

# 2019

# ANNUAL REPORT



**FIRST CONGREGATIONAL**  
UNITED CHURCH OF CHRIST · BOULDER

# FIRST CONGREGATIONAL CHURCH UCC, BOULDER

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# MESSAGE FROM THE MODERATOR

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## **Jessica Austin, Moderator**

As I reviewed 2019, looking for my accomplishments to include in this annual report, I realized as Moderator, I didn't really have anything tangible to report this year. No deliverables, if you will. I threw a baby shower, I prepared for a seminarian intern, I worked with Board of Management to get a tenant in the Carriage House. I participated in the discernment process that led to the launch of the Mindful Works Ministry. I helped plan a training with Interfaith Alliance. It seemed like a busy year, so what, then, does a Moderator actually do?

The overarching goal of the Moderator Team is to hold a space for the congregation to live out our covenants. We do that through explicit leadership: chairing Church Council and leading Congregational Meetings. But most of the work is less obvious. We shepherd the annual budgeting process. We lead the Personnel Committee. We help boards and committees fill their rosters. We are a sounding board for the Pastoral Staff. We help lead the response to any celebration or crisis that arises. We are the church suggestion box and the place to take complaints. We strive to provide calm, steady, and wise counsel.

My first two years on the moderator team have provided me an opportunity to practice servant leadership, to get to know the congregation and staff more fully, and to fall deeply in love with our covenants and how we live them out together. I have been so impressed with all the folks who have answered the call to be Moderator and I'm grateful we do it as an ever-rotating team. While I can't take credit for all that was accomplished in 2019, I'm awfully proud to have been your moderator. And I can't wait to see what 2020 has in store!



# MESSAGE FROM

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## THE SENIOR MINISTER

### **Christina Braudaway-Bauman, Senior Minister**

As I reflect on our life together in 2019 what emerges for me are the ways this past year was marked by the unfolding and faithful movement in directions we started in previous years – from identifying a partner for a church-wide mission project to preparing for the replacement of the roof our historic sanctuary, from completing our commitment to the Church Music Institute to undertaking the second year of our ongoing project as a Community of Calling, from exploring the possibility of creating an Outdoor Sanctuary to designing and implementing a robust staffing model for communications, facilities, financial, and office management, and searching for staff members who are now in place.

- After undertaking an active season of intentional discernment to identify a church wide mission project, Church Council selected Mindful Works as our partner for this endeavor. A job training program and fabric arts business working with folks recovering from mental illness, Mindful Works is an endeavor already housed in our building. As our relationship continues to unfold through the leadership of our newly formed Mindful Works Ministry, we are learning how to work together so that we can effectively support the organization and apprentices in new and important ways.
- In the midst of our discernment, two other essential areas of concern of our congregation – youth education and climate change – were identified for more exploration and activity. In response, we have drawn nearer to Boulder's Family Learning Center, and a new ministry focused on Climate Change is coming to life in our midst.
- In 2018, our church was awarded a \$200,000 grant from the Colorado Historical Fund for replacing the roof of our Sanctuary. In 2019, the Board of Management and the Facilities Committee worked with an architect and roofers to prepare for this work, which will happen in 2020. At this writing, new clay tiles which match the historic tiles are being manufactured.

- Last spring, we welcomed The Baby Bathwater Institute, a for-profit tenant, into our Carriage House, filling a much needed gap in our income stream as they joined approximately forty non-profit groups and organizations with whom our congregation generously shares our facilities, including Mindful Works, Rocky Ridge Music School, Faith4All, and Open Studios, who maintain their offices and run their operations out of our building.

- In June, our church completed our peer learning project in worship and music with the Church Music Institute in Dallas, Texas. Our near monthly Saturday evening Dinner Church Worship is a lasting gift from our congregation's participation. Kajsa and I continue to meet periodically with our Colorado cohort of pastors and musicians from Plymouth Congregational Church and Heart of the Rockies Christian Church (Disciples of Christ), both in Fort Collins. We are beginning to discuss what else we might do together.

- We entered our second year as one of fourteen congregations selected by the Collegeville Institute in Minnesota to explore what it means to be a Community of Calling, helping church members discover and deepen our sense of God's calling in our lives. In the fall, we formed a leadership team to oversee the project's development – Anne Byrne, Julie Griffiths, Amy Ostwald, Nancy Wade, Charley Rastle, Laura Riihimaki, Matthew Benz-Whittington and me. Since then Matt Hess and Linda Roan-Yager have joined us. Two small group series unfolded this past year – one using "Called to Life" materials from Collegeville and the other in Advent reflecting on the book *Let Your Life Speak* by Parker Palmer. A Parents of Teens Group began meeting in the fall. Eric Smith, a church historian and biblical scholar from Iliff School of Theology, led two adult education forums on the vocation of the early church while presenting material from his new book on the apostle Paul. Rev. Lorraine Leist, a Minister in Covenant with our congregation, joined us for a Sunday in February to preach about the place of Lament in the life of faith and to lead a forum on her own calling as a palliative care chaplain. This year's Stewardship theme, Called Together, was connected to our Communities of Calling project as we explored in worship what it means to be Called Together to Follow the Light, to Wade into the Deep, to Share the Dream, and to Live God's Love.

