

South Church in Andover, UCC
ANNUAL PROGRAM REPORT
June 1, 2022 - May 31, 2023



Easter Worship - April 2023

Special Congregational Meeting
June 18, 2023

41 Central Street
Andover, Massachusetts 01810
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South Church in Andover
United Church of Christ
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Report of the Moderator

Thank you, South Church, my chosen family

As we look back on the last program year, it's heartening to see the many ways in which we have grown and re-connected as a community.

We welcomed Genna, following her call to serve as Associate Pastor.

We welcomed Dana back from a much-needed sabbatical.

We hosted Renee Manning's ordination, and saw our church building fill with loving clergy from across the region.

We welcomed new members in multiple classes and got to know many more who join us in person or on-line for worship, as well as through our engagement in the wider community.

We welcomed back such cherished in-person events as Ham and Bean Supper, Advent and Lenten brunches, game nights, Beer and Carols, and Theology on Tap, and our pulpit exchange with Temple Emmanuel.

We introduced new events and small groups such as "Which Witch?", our 20s and 30s small group, a second bible study, a children's Cantata "Oh Jonah!", public panels on Food Insecurity and Mental Health among others.

We revised our church by-laws for the first time in 20 years and did the messy work of living into them.

And lastly, we bade fond farewell to friends who enter a new chapter in their lives. Jenn Mazur moved to North Church in Portsmouth last summer and Linda Hacker retires this summer. The one constant is change, and you'll be with us always.

In closing, thank you to the so many who had the courage to serve in an uncertain time, in uncertain roles, with uncertain outcomes lying ahead. It takes bravery to fulfil our vision "to boldly embody god's love and compassion". I have taken courage myself from Matthew 18:20 "For where two or three gather in my name, there I am with them." as a reminder that we are better together.

David Strong

Report of the Senior Pastor

One of the most in-demand courses at Yale University is called, "A Life Worth Living." It is taught by the professor and theologian Miroslav Volf. I have loved Volf's theology since my own days of seminary and this course at Yale has piqued my curiosity. I'm not surprised by the hunger of students to learn, question, and grapple with the most fundamental question of our existence: "How do we lead a life worth living?" And the subsequent questions that flow forth: "What does it look like? What does it feel like? What responsibility do I have to myself, to others, and to the created world?"

I would venture to say that we attempt to explore different aspects of this important question each week in worship. In fact, creating a life of meaning and purpose is the river that runs through all that we do as a church. It nourishes and sustains our work together.

South Church is not a building, a set of traditions, or a litany of bylaws. South Church is a community returning again and again to Jesus' demand to build a life worthy of living. A life where we are responsible for more than ourselves or our personal happiness. A life where we seek goodness, not just for our family, but for all families. A life where we seek awe, wonder, and gratitude in the midst of the despair and injustice of our world.

When our Church Council gathered in the fall for the program year ahead, we gathered around one goal for this year: To build community and reconnect with one another in all that we do. Not only did we see the community in full-force in those packed Fellowship Hall gatherings for the Ham & Bean Supper, Advent & Palm Sunday brunches, the Chili-Cook-off, & Celebration Picnic, but we also saw it in the vitality of our small group gatherings like our Men's Breakfast, Young Mom's Group, Caregiver's Support, Monday Night Book Club, Faith Forum, etc. The more we invest in our relationships with one another, the more we will receive from our experience of church.

With great joy and gratitude, we welcomed our new Associate Pastor, The Reverend Genevieve Hosterman to South Church. Her clear sense of call to serve among us has brought greater wisdom, faith, and hope to our church. Within weeks of her arrival, it has felt like she's always been with us and her enthusiasm and deep love for South Church reminds us every day to look for the goodness of God in our midst.

The great preacher William Sloane Coffin once said, "The prophet's job is to proclaim: Let justice roll down like waters, and righteousness like a mighty stream. *Our* job is to figure out the plumbing." When I became the Senior Pastor of South Church, I did not know that so much of my job would be plumbing. It's not glamorous, but unclogging the pipelines of financial transparency and replacing the rusty valves in the governance structure allow God's love and vibrancy to flow in good and abundant ways. Over the last 3 years, we have undergone the tedious work of re-writing our bylaws so that there is alignment with our vision and mission, as well as the needs and demands of the post-pandemic church. Our Bylaw Team (Marty Mason, Dave Welbourn, Linda Zimmerman, Jennifer Hoenig, & Fran Fink) have labored through drafts, edits, and church-wide feedback. We are deeply hopeful that our new governance structure will allow us to more easily open doorways into service, belonging, and learning at South Church so that more people can participate and engage in ways that feel right for their busy lives.

