



FIRST CONGREGATIONAL
UNITED CHURCH OF CHRIST · BOULDER

2018 ANNUAL REPORT



CONGREGATIONAL CHURCH



FIRST CONGREGATIONAL CHURCH UCC, **BOULDER**

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MESSAGE FROM
THE MODERATOR

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Larry Dansky



As is often the case, 2018 was a busy year at First Congregational Church, Boulder. Please get a copy of our Annual Report and read the staff, Board, and Committee reports. You will see that we are truly an active, progressive congregation.

I am a person who tends to look forward more so than backward, to look where we're going rather than see where we've been. Therefore, for this report I'd like to focus on those events that may have been born this past year, but are still evolving, developing, and progressing. After all, the lessons of The New Testament are all about helping us to transform, evolve, grow, and develop. Jesus' many parables about the Kingdom uses metaphors of the seed, the maturing ear of corn, and yeast rising. None of these notions are static; they are always about something new and good coming into being.

Our work in the church is also always growing, developing, and evolving. I'm going to highlight some of the recent new initiatives that I believe will continue to grow, evolve and transform our church.

Dinner church – This was born out of our involvement in the Church Music Institute, who have sponsored an initiative to look at innovative ways to bring music into church services. At First Cong, we have instituted a monthly “Dinner Church”. The service is intentionally intergenerational, and the music has been eclectic (bluegrass, chamber music, ukulele bands, etc.). Attendance has been far more than expected, and continues to grow.

Church wide Mission project – A Church Council initiative, the idea of our congregation joining together in mission and service took roots this year with the formation of a Mission Discernment Committee. Ideas have been solicited from the congregation through forums, local service organizations have been contacted, and soon the committee will make recommendations back to Church Council as to how to move forward with this exciting, inter-generational endeavor.

Communities of Calling Initiative - Chris Braudaway-Bauman, Charley Rastle, and Matthew Benz-Whittington are representing First Cong in this five-year project that will awaken us individually and as a congregation to how and where God is calling us to act. The project is sponsored by the Collegeville Institute in Collegeville Minnesota, with the aim to “to partner with you in discerning how your congregation can become a community that listens for people’s vocational stories, and helps them deepen their awareness of God as the source of their callings”.

Safe Church Task Force – This task force was established in November, 2017 in response to the increased incidence of violence in our country, especially those acts committed in places of worship. The goal of the task force is to address issues of congregational safety while maintaining our culture of openness and acceptance, and this important work will continue to evolve with this balance in mind. The work of the task force has been continuous throughout 2018 and much of the task force’s recommendations have been instituted this year.

This is truly an exciting time to be a member of this congregation. It seems to be in our DNA that we are always growing and evolving, never static. It has been an honor to serve as Moderator this past year and be a part of this community of believers. I am excited for our future, and my vision for our church is that we will keep moving forward, with patience, wisdom, courage and grace.

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MESSAGE FROM **THE SENIOR MINISTER**

Chris Braudaway-Bauman



Reflecting on 2018, two things stand out for me in our life together. This past year was marked by movement in a number of new directions and by transitions in our church staff.

NEW DIRECTIONS

- Just before last year's annual meeting, the Church Council commissioned a task team, chaired by Sarah Schulte, to lead us in a process to discern a church wide mission project. As we continue to search for the right fit, we have narrowed the field to efforts related to climate change, mental health, youth, and food security.
- Also in June, Kajsa Teitelbaum, Julie Griffiths, and I traveled to Dallas as part of our church's participation in a peer learning project in worship with the Church Music Institute, for events which culminated in the October launch of Dinner Church, our new monthly, experimental, intentionally intergenerational worship service.
- In August, Watkins Stained Glass Studio, the family of artists who originally made and installed the stained glass in our sanctuary in 1907, commenced work to repair and preserve the windows for another generation.
- Also in August, we were awarded a \$200,000 grant from the Colorado Historical Fund to refurbish the roof of the sanctuary. Thanks go especially to Bob Matthias for his perseverance in writing the four grant proposals which eventually led to our receiving this award.
- In the fall, the Fox Institute for Creation Spirituality ceased operations and we terminated their lease on the Carriage House and several classrooms. The Board of Management began a search for new tenants, which led to our renting three downstairs classrooms to Open Studios and Rocky

Ridge Music School. The Carriage House currently remains open as we consider how best to use this important asset.

- In November, Matthew Benz-Whittington, Charley Rastle, and I traveled to Minnesota to initiate our participation as one of fourteen congregations selected by the Collegeville Institute to explore over the next five years what it means to be a Community of Calling, helping church members discover and deepen our sense of God's calling in our lives.
- Over the last several months, Janet Beardsley and Karl Kurtz, with the Ministry of Last Things and Clayton Cole, the architect who designed our facilities, have led us through a process to begin to envision a possible creation of a columbarium on our grounds and feature to shade the Plaza and enhance the usefulness of that space.

STAFF TRANSITIONS

- In March, we released Richard Robledo from his position as Office Manager. The extensive internal investigation of our church finances following his termination led to our filing a criminal report with Boulder Police and submitting a significant claim to our insurance company to recover financial losses. As we wait for a final settlement, I know you join me in being grateful to the Personnel Committee, chaired by Lisa Shearer Cooper, and to the investigative team, Daphne Mendel, Church Treasurer, Jessica Austin, Chris Shearer Cooper, and Lori Davis, for their steady leadership and countless hours of detailed work on behalf of us all. Let me also express my gratitude to the whole congregation for your patience and trust as we worked through this sensitive matter.
- In May, we promoted Donna Thayer to Office and Facilities Manager.
- In June, we said a fond farewell to Eli McCutchen as our Director of Youth Ministry. After some reimagining of the position, we welcomed Rev. Matthew Benz-Whittington in August as our Director of Youth and Young Adult Ministry.
- Finally, in turning the calendar to 2019, we have expanded our office staff, increasing the responsibilities and hours of our Bookkeeper, Renee Lowen, and hiring Christopher Carter as Communications Specialist. Christopher began in this new position at the end of February.

Surrounding these noteworthy events and activities is the weekly worship, service, learning, and fellowship that keeps this remarkable congregation centered in God's love and in the beloved community that sustains and strengthens us all. For all of this, for all of you, and for the life of faith we share together as First Congregational Church, I am profoundly grateful.