# MESSAGE FROM

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## THE SENIOR MINISTER

- In a related effort, we welcomed Linda Kowatch, a student at Lexington Theological Seminary in Kentucky, as our Seminary Intern for the fall semester.
- Sunday morning forums between worship services have thrived, especially through the Art Lectionary series offered by Mark and Cindy Meyer. We are now beginning to expand adult learning opportunities after 10:30 am worship as well.

- In September, I was blessed to preach at Community UCC, Boulder, on the Sunday of the Installation of my dear friend, the Rev. Nicole Lamarche, as their pastor and teacher. The youth programs of our congregations have occasionally met together, and Nicole and I are exploring what else our churches might do jointly in the coming years.

- This year, conversations we started in 2018 regarding the installation of a columbarium on our campus expanded into a vision of an Outdoor Sanctuary to include a shade structure on the Plaza and a Memorial Garden on the Pine Street side of the building. We set our discernment aside while we turned our attention to stewardship and the operating budget, but we anticipate picking up the conversation this coming spring.

- This past year, the Personnel Committee supported me in undertaking a formal review process with all pastoral and program staff, and together we developed a staffing plan for facilities, finance, and communications. We hired Christopher Carter as our Communications Specialist and increased the responsibilities and hours of Renee Loewen, our Accountant. Beverly Miller served part-time in our office for a few months and Julie Griffiths stepped up twice in an interim capacity between staff tenures. In mid-February 2020, we welcomed Garry Garcia as our full-time Office and Facilities Manager.

- In November, I was glad to participate in a week-long class on Religious Fundraising with the Lake Institute of Faith and Giving to learn how to support our Stewardship efforts more fully. Libby Black will attend the same class this coming June at Yale Divinity School.

- In December I delivered the keynote address at the UCC gathering in Orlando of COMPASS, an initiative focused on pastoral excellence that I helped to found seven years ago. I am delighted this organization continues to thrive, its work now overseen by a staff position in the national UCC. In recent months, I have agreed to rejoin the steering committee to serve in an advisory capacity.

In addition to these events and activities, I think of all the Sundays this past year when we worshipped together, the seasons we observed from Advent to Pentecost, and the holidays we celebrated from Christmas Eve to Easter morn. I think of all the prayers we prayed, the songs we raised, the care we exchanged, the concerns we shared, the communal life we enjoyed, and the tears we shed for dear departed ones whose deaths we mourned and whose lives we remembered as we placed them gently in God's eternal care.

For all that has been and for all that is yet to be in the life of this remarkable congregation, I give thanks. For all the ways God's Spirit lives and moves among us, for each one of you and for the life of faith we are blessed to steward and share as First Congregational UCC, Boulder, I am profoundly grateful.

*Faithfully yours,  
Chris Braudaway-Bauman*



# MESSAGE FROM

## THE ASSOCIATE MINISTER

**Pedro S. Silva II, Associate Minister**

**Worship and Preaching:** This year the focus of my preaching has been on “narrative expansion”. Narrative expansion, as I define it, is intentionally seeing the stories of others as an integral part of the context of our own stories. In my reading, preaching, and creation of liturgy, I’ve expressed this, because I am convinced that the gift of our community at First Congregational is to be a space where expansive conversations can happen. Like Rev. Moss spoke of Trinity, I envision people who may never enter our facility for a worship service, identifying with First Congregational Church as a community they can trust. As a part of this, I have expanded my definition of worship to truly be wherever people are gathered, whether it is in our sanctuary, the state capitol, on the street corner, or through social media. When people are open to it, I invite them to pray in the moment rather than wait for the “right time” or the “right words”. I have also come to see that part of my calling is to a public theology. In my work of creating opportunities for narrative expansion, I feel that--where I can--I should participate in the conversations that have the potential to create more unity among diverse peoples.

**Pastoral Care:** This year pastoral care has been especially transformative for me--both theologically and emotionally. The humanness of our ministries has particularly stood out as we try to hold prolonged grief together with hope. There have been some very hard losses for members of our community and they have changed me as I work with the rest of the staff to connect with as many members as possible as they navigate life’s challenges and questions. The Visitation Ministry has continued to develop as a community of caring and spiritual reflection and renewal. We have been studying the practice of listening in a healing way and have been reflecting with one another on how to best be present with those we are called to care for. The “Our First 90 Years” group--comprised of members aged 88-94 has been fun and illuminating. Over the year, I have had many appointments and walk-ins for pastoral care and have hopefully served well in that capacity.

**Congregational Life:** I remain on the Board of Parish Life, Board of Mission and Christian Social Action, the Visitation Ministry, and the A2A Mental Health Ministries. The Mission

Project Discernment Committee has become the Mindful Works Ministry and I have been a part of the reimagining of the Eco-Ministry, now known as the Climate Action Ministry, and have been participating in the Wednesday night Bible Study. 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 led or participated in several memorial services, walked with members in some life changes, and have worked to deepen my relationship with the community. I have also worked on expanding connections through social media in order to keep certain congregational conversations going beyond Sunday.