This summer will bring the bittersweet transition of our beloved Church Administrator. Linda Hacker has worked at South Church for 18 years. In that time, she's worked with 5 different Senior Pastors – that definitely makes her an official saint! We will bless her and mark this life milestone of retirement for her as we express our gratitude for her incredible commitment and care to the people and mission of South Church. She will be deeply missed around our staff table and as the welcoming face of our church, yet we are grateful we will still see her around South Church.

This summer will also begin the preliminary work of our Capital Campaign, as we begin to engage with Ruotolo and Associates on a feasibility study. Together, we will explore our church's hopes and dreams for the next 5-10 years together along with an assessment of our church's building and programmatic needs. After more than 20 years without a capital campaign, we are excited for this opportunity to imagine how God is calling South Church to "boldly embody God's love and compassion" in the world.

Lastly, as the church programming and worship attendance quiets this summer, we know that there is growth and abundance in the 9th season of the Giving Garden, the 4th season of the Farmers Market, and the longstanding tradition of Vacation Bible School and Summer of Service camps.

Thank you for the joy and privilege to serve as your Senior Pastor. I look forward to our 10th year of shared ministry.

Dana Allen Walsh

Report of the Associate Pastor

It has been a FULL and wonderful first year here at South Church–It's hard to believe that this time last year I was not yet ministering among you! This has been a smooth transition, in no small part because of all of the warmth and love and support that has been offered to me by this incredible church (and our staff!). Many of you have met with me to share pieces of church history, answer my questions about committees, and to introduce yourselves and your family.

It is a deep joy to get to know each of you. I think the Psalmist says it best in Psalm 133:1:

“How very good and pleasant it is when kindred dwell together in unity!”

This year, I have had the pleasure of being part of some exciting projects in our church as we continue to regather after a long season of isolation. Some of the highlights in this program year include:

Worshipping with the Edgewood community at their monthly service

Adding a second service of Word and Sacrament at Woodlands, the memory care unit of Edgewood

Working with Cazimi, our artists in residence this fall

Learning and growing with the support of a Clergy Community of Practice

Participating in the Andover Interfaith Clergy Group

Supporting ministries such as our Mission Team, Social Justice Coalition, and our Mental Health Caregivers group

Attending the Green Retreat this fall

Working with Taylor Graffum to develop and run this year's confirmation class

Singing in the South Church Choir (this isn't part of my job but I love it!)

Helping to create a community Mental Health Panel and Resource fair, which inspired the formation of a Mental Health Ministry, where all of the amazing mental health resources that our church offers can be easily found in one place

Working with Rev. Dana Allen Walsh, David Strong, and the bylaws team to continue developing our bylaws and our new structure

Celebrating my installation—I cherish the memory of that service and continue to be warmed by the love you all have shown me

Leading a lenten book study on Braiding Sweetgrass in Faith Forums

Developing a Lenten Guidebook to help foster spiritual reflection in the season of Lent

Establishing a 20s/30s ministry group where young adults can get to know one another and build community

Receiving the wisdom and support of my SPIRIT team, which is made up of a team of incredible SC members

Enjoying a number of beloved South Church traditions, including Weekend of Service, the Ham and Bean dinner, Advent Brunch, Palm Sunday Brunch, and the Chilli Cookoff!

As South Church moves into the future, I could not be more happy that the Spirit has brought us together.

I am blessed by this warm and wonderful community, and a phenomenal staff who I am lucky to call colleagues and friends. I look forward to our future, as we seek to boldly embody God's love and compassion together!

Yours in faith,

Genna Hosterman

Report of the Minister of Visitation

These past 13 years with you have confirmed the call I felt when accepting this part time position in March 2010.

My official job description is to assist and represent the senior pastor, associate pastor, and South Church in assisting with the coordination of pastoral care and visiting needs. This involves visits to hospitals, nursing homes and members' homes, and working in collaboration with the Deacons' Care and Calling committee.

Some highlights of the past year have included:

Facilitating the Prayer Partners Ministry, (our own South Church Intercessory Prayer team)

Coordinating the monthly worship and communion service at Edgewood

Participating in the South Church Choir and singing for Edgewood services

Assisting the pastors at the monthly communion service for The Woodlands

Praying and visiting with members of the church in the hospital, nursing homes or in their own private residences

It has been my privilege to serve with you in the ministry of South Church this past year. A special word of thanks goes to Dana Allen Walsh, Jennifer Mazur, and Genna Hosterman for their support, encouragement, and leadership. It has truly been a joy to be a part of the outstanding and caring staff and to have my life touched in such tender ways by the congregation of this beloved church.

