



ANNUAL REPORT

Sixtieth Annual Meeting

January 26, 2020

45 Howard St., Northborough, MA 01532

www.churchofthenativity.org 508-393-3146

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NOTICE

The Sixtieth Annual Meeting of

CHURCH OF THE NATIVITY

45 Howard Street, Northborough, Massachusetts

will be held in the Parish Hall on

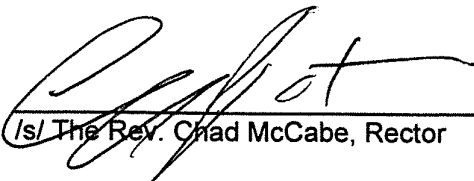
SUNDAY, January 26th, 2020

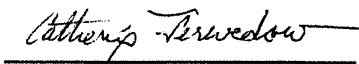
AT 11:30 AM

The order of business will include:
 The receipt of Annual Reports
 Presentation of the Budget for 2020
 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 Member		Three Years
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/ Cathy Terwedow, Clerk

VESTRY SELECTION PROCESS AND BIOGRAPHIES 2020

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: DEB HESEK

My name is Deb HeseK, 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 JUNIOR WARDEN: HOWARD GELLES

Hi, I'm Howard (Howie) Gelles and have been an active member of Nativity for about 15 years. During this time, I've been active mainly with the music ministry, and have expanded my activity to include the outdoor stage venues. As a Christian, I come from the RC Tradition and had been an Eucharistic Minister and was a certified Catechist (Religion Education teacher for Confirmation). I believe that the Bible is the inspired Word of God, to be understood both as a Paradox, and in the environment and the context in which the various writers lived. It contains all that is necessary for Teachings of Faith, Morals and Ethics. It is with the Guidance of the Holy Spirit that the meanings of Scriptures are revealed, confirmed by Holy Tradition.



When I was asked to consider the position of Junior Warden, my immediate impulse was no. It's something that I never considered nor thought about. I hold the position that if one aspires a leadership position, it is grounds for automatic disqualification. Leaders are chosen by others based upon their Character and abilities. After a little discussion, I agreed to pray about it: looking for reasons to say "no". I asked another person for some guidance, and was informed that he too was considering asking me (second confirmation?). Nonetheless, I continued to pray about it and yet, received two additional "yes" confirmations. It would appear that God's message is clear. Despite my initial reservations, I've accepted the nomination for the position of Junior Warden

FOR TREASURER: JANET WILCOX

My name is Janet Wilcox and I have been a member of Nativity for many years. My husband, Kevin, and I live in Northborough and have been married 32 years. We have been blessed with two wonderful daughters, Jennifer and Ashley. I am currently employed as a billing and intake manager for a non-profit organization.

Nativity has given me many opportunities to serve in various ministries: Coffee hour, simple social, community meals, Worcester Fellowship, youth group, and vestry. I am currently serving on the Outreach Ministry.

If elected, I will welcome the opportunity to serve Nativity as treasurer.



FOR CLERK: CATHY TERWEDOW

Hi! I've been a member of Nativity since Henry and I moved here from California in the early 90's. I've been active in lots of Nativity ministries over the years, most notably serving for 20+ years as a Levite, ten years with Community Meals (beginning from its inception), and five(?) years as a church counter. More recently, I led the Profile Committee and Holy Cow survey (the results of which the Search Committee used to call Fr. Chad), co-led two Welcome training sessions, and helped with CCB and website content.

Over the years, I've polished brass, painted doors, packed sandwiches, baked cookies, chaperoned kids' events, scrubbed pans, raked leaves, wrangled animals, and helped with indoor/outdoor setup and teardown for many church events. I was even a Sunday School teacher for a while during the 'Kidmo' years... though that was far from my comfort zone!

Today I feel called to step up and finally join the Vestry as Clerk. I've been in the corporate world for ~40 years, mostly in marketing and program-management roles. I'm collaborative, open-minded, and detail-oriented and I have strong organizational and editorial skills. I'll do my best to serve you well.



FOR VESTRY AT LARGE, 3 YEARS: 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 on the Vestry. 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.

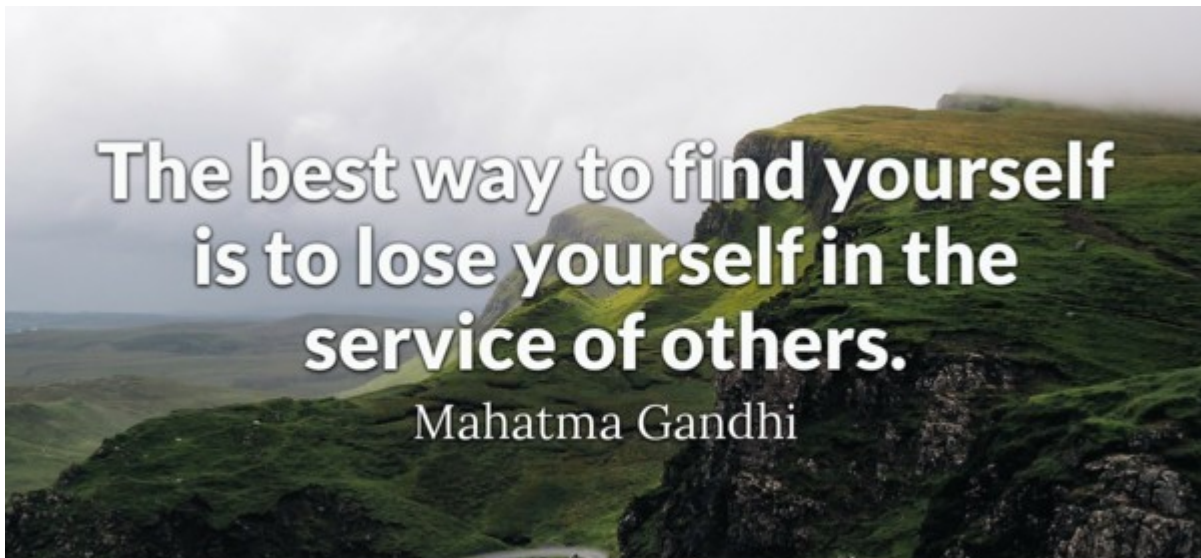


FOR VESTRY AT LARGE, 3 YEARS: AARON TING

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 also served on the Vestry in 2019 as Junior Warden. I would like to continue being a part of that and do much more. 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.



Sixtieth Annual Meeting
Church of the Nativity, Northborough
January 26, 2020—11:30 AM

Call to Order with Prayer

Minutes of Annual Meeting 2019

Ministry Reports

Election of Leaders

Appreciations

2019 Financial Report

2020 Ministry Budget

Rector's Report

Closing Prayer & Adjournment

CHURCH OF THE NATIVITY, NORTHBOROUGH, MASSACHUSETTS

MINUTES OF THE FIFTY-EIGHTH ANNUAL MEETING – JANUARY 27, 2019

The meeting was called to order by the Rev. Chad McCabe, rector, at 11:36 AM. Betsy Hummel opened with prayer. A quorum was declared with 53 members in attendance.

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

Minutes of the 2018 Annual Meeting were moved, seconded and accepted unanimously by the membership.

ELECTION OF LEADERS:

The following are seeking election as officers for one year terms:

Senior Warden: Deb Hesek (1 year)
 Junior Warden: Aaron Ting (1 year)
 Treasurer: Henry Terwedow (1 year)
 Clerk: Cathy Terwedow (1 year)

The following are seeking election as at-large vestry members:

Sean Nelson (3 years)
 Cindee Morin (2 years)
 Sally Kazarian (2 years)
 Ted Flanagan (1 year)

The Clerk was instructed to cast one vote for the slate of all nominees.

Lynn Deangelis continues on the vestry completing her 2 year term of office (1 year)

Other elections for CY 2019:

Convention Delegate At Large: Nancy Kimball
 Convention Delegate Vestry: Lynn DeAngelis
 Convention Delegate At Large: open
 Convention Delegate Youth: open
 Alternate Convention Delegate: Beckie Mangus
 Alternate Convention Youth Delegate: open

It was moved, seconded and passed that the nominations be closed. The Clerk was instructed to cast one vote for the slate of nominees for the Convention Delegates

APPRECIATIONS:

Thank you gifts were presented to Pastor Chad and Sabina Terrades, Nativity's parish administrator and jack of all trades, from the parish to express our appreciation in all they do for us.

Those leaving the vestry were presented bouquets from Pastor Chad with thanks:

Mary Frances Rozak
 Amanda Panikian
 Karen Emery
 Lois Macek

The new vestry members were acknowledged with appreciation for stepping up to the new leadership roles.

Continued from page 8

Pastor Chad asked all members of the congregation present who offer their time, talent and treasures to Nativity to stand and be acknowledged. At least 95% of those present stood acknowledging the gifts for which the Church of Nativity gives thanks.

Those who volunteer their time and talents to keep us going: the LEMs, the Readers, the acolytes, the musicians, Binto and Rachel, the sound and light gurus(Larry and Gary), the ushers (Deb Burke and crew), the levites (Tim Cassidy and friends), the Godly Play teachers (Ann and Deb), the youth advisors/mentors (Peter and Diane),The Living Nativity Angels (Brad Nutting), the flower guild, Altar guild, ministries, Cindy Loverin and all those who have volunteered over this past year.

FINANCIAL REPORT:

The 2018 Financial Report was acknowledged with a surplus which was moved into the 2019 budget. Dick Jubinville presented the Financial Committees recommendations for the 2019 budget and answered questions on the 2018 budget. A pie chart was presented showing the distribution of funds budgeted for 2019 with costs that are fixed including facilities, salaries, benefits and the diocesan assessment, which leaves the smallest amount for other ministries of the church

- It was noted that oil and electricity costs increased over 2018
- Facilities costs increased over 2018

Jim Baker spoke about his concerns for the music ministry and he reminded everyone of the history and value of music to Nativity.