**Missions and Community Engagement:** I’m still active in Together Colorado and serve as the state caucus representative. I have spoken at the Capitol and prayed in a legislative session. I have led Living Room Conversations on several topics. I spoke at CSU in response to some challenges that they had on race on their campus. I have spoken on panels for INMI, for Racial Justice, worked on two interfaith programs to for community building and housing justice. I helped bring the Nicavangelists to our church and helped support them while they were in the Denver area for a longer than expected stay. As I can, I participate in the NAACP and have worked to build relationships with others in the community seeking to create a more equitable Boulder. I am also a part of the Metro Denver Association’s healthy ministerial relationships team.

### **Website and Technology:**

I still serve as a backup for most technology applications for the church website and have engaged with our technology partners over a variety of tasks and have done support or troubleshooting with staff and other community members.



# MESSAGE FROM

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## THE DIRECTOR OF CHRISTIAN EDUCATION

### **Deborah Voss, Director of Christian Education**

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'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, and officiating the occasional wedding.

Middle School, taught this year by three of our young adults, explored various aspects of the Climate Crisis. In Elementary Sunday School Julia Wirth, our Director of Children's Music, engages with the children on the first Sunday of each month. We explore our year-long theme of the Climate Crisis on the second & third Sundays. On the fourth Sunday we engage in our SERVE SUNDAY projects. Our Pre/K children focus 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 embark upon as they move up into the elementary grades and beyond, and they develop friendships with children who will become companions on their faith journey.

This year I coordinated and directed ARTS Camp at YWCA of the Rockies in Estes Park that included 22 First Cong kids from 2nd to 8th grade who presented the musical "Judge Julie Truly" to their parents at the end of the week. I was assisted by Musical Director Kajsa Teitelbaum, Er-Hsuan Li on piano, and counselors Sam Bauman, Rynne Mascioli, Genevieve Frye, Ginger Johnson, Matthew Sissom, and Susan Wilkinson, who was also our chief cook & bottle washer. We performed the musical for the congregation on the Sunday following Camp.

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 2019—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.

I supervise Ginger Johnson, our Childcare supervisor, Julia Wirth, our 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 and youth from Kindergarten through Middle School, and their parents.





# MESSAGE FROM

## THE DIRECTOR OF YOUTH AND YOUNG ADULT MINISTRY

**Matthew Benz-Whittington,**  
**Director of Youth and Young Adult Ministry**

### YOUTH

#### Continued Events

- Sunday school remains a cornerstone of youth ministry. The youth meet separately as middle and high school on the second and third Sundays. We are thankful for the leadership of Bill Forbes, Sam Bauman, Courtney Dobbins, Jessica Ostwald and Matt Gentry.

- La Foret Fall and Spring Retreats have been great opportunities for our youth to meet other youth from the Conference and come together in a faith-based setting.

#### New Events

- Sunday Night Youth Group did not take off due to travel time, so the youth group has begun meeting directly after church once or twice a month. We have had large events, like going to Top Golf in Thornton, and smaller events like Games in Grace which is a gathering of youth around board and card games in the Grace Gallery following the 10:30 am worship.
- The first ever MLK Day Youth Interfaith Lock-In and Day of Service was a huge success. There were at least six faith communities that participated, over forty youth attended, several service projects were completed, and there were guest speakers. We hope to grow upon the success of the first year.
- The beloved youth fundraiser, "Feast, Pray, Love," will see a transition from the usual February date to November. This is an effort to not conflict with stewardship, get away from the busy season of Christmas and skiing and to give the youth group more time over the summer to prepare.

#### Summer Mission Trip 2019

- In June of 2019, 22 youth and 8 adults from First Cong flew to Puerto Rico to help with hurricane recovery efforts. We flew into San Juan and spent the night. The next day we were picked up by the group we worked with, Experience Mission. We stayed in a wonderful facility in the town of Dorado with another youth group (from a UCC church no less). We worked in the community of La Horminga. It was a wonderful trip and we hope to return one day.

### YOUNG ADULT

As we enter the second year of the Young Adult Ministry, certain aspects of it are becoming more clear. We have a consistent group of 10-15 young adults who come to worship, participate in various ministries of the church and attend young adult events. I continue to meet with young adults one-on-one and we get together for monthly gatherings, almost always around food. A sign of success is that at our Young Adult Christmas Dinner we had eight total people and four of them were attending for the first time! Some of what we have continued:

- 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 met at various trailheads to explore God's creation.

Some of what we will try for the first time this year:

- Young Adult Retreat will take place this March and we will go to a cabin in Estes Park and gather around the theme of Who Are You.

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





# MESSAGE FROM

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## THE DIRECTOR OF MUSIC

### **Kajsa Teitelbaum, Director of Music**

The year 2019 was an exciting and eventful year for the music program. The Chancel Choir welcomed new members, and we started a new children's choir – Joyful Noise. In June of this year, the second part of our collaboration with CMI in Dallas/Fort Worth took place. Chris and I went to be part of a weeklong course on congregational singing. We have continued our collaboration with Heart of the Rockies and First Plymouth Church in Fort Collins. During the week in Fort Worth we got to work with composer/improvisor David Cherwien and Father/hymn writer Michael Joncas. I later contacted David Cherwien to set up study time with him in Minneapolis and went there in October to study hymn improvisation.

