



# Annual Report

## South Congregational Church, UCC

*Founded in 1837; rebuilt on present location in 1860*

27 Pleasant St. Concord, N.H. 03301

603-224-2521 | [www.southchurchconcord.org](http://www.southchurchconcord.org)

### July, 2022 - June, 2023

## **2022-2023 South Church Staff**

Rev. Jared Rardin, Pastor

Rev. Sean Dunker-Bendigo, Interim Pastor

Kayla Pingree, Administrator

Sue Berlenbach, Music Director

Alison Nyhan, Director of Christian Education

Abigail Charbeneau, Organist

Carlene Ruesenberg, Handbell Program Director

Walt Irvine, Sexton

# South Congregational Church

## July 1, 2022-June 30, 2023

### Annual Report

## Year in Review

### CLERGY REPORT

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#### ***Pastor – Rev. Jared A. Rardin***

This past December we said goodbye to our Interim Associate Pastor, Sean Dunker-Bendigo, who through the course of his two years here, guided us through a time of prayer, discernment, and conversation around our mission, vision, and values, and who helped us prepare for my upcoming retirement in 2024 and the search for my successor. We will certainly miss his pastoral heart and his great sense of humor and wish him all the best in Wenham, Massachusetts.

I continue to be grateful to my great and capable colleagues: Alison, Kayla, Sue, Abby, Walt, and Carlene for supporting, caring, shaping, leading, and blessing us with your varied gifts and your willingness to communicate. You let your light shine! Likewise, I am grateful to Betsy, Duane, Janet, Sally, and all of you many dozens of disciples and committees too numerous to name individually yet who lead this church so capably.

Our theme this Lent has been *“Roll down, Justice!”* It has been a reminder that there is always a reason for hope and that now, more than ever, it is our responsibility as people of faith to share the good news of hope, mercy, and justice. At the Annual Meeting, we will take a congregational vote on becoming a Racial Justice Church of the United Church of Christ. This process has been led for the past three years by the Racial Justice Action Group, a group of South Church members who were motivated by the killing of George Floyd and are dedicated to the ongoing work of addressing racism in our country. During that time, we have endeavored to educate ourselves through a wide variety of readings, articles, movies, and pilgrimages from Portsmouth to Alabama to deepen our awareness of how our whiteness blinds us to advantages we do not even see. We have offered both spoken witness and written accounts of our experiences of racism growing up, and along the way we have invited you to join us in numerous conversations.

Our covenant as a Racial Justice Church will be to commit part of our mission to supporting the work of racial justice. Some of us will be called to action, others to periodic study, and still others to advocacy. Some of us will feel called to be learners, others interrupters, and still others allies of people of color as we seek to be a part of the greater work of dismantling racism in a predominantly white state in which white supremacy is again on the rise. It is my hope that wherever you fit into this broad vision, our vote will be seen as a very natural step forward for our Open and Affirming church, and our answer together will be a resounding yes!

At our Annual Meeting, we will also vote on a 2023 budget that acknowledges the rising cost of ministry. We had left approximately \$36,000 in the 2022-23 budget for a part-time pastoral assistant to provide some visitation and youth group support, but without benefits there was no interest. We are in a financial position of needing to go from a clergy team to a solo pastor, at least for the near future. This represents a

substantive change for our congregation, which for decades has enjoyed the teamwork, variety, and programming of two pastors.

Of course, with the creativity and variety that the South Church congregation represents there will be ways to work with this new arrangement but be prepared for there to be uncomfortable bumps in the road ahead. Furthermore, if you do not address the fact that our church's average pledge was the 8th out of the 10 largest UCC churches in New Hampshire, our goal of reaching 50% of our operating budget for personnel may mean another drastic cut. I will say it again: until those of us charged with raising money for the church (the Giving Ministry, the Planned Giving Committee, and the Pastor) actually have access to information about people's levels of pledging, there is only so much we will be able to do to change this. This is one area of our church life that remains secretive.

One of the seminal decisions we made as a church came at the recommendation of the PSM, following their conversations with the Concord Coalition to End Homelessness, who were looking for a downtown property to convert to permanent housing. Because of our commitment to working with the homeless, and because much of our budget relied on waning rental income, we decided at a special meeting to sell the Community Building, thereby providing the location needed by the CCEH and contributing the proceeds to our endowment.

2023 is the last year in which I will be teaching a Confirmation Class. During my time here I have been truly blessed by the young people who have been entrusted to my care. I have had the privilege of confirming approximately 160 young people and welcoming them back on Christmas Eve and Easter as "alumni" of South Church. As many of you know, this is one of many sources of joy for me.

This year, the Church Council approved the purchase of new sound and video equipment to enhance our ability to broadcast worship and other events. Our purchase included a new mixing board, a moving camera, and several new microphones. Then, with a generous challenge gift of \$4,000 from an anonymous donor, we raised the additional \$4,000 needed to upgrade our hearing assistive units which have made our worship much more audible for everyone.

In spite of concerns about declining membership, we seem to be growing, at least in the short term. This year we have welcomed 25 new members and look forward to performing several baptisms. By contrast, we lost only four members.

One bit of unfinished business is our pipe organ. Six years ago we entered into a time of dialogue about the organ, which for some was a source of pride and priority, and for others was a source of discomfort and a barrier to worship. We approached the topic from a place of "compassionate listening," and I suspect that that conversation will need to be completed.

My goals for the coming year are simple: to lead meaningful worship, to visit as many members as I can in the time I have left, and to support your outreach into the community.

Now that my DBS has been implanted and tweaked several times, I am in a good and healthy place and look forward to this last year with you.

Yours in faith,

Jed

## PRESIDENT REPORT

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### ***President – Betsy Clardy***

South Church has felt increasingly vibrant and engaged as we continued to emerge from the restrictions of the COVID-19 pandemic. More members returned to in-person worship and, judging from the smiles, were happy to reconnect with each other in a mask-optional setting. 25 new members have joined since July 2022. We continued to be blessed with the steady, inspirational leadership of our pastor, Jed Rardin.

Our music ministry continued to provide spiritual sustenance, blessings, and joy. Our Music Director, Sue Berlenbach, connected the choir's anthem and threshold songs to the greater spiritual message, broadening our worship experience. Abby Charbeneau's peerless piano and organ music elicited awe and wonder during worship. Carlene Ruesenberg and the Memorial Bells' heavenly ringing always brought joy.

