



ANNUAL REPORT
Fifty-Eighth Annual Meeting
February 11, 2018

Church of the Nativity
45 Howard St., Northborough, MA 01532
www.churchofthenativity.org *508-393-3146*

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NOTICE

The Fifty Eighth Annual Meeting of

CHURCH OF THE NATIVITY

45 Howard Street, Northborough, Massachusetts

will be held in the Parish Hall on

SUNDAY, February 11, 2018

AT 12:00 AM

The order of business will include:


The receipt of Annual Reports

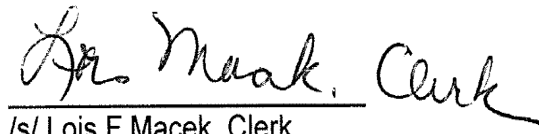
Presentation of the Budget for 2018

The Election of the following officers and delegates:

Senior Warden	(elected annually)	One Year
Junior Warden	(elected annually)	One Year
Treasurer	(elected annually)	One Year
Clerk	(elected annually)	One Year
Two Vestry Members		Three Years
One Vestry Member		Two Years
One Vestry Member		One Year
Delegates to Diocesan Convention	(elected annually)	Three Adults, One Youth
Alternates to Diocesan Convention	(elected annually)	One Adult, One Youth

Note: A quorum of 10% of the communicants in good standing is required. A voting member must be a communicant in good standing who is at least 16 years old, who has attended worship regularly for at least three months, who has been a financial supporter in 2017 and who has requested membership in writing.


/s/ The Rev. Chad McCabe, Rector


/s/ Lois F Macek, Clerk

Vestry selection at Church of the Nativity is a communal discernment process - both by the parish and the Vestry. Names of members in good standing can be submitted by parish members at any time to any Vestry member to be considered as a potential nominee. In winter each year, the Discernment Committee spends time praying through those names submitted, also adding their own submissions. Through discussion and discernment, a list is generated of the best-qualified nominees, given the number of new Vestry members needed in the coming year (determined by vacancies and leadership needs for the coming season). These nominees are contacted by Discernment Committee members, provided information about serving on Vestry, invited to a special discernment meeting, and encouraged to discern God's lead and their own willingness to serve on the Vestry. At the Annual Meeting, the parish votes on these new Vestry member nominees. Vestry members serve for determined terms with a maximum three-year term, renewable by the above process for one additional term. Officers are elected annually for a one year term.

VESTRY CANDIDATES

FOR SENIOR WARDEN: MARY FRANCES ROZAK

Dear congregation,

It is with the utmost humbleness that I submit myself for consideration as your senior warden for the upcoming year. I have been a member at large on the vestry this year and have been a keen observer as well as a participant. I believe one of my spiritual gifts is leadership and I consider myself to be organized and detail oriented which I believe are some of the skills needed for the position. I have a good working relationship with, and great respect for Fr. Chad, as well as the other members of the vestry. This year the vestry began the process of moving towards becoming a more visionary group and away from the former model of having vestry members as liaisons to different ministries. We will be continuing in this vision process and working within the budget presented, to help grow our church creatively, while assisting members within the congregation who step up to lead our important ministries. We the vestry will be committed to listening and responding whenever possible to the needs of the congregation.

I hope to have your support and mostly your prayers as I step forward into this position. I hope you will reach out to me with your thoughts and concerns as well as sharing your joys and hopes.

In His service,

Mary Frances Rozak



FOR JUNIOR WARDEN: TED FLANAGAN

My name is Ted Flanagan, and I've been attending Church of the Nativity since 1975.

In the 1990s, I served two terms as Junior Warden, and later as a member of the Search Committee. I can't overstate the importance of this church and its people in my life, and I would be honored to serve it once again as Junior Warden.

The most important relationships I've made in my life are all in some way connected to this church. I took First Communion and completed Confirmation here. I served for a decade as an Acolyte, from elementary school through high school, and married a girl I met in Youth Group. I grew up attending church with my parents, who were both very active in the parish, and later held both of their funerals here. My three kids were baptized here.

All of these events took place in the church building, which itself has almost doubled in size over the past 43 years, but far more important to me than any brick, wood, or mortar, are the hundreds of people over the decades with whom I've been privileged to share even a little bit of time. Sometimes, I feel like the world has diminishing space in it for small wonders like Church of the Nativity, and I look forward to an opportunity to serve, and be part of her continuing mission.

I work in academia, publishing, and as a Paramedic, and my wife, Jen, and I live in West Boylston with our three kids: Kevan and Brendan, 15, and Ainsleigh, 11.



FOR TREASURER: HENRY TERWEDOW

Nativity has been my spiritual home for many years. It has been an honor and a privilege to serve as treasurer to this wonderful church. I am excited about the work we are doing now and the future of Nativity. This is why I am seeking another term as your treasurer for this next year. Thank you for your consideration. God bless you.



FOR CLERK: LOIS MACEK

Serving Nativity as Clerk of the Vestry is a great way to contribute to the life of the church here. As part of my way of serving I would like to continue to serve as Clerk of the Vestry for another term. Thank you for your consideration.



FOR VESTRY AT LARGE, 1 YEAR: JONATHAN SEVERANCE

Jonathan is seeking a one year term in an "at large" position on the Vestry. He has been a member of Nativity for over 25 years. He served in the Adult Choir for 14 seasons and has been active in the Men's Ministry. Jonathan has worked in global information technology and market research firms for many years. For the last nine years he has been employed at EMC (now part of Dell Technologies), developing a wide variety of certification exams available world-wide. Jonathan has an undergraduate degree in Philosophy from the University of Massachusetts and an MBA from Babson.



FOR VESTRY AT LARGE, 3 YEARS: AMANDA PANIKIAN

Nativity has been my home since childhood, and I am excited to be serving in a new way by joining the vestry! I was raised in the Episcopal church, first at Nativity as a child, then throughout my various cross country moves, and back to Nativity again over a decade ago to serve in ministry. I hold a Master's Degree in Education from Gordon College, am the Program Director at a private special education school, and am mom to 4 kids ages 11-21. I briefly served as Nativity's Children and Family Minister, and have held a variety of leadership positions over the years, both in Christian and secular settings. I bring to the table a strong leadership skill set, a long view of experience at Nativity, a unique perspective as a single mom and former staff member, and a commitment to the people of our church who have loved me well throughout my life. I'm at a place both personally and spiritually where I feel able to serve, and am happy to return some measure of the grace and gifts poured out to me. I'm hoping to contribute from my personal and professional experience, to be an encouragement and honest voice in vision casting and strategic planning, and to grow from the iron sharpening that comes from working together in community (particularly this dynamic group of leaders!)



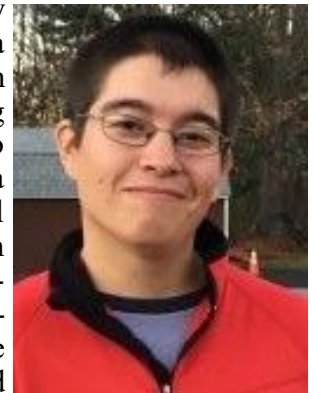
FOR VESTRY AT LARGE, 3 YEARS: DEB HESSEK

My name is Deb Hessek, I have been a member of Nativity for over 26 years and during those years I have served in many ministries including senior Warden, Sunday school superintendent, prayer ministry, youth group leader, evangelism, refuge ministry, Godly play teacher and outreach committee. I feel I can bring some insights from these diverse aspects of the church to help bring Nativity to where God is calling us to go in the future. Nativity is not just what we have been in the past but we need to listen and seek where God is calling us to be now and in the future. We are blessed with people who have many gifts from God and we need to use these to grow God's church. Nativity church is not just a building but also God's people working to follow Jesus and His teachings. I feel that I can be an instrument used by God on the vestry to help us navigate Nativity into the future.



FOR VESTRY AT LARGE, 2 YEARS: AARON TING

My name is Aaron Ting. I am 31 years old, living in Northborough, MA with my wife, Cara, and daughter Samantha. We have been coming to Nativity now for about a year and a half (since August 2016). During my short time here at Nativity, I've been in search of opportunities to serve in the church. Last year, I joined the marketing committee, which provided me with an initial experience to see the enthusiasm that so many of you have in this community for Nativity. I would like to continue being a part of that and do much more. That is why I would like to join the vestry. I feel called to support Nativity's future growth and prosperity. As part of the vestry, I wish to continue working with the marketing committee as I believe this pursuit is paramount to Nativity's success with the vision to become more recognized in the community and continue growing our congregation. In tandem, I'd also seek to work with the many community outreach programs we have here at Nativity. While, I've not had much direct experience with these, I have a great deal of experiences with volunteer opportunities in various communities, i.e., spring cleanups, habitat for humanity, etc. I thank you for your consideration for this position. God Bless.



FOR VESTRY AT LARGE, 2 YEARS: LYNN DEANGELIS

I considered myself a Christian 19 years ago when I started attending Nativity in October of 1999, but it was here that I accepted Jesus as my Savior and my faith really began to grow. I have served Nativity in many ways; as a Sunday School Teacher, on Altar Guild, Vestry, Prayer Team, Interim Pastoral Care Team and now as the coordinator of the Prayer Chain.

Since our search for a new pastor began my prayer for Nativity has been that we as a church would seek God's heart and His direction. As I have prayed for our current Vestry I have felt an invitation from God to submit my name for a position on Vestry. As I discerned this call, I found confirmation that this is the right time for me to serve in this way and am excited to see what God is going to do in this new chapter of Nativity's history.



***Fifty-Eighth Annual Meeting
Church of the Nativity, Northborough
February 11, 2018 12:00AM***

Call to Order with Prayer

Minutes of Annual Meeting 2017

Rector's Report

Ministry Reports

2017 Financial Report

2018 Ministry Budget

Election of Leaders

Further Business

Appreciations

Closing Prayer & Adjournment

CHURCH OF THE NATIVITY, NORTHBOROUGH, MASSACHUSETTS

MINUTES OF THE FIFTY-SEVENTH ANNUAL MEETING – FEBRUARY 12, 2017

The Annual meeting was called to order at 12:00 noon. Fr. Chad opened with prayer. A quorum was declared with 49 members in attendance.

Bruce Reilly briefly shared how we as family of Nativity have come full circle over the past year and it is a new day and new beginning for our congregation and it is now time to do our job and live the message of our profile working with Fr. Chad.