Your sister in Christ, Sherry Tupper

Report of the Minister of Music

Your word is a lamp to my feet, a light to my path. -Psalm 119:105

South Church Music Ministry: Walking the Path in Harmony

Psalm 119 has been our guiding scripture for the year, and the Music Ministry has kept these words in mind as we navigated a full return from pandemic life. We could feel God's light shining on us as we rebuilt our ensembles, and felt God's invitation call as we welcomed many new faces in each of our groups (can you imagine a Sanctuary Choir rehearsal with SEVEN tenors? Talk about seeing God's light shine!). We have been filled with great gratitude for all the opportunities that have been given to us!

With God's light showing us the way, we continue many of the great traditions of South Church. The Sanctuary Choir leads worship each week with their inspiring song, South Church Ringers lift our spirits, The Bee Suite choirs teach us the depth what hope and praise really mean, Crossroads strengthens and restores us, our instrumentalists fill our hearts with peace and joy, and our congregational singing reminds us that all of us belong, *really* belong.

The Music Team has led us through several new and creative programs this past year as an outreach into the greater community, all of which were very successful. The Sanctuary Choir, along with brass quintet, organ, percussion, and The Bee Suite choirs, led a Christmas Pops concert in November to usher in the seasons of Advent and Christmas. South Church Ringers hosted the first-ever Andover Bell Festival with Faith Lutheran Church and Trinitarian Congregational Church. The Bee Suite offered a cantata on Mother's Day, presenting the story of Jonah and the Whale through song and movement. The Music Team, with the help of our Musician in Residence Jessica McCormack, presented three weekday concerts in Lent in a series entitled "Listen Before Lunch," with a help from a grant from the Andover Cultural Council. Michaela Barczak, our Director of Youth Choirs, has been a force of both leadership and support in our Music *and* Youth ministries, constantly creating bridges between the two and opportunities for all.

South Church Ringers took great strides this year, welcoming many new ringers, augmenting our group by about 40%. They were so inspired by the Andover Bell Festival in November that they decided to attend the Handbell Musicians of America Massachusetts Spring Ring, and will attend the HMA Area 1 Festival Conference, June 23-25, in Worcester. Not only are our ringers musicians taking huge strides in their musicianship, but they are representing South Church in the greater musical community – and they are doing it very well! They make me proud every week!

As we look ahead to the coming year, we know that will continue to walk the path in harmony. We will continue to sing, ring, drum, clap, and listen to the ways in which God is speaking to and through us. We are planning another springtime cantata from The Bee Suite, our annual Halloween Organ & Light show, a beautiful Christmas service with the Edgewood Retirement Community, and are very excited to announce that we have been asked to offer music for the Methuen Memorial Music Hall's Open House on December 1 (this is an honor!). To quote the hymnist Jonathan Malicsi, "Let all our souls shine out with God's beauty, let all creation feel our love for God. For it is God who inspires and uplifts us, from whom flows all rhythm in our dance. O Lord, we sing with joyful hearts!"

Grace & Peace,

Cathy Meyer

Report of the Minister of Youth & Families

*Blessed are the noticers. The ones who see the story in its fullness.
Blessed are the attenders. The witness-bearers. The story-holders....
Blessed are the ones who stand close enough to say: "BEHOLD."
Behold, this is their love....
Behold. This is not a problem to be solved. This is a person to be loved.
And how lucky are we?
These people.
These loves.
These precious, precious days.
Thanks be to God. – Kate Bowler*

What a blessing it has been to bear witness to the lives of the young people of South Church. What a blessing it was to witness the deep joy that came alive during VBS with 44 children and youth. What a blessing it was to witness the

hard work and dedication of 91 youth that was the heartbeat of SOS. What a blessing it was to hear the unexpected responses to the children's messages. What a blessing it was to witness the ways that the Sunday School teachers creatively teach and communicate. What a blessing it was to witness the consistent laughter and deep conversations at middle & high school youth groups. What a blessing it was to witness families' excitement as we embraced the spirit of Advent during advent wreath making. What a blessing to witness the unity and servanthood of 28 mission trippers in Keezletown, Virginia. What a blessing it was to witness the dedication of our 7 confirmands as they learned and wrote their own statement of faith. What a blessing it was to celebrate our graduating seniors as a new chapter of their stories begin.

What a blessing it is to see the kids of all ages embrace this church as their home as they run around the halls at youth group, as they guide parents to fellowship hall for a cookie, as they lead worship, as they give of their time and gifts. What a blessing it is to not do this ministry alone but alongside over 30 adult volunteers (over the year) who have given their time to bear witness and stand by our children and youth and say "*Behold.*" Behold these beloved children of God who we have the blessing of knowing. Behold the gift they are to the church. Behold the intergenerational ministry that happens every week. Behold this loving community of adults who bless the youth and youth who bless the adults.

