to make changes to Chocolate Fest to make it work. It is reasonable to re-examine if we have the resources.
 - Answer: Maura Whitmore volunteered to be vendor chair.
 - Answer: We are known in the community as "The Chocolate Church." Could we look at others to give us help, college students etc. This event is valuable.
 - Comment: The real question is can we go without the experience of doing Chocolate Fest – the service and event is a key event for us, and helps keep us strong.
 - Comment: This is one of the key times the teenagers get interested in what is going on at the church.
 - Comment: Some vendors wanted to possibly use our church and do a little Chocolate Fest themselves. We did not give our distribution list out but did agree to send notifications to them.
- Question: what are the positions needed to fill for Chocolate Fest staffing?
 - The list below was announced and volunteers were taken:
 - Vendor coordinator – Maura and Deja, and Leslie and Oksana will help.
 - Boutique – Sarah Merkouris
 - Decorating – Elizabeth Mye and Emma Naomi
 - Publicity – Oksana and Ursula. Oksana helped with leveraging social media with the Ukrainians last year.
 - Operations – Greg Thornhill
 - Prizes – Irene Hall
 - Cleanup – Garrett House. Kristi Brewer would help, Sarah Thornhill will again, including pre-clean (especially spiders and dead flies)
 - Staffing – Linda Howard will do if gets advice and training! Two months ahead of time, this includes SignUp Genius and educating staff.
 - Kitchen – Marcia Hilo with assistance
 - Music – Kris will handle
 - Tickets – Alice Chamberlin
 - Childcare — Leslie Marx and Ursula

- Health department – meeting with city, getting forms from vendors (filled out completely). Filling out forms for city, on site with inspectors. Georgi volunteered.
- Overall chair – Danielle Chamberlin.
- Robin Linares volunteered to help with getting prizes for raffles.
- Cleanup – comment was made that every night is cleanup!

Proposed Amendments to Bylaws

Micki Carter presented several proposed changes to the by-laws, including membership reception, classification and membership quorum details of the constitution. A paper handout was distributed that showed the previous parts of the constitution that council is recommending we vote to amend (handout included below).

Proposed change: Membership reception not required to be in front of a service:

- Question
 - Is there a need for this change?
 - Answer: This will allow more people to become members with the privileges of membership
- Question – why are we doing this? Was there a difference in how we did it before?
 - Answer: Some people appreciate privacy and don't enjoy the public aspect of standing in front of the church.

Proposed change: Classification: We give vote and rights of membership to Associate Member status.

- Question
 - What does community mean?
 - Answer: within California
- Question – remove distinction of active vs. associate
 - Adds rights to Associate Members, but does not replace active
- Question – Associate Members still have to play by our rules?
 - Answer: Yes
 - Answer: Some members from churches with certain restrictions can't be a regular member of our church without losing some privileges
- Question: Does membership end with lack of attendance.
 - Answer: Eventually

A motion was made to change public reception of members and to create Associate member status, which was seconded and passed by the required 2/3 majority.

Proposed change: Quorum requirement for congregational meetings to change from 25 or 10% of membership, to a quorum requirement of 25%.

- Question – doesn't this mean more members needed to vote on decisions?
- Answer: yes, a 25% of membership will mean more people make decisions than if we used the previous percentage (10%).

Comment: At our current membership size, that's a quorum reduction from 25 to 20 people, which was the intent, because reaching 25 had become difficult in recent years.

Motion was made to change quorum requirements, which was seconded and passed by the required 2/3 majority.

Pastoral Search Committee Plans

Elizabeth Mye began the presentation. Eight candidates for interim pastor have been selected so far, all have been screened. Committee has listened to sermons and read profiles for first screening. Four candidates have now completed the 2nd level of screening (done by video conferencing).

This process was developed as a committee framework for assessment. We looked at how we hired Kristi, other research including using the NCNC, and our own requirements. All candidates were previously screened by the NCNC at a very basic level (disciplinary action for example), and the NCNC will do a deeper screening towards the end of our process. Questions were raised:

- Can an interim minister be permanent?
 - Usually not.
- How long is the interim on board?
 - 1 year at least, often 18 months to 2 years.

Details: Eight candidates started past our beginning screen, the top four passed the 2nd screening. Of the remaining four, one dropped out; we eliminated another; so two remain as backup not currently designated for a 2nd screening. We can always ask for more candidates.

Greg spoke more of the process and asked search committee members to identify themselves, which those present then did. He reminded us that having a new pastor will lead to some changes. Also, the committee members are open to looking at changes and suggestions.

- Question: have all of the current top 4 candidates had experience at being interim ministers?
 - Answer: Yes.
- Question: How does process continues from now?
 - Answer: The final selection of interim candidate then goes for vote from Council. Later, the permanent minister position: goes to Council initially, but then must be approved by the congregation.
 - Comment: Anyone can be part of this process if they desire and attend meetings and/or give input.
- Question: How come no one on the pastoral search committee has been on one of the previous search committees from before?
 - Answer: We took volunteers, and no one who has done this before volunteered.

Nominating Report

Garrett House asked that we move to the section for the nominating committee now rather than after budget, and then presented the slate of nominations for the church's boards and positions (see page 29 of the handout for the 2019 annual meeting).

Amendments:

- Elizabeth Nordt resigning chair of Social Action
- Family to Family: Sarah Thornhill and Elizabeth Nordt will co-chair
- Home and Hope: Christy Brewer will help
- Peninsula Multifaith Coalition: We will ask the interim pastor to handle
- Communications: Micki Carter will be on committee
- Chocolate Fest: Danielle Chamberlin and Greg Thornhill will co-chair

A motion was made to accept the nominating report as amended. The motion was seconded and approved.

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

Moderator	Steve Chamberlin
Vice-moderator	Garrett House
Clerk	Mary Beth Gray
Member at Large	Linda Howard
Member at Large	Leslie Marx
Member at Large	Jane Fernald
Treasurer	Mike Venturino
Trustees	Greg Thornhill, Irene Hall, Henry Altorfer, Maura Whitmore, Michele Shirakura
Building use	Irene Hall
Financial Secretary	Mary Hughes
Buildings and grounds	Maura Whitmore, Gary Brandenburg, Garrett House
Deacons	Maura Whitmore, Grace Yoshida, Barbara White, Jane Fernald, Danielle Chamberlin
*Altar Guild Chair	Maura Whitmore
Christian Education	Elizabeth Nordt, Mary Beth Gray, Leslie Marx, Garrett House, Danielle Chamberlin
Social Action	Alyce Thornhill, Steve Chamberlin, Leslie Marx, Warren Dale, Georgi LaBerge
*Family to Family	Sarah Thornhill and Elizabeth Nordt
*Home and Hope	Sarah Thornhill and Christy Brewer
*Peninsula Multifaith Coalition	not filled
Communications	Barbara Todd, Oksana diRicco, Micki Carter
Pastoral Relations	Bob and Ella Mae Donovan, Danielle Chamberlin, Elizabeth Nordt, Barbara Todd, Steve Chamberlin
Chocolate Fest	Danielle Chamberlin and Greg Thornhill
*Parliamentarian	Micki Carter
*Auditor	Galyn Evans
*eScrip Master	Danielle and Alice Chamberlin
	*Appointed ~ informational only

2019 Budget

Greg Thornhill, chair of the Board of Trustees, presented the 2019 budget proposed by Trustees (this budget is at the end of the handout for the 2019 meeting). The trustees are proposing a budget for 2019 that has a \$2954 deficit.