Easter Sunday was celebrated with a brass quintet providing special music, along with the Chancel Choir and Congregational Bells participating in a larger Easter anthem together. The Chancel 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. During the summer, various members of the church contributed with special music for the services.

In August we hired CU graduate student Er-Hsuan Li as the accompanist for the Faith Singers and Joyful Noise, our newly started choir for the youngest singers in our congregation. Er-Hsuan helps not only with accompaniment, but also whenever we have instrumentalists from the youth group. Julia Wirth is doing a fantastic job with all our children and continues to provide music to the Sunday school classes as well.

Throughout the year, the Congregational Bells rang once a month, and the Chancel choir sang every Sunday. We also tried to establish a regular monthly performance schedule for the Faith Singers, which has proved challenging due to the irregular attendance of the youth. Still, we are optimistic and will continue to offer choir opportunities for both our youth and the youngest members of our congregation. The Chancel Choir and Congregational Bells have had

regular rehearsals throughout the year. In April, the bell choir participated in a two-day workshop in Denver with composer Jason Krug, which ended in a concert for the community. In October the Chancel choir participated in a choir retreat in order to prepare for Music Sunday.

On Music Sunday, December 15, I directed the Chancel Choir and Orchestra in a performance of Kim Andre Arnesen's "Magnificat".

Several concerts with connections to FCC have occurred this year. I have continued the lunch music series on the third Wednesday of every month. In May, we held our first spring concert, connected to that evening's dinner church. On the day before Halloween, I, together with members of the congregation, presented a Halloween concert. On November 24 the Sawyer Memorial Concert was played by well-known organist Gail Archer. On December 7 the Congregational Bells rang their Christmas program in Plymouth Hall while people came in after the Boulder Parade of Lights.

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



# BOARD OF MANAGEMENT

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## Jodie Cottrell, Chair

We have an active and engaged board and I am very grateful for their work and contributions to the church.

One of our major focuses this year was to transition the Board of Management from a tactical role to a more strategic approach.

We are actively working on a 3-year plan which will allow us to have better control and awareness of our expenses and longevity of our equipment. We conducted an inventory of the church's assets and are now using a software package to develop a timetable for work to be completed based on our Capital Needs Budget.

### SIGNIFICANT HAPPENINGS IN 2019:

Working in conjunction with Gibbons White, we began the year with the leasing of the Carriage House to Baby Bathwater LLC. They bring together entrepreneurs who live and work on the front lines of product creation and innovation. They have signed a two-year lease for the option for renewal for an additional two years. This has brought additional income to our operating budget.

The Tenant Relations Committee was established to develop policies and procedures for non-profit tenants and groups using the church. We are currently leasing space to Open Studios, Rocky Ridge Music Academy and Mindful Works.

Sound System-We purchased additional sound system equipment to provide better sound, and currently have an AV tech on hand for our services.

HVAC System-We hired Bolder Energy Engineers (BEE) to conduct a limited re-commissioning study for our HVAC system.

A full retro-commissioning study was done by another vendor in 2012, but we lacked funds to complete all of the recommendations at the time. BEE proposed a phased approach where they examine the entire system looking for problems and questionable situations. The HVAC system has been a challenge for many years.

In the meantime, based on BEE recommendations, we have replaced the heat pump to provide heat to conference room 301; modified the piping for the heat pump; installed sensors to allow effective measurement of ground water temperature; and continue the testing of the remaining areas-Sanctuary, Fellowship Hall and the basement.

Roof Project-In August 2018, the State Historical Fund 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. We were required to grant Historic Denver, Inc. a perpetual facade easement. This assures the SHF that we will maintain our historic structure. We hired JVA Structural Engineers to perform an assessment study of the roof project. The study analyzed the nature and weight of layers in the roof, e.g., plywood vs. foam to underlay tile and likelihood of leaking. This analysis is separate from structural issues, which is the purview of JVA's structural and weight analysis. JVA Structural Engineers made the determination that we need to reinforce our trusses in the sanctuary to meet building code. We are in the process of getting this work completed.

We conducted our bid process and in November awarded the bid to B&M Roofing. The work should be performed in the spring 2020.

Carpet Replacement-We replace the carpet in Narthex, Balcony, North and South Stairways, Hallway near Deborah's Office, Christopher's office, Faith Cave and Grace Gallery.

Lighting-Lighting upgrades for the exterior area were completed in compliance with City of Boulder regulations. Electricians used retrofit kits to maintain the architectural fixtures already in place. In addition, lights in Plymouth Hall and South Lobby were replaced and we have now dimming capability in the Sanctuary.

Spring Clean Up-We conducted our annual Spring Clean Up with a healthy competition of participation between Church Council and Board of Management. We checked off quite a few items on our list to clean, plant and repair. Happy to report that BoM won the competition!

# BOARD OF MISSIONS AND CHRISTIAN SOCIAL ACTION

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## **Amy Shoffer and Amanda Brown, Co-Chairs**

The Board of Missions and Christian Social Action coordinates mission outreach and Christian social action of First Congregational Church. According to the FCC constitution, core duties of the board include:

- Distribution of benevolence funds through a grant process.
- Support, review, removal and addition of mission and social action activities, programs and ministries.
- Communication of, and support for growing edges of concern within the congregation.
- Resolutions to the general synod.