Taylor Graffum

Report of the Faith Formation Ministry

The Faith Formation Ministry encompasses Faith Formation activities for all ages.

Youth & Family Faith Formation Team (YFFFT)

This year, the Youth and Family Faith Formation Team (YFFFT), worked to ensure that our **Middle School and High School Youth Groups** had adult chaperones/volunteers each Sunday afternoon and that our **Sunday School** teachers had classroom mentors/assistants to support them and enable them to also attend worship on a regular basis. The team also organized several **faith-based youth/family events** throughout the year including: 3rd grade bible breakfast, Weekend of Service Youth Group activities and overnights, Advent wreath making, Easter egg hunt and petting zoo, Confirmation breakfast, High School Seniors breakfast and end of year Sunday School Sundae celebration.

YFFFT also partnered with Little Heroes Home (in Dracut, MA) for children in foster care, connecting our congregation to the needs of these children by providing Halloween costumes, Christmas stockings and Valentine's Day gift bags.

This year's **Confirmation Class** met throughout the year with Genna and Taylor, sharing dinners and building their faith together. We had seven 9th grade students confirmed this May.

Thank you to our volunteer Sunday School teachers: Sue Conners (1st/2nd), Jay Hudak (1st/2nd), Lynne Piekarski (PK/K), Jennifer Priest (3rd/6th) and Julia Rutherford (3rd/6th) and to our staff teachers: Katy Dupuis (Nursery), Jackie Geraci (PK/K), Alexis La Tour (Nursery) and to all the volunteers who make our youth programs possible.

Thank you to our YFFFT members: Stephanie Aude and Jen Beers (co-chairs), Heather Abourjaily, Lisa Anderman, Carolyn Finlay, Jennifer Hoenig, Jay Hudak, Ben Li, Heather Saniuk and Heather Shows.

Self-Guided Youth Faith Programs

The **Vacation Bible School (VBS)** and **Summer of Service (SOS)** programs (Summer 2022) were well attended with over 100 children and youth participants. The theme of VBS was Storytellers. Everyday participants learned one story which was explored and reinforced through a variety of activities including art, science, music, sports – and even snack! VBS started and ended each morning with music in the sanctuary— led by Cathy and her 3 children singing, playing instruments, and teaching sign language as participants learned new songs, the theme of the day and shared jokes. SOS was a great success as we partnered with 14 organizations to make a difference in the community. We are so grateful to the upperclassman/councilors who made each week run smoothly.

Thank you to our summer interns Ella Abourjaily and Eddie Stump whose work helped make these programs run, as well as our many volunteer youth and adult leaders.

This year's **Mission Trip** (April 2023) for High School students to Keezletown, Virginia was our second since the pandemic and the magic is still there. This year's theme was "In All Things" which was an invitation to see God in all

things. The 19 students conducted needed construction projects, including building a wheel chair ramp for an elderly homeowner in one day, and had their needs filled with fellowship, community and connection. Thank you to our Mission Trip planning team: Mark Aude, Marc Henderson, David Strong, Kathleen Curry, Barbara Holbrook and volunteers: afore-mentioned folks, plus Jeff Michael, Emily O'Hara and Andy Pelt. This experience would not be possible without this group!

We would also like to acknowledge the leadership of Taylor Graffum in all the afore-mentioned youth programs and thank her for the thoughtfulness, joy and love she brings to her work at South Church.

Self-Guided Adult Faith Programs

Faith Forum – Bill Schroeder and Janet Clarke

Faith Forum has continued to be a strong and sustaining community. The group gathered faithfully every Sunday morning (both online and hybrid) beginning with a check-in at 8:30 and a planned program starting around 8:45 a.m. Faith Forum has provided a safe place to share joys, concerns, and struggles in addition to stimulating discussions on a variety of topics of interest to the group. A core planning team made sure that many members had opportunities to lead the Sunday forums. Below is a sampling of topics.

- Climate Change, Climate Justice
- Book - Braiding Sweetgrass: Indigenous Wisdom, Scientific Knowledge and the Teaching of Plants
- Book – The Gift of Years: Growing Older Gracefully
- Racism Issues
- And other topics that invite interest and reflection

Faith Forum invites all to join every Sunday morning except during the summer months when the group goes on hiatus.