We continued to be graced with Alison Nyhan's creativity and enthusiasm. From engaging our Church School youth to organizing our Midnight Merriment garage sale, her ministrations to the South Church ethos was palpable. Our relatively new church administrator, Kayla Pingree, has been instrumental in helping us organize our records, bylaws, and reports, all while greeting everyone with a warm smile and "hello!". Our staff is one of South Church's greatest assets.

While more members have returned to in-person worship, the availability of online worship has continued to allow members to enjoy worship remotely if needed. The quality of the Zoom cameras and sound system continued to improve. Walt Irvine stepped up to man online worship with the assistance of volunteer Liz MacLellan. Volunteer Tim Griffin helped set up the soundboard and instructed staff on its use. Having the option for meetings to be held on Zoom, or with a hybrid model allowed our ministry members to meet more consistently. The generous \$4,000 matching donation from an anonymous couple and a successful congregational fundraising campaign allowed us to purchase assisted listening devices for use in the sanctuary.

We are now one year from voting on our new *Mission, Vision, Values Statement*, and our ministries continue to try and live into our vision. Jed and our Racial Justice Action Group have continued to prepare us for our vote to become a Racial Justice Church. Members stepped up to provide testimonials monthly on various racial justice topics.

We said goodbye to our interim associate pastor Sean Dunker-Bendigo in January. While we miss his warm presence, we're glad that he has moved on to his own congregation. In response to concerns about an out-sized portion of our budget going towards personnel costs and an unsustainable 7% yearly draw on our endowment at last year's annual meeting the congregation voted for a goal of cutting personnel costs to 50% of the total budget and to cut the draw on endowment down to 4% over three years. We had hoped to find a half-time bridge minister after Sean left to assist with the youth ministry, but we were unable to find even an unordained youth program assistant at the salary offered. While this is not the way we wanted to balance our budget, it has resulted in our draw on the endowment this past year being anticipated at 2-3%, and our proposed 2024 budget has 65% personnel costs, down from 75%. The council has elected not to pursue further attempts to fill this part-time position for 2024. Depending upon pledges in 2024 the council will revisit this decision. Unfortunately, inflation-related costs have adversely affected the overall budget for 2024 with a 50% rise in administrative costs and a 30% rise in utilities. The proposed budget does include a 6% draw on the endowment. Budgeting was conservative and depending upon actual income we hope the draw will be less.

At a special meeting in November 2022, the congregation voted to sell our 6 South State Street building to the Concord Coalition to End Homelessness for permanent supportive housing. CCEH has successfully been navigating the numerous grants and applications to complete this purchase and we anticipate the sale going through this summer.

Overall, the spirit of South Church feels strong. While we had respectful debates over finances and fiscal responsibility, overall, the congregation was most strongly motivated by the word of God and the belief that “God is still speaking”. Led by our wonderful pastor and staff, we experienced the joy and healing of Christian fellowship in our community. The belief in social justice and peace remained a strong motivator for members who often live their faith by their actions.

## **STAFF REPORTS**

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### ***Church Administrator – Kayla Pingree***

What a wonderful year it has been here at South Church! With COVID-19 restrictions ending, we were able to meet in person more often. Members have stopped by the church, allowing me to put faces to so many of the names I see every day. The feeling of camaraderie and community blossomed, and it has been such a pleasure to experience it.

The excellent staff here at South Church have been instrumental to my work. Rev. Jed, Alison, Walt, Sue, and Abby made every day a joy. Together, Alison and I worked on a few fundraisers, such as the Granite State Candy Easter Fundraiser. We hope to continue this by finding even more fundraising programs that help support local businesses while raising money for South Church.

This year, I began designing the bulletin covers for our Sunday worship services. This allowed me some creative freedom while also saving money; we no longer purchase our bulletins from church supply stores. I plan to continue this throughout the year and examine the budget to determine how much money we save by doing so.

My focus this year has been on re-establishing the day-to-day routine of South Church. Local musical groups rented the Sanctuary for concerts regularly, and we had two weekly-meeting groups (AA and Girl Scouts) back in our building. The website has been a focus of mine; I hope to simplify the page to make it look more organized and professional. It has been trial and error, but I hope to improve it a little bit every day.

In April, I lost my brother to cancer. The outpouring of support and kindness from South Church honestly helped me to get through it. I cannot thank everyone enough for the cards and words of empathy! I take pride in my work here, and I look forward to the future with our South Church Community!

### ***Director of Christian Education – Alison Nyhan***

It’s beginning to look like . . . normal! The past couple of years have been a whirlwind, but things are really starting to feel normal again. Finally! I have always enjoyed finishing church school and entering Fellowship Hall filled with people. The chatter, the play, and the food have been one aspect I have missed. While Covid is still among us, we have learned how to navigate it. It has been a journey.

One of the journeys I have been involved in started in the fall of 2004. Kevin and I were about to experience one of the biggest life-changing experiences ever. . . We were expecting a baby! Molly Jean was

born on Sunday, October 10th. I remember coming to church with your continued support and love. As the days drew closer, I grew weary of the mostly heartfelt comments I had heard for the past nine months. "You have not had that baby yet?" So, two weeks prior to Molly's arrival, I began to work only weekdays. The message Jed had shared with the congregation a week before her birth was, I guess, confusing. I learned later that Dr. Young left church quickly after the service to check the hospital because he had not heard about any baby. And that evening, a member of the congregation brought us dinner and was very confused to see me answer the door. Despite the confusion, we started that journey with Molly a week later and for the past eighteen years along with your love and support. She graduates in June and will leave behind her footprints on CHS with her contributions to the cross-country team, swim team, and track and field, as well as academically. In the fall, she will be heading to Stonehill College in Easton, MA where she will be studying biology and running with the cross-country team to begin the next part of her journey.

Colby is in tenth grade at Concord High School. This year he participated on the CHS football team and CHS track and field team. Track is a new sport for Colby, and he has been excited to explore pole vaulting and sprinting. Colby's passion now continues to be football. He spent the winter months studying film, training, and conditioning. We look forward to the fall to watch Colby on the gridiron.

All of us are on a journey! The nice thing about South Church is the individual journeys we take are shared with one another; embraced by God's love and Jesus' influence.

### **Here are some highlights from the year:**

**Vacation Bible School:** Our theme was Food Truck Pantry. Throughout the week our chefs built on the practice of using daily prayer to turn to God for their needs and to serve as the hand of God in ensuring that the needs of others are met. They learned the stories: God provides Manna and Quail; Elijah, the widow, and endless oil; Daniel and his friend eating the good stuff; Jesus feeds 5,000; and Jesus cooks the catch of the day. Each day, our chefs began the mornings with a mixture of stories, songs, crafts, and games. We also went on a scavenger hunt downtown and visited the NH Food Bank. We had 22 youths participate in our program.