Tony Rea reminded everyone that it is our responsibility to add members and support all ministries.

Erroll Ethier requested that in the future all details of the budget for the next year be available in the Annual Report despite changes that are still being made.

Peter Vanacore commented on the lack of youth programs.

Pastor Chad commended Dick Jubinville on his tireless work preparing/re-working the budget.

RECTOR'S REPORT:

Pastor Chad announced the next year's annual meeting will be held on January 26, 2020

This year's challenge: Revive and Ignite

- How can we be the beacon on the hill for Jesus Christ?
- Pray
- Volunteer
- Share your faith with friends, neighbors
- Be a part of the Welcome Team
- Partner with the Youth
- Do more giving to God. Money is not the issue.
- People are needed in ministry
- Don't wait for perfection. Keep moving forward
- Community Gatherings will be held quarterly on February 10, June 23, October 13 and December 15 to give everyone an opportunity to share, learn and grow
- The altar was placed in the middle of the annual meeting room to keep us always mindful of Christ's presence in our midst for the work of the kingdom to save souls.
- The green symbolizes how the Christian calendar works
- The red carpet symbolizes the work of the Holy spirit and Christ's blood that was shed for us
- God is calling us to a new adventure. Come join me. Will you join me?

With no further business the meeting was adjourned by vote and prayer by Pastor Chad at 12:42 PM.

Respectfully submitted,

Lois F Macek
Clerk of the Vestry

ORGANIZATIONAL CHART

WORSHIP

Leader: Verger
↓
Acolytes: Maureen Pellizzari
Altar Guild: Karen McCabe
Bread-Baking: Karen Taylor and
Lois Macek
Flower Guild: Theresa Hoberman
Lay Readers: Beckie Mangus
Lay Eucharistic Ministers:
Beckie Mangus

MUSIC MINISTRY

Leader: Minister of Music
↓
Organist: Glen Campbell
Praise Band: Rachel Manley
Accompanist: Judy Yauckoes

FACILITY MANAGEMENT

Junior Warden: Aaron Ting
↓
Parish Administrator:
Sabina Terrades
Levites:
Tim Cassidy

FIRST IMPRESSIONS

Leader: Cathy Terwedow
↓
Welcome Team:
Cathy Terwedow
Ushers: Debbie Burke
Growth Committee: Tony Rea

COMMUNITY AND HOSPITALITY

Leader: Hospitality Chair
↓
Coffee Hour: Beckie Mangus
Kitchen: Karen and Earl Taylor
Simple Social: Becky Krebsbach and
Mary Brown
Funerals: Sue Roche
Events:
Easter Egg Hunt: Deb Heseck
Fall Festival: Jim Baker
Living Nativity: Brad Nutting

FINANCE TEAM

Treasurer:
Henry Terwedow
↓
Finance Committee:
Richard Jubinville
Stewardship: Tony Rea
Pledge Treasurer:
Cathy Terwedow
Bookkeeper: Sabina Terrades
Counters: Cathy Terwedow

OUTREACH

Leader: Janet Wilcox
↓
Worcester Fellowship:
Yvonne Boutte
Nativity Refugee Ministry:
Betsy Hummel
Community Meals: Kathy Reilly
Food Pantry: Paul Morin

PASTORAL CARE:

Leader: Lynn DeAngelis
↓
Eucharistic Visitors:
Beckie Mangus
Prayer Chain: Lynn DeAngelis
Prayer Shawl: Bette Ann Whynot
Food Ministry

PRESCHOOL

Director: Stacey Paradise

OPERATIONS

Leader: Sabina Terrades
↓
Office Volunteers
Front Desk
Tech Team: Larry Engholm

CHRISTIAN FORMATION

Leader: Sally Kazarian
↓
Youth/Young Families Director:
Cindee Morin
Godly Play:
Deb Heseck
J.A.M.:
Jenny Otto
Middle/High School:
Peter and Diane Vanacore
Childcare:
Karen Prendergast

Small Groups/Bible Studies:
Rector's Forum
Tuesday Morning Women's
Group:

Jean Bruce
Wednesday Morning Women's
Group:
Rachel Manley
Wednesday Evening Women's
Group:
Norma Brandt

Senior Ministry:

Priscilla Gagnon and
Karen Taylor

Women's Ministry:

Lynn DeAngelis, Betsy Hummel,
Sally Kazarian

Men's Ministry:

Vacant
Quiet Days: Lisa Phelps

Spiritual Directors:

Sally Kazarian
Betsy Hummel

WORSHIP MINISTRY

PRAISE BAND

This past year, the Praise Band adapted to playing in the hall for part of the year and in the nave for the other part. In 2019, we thank Cara Ting and Kim Gentry Meyer for each leading worship once a month. We really appreciate each and every individual who has sung or played with us throughout the year. We practice Saturdays at 10am and Sundays right before church. If you'd like to join us for one song, one Sunday or as a regular member, please let us know! Big thank you to the regular members, Binto John (vocals and guitar), Cara Ting (vocals and percussion), Kim Gentry Meyer (vocals), Sonja Mott (vocals), Dick Hummel (trumpet and percussion), Michael Jubinville (percussion), Judy Yaukoes (piano), Howie Gelles (bass), Carl Bongiovi (bass and electric guitar), and Rachel Manley (flute and music direction). A highlight of our year was being able to attend a conference for music leaders called Simply Worship. Thank you to the church for helping many of us to attend. Also a big thank you to the Sound Team for supporting us - Larry Engholm and Gary Mott.



Respectfully submitted,

Rachel Manley

TECH TEAM

Gary Mott and I were happy to provide audio and projection for Nativity services, meetings, and special events. If you might be interested in joining the Tech Team, please let us know. Thanks to Howie Gelles and Bob Roche for help with lighting for the Living Nativity.

Respectfully submitted,

Larry Engholm

ALTAR GUILD



This Altar Guild wants to give a special thanks to Lois Macek and her team for their extraordinary assistance with helping us to redirect funds by not purchasing as many wafers and instead increase utilization of our Bread Baking Ministry to provide the communion elements on Sunday morning. Because of their efforts, we were able to redirect those funds into helping make our special worship occasions such as Easter and Christmas extra special. Furthermore, by moving our Sunday worship to the Nave, the Altar Guild has been able to lower expenses that would normally have been incurred had we continued to utilize both Nave and Fellowship Hall for worship. We continued our regular purchases of palms for Palm Sunday, decorations, wine, and candles.

The primary financial goal for 2020 is to operate the Guild with purchasing necessity items only for weekly worship, and purchase specific items needed for Advent, Christmas, and Easter.

Current members of the Guild include Jennifer Flanagan, Becky Krebsbach, Beckie Mangus, Rachel Manley, Cara Ting, Bette Ann Whynot, and Sue Zacaro (GREAT team to serve with). I want to give a BIG thank you to them for their time and support of our ministry.

The Altar Guild will continue to meet once every quarter to not only touch bases, but also live in community. I also want to give thanks to Theresa Hoberman for taking on the role of Flower Coordinator. She has been doing a fantastic job in her new role.

Lois Macek is currently organizing our Bread Baking Ministry.

The Guild is always seeking new volunteers, and if you are interested in joining this fun and amazing ministry, please contact me by cell at 301-312-1420 or email at karenrmccabe@gmail.com.

Respectfully submitted,

Karen McCabe

BREAD BAKING

The bakers in the bread baking ministry are a dedicated, faith-filled and committed group who bake communion bread three or four times a year for all the Eucharistic services. They bring their baking skills (some of us are still working on that), wisdom, laughter, pans, racks, rolling pins, and ingredients to each other's houses. All the while we know we are helping to bring Christ's love to His people. It is our gift to Him for His gift to us. Currently the bakers are Karen McCabe, Sue Zarcaro, Barbara Dexter, Karen Taylor and Lois Macek. Thank you for being a part of this ministry. We are always open to new members - women and/or men. Do you like to bake? Is this ministry calling you? If so, please contact either Karen Taylor (at the 7:45 service) or Lois Macek (at the 10:00 service).

Respectfully submitted,

Lois Macek

LEVITES

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.

Respectfully submitted,

Tim Cassidy

ACOLYTES

The 2019 Acolytes had a successful year inasmuch as we were able to provide support for approximately 90% of services with three teenagers: Kevan Flanagan, Alex Pellizzari, and Matt Pellizzari. I appreciate Jen Flanagan working so closely with me to manage the boys' work, sport schedules and family vacations. I appreciate Kevan and his servant heart and warm smile, Alex and how he liked to follow the rules and move service along smoothly, and Matt and his quiet presence and dependability. These three boys are princes among men.

September brought us a wonderful addition to our Acolyte team: Makayla St. Laurent. She enthuses "I have been waiting my whole life" to be an Acolyte and loves to serve God in this role. We are so happy to have Makayla serve when she attends church with her Grandma and Dad.

Alex Pellizzari retired from Acolyting at the end of 2019. I would like to give a heartfelt shout-out to my son Alex for three years of service -- thank you and here's a big hug from your Mom!

We need more Acolytes. Adults as well as children, please consider joining this age-old tradition of service to quietly lead worship and guide the congregation through the rich tradition of our Order of Worship.

I would like to include the Acolytes in the Prayer schedule, please. Also, I am asking for a few adults to write & mail notes of thanks & encouragement to show appreciation for our Acolytes. Please contact me if you are interested in providing this support to our Acolytes in 2020.

Respectfully submitted,

Maureen Pellizzari





The ministry of Celebration serves our community through a group of volunteers to bring fellowship to our parishioners. Celebration is the bond for our church family. The Team throws events such as coffee hour, Simple Social, seasonal picnics and funeral collations.