Highlights/Changes

- Previous years have had fairly flat budgets, ending in a surplus.
- This year we are proposing a budget with a deficit
- Want to be careful with plans as we are still shrinking in membership
- Long-term lease numbers up, largely due to the Brazilian church and Roots for kids.
- Stretched our goal of renting more space from last year, and now we are much closer to using all our available time.
- Pledges are down this year.
- Building rentals dramatically helps us out financially, and continue to be a growing percentage of our income.
But some rentals have strings attached – more cleaning, more upkeep, etc.
- No raises this year
- Building maintenance – we blew through last year’s budget, a practical dynamic of using the building more, as well as having to use more contractors instead of volunteers
- Capital improvements are down. Extra money came in from the very successful Chocolate Fest. Also, there was no intern this year as budgeted so those funds were moved to here.
- More cleaning due to more rentals, so we got competing bids and went over with the vendors what tasks were routine and what is extra. This was a big increase in expense
- OCWM. Traditionally we give a percentage of expense per dollar amount per member. We held it flat for various reasons because we spend lots of money on building use expenses and that doesn’t make sense to include it in the equation.
 - Question: Any limits on OCWM?
 - Answer: Only limits set had been when we had a loan from them. Now there are no limits. Mike V commented there is \$11.50 per member for the conference still but no enforced minimum.
- Comment: Irene mentioned many repairs in process now, including leak repairs and such, so there will be demands on the current fund not currently reflected in the budget figures per today.
- Comment: Greg confirmed repairs currently in process that aren’t in the budget figures today, and added that dry-rot issues and flood repair expenses might not come out of capital improvements.
- Question: Why do the capital improvements not appear to be consistent within the report?
 - Answer: Greg explained that some areas show money coming in, others show money coming out.
- Comment: It was brought up that being a rental facility is a means to an end, not our purpose, and we need to pay attention to what we want to focus on.

- It was also brought up that if we eventually could afford a manager, it would help free us up for attention to our church priorities/purposes.
- Comment: Teenagers could get credit for helping with some high school requirements.
- Further questions were invited.
- Comments: It was affirmed council did go over this budget and asked questions.

There were no further questions or discussion.

Conclusion

A motion was made to accept this budget. The motion passed to accept the budget as originally proposed, which was seconded and passed.

Thomas Crosby's Three-Way Covenant

Thomas Crosby spoke about his work in the veteran's community. He specializes in addiction and trauma. This year he noticed the differences between how men and women handle trauma. Women talk it out more. Men are more specific about what they want to have changed. With dealing with all the darkness, he has learned more than ever the importance of self-care so he can continue this work. He lightened the conversation with humorous sports references, and then added he has lost some of his staff assistance due to deaths, which is hard. He appreciates our support, through Kristi's help and our support. He is looking at a doctorate program this year, perhaps specializing in moral injury, including survivor guilt, and finding some healing of his own regarding the AIDS epidemic. He appreciated the reception of his visiting veterans when they attended one of our Sunday services – noted we mixed with them and talked and listened.

Goals for 2019

1. Ensure a smooth and successful transition to our interim pastor
2. Ensure a successful transition for our children's program – looking for another DCE, also considering what changes necessary to have a vibrant and successful children's program.
3. Growing our church – looking at ways of outreach, to make ourselves exciting and interesting to the community, including Micki's successful outreach for the Christmas pageant service.

Closing

The meeting was adjourned by approximately 3 p.m.

PROPOSED CHANGE TO THE CONSTITUTION OF THE CONGREGATIONAL CHURCH OF BELMONT (February 2019) REVISED

INTRODUCTION

It has come to the Council's attention that some current church practices do not align with practices proscribed in the Constitution of the Congregational Church of Belmont. In an effort to

rectify that situation, the Council is recommending these rewordings of Article VII — Membership/Reception and Membership/Classification of the Constitution.

The current text, deletions (strike-throughs) and changes (bold) are:

ARTICLE VII - Membership

RECEPTION

Applicants for membership shall be received into fellowship upon ~~public~~ acceptance of the church's covenant ~~with the response of the congregation during a worship service or privately with the pastor, Board of Deacons or Church Council. If the acceptance is made privately, the new members will be announced publicly, in worship and/or in The Messenger. They shall be received at a communion service or at such other times as the minister may deem practicable. Any who are unable to attend in public may be received in absentia by representatives of the Board of Deacons (or Church Council) acting on behalf of the church.~~

...

CLASSIFICATION

An Associate Member is one who is residing in the community who, for good and valid reasons, desires to retain membership in another church but who otherwise qualifies as an active member. He or she may be received into this church as an Associate Member with the rights and privileges of an active member so long as they reside in the community. ~~An Associate Member is able to express opinions at any congregational meeting, but may not vote.~~

PROPOSED CHANGE TO THE BYLAWS OF THE CONGREGATIONAL CHURCH OF BELMONT

INTRODUCTION

In the past few years, it has become increasingly difficult to achieve a quorum at congregational meetings. The Council is recommending this change.

SECTION 4. Quorum

~~Twenty-five voting members or 10%~~ **Twenty-five percent** of the membership, ~~whichever is greater,~~ shall constitute a quorum at all meetings of the church.

Pastor's Report

By Rev. Sally Train

On Nov. 25, I began work as your Bridge Interim Minister – a long title to say that I would work half-time to plan and lead worship and be with you as a pastoral presence until a full time Interim Minister could be found and brought on board. Your Pastoral Search Committee has worked diligently to select and hire a full time Interim Minister, Rev. Elizabeth Clement, who is expected to begin March 9. With her guidance, you will begin the exciting process of defining your identity as a church and discerning what God is calling you to do and be in the coming years.

As your Bridge Minister, I had the privilege of celebrating Advent and Christmas with you. What a delight it was! The musical ministry here is profoundly beautiful and inspiring! The Christmas Pageant was joyful, fun, touching, and a fabulous example of intergenerational community. So much participation so graciously executed!