**Fourth Grade Bibles:** We believe that our fourth graders are at a point in their spiritual development where they can understand and truly appreciate the Bible. We gave them their own bible to use during class and to keep for their own. This year, we presented Bibles to three youths on Sunday, September 25 during the 10 a.m. worship service.

**Youth Bible Study:** We spent four weeks focused on bible basics. We learned how to use the bible; the 10 Commandments; the Lord's Prayer; and Psalm 23. This class was for children in grades third to sixth grade. There were five participants.

**Advent Events:** During Advent, we had various workshops to embrace the season with wreath making and ornament making. We made traditional Christmas wreaths using greenery and ribbon. We made Ukraine hearts that hung on our Christmas tree in the Sanctuary.

**Advent Booklets:** Reflecting on the Sacred: A Companion Journal for Advent. Throughout Advent, we focused on "bokeh," a light effect used to describe "the aesthetic quality of the blur produced in out-of-focus parts of an image." It highlighted the idea that we can look through a "lens" of the sacred to see the beauty of Christ reflected in all things. When we have a "hard focus," things appear two-dimensional. With this kind of lens, we tend to criticize, we nit-pick, we judge, we even fret about perfection. When we

add a “soft-focus,” things appeared three-dimensional, more stunning against the blurred backdrop. This journal guided us to see things differently.

**Epiphany Tableau:** This year we presented the Epiphany Tableau “Wow! A New Nativity” written by Gwyenn Watkins on Sunday, January 8 during the 9 a.m. worship service. This nativity was the same, but a little different and a little more fun. This play faithfully told the story of Jesus’ birth in a contemporary style with our favorite hymns.

**POTS (Parents of Tableau Stars):** This was a group started by parents whose children were in the Epiphany Tableau because all the children are stars! Over the winter months, it evolved into an event for families with younger children. We gathered for a simple potluck lunch and fellowship after worship. This continues to be an important part of our community.

**Lenten Devotional Booklet:** *Amazing Grace*, written by Michael Hoy, honored the 250th anniversary of *Amazing Grace*. This Lenten devotional tied the words of the beloved song (and the history surrounding it) to our lives today and to the lives of those in the Bible who experienced the amazing grace of God revealed most profoundly in the salvation of Jesus.

**Lenten Family Devotional Booklet:** *With Your Whole Heart*, written by Amy Welborn, invited us to return to the Lord with our whole hearts. This devotional was designed for families to put their faith into practice, by practicing good spiritual habits. This booklet encouraged families to grow together during the season of Lent. Welborn suggested six areas of focus for helping family members develop stronger Christian habits one for each week. Habits of self-examination, prayer, fasting, charitable giving, gratitude, and sacrificial love are discussed and prayed about with a simple style.

**Childcare:** Starting in January, we began offering childcare again to our youngest children and their families. This has allowed families with young children to participate in worship and not worry about their children. We have relied on compassionate volunteers to provide this service and it seems to be working well. We have also experimented with the technology and have been connecting via Zoom in the classroom so that volunteers can participate virtually.

**Junior High Youth Group:** The Junior High Youth group has been meeting twice a month. We have had a busy year with getting to know one another, playing games, cooking, attending plays, volunteering for Family Promise, and tending to the gardens. The group remains small but remains a haven for our youth that allows them to grow and understand their faith.

### ***Director of Music Ministry - Sue Berlenbach***

This year, the music ministry has fully returned to bring live music to the South Church community during our Sunday services.

Abby, our organist and accompanist, prepared beautiful music to complement our Sunday morning services. She has continued to work with Memorial Bells and the Chancel Choir on their music. She has excellent relationships with musicians in the congregation and included them, as well, in preparing music for worship. She is an asset to our church community.

Carlene continued a great tradition of beautiful music with Memorial Bells. They rehearsed regularly and played once per month at the ten o’clock service. Her leadership throughout the year is greatly appreciated. She collaborates often with Abby.



Chancel Choir has recently changed to “mask optional” singing. This has been a great change for our singers because singing with a mask is difficult. The Chancel Choir continued to sing on Sunday mornings and our ranks are growing. Many singers are returning to the choir now that the threat of illness has been reduced.

Singing has begun again for church school students. We have been learning some popular hymns from the New Century Hymnal so we can sing along with the congregation. This has been a great way to introduce our young people to the hymnal.

Cataloguing South Church’s music library is always an ongoing project. There are perusal binders of almost all of the titles in the South Church choral music library. The library is cataloged on Google Sheets.

I am thrilled that our Music Ministry has worked so hard over the last three years. We have made it through some difficult times and are happy to be back to normal music operations. Our singers, bell ringers, and other guest musicians are thanked and commended for their contributions to our services. Music performance is a spiritual endeavor here at South Church and it is wonderful to have so many participants share their musical gifts in this way.

## **MINISTRY REPORTS**

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### ***Worship and Spiritual Life – Sally Bird***

Worship and Spiritual Life has been greatly affected by the fact that we only have one pastor now. Our beloved Jed has been not only busier than ever but has vacation and sabbatical leaves he must take before he ends his time with us at the end of June 2024. We worked hard to fill the pulpit when he was absent as well as help both Jed and our marvelous staff to prepare and present Worship services. This work will continue through the next program year. At the same time, we have reached out to our Members in Discernment and Chaplains to ensure that they continue to feel supported by us.

### ***Faith in Action – Peggy Scott***

Pegi Frostholt and Shasta Jorgensen joined the ministry. We are now a team of six, the minimum number required by the bylaws.

Thanks to the congregation’s support, the Faith in Action Ministry acted on its mission of “stimulating, educating, and guiding the congregation in ways to render loving service in the Concord community and throughout the world.” We met monthly via Zoom to select charitable organizations and efforts. Each month we provided write-ups about the selected missions to be included in e-Lation!, the Sunday bulletins, and the website. We presented at church services or asked a member of the congregation to speak for a charity that they support.

We continued South Church’s tradition of being a “Five for Five” congregation with donations to all five of the UCC programs: Church’s Wider Mission (\$15,000), Neighbors in Need, Christmas Fund, Strengthen the Church, and One Great Hour of Sharing. Total donations for these programs from both the FIA budget and the congregation’s Moment for Mission offerings are \$16,500<sup>1</sup> YTD in comparison to \$17,500 last year.

We continued our focus on supporting local and New Hampshire-based charities. These included The Concord Coalition to End Homelessness, NH Food Bank, Fellowship Housing Opportunities, Crisis Center of Central NH, the 23 for ’23 Concord Parks and Recreation Program, and the South Church Relief Fund.