This year, we brought back the SIMPLE SOCIAL. The Social is scheduled on the 2nd Sunday of every month. I am happy to announce that the attendance has been good. We hope as the year goes forward, we see even more participation. The Social is a great way to catch up with our friends and share a wonderful luncheon with each other.

Another great event was our picnics. A fun time on our front lawn, it was wonderful to see our children run about, laughing and playing with all the games we provided.

These good times come about by a wonderful group of volunteers. Thanks to all our cooks, all who set up and break down tables and chairs, for the sound crew and so many more.

The Celebration Ministry consists of:

COFFEE HOUR: The head of the ministry is Beckie Mangus. Beckie's cell is 978 821 0941. Give her a call to help with this ministry. We need volunteers to set up coffee and desserts after the 10 am service.

SIMPLE SOCIAL: Volunteers are needed to help with this ministry. We need kitchen help, cooks, and picnic planning and ideas. Call Becky Krebsbach at 517.331 8104

FUNERAL COLLATION: Help needed in setting up tables and chairs in the hall, supplying food as needed. Contact Sue Roche at 978 838 2808

SENIOR LUNCHEON: Held on the 2nd Tuesday of the month. A wonderful time for our senior community. This event is a pot luck. To register and help out call Priscilla Gagnon and Karen Taylor.

KITCHEN MAINTENANCE: Karen and Earl Taylor are in charge of the kitchen. They make sure that we have supplies, and keep things in order. Thank you for your hard work.

Manny hands make for success! So thank you each and everyone who has helped to make this ministry successful. We truly appreciate your time and effort. When we serve to make our church a warm and wonderful place to gather by helping each other, seeing and taking care of our parishioners needs, it makes Jesus smile!!

Respectfully submitted.

Sue Roche



CHURCH OF THE NATIVITY COMMUNITY PRESCHOOL

The preschool had a wonderful year! We have enjoyed full classrooms and still keep a waiting list for new students. We began our enrollment for the 2020/2021 school year in December and can happily report that we have a pretty large waitlist for our 3 and 4 day classrooms. Our two day class is filling up steadily and is expected to cap off soon.

Throughout 2019, we continued our work to update the school. We did some work to the ground cover on the playground, took down a wall to make our classrooms more usable, and put fresh paint on our bathroom stalls and radiators. Each year we continue our work on weeding out old, unused, supplies and further organizing our space.

We have also continued our work to update the technology that we use. We utilized a photo and communication app at the start of the school year and are working on transitioning to a classroom website platform that we like much better. All of our forms have been digitalized and many things such as the parent handbook were rewritten to be more current.

We look forward to a great 2020 and thank you for your support!

Respectfully submitted,

Stacey Paradise

CHRISTIAN FORMATION

As the ministries are organized, there is a grouping called Christian Formation, of which I am the coordinator. This includes leaders from The Youth and Young Families programs (Cindee Morin, director); Godly Play (Deb Hesek); J.A.M, “Jesus and Me” (Jenny Otto); Middle/High School (Peter and Diane Vanacore); Small Groups, Bible studies, and Rector’s Forum (Jean Bruce, Rachel Manley, Norma Brandt, Cindy Loverin, and Fr. Chad); Senior Ministry (Priscilla Gagnon and Karen Taylor); Men’s (currently vacant) and Women’s Ministries (Lynn DeAngelis, Betsy Hummel, and Sally Kazarian); The Quiet Days (Lisa Phelps); and Spiritual Direction (Betsy Hummel and Sally Kazarian). We are beginning to meet periodically as a group, sharing what each of the ministries is doing, and looking at their goals and vision moving forth. Bible studies and small groups continue, as do monthly senior luncheons, spiritual direction offerings, quarterly Quiet Days, and upcoming opportunities for women to connect. Contact any of these leaders for more information, read about their ministries in this report, and stay tuned to the calendar and announcements.

Respectfully submitted,

Sally Kazarian

YOUTH AND YOUNG FAMILIES MINISTRY

In my first year in the role as the Youth and Young Families Director, one my goals was to establish and/or maintain our church school programs for Pre-School through High School and support the needs of the Nursery/Child Care. The following highlights our present programs.

Nursery Child Care

Karen Prendergast is the caregiver of the nursery for the babies and toddlers. She has created a safe and fun environment with age appropriate toys for our youngest children. We encourage parents to take advantage of this nurturing childcare opportunity during the 10:00 Service.

Church School Education Programming

Last year Godly Play spanned the ages of Pre-K to Grade 3. This year we revised this class to serve the Pre-K through Grade 1. We then added a new elementary class for the children in Grades 2-4. Deb Heseck is the teacher for Godly Play and Jenny Otto is the teacher for the new J.A.M. (Jesus and Me) class.

Pre-K through Grade 1 (submitted by 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. Godly Play presents Biblical stories to the children then asks “wondering” questions to help the children explore their relationship with God.

We are blessed with 8 potential members of the class; the average attendance has been up and down. We occasionally have guest students who are most welcome. The children are wonderful and it is a pleasure to teach them.

Grades 2 through 4 (submitted by Jenny Otto)

J.A.M. (Jesus and Me) was named by Karen McCabe, who also helped this age group feel special with a cheerfully decorated room and colorful binders. Paula Hanson added to the welcoming feel with chairs of just the right size. Four students are currently enrolled.

J.A.M. is Bible-based. Students are excited about reading from “The Kids Adventure Bible” in a special version with vocabulary and sentences adjusted for young readers. They love finding the Bible references on their own, and taking turns reading the passages aloud. We are also referencing traditions in the Episcopal Church such as the Lord’s Prayer and Prayer of Confession. Each class starts with an activity such as a word search or crossword with clues taken from a Bible passage. It continues with a Bible memory verse, with fun ways to learn the verse such as doing the Floss Dance to it. Then there is in-depth Bible study, applied to our own lives, followed by another activity or craft (one week it was making covers for soap labeled “Jesus Makes Me Clean”). The lessons, based on KidsSundaySchool.com have included themes such as Discovering Jesus, Names of God, Christmas and New Beginnings.

Grades 5 through 8

There are presently no classes for Grades 5-8 due to a lack of children in our church of this age group. Once there is a need new classrooms will be established.

High School

Peter and Dianne Vanacore are on the Boroughs (formally Metro West) Young Life committee. Young Life is a Christian ministry that reaches out to middle school, high school and college aged kids. Their focus has been on communicating Young Life events (local meetings and summer camp information) to the youth of Nativity. They meet monthly with the Young Life staff, volunteers and other committee members. Two high school students from Nativity attended camp this past summer and participated in some Young Life events.

Family Sunday (the third Sunday of the month)

During Family Sundays, there is no classroom instruction as children worship with their families. Pastor Chad incorporates a special sermon for the children who are invited to join him at the front of the church and sit for this special sermon.

Family Events

Another goal of this ministry is to offer fun family events throughout the year that bring families together including the Nativity Preschool families.

- For Shrove Tuesday in February, families came together to share a meal of yummy pancakes and fellowship. Some activities were set out on tables for the children to do to occupy their time and fellowship with each other.
- In September, we kicked off our Sunday School Programs for Pre-K to Grade 4 with a fun family church picnic with lawn games for families to participate in.
- On December 1st, we had 20 families take part in an Advent Wreath making event. Also in December our Sunday school children participated as angels and shepherds for the Living Nativity. My tremendous appreciation to Paula Hanson who helped with the costumes and assisted with the preparation for this event. My thanks also to the parents who helped during the pizza supper and other behind the scenes support.

As we begin a new year, I am excited about the possibilities of increasing the number of families we attract to Nativity, growing our Sunday School classes and the addition of more fun family events. This will be in keeping with the Vestry goal for this ministry: “To make Nativity more attractive to youth and families in an engaging and welcoming community”.

Respectfully submitted,

Cindee Morin
Youth and Young Families Director





SPIRITUAL DIRECTION

Spiritual direction is a ministry when one meets regularly with a trained spiritual director. This is a time to notice and explore the movements of God in one's life, and to discuss spiritual disciplines, challenges and growth. We are fortunate to have a grant through PAX ministry which provides funds to develop and grow the ministry of spiritual formation. This 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.

Respectfully submitted,

Sally Kazarian

QUIET DAY

Nativity's Quiet Days are a one-day retreat offering individuals a day to find spiritual rest and encouragement by spending uninterrupted time with God. We offer brief group meditation, and a fellowship lunch, as well as places to be alone in silence, either inside or outdoors.

In 2019, I kept to the new structure decided last year. This included offering 3 QDs each year, in November, February and May, and inviting meditation leaders from outside Nativity. Because I paid them a stipend and because our charge is quite low (\$15 or "as able" for the event itself and \$10 for the lunch), I kept our hospitality expenses of snacks and lunch low. The plan for 2019 was to have QDs on February, May and November. For 2020, I hope to run QDs in February, April and November.

We get a few participants from outside of the church, who like QD a great deal and do return. A couple of them keep in touch with me which is gratifying.

The challenges to QD are these:

- I am now without an assistant and hope that someone will raise their hand to help out. As we run only 3 QDs each year, it's not a continuous effort, just an intense one.
- Participation: If we get as many as 6 registrants, that number, *in addition to* the meditation guide and me, is an adequate attendance. 10-12 would be ideal.

I originally came to Nativity because of Quiet Day. I hope that we can keep it going. It's a very special ministry for the church.

Respectfully submitted,

Lisa Phelps



TUESDAY MORNING WOMEN'S BIBLE STUDY

Our Tuesday group meets at 10:00. We are using a book by Kevin Zadia focusing on a deeper intimacy with the Holy Spirit. The book is very informative showing us how much we are loved by the Holy Spirit, and ways to have this intimacy with him.

Respectfully submitted,

Jean Bruce-Wiegersma

WEDNESDAY MORNING 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 still going through the book of Luke a little bit at a time.