On behalf of the congregation and with approval from church council, the board distributed \$34,133 of the \$38,391 available, to 22 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, school children in Africa and more.

Representatives of almost all of our more than 30 mission partners attended the November Community Partner Mission Fair. BMCSA voted to adopt this new name in order to better reflect the purpose of the fair. FCC attended and donated to Crop Walk for Hunger. We also continue with the fourth Sunday Soup Kitchen with Soo Rhee and Elizabeth Gold and many dedicated volunteers from the congregation. Community Table is coordinated by Denise Cone on first Wednesdays. Habitat for Humanity received funds from our grocery coupons coordinated by Tom Woods. The backpack drive, was again organized by Jay Rourke. The Alternative Gift Market, coordinated by long time volunteer Susan Bryant, raised funds to support sustainable solutions to lifting people out of poverty worldwide. Don Reed continued to coordinate the first Sunday food donation, benefiting Emergency Family Assistance Association (EFAA), and the Boulder County Aids Project (BCAP).

Christian social action initiatives at FCC include joining the 11th hour climate protest, writing a letter in support of Rodney Reed's stay of execution, and endorsing a letter in

support of Ingrid Encalada. In addition, the board endorsed the citizens climate lobby carbon tax, managed the discernment process for the church wide mission project, and offered lectures on climate issues. Also, members of our congregation attended numerous trainings and protests focused on social justice, influencing legislation, putting faith into action, the global climate strike, housing justice, and keeping immigrant families together.

BMCSA managed special offerings which, through the generosity of our congregation, contributed to UCC funds that include: Neighbors in Need, One Great Hour of Sharing, Our Christian World Mission, and the Christmas Fund (Veterans of the Cross). In addition, the board maintains memberships with the following organizations: Green Faith Circle, NAACP, Together Colorado, Interfaith Alliance, and the Immigrants Right Coalition.

At the request of Church Council, a special committee was formed called the Mission Project Discernment Committee to survey the interests of the congregation regarding the formation of a church wide mission project. The congregation gave feedback in a series of forums to answer the question of why we might undertake a mission project and what we hoped to achieve. The result of the yearlong effort was the formation of the Mindful Works Ministry and the deepening of a relationship with the Mindful Works Program, whose mission is to provide job-driven training and real employment opportunities to those in recovery from mental health challenges. First Congregational Church is providing Mindful Works with volunteer assistance and a grant from the benevolence fund.

BMCSA spent time this year discussing the process and procedures of the board in light of constitutional responsibilities and is also working on organizing board work in a google drive. In addition, the grant process is undergoing an overhaul, to create a more sustainable and streamlined process.

# BOARD OF CHRISTIAN EDUCATION

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**Board Members:** Jerry Champlin, Kim Kanas, Chris Shearer-Cooper, Shirley Reed, Tara Cone, Jeremy Reynolds, Deborah Voss (Director of Christian Education) and Matthew Benz-Whittington (Director of Youth and Young Adult Ministries).

**Regular Children Programming:** This year's theme in Sunday School is "Care For Creation and All Living Things/Climate Change". Teachers have been discussing the concepts of Creation as described in the Bible vs scientific events that created our earth and universe. They are also educating our children about the effects of climate change. Children continue to participate in Communion on the first Sunday of the month and the fourth Sunday is Serve Sunday where children in different age groups join together to do service projects. 25 people have volunteered to teach Sunday School.

**ARTS Camp** took place June 2-8, 2019 at YMCA of the Rockies. 21 campers and 8 counselors attended and produced the play Judge Julie Truly. Deborah Voss was the Director and Kajsia Teitlebaum the Musical Director. The children performed the musical during church later in the summer. ARTS Camp will again be held at YMCA of the Rockies during the first week of June, 2020.

**Regular Youth and Adult Programming:** The focus of the middle school curriculum this year is also Climate Change. The high school students are studying immigration. Middle and high school youth also participate in Communion and Serve Sunday. In addition, Matthew Benz-Whittington meets with youth after church 1-2 times a month for various activities. Several youths participated in fall and spring Retreats at LaForet. Matthew also organized the first annual MLK Day Youth Interfaith Lock-in and Day of Service where 47 youth from various religious backgrounds joined for fellowship and service projects over MLK Day weekend.

Matthew also meets with a growing young adult group monthly for a Discussion Lunch. The young adult group are planning a Retreat in March. The theme will be "Who Are You?"

**Mission Trip:** This year's Youth Mission Trip saw 22 youth and 8 counselors travel to Puerto Rico to work with victims of Hurricane Maria. Matthew hopes to remain in contact with the organizations they worked with so that they may return in the future and complete more work. The 2020 Mission Trip will take place in June. Youth will be traveling to Tucson, AZ for a firsthand view of what is happening at the US/ Mexico border, get a better understanding of the immigration, migration and asylum-seeking system and to do some good work.