Theology on Tap (ToT) – Kristie Nardini and Steve Cortner

Theology on Tap started up again in March of 2023 and there has been a monthly gathering at local breweries and restaurants since then. This has been a wonderful opportunity for us to spend quality time together outside of church while also discussing interesting theological topics. The group has enjoyed the casual atmosphere and the meaningful conversations. We look forward to growing our group and deepening our connections!

Friday Night Bible Study – Duncan Pyle

The Friday Night Bible Study group has continued to meet once a month rotating hosts as each feels comfortable having 10 to 15 people in their homes. This Bible Study group came into being several years ago as a spinoff from a Book of Acts Bible Study. The success of this self-guided group is the social and spiritual community it has engendered. This year, the group's topics included "Who is God?" as portrayed in the Book of Genesis and the topics of forgiveness and service throughout the Bible. The Friday Night Bible Study group works best as a small group where openness and trust go hand in hand.

The Friday Night Bible Study template is a monthly gathering with the first half hour being a fellowship time before moving into the topic of the evening. Key to starting a new group is finding a leader(s) who will invite others to join by making personal invitations.

South Church Library – Carol-Georgine West

Over the year, the library has added some wonderful new books to its collection to meet the different needs of our church family and the different church ministries. Lists have been printed in the newsletter and on the church website. The Suggested Summer 2023 Reading List includes a variety of titles, older and more recent acquisitions, to hopefully pique your interest on a long, lazy summer day. Book suggestions for our collection are always welcome. Come in and browse and see what we can offer for your faith journey.

South Church History - Char Lyons

The Cemetery database continues to be a great source of information for genealogy researchers. During the year, anywhere from 6-10 parties come to visit the cemetery, at least once a month we get inquiries. Char regularly updates the database with new information with these exchanges.

Char completed her 100th "Did You Know" article, which shares our ye olde past with what we can relate to today. Contributing to Sunday School lessons or contributing to the Andover Center for History and Culture, our history never 'gets old.'

In Faith, Stephanie Aude (Chair) and Jen Beers (Co-Chair)

Report of the Spiritual Life Ministry

The Worship Ministry was renamed Spiritual Life to show that it encompasses both the many ways that we worship God and share God's love in our community.

This past year has been a time to live into our new bylaw and ministry structure and several changes were made throughout our first year. The newly formed *Worship Deacons* started with the familiar roles of reading the Sunday morning Scripture and then serving Communion in the pews in October for the first time since Covid! They are also providing support at funerals and baptisms. This group is continuing to define its role with the pastoral staff to make it a valuable role within the church. The *Care and Calling Deacons* are also now part of Spiritual Life and they have done a fabulous job of the important role of keeping touch with many members of our congregation who are either unable or not yet ready to return to the sanctuary. Their outreach has included many cards, letters, holiday plants delivery, transportation to doctors' appointments and meals when requested.

Our enhanced technology has increased the visibility of the *A/V and Sound* teams to all, whether worshipping remotely or in person. We are grateful to this dedicated group for their attention to the details that make for an enhanced worship experience. The role of *Digital Deacon* has enabled prayers from our virtual worshippers to be brought to the inperson congregation and provided support to those attending worship online. We continue to look at ways to reach out to our virtual congregants to encourage them to take part in the full life of South Church.

Ushers and Greeters roles have also returned to their important roles of being a welcoming and helpful group for returning and new church attendees. *Acolytes* are back also and it is a joy to see this role for our youth.

The *Music Committee* is also part of the Spiritual Life team; see the report of the Music Minister for all the details.

The *Flower Committee* continues to brighten the sanctuary with flowers weekly and special displays during the holidays. Flowers are still delivered many weeks to different members of the congregation.

We have found that a little more advance scheduling of our volunteers and teams provides a less stressful experience for both staff and those filling our roles. We will continue to explore the best balance of our new structures and adapt where needed, knowing that the goal is to provide meaningful worship and faith experiences for all members.

Kathleen Curry, Donna Stewart, Chairs

Report of the Delegates of the Northeast Association

The Annual Meeting of the Northeast Association of the SNEUCC was held May 7, 2023 at the First Congregational Church, UCC, Georgetown.

The business meeting was quickly accomplished with the unanimous passage of the Moderator's report, the balanced budget and slate of officers and committees, noting remaining openings for the Registrar and two lay openings on the Committee on Formation.

A worship service followed with entertainment by the home church "oompah" band.

The Rev. Heather Ramsey Mabrouk, program director of the Center for Transformational Leadership gave a presentation and led a discussion titled, "The Church Life Cycle". A cycle from Birth and vision, Growth, with relationship building, Stability where there are healthy cycles of redefinition, redevelopment, and rebirth, with supporting programs. Stability may be followed by decline and eventually more decline with management and death if unable to find new vision and rebirth. Many churches today are in the death stage, as congregation's numbers decline, managing death in a healthy way, to reinvest their resources, both monetary and physical property in a manner to provide a legacy for the congregation.