Respectfully submitted,

Rachel Manley

WEDNESDAY EVENING WOMEN'S GROUP

The Wednesday evening Spiritual Formation group has been meeting over the last 5 years under the leadership of Betsy Hummel. This year, after prayerful deliberation, Betsy decided to step down from a leadership role to focus her ministry more fully in other areas.

The group consisting of about 5 other members met to determine if they wanted to continue meeting together. It was unanimously decided that the members wished to continue together and I stepped forward to facilitate this group. We are currently revisiting a book entitled "Sacred Rhythms" by Ruth Haley Barton and will be meeting on every other Thursday at 7:00 pm at my home on Howard St.

Respectfully submitted,

Norma Brandt

SENIOR MINISTRY

First we would like to give a big thank you to Jackie Blair and Beckie Mangus.

Karen Taylor and I took over Sr. Ministry in the spring of 2019. Our goals are to provide opportunities to keep seniors socially active within the church community by bringing people from both Sunday services and the Wednesday service together. Our monthly potluck luncheon offers a time for discussion of a variety church and community topics. Equally important is that we make time for laughter and just plain fun.

We have invited speakers to come.

1. Sabina spoke about crocheting sleeping mats for the homeless using plastic shopping bags and giving these to Worcester Fellowship.
2. Pastor Chad spoke about the importance of making advance funeral arrangements and how the church can help with this.
3. Jocelyn (Outreach Coordinator) from the Northboro Senior Center gave us an overview of programs and activities and answered questions.

Our possible future plans:

- Give out goodie baskets to the fire and police departments as a thank you for their service.
- Fill Christmas bags with needed and fun things for needy children.
- Have a few activities to combine both Senior and Youth and Family ministries.

If you have a Senior family member or friend you think might like to join us, please invite them. Looking forward to the new year and please give Karen or I a call or shoot us an e-mail if you have any ideas for speakers or new activities. We are always open to suggestions.

With blessings to all and prayers for our future.

Karen Taylor and Priscilla Gagnon (Senior Ministry coordinators)

WOMEN'S MINISTRY

Women's Ministry is focusing on opportunities for women to connect with God and each other. We are creating various offerings, hoping to involve a variety of ages and interests, but all with the purpose of connecting women. We had two gatherings to work on crafts, which we then sold as a means of raising seed money to support the Women's Ministry. We are planning a breakfast in February as a time to connect with each other and also to hear from several guests involved in our outreach to the community. In November, 2020, we are planning a weekend women's retreat to be held at Grotonwood Retreat and Conference Center, providing a unique and special way to connect with God and each other. We have all kinds of ideas and are open to hearing from any of you with additional thoughts and vision for what Women's Ministry might look like. How fun to see what God has in store for us this year!

Respectfully submitted,

Lynn DeAngelis, Betsy Hummel, and Sally Kazarian

CARING HANDS SHAWL MINISTRY REPORT

"May this gift knit for you with love by Nativity's Caring Hands knitting ministry be a mantle and sign of God's healing presence." This is part of the prayer label sewn onto each shawl that is prayerfully knit by one of our small group of knitters and brought before our altar to be blessed and given to someone who needs the comfort and prayers these shawls provide. These shawls are available for the taking on the rack in the narthex. Most of the knitting is done by individuals at home and we welcome any who like to crochet or knit to join us in this quiet, caring ministry. For more information please contact Bette Ann Whynot.

Respectfully submitted,

Bette Ann Whynot



Mission: As we serve in God's Mission, empowered by the Holy Spirit, we seek to reach out to others in a compassionate way with our time, talent, and treasure and to be faithful stewards of the financial resources received.

Thanks to your generosity the 2019 Outreach budget generated approximately \$3000 to support local, national and international organizations. Your gifts of time, talent and treasures have made a difference in the lives of those we are called to serve in the name of Jesus Christ.

Highlights of 2019 include



- Financial support for missions: Deb Heseck continued her mission with Project Stretch in Mexico. Deb has been a part of this organization for over 25 years. Project Stretch provides dental care to underprivileged children and special needs adults and children both in this country and abroad.
- Straight Ahead Ministries: Provided financial assistance for the Breaking Bread Program. This program provides formerly incarcerated youth the opportunity to serve their community by providing meals, seasonal clothing and personal hygiene products to families in need in the Worcester area.
- Northborough Food Pantry: provided financial support along with two food drives
- Compassion Intl: continued sponsorship of two children: Nadiani from Indonesia and Prossy from Uganda
- As part of a joint effort with the Northborough Helping Hands Organization and other area churches and businesses, Nativity donated 180lbs of carrots this year to make 60 Thanksgiving meal baskets for families in the community. Nativity also participated in a Giving Tree to provide two Northborough families with Christmas gifts.
- Worcester Alliance for Refugees Ministry: provided financial assistance to purchase household items for refugees arriving in the U.S.
- Worcester Fellowship: We prepare and provide lunch bags for the homeless four times a year.

We welcome any members of the congregation who would like to join the Outreach ministry in 2020 and hope to continue to provide opportunities for Nativity to serve.

Respectfully submitted,

The Outreach Ministry: Deb Heseck, Lois Macek and Janet Wilcox

COMMUNITY MEALS

COMMUNITY MEALS normally take place every Wednesday evening at Trinity Church in Northboro but due to kitchen renovations at Trinity, Nativity has been hosting the meals since June 2019. Each church denomination in town, Congregation B’Nai Shalom, Westboro and civic organizations (such as the Rotary Club, Northboro Junior Women's Club, and the Lyons Club,) take a turn to host the meal each week. It is the responsibility of the host organization to provide all the food, set up and serve the meal, and then to clean up after it. This is truly a wonderful event and it is offered to the community each week at no cost!

Many regular dinner guests, who can include the elderly and people in need of a hot meal, come to eat dinner every Wednesday night. They do get to know the specialty dinner of each host organization and look forward to the menu varieties each group will offer. It is such a rewarding experience when it is our turn to host when we see many of the same people. I think they really look forward to Nativity’s menu! Our specialty is American Chop Suey, Macaroni and Cheese, Italian bread, tossed salad, and lots of finger desserts!! We can usually serve anywhere from 45-65 people at a community meal.

About a week before Nativity's scheduled date to host the meal, a Sign Up Genius email will go out to a group of people asking them to offer help in buying and making the food items needed, and to also help with serving the meal. There have been SO many dedicated people who have made Community meals a regular event to help with. Most are Nativity members, but some are also neighbors and friends outside of our church. This has also been a great way to gently introduce non church goers to Nativity and show them the fellowship we can share together!

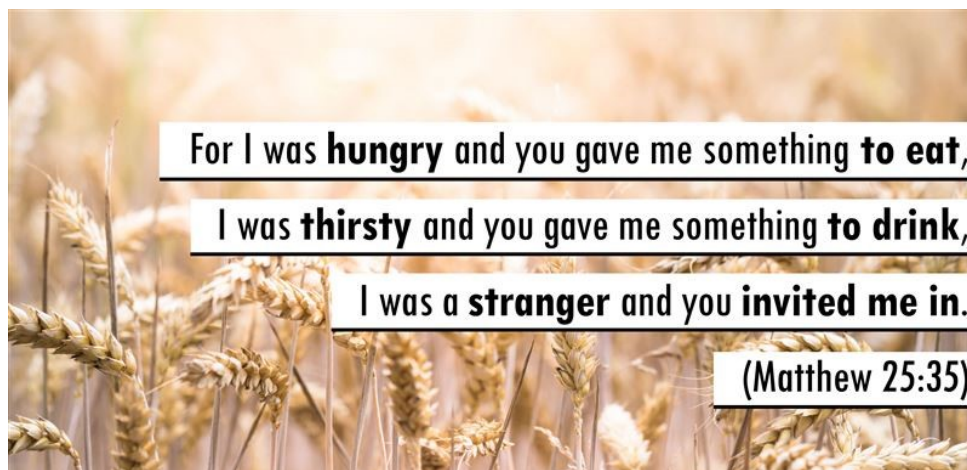
We start the meal with offering a prayer of thanks. Our servers are then lined up with spoons in hand and ready to dish out the variety of recipes of American Chop Suey and Macaroni and Cheese.

It's always a fun night while we serve others and enjoy each other's company. Lots of laughter can be heard and sometimes even some panic cries when we think there won't be enough food because the people just keep coming in to eat!!! As God always provides though, we have never once run out!!

Please contact Kathy Reilly or Rachel Manley to help with Community Meals! WE WOULD LOVE MORE NATIVITY FRIENDS TO JOIN US!!

Respectfully submitted,

Kathy Reilly





Evangelism

FALL FESTIVAL

Nativity's Fall Festival at Applefest 2019 had two goals. 1. Outreach to our guests in order to show them what a great church and church family we are. We took seriously our role of being the face of Christ in this place. We hope that attendees might join us or at least visit us to try us out. 2. Financially to raise money for the general budget of Church of the Nativity. At a minimum we did not want to lose any money once expenses were compared on an "all in" basis.

Focusing on Goal 2 first:

We had the following revenues from the following sources:

Vendor fees (10% of their earnings)	15.00	(Just 1 outside table vendor, Maine Girl Cupcakes)
Nativity Bucks Table net	568.00	(Many basket were provided)
Food/Cafe (net after expenses)	358.13	
Used Book Sales (all profit, no cost)	52.00	
Attic Treasures (all profit, no costs)	243.82	
Trackless Train Tickets (loss leader)	191.00	(Tickets did not cover labor and equip rental)
Women's Ministry (dedicated use)	xx.xx	(Via agreement all revenues committed to WM)
Baked Goods	218.00	(Many, many donations)
Donation from Nancy K	100.00	
In kind donation additional fencing	90.44	(Value of materials donated by Jim Baker)
In kind donation from Ace Hardware	25.00	(Supplies, paint, decorations, etc.)