It was moved, seconded and passed unanimously that all written reports in the Annual Report be accepted as written and presented without ministry comments.

“Our expectations” presentation shared by Fr. Chad. Fr. Terry’s message given during Fr. Chad’s installation was re-emphasized. “It is not about me, it is not about you, it is about all of us.” It was encouraged for us to be listening and watching and being the “Church Gathered”, the body of Christ in worship. In building His kingdom and helping people get connected Fr. Chad discussed the following areas in his presentation:

Spiritual Formation: to help us grow in our faith.

Life Groups: to begin offering more group opportunities for members.

Faith in Action: Be more involved with outreach and needs around us, particularly Refugees.

Nativity Preschool: currently 3 families of the Parish have children in the school. Begin connecting with Nativity Preschool community to create opportunity for parents and children to engage with us.

Community Engagement: create events and activities to welcome the community to know us.

Christian Formation: Process of growing, adjusting and being open to Stewardship, time, talent and treasure

Fr. Chad ended his presentation by sharing his goal for us to be building a new facility in three years

Financial Reports: The 2016 Annual Report was presented and reviewed by Henry Terwedow.

The 2017 Financial Budget/Report was prepared by Dick Jubenville and finance committee, previously approved by the Vestry, and was presented to members.

There were discussed concerns from members regarding the \$25,574.48 deficit, due to lower pledging units from the previous year.

Tony Rea, head of Stewardship, shared that current members not pledging would be approached and invited to make a pledge commitment. It was also discussed that new members coming into the church were likely to pledge as well. These pledge increases would help minimize the current deficit.

It was emphasized that Nativity has experienced deficits in previous years and that with Faith, God would provide as He has faithfully done in the past. It was clarified that finances would be monitored tightly, adjusted as necessary and updates would be provided to the members on a quarterly basis.

Concerns for access to minutes and Treasury reports was expressed by members, it was clarified that minutes and reports are posted on the Bulletin board located on the ramp by the restrooms. It was also explained they would be accessible on the new website under the members page.

Continued on page 7

Vestry Positions and nominations was presented by Bruce Reilly. All current Executive Officers had agreed to return for another year of service. It was identified by members that there was no open invitation or discernment for members regarding interest in serving on the Vestry in either the Executive or other open position opportunities.

It was discussed with the arrival of Fr. Chad and the many ongoing transitions for the Church and Vestry in particular (adjusting to changes in leadership structure from task oriented to strategic planning) the discernment process for those interested in serving was an oversight by both the Vestry and members of the Parish.

Consideration for serving on the Executive board was opened, there were no expressed members who presented interested. It was agreed that the current Executive Officers would remain for another year. It was also agreed that a meeting would be called in a month to allow interested candidates to come forward for the current open Vestry-at-large position.

The slate for the Executive members to remain for another year of service was motioned, seconded and passed with the exception of one abstained vote.

Senior Warden: Bruce Reilly, (one year term)
 Junior Warden: Sue Roche, (one year term)
 Treasurer: Henry Terwedow, (one year term)
 Clerk: Lois Macek, (one year term)

It was then moved, seconded and passed unanimously for remaining Vestry-at-large member to continue and that the open position would be voted upon next month after a time of open discernment was provided to the members and they would be presented for the members vote.

Vestry-at-large: Sheryl Brower (three year term)

Vestry-at-large: Open

It was motioned, seconded and unanimously approved by members for the presented slate of nominees for 2017 Convention Delegates:

Convention Delegate Vestry:	Nancy Kimball
Convention Delegate At Large:	Barbara Strom
Convention Delegate At Large:	Karen Emery
Convention Youth Delegate:	Open
Alternate Convention Delegate:	Becky Mangus
Alternate Youth Delegate:	Open

Acknowledgements:

Retiring Vestry Member-At-Large, Marge Carlson, was presented with a Gift from Fr. Chad and Vestry expressing our deepest appreciation for her committed support. Parish Administrator, Cindy Loverin, was presented with a financial gift from the Parish to express our appreciation for her dedicated service to our family of Nativity.

With no further business, the meeting was adjourned with prayer at 1:30 p.m.

Respectfully submitted,

Sheryl Brower on behalf of Lois Macek, Clerk

ADDENDUM: A brief meeting was held on March 12th, during the simple social in which Mary Frances Rozak was presented and voted in as our newest Vestry member to serve a three year term. There was no other business addressed at that time, and the meeting was adjourned.

PASTOR CHAD'S ANNUAL REPORT

Dear Family in Christ,

As your Pastor I would like to share with you the excitement and joy of the last year and times to come. But first I want to talk about the road we have travelled together.

Upon accepting the call to become the next Rector of Church of the Nativity, one of my promises was to work in community with Vestry and congregation utilizing strategic planning in our life together to chart a way forward for the future of Nativity. My assessment at the time took into account of where we had been and the path that we were on as a Parish. The conclusion I shared was that to go from surviving to abundance would take between 4-6 years and would be accomplished in phases in conjunction with a one-year period of observation. Since Nativity is a church with a deep history, diverse and gifted people, living faith, the strategic plan model we have been following is divided up into three phases that began with: Phase 1 Administrative Restructuring; Phase 2 Ministry restructuring based upon Purpose and Priorities; and Phase 3 Embracing the world in sustainable and impactful ways.



Pastor Chad with the Presiding Bishop

Beginning in the fall of 2016 and through December 2017, we as Rector and Vestry embarked on a spiritual journey through the Vision process to seek God's guidance in shaping the future of Nativity. Knowing that one meeting a month would be insufficient in addressing the process we would need to undertake we agreed upon adding a second Vestry gathering seated within Evening Prayer (that we named the Vision meeting), attended a Vestry Retreat, undertook a Spiritual Inventory Assessment, and crafted a Vestry Covenant to help us define our purpose and priorities in order to empower ordinary people to live extraordinary lives through God's gathered people at Nativity.

As we entered last year we faced a deficit budget, but through your efforts and response to God's call through the Centurion Challenge, we were able to significantly reduce that deficit. Thank you, thank you, thank you! Through the Vestry we made fantastic progress with the Mission and Vision for the church and with the new Vestry we will finish the strategic planning by setting goals, strategies, and tactics that will guide us over the next few years.

As God's community gathered, this year we celebrated many baptisms and welcomed new souls into new life in Christ. We welcomed new families and members into the church and are seeing many new faces step into new roles of leadership here. We reimagined Novemeberfest and saw a fantastic turnout from the community during FallFest. Through our focus meetings we learned that many folks wanted to move worship into the Nave and are in full swing with that trial. We have created a new evangelism -membership committee to help guide us into being the church beyond the walls. We have partnered with W.A.R.M in outreach so we can be the body of Christ to those who have been uprooted from their countries of origin because of war and famine, and that's in addition to the other wonderful outreach partners we are engaged in ministry with like Worcester Fellowship and Straight Ahead Ministries, to name a few. We have adopted LIVE ministry curriculum for our Youth to walk with them in faith. We have increased our Christian Formation through Credo, small groups, Reformation Study, The Journey during Advent, and our upcoming Lenten Study Ashes to Fire. To say we have had a busy and productive year is putting it lightly. But wait, theirs more! This year we will be installing a new Vestry, creating more opportunities for growth in Christian Formation, new programs, and a renewed focus on evangelism. We have also made significant updates to the buildings and grounds, created a new Membership and Evangelism Team; we will be also creating a new Welcoming Team that I will ask you to prayerfully consider joining when asked.

But to make all that happen the most important need we have here is you, because all of this requires you. Last year we asked you to step up financially and everyone responded overwhelmingly, this year we are going to ask you step up in volunteering to help continue this trajectory of impacting Northborough and Metrowest for the Kingdom of God.

As God's church gathered here in Northborough we are part of an exciting and promising time. This year has taught us that God is present and at work, but that most importantly He is working through and with us. God always is faithful and He is continuing to call us to follow Him in faith, to continue to be a beacon on the hill here in our community, keep it up family God is great!

I have faith that if we continue to follow the Holy Spirit, covered in His holy anointing and prayer, and continue with the work we have begun we will lay the foundations that help us build and press forward as God's Kingdom builders here in Northborough. If we continue to build on the work we are doing we will impact this community for Jesus Christ in new and meaningful ways that will continue the progress we are making and echo across the centuries. This is my prayer for us as the church, that together we can stand, grow, and build God's Kingdom here in Northborough and Metrowest, being moved by the Holy Spirit to God's glory. I thank you all for your perseverance as we seek steady and sustainable growth, continuing to make Nativity a beacon on the Hill.

Let us all arise and build.
God's Blessings,

Chad+




Worship

MINISTRY

PRAISE BAND ANNUAL REPORT 2017

The praise band said goodbye to Nicole Garcia, who served the parish so tirelessly as worship leader, and said hello to Rachel Manley and Binto John who stepped up to lead in the interim until a replacement is found. We welcomed a new member Cara Ting who blesses the group with her beautiful voice. We continued to provide music for the 10am service, for Living Nativity, for festival formerly known as Novemberfest and for some funerals this year. We continue to be blessed by the efforts of Howie and Sue Gelles, Norma Brandt, Judy Yaukoos, RJ Farrell, Michael Jubinville and Glen Campbell, organist extraordinaire for the 7:45 service.

REPORT OF THE ORGANIST

I played the organ for most of the Sunday services at 7:45AM this year.

I played for funerals as needed and assisted the 10AM music team for Lessons and Carols this year.

I am willing to provide organ lessons free of charge for interested parishioners.

-Glen Campbell

TECH TEAM

This year the tech team got used to the new mixer which has been a helpful improvement. We've needed to deal with challenges of losing our worship leader and moving worship to the nave. On the other hand, no longer providing projection of song lyrics and liturgy starting in Advent has been a nice break. During the year we provided sound and video for worship services, meetings, picnic concerts, the new Fall Festival, and the Living Nativity. We've run the Saturday movies and provided sermons on the web. Thanks again to Kimberly Cassidy, Wayne Deslauriers, Linda Cassidy, and especially Gary Mott for their work during the year.

It's been a pleasure serving God and you.

Larry Engholm

ALTAR GUILD ANNUAL REPORT 2017:

This past year, the Guild budget was the largest ever requested and we acquired two large chalices, six pew torches with a stand and a purple Altar set. The new chalices replace the bent and dented ones. The pew torches are new additions for weddings, funerals, Easter, and Christmas. The purple Altar set is new for Advent and Lent.