Faithfully, Chris Braudaway-Bauman

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MESSAGE FROM
THE ASSOCIATE MINISTER

Pedro S. Silva II



Worship and Preaching - I've done some experimenting and taken some "stylistic risks" in worship to include incorporating rap, singing, and rewriting song lyrics as a form of cross-cultural bridging and to foster the message that our faith life and relating to others is deepened through stepping outside of our comfort zones. In my preaching, I've been working to communicate living the Gospel as a daily practice. If the context we do ministry in is not taken into account, the reach of the preaching is limited only to those with whom we share an insular outlook. My preaching practice is increasingly communal in that I try to incorporate what I hear from those in the church, the community where we reside, as well as national, and global conversations.

*My focus on **pastoral care** this year is on encouragement and empowerment. I have come to see pastoral care as a continual evolution in this community.*

That's why in addition to prayer, personal visits, conversations, and other communication with parishioners in times of challenge, we have developed a Visitation Ministry of lay members who are intentionally learning the art of being a healing presence in this community and beyond. In our fellowship, we are working to see how through the practice of presence, we find that the natural outpouring of the Spirit leads us into caring for others. Ideally, this ministry will help normalize

the invitation of this tradition for each of us to see ourselves as ministers—the priesthood of all believers. The range of pastoral concerns has really expanded in recent times and it seems that many of the concerns revolve around interpersonal interactions.

Congregational Life - I'm on the Board of Parish Life, Board of Mission and Christian Social Action, communications subcommittee, IT Committee, the Visitation Ministry, Mission Project Discernment Committee and the A2A Mental Health Ministries. In addition, I continue to lead the weekly men's breakfast, as well as lead Confirmation and co-facilitate the Confirmation and Men's retreats. I have participated in several memorial services, a wedding, and have recently started marriage counseling.

Missions and Community Engagement - I'm active in Together Colorado, Boulder County Families of Color Group, have led Living Room Conversations on topics such as forgiveness, race and ethnicity, and the political divide. I spoke at International AIDS Memorial Walk, piloted Dismantling Racism in the Dark, facilitated a movie talk back, served on panels, and worked with other communities on initiatives such as the sanctuary, immigration, and the Boulder MLK Celebration. I am also a part of the Metro Denver Association's "So That" team tasked with revising our Association's boundary training. I've written articles, devotionals, and posts as part of an "online ministry" that connects with those who might not come to a brick and mortar church.

Website and Technology - I manage most functions of the new website keeping it updated, adding or revising content, creating forms and monitoring submissions. We also moved over to a new database, Realm. While Donna is the primary facilitator, I have been called on to assist and troubleshoot.

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MESSAGE FROM **THE DIRECTOR** **OF CHRISTIAN EDUCATION**

Deborah Voss



Each year at this time I look back over the last year and I am struck by the Grace and Blessings that pour forth into our CE programs and all the wonderful teachers, board members and other volunteers who facilitate what happens each and every week.

In addition to my work with Children and Youth, I took on Middle School Sunday School as we hired our new Director of Youth and Young Adults, Matthew Benz-Whittington. I've been privileged to be involved in the life of the church through: Preaching, The Ministry of Last Things, Women's Retreat, & collaborating with Pedro & Matthew on Questformation.

Our Elementary Sunday School continues to be successful. We introduce a Bible story on the 1st Sunday of each month, have activities focusing on the story on the 2nd & 3rd Sunday's and then serve on the 4th Sunday through our SERVE SUNDAY projects. Our Pre/K's focus is on making friends, learning about Jesus as a boy, exploring Jesus' teachings through parables, and seeing God through the seasons in the world around us and in the people who love us. Our preschool and kindergarten children develop a foundation for the explorations they will be asked to embark upon as they move up into the elementary grades and beyond, as well as developing friendships with children who will become companions on their faith journey.

This year I moved, coordinated and directed ARTS Camp at YWCA of the Rockies in Estes included 30 First Cong kids from 2nd to 8th grade who presented the musical “Esther” to their parents at the end of the week. I was assisted by Musical Director Liesl Bryant, Susan Bryant on Piano and counselors Nick Lewis, Sam Bauman, Ryanne Mascioli, Genevieve Frye, Ginger Johnson, Matthew Sissom, Max Donovan and Susan Wilkinson who was also our chief cook & bottle washer. A reprise of the ARTS Camp musical was done for worship in August.

At the end of each summer my energies are focused on recruiting new teachers for all of our grade levels. The quality of our programs and the resulting excitement of our Sunday School is due to the teachers who, through their wonderful talents, make magic happen on Sunday mornings. Heartfelt thanks to all of you who taught in 2018-19—you make a difference in the lives of our children! Recruitment culminates on CE Sunday at the end of September when we covenant with our teachers, children and congregation.

In October I attended the annual Pneuma Conference in San Francisco & was blessed to come away inspired and renewed! I continue to be on the Conference Planning team & presented workshops at the conference. I am also on the planning team for Congregations Alive 4, a conference of the RMC in February 2019.

I supervise Ginger Johnson, our Childcare supervisor, Julia Wirth, our new Director of Children’s Music, and Rev. Matthew Benz Whittington, our Director of Youth and Young Adult Ministries. In this year, they have all stepped up and handled with great enthusiasm all of the new initiatives that have come their way.

We ended the year with a great Lights of December parade & Open House; and another wonder-filled Christmas Pageant, which included 20 children, youth from Kindergarten through Middle School and their parents.

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MESSAGE FROM **THE DIRECTOR OF YOUTH AND YOUNG ADULT MINISTRIES**

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Matthew Benz-Whittington



YOUNG ADULT MINISTRY

What a wonderful time when new ministries are being formed and flourishing! It is amazing that there are young adults who go out of their way to attend worship at First Cong and it is wonderful that there is now a ministry for them.

We have young adults who grew up in the church, those who have been attending for years and others who have just entered our community in the past few months. As this ministry continues to meet, its events will grow more consistent and clearer. As it stands, we are still experimenting with several ways to form community

Discussion Lunch has been one of the consistent events of the ministry so far where we gather after worship around food and friends and jump into a focused discussion around a key word or phrase and how that fits into our lives as modern, progressive Christians. This is a once a month event.

One-on-One Meetings have been a lot of where my time as been spent. Getting to know the young adults on a personal basis is so important and helps to provide a solid foundation to build upon. I should know where every coffee shop in Boulder is by the end of the year.

Hikes are almost a requirement of any ministry in the Boulder area. We have meet at various trailheads to explore God's creation.

I look forward to where this ministry is going and how these young adults are becoming current and future leaders of the church.

YOUTH MINISTRY

It has been a pleasure and honor to join the staff of First Cong and to begin work with the wonderful youth of this church. The first few months have been enlightening. This ministry proves to have so much to offer!