The 5:30 p.m. Christmas Eve Children's Service struck a wonderful balance, delivering a serious message with whimsical fun and the participation of all. A great way to welcome and involve children.

The 10 p.m. Christmas Eve service was stunningly beautiful, filled with music that lifted the heart and touched the soul. It was a night to remember!

As we moved into the New Year, I began an 8-week sermon/worship series on Spiritual Practices with an emphasis on prayer. This series includes exploration of the Discipline of Prayer, Praise, Thanksgiving, Confession, Forgiveness, Petition, Intercession, Surrender, and Meditation. It is my belief that, at this time in the history of the church, our primary task is to return to our roots of spiritual practices and transforming people's lives through a real relationship with the Living God. I believe that prayer is one of the primary ways we encounter the Living God.

At the conclusion of that series, I will most likely preach two sermons designed to prepare you for the transitional work you will begin with Elizabeth. The first will be based on a book by Loren Mead entitled *The Once and Future Church*. The second will be based on a more recent book entitled *Canoeing the Mountains* by Tod Bolsinger. Both explore the profound change the Christian Church is currently undergoing and offer some suggestions and guidance for the future. If any of you want a preview, feel free to read the books.

The Christian Church – world-wide – is in the process of a massive re-formation. The hope is that the Church will be revitalized with a return to the core teachings of Jesus and core spiritual practices that people take seriously and actually practice. The hope is that the Church will be a place of spiritual formation where people develop a relationship with the mysterious force we call "God" and allow that relationship to guide every aspect of their lives. The hope is that the church will be a light for all humanity.

What form this Church will take is unknown at this time. The new Church is emerging as people strive to follow the Spirit. It is an exciting and challenging time.

As you enter a period of transformative work with your Interim Minister, I urge you to participate fully, pray deeply, and always listen for the guidance of the Spirit. All options are open. God is doing a new thing. For God to work through you, you must be open to the guidance. God is still speaking!

Moderator's Report for 2019

By Steve Chamberlin

2019 was a year of many changes and marked a new beginning for CCB. Pastor Kristi retired in June after 20 years of leadership at the church. When our interim pastor didn't arrive in July as expected, congregation members rose to the challenge to lead Sunday services and keep other church functions running smoothly. Although the months without a pastor were stressful and demanding, they also brought the church community together like never before. We were reminded that we are truly a Congregational church, and that it's us in the pews who give CCB its vitality and direction.

The church was blessed to have our friend Sally Train join us as part-time pastor beginning in November. Pastor Sally has been invaluable in bringing stability to the church and preparing us for the transition work ahead. In March we will welcome Interim Pastor Elizabeth Clement. She will help guide the church through a transition process that we expect will last about a year, eventually leading to calling a new settled pastor sometime in 2021.

As we look ahead to 2020, CCB is at a crossroads. Like many North-American churches, we're challenged by declining membership, declining pledge income, and increasing dependence on the church building for financial support. But our church also retains great strength in a core of committed people who repeatedly step forward to lead.

We are now beginning a year-long process of re-visioning and re-imagining what God is calling this church to do and be. We shouldn't assume that CCB in 2025 will look like CCB in 1995 – in fact we should assume it will not. As we've seen first-hand, American Christendom is changing, and we must also change in order to continue doing God's work effectively in the decades to come.

I sincerely hope we are willing to consider all possible options for the future, even when some options may seem scary or drastic, like selling the church property or pursuing a merger with another church. These kinds of "third rail" conversations will be essential parts of the re-visioning process. One of the interim pastor's most important tasks will be leading the congregation through a full examination of all possibilities.

In recent weeks, the UCC College Heights Church has proposed sharing activities with us – might this eventually lead to further integration? And at November's Harvest Dinner, the congregation was asked to consider what past church programs might be ready for retirement. Where might we refocus that energy? What can we learn from the examples of other small local churches? If we were a newly formed assembly of Christians with no prior history who'd been gifted this building, what would we do first?

- Rev. Kristi in the beginning; now the kindness of the congregation
- I was looking for a smaller congregation.
- It's close to home; the people care about me; the activities are interesting, e.g. book discussion group, Choc. Fest, various committees. BCC offers me a way to contribute to society. It is also a social outlet that affords me the opportunity to participate in something bigger than myself.
- Initially, close proximity to a loving accepting community – and the reason I keep coming back.
- Chances for spiritual introspection, community of good people.
- Music, family, community, (obligation)
- It's always about the people – the community
- Music, fellowship, friendship, spiritual respite
- Community
- The congregation, friendships, Micah 6:8
- People, silent prayer and meditation
- Open & Affirming, Church family, Historical Building!
- Mother was congregational missionary in China 1923
- Fellowship, personal growth
- Community, joy
- Community, music, intellect, spiritual connection
- People, music
- Church family – support group and friendship group of people with like-minded values. And the music!
- Community, family, curiosity, and spiritual exploration

What should be the single most important purpose of CCB?

The second question was closely related to the first – what is our central purpose here? With the question's emphasis on the church rather than on the people, responses differed somewhat from the first question, but the same basic themes were repeated.

The most common response was some variation of church family or community. About two-thirds of all responses said that CCB's most important purpose was fellowship and care for the internal church membership. Having such a strong feeling of family is a great asset to CCB. A minority of one-third of respondents believed the most important purpose was connecting with their own spirituality, God or other higher power, Jesus, or his teachings. And three people mentioned community service or social justice as the church's single most important purpose.

It's interesting to observe the differing emphases of the first two questions. Should we expect the reasons why people come to church to mirror the church's core purpose? Is it OK for them to diverge somewhat, or does it suggest we're losing sight of why we're here? It's also notable that so few people mentioned community service or social justice as being central to their personal motivations and to the church's purpose. In past discussions, community service

- Nothing
- Interfaith external projects
- High focus/energy on rentals
- Bible Study

Clerk's Report

By Mary Beth Gray

	<u>2018</u>	<u>2019</u>
Baptisms	3	3
Marriages	0	0
Renewal of Vows	0	0
Memorials	2	2
New Members	9	5
Inactive and Moved	8	4
<u>Returning Members</u>	<u>0</u>	<u>1</u>
Membership at Year End	80	77

Chocolate Fest Report

By Danielle Chamberlin

Our 37th annual Chocolate Fest was again a great success! We raised over \$14,000 that will be split equally between our Capital Improvement Fund and our Social Action Fund. We heard a lot of feedback from happy guests, and on top of it we seemed to have a fun time too! While we didn't have quite the huge crowds of last year, we also didn't have the associated stress and it seemed to be a bit more manageable. While financials and attendance are an easy metric to look at for the success of an event like ours, there's also an aspect of community building that is just as equally important.