The primary financial goal for 2018 is to operate the Guild with necessities only for weekly worship and purchase specific items needed for Easter, Advent and Christmas. There are no large orders planned.

Binto John and Rachel Manley donated and installed a new hot water heater in the Sacristy. The leaking has stopped and the water is hot to properly clean Communion ware. Thank you for your contribution.

Current members who serve on the Guild include Dianne Cofer, Jennifer Flanagan, Becky Krebsbach, Beckie Mangus, Rachel Manley, Cara Ting, Bette Ann Whynot, and Sue Zarcaro. Thank you for your time and attention to details.

Sheryl Brower coordinates the flowers and Marjorie Carlson organizes the group baking Communion Bread. Suzanne Dunkin, Nancy Karsberg, and Karen Taylor cleanup after the 7:45 am service. Thank you all for your helpful assistance.

The Guild is always seeking new volunteers. If you are interested in joining this ministry, please contact keclausen@yahoo.com or 508-393-6045.

Respectfully submitted,
Kathy Clausen

USHERS

The ushers job is varied but mostly includes greeting, distributing service bulletins, taking a count of worshippers, collecting the Sunday offering and dismissing rows for communion.

Our team is small and includes Linda Pardee, Sue Roche, Lori and Sonja Mott, Nancy Kimball and Lisa Phelps.

If you enjoy meeting our Nativity family and enjoy greeting new or prospective parishioners, please talk to Debbie Burke.

Respectfully submitted,
Debbie Burke

LEVITES 2017

Levites set up chairs for the Sunday services. Most of us have been Levites more than 20 years. Our budget is \$0. We could use more volunteers.

Thank you
Tim Cassidy

ACOLYTE MINISTRY

*The word Acolyte comes from the Greek 'akolouthos,' meaning companion, attendant, or helper. The ministry of Acolytes has its roots in the Old Testament, where the prophet Samuel is seen assisting Eli, the Levite priest, and Elisha is seen assisting Elijah, the prophet. Way back between the 5th and 9th centuries, ancient directions known as the *Ordines Romani*, described the duties of Acolytes. Back then, Acolytes carried candles preceding the Pope in the processional so that the reader had enough light to see the text. Some modern-day views suggest candle light symbolizes ushering the Holy Spirit into the church. Whether serving as a crucifer, torchbearer, or flag bearer, it is a privilege to serve at God's altar. (Excerpted from www.buildfaith.org/the-ministry-of-acolytes/, and *The Acolyte's Book*, by Hoyt L. Hickman).*

Five teenagers faithfully served God and our Nativity community as Acolytes for the first half of the year: Sonja Mott, Alex Pellizzari, Matt Pellizzari, Cassidy Rawstron, and John Washburn. In July, John began to transition to his freshman year in college, so then there were four.

These wonderful young people were dependable with the schedule, respectful in their role, and a joy to me personally. Though we did not have any outings this year, they did receive occasional small treats and tokens of appreciation for their service. I pray that all the time they spent helping the liturgies flow smoothly at the altar has seeped into their hearts an extra reverence for God, and a love for serving Him in this ministry.

After a recruitment blitz this Fall, three more Acolyte volunteers stepped forward: Kevan Flanagan, Austin Miller, and Ronan Miller. Training is taking place presently. A *Commissioning and Recognition of Acolytes Ceremony* is being planned, quarterly outings will take place in 2018, and surprise gifts of appreciation will continue! I kindly ask you to please pray with me for these seven beautiful kids. Please consider mailing an occasional note of encouragement and thanks. If you know someone who would like to join our ministry, please contact me.

Respectfully Submitted,
In His Service,
Maureen Pellizzari

2018 ANNUAL REPORT OF ADULT CHOIR AT CHURCH OF THE NATIVITY

This is primarily a partial year report from January to June, 2017 because our very capable and beloved Choir Director, Emily DeAngelis stepped down at the end of the school year for personal and professional reasons. She was moving to the Manchester, NH area to start a new job after completing her graduate studies in Boston. We in the choir were consistently inspired by her leadership and professionalism and want to recognize her here. Her degree in musical pedagogy (that is teaching) helped move us several steps forward. Her comments in last year's report were indicative of how the partial year worked: continued collaboration between the choir and our unsung hero, Judy Yauckoes, our talented accompanist; our collaboration with organist Glen Campbell singing occasionally at the early service; as well as our collaboration with first Nicole Garcia and then Rachel Manley and Binto John of the Praise Band. Rehearsal format was opening prayer thanking the Lord for bringing us together to create music asking for His blessing over the rehearsal time ahead; followed by a period of physical and vocal stretching, then practicing service music, hymns, anthems, and preludes and postludes. We also spent considerable time learning and perfecting the Solfege Technique (think Do Re Mi and/or "Doe a Deer" from the Sound of Music movie). This was incredibly helpful in learning to read music and refining any pitch problems. We always closed in prayer. Singing with the Adult Choir this year has been a stalwart core of Emily DeAngelis, Lynn DeAngelis, Beckie Mangus, Karen Emery, Wayne Deslauriers, and Jim Baker. Joining us on special occasions were Glen Campbell, Sarah Symes, and Jennifer Flanagan. Rachel Manley often stepped up with flute accompaniments. We also want to feature and thank the Sound and Light Team for their technological help during the services when we were singing.

An exception to the above status of "*No Choir following June*" was the Living Nativity in December when the Choir joined the actors, narrator, and animals contributing the vocal music for the event. The Choir also sang the 8:00 service for Christmas Eve, and the Lessons and Carols service in early January, 2018. Because the Praise Band served throughout the year, the Choir occasionally joined with them for special services such as Easter, 2017 and over the summer months as individuals.

Looking ahead, the Adult Choir will be returning to service with the hiring of a new Adult Choir Director effective February, 2018. Joining us is a familiar face, Michelle Williams of Clinton who directed the choir a few years ago. Choir-hosted Sundays will be scheduled and rehearsals will resume soon. Praise God.

As always, we are asking more folks to join us by lending their voices to praise God in the Nativity Adult Choir.

Respectfully submitted,
Jim Baker, Choir Member

BREAD BAKING MINISTRY

Have you ever wondered when you receive communion where the bread comes from? It is baked by a few women who have been doing it for years because it brings them closer to their Lord. I wish I could put into words how it feels at the time the bread is consecrated to know that it is your gift to Him who gave us everything. Thank you to all the women (Mary Frances Rosak, Lois Macek, Beth Lewis, Jeri Deslauriers, Beckie Mangus) who are so willing to be part of this ministry.

In Him and For Him, Marge Carlson

EUCCHARISTIC MINISTERS – LECTORS - EUCCHARISTIC VISITORS

The Eucharistic Ministers (LEMS) administer the sacraments at the altar. The Lectors (Lay Readers) are responsible for reading the scriptures and leading the congregation in the prayers of the people. The Eucharistic Visitor is responsible for bringing communion to shut ins. All aspects require initial and ongoing training, and in some cases require approval by the Vestry and licensing by the Diocese of Western Massachusetts. We are currently looking for more people to join us in this very important ministry, in particular Lay Eucharistic Ministers. Please take this in prayer to the Lord to see if He is calling you to join us.

Faithfully, Marge Carlson



ANNUAL REPORT CELEBRATION 2017

Celebration the heart of our ministries...The gathering place.

Celebration consists of the follows: Kitchen manager, Coffee hours, simple social, funeral receptions, Pot lucks, and any gathering with community.

First I want to thank the crew of volunteers who make it possible to have this ministry. Errol and Karen Taylor worked the kitchen most of the year. They ran the simple social plus they are the kitchen managers. They are still keeping track of the kitchen. We are sorry to announce That Karen and Errol are retiring from the simple social. These 2 wonderful folks are still here and you can catch Karen's baked delights after the 7:45 service. Thank you for all the time and talent you have given to us.

We are looking for a few good folks who would lead the ministry, the simple social. We also need a new kitchen crew.

Marilyn Bergstrom the lady of all lady's had to retire this year. Marilyn's health declined so she is not able to be the head of the simple social and events. Marilyn has been a devoted servant for so many years. We wish you health and you will be missed in the kitchen!

We need to give another shout out to the awesome help of Marilyn daughter Kristian and granddaughter Erika. These wonderful faces made the Kitchen glow! So after years of devotion in the kitchen we have to say good by and Thank you loving family .

The coffee hour is run by the leadership of Marge Carlson. The coffee hour is run by a group of volunteers who every Sunday give there time to serve sweets and coffee after the 10 o'clock service. Marge is also looking for folks to step up to continue this ministry.

The budget for coffee purchase and Kitchen supplies usually runs \$3,000. The simple social is self funded by donations.

We are looking for a new leader for the Celebration ministry. I too am retiring. Ask yourself this question. Do I have great Ideas for fun and community? Can I be a party planner? Then the Holy Spirit is calling you.

Blessings for your search.

The Funeral ministry is a wonderful, gratifying ministry that Nativity offers to our deceased and their family.

The ministry is self funding. lead by Sue Roche with the help of volunteers.

I will continue to help and be part of the Funeral ministry.

Respectfully submitted

Sue Roche

SATURDAY AFTERNOON MOVIES

Movies and fellowship were offered on the third Saturday of each month from September through June. Free snacks were provided and enjoyed by the movie goers. Through the generosity of Jackie Blair, Marg Carlson and Priscilla Gagnon who shared their DVDs we enjoyed many hours of wholesome movie viewing. We are very grateful to Larry Engholm for continuing to give of his time to be our tech person.

In the year to come we will be discussing whether to continue providing this opportunity for fellowship due to dwindling attendance.

Respectfully submitted,

Barbara Strom and Karen Taylor

COFFEE HOUR

Our time of fellowship with coffee and goodies after worship is a great way we have to make newcomers feel welcomed into our family. Perhaps you would consider becoming a part of this faithful group of regulars so they can spend time in fellowship also.. Consider offering to help at 7:45am if that is your time of worship. Coffee is served in the conference room following the 7:45am service and in the parish hall following the 10am service. If you are busy before the service, you could offer to make something to serve with the coffee that could be kept in the freezer for the future. This coming year we would like to see some of our men come on board with this ministry. Please remember to say "thank you" to these ministers.