We had the following expenses:

Northborough Rotary Table fee	72.00	
Manny/Zumba	125.00	
Jon Esslinger as contractor	60.00	(Fence put up/take down)
Magic World	235.00	(2 Bouncy House rentals)
Magic World Trackless Train rental	650.00	
Joe the Story Teller	125.00	
Clown/Ann Klump with balloons	100.00	(Pass thru to International Church prior agreement)
Worcester Bravehearts Character	60.00	(Includes complimentary tickets to next season)
Decorations, corn, pumpkins, signs	154.93	
Advertising Patch, Facebook	67.60	
Total Expenses	1649.53	
Income Totals includes In Kind	1863.39	
Net to General Fund	213.86	After Expenses Committed/Dedicated/Paid

Focusing next on Goal 1 using Lessons Learned/After Action Approach:

- Event and its planning were immersed in prayer, from weather through cleanup.
- Overall family and kids orientation. Tremendous draw and SO much fun.
- Vital Ambulance Show and Tell reneged day before the event. Over scheduling on part of ambulance company.
- Use of Jon Esslinger, former Sexton on contract basis worth every penny.
- Vendors, except close friends and family, not interested in our event. Disappointing turnout.
- Approaching last year's donors for Nativity Bucks proved very helpful/yielded good revenues.
- Affiliation with Applefest. Too hard. Closed streets. Inaccurate advertising. However, likely that we will return because worth it in spite of the considerable pain.
- Train: Most popular ride but very costly. TBD raise ride prices for 2020.
- Boy Scouts and advisors invaluable help before, during, and after. Rope Bridge, Giant Jenga game, 3-D Hockey game, Corn Hole game, cleanup, set up, animal pen, et all.
- Thanks to Father Chad for enthusiasm and support during the tough times.
- Low revenues from Attic Treasures and Used Books. Different audience style/day? TBD
- Ought to invest in larger/better reusable signage without dates.
- New ticket system for Nativity Bucks worked very well. Thank you, Yvonne.
- Idea: Role for kids as Live Signage in key locations next year. TBD
- Suggest de-commit from Zumba. Poor participation.
- Thank you to Michelle Williams for donating her animals and transporting them for the day.
- Thank you to Tree House Brewery for their donation to Nativity Bucks Table.
- Thank you to Binto John and Rachel Manley for donating refurbished TV and iPad to Nativity Bucks Table.
- Cancelling Food Trucks transferred their profits to us and lead to attendees staying longer.
- Tent usage helpful to vendors and guests.
- Thank you to Howie Gelles, Jonathan Severance, Paul Morin, Wayne Deslauriers, Dick Jubinville for stage setup and rehab.
- Thank you to Dylan Krebsbach for serving as host/deejay.
- Thank you to Larry Engholm and Tech Team for sound system setup and operation.
- Thank you to Nativity Praise Band for performing music.
- Thank you to Sue and Bob Roche and their crew for kitchen/cafe setup, operation, cleanup.
- Thank you to Errol Ethier, Lynn DeAngelis, Ainsleigh and Jen Flanagan for trips to Savers to dispose of unwanted items after completion of the event.
- Thank you to Brendan Flanagan, Ainsleigh Flanagan, Molly Baker, Abby Baker, and Liz Krebsbach for selling and taking train tickets.
- Thank you to clown, Ann Klump, aka Aunt Parsnips, and her assistant Brendan Flanagan.
- Thank you to Suzanne Duncan for distributing File of Life forms and magnets.
- Thank you to Lisa Phelps for running Ministry Table.
- Thank you to Nancy Kimball and family for manning downtown booth pointing guests towards us.
- Thank you to Mass State Police for sending Show and Tell vehicle and Trooper McCollum.
- Thank you to Jonathan Severance for chairing the Used Book Room.
- Thank you to Worcester Bravehearts baseball team and Massachusetts Pirates arena football team for supplying roving characters throughout the day. Thank you to Worcester Railers hockey team for sending gift basket even though their mascot TRAX was not available.
- Thank you to Northborough author Vin Femia for donating books to Book Room to sell at 100% profit to Nativity.
- Thank you to Sabina Terrades for her marketing expertise including press release creation and distribution plus everything office oriented.
- Thank you to Janet Wilcox for leading kid crafts table.
- Thank you to Stacy Paradise for Nursery School Play-Doh table.
- Thank you to Paula Hanson for leading pumpkin painting and face painting activities.
- Thank you to Beckie Mangus for leading the Baked Goods table effort that was 100% profit to Nativity. Organizing, inventory take in, selling, etc.
- Thank you to Brad and Phyllis Nutting and Lois Macek for leading the Attic Treasures including intake, pricing, day of event operations, and disposal of items.
- Thank you to Lynn DeAngelis for selling roving ice cream products.

Personal thanks to the best team ever for pulling this off once again. Cara Ting, spreadsheet and social media guru, Liz Krouse for portraying Cat in the Hat in hot costume all day long and for performing planning and administration activities for the Team, Becky Krebsbach for photographer-extraordinaire role and planning oversight, and Yvonne Boutte, MVP, for running Nativity Bucks Table, buying and creating decorations, recruiter of our sole vendor, and all around Jill of All Trades. She was Everywhere at Once. Finally, thanks to the dozen or so folks I have omitted in this report because of faulty memory (mine) and faulty notes, also mine.

Respectfully submitted,

Jim Baker

COMMUNITY EASTER EGG HUNT

The Easter Egg Hunt was held on Saturday April 20th @ 2:00 PM. The weather did not cooperate bringing lots of rain, so we brought the event inside and all had fun! Many guests thanked us for holding the event and not canceling. I had thought about changing the date of the hunt to the weekend of Palm Sunday, but after finding out that there is another community egg hunt held on that Saturday, I felt that we should keep the date on Easter weekend.

Things that went well:

- Great support from the congregation volunteering
- New back drop for the Easter Bunny photos
- Photographer for the Easter Bunny pictures 37 emails with photos sent out
- Donations of cookies for the event
- Egg stuffing event with Pizza for volunteers
- Support for advertising by Sabina, Janet, Cara, and Deb
- Support from Outreach committee
- Donations of candy and eggs
- Sign up for volunteering
- Emails reminders for volunteers
- Thank you emails
- Flexibility bringing the event inside
- Craft before the event
- Gift bags to families with information about our church and the preschool
- Cookies and lemonade for refreshments (we used some cookies in the freezer from past events)

Things that need improvement:

- Name tags or T-shirts to let people know Nativity volunteers
- More candy needed, start asking for donations earlier
- Define goals for the event
- Have set up ready to record the emails for photos on Breeze
- Be ready earlier, guests arrive early
- Set up needs to start earlier 12:30 instead of 1:00
- Need back up cookies (store bought that could be returned if not needed)
- Have someone in charge of
 - Kitchen
 - Reception
 - Clean up
 - Photos (if we are going to do it again)
 - Craft table
- Have a better system for recording names and email addresses for photos, use iPad or print clearly
- Have someone count guests so we have an idea of how many attended

Respectfully submitted,

Deb Heseck

LIVING NATIVITY

The Living Nativity is our single largest evangelism effort of the year. In late October, Ridge Valley Stables, which for many years has provided at minimal charge the horses for the event, were contacted to insure their involvement and Michelle Williams was also contacted to make sure she could bring her barnyard animals. The date was set for December 14. Point people for the various areas of responsibility: staging and outdoor set-up, casting, kitchen, indoor set-up, publicity, music, clean-up, etc. were identified early in November. Further plans were complicated by the late date of Thanksgiving which gave us only three weeks to pull everything together. The Sunday before Thanksgiving sign-up sheets for the various areas of activity were posted and subsequent announcements were made to encourage participation of volunteers especially to insure sufficient cookies and cider. Everything seemed to be in good shape and coming together as rain and fog were predicted for the 14th. This led to a decision to relocate the Living Nativity to the Hall. This meant a busy day on Saturday. The Hall was decorated and the tables arranged for a theater setting.

The set-up crew followed by doing did a fantastic job installing the staging, lighting and audio indoors. There were two innovations worthy of note. Thanks to Howie Gelles, we had six pictorial panels providing a 3-D town-like setting for the Nativity. And thanks to Michelle Williams we able to bring two of her sheep into the Hall. The sheep nestled themselves before the Stable and thankfully they were behaved themselves. Our re-enactors played their roles well and the little shepherds and angels were absolutely adorable, looking quite spiffy in their new costumes. Many thanks to Cindee Morin and Paula Hanson for taking on for their first time the responsibility for the children. Ultimately everything went off with nary a hitch. All in all, counting the children and those who baked, some 50 members of the parish participated in helping to insure that our 2019 Living Nativity was a great success despite the unkind turn of the weather.

Many thanks to all who participated in any way especially those who donated materials. Thanks also to AA Visuals who for many years have loaned us at no cost expensive lighting equipment. Because the horses were cancelled (Ridge Valley returned our deposit), we came in well under budget. The Living Nativity continues to be economical evangelism. We have however learned after two wash-outs in the last five years that in the future we must advertise the pageant as “rain or shine.”

Respectfully submitted,

Brad Nutting, Coordinator



THE 118TH DIOCESAN CONVENTION

HOLY EARTH, HOLY PEOPLE

RESTORING GOD'S CREATION

ANNUAL EPISCOPAL DIOCESE OF CENTRAL MASSACHUSETTS CONVENTION

Lynn DeAngelis and I attended our 118th Diocesan Convention representing Nativity in November. The convention theme was “Creation Care “ encouraging all parishes to take action locally, state wide, and federally to sustain “God’s good earth“ and join with others to feed the hungry, support climate justice, and to support the Diocesan Committee on Resolution. All parishes are responsible for creating stewardship networks and naming a parish representative for creation care resolutions.

It was very enlightening to see videos of the many active parish outreach projects across our diocese, meeting food needs, veterans’ needs, gun violence needs, and meeting clean environmental needs. The worship service that was designed around “creation care“ topics for music and prayer, which made an unexpected and interesting impact on convention delegates as we worshipped together in an unusual format.