Continued Events - Sunday school remains a corner stone of youth ministry. The youth meet separately as middle and high school on the 2nd & 3rd Sundays. We are thankful for the leadership of Bill Forbes, Susan Rose and Matt Gentry. La Foret Fall Retreat was a good opportunity for five of our youth to interact with youth and leadership from around the conference.

New Events - Sunday Night Youth Group is an opportunity for the youth to play games, eat dinner together and form community. We are thankful for the volunteering of Linda Roan-Yager, Sam Braudaway Bauman and Courtney Dobbins.

Tuesday Night Community Night was an occasion for the youth to meet outside of the church on Tuesday nights. The attendance started strong but teetered off and this energy will be focused in other directions going forward.

Summer Mission Trip 2019

The youth will be going to Puerto Rico this summer to help local communities rebuild from hurricane damage. We are taking 25 youth and 6 adults, and this trip will provide everyone involved with lifelong memories.

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MESSAGE FROM
THE DIRECTOR OF MUSIC

Kajsa Teitelbaum



The year 2018 was an exciting and eventful year for the music program. All music groups welcomed new members, and we continue to thrive and have fun while making music and praising God together.

This year was the start of our collaboration with Church Music Institute in Dallas. Kajsa and Chris travelled there in June to be part of a week long course on church music. Throughout the fall they have been working together with FCC congregation members to create and develop a Dinner Church service, which has been partly sponsored by CMI.

Easter Sunday was celebrated with a brass quintet providing special music, along with the adult choir and bell choir participating in a larger Easter anthem together. The adult choir also participated on Palm Sunday in the joint service on Pine Street.

The 8:30 am services have been blessed with appearances by Rebecca Flintoft, Susan Rose, and Jeanne Quinn, offering their musical gifts on a regular basis.

Throughout the year, the bell choir rang once a month, and the adult choir sang every Sunday. During the summer, various members of the church contributed with special music for the services.

In August we hired a new Director for our Children's Music Program, Julia Wirth, and she has brought great excitement to the music program. The Youth Choir and Faith Singers have continued to sing as a joint group and participate in church services on a monthly basis.

The Adult Choir and Bell Choir have had regular rehearsals throughout the year. In April, the bell choir travelled to Casper, WY, for a two-day event with workshops and mass-ringing, ending in a concert for the community. The adult choir participated in a choir retreat in order to prepare for Music Sunday. Throughout the fall, we rehearsed together with singers from the community that joined our chancel choir for a trip to NY City and a performance at Carnegie Hall on November 23 with composer and choral director John Leavitt.

On Music Sunday, December 16, Kajsa Teitelbaum directed the Adult Choir and Orchestra - in a performance of John Leavitt's "What Sweeter Music".

Several concerts with connections to FCC have occurred this year. Director Kajsa Teitelbaum has continued her lunch music series on the third Wednesday of every month. On April 6 Chappell Kingsland offered an organ concert with a varied repertoire. He returned on October 26 with a piano duo concert. On November 16 the Sawyer Memorial Concert was played by acclaimed organist Chelsea Chen, celebrating the 10th anniversary of our Salmen organ. On December 1 the bells rang their Christmas program in Plymouth Hall while people came in after the Boulder Parade of Lights. On December 8, Forté, a handbell quartet from Colorado Springs presented a concert in the sanctuary.

First Congregational Church also continues to be a popular concert venue for outside groups, which generates funds for the church.

BOARD OF MANAGEMENT

SIGNIFICANT HAPPENINGS IN 2018:

For lack of students, Fox Institute for Creation Spirituality (FICS) moved out of the Carriage House and the space in the Faith Center they were leasing at the end of the year. FICS made a cash payment to the church to cover part of the rent guarantee by the founders of FICS. With the default of FICS, we have deferred replacing the flooring in Plymouth Hall.

We reactivated CHUCK (Carriage House Utilization Committee and Kitchen) to find tenants for the space formerly occupied by FICS. CHUCK's focus is non-profits, and we've engaged Gibbons White's brokers to find commercial tenants for the same space. CHUCK has brought Open Studios and Rocky Ridge Music Academy into part of FICS's space in the Faith Center.

After failing three times to secure a grant from the State Historical Fund (SHF) to repair and overglaze the stained glass windows in the sanctuary, we hired Watkins Stained Glass Studio and Spectrum General Contractors to do the work at our sole expense. We are delighted with the outcome! We asked Spectrum to also repair the louvers near the top of the square tower while they were on-site, another preservation project we've needed for years.

In August the SHF announced that we were selected to receive a grant of up to \$200,000 to replace the main section of our tile roof over the sanctuary. The total cost is expected to be about \$298,500. The work should be performed in the latter half of 2019. We have to grant Historic Denver, Inc. a perpetual facade easement. This assures the SHF that we will maintain our historic structure. This was approved at the Fall 2018 congregational meeting.

We thought we had a deal with a non-profit preschool to use our infant and toddler rooms and the new playground, but the director resigned, and we terminated the deal in part to avoid the complications of property taxes on space in our Faith Center used by a for-profit firm, and in part because that did not fit our mission.

Moderator Larry Dansky started a Safe Church task force, succeeded by Karen Cumbo. We have a draft Emergency Operations Plan, and the Boulder Police have conducted two de-escalation trainings and one active shooter training. We have formed a Safety Team and have refinements yet to make to our Plan and our Team.

Financial Summary: See Treasurer's report for final numbers. It should be noted that we did not need to use any of the allocation from the Capital Needs portion of the Endowment to support the Operating Budget, so we have that money available to spend on capital needs.

Action Items for 2019:

- We will continue efforts to lease the Carriage House.
- We will rebuild the main tile roof.
- We will continue efforts to improve the function of our HVAC system.
- We will complete our re-lamping project, converting to LED's in the chapel and sanctuary.

Robert F. Matthias, Chair

BOARD OF MISSIONS AND CHRISTIAN SOCIAL ACTION

SIGNIFICANT HAPPENINGS IN 2018:

The BMCSA coordinates mission outreach and Christian social action of First Congregational Church with the congregation and our mission partners. During the year, March 2018 to February 2019, the BMCSA :

On behalf of the congregation and approval of church council, we distributed \$30,530 to 23 Mission partners grant applicants. These non-profit organizations serve a wide range of needs locally and internationally including homeless adolescents, families and adults, the hungry, persons who have physical disabilities, mental illness, domestic violence, women in prison and after release, native peoples, school children in Africa and more.

Representatives of almost all of our more than 30 mission partners attended the November Mission Fair. FCC attended and donated to Crop Walk for Hunger. We also continue with fourth Sunday Soup Kitchen with Soo Rhee and Elizabeth Gold and many dedicated assistants from the congregation. Community Table is coordinated by Denise Cone on first Wednesdays.