Heather asked groups of people to discuss what stage your church was in. We classed South Church to be in the "Sustained growth" mode. Fellowship time followed the meeting with time for friends from the Association.

Submitted by Janet Clarke and Lindsey Pacios, delegates to the NEA

Report of the *Delegates of the SNEUCC*

Lindsey Pacios and Susan Henke had the privilege of attending the Southern New England Conference of the United Church of Christ (SNEUCC) annual meeting on June 18, 2022 as delegates from South Church. SNEUCC consists of the UCC churches in Connecticut, Rhode Island and Massachusetts. The meeting was held virtually and consisted of times for worship, musical celebration, exchange of ideas and information in break-out sessions, election of directors and officers, speakouts, and recognitions. We enjoyed hearing Rev. Darrell Goodwin, Executive Conference Minister, and many other conference leaders and members. The keynote address was given by Rev. Patrick Duggan, Executive Director of the UCC Church Building and Loan Fund on Entrepreneurial Ministry and churches reimagining building usage to creatively connect with their communities. It was fascinating to hear the ways churches are making an impact, particularly in the poorest communities, by using their property, buildings, and money “to live out who we are” and partnering with local businesses and institutions. In the closing, Rev. Goodwin gave the charge to Build Foundation, Build on Radical Inclusivity, “Be Relevant, Be Transformed and Transformative, Be Prophetic”. We look forward to attending this year’s annual meeting which will be held in person on June 17, 2023.

Lindsey Pacios, Janet Clark and Susan Henke

SNEUCC delegates

Report of the *Nominating Team* **(*Human Resources Ministry*)**

On behalf of the Nominating team, it was so good to engage with, and hear from, so many people during the nominating season this year. We truly appreciate the thoughtful and prayerful consideration everybody put into the decisions whether they accepted a nominated position or not. Also, we recognize and appreciate the many people who are on self-guided teams who are part of the lifeblood of South Church but are not shown on the nominated slate. Thanks be to God for all of you.

If a nominated position was not the right fit for you at this time, due to your schedule or life circumstances, we encourage you to stay connected and reach out to the Nominating team to explore other opportunities to engage. South Church provides so many opportunities to connect and share God’s love. We are here to help you serve in any way that feels right to you at the right time.

See the slate on the next page.

Nominating Team Report June 2023

Moderator: David Strong	Treasurer: Janna Roop	Clerk: Wayne Shaw			
Spiritual Life Ministry	Donna Stewart (2024)	Ben Li(2025)	Finance	James Bossieux (2024) Liss Sellers (2024)	Scott Corning (2025)
Care and Calling	Meredith Moody (2024)	Janna Roop (2024)	Investment		Lenore Price (2027)
	Eileen Fogue (2024)	Robin Murray (2024)			Ron Hill (2029)
	Peg Little (2024)	Judy Olmstead (2024)			Ted Jenkins (2025)
Worship Deacons	Joe Bezio (2024) Marge Chiafery (2024) Kathleen Curry (2024) Janice Hill (2024) Betsy Hopkins (2024) Steve Longo (2024) Serena Manning (2024) Linda Mesler (2024) Linda Zimmerman (2024) Kath Mason (2024) Emily O'Hara (2024) Janet Clark (2024) Bob Tigelaar (2024)	Martin McGrath (2025) Rachel Combs (2025) Dave Floreen (2025) David Pace (2025)	Annual Giving	Hooks Johnston (2024)	
New Members	Dave Van Arsdale (2024)			Kate Jagger (2024)	
	Ellen Van Arsdale (2024)			Bob Tiegelaar (2024)	
	Joe Bezio (2024)		Giving Coordination	Jennifer Bouchard (2024)	Eric Stubenhaus (2025)
	Polly Pyle (2024)		Sunday Offering Coordinator	Martin McGrath (2024)	
Music	Janna Roop (2024)	Vic Olmsted (2025)			
Faith Formation	Jen Beers (2024)	Chris Ouimet (2025)	Human Resources	Vicki Hoyt (2024)	Shad Flagg (2025)
Youth & Family Faith Formation Team (YFFFT)	Heather Shows (2024)	Valerie MacKenzie (2025)	HR Team		Tim Smith (2025)
	Heather Saniuk (2024)	Stephanie Michael (2025)	Nominating	Susan Henke (2024)	
	Jennifer Hoenig (2024)	David DiGiammarino (2025)		Dave Jagger (2024)	
	Lisa Anderman (2024)	Allison Osgood (2025)	Delegates - Northeast Association	Willa Rapp (2024)	
Community Service	Amy Joyall (2024)	Greg Galat (2025)		Janet Clarke (2024)	
Missions	Alyson Shaw (2025)	Laura Rex (2025)		Steve Longo (2024)	
	Ann Marie Cortner (2024)	Cheryl Kraley (2025)		Lindsey Pacios (2024)	
	Rachel Daniels (2024)	Cindy Ozirsky (2025)	Delegates - Southern New England	Susan Henke (2024)	
				Janet Clarke (2024)	
		Samantha Day (2025)		Lindsey Pacios (2024)	
		Laura Jordan (2025)			
Facilities	John Wiggins (2024)	Brenda Bryan (2024)	Congregational Life		Jan Holden (2025)
	Dave Meldrum (2024)	Page Bouchard (2025)	Fellowship	Kristie Nardini (2024)	
	Tim Ozirsky (2024)	Char Lyons (2025)			Casey Russo (2025)
	Steve Cortner (2024)	Emily Strong (2025)			Jasmine Russo (2025)
	Vic Olmstead (2024)				Alex Schuck (2025)