**Fundraising:** The Feast, Pray, Love, the fundraiser for the Mission Trip will be moving to November 2020 because of multiple conflicts with other events in the church. There will be an event called Feast, Pray, Love Light on February 9 where congregants will be encouraged to sign up for a wide variety of Pick-A-Parties that youth and their families are presenting as a fundraiser. The Pancake Brunch fundraiser on March 17th raised \$1,135, covering 2.5 ARTS Camp scholarships!

**Additional Church Activities:** Board members set up games and supervised the Jumping House for the Fall Welcome Festival. We provided a Teacher Appreciation Breakfast in the fall and spring for Sunday School teachers. Deborah Voss entered a float in the Boulder Parade of Lights and several families accompanied the float handing out information about the Jingle and Mingle event and Christmas Eve services. The Board also coordinated and put on the 3rd Annual Intergenerational Camping Trip which was held at the Glacier Basin Campground at RMNP August 16-18. 55 people attended. The 4th Annual Intergenerational Camping Trip will be held on August 14-16, 2020.

Category	2018-19	2019-20	%Change
Infant/Toddlers/Pre/K	20	15	-25%
1-5	60	65	8%
Middle School	12	15	25%
High School	24	25	4%
Young Adults	5	10	100%
All Church Camping Trip	55	75	36%
Youth Mission Trip	22	18	-18%

# BOARD OF SPIRITUAL LIFE

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## **Diana Shellenberger, Chair**

The Board of Spiritual Life continues its support of the ministers' and Director of Music's innovations in worship.

Held on a Saturday evening nearly every month from October to May, Dinner Church continues to draw intergenerational crowds ranging in size from 45 to over 100. The core Dinner Church crew consists of Matt Hess, Rev. Chris Braudaway-Bauman, Phil Braudaway-Bauman and Diana Shellenberger, along with many other helpers. Instead of a September sit down dinner, there was an ice cream social and a blessing of the pets.

The church supported and welcomed Linda Kowatch, a seminarian from Lexington Theological Seminary, to serve as an intern September 1-December 1.

Worship included a Mental Health Sunday presentation by Chris Cole discussing his recovery and management of bipolar disorder. For Open and Affirming Sunday on October 26, member John Bisceglia preached about being LGBTQ-plus in a Heteronormative World.

Planning for the Outdoor Sanctuary and Columbarium continues under the leadership of Janet Beardsley and Karl Kurtz. The church hosted a charette on October 6 to discuss the project's options.

Lunch Music is still going strong the third Wednesday of every month September through May. Dr. Kajsia Teitelbaum performs a variety of organ and vocal pieces, sometimes with an accompanist. Guests are welcome to bring their lunches. Under Kajsia's leadership, Director of Children's Music, Julia Wirth, added a new children's choir - Joyful Noise - for grades 1-5, as well as conducting the Faith Singers for grades 6-12. Countertenor Mikah Meyer returned to the church on September 6 to perform his "National Parks Cabaret" to celebrate his three-year-long trek to all the national parks. The church also hosted a Halloween concert on October 30.

The Church Safety Committee planned its first evacuation drill which was rescheduled for 2020 due to weather and a

power outage. The drill will prepare congregants for how to react in an orderly way during potential emergencies in the church building.

In conjunction with the Arts Ministry, Spiritual Life welcomed as Artists in Residence the art of Navajo artists Burke and Vivian Burbank, longtime friends of member Eric Malmborg. The artists spoke to the congregation and offered their art for sale at First Friday and two consecutive Sundays. Burke created a painting of the church on Canyon de Chelly sandstone, which hangs outside the sanctuary.

BSL member Peter Oakes has begun pricing new attendance books in the pews, as they are in need of replacement.

# BOARD OF PARISH LIFE

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## **Caroline Douglas and Nancy Sissom, Co-Chairs**

- BPL hosted 45 Sunday Fellowship Hours with the help of food donations from church members. Each Sunday, a Board member acts as a host for the fellowship hour, assisting Nic, our wonderful Sunday porter.
- We hosted nine receptions that followed Memorial Services for members.
- BPL is responsible for stocking supplies in the kitchen, including lemonade, gluten-free snacks, milk, tea, and compostable goods. We also clean the tablecloths used for various church events.
- We hosted a Baby Shower, Questers reception, and Best Wishes Cake reception.
- We organized and prepared food for the Choir and Musicians' Brunch on 4/21 between services at 10 am in the choir room on Easter Morning.
- We organized, hosted, and provided food for 150 at the ALL-CHURCH PICNIC Sunday, May 5th.
- Major kitchen deep cleaning occurred (5/14–5/15). With church volunteers emptying the kitchen and more volunteers replacing and organizing.
- ALL CHURCH WELCOME BACK PICNIC/CARNIVAL  
Organized, bought, and prepared food to serve 200 people on Sept. 8th.
- Dec. 7th Mingle & Jingle Event after Boulder's Parade of Lights. Bought, prepared, and served treats/hot chocolate and cider drinks.
- Organized the 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, we prepared and organized the distribution of 70 gift candles to those who have suffered illness, loss, or celebrated a birth.

# MEMBERSHIP COMMITTEE

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## Julie Griffitts, Chair

**1. Welcome and follow-up:** We continue to welcome newcomers when we spot them. We collect contact information from visitors via pew sign-in sheets and visitor cards at the welcome table. We email all new visitors who give us their contact info to welcome them after their first visit, and later invite them to upcoming events. We encourage all congregants to be welcomers.