Habitat for Humanity receives funds from our grocery coupons coordinated by Tom Woods. The backpack drive, organized by Jay Rourke, provided \$500 to Safehouse and \$1200 to EFAA. The Alternative Gift Market took in \$8752 to provide sustainable solutions to lifting people out of poverty worldwide.

Susan Bryant is our liaison to the IRC (International Rescue Committee), "a global humanitarian aid and development NGO which resettles refugees and helps them become self-sufficient." Currently most arrivals in the US are from the Democratic Republic of the Congo and Eritrea because of national policies. Susan also coordinated assistance to an Afghani woman and her 2 children. Some Christian social action initiatives at FCC were

collecting signatures for ballot initiatives such as Great Schools and Thriving Communities, a showing of Traces of the Trade, a documentary by David Baumeer about the legacy of slavery. One of the descendants of the de Wolfe slave trading family attended. FCC members attended the Women's March in Denver and also the Unity March in Boulder.

FCC has contributed to Neighbors in Need, One Great Hour of Sharing, Our Christian World Mission, the Christmas Fund (Veterans of the Cross).

Karen Wilson Co-chair

Board of Missions and Christian Social Action, 2018 report.

Operating budget expenditures		
Soup Kitchen		250
Other Mission Projects		315
Alternative Christmas Market supplies		38
Interfaith Alliance Membership		250
Colorado Immigrant Rights Coalition Membership		100
Total Operating Expenses		953
Grants to others		
Pastor's Purse		5,000
UUCB, In support of costs associated with use of church as a sanctuary		5,000
Agile International		600
Association for Community Living		500
Attention Homes		1,200
Boulder County Aids Project		1,500
Boulder Food Rescue		1,500
Bridge House (with BOHO)		2,000
El Centro Amistad		1,500
Emergency Family Assistance Assn.		1,500
Empakasi Primary School		2,000
Faith 4 All		750
Haula		1,000
Intercambio		2,000
International Rescue Committee		1,000
Motus Theater		700
One School at a Time		1,000
Opportunity Tree		1,680
SPAN (Safehouse)		1,500
Soup Kitchen		900
The Re-entry Initiative (TRI)		2,000
Toward Right Relationship with Native People - (Boulder Friends ME)		2,500
Wildlands Restoration Volunteers		1,700
YWCA of Boulder County		1,500
Total Grants to Others/Benevolence		40,530
Special Offerings		
Christmas Offering: (From Christmas 2018)		8055
In support of mission trip to Houston		2523
UCC Disaster relief		5093
Neighbors in Need		2684
One Great Hour of Sharing		2200
Mission Partners		
	Disbursed 2018	Received 2018
Alternative Gift market	6132	8752
Backpack drive (does not include in kind donations)	2195	1935
Habitat for Humanity grocery cards	5967	4086
Soup kitchen (\$900 from Grants + \$425 other donations)	766	1325

BOARD OF CHRISTIAN EDUCATION ANNUAL REPORT

Regular Children Programming - Julia Wirth, the Director of Children's Music started in August 2018. ARTS Camp is June 2-8, 2019 at YMCA of the Rockies. This year's big idea in Sunday School is about Immigration. First Sunday is Communion and Introduction of the lesson of the month. The second and third Sundays are more in-depth exploration of the lesson and the fourth Sunday is the Serve Sunday where all children in different age groups are combined for different activities.

Regular Youth and Young Adult Programming -Matthew Benz-Whittington started in August 2018 as the Director of Youth and Young Adults. Middle schools continue to meet with Matthew every 2nd Friday of the month for their Movie Night. Community Night for High School is 2nd Tuesday of the month and Middle school meets 4th Tuesdays of the month. We are adding Sunday night youth group on the 1st and 3rd Sundays of the month. Middle school meets from 4:00-5:30 PM and high school meets from 5:00-6:30 PM with both groups eating dinner together from 5:00-5:30 PM. This is a fun time with games and activities meant to build community and develop relationships. Matthew also meets with Young Adults monthly.

Mission Trip (formerly called Work Camp) - This summer from May 31st to June 7th, the 25 youths and 6 adults are going to Puerto Rico working with local communities whose houses were damaged by the hurricane two years ago. They will work through an organization, Experience Mission, who has had feet on the ground since the hurricane hit. Our youth group will be split into smaller groups during the day and go to different work sites where they will do drywalling, roofing, and various other tasks.

Fundraising - The two main fundraisers are the Feast, Pray, Love Dinner and Auction for Work Camp and the Pancake Breakfast for Arts Camp. This year, The FPL Dinner and Auction was a success on February 9th. Pancake breakfast will happen sometime in March.

Church Activities and others - Fall Welcome Festival. Different activities and games were provided for the children during this event as well as a sign up for monthly family potlucks. Boulder Parade of Lights. Deborah Voss registers our Church annually to participate with this activity. This event was Dec. 1, 2018. Twice a year, we put together a Teacher Appreciation Breakfast to all teachers and volunteers who works with children. The 2nd Annual Intergenerational Camping at Glacier Basin at RMNP was a success. There were more than 40 participants. The 3rd annual trip will be Aug. 16-18, 2019.

Cezanne Mascioli and Amanda Brown (co-chairs)

BOARD OF SPIRITUAL LIFE

2018 BSL

The 16 members of the Board of Spiritual Life (BSL) assist the ministers and music director in coordinating aspects of the worship services as well as the spiritual care of the congregation. Additionally, BSL oversees the Arts Ministry and In Discernment candidates.

Diana Shellenberger and Nancy Stevens (co-chairs)

Worked with Senior Minister to support the launch of Dinner Church, a monthly intergenerational service including dinner and communion in Plymouth Hall.

Worked with Senior Minister to establish an ongoing paid internship for a seminarian studying at Iliff School of Theology in Denver to serve at FCC during the school year.

Worked with Senior Minister to incorporate prayers and scripture to be said aloud by the congregation during the worship service in addition to the Lord's Prayer.

Hosted several receptions including Sawyer Memorial Organ Concert Reception.

Discussed how to best incorporate FCC covenants into worship services on an ongoing, annual basis.

BSL continued in its long-standing responsibilities: preparing and assisting in serving communion, organizing monthly flower coordinators including special Easter flowers, providing ushers for all church and memorial services, selling devotional booklets for Lent and Easter, hosting Ash Wednesday service, decorating (and undecorating) the sanctuary at Christmas.

BOARD OF PARISH LIFE

SIGNIFICANT HAPPENINGS IN 2018:

Hosted 49 Sunday Fellowship Hours with the help of food donations from church members. Each Sunday, a Board member acts as host for the fellowship hour, assisting Nick, our wonderful Sunday porter. Hosted 3 receptions following Memorial Services for members.