Faithfully, Marge Carlson



CHURCH OF THE NATIVITY COMMUNITY PRESCHOOL

The preschool began the new school year on a sad note. Several family daycare providers in North-boro bring the children in their care to our preschool. One of the providers, who has come to our program for at least fifteen years, was closed down unexpectedly by the state. It was very difficult saying goodbye to several of the children who had to find other daycares. This also created empty slots in our program. I am pleased to say all of the spaces have been filled.

Registration has been very active for this coming September. Our four-day Pre-Kindergarten, the Monday/Wednesday/Friday Pre-K and the Enrichment class are all full. We have two slots open in our Tuesday/Thursday class. We always enjoy opening our doors and welcoming families from local communities.

At the end of this school year, I will be retiring from my position as director of Nativity Preschool. Twenty-eight years ago, I accepted the director's job offered to me by Father Fred Goodwin. I knew this would give me the opportunity to provide children with an environment that was nurturing, safe and lots of fun! I leave with many treasured memories and having had the amazing opportunity of working with so many children and their parents.

There has been a great response to the job posting online. The preschool board is currently organizing interviews. The preschool board: Jessica Miller, Maureen Pellizzari, Cindee Morin and Karen Emery always put their hearts into what they do for the preschool and will find the right person to carry on the school's mission. The word community was put into the school's name for a reason. I know this little community downstairs in the church will continue to be a blessing to so many people.

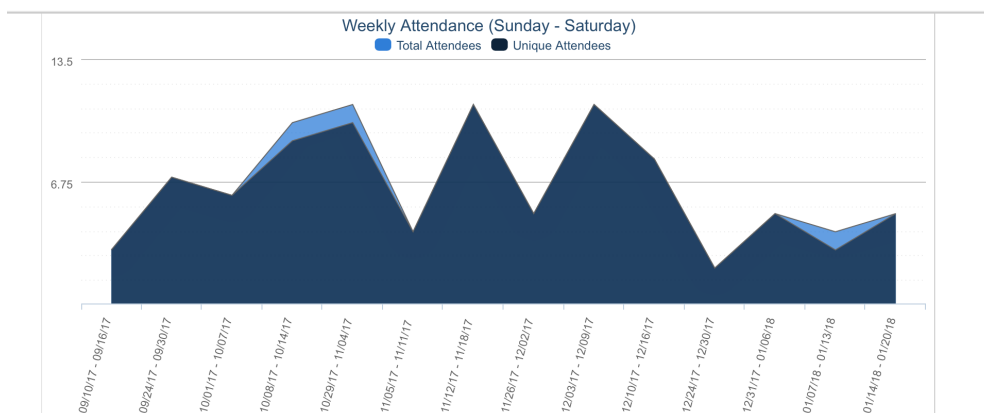
Respectfully submitted,
Marilyn McCarthy, Director

GODLY PLAY 2017 REPORT

The Teachers for Godly Play are Ann Rawstron and Deb Heseck. The Godly Play program is a Montessori based religious education program. It uses an imaginative approach to working with children, an approach that supports, challenges, nourishes and guides their spiritual exploration. GP presents Biblical stories to the children and then asks "wondering" questions to help the children explore their relationship with God.

In the winter and spring of 2017 the GP class included children from grades Pre K through grade 5. This was a large range of ages and it was a challenge for both teachers and students. We tried to close the gap by having the older children act as mentors for the younger children in class.

In the fall of 2017 the grade range for GP changed to Pre K to grade 3, this has been a welcome change. We are blessed with 16 potential members of the class; the average attendance has been up and down see the chart below. The children are wonderful and it is a pleasure to teach them.



Respectfully submitted

Deb Heseck



PRAYER AND SPIRITUAL FORMATION MINISTRIES

The Prayer and Spiritual Formation Ministries, formerly known as The Refuge, are overseen by a committee that includes Deb Hesek, Nancy Kimball, and Sally Kazarian. This group meets periodically to discuss and coordinate the various offerings included in this ministry: The Prayer Chain, Prayer/Healing Ministry, Quiet Days, and Spiritual Direction. Reports of each of these follow.

Spiritual Direction is a ministry when one meets regularly with a trained spiritual director for a time of holy listening, a time set apart to notice and explore the movements of God in one's life, to discuss spiritual disciplines, challenges, and growth. We are fortunate to continue to have a grant through PAX ministry which provides funds to develop and grow the ministry of spiritual formation. It supplements the cost of spiritual direction for members of Nativity. Betsy Hummel and Sally Kazarian offer spiritual direction and can be contacted for more information or appointments. We are also available to suggest referrals to other spiritual directors in the area.

Submitted by Sally Kazarian

QUIET DAY MINISTRY 2017

What's Going On?

Traditionally we held QDs on the second Saturday of each month, omitting summer. Len & Hallie Cowan prepared these events, while at their departure, a core team of three members took over the responsibilities, depending upon occasional help from a few others. Historically, the church was reserved for quiet on these days, allowing participants to find private space in what was known as the Refuge.

In the past two years, we have been coping with some changes. Hallie's departure meant that we no longer got the same number of young participants who are a part of her InterVarsity group. We are pleased to still see some of them, and have happy with an overall attendance that varies between 7 and 14.

Recently, other church activities sometimes overlap with QDs, disturbing the desired stillness. On one occasion, we felt it best to cancel the QD. At the same time, the new configuration of rooms reduced our available private space. We have met that challenge by new room arrangements.

We have also dealt with financial decisions. We don't want anyone to miss a quiet day for lack of money. We are trying to operate for now with no funding from the church, using a sliding "love offering" fee and having a very bare bones budget. (The fee is "up to \$15" for attendance, and \$10 for lunch or "BYO.") We offer good lunches for no more than the \$10 cost.

Finally, Lori Blackwell and Maureen Desilets, two of the three QD team members no longer attend Nativity. We're grateful that they continue to work with Lisa Phelps, the church in-house QD contact, in putting together QDs. Currently, this team of three is adequate to manage 4-5 QDs each year, but not 9.

So, we are managing to keep Quiet Day alive. We believe in it. We're very happy with the feedback we get from participants about the precious peace people have received during the day, or new understandings from God. However, QD is underused and under-resourced.

We have these goals. Can you help? Call Lisa 508-393-5157

We want to increase QD attendance through better community & member communications.

We would like to reconfigure the use of space in the church for QD purposes.

We want to add to the team in order to make it possible to offer 9 QDs each year.

Why preserve QD as a special ministry of the church?

The QD mission is to offer to both members and those in the community, a haven for quiet contemplation with God. Many in our church may not know how uncommon an opportunity this is. First, regularly scheduled quiet retreats, open to the public, are fairly rare. Second, while one can find weekend or weeklong retreats, a retreat of a single day is unusual. Third, Nativity Quiet Days offer a balance of group meditation with private silent meditation, as well as a time of fellowship during lunch. All of these experiences contribute in unique ways to day that removes us from the stresses of our daily life and bring refreshment in the Lord. Last, QDs bring people into our church, giving them a special familiarity with us.

Nativity Member Challenge: Attend a QD for yourself!



WEDNESDAY EVENING Women's Group

Wednesday Evening Woman's Group

During this past year we met the first and third Wednesdays of each month from 7:00 to 8:30. We completed a study on Forgiveness during the winter and spring of 2017. During the summer we meet only a few times on a more casual/social level. A small group also went on a retreat in August at the Marie Joseph Spiritual Center in Biddeford Pool ME. The full group resumed meeting this past fall in September and began the series Emotionally Healthy Spirituality by Peter Scazzero. During the month of December instead of doing our usual study on Wednesday evenings we met in the Nave with others from Nativity to focus on the Advent series, The Journey; Walking The Road to Bethlehem which was lead by Fr. Chad. We plan to return to the series, Emotionally Healthy Spirituality in January and hope to complete it in the winter and spring of 2018.

Respectfully,
Betsy Hummel

TUESDAY WOMEN'S GROUP

Our group is studying the Lord's Prayer based on the book "the Lord's Prayer" by John Ortberg. Also we are studying the Book of James.
It is an interesting study and very thought provoking.

Submitted by Jean Bruce-Wiegersma and Blanche Farrell

WEDNESDAY WOMEN'S BIBLE STUDY

The Women's Bible study meets at 10am - 11:30 every Wednesday throughout the year in the Conference room. We generally have about 7 participants each week, with half of them belonging to other local churches. We gained a new member this year. We study by reading through in depth various books of the Bible. We use the Bible itself as our main text, but use online commentaries and study guides to supplement our understanding. This year we are going through the book of Luke a little bit at a time.

OPEN DOOR SMALL GROUP

Every--almost every--Monday evening from 7:30PM to 9:00PM we meet, as we have for many years, to read from the Bible, to discuss what we have read, to pray and to enjoy each other's company. The group numbers from a few to as many as ten and we have room in our hearts for more. We are indeed the Open Door Small Group and we will welcome you if you try a meeting, or a few meetings, or if you become long term group members. We pray that God's blessing will fall upon you.

"Rejoice always, pray without ceasing, give thanks in all circumstances; for this is the will of God in Christ Jesus for you." 1 Thessalonians 5:16-18

Wwith God's love
Ann and Bill Rawstron 1 Mentzer Ave Northboro [508 393 8093](tel:5083938093)



outreach

OUTREACH ANNUAL REPORT 2017

During 2017 Outreach has continued to support local, national, and international organizations despite changes in members, budget and focus. We agreed with Pastor Chad to focus support on groups that would allow us as a parish to provide hands on service and experiences if possible. Our initial budget of \$13,500 was reduced due to requested restrictions. We ended up generating \$4,868 to selected organizations.

We eliminated some groups for support and continued support to the following:

- Families in Transition – Northborough
- Miriam Home – India
- Annual Veteran's Lunch at Northborough Senior Center
- Sonja Khan Ministry – Israel
- Compassion International sponsoring 2 children
- Straight Ahead Ministries – Worcester
- Worcester Fellowship
- Northborough Food Pantry
- Northborough Helping Hands
- Project Stretch Dental Care Ministry in Mexico with Deb Heseck
- Meal Packing Event at Good Shepherd Church – Westborough

As a new project, we are now committed to partnering with Worcester Alliance for Refugee Ministry (WARM). We began initial meetings with their representatives to learn more about the program. Two of our parishioners have already received training and have begun to work with one local family from Egypt. We expect to host a training for WARM sometime in March.