You all may remember that back at annual meeting in February 2019 I was afraid that hosting Chocolate Fest in a year when we had so much going on would lead to huge volunteer burnout- and who would have thought that we would still be looking for an interim pastor in October and doing all the work of the church with volunteers. But it all came together smoothly due to all of you stepping up with marketing, vendors, operations, health department, decorations, staffing, boutique, ticketing, prizes, and childcare running smoothly and seamlessly. And we even tried a few new things that were a huge hit — especially the Chocolate Fountain!

That said, as we go through our 2020 Visioning, we do need to continue to ask ourselves if Chocolate Fest is in line with our future goals. At our visioning exercise at Harvest Dinner, Chocolate Fest was mentioned as one of the current church activities that it may be time to retire. As we learn this year “who we are, and what are we called to do,” we need to continue to understand how all our major activities fit into our overall mission.

Deacon's Report 2019

By Maura Whitmore

Deacons are charged with the care of our Church community. We are involved in Sunday and special services, and care for one another through the Ministries of Care. We oversee Worship Sign Ups, the Altar Guild, the Music Committee and our Ministries of Care.

In the reports from each of our sub-groups are outlined specific duties and events that were coordinated by Deacons. To really get a feel for the work of the church, please consider joining the Deacons in 2020.

Altar Guild Report

By Maura Whitmore

The Altar Guild Fund balance ending 2019 was \$575. This fund provides fresh flowers on the altar every Sunday, communion supplies, linens, candles and decorations to enhance our sacred space. We buy lilies for Easter, and poinsettias at Christmas.

The Altar Guild Fund grows when folks donate money each Sunday to pay for the flowers, in honor of, or the memory of someone you love, or, just to get a bouquet to take home. The Altar Flower book is always in the narthex. Special bouquets for arrangements can be requested. Make a suggested donation of \$15 in the offering, and help to keep our Altar Guild Fund strong!

Our Altar Guild flower team is: Doris Brown, Micki Carter, Barbara Todd, Galyn Evans, Carol Patterson and myself.

Ministries of Care

By Maura Whitmore

Our Ministries of Care Teams do so much of the work behind the scenes that it is good to remember all that we are able to do for and with one another. You can be on a team, having the opportunity to show we are Christians by our love!

Altar Flowers Team: Provides beautiful fresh flowers for the altar every Sunday

Food Team: Provides meals to those of us who need it due to illness, or could just use some TLC that comes from a home cooked meal.

Prayer Chain: Provides comfort and support to those in need of prayer. Requests can be made to the minister in confidentiality, or through sharing in Worship on Sunday.

Sunday School Teachers Team: Teaching Sunday school is a way to have a powerful impact on the spiritual formation of our children, AND to get to know them, and they to know you. The curriculum is straightforward and easy to use. Teachers sign up to teach one Sunday, as often or rarely as they want.

Transportation Team: Provides rides to and from appointments, church, the grocery store- whatever you need.

Visitors Team: Provides visits to the house-bound, those in the hospital, or anyone who just needs a loving ear to listen.

Worship Team: Provides feedback for the minister, and can help design a more meaningful worship service. Music, readings, structure...all these things are up for communication and discussion with the minister.

Writing Team: Provides cards and notes to celebrate birthdays, acknowledge losses and support recoveries. The members of the team choose a month of responsibility, and are provided with stamps, cards and return address labels so that they can reach out to our church community.

Social Action Report

By Steve Chamberlin

Social Action is what we do as a congregation to help make the world beyond our walls a better place. The purpose of the Social Action Board is to coordinate these activities, both through donations of money and through hands-on work.

The Social Action Fund raises money from Chocolate Fest and from monthly special offerings. The 2019 fund income totaled \$10,909. Our most significant special offerings were \$640 raised for the CROP walk led by Georgi LaBerge and \$447 for our backpack drive for Samaritan House, led by Danielle Chamberlin. We donated \$2500 each to Samaritan House, Second Harvest Food Bank, and Home and Hope, continuing our support of these vital local charities. We also made several smaller donations, including \$459 to Open Cathedral for supplies to make lunches for San Francisco's homeless, and \$100 to buy Christmas gifts for the boys at Hillcrest Juvenile Hall.

The heart of Social Action is what we each do in our daily lives. Our group efforts for Home and Hope, Samaritan House's Family to Family, and Open Cathedral are described in their own reports, thanks to Sarah Thornhill, Irene Hall, and Valerie McEntee.

For 2020, the board hopes to shift efforts towards more hands-on social action work. This might include a letter-writing campaign, a trash pick-up day, a group trip to work at a soup kitchen or Second Harvest's processing center, or other direct community involvement.

Family to Family Report 2019

By Irene Hall

This year we adopted five families. There were 10 adults and 15 children. We provided each family with a \$200 Safeway gift card for their holiday food. Each child received two gifts from us. Each adult received one gift for the Christmas Holiday.

Our church family donated \$781 for food this year which is below our usual collection. Our Social Action Committee gave F2F \$219 so we were able to purchase five Safeway gift cards at \$200 each for the families holiday dinner. Thanks to our Social Action Team for helping.

Andrew Altorfer and his Grandmother helped make all the phone calls necessary to find out what the families needed for gifts. Their Spanish skills are phenomenal and were a huge help.

Jana Comstock, Elizabeth Nordt and Henry Altorfer, Georgi LaBerge and Warren Dale and Christy Brewer were our drivers. Thanks to everyone who shopped and donated money to make this another successful year for this collaboration between Samaritan House and our congregation.

I will be stepping down as the chair for Family to Family. It is a wonderful experience of giving back and I hope a family with children can take this on and continue our CCB tradition.

Open Cathedral Lunches Report

By Rev. Valerie McEntee

Thank you all so much for your efforts to support Open Cathedral in 2019. CCB provided lunches four times in 2019 as well as blankets, socks and other warm items. Your care means a lot to our congregation. Open Cathedral is held each Sunday at U.N. Plaza at 2:00pm. Many other programs that offer meals through the week are closed on Sundays, so the bag lunches you provide make a real impact for those who receive them. For our folks living outside, clean dry socks are gold and a good blanket or thick coat can mean the world.

Our congregation ranges from thirty to eighty people who share worship, Communion, and deep fellowship. We typically have over 100 people come for lunch. Our congregation includes a few well housed individuals and many who are marginally housed or living outside. Our radical openness means those who feel uncomfortable in other worship settings are able to find a faith home with us.

I'll share a small story of Communion on one day in particular. On U.N. Plaza where we hold our service there are several groups of older women selling groceries and other items on the sidewalk. We always approach them to offer Communion and most of them partake. One day there was a young man sitting near them, smoking a bong as we approached. He seemed utterly stunned when I offered him Communion, but jumped up eagerly, leaving his smoking behind, to receive it.