Amalia Hurtado and Gail McDougle (co-chairs)

BPL members reorganized Plymouth Hall cabinets and closets and their contents.

Hosted April 1st Easter Sunday Choir/ Musicians Brunch, plus Easter Fellowship Hour; organized and hosted All Church Picnic on May 7th, 200+ served; organized and prepared food to serve 200 on Sept. 9th Welcome Sunday Picnic; organized and served treats/hot chocolate and cider drinks at the December 1st Mingle & Jingle Event after Boulder's Parade of Lights; Organized and served Wendy Kidd's January 20, 2019 Ordination reception.

Members Dean Keller, Kathy Dayhoff, & Gail McDougle met with a Gibbons-White rep and Golden Bear Owner Ray to discuss the continuing cleaning (deep & weekly) of our main commercial kitchen. Then met with Bob Matthias of the Board of Management to clarify the needs that should shape that portion of our cleaning contract. New contract should be in force Jan, 2019.

Organized the congregation through Meal Train, Care Train, and Ride Train to respond when members need delivered meals, greetings of care and celebration, and rides to worship and appointments.

During Advent, prepared 78 gift candles and flowers to those who have suffered illness, loss or celebrated birth.

MEMBERSHIP COMMITTEE

1. Welcome and follow-up: We continue to have welcomers stationed in the Link near the Welcome Table between worship services. We collect contact information from visitors via pew sign-in sheets and visitor cards at the welcome table. We are moving to add sign-in sheets at the 8:30 service.

We have increased our effort to email all new visitors who give us their contact info. We welcome them after their first visit, and invite them to upcoming events. Later we again invite them to events happening in the church.

2. Information folders: Still working on this. Now, with new project leadership, progress is on track. The folder will contain information that a church visitor can use to assess whether this church is a fit. What are our beliefs, what's our schedule, what do we do for the world, what social and educational opportunities do we provide, etc. Inputs for this information come from many sources in staff and leadership, and the folder format is designed to be easily updated as things change.

3. Name Tags are now a core value at our church. Almost everyone wants one, and we continue to provide them to people who request them by signing up at the name tag table or asking Donna or me. They're enormously helpful in integrating new members and visitors.

4. Information about the church: In addition to welcome receptions, we host the UCC to FCC classes with luncheons a couple of times a year. This "small group" offering is for everyone, but especially newcomers.

5. Newer Member support: We are hosting Newer Member check-in gatherings held as a luncheon after church along with staff and some church leaders. We invite everyone who has joined in the past two years to find out how people are fitting in, to answer questions, and to help them get connected with things they are interested in doing. This has been surprisingly effective. We plan to continue this once or twice a year.

6. Joining: If visitors are interested in joining we send information about that. We always have a backlog of four to six people who intend to join but who have schedule conflicts, and several more who want to join but not quite yet. Follow-up with these folks is always ongoing.

MC organizes Joining Sundays and also posts new member posters in the hallway. New member posters with photos and bio information are collected and kept in a binder on the receptionist's desk, and can also be seen online (ask me). The posters are useful in recruiting new board members.

7. New Members: In 2018 we had four Joining Sundays, at which we received a total of 19 new members. This doesn't include new members who joined at other times, such as the confirmands. Official membership numbers and data are kept by staff.

Julie Griffitts (Chair)

MACKENZIE LECTURESHIP

NOW IN ITS 19TH YEAR

The MacKenzie Lectureship provides outstanding speakers who give inspiring and thought-provoking lectures on a variety of theologically related topics. Named for long-time pastor, Bruce MacKenzie, and his wife, Jeanette, now both deceased, the lectureship draws a loyal and diverse crowd from both the church and surrounding communities. The annual lecture, given in January or February, addresses topics ranging from Religion in a Media Age to Finding God in the World. Each speaker leads a Saturday workshop and many stay to preach a sermon on Sunday morning. The work of the Committee centers on selecting speakers/presenters, recruiting them, and organizing an annual event.

Professor Stewart Hoover delivered the January 26th, 2018, MacKenzie Lecture and workshop the following day, titled, The Crisis of Religion in a Media Age. Approximately 125 people attended the lecture and 40 people participated in the workshop.

The committee designed a public relations campaign which included production of a brochure that was mailed to past lecture attendees, a poster that was hand-delivered to local churches and Denver area seminaries.

Rob Stuart, a committee member, designed and wore a sandwich board during coffee fellowship to publicize the event.

The committee has recruited the Rev. Dr. Otis Moss, III, senior pastor of Trinity United Church of Christ in Chicago, to present the 2019 MacKenzie Lecture, tentatively titled Punching Holes in the Darkness: Finding Hope for our Nation in Dark Times. Pastor Moss will present his lecture on Friday, January 25, 2019, and will lead a workshop the following day.

The committee has recruited Dr. Anita Sanchez, a leader on diversity and organizational development, to give the MacKenzie Lecture in 2020. Dr. Sanchez has accepted our invitation to speak and lead a workshop February 21-22, 2020.

The committee operated within budget for 2018.

Nancy Wade and Jean Abbott (co-chairs)

HISTORIAN REPORT

Thanks to funds given by the Board of Management, Record Books 1 and 2 were photographed by Digital Solutions, who also created pdfs files of the books. The electronic images and pdfs are archived in the church's computer system, and a hard copy of each book is on the bookshelf in the conference room. The original books were placed in archival storage boxes in the file cabinet. In addition, I gave the Carnegie Library a copy of the electronic files, which they plan to make available online as they put more material on the Internet. Diana Shellenberger has been writing the chapter of the history booklet covering Martie McMane's tenure, and I have been writing Chris' section. I hope to have the booklet updated by mid-2019. Organizing the files is continuing, and I have provided help to people seeking historical information related to their families.

Vickie Johnson
Historian

A2A/MENTAL HEALTH MINISTRY REPORT

In accordance to our covenants (A2A/WISE) under which we operate we engaged in the following events and activities during 2018.

1. We sponsored a series of three workshops on dementia and Alzheimer's. This series was led by Megan Carnarius, our 2017 Mental Health Sunday speaker. These workshops emphasized how to include those touched by dementia in the life and work of the church.

2. As the result of Megan's workshops, we worked with facilities to set aside part of Plymouth Hall so that we could provide a comfortable place for those with cognitive issues.

3. We sponsored meeting in the middle programs on dementia and Alzheimer's as well as one focused on general health and well-being.