***Minutes of the Special Congregational Meeting
South Church in Andover, United Church of Christ
Sunday June 12, 2022***

A Special Congregation Meeting was held in the Church Sanctuary and online via Zoom. After Bonnie Ziegler, Clerk recognized a quorum in the sanctuary, David Strong, Moderator called the meeting to order at 11:27AM on June 12, 2022.

Opening Prayer

The meeting was opened with a prayer.

Celebration of the Program Year

David Strong reviewed the high points of the year, including:

- Welcoming Taylor Graffum as Minister of Youth and Families
- Launching four children's choir programs
- Introducing pronoun sticker for name tags
- A well-attended All-Church Picnic
- The celebration of Reverend Jenn Mazur's ordination
- A restart of the Youth Mission Trip
- Our Spring Artist in Residence Rachel Long
- Work by our Social Justice Coalition
- Completion of the Habitat Project on Lupine Road
- 15 separate food and supply drives

Governance Continuation

The By-Laws drafting committee presented a review of the key learnings and feedback they have collected. The committee put forth to the Congregation the following motions

Motion One - Governance Continuation

Vote to continue governance under the bylaws approved by the congregation on June 28th, 2020 until the January 2023 congregational meeting, at which time the content of the amended and restated bylaws will be presented and voted upon.

This was unanimously approved.

Motion Two – Authorization to use Draft By-Laws

Vote to authorize Church Council to start exploring the use of the amended and restated bylaws being drafted by the By-Laws Drafting Sub-Committee with the intent that a final version of the amended and restated bylaws may be presented and voted upon at the January 2023 congregational meeting.

This motion was approved with one abstention and no votes against.

2022/2023 Nominating Slate of Chairs and Assistant Chairs of Ministries

Amie Hellauer of the Nominating Committee presented the nominating slate for approval.

Concern was raised regarding the absence of a candidate for Treasurer. While members mentioned they were confident that someone would accept the treasurer role, it was suggested that perhaps a separate motion should be made to report the treasurer position and vote on it. The Moderator said that Chuck Crockett would continue as temporary Treasurer until the position is filled.

Concern was also raised that an audit has not been conducted recently. The Moderator answered that a firm has been contracted to do the audit, which he felt should remove that concern.

Motion Three - Acceptance of Nominating Slate

To accept the Nominating committee slate of Chairs and Assistant Chairs of Ministries, as well as Moderator, Treasurer and Clerk.

This motion was approved with 2 abstentions.

Closing

Having no further business, the meeting closed at 11:55AM with a prayer.

Wayne Shaw, Clerk

Minutes of the 312th Annual Meeting

South Church in Andover, United Church of Christ

Sunday February 5, 2023

The 312th Annual Meeting of South Church in Andover was held in Church Sanctuary and online via Zoom. After Wayne Shaw, Clerk recognized a quorum of 50 voting members in the Sanctuary and on Zoom, David Strong, Moderator called the meeting to order at approximately 11:15 AM on February 5, 2023.

Minutes

David Strong welcomed the Congregation remarking on the lovely service we had just experienced. He then opened the meeting with a prayer.

Recognition of Member Anniversaries

David recognized our five 50-year members and then went on to recognize our 40, 30, 20 and 10 year members. He then went on to recognize the 39 people who have joined the Church since March of 2020.

Year in Review

David remarked that our theme for the year was reconnect. In the midst of the messy business of reconstruction of our governance model. He then introduced the year and review slideshow created by Nora Pelt.