As in other years, hearing from a variety of worship leaders including representatives from the Diocese of Massachusetts, the Islamic Society of Western MA, the Rabbi in residence, and the Reverend from the MA Council of churches, with emphasis on how we have a lot in common was very positive.

Thank you for the opportunity to represent our parish in the Diocese, and we successfully voted electronically!!

Respectfully submitted,

Nancy Kimball

MARKETING COMMUNICATIONS

Our marketing and communication tools:

Bulletins, including News & Notes

We have been striving to make our bulletins more attractive and error-free.

Weekly email announcements

Weekly emails have been going on a timely manner and have been updated to include pictures and other graphics.

Nativity Scene newsletter

The Nativity newsletter is designed to remain fresh and full of useful information, news, funny snippets, pictures and more.

Facebook page

With over 845 million active users each day, Facebook reports an unbelievable 4 billion posts, likes, comments, and photo uploads every single day. Facebook and other social media sites understand the power of community. They understand that people want to be a part of something they feel connected to. We have been using our Facebook page to reach the community at large not only by regularly posting but also by advertising (boosting) our events, resulting to increase attendance (Living Nativity).

Press releases

Press releases are sent to all local press to advertise all Nativity events.

Printed material

We have designed new flyers for the Church and various events.

Banners, bulletin board and posters

Banners were designed and created to advertise our events, from the Fall Festival to the Stewardship Campaign. The bulletin board has also been updated on an ongoing basis.

TV slideshow

The goal of this tool is to introduce our church to visitors and update the congregation with new events and announcements.

Website

We moved to a new platform, which has allowed us to create a much more attractive and flexible site, designed to be potentially updated by non-tech people. The website is updated every week with announcements, Parish Prayers, events as well as once a month with our newsletter.

Breeze Church Management System

2019 marked the implementation of our new church management system, Breeze. Breeze is a web-based platform which allows us to manage pledges, contact database, calendar, volunteer teams, etc. from one place. User-friendly, Breeze gives everyone the opportunity to access contact information for all the congregation, our directory, the church calendar, volunteer calendars, mailing lists and much more.

Respectfully submitted,

Sabina Terrades

Vestry

SENIOR WARDEN

Thank you for expressing your faith in me by electing me Senior Warden in 2019. This is the second time I have served in this position and I find myself learning to rely on God more and more each day, as it is only with the grace of God that I can begin to do His work here at Nativity. My position has many roles and I have humbly sought to serve you the parish, the vestry, and Pastor Chad faithfully in each of them. It has been my pleasure to have worked with a talented and dedicated vestry. Each member has brought his or her varied gifts and strengths to serve Nativity. I also want to thank the many volunteers who make Nativity the wonderful place of worship that it is.

Here are a few highlights of the many vibrant ministries offered here at Nativity in 2019:

- We saw our Children's Ministry grow under the leadership of Cindee Morin. We established a new Sunday school class for the middle elementary grades, "J.A.M." (Jesus and Me), that is flourishing with Jenny Otto as the teacher. We also reconnected with the ministry of the Nativity preschool, inviting them to church activities with great success.
- The Women's Ministry was revived under the leadership of Sally Kazarian, Lynn DeAngelis, and Betsy Hummel. We began with fun activities for all women and are planning many more activities, including a woman's retreat in the fall of 2020.
- Pastor Chad started a new Men's Ministry with a cookout in the fall. He is looking for a leader to step in and captain this emerging ministry as its potential is limitless.
- The Senior Ministry is alive and well, serving the community with luncheons and an exploration of new ways to serve its members. The group is led by Priscilla Gagnon and Karen Taylor.
- Our Community Outreach events continue to be a great success, thanks to Jim Baker for coordinating Fall Fest, Brad Nutting for leading the Living Nativity, and Karen McCabe for the community Easter Egg hunt. These events are opportunities to welcome the community to our church.

We also saw some exciting changes in the landscape of our church. Especially visible are the new solar panels that were installed this fall, and which will provide us with low-cost electricity, help our environment, and improve Nativity's "bottom line." Thank you especially to Aaron Ting and Sabina Terrades for all their hard work on this project. Changes that are in the works for 2020 include plans for the "North 40" (our back yard) which will open many opportunities for fun, fellowship, and worship.

This past year we also suffered some financial blows due to a decaying infrastructure, delayed maintenance, and unforeseen repairs. Our 2020 budget is tight but allows some room for routine maintenance as well as unforeseen issues. We are working hard to improve the church facilities to make Nativity a welcoming place for all.

It is important to always remember our Mission and Vision in all we do:

Mission

Creating relationships that are secure,
shaped, and serving in
the love of the Father, the Son,
and the Holy Spirit
all to the
Glory of God
and the building of His Kingdom

Vision

Our vision is to empower ordinary people
to live extraordinary
lives through Jesus Christ.
We believe God has called us
together to affect change in our
lives, our communities, and our world.

It has been my pleasure to serve you as Sr. Warden and I am asking for your continued support as I seek a second term.

In His Service,

Deb Heseck



Rev. Chad McCabe



Deb Heseck
Senior Warden



Aaron Ting
Junior Warden



Cathy Terwedow
Clerk



Henry Terwedow
Treasurer



Ted Flanagan



Lynn DeAngelis



Cindee Morin



Sally Kazarian



Sean Nelson

FINANCE AND MEMBERSHIP

PLEDGE TREASURER

A Year of Change and Thanksgiving!

2019 saw many changes. Cindy Loverin stepped back from her duties as pledge treasurer and I was named the new pledge treasurer. Thank you, Cindy, for your many years of service!

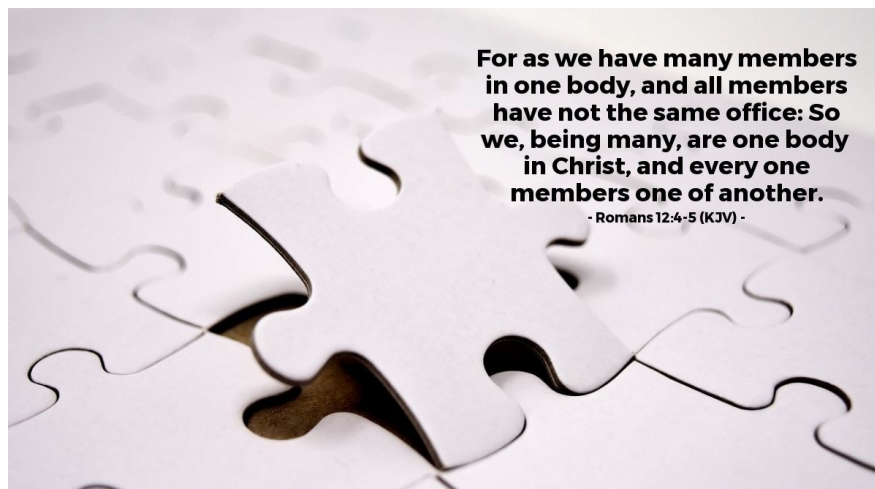
We also changed our church-administration software, moving from CCB (Church Community Builder) to Breeze™. The latter is aptly named as it truly is a 'breeze' to maintain church records now.

Five counters volunteered their time to see that parishioners' donations were carefully accounted for and deposited. Our 2019 counters were Dianne Cofer, Maureen Pellizzari, Jeri Deslauriers, and me. Halfway through the year we were lucky to have Paul Morin step in when Jeri moved away. My sincere thanks to all of you! Donations were down in 2019, with \$268,394 pledged and actual donations of \$275,001. Fortunately, the Lord always provides and we have GOOD NEWS to share for 2020!

- Membership and pledges are up!
- Our number of young families is up!
- The amount pledged for 2020 is \$293,340!

Respectfully submitted,

Cathy Terwedow



Church of the Nativity

Northborough

Western Massachusetts

Congregation

City

Diocese

Page :

Membership, Attendance and Services of the Reporting Congregation**Using Last Year's Report:**Using the 2018 Parochial Report, record the Number of Baptized Members Reported as of December 31, 2018.
(See your 2018 Parochial Report, Box M18)Active Baptized Members of
the Reporting Congregation
Reported Last Year

Members Reported Last Year = M18.

291

Using the Register of Church Membership and Rites:During the Report Year
Increases in Membership1. **Increases during year:** All members added to the baptized members section of your congregation's Membership Register during 2019 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.

31

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.

7

Active Baptized Members of
the Reporting Congregation At
Year-End

M19: Add the increases entered in Box 1 to Box M18. Then subtract the decreases entered in Box 2 for the total active membership as of December 31, 2019

Total Active Baptized Members (end of report year) = M19.

315

Communicants in Good
Standing of the Reporting
Congregation

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."

Adults

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

3. 153

Youth

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

4. 19

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

5. 172

Others Active

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

Others = 6.

204

Using the Service Register:Average Sunday Attendance
for 20197. **Sunday (& Saturday Evening) Attendance:** Divide total attendance by the total number of Sundays when services were held.

Average Sunday Attendance = 7.

72

Easter Attendance in 2019

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

= 8.

0

9. Easter Sunday Attendance

(9)

155

Sacraments & Services:Number of Holy Eucharists
Celebrated During 2019

10. Total Sunday & Saturday Evening Eucharists

(10)

102

11. Total Weekday Eucharists

(11)

35

12. Total Private Eucharists

(12)

16

Daily Offices and Other
Services Held During 2019

13. Daily Offices Held on Sunday

(13)

0

14. Daily Offices Held on Weekdays

(14)

8

15. Marriages conducted in 2019

(15)

0

16. Burials conducted in 2019

(16)

4

Using the Register of Church Membership and Rites:

Baptisms in 2019

17. Baptisms 16 years and older

(17)

1

18. Baptisms under 16 years of age

(18)

3

Confirmations in 2019

19. Confirmations 16 years and older

(19)

0

20. Confirmations under 16 years of age

(20)

0

Received in 2019

21. Received by a bishop

(21)

0

Education:

Children and Youth

22. Total Church School Students Enrolled

(22)

12

Adult Education

23. Regular Sunday or weekday adult education programs held?

Yes

☒

No

☐

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

45

Languages in which Worship is conducted:

25. English

☒

Spanish

☐

French

☐

Other

☐

26. Other (please list)

FINANCE COMMITTEE

The Finance Committee for 2019 consisted of Dick Jubinville, Chair, Henry Terwedow, Fr. Chad, and Mark Clausen. The Committee met infrequently during the year, but corresponded within its membership via email.