Besides providing financial support for some local agencies, we have requested and received donations of gift cards, coats for adolescents, and underwear for adults, etc. We are very grateful for your ongoing generosity. Please consider joining us as we meet to prayerfully consider how to allocate our monies.

Respectfully submitted,

Outreach Ministry: Sue Zarcaro, Janet Wilcox, Deb Heseck, Marge Carlson, Marilyn Perry

2017 NATIVITY FALL FESTIVAL FAIR AFTER ACTION REPORT

Positives or What Went Well

1. Prayers for the event, staff, and avoidance of rain. Thank you, Lord.
 2. All for one and one for all. Everyone enjoying themselves.
 3. Pleasant attitude from all our workers and vendors.
 4. Congratulations to entire church as “we changed it up” by morphing NovemberFest from a fund raising event into a community outreach event with goal of reaching others. We declare this goal a success as many, many unfamiliar faces attended.
 5. Kid orientation. Parents followed.
 6. Ethnicity mix of our guests.
 7. No (major) balls dropped.
 8. Particularly outstanding were: Soloist Jodee Frawlee, Big Joe, The StoryTeller, First Responders Police, Fire, and Ambulance, Boy Scout Monkey Bridge, Entire Kid Area: Bounce Houses, Face Painting, Kid Crafts; Photo Stage with Professional Photographer,
 9. Fire hats and police badges for kids. Thank you, Paula.
 10. Quality of music by our performers.
 11. Decorations donated by Davidian Farms.
 12. Vendors who participated, especially Allison Williams who was the Minor Food provider, who recruited another vendor selling oils, and who sold/demonstrated blankets and quilts.
 13. Authors who participated, especially Vin Femia.
 14. Welcome table and data collection of names, addresses, and emails.
 15. Major food items from Mike’s Moonwalk, West Boylston. High quality.
 16. Minor food items from Grandma’s Goodies/Allison Williams. High quality. Price cut during story time.
 17. Safety fence.
 18. Advertising and PR in dozens of local media. Thank you, Sabina.
 19. Electronic sign posting downtown.
 20. Flyers distribution at AppleFest and Spirit of Shrewsbury Fair.
 21. Walking in AppleFest parade plus booth on Blake Street.
 22. SUV convoy to Northborough Public Library. Thank you for taking our leftover books.
 23. SUV convoy to Savers, Marlborough. Thank you for taking our left over attic treasures.
 24. Number and quality of our baked goods.
 25. Emergency/day of the event volunteers: Barb Eastham at Blood Pressure booth.
 26. Commitment of planning team including ex-officio member, Father Chad.
 27. Clean up squad. Done in 45 minutes.
 28. Decision to order extra tents was a good call for both vendors and others such as PreSchool, FacePainters, and Blood Pressures.
 29. No one seemed to miss Silent Auction, Used clothing, and Nativity Cooking in the kitchen which would have required permitting and inspections by Health Department. Usage of vendors allowed food to be sold because vendors held proper permits.
- Unsung Hero: **Howie Gelles** who prepped the stage, supervised and put up tents, assisted putting up fence, etc. All ahead of time because he had to work on 9/30.



Negatives or What Needs Improvement

1. Culture of Nativity Not Volunteering Ahead of the Event and then just showing up on game day HAS to change. This process cripples planning, causes unnecessary angst, and wastes enormous energy.
2. Attendance at Just Paint (3) and Yoga sessions (0). Did they need special promotion?
3. Freeze the date and avoid changing it. See AppleFest recommendation below.
4. Need more traditional vendors. Could all vendors have been consolidated indoors? Did they need additional promotion from the stage?
5. Blood Pressure Screening has to be located away from stage to allow the staff to hear properly.
6. Insiders could not hear announcements made outdoors.
7. Better cross selling of Indoor vs. Outdoor offerings.
8. Better weather. Pray for sun and pleasant temperatures, not just avoidance of rain.
9. Workers could not be consumers if they were working. More volunteers would allow workers to enjoy themselves too.
10. Did not seem to need second welcome table. Recommend just one next time.

11. Lack of seating in front of stage. Suggest at least a couple of rows.
 12. Better usage of front lawn space. Seemed disjointed needing consolidation.
 13. Start planning WAY earlier. At least 6 months in advance.
 14. Additional signs in Northborough high traffic locations.
 15. Reaching out to neighbors and coworkers by all of Nativity, not just a few.
- Although not a fund raiser, we should control costs so as not to lose money. Was door prize needed to capture names and addresses or could we have gathered them without spending for the TV – open question.

Recommendations for Next Time:

1. Curtail Hours from 10 to 3 into 10 to 2:30. Last hour was “lost” as public did not show up and others began tearing down prematurely. Time slot was saved by Big Joe, The Story Teller who kept kids and adults alike fully engaged as measured by the number of giggles heard loud and clear. Suggest Big Joe repeat next year but in the 1 to 2 o’clock time slot. 2 to 2:30 slot provides a slow roll at the end to call for last minute sales plus give others a chance to tear down comfortably.
 2. Officially join AppleFest Celebration and become one of the premier AppleFest sites. Piggyback onto their local and out of town attendance “draw.” Piggyback onto their signage. Piggyback onto their PR and publicity. Saturday only. Caution: May have to forego vendors. ***Caution: this is a Vestry decision not yet made.***
 3. Joining AppleFest could avoid so called “event fatigue” as many fairs are happening this time of year.
 4. Utilize signup sheets before the event to cut down phone calls and encourage volunteerism AHEAD of the event.
 5. Perhaps advertise 1:00 time slot for featured act and call 11 and 12:00 acts as warm ups like occur at rock and country music festivals.
 6. Utilize hand microphone indoors to generate inside enthusiasm.
 7. Pipe stage audio inside so they too can hear band, choirs, soloist, and story time.
 8. Larger Petting Zoo with more animals.
 9. Start recruiting vendors WAY earlier.
 10. Buy all tents, bounce houses, and major food from just one vendor in order to get quantity discount. Suggest Mike’s Moonwalks from West Boylston.
 11. Give flyers to members for them to post. Not just a few to way too few people.
 12. Give Lions Club our information for electronic sign downtown much earlier or at least find out their rules for lead times.
- Procure additional signs.
Respectfully submitted
Jim Baker, Paula Hanson, and Becky Krebsbach

WARM (Worcester Alliance for Refugee Ministry)

A representative of the W.A.R.M. (Worcester Alliance for Refugee Ministry) came both services on October 29 giving presentations at the 7:45 and 10 am services. WARM's mission is to build a bridge between the Church and the nations at our doorstep.

Here's an update on a few developments with WARM.

~First we are looking to change the date of our training at Nativity from Saturday, February 17th to either the first or second Saturday in March. So far the consensus is for Saturday, March 3rd. If you are interested in being part of this let me know your availability.

~ For Thanksgiving Hossam and Hala Elsayyad and their 3 sons joined Rachel and her family for dinner at my house in Worcester. It was a full house and so much food! Thanks to Rachel and Hala we had some very special dishes. There were 5 teenagers and 7 adults with a few awkward moments but over all I think it went well.

~ On Friday 11/4 I helped Hossam and his son Mohamed picked up a loft bed from Wayne and Jeri's house. Hala told me the boys are very happy with the new arrangement and she and her husband are very grateful to us at Nativity.

~Rachel is going to try and visit soon to see what is actually still needed with the loft bed. We believe it's probably a mattress and maybe bunkie board. Rachel has found a good deal at BJ's for \$89 on a mattress.

~ A couple of offers have come in for a sofa and Judy Y. seems to have one that might fit the rather small space they have.

Thankful for each of you,
Betsy

COMMUNITY MEALS

Community Meals started in 1996

When a local homeless man was spotted in town. A meal program was then discussed at the Interfaith Clergy Association and the meal program became a reality! Today the program is 21 yrs. Old!

There is a rotating schedule of hosts every Wednesday night at Trinity Church in Northboro (Hudson and Main Streets.)

Hosts: 7 places of worship: Nativity, St. Rose, St. Bernadette, Rice Memorial Baptist, Unitarian, First Parish, Westboro's Congregation B'nai Shalom **Civic Organizations:** NJWC, Rotary Club, Lions Club, Knights of Columbus, and couple of businesses.

Mission: Free hot meal in a welcoming environment for the needy or anyone who wants to attend.

Average attendance: About 55 people

Attendees: Seniors, people with needs, and anyone who wants to eat a hot meal with fellowship. A special needs woman's group home in Northboro attends weekly...we reserve a table just for them. People who have financial or mental health needs can take additional plates home with them.

Menu: The group who is responsible for hosting the meal chooses the menu for that week.

Nativity's menu.... American Chop Suey.... all varieties!!!

Free meal: There is no cost, but optional donations are accepted from guests. These donations pay for supplies. Any extra money goes to the Food Pantry.

Hosting Community Meals really does take a team to make it work and to make it special for our guests! We have a lot of fun together while setting up and serving!! It's great fellowship between us and all who attend! Just ask anyone who has been there!

Without a team, the 55 plus attendees at Community Meals could not be fed or treated with the respect they all deserve.

Team members will get a "Sign Up Genius" email about 2 weeks before our date to host. Through this email they can sign up to set up.... Serve.... clean up... and/or donate food items needed by purchasing them or preparing them.

Contact Kathy Reilly or Rachel Manley to be included in our "Sign Up Genius" distribution list.

Stewardship....time and money. Community Meals is a wonderful way to give an hour or two or your time by making food or helping at the meal.

The people we serve are special!! And when you are involved in serving them..... I believe you will be blessed as much as we bless them!!!

Our next Community Meals is on Wednesday, January 31.

Please let Rachel Manley or Kathy Reilly know if you would like to join the team and get on our email distribution list.

Thank you and God Bless you!!

Kathy Reilly and Rachel Manley

WORCESTER FELLOWSHIP

SHAWL MINISTRY ANNUAL REPORT 2017

The Nativity Shawl Ministry continues to make shawls available for anyone who wishes to have one to give to someone who is ill, grieving or in need of comfort or a blessing.

Though we meet regularly as a group to knit and pray for those who have received shawls, most of the knitting or crocheting is done prayerfully at home. Completed shawls are labeled and then blessed at one of our worship services. They are then placed on a rack in the nave where they are available for anyone who wants to take one to give or for themselves. We have received many heartfelt notes of thanks from receivers of the shawls.

We are a small groups and would welcome knitters or crocheters to join us in the quiet but powerful ministry. To learn more about this ministry contact Bette Ann Whynot.