Church Budget and Annual Giving

Highlights

David reviewed the Highlights in the 2023 Budget

- Staff - 5% increase for compensation
- Programs - Return to 2019 levels
- Facilities - 14% increase year over year
- Missions - 5% increase in budgeted support

Laurie Sarota clarified that of the \$112K budgeted for Missions Giving on \$50K is budgeted.

2023 Pledge Campaign

- Total pledges are up \$12K over 2022
- Mean increase of 7% of pledges over 2022
- 12 new first-time pledgers
- Five-year trend shows consistent decline in Congregation size and number of pledges

Facilities Update

Brenda Bryan gave the update from the Facilities Ministry. She opened her remarks by thanking our Facilities Manager Andy Brien for all of his work on behalf of the Church this past year. She went on to identify three large projects the Facilities team wants to take on to maintain the Church.

- Sanctuary Windows
- Sprinkler Systems
- Steeple Repair

These projects have an estimated cost of \$950K and can not be covered by the \$11K we historically put in the building reserve each year. We are talking about a Capital Campaign to cover the costs of doing these projects. Grants are also being applied for. In addition the facilities team has asked for an additional \$50K this year to make up for the backlog in maintenance activities.

Questions:

Mark Bohrer - Any idea when the Capital Campaign will start?

David replied we are forming a team now with the hopes of starting in 2023.

Peggy Karns - Asked what parts of the Church will be covered by the sprinkler system and asked why it was not done as part of the Sanctuary Repair?

Andy replied we are planning on redoing the entire old section of the building including the Sanctuary. There will also be some additions to the sprinkler system in the newer part of the building. Installation in the Sanctuary at this time is not an issue as the ceiling is not a big deal as it is accessible from above. We have a study going on to ensure that we get consistent bids from contractors.

Missions Update

Greg Galat gave an update on Missions Support by the Church in 2022. His slide highlighted the \$115K in giving the Church made last year and pointed out the additional things we have done for our Mission Partners. This year we gave Neighbors in Need 255 gift cards, 'a ton of food' and countless service hours. At ABC house we had several Service Days and heard their stories from our pulpit. Our breakout is 50% local, 25% national and 25% global. Our impact is felt around the world. He went on to highlight that the majority of our Missions comes from our weekly collections. Our Missions Team is doing an exceptional job vetting out these Monthly mission partners. There is a small increase in budgeted missions this year, to bridge the inflation gap we are seeing in food costs associated with providing meals at Bread and Roses. Additionally, there is an increase in our giving to Honduras Hope to raise them to the same level as our other international partners.

Budget Summary and Motion To Approve

David went on to the break out of Annual Giving and how it is allocated to separate funds including the General Fund. He then went on to break out the Income and Expenses of the General Fund. Finally, he explained that for 9 of the last 11 years we have forecast a deficit in the budget. In 7 of those 11 we actually achieved a surplus. The key takeaway is that we often forecast scarcity and in practice experience abundance. This is some combination of additional income and responsible spending on the part of our staff.

Questions:

Martin McGrath - Asked how we were going to increase the funding for the building reserve?

David said that the we have a significant operating reserve and that Council will look into funding the building reserve as part of its February meeting.

Jan Holden - Wanted to recognize the Trustees of the Trust Fund for their commitment to the societal, economic and governance equity in our investments.

Vote: The 2023 budget was moved to a vote for approval.

David Strong stated that the vote was unanimous and declared the 2023 Budget Passed.

By Law Update

Jen Hoenig updated the Congregation on the state of the new bylaws. We have a strong draft document that will be presented to the Congregation at our June Meeting.

Vote: Continue Governance under the Draft Bylaws

1. Vote to continue governance under the bylaws approved by the congregation on June 28th, 2020 until the June 2023 congregational meeting, at which time the content of the amended and restated bylaws will be presented and voted upon.
2. Vote to authorize Church Council to continue the use of the amended and restated bylaws being drafted by the By-Laws Drafting Sub-Committee with the intent that a final version of the amended and restated bylaws may be presented and voted upon at the June 2023 congregational meeting.

The motion being moved and seconded a vote was called and approved via a voice vote. David thanked the By-Laws team for working in an ambiguous space. He thanked the Council for stepping into these leadership roles while we work through the By-Laws.

Jan Holden - Asked that the current version of the By-Laws be posted. David said that we will post them.

Green Team Update

Mark Bohrer co-chair of the Green Team

Having no further business David Strong declared the meeting closed. Reverend Dana Walsh thanked David for his work as Moderator and offered a prayer of blessing for the 312th Annual Meeting of South Church.

Wayne Shaw, Clerk