4. We extended our mission to include a focus on wellness: yoga and Tai Chi.

5. We planned and offered the program for Mental Health Sunday, August 26th on eating disorders. The speaker was Susan Coppage Evans. There was a panel of experts in the field of eating disorders after the service.

6. We met with Matthew Benz-Whittington to introduce the mission and outreach of the A2A/MHM.

7. We continued to support the Spiritual Support Group for Mental Health and Wellness which meets on the fourth Monday of the month.

8. We provided financial support for INMI's spring event with Ken Pargament: Sacred Matters: Integrating Spirituality into Mental Health Care into Faith Communities.

9. We continued to provide financial support for Hope Coalition's "Hope Lights the Night". This program honors those who have lost their lives to suicide.

10. We began planning for a program for Access Sunday. Unfortunately that had to be postponed due to personal problems encountered by Kelly Tobin our designated speaker.

11. We provided financial support for INMI's fall event with Carrie Doehring. Pedro and Bill Forbes were to be part of the program. That program had to be rescheduled due to the death of Carrie's husband.

12. As we continue to educate the congregation on the need to be mindful of those who are less able, we are constantly reminded of the tremendous contribution of Richard Alber to our ministry. He constantly monitored and improved the physical space to ensure that we are truly accessible to all.

Anne Weiher, Chair

MINISTRY OF LAST THINGS

SIGNIFICANT HAPPENINGS IN 2018:

First Congregational Church initiated a Ministry of Last Things in the Fall of 2016, under the guidance of our Ministerial Staff and the Board of Spiritual Life. We are dedicated to facilitating discussions, providing spiritual support and encouraging planning around how we approach death and dying as mortals and as Christians.

Activities to date

Spring 2016 Saturday gathering/workshop (documents, medical spiritual dimension)

Summer 2016 "Death and Donuts" sessions, Fall follow-up (6 sessions, Monday evening)

Fall 2016: Saturday 1/2 day workshop: "Dying to Discuss This: Exploring the Spirituality of Death and Dying." (Led by Lorraine Leist) – 15-20 people

Death and Donuts II: A 6-week small group offering and place for discussion.

"Last Things First" – a drop-in chance for individual conversations and question-and-answer time between our services. Fall 2016-Spring 2018. (ranged from 8-30)

Workshop Feb 2017 (dementia & caregiving)

Lenten Group: Lorraine and Chris, 2017.

"Movies and Morbidity" Summer 2017

Ministry Fair, Fall 2017 (Saturday morning): "Documents." – about 20

Columbarium Initiative, Fall 2017-present

Funeral Hymn Sing, Spring 2018.

Book Discussion Groups

Being Mortal (Atul Gawande): Spring 2015, Fall 2015

Knocking on Heaven's Door (Katy Butler): Fall 2017

On the Brink of Everything (Parker Palmer): Fall 2018

Miscellaneous

Small needs assessment survey, spring 2016

Occasional essays in weekly update

Counseling and discussion with individual members and friends of First Congregational Church

Jean Abbott

REPORT FROM THE SAFE CHURCH TASK FORCE

First Congregational Church, Boulder formed a Safe Church Task Force in November, 2017 to address issues of safety for our congregants. Our mission was to improve safety for congregants and staff, while maintaining our culture of being an open and welcoming church. Members of the committee represented the moderators, staff, Board of Management, Board of Spiritual Life, Christian Education, and the Welcoming Committee. Our approach was to address many concerns such as medical, weather, fire, and active shooter emergencies, discuss training of staff and interested congregants, and child safety.

The following is a list of issues that have been addressed.

1. Development of an Emergency Operations Plan (EOP). Using materials already provided by FEMA for places of worship, input from our local police department, and the instructions previously printed in our usher's manual, we have developed an EOP that addresses all types of emergencies.

2. Training of staff and congregants. Officer David Kaufman, Community Services Officer of the Boulder Police Department, conducted two de-escalation training sessions and an active shooter training for staff and congregants.

3. Development of a communications plan for emergencies. We have developed a system of group texts to address the concern of alerting people in one area of the church (such as the educational wing) about emergencies occurring in other areas (sanctuary).

4. A Safety Team, responsible for leading our congregation in responses to emergencies, has been developed. All members have been adequately trained. A safety team member will be assigned each week to be the safety coordinator and lead our congregation in cases of emergencies.

5. More fire extinguishers have been purchased and placed strategically throughout the church.

6. Further trainings, including CPR training, will be scheduled.

Karen Cumbo, Safe Church Task Force chair

NOMINATING COMMITTEE

2018 BOARDS/COMMITTEES/MINISTRIES

The Nominating Committee submits the following slate of names for election to membership on boards, committees, and ministries – the leaders of the church – for 2019. Proposed new members' names are in italics. Continuing members' names are also listed, but do not need a vote. Where appropriate, the final year of a member's term is also listed.

Larry Dansky, Moderator
Chair, Nominating Committee

OFFICERS

Name	Title (Term End)
Jessica Austin	Moderator
<i>Charley Rastle</i>	<i>Moderator Elect</i>
Larry Dansky	Past Moderator
Daphne Mendel	Treasurer (3/2021)
Kathy Minter	Clerk
Vickie Johnson	Historian

BOARDS

Board of Management

The Board shall consist of twelve (12) elected members and three ex-officio members – Moderator, Clerk, Treasurer).

Name	Term Ending
Jodie Cottrell (Chair)	3/2020
Tom Feiler	3/2020
Bill Potoff	3/2021
Jeff Kraft	3/2021
Julie Von Tilius	3/2021
Karon Johnson	3/2021
Christina Ingersoll	3/2021
<i>Susan Bryant</i>	3/2022
<i>Karl Kurtz</i>	3/2020
<i>Bob Cutler</i>	3/2020
<i>Scott Allman</i>	3/2022
<i>Lorraine Leenig</i>	3/2022

Board of Christian Education

The Board shall consist of at least six (6) members along with the Associate Minister(s) or Program Staff working with children and youth.

Name	Term Ending
Jerry Champlin (co-chair)	3/2020
Kim Kanas (co-chair)	3/2020
Garett Steed	3/2021
Chris Shearer Cooper	3/2021

Board of Parish Life

The Board shall consist of fifteen (15) elected members.

Name	Term Ending
Allison Hamm	3/2020
Caroline Douglas (co-chair)	3/2021
Judy Ludwig Keller	3/2020
Dean Keller	3/2020
Kathy Dayhoff	3/2020
Nancy Sissom (co-chair)	3/2020
Patty Goward	3/2021
Phil Braudaway-Bauman	3/2020
Heather LeMasurier	3/2021
Margaret Perez	3/2022
Christine Miller	3/2022
<i>Joanne O'Keefe</i>	3/2022
<i>Fay Yates</i>	3/2022

NOMINATING COMMITTEE

Board of Spiritual Life

The Board shall consist of sixteen (16) elected members.