The lunches CCB provides help fill a definite physical need for Open Cathedral's parishioners, but your support goes well beyond that as you help us provide the spiritual support so many of our unhoused neighbors are hungry for.

Board of Christian Education Report

By Danielle Chamberlin

CCB continued its tradition of strong youth involvement in 2019. During Lent the children explored the meaning of the season by raising caterpillars, and this year every child got to release their very own butterfly on Palm Sunday. On Easter we continued our tradition of the big Easter egg hunt and fantastic music from our youth choir. In June and July the children collected school supplies and delivered over a dozen fully packed backpacks to Samaritan House. Many of the youth joined our annual Church Camp at Monte Toyon in July and had a fantastic time communing with each other through water balloon fights and s'mores. Garrett House and Elizabeth Nordt led a very successful Vacation Day Camp with several adult church volunteers for over 20 very happy campers, some of whom said it was the best camp they had attended all summer. Our youth enjoyed ice cream and the bouncy house on Welcome Back Sunday in

September, and started a new tradition of a healthy salad bar to go with the ice cream. On Oct. 22 Kendall House, Robin Linares, Andrew Altorfer, and Elizabeth Nordt led our worship service for Children's Sabbath with the theme of Uniting Hearts and Voices to End Child Poverty and taught us about the importance of collecting warm socks for agencies helping the homeless during "Socktober." Our youth also filled the Blessings Box with food and socks to help the needy in our own neighborhood. In December our wonderful youth and bell choirs capped off the year reminding us of the true meaning of Christmas during our annual Christmas pageant.

In 2019 the Board of Christian Education went through a lot of reflection about how to best serve the children of the church, and how those needs have been changing. We have noticed a demographic change in our youth, many of whom are now tweens or teens. Micki Carter graciously stepped up to organize a youth service project for our youth through Sierra Service Project, and they are very excited about it! So far we have six youth signed up to go to Imperial Beach in the first week of August, where they will serve doing repairs for community-based organizations and needy homeowners while learning about poverty, immigration, and environmental issues surrounding our border with Mexico.

Upon further reflection, we have also decided to skip our annual Vacation Day Camp, as it is now mostly serving children outside our own community. This responsibility has been taken out of the job description for the Children's Program Coordinator we are now in the process of hiring. This position will replace the previous position of Director of Christian Education. We hope to fill this position early in 2020 to further bolster our Sunday school classes and children's programming.

Communications Board Report

By Micki Carter

The canopied tree with the rainbow array of leaves and roots that spread equally wide and deep is the new logo of the Congregational Church of Belmont.

The Council adopted the logo and fonts as a new branding strategy in June after several months of looking at proposed images and at least two ballots. Consensus was reached, and the rainbow tree logo took its place as the dominant image on our new church sign out front, on new banners at our entrance and exit driveways and on the masthead of The Messenger.

We plan to use the logo in all our communications products and integrate it into our letterhead, business cards, bulletins and official publications like the Annual Report.

The rainbow tree also will be the anchor to a new website which is under construction. Our current website has served us well; the majority of visitors report that they have visited our site to learn about us. But we need to recognize that online visitors today use many different platforms and it's important to have a site that adapts to those formats. Steve Chamberlin is lending his expertise with WordPress to make that transition.

We continue to use Facebook and NextDoor as primary information venues for the church since those have proven effective in the past. We still need volunteers who live in Redwood Shores and San Carlos who will agree to post to NextDoor in their neighborhoods. Please speak to me if you're willing to do that.

We used Facebook Live to stream our caroling this year, and distant members (Belinda Sims, John Brooke, Wendy Taylor and Ellen Sweetin and Margaret and Peter Cross) were pleased with our efforts, despite problems with sound quality. We are looking into relatively simple ways of streaming our worship services using Facebook Live. Look for more about this to come.

The Communications Board is desperately in need of new members. Right now it consists of Barbara Todd and me. If you have any skills in journalism, design, website development, advertising or public relations, contact me. Our efforts are critical to the life of the church, and we can meet at times that fit your schedule.

Trustees Report 2019

By Greg Thornhill

Financials:

We started 2019 with a budgeted deficit of \$2,954 but ended with a significant surplus of \$60,005. 2019 was an anomaly on a few different fronts and below are some of the significant deviations from budget (better and worse) that led to this surplus.

Significant Income Variance:

- Total building use came in better than budget by \$7.6k
 - At the beginning of the school year, Roots for Kids (RFK) began utilizing a room downstairs (in CPNS space) in addition to the dining room and Parlor. This triggered a minor increase in their rent.
 - Cathedral Da Familia (CDF) continues to look for additional space and began renting the Fireplace Room every Saturday evening for their youth program and music program rehearsal, in addition to the budgeted use of the Sanctuary on Sunday evenings.
 - The Rummage Room was vacated early last year, and we had budgeted for it to be empty. Luckily Ursula was able to make use of this space for her new therapy business and that helped us make up for the lost rent.
- We came in better than budget on pledges

Significant Expense Variance

- Our administration costs were favorable by almost \$2.5k in areas such as payroll taxes, office supplies, and telephone. A huge thank you to Mike Venturino who did a thorough assessment of our phone/internet needs and set us up with a service offering that saves us considerably.
- Building expenses were favorable by \$1.5k
- Christian Education was favorable by \$13.5k – this is predominantly due to the DCE position being vacant for close to half the year.
- Deaconate was significantly overbudget predominantly due to a single event – Kristi's retirement luncheon.
- The most significant positive budget variance was in ministerial expenses. Walking into 2019 budgeting we simply assumed the numbers representing Kristi's comp for the entire year, not knowing exactly what an interim minister would cost us. With that role going unfilled and then Sally coming in November part-time, this saved us \$45.5k.

While the large surplus is certainly welcome, I caution folks against thinking this leaves us flush with cash. While our 2020 budget proposal looks positive, it's a budget that is comprised of some anomalous lower costs. If we look at a hypothetical budget with fully loaded costs (i.e. a hint of what 2021 budgeting number look like), we could be facing a deficit of over \$10,000 in 2021. I'll explain more in our budget discussion at annual meeting.