Donations to date for these organizations totaled \$3,300<sup>2</sup>. We carried out a donation drive for the Concord Coalition to End Homelessness Resource Center in January providing food, supplies, and clothing from their wish list. Lastly, we held our first information-gathering session asking the congregation to provide input about charities that they would like Faith in Action to consider for a monthly Moment for Mission. We received some valuable insights and suggestions and plan to continue these sessions periodically. Although it was another challenging year, through its Faith in Action Ministry, South Congregational Church made a positive impact through donations to diverse organizations.

We wish to thank Jed for his insights and support throughout the year.

<sup>1</sup> This amount does not include One Great Hour of Sharing, the May Moment for Mission.

<sup>2</sup> This does not include the April through June donations.

### ***Property Stewardship – Peter Imse***

During the past fiscal year, the Property Stewardship Ministry has continued its efforts to manage, repair, and maintain our Church facilities at Pleasant Street and our Community Building investment property at 6 South State Street and to assure that the Community Building continues to generate net income each year to support Church operations. Highlights of activities that we have undertaken during the past year include:

#### Pleasant Street

- Continued the process of restoring our stained-glass windows.
- Investigated options for improving the lighting in the Chancel to benefit not only our clergy and choir during services but also those who rent the Church for performances.
- Upgraded the electrical service at the front of the Sanctuary and in the Chancel to reduce the need for extension cords.
- Continued to rent parking spaces in the Church parking lot to generate additional income for the Church.
- Identified several instances in which trees surrounding the Church have grown so that the branches are now rubbing either the Church building or the roof and had the trees trimmed or removed.
- Obtained quotes to restore the small shed that protects the two stained-glass windows above the Chancel. This work will be completed during the Summer of 2023.
- Repaired the Library bookshelves.
- Investigated repair vs. replacement option for the handicapped lift and arranged for repairs.
- Began investigation of solar panels as an option to reduce electric costs.
- Applied to Garden Club for a grant to pay for re-planting the area adjacent to the ramp on the east side of Sanctuary.
- Proposed revisions to Church Bylaws to accurately reflect what the Ministry does.
- Cleaned the carpet tile flooring in the lower level of the Parish House.
- Worked on procedures and practices to ensure proper ground maintenance around our buildings.
- Obtained quotes to repair the exterior ramp and walkway.
- Continued to advocate for sufficient funds in the annual budget to permit the Ministry to adequately care for our facilities.

#### Community Building

- Listed the unoccupied portions of 6 South State Street with a commercial real estate broker.
- Arranged for a contractor to create a new attractive wall at the south end of the Church parking lot.

- Installed plumbing fixtures to create a laundry room for one of our residential tenants.
- Investigated future uses of the property, recommended the sale of the property to Concord Coalition to End Homelessness, drafted sale documents after approval by the Congregation, and continued to work with CCEH to facilitate all reviews and studies required before it may purchase the building.
- Converted our two residential leases to tenancies-at-will to facilitate the sale to CCEH.

### To-Do Items

Projects that we have identified that need work, as and when funding becomes available include:

- Cleaning of Sanctuary rugs and refinishing Sanctuary floor
- Repairing and/or replacement of Parish House windows
- Proceeding with a Chancel lighting upgrade
- Completing restoration of our stained-glass windows
- Painting and repairing damaged trim throughout the entire exterior of the Church and Parish House

We welcome suggestions, observations, and questions from Members of the Congregation as to additional matters that need our attention.

### ***Giving Ministry – Lorens Jorgensen***

The Giving Ministry meets on the third Tuesday of every month. This year we met on Zoom because it was very convenient. Our meetings are typically about 40 minutes because our leader is too cheap to get Zoom premium. As far as pledge fulfillment, South Church is on pace to take in about \$292,00 in pledges, this is higher than what we were expecting. Loose offerings were higher than what was expected with the donations that we received. Our pledge drive continues to be a month-long campaign that happens annually. Our goal is to get \$305,000 in pledges. This would match last year's total. We have had a significant amount of pledge increases so, hopefully, we will exceed those numbers. A big thank you to the committee for their hard work this year. A big thank you to Liz Garlo for serving 6 years on the committee. Another big thank you to Kit Divries. Thank you also to all who have given to South Church their time, money, talent, and prayer this past year.

### ***Faith Formation Ministry – Bruce Bairstow***

The Ministry of Faith Formation was comprised of 4 active members in the 2022-23 year, with the Director of Christian Education serving as our staff liaison. Our mission is to accompany existing members, new members, confirmands, and children as they engage in their faith journeys.

Twenty five new members joined South Church this past year. Our ministry participates in the process of preparing prospective members as they learn what South Church has to offer as they join us in faith. We want new members to experience the radical hospitality of South Church as they integrate into our church family. Faith Formation is committed to the sustenance of all members - old, new, and growing.

The 'Breaking Bread' events of January, February, and March 2023 were planned to provide all with the opportunity to join in a simple supper and enjoy the fellowship of being together. Faith Formation recognizes the post-covid yearning for face-to-face contact and good conversation to look for ways we can all be together. A total of 109 folks attended this successful dinner series.

Faith Formation spent meeting time throughout the year discerning our mission and developing future action plans. Our bylaws now reflect our vision and values.

### ***Lay Ministry Visitors – Toni Callahan***

With Covid-19 receding, the Lay Ministry Visitors have once again been able to do much of their visiting this year in person. Whether by phone or in person, the South Church Lay Ministers have provided a listening presence for church members facing transitions. The group consists of eight active visitors: Jean Bragg, Herb Carpenter, Kathy Daniels, Nancy Haigh, Bill Jacob, Bonnie Ota, Oge Young, and myself, Toni Callahan. We have continued one or two calls per month on members of the congregation. Approximately 120 official visits were offered and/or made, with many unofficial follow-up calls as well.

After a hiatus of a couple of years caused to Covid, the Lay Ministry Team offered a Service of Remembrance during the season of Advent. Over two dozen people gathered, and our interim pastor, Sean Dunker-Bendigo, shared a personal reflection. This service is greatly valued by those who attend.