Name	Term Ending
Diana Shellenberger (co-chair)	3/2020
Betsy Barrett	3/2020
Anne Byrne	3/2020
Karen Cumbo	3/2020
Wes Lemasurier (co-chair)	3/2020
Rodger Lucero	3/2020
Charley Rastle	3/2020
Lou Aderman	3/2021
Bill Gilbert	3/2021
Abigail Sperry	3/2021
Nancy Wade	3/2021
Carol Poston	3/2021
<i>Keith Lance</i>	3/2022
<i>Kathryn/Peter Oakes</i>	3/2022

Board of Missions and Christian Social Action

The Board shall consist of twelve (12) elected members.

Name	Term Ending
Doshia Kretke	3/2020
Jay Rourke	3/2020
Karen Wilson	3/2020
Tom Woods	3/2020
Diana Sealand	3/2021
Julieta Garcia	3/2021
Sarah Schulte	3/2021
<i>Michelle Sparks</i>	3/2021
<i>Darren O'Connor</i>	3/2021
<i>Don Reed</i>	3/2022
<i>Amanda Brown</i>	3/2022
<i>Amy Schoffner</i>	3/2022

STANDING COMMITTEES

Investment Committee

The Committee shall consist of four (4) elected members plus one (1) member from the Board of Management (BoM) who chairs the Committee.

Neil Palmer
Rob Stuart
Eric Nickell
Bob Cutler (chair)
Jean Nelson
Chuck Smith
Jean Nelson
Chuck Smith

Personnel Committee

The Committee shall consist of seven (7) members: the Senior Minister, Moderators and three members at large from the Congregation.

Larry Dansky, Past Moderator
Jessica Austin, Moderator
Charley Rastle, Moderator elect
Janet Beardsley
Kristen Aldretti
Tania McEvoy-Champlin
Chris Braudaway-Bauman, Senior Minister

Stewardship Committee

The Committee shall consist of six (6) or more elected members.

Libby Black, Chair
Betsy Barrett
Jon Hinebauch
Allison Hamm
Nicole Speer
Bob Matthias
Jeanne Lounsbury
Eric Malmborg
Laura McCutchen

NOMINATING COMMITTEE

2018 BOARDS/COMMITTEES/MINISTRIES

Membership Committee

The Committee shall consist of a six (6) or more members.

Julie Griffiths, Chair
Linda Nordberg
Jon Hinebauch
Diana Shellenberger
Keith Lance
Carol Polston
Gail McDougle
Julie Von Tilius

Endowment Committee

The Committee shall consist of a minimum of seven (7) members.

Charley Rastle, Chair
Libby Black
Bob Patoff
Jon Hinebauch
Louisa Young
Tom Stiers
Nancy Stevens
Christina Ingersoll
Linda Whitehead

MINISTRIES

Arts Ministry

Cindy Mueller (chair)
Louisa Matthias
Bonnie Forbes
Alma Alber
Sue Allman
Christopher Gard
Melody Fuller
Garrett Chappell
Kathy Woods
Allison Hamm

A2A Mental Health Ministry

Anne Weiher (chair)

Eco Ministry

Rob Stewart (chair)

MacKenzie Lectureship

Nancy Wade (co-chair)
Jean Abbott (co-chair)
Andrew Nicholson
Louisa Matthias
Lorraine Leist
Carol Green
Rob Stuart
Ann Smith
Kirk Nordstrom
Amy Volda
Drew Schwartz
David Bearce
John Edlin

Ministry of Last Things

Jean Abbott
Janet Beardsley
Larry Dansky
Tom Stiers
Louisa Young
Heather Lemasurier
Eric Malmborg
Ed Hall
Bob Potoff
Linda Nordburg
Rev. Lorraine Leist

Delegates

Delegates to Metropolitan Denver Association and Rocky Mountain Conference, UCC

Jane Strohm
Jeff Bogart
Stewart Leach

INVESTMENT COMMITTEE

The Investment Committee accomplished one major objective for the year and that was establishing an Endowment distribution formula allocation. The goal behind this language was to establish structure and stability to the various endowments to allow each of these groups to better budget for the coming year.

We also worked on providing input to the financial policies as they related to the Investment Committee and our work.

Our SRI Investments during the 2nd half of 2018 did very well relative to benchmarks, making their total 2018 returns look very good. The International SRI investments were slightly sluggish but still finished middle-of-the-pack to their peer groups. We will look to continue to add more over time.

Overall, our accounts did reasonably well with the downturn in the market for the year.

FUND BALANCES AS Feb. 11, 2018

Endowed	
Benevolence	\$1,221.859
Capital Needs	\$2,042,145
McMane Arts	\$201,698.98
Sawyer Organ	\$127,204.84
MacKenzie Lectureship	\$128,949.87
Music	\$ 85,959.60
Not Endowed	
Board of Management Projects	\$190,657.00
Renewable Energy (new)	\$37,999.80
New Initiatives	\$55,593.33
Operating	\$222,743.85
Total	\$4,314,813.47

We have a fantastic committee and we appreciate their service: Bob Cutler, Eric Nickell, Neil Palmer, and Rob Stuart in addition to me.

Jodie Cottrell, Chair
Investment Committee
Endowment Committee Report

ENDOWMENT COMMITTEE

The major efforts of the Endowment Committee in 2018 were directed toward growing the existing Endowments of the church. In addition, the Endowment Committee made recommendations to the Board of Management and Church Council on how disburse donations made to the church that were not designated. Highlights of the activities included:

Growing Awareness of the Foundation

The Committee determined that we needed to increase awareness of the Endowments within the Church community. In 2017, the Committee created a brochure that has been distributed to the members and is available at the church that provides information on the Endowments and their use.

It was decided that we wanted an online presence for Planned Giving to the church. Our research into alternatives discovered that the UCC had a program to help churches develop a web site for Planned Giving. We worked with the United Church Funds of the UCC to create our own website. They provided a template for the development of the site and assistance in completing the work. The site went live during the first part of November 2018 at <http://firstcong.ucfmicrosites.org>. The site can also be reached from our main church website in the "Giving Section"

We held a Legacy Sunday brunch after church on November 4, 2018. This was both a thank you to the members and a request to consider the church in their planned giving. During the luncheon, we introduced the new website as a method for people to donate to the church.