Trustees Update:

2019 was another busy year for the board. We're running a bit thin on people resources but continued to make progress on our priorities:

- New Carpet in Narthex / Sanctuary
- Continued work for flood damage:
 - Vinyl floor in CPNS Science room
 - Dining Room Ceiling
 - Dining Room floor
 - Apartment bathroom floor - replacement
- Remediation of Fire Inspection issues
- Emptied and refreshed the Rummage room. Ursula is now renting the room for her growing art therapy business. Ask her to see some pictures; you will hardly recognize the room!
- Updated our supply of chairs, brought in better storage (rolling carts)
- With our continued increase in building use, the majority of Trustees' and Buildings and Grounds' attention was focused on tenant related topics. This spans many topics but include:
 - Lease management
 - Recurring issues with overflowing dumpsters
 - Complexities of trying to maximize use of the building with multiple concurrent rentals.
 - Building wear and tear
- Significant Tenant updates
 - Roots for Kids (RFK):
 - RFK has been a great tenant. They work with us whenever we have concerns, have been very flexible when we've had conflicts with available space. They have even made a donation to our church "just because".
 - Conditional Use Permit update. Reminder that the CUP is required by the city of Belmont in order for Destination Science and RFK to get business licenses. The city knows that both of these programs are operating without licenses right now and we need to help remediate that. In order to get this permit, we commissioned a mandatory traffic impact study (results favorable) and submitted the application. Unfortunately, the city rejected the application. The fire marshal requires that our building be fire code compliant, essentially that we have an alarm system (not sprinklers), throughout the building. Trustees is working on getting estimates for a building wide fire alarm solution. We anticipate that this will come with a fairly big price tag.

- More information will follow on this once information is available and reviewed by Trustees. This will likely require a congregational meeting to approve should we decide to move forward with this initiative.
- Catedral Da Familia (CDF)
 - CDF has continued to grow their programs. It's estimated that they have 70-90 weekly attendees to their service. They expanded their use of our space to include Saturday evenings in the fireplace room. They have a teen / youth group meeting as well as music practice for their Sunday services. They have also rented our dining room on occasion for additional meeting needs. With such a large group, we have had some issues with noise on Sunday evenings, but Pastor Darley is a conscientious guy who works with his congregants and team to address concerns that we bring them.
- Apartment Tenants (Troyers). With our new interim minister coming in March, we asked the Troyers to vacate the apartment as Elizabeth Clement will be using the apartment during her stay with us. The Troyers have found other housing and are expected to vacate at the end of January.

Thank you's:

A huge thank you to our Trustees: Henry, Irene, and Michele. This is a small team that does a lot and they all deserve a big thank you. As we wrapped 2019, we said good by to Michele who is not serving on the board in 2020. We appreciate all her input and help.

Buildings and Grounds continues to do a lot of behind the scenes work to keep the building afloat. Thanks to Gary, Garrett, Henry, and Maura for their help in doing the work of the church.

Last but not least, a huge thank you to Irene for all her work for us the past several years as building use coordinator. As you may have heard, we are combining the majority of the building use coordinator role into the admin role, meaning that Ron will be taking point on building rentals going forward. Irene did an incredible job while in this role, and it was a significant time commitment. Thank you, Irene!

Building Use Annual Report 2019

By Irene Hall, Building Use Coordinator

Our building was rented in the following ways:

Weddings	1
Adult parties	20
Music Recitals	15
Kids Parties	12
Memorials	4
Life Line	1
Destination Science	8 weeks
Parking Lot	7
Recitals	15
CPNS	14
De Familia	4

In addition to our one-time rentals we have our long-term clients and leases. CPNS, OT4Kids, Roots for Kids, Cathedral de Familia, upstairs apartment, one weekly NA meetings, small office rentals and one storage rental.

We did lose our Sunday night NA group and the San Carlos Kids Theater group but have replaced that revenue and then some by renting Saturdays to Cathedral de Familia for their worship team meeting.

We have increased our year over year one-time rentals by 20 excluding Destination Science. This is a substantial increase in bookings considering that most of our space is rented. The areas of increased rentals are music recitals and additional rentals from Cathedral de Familia. The word is out that we have a beautiful Chickering grand piano!

Our little church is doing God's work by providing a safe and warm place for children to thrive in every aspect of their development. Preschool, pre-kindergarten, child therapy and after-school care. We should be very proud that our loving church family is doing the work to make this happen.

Financial Secretary Report

By Mike Venturino, Acting Financial Secretary

The 2019 pledge records were lost after Mary Hughes's death. I was able to construct some information from the deposit records that enabled the church to acknowledge contributions. The individual records will be sent out this month.

Since the overall income attributed to pledges slightly exceeded the budget projection, it appears that the members of our community were faithful in fulfilling their commitments.

For 2020, the church has received 26 pledges for a total of \$68,900.

I continue to be humbled by the generosity and faith shown by the families of our community in their financial commitments to our future.

eScrip Report

By Danielle Chamberlin

This will be my last eScrip report, as we are eliminating the role due to declining opportunities for fundraising. In 2015 eScrip stopped earning money from the church through Safeway shopping, and in 2018 it eliminated Lunardi's and the eScrip Shopping Mall. There are still several local restaurants where you can earn contributions to the church by using a registered credit card (for instance Hobe's) as well as by shopping for groceries at Mollie Stone's, Bianchini's, and Piazza's.

But what was once a source of several hundred dollars annually for the church has dropped to under \$20 earned for the entire year. In 2018 we registered for iGive as a replacement to the eScrip shopping mall, but unfortunately the store selection is not as good and the earnings are also insignificant from this source. We had been offsetting the declining earnings in eScrip with Amazon earnings, but unfortunately in the fall Amazon eliminated our Amazon associate

account status which allowed us to earn up to 6% on purchases made through the church's link. If we register as a 501(c)3 in the future we may be able to register again for donations through Amazon Smile, however that will still be at a rate of about 0.5% cash donations of the amount purchased. For the meantime we can still "do the work of the church" if you make your Amazon purchases through smile.amazon.com while setting your beneficiary to be one of the organizations supported by our Board of Social Action, such as Home and Hope or Samaritan House. The trustees are eliminating eScrip and Amazon as a line item of general fund income in the 2020 budget, down from \$1000 budgeted in 2019.

Home & Hope Report

By Sarah Thornhill, Co-coordinator

The Congregational Church of Belmont has served as a Support Congregation for 18 years for Home and Hope (fka: IHN-Interfaith Hospitality Network)

Positives in 2019:

- Irene Hall agreed to step in as Co-Coordinator after Rev. Kristi retired from that role. Coordinator's duties are as follows: to ensure all sign-ups are full for committed dates, to recruit and organize volunteers, to attend H&H mandatory coordinator meetings throughout year, to fill in- last minute-if volunteers are not available, to orient new volunteers, to make announcements to wider church family and to summarize progress in annual reports to CCB.
- College Heights UCC has agreed to partner with us as "Team Hope" and increase our volunteer pool. A little history: In 2017, we lost our team collaboration with St. Catherine's Parish (their coordinator moved away) and we returned to only being able to pull for volunteers within CCB to cover our dates. This has proven to be very difficult with our small congregation.