In His Name

Bette Ann Whynot



EVANGELISM:

Sharing Christ With Others

2017 LIVING NATIVITY

The Living Nativity is the biggest single evangelism event presented by our parish. Although there was some concern by some that the Living Nativity this year would not happen due to the loss of important staff members, the program went forward without any significant hitches and the results were a resounding success.

In October Ridge Valley Stables and Michelle Williams were contacted to insure participation of the horses and farm animals. In early November key point people met to identify potential problems. After Thanksgiving sign-up for volunteers began and publicity went out to the media. By December 10 all elements were in place and things were looking in good shape. The outdoor set up had begun, the musicians were practicing, the casting of the re-enactors was moving ahead, and refreshments sign-ups were promising.

The morning of the 16th the hall was decorated. The only thing we could not rely was the weather. As it was, the night of December 16 left little room for complaint. It was a bit cold but it was clear with little wind. Conditions were able as ideal as we can have in New England in mid-December. Luckily the freezing rain and bitter fall in temperatures was to delay for a week. A number of people have said to me that this was the best Living Nativity ever. If so, that sets a high standard for next year!

What is certain however is that the success was due to the cooperation of many people working together to make things happen. This was truly a group project with over 40 adults working directly outside and indoors, 12 young re-enactors, and 18 providing cider and/or cookies (of which there was an abundance!), counting a person only once--as some wore two or more hats. That means that at least 70 members of the parish participated, a wonderful example of "Nativity Living" to put on the Living Nativity. My hearty thanks to all who used their various gifts (see Romans 12:6) to pull this marvelous re-telling of our Lord's birth.

Brad Nutting





HEALING PRAYER MINISTRY

This ministry consist of 7 members; Jean Bruce, Karen Emery, Lynn DeAngelis, Blanche Farrell, Wayne Deslauriers, Dick and Betsy Hummel. Our focus has been on offering prayer at the 10:00 a.m. Sunday morning service during communion. We are meeting every third Sunday after the service to spend time praying together as a team, sharing information and discussing ministry issues. On Saturday, March 4, 2017 we had a retreat day at The Sanctuary in Woodville. This next year we hope to continue meeting once a month in order to establish a base of prayer among team members and to determine how we will proceed as a ministry. We will continue to be available for individual prayer on Sunday mornings during communion at the 10:00 service.

PRAYER CHAIN ANNUAL REPORT

The Prayer Chain is alive and well at Nativity. I would like to thank Priscilla Gagnon, Wayne & Geri Deslauriers, Jean Bruce-Wiegersma, Sally Kazarian, Deb Heseck, Lois Macek, Deb Dwinell, Sue Gelles and Fr Chad for their dedication to this ministry.

Over the past year we have had the privilege to pray for parishioners and their parents, children, friends, brothers, sisters, grandchildren and boyfriends. While the majority of the concerns have been medical (broken bones, infections, cancer, surgery, pregnancy, heart attacks, anxiety and lyme disease), we have also prayed for the sale of homes, insurance issues, tenant issues and safe travel.

The best part of this ministry is hearing how God answers prayer. We have rejoiced over amazing healings, laughed when conflicts suddenly resolve and grieved losses when the outcome wasn't as expected.

It is exciting to see how God uses this ministry to bring us closer as we share concerns and walk through life together. So please continue to share both your prayer concerns and thanksgivings/praise reports for God's answers to those prayers.

You can reach me through email at: prayerchain@churchofthenativity.org or my cell phone (508) 330-4111.

Peace & Blessings
Lynn DeAngelis
Prayer Chain Coordinator

SENIOR LUNCHEONS

Our monthly social event for seniors started in the summer of 2016. Attendance ran between 12 and 24 from all the services. The meals were either catered or potluck, with varied themes that both entertained and educated. Many were just fun with discussions about past professions, family and situations that made everyone laugh. Health related topics; insurance, health care, etc. were of great interest as well. Looking forward to having more join us in the future. The food and fellowship are always great !



Submitted by Beckie Mangus



PROPERTY BUILDING AND GROUNDS

ANNUAL REPORT FOR PROPERTY 2017.

January started off with snow and snow removal, one of our top expenses. The good news, we have stayed within budget for the last 3 years. Snow removal, sanding the parking lot, shoveling exits and ramps and the parsonage. In 2017 we hired a professional Company for snow removal. The company is Elite Property Maintenance LLC. We have kept their services.

Spring brought back our guests. The raccoon's! For the last 2 years we hired a company to get rid of the varmints. They outsmarted us, so this year to save some money, we let them stay. This spring we have a NEW Sheriff in town Tony Rea. Tony is going to permanently close the eaves where they are coming in.

We had a successful spring clean up. Shrubs were trimmed, mulch was spread and flowers were planted. This was done by our parishioners, a job well done. I want to thank all those folks who always come when called to do all kinds of work hear at Nativity. You save us thousands!!! The planters and flowers that greet you at the doors are a special ministry by 2 lovely ladies Harriett Severance and Betsy Hummel.

The lawn mower gave us a challenge this spring. The old machine needed work so we were a little behind when it came to the lawn. We got the old girl going, much to the relief of our lawn maintenance man Dean Dexter, who does a thorough and dedicated job for us.

I am responsible for the planters around the Nave. They are another ministry for our parishioners to honor or make a dedication to a loved one. We also have the dedication garden and the labyrinth. We are always looking for help to maintain the gardens.

The improvements that were promised are done. All the locks were fixed and or changed in all the bathrooms. A long requested project. Thank you Larry Engholm.

Another maintenance project, not too glamorous but needed to be done, was change all the Exit signs throughout the building This tedious task was completed by Wayne Deslauriers. Thank you Wayne.

Another major job completed was the installation of 2 new doors. One leading into the downstairs level and the other leading into the worship hall.

During the summer months Fr. Chad with the help of the Terwedows, upgraded the Nursery school computer system and cleaned and restored the Nursery school office. The space is now a inviting space for secretarial work and a welcoming space for parents to meet with teachers.

Last but not least we cleaned the chimney. Improvements to chimney was made in hopes to see if this will help with the rust spot that forms on the roof.

The project that is carried over to the next year is the removal of the 2 dead maple trees on the front lawn of the church. The other job is getting shades for the conference room. A donation was made for the shades.

Another busy year! So here I am at the end of my term as Jr Warden! It will be quite a change!

I enjoyed every year with you as Jr. Warden. I saw angels, I saw the holy spirit, and I saw a loving community who loves Nativity as much as I do. You gave with your time, talent and donations. You never said no to me or let me down. You went out of your way to make my dream and our dreams come true. You helped me remodel the kitchen, put on a entire roof, a new floor, carpeting, new ceilings, drive way, ramps, and the last project the parsonage. Yes and so much more! At times you thought I was crazy! Yes, with passion for you all and for my bride the church. So I say good bye, thanks to you all my family, I love you.

I am available if you have any questions on any budget items or concerns .

Respectfully submitted

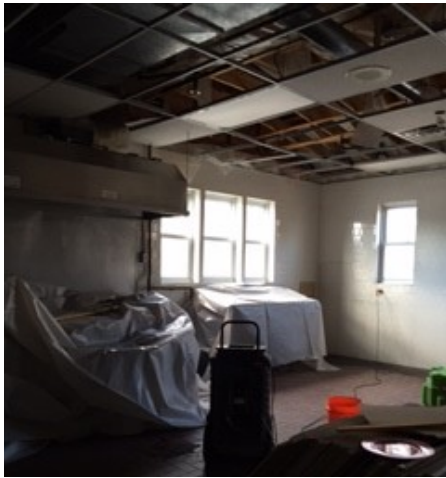
Sue Roche Jr, Warden

REPORT ON DAMAGE TO THE BUILDING

On the weekend between New Years Eve and the Tuesday following, the heating system in the Parish Hall section of the building failed and the pipes froze. Northboro Oil came and began the process of thawing pipes and getting the heat on in the lower level for the Preschool. The thawing pipes caused a rupture to take place in the sprinkle system, the kitchen and the heating unit in the “chair room” resulting in much water damage in the kitchen and the lower parts of the building. O’Connell Fire Protection Company restored the damages sprinkler system.

A claim has been filed with our insurance and much of the loss will be covered. Included in the loss were books and papers in the Godly Play room, part of our music library, a keyboard and an electric drum set in the music room, and the freezer with its content in the kitchen.

Water soaked dry wall, ceiling tiles and kitchen cabinet have been removed. As of this report the contents of the cabinets have been sterilized and safely stored in the Parish Hall. By the time this report is read, we should have made progress toward the restoration of the property,



Communication



NATIVITY SCENE

The Nativity Scene is our newsletter which is mailed to parishioners and friends of Nativity. During the past years the mailings were every other month and reported on events which occurred in and around our building. Starting in January 2018, the “Scene” will be edited and produced by Sabina Terrades every month in a new format. She will be looking for your contributions and pictures.

Submitted by Cindy Loverin

COMMUNICATIONS

We have experienced a number of changes in our communications this year. In addition to the new format for the Nativity Scene effective in 2018, the website has been revised. Sheryl Brower, Cathy Terwedow, and Amanada Panikian took on this project, and we have a new look. The website also give access to our new online software. Members can log in and find information about their profile, donations, groups and ways to serve. Information about other members including address and means to contact each other are available both on the computer and on cell phones. Members who are scheduled to serve receive an automatic reminder in their email or on their cell phone. If you have not been able to access this new software, contact Cindy Loverin for help.



SENIOR WARDEN – ANNUAL REPORT

Thank you for letting me serve.

Eight years on the Vestry...! Three years on Outreach with the “Outreach girls” and five as senior warden. God is telling me it is time for a new Senior Warden and for new voices on the Vestry.

When I was asked me to consider the role of Senior Warden it was a surprise. Joan Gilchrist was aware that I had been asked. I used to say to her, “why would I pray for guidance if I know I didn’t want to do it”? She would then give me “the look”. “It’s not about what you want but what God is calling you to do”. Those of you we knew Joan knew that it just made her pray harder for me and eventually I did ask God, “is this what you want”? His answer was clear...Yes.

So, for those who wonder about the commitment or question the number of meetings...it never was a burden to serve on the Vestry. I am not stressed out or feel over worked. I could easily continue in this role. It’s just my belief that God will touch other people’s heart’s if us “older folks” are willing to step aside. The next Senior Warden will have a different management style and a different way to approach issues, and I think that’s healthy for Nativity. I believe we need a blend of opinions from multiple generations to lead us forward.