**2. Information sheets:** Information sheets have been created for some topics, and more are in process. This has been a journey. We now plan to display individual pages in the Link for people to browse and choose as they are interested. We may also have complete folders to hand to people.

**3. Information about the church:** We are looking at updating the Membership page of the website, which is out of date. We have Newcomer Coffee gatherings in the Heritage Room after church about once a month during the program year. This is a chance for people to meet the staff, some members of this committee, and other newcomers, to learn more and to have questions answered. The basic facts of the church are covered, and discussion is guided by the questions people have.

**4. Newer Member support:** We want to continue to 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.

**5. 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.

**6. New Members:** In 2019 we had four Joining Sundays (Feb. 10, April 14, Sept. 8, Dec. 22), at which we received a total of 26 new members, up from 19 last year. There were also eight confirmands.



# MACKENZIE LECTURESHIP

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**Jean Abbott and Nancy Wade, Co-Chairs.**

**Rev. Chris Broadaway-Bauman, Neil Palmer, Martha Palmer, David Bearce, Carol Green, Drew Schwartz, Andrew Nicholson, Ann Smith, Kirk Nordstrom, Amy Volda, and John Edlin.**

January of 2019 found our committee in the home stretch of preparations for the lecture and workshop by the Rev. Dr. Otis Moss, III, ("OM3") on January 25th-26th. Moss' lecture topic was Punching Holes in the Darkness. The lecture attracted people from as far as Fort Collins and beyond. A variety of socially conscious people from many traditions were represented.

Rev. Dr. Otis Moss III is senior pastor of Trinity United Church of Christ in Chicago. He is a preacher, activist, author and filmmaker with an eye toward justice and equality, as evidenced through the gospel of Jesus Christ. He founded the Unashamed Media Group, a justice-centered faith-based agency committed to producing and curating stories to inspire the heart and challenge the mind. His most recent book is *Blue Note Preaching in a Post-Soul World: Finding Hope in an Age of Despair* (2015). Dr. Moss is ordained in the Progressive National Baptist Convention and the United Church of Christ.

Our public relations campaign for Moss' lecture included the creation of flyers and a poster; the flyers were mailed to a mailing list composed of individuals who previously attended MacKenzie lectures. Posters were delivered to area churches and seminaries and universities in the Denver area. Student groups at the University of Colorado were also targeted. Both KGNU and the Boulder Daily Camera covered the evening. The Daily Camera interview had this to say about our community:

According to Moss, religion in the United States, especially Protestantism, is generally tied to social conservatism. But prayer communities such as Boulder's First Congregational break that mold and provide an alternative path for spiritually-minded, social justice-oriented people.

A video of the Rev. Otis Moss' lecture can be found here: <https://firstcong.net/event/2019-mackenzie-lecture-series-otis-moss-iii/>

Over 240 people attended the lecture and 44 people participated in the workshop the next day. At the workshop, Dr. Moss led participants in group discussions related to how to navigate through our dark times.

The committee firmed up details of the 2020 lecture, to be held February 21, 2020, with a workshop the next day. We selected Dr. Anita L. Sanchez, author of *The Four Sacred Gifts: Indigenous Wisdom for Modern Times*, as its speaker. Dr. Sanchez will also speak in the 8:30 service on Sunday, February 23rd. The Women's Spirituality Group (WSG) and an evening book group will meet to discuss her book. We are excited to feature a local speaker.

Dr. Sanchez is a published author, consultant, trainer and executive coach who has worked with tens of thousands of global leaders and teams around the world. She specializes in indigenous wisdom, diversity and inclusion, leadership, culture and promoting positive change in our world. Another 2019 accomplishment includes the selection of the Rev. Traci Blackmon, the Executive Minister of Justice & Witness Ministries of The United Church of Christ and Senior Pastor of Christ The King United Church of Christ in Florissant, MO. Rev. Blackmon will be the 2021 MacKenzie Lecturer.

Initially ordained in the African Methodist Episcopal Church, Rev. Blackmon served in various ministry capacities for nine years prior to becoming ordained in the United Church of Christ and installed as the first woman and 18th pastor in the 159-year history of Christ The King United Church of Christ. A registered nurse with more than 25 years of healthcare experience, Rev. Blackmon's clinical focus was cardiac care. In later years, her focus shifted to mobile healthcare in underserved communities, with the greatest health disparities being in her region. As pastor, Rev. Blackmon leads Christ The King in an expanded understanding of church as a sacred launching pad of community engagement and change.

It has been a distinct pleasure to continue the legacy of the Rev. Bruce and Jeanette MacKenzie as we organize lectures in their memory.

# A2A/MENTAL HEALTH MINISTRY REPORT

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**Anne Weiher (Chair), Alma Alber (Secretary), Carole Jones, Louisa Young, Kevin Petit, Margaret Perez, Christine Miller, Eric Malmborg, Kristen McCullough, Marie Schaffner, Pedro Silva, II**

In accordance to our covenants (A2A/WISE) under which we operate, we engaged in the following events and activities during 2019.