About Home & Hope (for more detailed information log onto: www.homeandhope.net)

- Their mission: "to provide a safe haven for homeless families while helping them to regain long-term self-sufficiency, and to raise community consciousness on the issue of homelessness by actively engaging volunteers."
- CCB has been one of 30 Congregational Partners since 2001 serving families between South San Francisco and Los Altos.
- Each year H&H engages approximately: 1,400 volunteers, 5,110 shelter bed nights and 15,000 meals
- The families are referred to as "guests" whose needs are met by volunteer "hosts" who welcome them into their congregational homes.
- Our role is to provide dinner, be their hosts and eat along with the families, sleep on site until 7am. We have committed to approximately 8-10 nights per year.
- Volunteers can do as little as drop off a dish and leave, to just showing up and eating dinner with the families, to coming at 8:45 p.m. to sleep on site, start the coffee and set out breakfast in the morning and lock up at 7 a.m.
- More than 50% of the families served have returned to permanent housing directly from this emergency shelter program.
- CCB serves as a "support" congregation at Hope Lutheran (located on 42nd Avenue) and they serve as a "host" site.

- We use the SignUpGenius to recruit volunteers. If you are interested in volunteering, please email Sarah @ Segghill@hotmail.com. If you don't have email, call or text to 650-464-4429. If you have any questions at all, or want to have a tour on site before agreeing to anything, just ask.

Auditor's Report for 2019

By Galyn Evans

The 2019 financial records of the Congregational Church of Belmont have been audited, and no irregularities were found. The audit includes comparing the church/s bank account balances vs. our Quickbooks ledger, comparing the published financial statements vs our Quickbooks ledger, reviewing payees and disbursements shown on the bank statements, and comparing the church deposit reports vs. the bank's deposit records.

I want to commend Larry Kieffer for his outstanding job keeping the books, and Mike Venturino and Steve Chamberlin for keeping a sharp eye on all the financial activities of the church.

Covenanted Minister's Report for 2019

By Thomas Crosby, Chaplain at the Veterans Administration

As I reflect on this last year, I am amazed at the changes in my ministry. Change seems to be a constant at the VA. My ministry focus has two parts — chaplain in our inpatient PTSD (Post Traumatic Stress Disorder) units and pastor of the Protestant Congregation at the Menlo Park VA. In both positions, change is constant — I still have a lot to learn. In late August, I celebrated my 10th anniversary at the VA. I could not have done this without your support.

Most veterans in our PTSD units are younger and less trusting of spirituality, much less religion. Their stay at the VA is usually 60 to 90 days. Ministry means planting spiritual seeds. Trust, anger, guilt, and social withdrawal are the most common spiritual injuries I see in the veterans in our program. Addiction to drugs and alcohol are common. Resilience and hope are the most common spiritual strengths. I'm amazed at how resilient our veterans with traumatic experiences are. Hope is a significant factor for a veteran to come to the VA for treatment.

During this last year, there has been an increase in the number of LGBTQ veterans in our PTSD program. For a two-month timeframe, 25% of veterans in the PTSD program identified as LGBTQ. It was a challenge to hear the stories of rejection and judgment that they received from their childhood ministers and/or military chaplains.

Sundays are filled with the Protestant Sunday Service at the Chapel. Veterans from the various units continue to come, and a congregation has formed. Worship and sermon prep are still challenging. This year I found myself exploring different styles of worship with some success

Many thanks to CCB's Covenant Committee and those of you who helped with our fourth annual Christmas Carol Sing-Along. It was a major success! Several veterans commended on how friendly we are and our willingness to get to know them.

It was wonderful to come and experience worship with you this year. I was thrilled to help as we are transitioning. It was nice seeing you on a regular basis. Your warmth and caring reminded me why I love CCB.

On a personal note, there were more significant changes. Last May my niece, Megan, gave birth to the world's cutest baby boy, Asher. Megan is the daughter I always wanted. I like the feeling of being a grandfather. However, the day after my birthday, my beloved aunt passed away at the age of 96. She taught me the value of hard work (she went to work the day before she passed away!) and love of family. She always told me how proud of me she was. I will miss her love and support.

I continue my spiritual practice of attending 12-step meetings and spending time with friends. Regular coffee meetings with spiritual mentors help keep me grounded. I have also started a daily walking routine for my health. Currently, I walk on average five miles a day usually around the VA or one of our beautiful East Bay Regional Parks.

As I reflect on this last year in ministry, gratitude comes to mind. There were lots of lessons to learn. Changes encouraged growth. Patience produced results. And love and support from you, the Congregational Church of Belmont, my home church, keep me going.

**A Ministry Covenant Among W. Thomas Crosby, Congregational Church of Belmont
United Church of Christ and The Golden Gate Association of the Northern California
Nevada Conference of the United Church of Christ 2011 to 2021**

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

Purpose:

The purpose of this covenant is threefold:

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

Terms:

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

Description of Ministry/Responsibilities:

Provide Pastoral Care and spiritual support to Veteran patients, their families, and staff of the his assigned hospital units as well as the other hospital units when needed; participate in hospital's

on-call rotation; participate in the Protestant Sunday worship (create, lead, preach each service) at the Menlo Park campus as well as other campuses as needed; facilitate funerals and memorials; make professional presentations for hospital in-service events; attend Chaplain Services staff meetings and all meetings pertaining to Chaplain Service; make professional presentations for community or professional organizations;

Location:

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

Accountability:

Chief of Chaplain Service, VA Palo Alto Health Care System

Compensation provided by:

Veterans Administration

Details of Compensation:

Salary based on hourly wage for hours worked, no housing allowance, regular annual leave (vacation), sick leave, authorized leave and paid government holidays.

Relationship to the local church:

Thomas will be invited by the Congregational Church of Belmont to teach and participate in leadership of worship every quarter (3 months) during the year and as the need presents itself and as his time allows. Thomas will periodically report to the Congregational Church of Belmont and the NCNC/UCC as required by these bodies and to the Congregational Church of Belmont in a mutually acceptable pattern that will include a written report to be published in the annual report of the church.

As an Ordained Minister with standing in the Northern California Nevada Conference, W. Thomas Crosby will be bound in the covenantal ties of mutual accountability and support, including periodic reviewing of the mutual faithfulness to this covenant from the perspective of each member of this Three Way Covenant.

This Three Way Covenant will exist as long as W. Thomas Crosby serves as a Chaplain with the Congregational Church of Belmont at the Department of Veterans Affairs Palo Alto Health Care System and all partners agree with the covenant as stated.