As I reflect now, I have come to a greater appreciation for the members of this Vestry and the members of the Profile and Search Committees. It was not that long ago we made the call to Fr Chad. I have enjoyed working with him and I am willing to serve in the future. I have also been blessed in many ways by the people of Nativity and appreciate everyone who has volunteered to make this community what is today. A special thanks to those who built the foundation that we stand on today and to those stepping up to build the glorious future we have at Nativity in front of us.

Blessings,

Bruce Reilly

DIOCESAN CONVENTION

Karen Emery, Barbara Strom, and I were Nativity's delegates to the 116th Annual Convention of the Diocese. This year’s theme was “Taking Risks for the Sake of the Gospel”.

The Treasurer reported that thre Diocese has a \$2,00 surplus, and Bishop Fisher reported that “Fan the Flames” projects flowing with the Holy Spirit are being encouraged in our now 52 congregations. Also, our diocese has experienced 7 mergers and 9 parish closings.

We voted in the new slate (electronically!!!) of candidates, and honored the presentation of 2 merged churches, one being lead by our own interim rector, Eletha.

We heard very interesting and spiritually encouraging talks from the Interfaith and Ecumenical Clergy Team representing Muslim, Jewish, UCC and Episcopal traditions. The Diocese Committee Resolutions included urging collaborative covenants, care of creation, the natural world, mercy, hope, racial reconciliation and a thank you to all the presenters.

There were also a number of videos highlighting mission and special projects that are making a positive difference in the parishes and their communities. In closing Steve Symes reported that he would be honoring our beloved Joan Gilchrist by carrying on her mission of promoting EFM as an extraordinary opportunity for parishioner to partake in Education for Ministry.

We were glad to have been representing Nativity with our presence and our UTO offering.

Faithfully

Nancy Kimball, Vestry Delegate

Membership, Attendance and Services of the Reporting Congregation

Using Last Year's Report: Using the 2016 Parochial Report, record the Number of Baptized Members Reported as of December 31, 2016.
(See your 2016 Parochial Report, Box M16)

Active Baptized Members of
the Reporting Congregation
Reported Last Year

Members Reported Last Year = M16.

320

Using the Register of Church Membership and Rites:

During the Report Year
Increases in Membership

1. **Increases during year:** All members added to the baptized members section of your congregation's Membership Register during 2017 by: baptism, confirmation/reception, or transfer; and those persons restored from inactive status, or not counted in last year's membership count.

Total Increases = 1. 16

Decreases in Membership

2. **Decreases during year:** All baptized members lost by death, transferred to another congregation, removed to inactive status in the Register of Church Membership and Rites, removed for other reasons, or not removed from last year's membership count.

Total Decreases = 2. 19

Active Baptized Members of
the Reporting Congregation At
Year-End

M17: Add the increases entered in Box 1 to Box M16. Then subtract the decreases entered in Box 2 for the total active membership as of December 31, 2017

Total Active Baptized Members (end of report year) = M17. 317

Communicants in Good
Standing of the Reporting
Congregation
Adults

Communicants in good standing: All baptized members of the reporting congregation, who "have received Holy Communion at least three times during the preceding year" and are faithful "in corporate worship, unless for good cause prevented," and "in working, praying, and giving for the spread of the Kingdom of God."

3. Adult communicants in good standing (age 16 and over) = 146

4. Youth communicants in good standing (under age 16) = 20

Youth

5. Total communicants in good standing (3 + 4) = 166

Others Active

6. Others who are active whose baptisms are not recorded in the Parish Register, or in another Episcopal congregation.

Others = 6. 0

Using the Service Register:

Average Sunday Attendance
for 2017

7. **Sunday (& Saturday Evening) Attendance:** Divide total attendance by the total number of Sundays when services were held.

Average Sunday Attendance = 7. 119

8. **Average Principal Worship Service Attendance on a Weekday** (in congregations without Sunday or Saturday evening services)

= 8. 0

Easter Attendance in 2017

9. **Easter Sunday Attendance** (9) 241

Sacraments & Services:

Number of Holy Eucharists
Celebrated During 2017

10. Total Sunday & Saturday Evening Eucharists (10) 117

11. Total Weekday Eucharists (11) 24

12. Total Private Eucharists (12) 8

Daily Offices and Other
Services Held During 2017

13. Daily Offices Held on Sunday (13) 1

14. Daily Offices Held on Weekdays (14) 15

15. Marriages conducted in 2017 (15) 1

16. Burials conducted in 2017 (16) 2

Using the Register of Church Membership and Rites:

Baptisms in 2017

17. Baptisms 16 years and older (17) 0

18. Baptisms under 16 years of age (18) 6

Confirmations in 2017

19. Confirmations 16 years and older (19) 1

20. Confirmations under 16 years of age (20) 0

Received in 2017

21. Received by a bishop (21) 3

Education:

Children and Youth

22. Total Church School Students Enrolled (22) 38

Adult Education

23. Regular Sunday or weekday adult education programs held? Yes ☒ No ☐

24. Number of adults engaged in religious education or spiritual formation 48

Languages in which Worship is conducted:

25. English ☒ Spanish ☐ French ☐ Other ☐

26. Other (please list) _____

Church of the Nativity

Northborough

Western Massachusetts

Congregation

City

Diocese

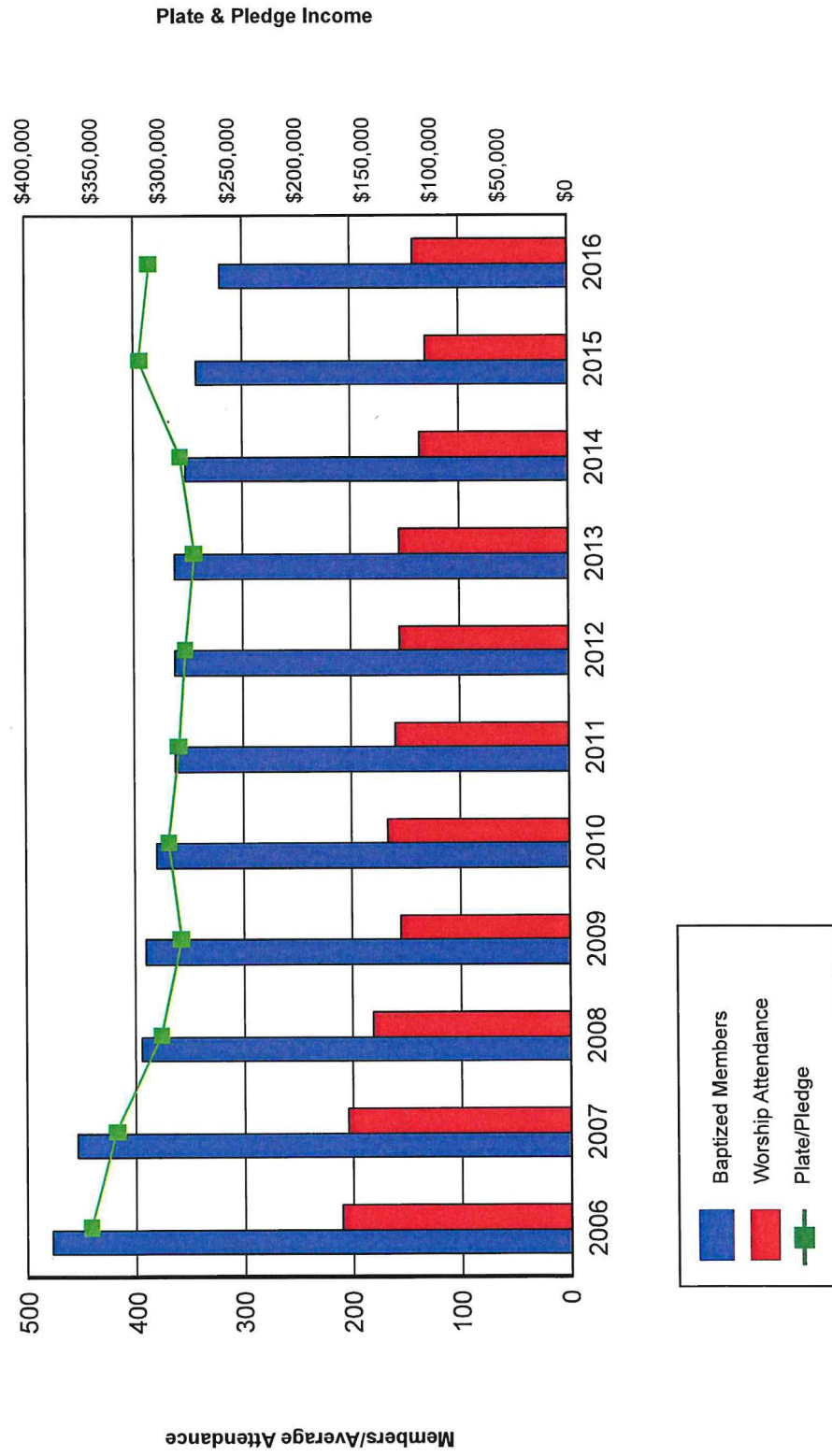
Page 3

Stewardship and Financial Information of the Reporting Congregation

Giving Information for 2017 :			
Number of Pledges	1.	Number of signed pledge cards for 2017 -report year	(1) 96
Total \$ Pledged	2.	Total dollar amount pledges for 2017-report year	(2) \$280,000
Report of Revenues and Expenses for 2017 :			
Operating Revenues	3.	Plate offerings, pledge payments & regular support	(3) \$281,854
	4.	Money from investments used for operations in 2017	(4) \$0
	5.	Other operating income, including unrestricted gifts & restricted gifts used for operations, & contributions from congregation's organizations	(5) \$24,870
	6.	Unrestricted bequests used for operations	(6) \$0
	Subtotal Normal Operating Income (3 + 4 + 5 + 6) = A		\$306,724
	7.	Assistance from diocese for operating budget	(7) \$0
	Total Operating Revenues (A + 7) = B		\$306,724
Non-Operating Revenues	8.	Funds received for capital projects	(8) \$0
	9.	Additions to endowment, & other investment funds	(9) \$0
	10.	Contributions & grants for congregation based outreach & mission programs	(10) \$0
	11.	Funds for transmittal to other organizations	(11) \$4,273
	Subtotal Non-Operating Revenues (8 + 9 + 10 + 11) = C		\$4,273
Total All Revenues (B + C) = D		\$310,997	
Operating Expenses	12.	To diocese for assessment, apportionment, or fair share	(12) \$36,230
	13.	Outreach from operating budget	(13) \$6,922
	14.	All other operating expenses	(14) \$278,272
	Subtotal Operating Expenses (12 + 13 + 14) = E		\$321,424
Non-Operating Expenses	15.	Major improvements & capital expenditures	(15) \$630
	16.	Expense for congregation's outreach & mission	(16) \$0
	17.	Funds contributed to Episcopal seminaries	(17) \$0
	18.	Funds transmitted to other organizations	(18) \$5,012
Subtotal Non-Operating Expenses (15 + 16 + 17 + 18) = F		\$5,642	
Total All Expenses (E + F) = G		\$327,066	
At Year-End:			
As of December 31, 2017	19.	Total cash in all checking & passbook savings accounts	(19) \$35,439
	20.	Total investment at market value (not including cash reported in line 19)	(20) \$32,760

Participation & Giving Trends

Church of the Nativity, Northborough, MA (7987-1703)





FINANCE COMMITTEE ANNUAL REPORT 2017

2017 was a stressful year for Nativity financially. The 2017 budget was approved with a deficit of nearly \$26,000, and expectations were that this shortfall would be made up from increased revenues and controlling expenses.