For all of us, it continues to be an honor and a privilege to represent and serve South Church as Lay Ministry Visitors. (*Number of visits offered by month: Jan. - 11; Feb.-March - 22; April - 13; May - 15; June - 12; July - 15; Aug.-Sept. - 12; Oct. - 7; Nov.-Dec. - 10*)

### ***Racial Justice Action Group – Janet Zeller***

The Racial Justice Action Group of South Church was created in November 2020. To quote from an article by Jed Rardin, “We began with the focus of educating ourselves about the pervasive ways in which racism finds its way into our thinking and how easily it becomes part of a privileged narrative that is often blind to the far-ranging effects on people of color and ourselves. We have committed ourselves to engaging our congregation in the process of becoming a Racial Justice Church as recognized by the United Church of Christ.”

For three years South Church has been involved in racial justice study and discussion opportunities. For example, last fall, the movie “Till” the story of Emmett Till, was shown and discussed. There were other discussions on various aspects of racial and social injustice. In November 2022, Jed shared the proposal that South Church vote on becoming a Racial Justice Church at our spring Annual Meeting (May 21, 2023). The South Church Declaration as a Racial Justice Church was shared with the congregation and posted widely.

On the fourth Sunday of each month, a church member shared a “Moment for Racial Justice” as their testimony on their “awakening to racial issues.” Since March, these testimonies have been given more often and focus on “What it means to me to be a member of a Racial Justice Church”. Members of the congregation have also shared what it would mean to them. Many of those reflections have been posted on a bulletin board in Fellowship Hall and the biweekly e-Lation!

During the May 21st Annual Meeting, the congregation will vote on the following:

South Church Declaration as a Racial Justice Church

We as members of South Congregational Church, declare we are a Racial Justice Church. We covenant to engage in an ongoing process of being:

- **Learners**: in a community of mutual accountability, about slavery, white privilege, implicit bias, and all aspects of racism in our midst;

- Interrupters: of the continuing cycle of racism and
- Allies: with People of Color in challenging race-based injustice in all its manifestations.

RJAG members: Nancy Brown, Faye Buttrick, John Buttrick, Toni Callahan, Tammy Ciminesi, Jenifer Evans, Becky Field, Pegi Frosthalm, Eileen Jones, Linda Kenison, Susan Moore, Chip Morgan, Lynne Morgan, Tracey Osborne, Jed Rarden, Janet Zeller.

## **STAFFING MINISTRY REPORTS**

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### ***Pastor-Parish Relations Committee – Emily Geoghegan***

This year the PPRC continued to meet regularly with Rev. Rardin, in accordance with the church by-laws. Our work focused primarily on processing his decision to retire in June of 2024; the committee is particularly mindful of looking at leftover sabbatical leave, and other earned time off, and discerning how best to meet the needs of the congregation during this transition time.

The PPRC met with Rev. Dunker-Bendigo toward the end of his interim time, and the committee provided support for him during his time here. Most recently, the PPRC reviewed the current church by-laws and approved them as is. An additional member will be added as soon as possible to the committee to be in compliance with the by-laws.

### ***Personnel Committee – Carolyn Kerr & Ashley Babledelis***

This year the Personnel Committee worked with Rev. Jared A. Rardin in the search for someone to assist him in leading the Youth Groups, preaching periodically, and otherwise helping him out until the search for a full-time minister to succeed him has ended. The advertised position was part-time. There was not much interest in the position, despite advertising through the NH Conference and inquiring with congregants. Therefore, the committee concluded that the position will not be filled. Clergy in the congregation have been and will continue to be a source of preaching support for Rev. Rardin. It is hoped there will also be coverage for weddings and funerals. Some congregants are already assisting with youth activities.

The Personnel Committee continues to be grateful for the staff and all the work they do. They are: Alison Nyhan, Christian Education Director, Kayla Pingree, Administrator, Susan Berlenbach, Music Director, Abby Charbeneau, organist and pianist, and Walt Irvine, Sexton and Audio Visual Zoom coordinator.

### ***Pastors' Aid – Toni Callahan***

In the spring of 2022, the Pastors' Aid team gathered with Jed and with Toni Callahan, the current head of the Lay Ministry Visitors' team. Covid had put a halt on the group's individual visits to the shut-ins of South Church, but visits were now becoming possible again. Because it is often the LMV group that is the first to notice that a given church member is becoming more and more housebound and might appreciate a monthly visit from another church member, Toni offered to become a meeting coordinator for the Pastors' Aid group. The offer was accepted. The group has resumed its former pattern of meeting every other month; information is then passed on to Jed regarding the members visited and any concerns in their regard.

The current Pastors' Aid members are Eileen Jones, Bill Jacob, Eileen Gfroerer, Pam Young, Cy Sherman, and Ray Phelan; eleven church members who are more or less shut in are currently receiving monthly visits.

## MISSION REPORTS

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### ***Relief Society – Kathy Daniels***

This is the 140<sup>th</sup> year since the founding of the Relief Society. A gentleman named Franklin Evans, Esquire of Concord, N.H. began the Relief Society with a \$200 gift in memory of his wife who died on April 2, 1882. Franklin Evans stated, *“It is hoped that this humble gift beginning may increase and be multiplied until its income shall be sufficient to supply the wants of the destitute and unfortunate in this parish and cause the hearts of the poor and needy in our community to rejoice.”*

If you have been a member of the Relief Society, I believe you will agree with me that our hearts rejoice when we are able to help others in need with these funds.

How are the Relief Society Funds Handled: The Executive Council of the Relief Society provides one-time assistance to those in our church and the community. The assistance for our church requests has been for a mortgage payment, a stove, doctors’ bills, and a few other requests. Most of these ‘assistances’ have been paid back.

Off-Street requests came through Kayla, our Church Administrator. These requests varied from rental assistance to those leaving abusive relationships, medical costs, people needing funds for addiction recovery programs, rent, bus tickets, medical bills, mortgage payments, utilities, identification cards, shelter assistance, food vouchers, and gas vouchers. One person who requested funds for an ID card let us know how grateful he was for the funds and that he was able to get a job because of our help. Another ID request enabled a person to fly to Utah to reconnect and move in with his daughter and see his grandchild. Assistance with rent enabled a person to stay in town and keep working.

As funds allow each year, we also contribute to community programs such as the Christmas Food Basket, and Friends of Forgotten Children. We have provided each school nurse in Concord with \$150 to use for immediate and personal care of students in need of a variety of situations (such as boots, coats, hats, mittens, gel shoe inserts for a diabetic student with foot sores, gym clothing for those who can not afford it, etc.). Funds helped one new mother with a cab fare to a doctor’s appointment with a medically fragile sick child, bought laundry soap for several families, and purchased a student’s daily scheduled medications because his mother was in a drug rehab program and his grandmother had just taken over his guardianship (fortunately, health insurance took over the following month). The funds have helped with an outbreak of lice by buying shampoo for four families who could not afford it.