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

Ministries of Care Teams for 2020

Altar Flowers

Maura Whitmore*
Doris Brown
Micki Carter
Galyn Evans
Barbara Todd
Carol Patterson

Food Team

Barbara White*
Danielle Chamberlin
Deja Ramos
Linda Howard
Kris Morgan
Sarah Thornhill
Jane Fernald
Maura Whitmore

Writing Team

Carol Patterson*
Ella Mae Donovan
Barbara Todd
Lois Shouse
Margaret Cross
Galyn Evans
Dinae Cruise
Jane Fernald
Christy Brewer

Visitors Team

Carol Patterson*
Irene Hall
Jane Fernald
Barbara White
Christy Brewer

Transportation Team

Steve Ramos
Deja Ramos
Richard Morgan
Irene Hall
Jane Fernald
Micki Carter
Mike Venturino

Christy Brewer

Prayer Chain

Lynne Benson-Colbert
Thomas Crosby
Ella Mae Donovan
Jan Heise
Valerie McEntee
AJ Modesti
Carol Patterson
Lois Shouse
Patty Ebner
Jane Fernald
Leslie Marx
Margaret Cross
Barbara White
Mary Beth Gray
Garrett House
Ursula Jorgensen
Lois Shouse
Grace Yoshida

Worship Team

Gary Brandenburg*
Micki Carter
Elizabeth Mye
Jeffrey Jones
Garrett House
Mike Venturino
Jane Fernald

Choir Team

Elizabeth Mye*
Gary Brandenburg
Doris Brown
Micki Carter
Danielle Chamberlin
Steve Chamberlin
Jane Fernald
Mary Beth Gray
Linda Howard
Keith Howard
Jane Fernald

Kris Morgan
Elizabeth Nordt
Barbara Todd
Mike Venturino
Maura Whitmore

Sunday School Teachers

Elizabeth Nordt*
Ursula Jorgensen
Mary Beth Gray
Susan Linares
Elizabeth Mye
Danielle Chamberlin
Leslie Marx
Henry Altorfer
Garrett House
Christin Kerhin
Micki Carter

Nominating Committee's Proposed Slate for 2020

Moderator	Garrett House	
Vice-Moderator	Danielle Chamberlin	
Clerk	Mary Beth Gray	
Members at Large	Linda Howard, Jane Fernald, Leslie Marx	
Treasurer	Mike Venturino	
Trustees	Greg Thornhill, Henry Altorfer, Irene Hall, Maura Whitmore, _____, _____	
Financial Secretary	_____	
Buildings & Grounds	Irene Hall, Maura Whitmore, Greg Thornhill, Garrett House, Gary Brandenburg	
Deacons	Maura Whitmore (Altar Guild Chair), Jane Fernald, Barbara White, Grace Yoshida, Steve Chamberlin, _____	
Christian Education	Danielle Chamberlin, Elizabeth Nordt, Mary Beth Gray, Leslie Marx, Garrett House	
Social Action	Warren Dale, Georgi LaBerge, Leslie Marx	
Family to Family	_____	
Home and Hope	Sarah Thornhill	
Multifaith Coalition	Irene Hall	
Communications	Micki Carter, Barbara Todd, Danielle Chamberlin, _____, _____, _____	
Pastoral Relations	(Pastoral Search Committee) Greg Thornhill, Elizabeth Nordt, Brandenburg, Steve Chamberlin, Garrett House, _____, _____, _____, _____	Gary
Chocolate Fest	Greg Thornhill, Danielle Chamberlin	
Parliamentarian	Micki Carter	

Auditor

Galyn Evans

Personnel Committee

Mike Venturino, Greg Thornhill, Micki Carter, Steve Chamberlin

Treasurer's Report for 2019

By Mike Venturino, Treasurer

The annual financial reports comprise the Treasurer's Report.

Additional lease income resulted in income being up from budget predictions. The significant difference in expenses shown on the income statement is, of course, due to not having the personnel expenses of a full-time pastor for almost six months and the resignation of the Director of Christian Education.

Our balance sheet is all cash, and the numbers are consistent with the church's cash flow for the year.

The Fund Reports simply chronicle our spending for the year.

Pastoral Search Committee Report

By Greg Thornhill

As Jerry Garcia once sang...."What a long.... strange trip it's been." There have been several Messenger articles written throughout the year but here's a summary of the work of the committee over the past year.

After kicking off the search process in early fall 2018, the committee had whittled down the candidate pool to three finalists by early March 2019. After much deliberation, the committee made a recommendation to Council for the top candidate. He came on site in March and met with the search committee, Council, and many of our congregation in service that Sunday. We signed a call agreement with a start date in July, a week after Kristi's departure. After multiple delays spanning through July and August, some additional poking around was done and it was discovered that he had actually already accepted another call the weekend before he came out to see us in March. After consulting with our conference and others, it was decided to terminate our call with him in early September.

The search committee quickly reassembled in September and started the process over again. We reset the process as we had learned several things through the initial search and subsequent conversations. We needed to find the best candidate that we could, while also realizing that the candidates were interviewing our church as well. Interim ministers are in very short supply and can be very selective in the congregation they ultimately choose to enter into a call agreement with.

We also changed some of the emphasis of our search criteria to reflect some changes such as the vacancy and ultimate restructuring of the Director of Christian Education role. Our goal was to have someone in by Thanksgiving. While we weren't successful in finding a candidate in that timeline, we were approached by Rev. Sally Train with an offer of bridge ministry while we figured out our next step. How lucky we were. Sally was flexible and willing to work with us in a variety of ways while we figured out how we wanted to continue down this path of ultimately bringing in a settled pastor.

Shortly after Sally came on board, the committee identified an interim candidate and a recommendation was submitted to council. The finalist, Rev. Elizabeth Mitchell Clement, came on site in early December. A decision was made to hire Elizabeth. Elizabeth's expected start date is March 9, and she will be living in the apartment upstairs. We're excited about Elizabeth's interim ministry. She feels very called to interim ministry and specifically to our congregation. She comes highly regarded from her previous churches and has the experience and an approach that will help spur us through the interim and visioning processes.

Looking forward: The work of the committee and the congregation hasn't ended. The committee serves as the pastoral relations committee for the interim pastor and will meet with Elizabeth periodically to both receive and provide feedback. During the interim process, any of you may pass feedback to a member of the search committee. The committee started out with nine members in the fall of 2018 and, as of this report, we're down to five members. We will need to bolster our ranks as we gear up for the settled pastor search in 2020.

Please do consider joining this committee. See Greg Thornhill if you have any questions about the work of the committee, time commitment, etc. Selecting our settled pastor is certainly going to be an incredibly important task in late 2020 or beyond. You can be a part of that process in helping assess what is important to our church and ultimately assessing candidates to find a great match.

Once Elizabeth comes on board, she will be looking to assemble a leadership team to work through the visioning process, a critical component of the interim ministry. This isn't the search team or council. Certainly, members of either board/committee can participate but this is a real opportunity to join a group of folks to really help shape the direction of the future of our church. Please do consider joining that team.