Financial performance was tracked monthly as compared to the 2019 monthly budget projection. There were some unexpected expenses that lead to having a deficit for the year, including:

- Church/Rectory repairs/maintenance -stair rebuild; repairs to the refrigerator, and heating system; plumbing repairs;
- Lawn care (including \$1,500 towards the purchase of a new lawn mower); mowing was \$1,500 more than budget
- Parking lot lights repairs
- Regular maintenance such as sealing and repainting of the parking lot (a 3-4 year scheduled expense), all contributed to the 2019 deficit.

The Vestry received regular, monthly, financial status reports in 2019. Monthly financial statements were posted on the bulletin board in the hallway near the restrooms.

The 2019 budget was approved with a surplus of \$ 8,303 and we finished the year with a deficit of \$6,593. **Our cash/balance sheet position deteriorated somewhat throughout the year, from having \$48,000 in our checking account, and total equity of \$87,012 in January, to having \$42,192.69 and equity of \$117,502.74 at the close of December. Total equity increased in 2019 due to the inclusion of the Nursery School assets into our balance sheet midway through the year. Previously they had been listed separately.**

A summary of the 2019 results are shown below:

Income	Budget	Actual	Difference
Pledges	\$270,300	\$272,812	\$2,512
Plate	\$7,500	\$9,283	\$1,793
Other Income	\$25,410	\$27,103	(\$1,693)
Total	\$303,210	\$309,207	\$5,997
Expenses	\$311,512	\$314,036	\$2,523
Profit (loss)	(\$8,303)	(\$4,828)	(\$3,475)

A summary of the 2020 budget is shown on the next page

Income	Budget	Two “pie” charts have been prepared for the 2020 budget, one showing the distribution of budgeted revenues, and the second showing distribution of budgeted expenses. Note that our total pledged amount does not cover our “fixed” expenses. Other revenue (loose plate, preschool, building use income, special gifts, flower donations, etc.), is required to meet our yearly budget needs.
Pledges	\$293,940	
Plate	\$7,850	
Other Income	\$26,060	Starting in 2020, the budget includes several changes in how we budget and track expenses.
Total	\$327,850	A “ <u>maintenance account</u> ” for long-term known expenses, such as the parking lot sealing, and likely expenses related to the facilities, is added. Funds will be deposited monthly into this restricted account, so that funds will be on-hand when expenses arise.
Expenses	\$324,741	An account for <u>annual inspections</u> , such as fire, safety, etc. Is also added, so we can track these costs.
Profit (loss)	\$3,109	In addition, we have added a “ <u>contingency account</u> ” which can be used to “cover” overruns in budget line items, without negatively impacting the budget. Any unused funds in the contingency line will reflect positively towards the year-end results.

Additional funding for specific ministries include:

- Men’s ministry
- Seniors Ministry
- Women’s ministry
- Funding for VBS
- Youth ministry

A detailed copy of the approved 2020 budget is included as part of this report. A summary of the final 2019 budget performance is also attached. A copy of the Balance Sheet as of December 31, 2019 is also provided.

The Finance Committee will continue to track actual revenue and expenses as 2020 progresses, and will keep the Vestry and the Congregation as a whole informed as to the financial health of Nativity.

An audit was performed on May 22, 2019.

In 2020, Mark Hauser has volunteered to be the new Chair of the Finance Committee. Dick Jubinville will continue to serve on the committee.

Respectfully submitted,

Dick Jubinville, Chair.

Church of the Nativity
Profit & Loss Budget vs. Actual
 January through December 2019

	Jan - Dec 19	Budget	\$ Over Budget
Ordinary Income/Expense			
Income			
2001. Initial Offering	100.00	100.00	0.00
2002. Building Use	11,535.17	13,040.00	-1,504.83
2003. Fundraisers	0.00	500.00	-500.00
2004. Fall Festival	2,280.72	2,800.00	-519.28
2005. Special Service Donation	0.00	2,400.00	-2,400.00
2006. Special Gifts	1,070.52	300.00	770.52
2007. Book Reimbursement	305.00	100.00	205.00
2008. Food Function Income	0.00	100.00	-100.00
2009. Flower Donations	1,752.00	2,000.00	-248.00
2010. Miscellaneous Income	2,687.48	1,920.00	767.48
2011. Christmas Offering	1,446.00	950.00	496.00
2012. Easter Offering	536.00	1,200.00	-664.00
2013. Disc. Fund Donation	0.00	0.00	0.00
2014. Preschool cc reimburs.	5,389.50		
2100. Pledges	282,105.50	277,800.00	4,305.50
Total Income	309,207.89	303,210.00	5,997.89
Expense			
4000. Rainy Day Accrual	0.00	1,200.00	-1,200.00
4001. Bank Service Charges	798.78	600.00	198.78
4002. Administrative Expenses	37,838.54	28,443.00	9,395.54
4003. Caring Ministry	630.15	1,060.00	-429.85
4004. Celebration Ministry	3,626.18	2,890.00	736.18
4005. Clergy Ministry	5,175.91	7,710.00	-2,534.09
4006. Diocesan Ministry	37,104.00	37,104.00	0.00
4007. Facilities	81,032.89	72,939.00	8,093.89
4008. Reach Ministry	6,629.81	10,570.00	-3,940.19
4009. Payroll Expenses	134,807.91	139,546.92	-4,739.01
4010. Teach Ministry	1,269.10	1,500.00	-230.90
4012. Worship Ministry	4,358.35	7,350.00	-2,991.65
4013. Youth Ministry	15.29	600.00	-584.71
Reconciliation Discrepancies	749.09		
Total Expense	314,036.00	311,512.92	2,523.08
Net Ordinary Income	-4,828.11	-8,302.92	3,474.81
Net Income	-4,828.11	-8,302.92	3,474.81

Church of the Nativity

Profit & Loss Budget Overview

January through December 2020

	Jan - Dec 20
Ordinary Income/Expense	
Income	
2001. Initial Offering	100.00
2002. Building Use	14,840.00
2004. Fall Festival	2,000.00
2005. Special Service Donation	2,400.00
2006. Special Gifts	300.00
2007. Book Reimbursement	100.00
2008. Food Function Income	200.00
2009. Flower Donations	2,000.00
2010. Miscellaneous Income	1,920.00
2011. Christmas Offering	1,000.00
2012. Easter Offering	1,200.00
2014. Preschool cc reimburs.	0.00
2100. Pledges	301,790.00
Total Income	327,850.00
Expense	
4000. Rainy Day Accrual	1,500.00
4001. Bank Service Charges	600.00
4002. Administrative Expenses	35,413.00
4003. Caring Ministry	2,040.00
4004. Celebration Ministry	3,690.00
4005. Clergy Ministry	13,680.00
4006. Diocesan Ministry	35,821.00
4007. Facilities	74,000.00
4008. Reach Ministry	13,300.00
4009. Payroll Expenses	125,265.91
4010. Teach Ministry	2,700.00
4012. Worship Ministry	7,500.00
4013. Youth Ministry	500.00
4014. Budget Contingency	5,000.00
4015. Facil. Depreci/Repairs	4,800.00
Reconciliation Discrepancies	0.00
Total Expense	325,809.91
Net Ordinary Income	2,040.09
Net Income	2,040.09