How do we get money to keep the Relief Society funded to continue helping those in our church and our community? Our fundraising consists mainly of contributions to the October Communion Offering. Last year we did not receive any contributions; obviously, the last three years have been tough for many. We are hoping you can help. Your donation can be used for this year’s needs or you can choose to donate to the Life Membership Endowment Fund of the Relief Society. Income (interest) from the endowment and carry-over money from prior years comprise the remainder of the Society’s source for funding for the needs described above.

Again, if members of South Church find themselves in emergency need, **please** contact any member of the Relief Society or one of your pastors. We will make every effort to help you.

### ***Guild – Edie Dimick***

The primary responsibilities of the Guild are to prepare Holy Communion on the first Sunday of each month and to host any requested funeral receptions or celebrations as needed. Two Guild members prepared the sacraments at the 8 a.m. service and the 10 a.m. service. The Guild prepared a reception for retiring UCC Minister, Richard Slater, and one funeral reception.

### ***Collections & Deposits Committee – Jean Bragg***

The Collections & Deposits Committee consists of three teams of two people. Each team worked approximately one Sunday a month. Right now we have six counters, but it would be nice to have a couple more. We processed checks and cash from Sunday's collections and made out the deposit slip and put it in the safe for Kayla, who deposited it the next day.

### ***Genesis Circle – Edie Dimick***

Genesis Circle fosters Christian Fellowship through activities and services to the Church. In October of 2022, we resumed in-person meetings on an every-other-month basis. At the October meeting, we initiated a prayer shawl project. The intent is to deliver a prayer shawl to members of our congregation in need. A beautiful prayer shawl crocheted by Nancy Roberts was delivered to Cheryl Simmers and was gratefully received. An afghan crocheted by Alice Pickett-Hale was delivered to Betsy Gates.

In December, members of Genesis Circle collected and delivered to the Coalition to End Homelessness several boxes of socks, hats, mittens, and scarves. Alice Pickett-Hale led us in a very cute Christmas Gnome decoration project. It was great fun. In February, Cy Sherman talked to us about her most recent trip to India with her granddaughters, and in April we enjoyed learning about the NH Fish and Game Law Enforcement division from LT. Adam Cheney. We also had a very successful bake sale in April. The proceeds of the bake sale help us to ensure our yearly church pledge. We are enjoying the every-other-month schedule of meetings and socialization getting together over lunch.

### ***Bylaws Review Committee – Janet Zeller***

The Committee began by reviewing all the minutes from the Annual Meeting from 2015 through 2022, to confirm any Bylaw amendments that had been passed since the 2015 revised Bylaws approval. There had been three approved amendments; these are now included in the 2023 update.

Per the Minutes of the 178th Annual Meeting June 18, 2015

Approved Bylaw Changes: The bylaws included the new names of church ministries, which had been in use for a few years. The Property Stewardship Ministry was added to review the status of the church's buildings every five years. The terms of the President and Vice President were increased to two years.

Per Minutes of the 179th Annual Meeting June 9, 2016

Approved Bylaw Change: the date range for holding the annual meeting was changed from May 1 through May 20 to May 15 to June 15. The new date range allows church staff, council, and church ministries to better prepare materials for the annual meeting.

Per Minutes of the 185th Annual Meeting June 22, 2022

Approved Bylaw Change: Allows the Church Treasurer, in addition to the Church Administrator to have access to all pledged receipts and related pledging information and requires the Treasurer also maintain confidentiality relative to members' level of giving.

The Bylaws Committee integrated the amendments approved at the annual meetings since 2015 and corrected spelling, grammar, and punctuation as needed in the 2015 Bylaws. The Committee contacted each of the Ministries and Committees named in the Bylaws, provided them with the section of the 2015 Bylaws that applied to their group, and requested that the Ministry of Committee determine if those Bylaws reflected the structure and work of that group. Each group was asked to submit any edits and the rationale for the change. All the groups fulfilled the request. The President and Vice President reviewed the entire document and requested several updates.

The Committee then inserted the various requested changes, using track changes. After the Committee completed a final review, we are grateful to Kayla Pingree, the Church Administrator, who formatted the final draft document. Draft Updated 2023 South Church Bylaws were submitted to Church Council on April 24, 2023, and approved on May 5, 2023.

Summary: The Bylaws Committee integrated the amendments approved at the annual meetings since 2015, corrected spelling, grammar, and punctuation as needed in the 2015 Bylaws. The Church President, Vice President, and each of the ministries and committees named in the Bylaws were contacted. The requested changes have been integrated into these 2023 South Church Bylaws.



# Minutes of the 185<sup>th</sup> Annual Meeting 2022

## Wednesday, June 22, 2022

**Call to Order:** The meeting was called to order at 6:38 pm by Moderator David Fries. A quorum of 50 members was needed in order to proceed with the meeting. With 27 members attending via Zoom and 32 members present in the sanctuary for a total of 59, the quorum was met. Dave Fries went over procedural guidelines for the annual meeting and explained that supporting documents were available in the sanctuary and were also posted on the home page of the South Church website.

**Invocation:** The opening invocation was offered by Jed Rardin.

**Minutes from 184th Annual Meeting:** The minutes from the 184th Annual Meeting held on June 13, 2021 were approved by a majority vote.

**Nominating Report and Election:** Alison Nyhan presented the Nominating Report and moved to elect the officers, ministry, and committee members as outlined in the Nominating Report and as published in the annual report. With no votes in opposition, the Nominating Report was unanimously approved.

**Appreciation for Ministries:** Jed Rardin expressed heartfelt thanks to all of the ministries, committees, staff, fellowship groups and societies, volunteers, pledgers, and any and all who work to help carry out and support the mission of South Church.

**Remembering those Who Have Died:** Betsy Clardy presented the following list of members who have died in the past year:

Paula Bradley	08/13/2021
Martha Jordan	08/29/2021
Carol Dunlap	10/05/2021
Matthew Pingree	12/20/2021
David Kelly	02/26/2022
Priscilla Giles	04/14/2022

**Membership Report:** Alison Nyhan presented an update on the membership report that was previously published in the Annual Report, with the corrected numbers listed below:

Starting number = 482  
 Total increase in membership +16  
 Total decrease in membership -7  
 Adjustment to overall membership total +9  
 Total Membership as of June 22, 2022 = 491

**Budget Presentation and Adoption:** Lorens Jorgensen stated that budget documents were available online and in the sanctuary. He said that as of the date of this meeting, South Church has \$26,487 in unencumbered funds in the checking account. Unencumbered funds are funds not needed for the intended purpose and/or are not pledged for a specific use.