Several parishoners left the congregation during the year for various reasons, and the actual pledge amount received was less than what was budgeted, thus cost control was even more critical throughout the year.

During October, November and December Father Chad challenged the congregation to increase their pledge amounts as a show of confidence in the future of Nativity. As a result of that request, the Centurion Challenge revenues totaled \$16,246, and contributed significantly to the better than expected final budget results.

The Finance Committee again experienced change in membership in 2017. The Committee started the year consisting of Joan Gilchrist, Bookkeeper, Cindy Loverin, Pledge Treasurer, Tony Rea, Rev. Chad McCabe, Rector, Henry Terwedow, Treasurer, and Dick Jubinville, Chairperson. Joan Gilchrist passed away early in 2017, and Sabina Terrades volunteered to pick up the bookkeeping duties. Mark Claussen CPA, joined the Committee during the summer. The primary task of the Committee was to track and assist in the management of Nativity's budget, and to prepare the 2018 budget for Vestry review and approval.

The Committee met many times throughout the year, and corresponded within its membership via email. As the 2017 budget was approved with a deficit of \$25,574, the Committee spent significant time tracking income and expenses throughout the year in order to manage the budget. Costs were controlled throughout the year as much as possible without compromising the success of key ministries.

The status of the budget was presented to the congregation in May and October. The Vestry received regular, monthly, financial status reports.

The budgeted income for 2017 totaled \$325,700, and at year end, total income was \$ 300,620, and expenses were \$ 309,028, resulting in a deficit of \$8,407.

Total Pledges and plate income was budgeted at \$292,100, and total pledges/plate received was \$271,042. Total income, at \$300,621, including building use and fundraisers, trailed budget by \$25,079.

Total costs were budgeted at \$351,274, and final costs were \$309,028, a total of \$42,246 under budget.

No major capital improvements were anticipated or made in 2017.

On May 22, 2017 Bruce Rockwell performed the audit of the 2016 Church Of Nativity financial records. A few recommendations were made to the Vestry. No serious deficiencies were noted.

The 2018 budget has projected a total pledge/plate amount of \$273,268, and a total income budget amount of \$304,618. Projected 2018 expenses are budgeted at \$304,001, for a projected surplus of \$ 617.

The Finance Committee will continue to track actual revenue and expenses as 2018 progresses, and will keep the Vestry and the Congregation as a whole informed as to the financial health of Nativity.

Respectfully submitted, Henry Terwedow, Treasure; Dick Jubinville, Chair

REPORT OF THE PLEDGE TREASURER

During 2017 records of pledges and donations have been carefully recorded and reported quarterly to the donors. At the close of 2017 we had a total of 88 pledges totaling \$265,500.00. There was some reduction in this figure due to parishoners moving away or death. However we also gained a few newcomers during the year. Approximate 98 % of the amount pledged was actually received. My thanks to Marge Carlson, Dianne Cofer, Cathy Terwedow and Maureen Pellizzari who carefully count and deposit the offerings and other donations received each week. Some of the funds held in the Memorial Account have been distributed in accordance with the wishes of the families.

Blessings, Cindy Loverin, Pledge Treasurer

REPORT OF THE STEWARDSHIP MINISTRY COMMITTEE 2017

The Stewardship Committee is responsible for ensuring that Church of the Nativity parishioners have an environment to express themselves as stewards or caretakers of what God has provided us. The committee provides an environment where the parishioners can find ways to be active stewards. The committee works with the Vestry and clergy to couple the interests in how the congregation sees being a steward to the programs the church offers. Additionally, the stewardship committee is responsible for managing the annual stewardship pledge drive and other efforts which are similarly related. Historically, the drive begins in the fall and ends in December, before the budget is finalized. This year we started later and hope to finish out at the end of January.

We are still in a transition period of a new Rector with Father Chad finishing off his first year. The good news is that most of our parishioners are strongly supporting our Church and Father Chad. We expect the pledging to continue to rise in the next few years.

The total pledge revenue received by early January 2018 was \$266,720. Compare this against last year where we received \$265,105. This is an encouraging small, but significant gain of \$1,615 over 2017. As with every Stewardship campaign, we expect more pledges to trickle in over the next few months.

For the long term, we need to establish a perception among the congregation that stewardship is not done in the Fall for only money and is to be considered a year-round part of the faith pursuit. The Stewardship committee will work with Father Chad on how we message this.

We want to thank all the people who volunteer their time to supporting Nativity. This aspect of Stewardship is so important to making our Church the great place it is.

The current number of pledges received is 79, down from 86 last year. One very interesting piece of data is though the numbers are down for pledges, the average amount pledged per individual is up significantly. In fact, more than 50% of the pledging congregation increased their pledges over 10% from the previous year! That is a great example of stepping up.

For 2017 pledges the average was \$3,083. The average for 2018 is \$3,376, a very nice gain in per pledge! Thank you all for stepping up!!!

For the past 5 years, the number of pledges received for the next year was: 2013: 94 pledges/\$267,180 | 2014: 93 pledges/\$279,696 | 2015: 91 pledges/\$280,212 | 2016: 86 pledges/\$265,105 | 2017: 266,720: 79 pledges.

The Church has financial challenges and is operating from a strict no-deficit budget. We really need an additional \$40,000 per year to restore the Church operations in support of a church of our size. To do that, we will need at least 20 to 30 more new pledging members. This will bring the total number of pledges over 100. This can be done with a solid membership recruitment plan that the newly formed evangelist committee will undertake. The church needs a constant supply of new members and we believe we can do that.

Over time, we believe the number of pledges will climb past 100+ pledge units again as Nativity becomes better at attracting new members and executes on the vision of expanding all aspects of Nativity. We are excited about supporting Father Chad and watching our Church grow.

We have much to be thankful for with the continued support from our congregation. Also to all the work of our Stewardship Ministry Team: Henry Terwedow, Nancy Kimball, Glen Campbell, Father Chad, and our unofficial member, Cindy Loverin, in the Church office, for your collective efforts, counsel, and leadership.

I want to add that we were all saddened by the passing of Joan Gilchrist this year who was very active and supporting member of Stewardship committee. We will all miss her radiant personality and I especially for her support, guidance, and personal encouragement.

I would like to expand the committee slightly and if any of you have an interest in helping Stewardship at Nativity please let me or Father Chad know.

Most of all, we thank you Stewards for all the volunteer of time and your pledges!

Respectfully submitted by Tony Rea, Chair for Stewardship, 2017

1:24 PM
01/25/18
Cash Basis

Nativity
Profit & Loss Budget vs. Actual
January through December 2017

	<u>Jan - Dec 17</u>	<u>Budget</u>	<u>\$ Over Budg...</u>
Ordinary Income/Expense			
Income			
Other Income	29,578.65	33,600.00	-4,021.35
Pledges & Plate	271,042.29	292,100.00	-21,057.71
Total Income	<u>300,620.94</u>	<u>325,700.00</u>	<u>-25,079.06</u>
Gross Profit	300,620.94	325,700.00	-25,079.06
Expense			
Administrative Minis...	61,042.55	69,205.00	-8,162.45
Associates Benefits	0.00	0.00	0.00
Caring Ministry	684.80	2,425.00	-1,740.20
Celebration Ministry	4,337.48	2,000.00	2,337.48
Clergy Ministry	12,452.27	10,650.00	1,802.27
Facilities Ministry	24,553.58	19,250.00	5,303.58
Reach Ministry	43,163.15	49,960.00	-6,796.85
Salaries	145,637.24	167,443.48	-21,806.24
Teach Ministry	1,615.38	3,241.00	-1,625.62
Worship Ministry	15,491.94	22,900.00	-7,408.06
Youth Ministry	50.00	4,200.00	-4,150.00
Total Expense	<u>309,028.39</u>	<u>351,274.48</u>	<u>-42,246.09</u>
Net Ordinary Income	<u>-8,407.45</u>	<u>-25,574.48</u>	<u>17,167.03</u>
Net Income	<u><u>-8,407.45</u></u>	<u><u>-25,574.48</u></u>	<u><u>17,167.03</u></u>

Nativity
Profit & Loss Budget Overview
 January through December 2018

	<u>Jan - Dec 18</u>
Ordinary Income/Expense	
Income	
Other Income	31,350.00
Pledges & Plate	273,268.00
	<hr/>
Total Income	304,618.00
	<hr/>
Gross Profit	304,618.00
Expense	
Administrative Minis...	56,564.40
Caring Ministry	1,070.00
Celebration Ministry	2,800.00
Clergy Ministry	15,050.00
Facilities Ministry	23,600.00
Reach Ministry	45,260.00
Salaries	145,286.36
Small Group Ministry	0.00
Teach Ministry	2,240.23
Worship Ministry	11,530.00
Youth Ministry	
6900 - Youth Minis...	600.00
	<hr/>
Total Youth Ministry	600.00
	<hr/>
Total Expense	304,000.99
	<hr/>
Net Ordinary Income	617.01
	<hr/>
Net Income	<u><u>617.01</u></u>