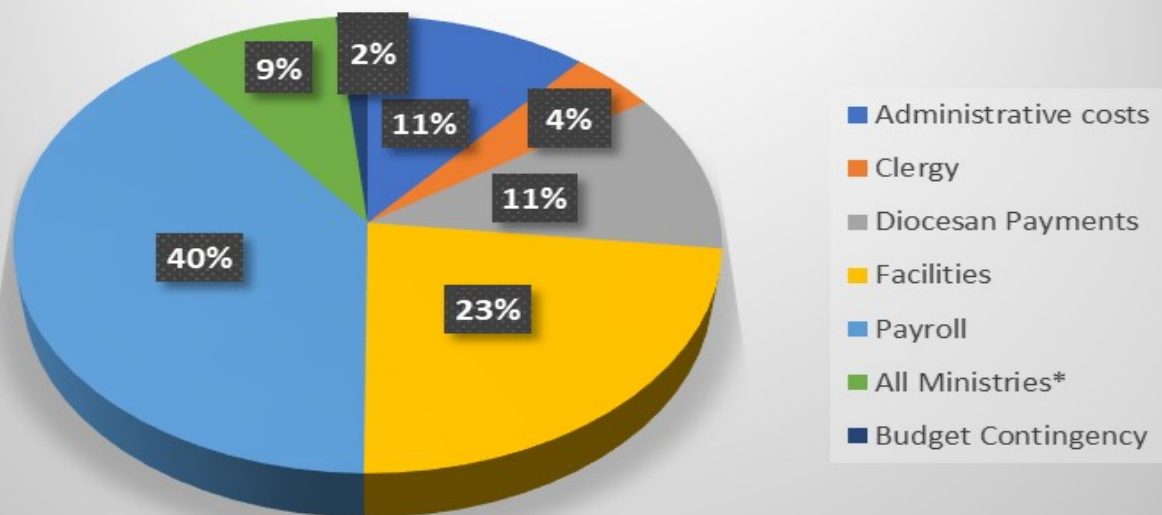
2020 Budget Overview

37

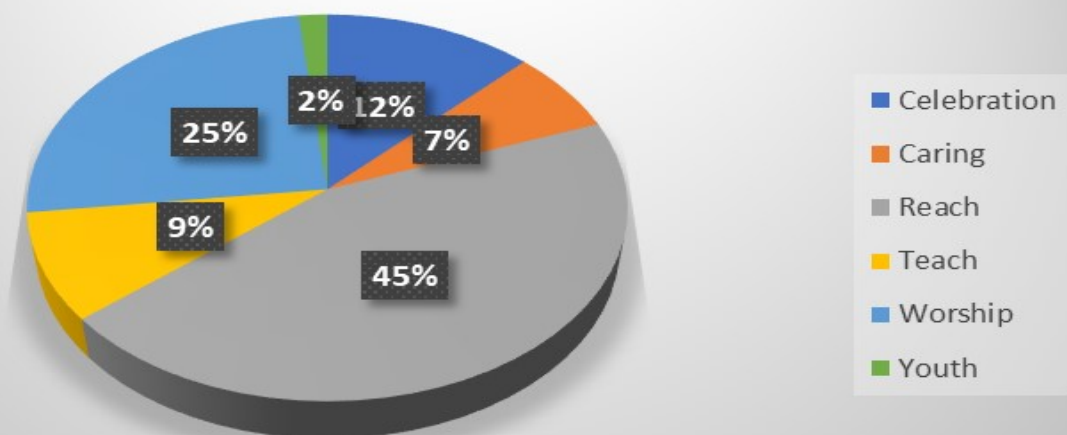
Income



Expenses



Ministries



PASTOR CHAD'S ANNUAL REPORT



Dear Family in Christ,

I want to start off by saying what another exciting year Nativity! So much to celebrate from last year but we have more work to do. This year I am inspired to repeat the call and the theme of Philippians 3:12-14: *“Brothers, I do not consider that I have made it my own. But one thing I do: forgetting what lies behind and straining forward to what lies ahead, I press on toward the goal for the prize of the upward call of God in Christ Jesus.”*

Let our theme and sound conviction at Nativity be this year *“Press Forward”* as this church goes into this community and world. I am challenging us again this year to rise up into intentionality as we live into the mission God has placed on us here at Nativity, to go forth and *empower ordinary people to live extraordinary lives.*

Thank you to all the generous and faithful people of Nativity. Last year our theme was *“Revive and Ignite”* and indeed we did. 2019 was a year in which your Vestry continued to build upon the foundational work from the two years prior and I am pleased to say we are in the last phase of completing the Strategic Plan for Nativity. How exciting! As a congregation, we voted in a Vestry that was filled by the Holy Spirit, people who took to heart *“living the call fiercely”* and went straight to work. Through the outpouring of the Holy Spirit we now have the Mission, Vision, and Goals complete and our Ministry Leaders are taking the lead in generating the Tactics in this last phase before implementation of the Strategic Plan.

Evidence abounds of the Fruits of God’s Spirit being present We watched as His hand guided our Stewardship appeal this year, where God working through you not only matched the budget the Vestry prayed over, but exceeded it! We received a 7% increase in TOTAL pledged income, nearly 50% of you increased your pledges from the year before, and we have people pledging who never pledged before. Equally important and joyous, there has been an increase in membership and particularly in the area of Young Families!

We, as the body of Christ, truly did *“Revive and Ignite”*!

In closing, I am continually humbled and proud to be your Pastor, to be a part of the ministry at Nativity and I am joyously optimistic about our future. Thank you all for your perseverance as the saints of God gathered in Northborough. Let us continue the steady and sustainable growth we have begun, boldly and without apology *empower ordinary people to live extraordinary lives for the Kingdom of God.*

Let us follow the Holy Spirit and *Press Forward.*

God’s Blessings,

THANK YOU TO ALL OUR 2019 NATIVITY VOLUNTEERS!

(with our sincere apologies for any missing or mislabeled names)

Acolytes

Maureen Pellizzari
Alex & Matt Pellizzari
Kevan Flanagan
Sonja Mott
Makayla St. Laurent

Altar Guild

Karen McCabe
Dianne Cofer
Suzanne Duncan
Jen Flanagan
Becky Krebsbach
Beckie Mangus
Rachel Manley
Bette Ann Whynot
Sue Zarcaro

Bible Studies

Jean Bruce
Rachel Manley
Norma Brandt
Cindy Loverin

Bread Baking

Karen Taylor
Lois Macek
Beth Lewis
Beckie Mangus
Barbara Dexter

Christian Formation & Spiritual Direction

Sally Kazarian
Betsy Hummel

Coffee Hour

Mary Brown
Beckie Mangus
Karen and Earl Taylor
Nancy Kimball
Yvonne Boutte
Becky Krebsbach
Lisa Phelps
Kathy Reilly
Sue Roche

Community Meals

Kathy & Bruce Reilly
Karen McCabe
Yvonne Boutte
Rachel Manley
Sue Zarcaro
Lois Macek
Paul Morin
Melinda Rea
Sally Kazarian
Linda Cassidy
Dianne Vanacore
Joan Ethier

Janet Wilcox
Kathy Clausen
Deb Heseck

Counters

Cathy Terwedow
Dianne Cofer
Jeri Deslauriers
Paul Morin
Maureen Pellizzari

Easter Egg Hunt

Deb Heseck
Karen McCabe
Yvonne Boutte
Janey Wilcox
Cathy Terwedow
Paula Hanson
Jeannie Hebert
Kathy Eastham
Rachel Lynch
Beckie Mangus
Abby Nelson
Lisa Phelps
Lois Macek
Jean Bruce-Wiegersma
Lynn DeAngelis
Wayne Deslauriers
Melinda & Tony Rea
Harriett Severance
Nancy Kimball
Sue Zarcaro
Aaron Ting
Henry Terwedow
Riley McDonald

Fall Festival

Jim Baker
Yvonne Boutte
Becky Mangus
Aaron & Cara Ting
Janet Wilcox
Deb Heseck
Becky Krebsbach
Elizabeth Krouse
Debbie Burke
Cathy Terwedow
Jonathan Severance
The Flanagan Family
Michelle Williams
Paula Hanson

Food Pantry

Paul Morin

Finance Committee

Dick Jubinville
Henry Terwedow
Mark Clausen

Flower Guild

Theresa Hoberman

Funerals

Sue Roche

Healing Prayer

Betsy Hummel
Lynn DeAngelis
Jean Bruce-Wiegersma
Karen Emery
Blanche Farrell

Kitchen

Karen & Earl Taylor

Lay Eucharistic Ministers (LEMs)

Brad Nutting
Lois Macek
Karen Emery
Beth Lewis
Bette Ann Whynot
Beckie Mangus

Lay Eucharistic Visitors (LEVs)

Beckie Mangus
Suzanne Duncan
Karen Emery
Nancy Kimball
Lois Macek
Brad Nutting

Levites

Tim Cassidy
Larry Engholm
Paul Morin
Cathy & Henry Terwedow
The Pellizzari Family
Bob Roche

Living Nativity

Brad Nutting
Howie Gelles
Larry Engholm
Michelle Williams
Nikita & Willy Terwedow
Jim Baker
Jen Flanagan
Karen Emery
Deb Dwinell
The children of Nativity
Lois Macek
Sue Zarcaro
Deb Heseck
Aaron Ting

Sean Nelson
Cindee Morin
Paula Hanson
Carolyn Engholm
Karen McCabe

Music Ministry

Rachel Manley
Binto John
Glen Campbell
Cara Ting
Howie Gelles
Carl Bongiovi
Michael Jubinville
Sonja Mott
Norma Brandt
Dick Hummel
Kim Gentry Meyer
Peter Rawstron
Megan Will
Judy Yauckoes

Outreach

Janet Wilcox
Deb Heseck
Lois Macek

Pastoral Care, including meals

Lynn DeAngelis
Dianne Vanacore
Sue Roche
Maureen Pellizzari
Cathy Terwedow

Pledge Treasurer

Cathy Terwedow

Prayer Chain

Lynn DeAngelis
Wayne Deslauriers
Sally Kazarian
Deb Heseck

Prayer Shawl

Bette Ann Whynot
Lynn DeAngelis
Karen Taylor

Quiet Days

Lisa Phelps
Sally Kazarian

Readers

Beckie Mangus
Jim Baker
Suzanne Duncan
Kathy Eastham
Nancy Kimball
Laurie Mott
Brad Nutting
Bette Ann Whynot
Karen Zacher

Senior Ministry

Priscilla Gagnon
Karen Taylor

Simple Social

Becky Krebsbach
Mary Brown

Stewardship

Tony Rea

Sunday School (Godly Play, J.A.M.)

Cindee Morin
Deb Heseck
Jenny Otto

Tech Team

Larry Engholm
Gary Mott
Wayne Deslauriers

Vestry

Deb Heseck
Aaron Ting
Henry Terwedow
Cathy Terwedow
Lynn DeAngelis
Sally Kazarian
Cindee Morin
Sean Nelson
Ted Flanagan

Worcester Area Refugee Ministry (WARM)

Betsy Hummel
Janet Wilcox
Deb Heseck
Brad & Phyllis Nutting
Cathy & Henry Terwedow
Rachel Lynch

Greeters/Ushers/ Welcome Team

Debbie Burke
Sue Roche
Errol Ethier
Tony & Melinda Rea
Jenny & Bill Otto
Aaron Ting
Paula Hanson
Mary Frances Rozak
Cathy Terwedow

Women's Ministry

Lynn DeAngelis
Sally Kazarian
Betsy Hummel

Worcester Fellowship

Yvonne Boutte

Youth & Families

Cindee Morin
Diane & Peter Vanacore

Office

Rachael Lynch
Sue Zarcaro
Marilyn Perry