Income	Budgeted 2022	On Pace 2022	Budgeted 2023
Pledges	\$278,000	Currently \$260,000	\$273,000
Loose Offerings	\$60,000	Currently \$49,000	\$50,000
Donations	\$0	Currently \$15,000	\$20,000
Community Building	\$34,000	Currently \$34,000	\$25,000

<b>Total Income</b>	\$435,000	Currently \$443,000	\$451,000
<b>Expenses</b>	<u>Budgeted 2022</u>	<u>On Pace 2022</u>	<u>Budgeted 2023</u>
Administrative	\$7,500	Currently \$18,000	\$14,000
Personnel	\$367,000	Currently \$348,000	\$340,000
Operating	\$21,000	Currently \$16,000	\$22,000
Maintenance	\$32,000	Currently \$37,000	\$39,000
Utilities	\$27,000	Currently \$34,000	\$30,000
<b>Total Expenses</b>	\$481,000	Currently \$473,000	\$472,000

Lorens reported that the 2023 budget deficit is approximately \$24,600, and this will be filled using unencumbered funds. Lorens also said that we are not at the end of the budget year and that historical numbers indicate more people will fulfill pledges before the end of the budget. Janet Zeller clarified that Donations for 2022 state “zero” because this is a new category, reflecting a change in how South Church accounts for these dollars.

Operating expenses are higher than in the past, and the amount budgeted for these items has been increased. Projected savings in expenses will occur when Sean Dunker-Bendigo completes his full-time work in January 2023 and South Church hires a part-time minister, which will save on personnel costs. It was also noted that \$5600 was raised for the 185 Challenge, and some of this amount has not been added yet to the budget.

Further discussion by members included questions about the number of pledge units. There are approximately 119 units, which is slightly lower than last year. However, some pledge units have not responded yet, and also, this number represents family pledge units, not individuals. In addition, Lorens explained that there has been a move toward more loose offerings and less formal pledging over the past 5 years.

Additional discussion by members related to concerns that South Church has not done anything substantive to address budget deficits stemming largely from increased personnel costs in recent years. It was noted that the Vision & Transition Team Report addresses these concerns, and their recommendations will be discussed and considered separately from the budget.

Lorens made a motion to approve the budget and with no further discussion, the budget was approved with the following vote count: Yes 42 / Opposed 7 / Abstentions 0

**Proposed Amendment to the Bylaws:** Janet Zeller made the following motion on behalf of the South Church Council: The South Church Council Moves to Amend the South Church Bylaws by adding to Article VII, Section 3 - Church Administrator: "The Church Treasurer will also have access to this information and will maintain confidentiality relative to members' level of giving."

Article VII Section 3 - Church Administrator:

Without limitation of the duties set forth in Section 2 of this Article, the Church Administrator shall, based on information provided to him/her by the Collections and Deposits Committee, keep a record of all monies received by the Church, including payments on pledges and Church offerings and transmit a weekly deposit report to the bookkeeper (see Article VIII, Section 6); maintain confidentiality relative to an individual's level of giving to the Church; prepare and distribute quarterly statements as may be necessary for the timely collection of pledge payments; upon request or as required by law, provide Members, Associate Members and Parishioners with an annual statement of their pledge amount, order offering envelopes and see that they are distributed; and assist the Clerk in the annual review and

updating of the membership role and the parish list. The Church Treasurer will also have access to this information and will also maintain confidentiality relative to members' level of giving.

The motion to amend the bylaws was unanimously approved by members.

**Motion to Adopt Vision & Transition Team's 5 Recommendations:** On behalf of the South Church Council, Janet Zeller made a motion to adopt the recommendation of the Vision and Transition & Team as outlined in their Annual Report:

#### The 5 Recommendations

1. The Church should immediately begin a search process for a new Senior Minister to replace Jed when he retires. Since these search processes usually take 18 to 24 months, it is likely that we will not have identified a new Senior Minister until close to the time that Jed will be retiring. This Committee has identified the following list of areas of primary interest to our members under the MVV Statement, and recommends that the Search Committee seek new leadership with strong talents in each of them:  
Children and Youth; Worship; Spiritual Growth / Faith Formation; Community Outreach / Involvement; Pastoral Care; Evangelism; Social Justice; Intergenerational Activities; Operations; Advocacy / Social Justice; Stewardship; Building Community; Church Community; Diversity.
2. To provide support for Jed and the Congregation in the near term, we recommend that Sean's employment by the Church as Interim Minister be extended to January 2023.
3. Following the end of Sean's time with us, the Committee recommends that the Church enter into a part-time contract with an Interim Bridge Minister to handle specific tasks or projects that the Church identifies as needing particular support.
4. The use of a part-time Interim Bridge Minister will help us to begin to reduce personnel expenses during the fiscal year 2023. The Committee also recommends that the Church adopt a goal of reducing our personnel expenses to no more than 50% of our annual income during the following 3 years on a phased-in basis. We leave it to the Church Council and future leaders of the Church to determine how these goals will be reached. We also do not envision that these percentage reductions must necessarily come at the expense of existing staff positions. Should annual giving be increased substantially through increased giving by our existing members or growth in membership, the need for reductions would be lessened.
5. Once a new Senior Minister is hired, we expect that he/she/they will work with the Congregation and Church leaders to develop an appropriate staffing model for the Church that is consistent with our financial abilities and the level of Congregation support.

#### Discussion by Members

1. A motion was made to amend Recommendation #1 to add "Environmental Justice" to the list of areas of primary interest. The amendment was brought forward for a vote and approved by a majority of members: Yes 27/Opposed 17.
2. This recommendation was previously approved by the South Church Council, and there was no further discussion at this time.
3. Discussion centered on planning for future interim needs and how to carry this out. Since the budget only contains funding from now until next June, the church will need to see what income vs. expenses look like over the next year as we plan for and develop the next budget. The future Church Council will make ongoing decisions regarding interim ministry based on where things stand at that time.

4. The current percentage for personnel expenses is approximately 80% and this will drop to 72% after Sean's tenure when the church hires a part-time minister. Janet Zeller explained that 50% is a goal we are working toward, not a fixed budget number.
5. Discussion related to the role of the interim minister and how to make the transition process part of the discussion when hiring the new senior pastor. Toni Callahan proposed an amendment to include the words "interim minister," so that the recommendation would begin as follows: Once a new senior or interim minister is hired... This amendment was approved by the majority of members with 38 voting in favor.