Designation of Gifts to the Church

During 2018, the Endowment Committee assisted the Board of Management in determining where to designate gifts. The Committee reviewed the gifts and made recommendations to the Board of Management on which of the endowment funds to allocate the gifts. We also developed a process with the Senior Minister and Office Manager to record the gifts and send thank you notes to the people that donated the money.

The Committee has developed plans for focus areas in 2019. We will work in these two areas:
Awareness – How we can provide more information on the Endowments, how they are being used to advance the mission of the church, and the various ways the people can include the church in their end of life planning

Thank-you – We are going to develop plans to thank people that have informed the church that they are going to include the church in their will or other end of life planning.

Respectively Submitted, Charley Rastle - Endowment Committee Chair

2018 Stewardship Annual Report

For our 2018 Stewardship we moved our traditional October campaign to January. Our theme was Aha! as we looked for the ways in which the light of our faith and our church shined upon us during the Epiphany season.

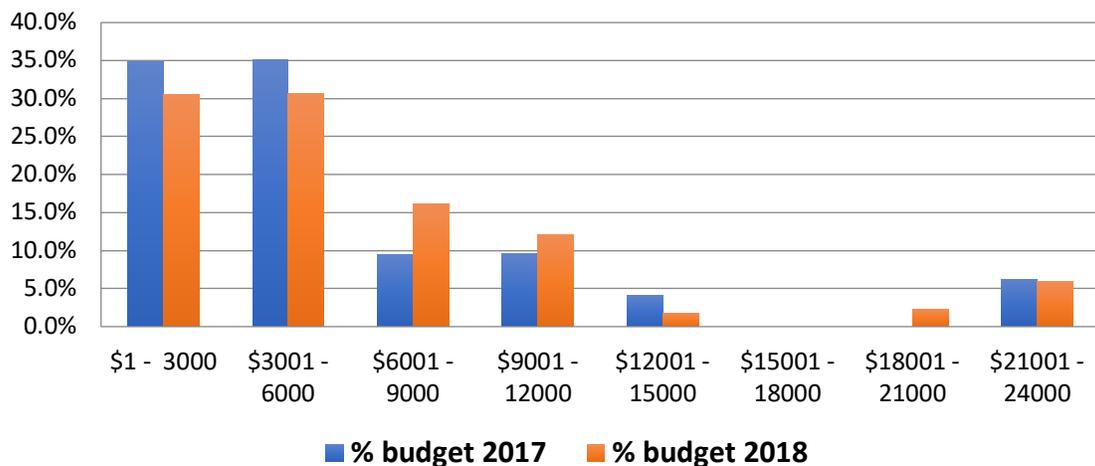


Our challenge for 2018 was epic! The Finance Committee, Church Council and Board of Management decided it was time to eliminate one-time gifts in our budget. The Congregation was informed that we would reorganize and reduce our staff and programs based on whatever the pledges were and we would not go back to the Congregation and ask for more at the end of the Stewardship season. The Stewardship Team also took a new approach which was to ask each family to consider pledging within a specific range based on the growth we were hoping to attain as a church.

The Congregation responded with astounding commitment. We came within 1.6% of our goal without any one time gifts despite a loss of twenty-seven 2017 pledges totaling \$49,805. We had 30 new pledges and an additional 58% of families increased their pledges totaling nearly \$93,000! Only 8% of pledges decreased. We are blessed!

	Dollars Pledged	# of pledges	Average	One Time Gifts
2018	\$773,941	260	\$2,977	\$0
2017	\$735,498	257	\$2,812	\$100,000
2016	\$729,598	268	\$2,720	\$50,000

Pledge Categories as % of Total Budget



Respectfully Submitted,
 2018 Stewardship Committee: Libby Black, chair
 Betsy Barrett, Rev. Chris Braudaway-Bauman, Allison Hamm, Jon Hinebauch, Jeanne Lounsbury, Eric Malmborg, Cezanne Mascioli, Bob Matthias, Tania McEvoy Champlin, Tom Stiers

2019 Stewardship Annual Report

Again this year we conducted Stewardship in January. Our theme was Shine! as we looked for the ways in which God's light shines in us and through us. This year, the Stewardship Team provided a lovely devotional in the stewardship materials.



In 2019 we sought to maintain the epic response to our 2018 Stewardship and support a 4% increase in our annual budget. Last year as well as this year the Stewardship Team took a new approach which was to ask each family to consider pledging within a specific range based on the growth we were hoping to attain as a church.

We are blessed that our average pledge increased \$82 this year. However, we fell about \$50,000 short of our goal with \$723,778 pledged – about 6 ½ % lower than last year. We lost 34 pledges this year amounting to \$92,420, more of half of which were due to families moving, and families experiencing high medical expenses. We had an unusual number of families (11) that did not respond totaling about \$16,000 in pledges.

We are very pleased that we had 21 new pledges this year, and 55% of our pledgers increased their pledges. We had a typical number of decreases at about 14%, but for a larger than usual amount of money totaling almost \$38,000.

When these pledging results were announced, a church member came forward and generously offered a one-time gift of \$35,000! We remain blessed with this gift, 235 generous pledging families and some who would love to pledge but simply are not able to this year. Thank you to all who contribute in so many ways to the church.

	Dollars Pledged	# of pledges	Average	One Time Gifts
2019	\$723,778	235	\$3,079	\$35,000
2018	\$773,941	260	\$2,977	\$0
2017	\$735,498	257	\$2,812	\$100,000

Respectfully Submitted,

2019 Stewardship Committee: Libby Black, chair

Betsy Barrett, Rev. Chris Braudaway-Bauman, Allison Hamm, Jon Hinebauch, Jeanne Lounsbury, Eric Malmberg, Bob Matthias

MEMBERSHIP STATISTICS FOR 2018

New Member Gains:..... 24

- Confirmands 5
- New Members 19
- Returning members 0

Deaths:..... 5

- Ruth H. Andrade 1/6/2018
- Paul E. Riley 1/8/2018
- Harry Beal 4/4/2018
- Richard Alber 4/23/2018
- Dan Sheehy 6/29/2018

Transferred Out:..... 5

Baptisms:..... 7

- Tania Marie McEvoy-Champlin 1/6/2018
- Nina Mae McEvoy-Champlin 1/6/2018
- Julian Arthur McEvoy-Champlin 1/6/2018
- Abigail Rose McEvoy-Champlin 1/6/2018
- Denver Brooks Palo 1/6/2018
- Lan Robert Palo 1/6/2018
- Gabriella Bartsch 5/13/2018

2017 Membership - 785

2017 Total	785
Losses	-10
	<u>775</u>
Gains	+24
2018 Total	<u>799</u> (Members, Associate Members and Friends)