The motion was made to vote on all Vision & Transition Report Recommendations as a unit, including the two changes that were approved as amendments. The overwhelming majority of members voted yes, with one vote in opposition, and the recommendations were adopted.

**Other Business:** Jed Rardin suggested that Lorens prepare a narrative budget explanation with further clarification on questions that came up during the budget discussion. Lorens agreed to prepare this narrative and requested that any remaining questions be sent to him and/or Jed.

**Closing Prayer:** Offered by Sean Dunker-Bendigo.

**Adjourned:** The 185th Annual Meeting was adjourned at 8:26 pm.

Respectfully Submitted, Sara Willingham

# Membership Numbers 2022-2023

## **Membership reported to the NH Conference, March 2022: 533**

Received into membership through Confession of Faith: 2

Received into membership through Reaffirmation of Faith: 11

Received into membership through Transfer: 7

Received into membership through Confirmation: 5\*

**Total Increase in Membership: 25**

Removed from Membership through Death: 3

Removed from Membership through Transfer: 2

**Total Decrease in Membership: -5**

**Total Membership as of May 21, 2023: 553**

\*Five new members are expected to be confirmed in June 2023.

# Nominating Report

## Officer, Ministry, and Committee Rosters 2022-2023

### OFFICERS

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President:	Betsy Clardy	1 <sup>st</sup> Term	2024
Vice President:	Duane Bailey	1 <sup>st</sup> Term	2024
Moderator:	David Fries	15 <sup>th</sup> Term	2024
Treasurer:			
Clerk:	Sarah Willingham	1 <sup>st</sup> Term	2024

### MINISTRIES

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#### Faith Formation Ministry: (up to 9 Members)

Bruce Bairstow	2 <sup>nd</sup> Term	2024	Deb Imse	1 <sup>st</sup> Term	2026
Judy Forest	2 <sup>nd</sup> Term	2025	Joanne Miles-Holmes	2 <sup>nd</sup> Term	2025
Cynthia Hogan	2 <sup>nd</sup> Term	2024	Diana Zeller-Norris	1 <sup>st</sup> Term	2026

#### Faith In Action Ministry: (up to 9 Members)

Jean Eckrich	1 <sup>st</sup> Term	2026	Faith Scofield	1 <sup>st</sup> Term	2026
Patty Fahey	1 <sup>st</sup> Term	2024	Peggy Scott	2 <sup>nd</sup> Term	2024
Pegi Frosthalm	1 <sup>st</sup> Term	2025	Pauline Simonton	2 <sup>nd</sup> Term	2025
Shasta Jorgensen	1 <sup>st</sup> Term	2025	Suzanne Winchester	1 <sup>st</sup> Term	2026

#### Worship and Spiritual Life Ministry: (up to 12 Members)

Sally Bird	1 <sup>st</sup> Term	2024	Lynne Morgan	1 <sup>st</sup> Term	2026
Joel Eaton	1 <sup>st</sup> Term	2025	Bonnie Ota	1 <sup>st</sup> Term	2025
Becky Field	1 <sup>st</sup> Term	2025	Cherie Shaw	1 <sup>st</sup> Term	2024
Celeste McQuarrie	1 <sup>st</sup> Term	2024	Julia Wagner	1 <sup>st</sup> Term	2025

#### Giving Ministry: (up to 12 Members)

Jonathan Stallsmith	1 <sup>st</sup> Term	2026
Ann Walls	1 <sup>st</sup> Term	2026
Joe York	1 <sup>st</sup> Term	2025
Janet Zeller	1 <sup>st</sup> Term	2026

#### Property Stewardship Ministry: (up to 9 Members)

Debbie Carley	Susan Hatem
Will Delker	Peter Imse
Mike Gfroerer	Ben Rice

### STAFFING MINISTRIES

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#### Personnel Ministry: (up to 5 Members)

Evelyn Eddy	1 <sup>st</sup> Term	2026
Tammy Ciminesi	1 <sup>st</sup> Term	2024
Ellen Fries	1 <sup>st</sup> Term	2026
Carolyn Kerr	1 <sup>st</sup> Term	2024

#### Pastor Parish Relation Committee\*: (up to 5 Members)

David Fries	Bill Jacob
Emily Geoghegan	Laura Knoy

*\*PPRC members chosen by Worship & Spiritual Life Members and Pastors*

## **SPIRITUAL CARE AND VISITATION MINISTRIES**

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### Pastor's Aid:

Eileen Gfroerer	N/T	Jennifer Reynolds	N/T
Bill Jacob	N/T	Cy Sherman	N/T
Eileen Jones	N/T	Pam Young	N/T

### Lay Ministry Visitors:

Jean Bragg	N/T	Bill Jacob	N/T
Toni Callahan	N/T	Jennifer Reynolds	N/T
Herb Carpenter	N/T	Bonnie Ota	N/T
Kathy Daniels	N/T	Oge Young	N/T
Nancy Haigh	N/T		

## **COMMITTEES**

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### Collection & Deposit Committee:

Bruce Bairstow	1 year	N/T	Christine Frost	11 years	N/T
Jean Bragg	28 years	N/T	Lorens Jorgensen		N/T
Adria Cilley	3 years	N/T	Kevin Nyhan	6 years	N/T
Tom Fahey	1 year	N/T	Chris Simmers		N/T
Pegi Frosthalm		N/T			

### Church Guild:

Tracie Carpenter	N/T	Deb Imse	N/T
Paula Cheney	N/T	Eileen Jones	N/T
Edie Dimick	N/T	Deb Lincoln	N/T
Lorraine Fournier	N/T	Cy Sherman	N/T
Pegi Frosthalm	N/T	Cheryl Simmer	N/T
Kathy Gullage	N/T		

### Delegates:

Kit DeVries	2 <sup>nd</sup> Term	2024
Cherie Shaw	2 <sup>nd</sup> Term	2024
Cy Sherman	3 <sup>rd</sup> Term	2024
Joanne Varga	3 <sup>rd</sup> Term	2024

### Flowers:

Dianna Powers	3 <sup>rd</sup> Term	N/T
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### Nominating:

Toni Callahan	1 <sup>st</sup> Term	2025
Janet Zeller	1 <sup>st</sup> Term	2025

### Relief Society\*:

Kathleen Daniels	Sarah Sadowski
Nonnie Hall	Pam Young
Ginny Mierins	

### Planned Giving\*:

Tina Annis	Peter Imse
Nancy Brown	Oge Young

*\*committee self-appoints members*



*Art by Laura Ciminesi, Grand Prize Winner of the  
NH Conference Earth Day Art Contest!*