1. We offered a program on June 30th for Accessible to All Sunday. Our speaker was Lucy Roucis, a comedian and one who has early onset Parkinson's Disease. Her message was inspiring and helped us understand more about this degenerative neurological disorder. This program honored Richard Alber who lived with Parkinson's. There was also an opportunity to meet with Lucy after the service. The cash offering collected on Accessible to All Sunday went to National Disability Ministry.

2. After considerable discernment, we realized that supporting Mindful Works for the Church-wide Mission Project would be a visible manifestation of our WISE Covenant. In June, the congregation chose Mindful Works as our mission project. We began discussing how to implement this project. Susan Williams, Executive Director of Mindful Works, gave a presentation to introduce Mindful Works to the congregation. Susan invited members of the congregation to visit Mindful Works which uses space off Plymouth Hall on Monday, Wednesday, or Thursday.

3. We planned and offered the program for Mental Health Sunday, August 24th: living well with bipolar disorder. Chris Cole spoke not only about his journey but also provided insight into his spiritual path. Bill Forbes, Rabbi Deborah Bronstein of Har HaShem, Chris Cole and Anne Weiher participated in a panel discussion after the service. Church Council designated that the cash offering collected on Mental Health Sunday would go to the Mental Health Ministry.

4. We organized with Matthew Benz-Whittington two programs on mental health for our youth. The first of these was held December 8th.

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

6. We provided financial support for INMI's winter event with Carrie Doerhing, and their fall event with Jerry Ruhl. Pedro and Bill Forbes spoke at the Doerhing presentation.

7. 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.

8. We developed materials describing the Mental Health Ministry for a new member packet as well as a brochure which can be used to publicize our ministry to the general public. We also updated a list of Mental Health resources in our community.

9. We began planning a program on the impact of adoption on adoptees for a forum on March 15th.

# MINISTRY OF LAST THINGS

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**Jean Abbott, Janet Beardsley, Ed Hall, Andi and Tom Larsen  
Heather LeMasurier, Eric Malmborg, Linda Nordberg  
Bob Patoff, Tom Stiers, Louisa Young, Rev. Pedro Silva**

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.

## **2019 Activities:**

- Columbarium Initiative, ongoing
- Summer “Death and Donuts” – 5-week Sunday morning series, with 30-35 people in attendance each Sunday. We played short trigger videos (some very funny ones) and had some great discussions.
- Educational sessions for our members internally to become comfortable with resources and materials, including a spiritual approach to assisted dying.
- Integration and discussions with Rev. Pedro Silva, our new Staff liaison.
- Spring small Group Book Discussion: Kate Bowler’s *Everything Happens for a Reason, and Other Lies I’ve Loved*.
- Fall session: Middle Forum in November –Who is your Proxy and How do you Talk to your Loved Ones.
- Occasional counseling and discussion with individual members and friends of First Congo

## **Resources** (in closet of Office Mail Room):

- Thoughtful Endings document – overview and discussion of aspects of planning (and envelopes – can be filed confidentially with Chris).
- Multiple resources for thinking about options and what is important at the end of life.

# SAFE CHURCH TASK FORCE

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## **Karen Cumbo, Chair**

In fall, 2017, First Congregational Church formed a Safe Church Task Force to explore our ability to plan for and respond to all kinds of incidents—medical, storms, intruders, etc. Our mission was to improve safety for congregants and staff, while maintaining our culture of being an open and welcoming church. In 2018, an Emergency Operations Plan was developed and physical improvements (fire extinguishers, evacuation signs) were made.

In 2019, the new Safety Team members began serving as volunteer Safety Coordinators at worship services and other large events. These Coordinators provide leadership in the event of incidents, including decision-making, communications, coordination with other agencies, etc. Most of the incidents in the last year were minor, and demonstrated the benefit of our De-Escalation training, as well as the need for doing a sweep of the building every night. Door access is a continuing concern.

Safety Team members wear nametags with a red lanyard, and sit in the narthex during the 10:30 service, or in the chapel during the 8:30 service. Current Safety Team Members are Brett Angell, Stephanie Angell, Beth Cross, Karen Cumbo, Julie Griffiths, Carol Green, Holly Hultgren, George Jones, Rodger Lucero, Bob Matthias, Kelly McDevitt, Sidway McKay, Charley Rastle, and Deborah Voss. Additional medical professionals have been identified to provide assistance if needed.

In 2019, training was provided to interested members of the congregation in De-Escalation, use of the AED, and CPR. Training sessions in Mental Health First Aid are expected in early 2020. Signs noting that guns are not permitted on our campus will be installed soon.

An evacuation drill involving the congregation was planned for October 2019, but it was cancelled because of a power outage. It is now scheduled for May 17, 2020. This drill is intended to test the procedures that have been developed, and to increase awareness among members of the congregation of those procedures, and safety in general. Every member of the congregation is encouraged to be conscious of potential risks, aware of exit locations, and to be prepared to help neighbors with mobility challenges.

New members of the Safety Team are welcome; requirements include a sense of compassion, common sense, and the ability to make decisions.

The Team continues to monitor the disturbing trends of violence in faith communities around the world, and in this country, and continues to discuss the role of the Safety Team at First Congregational.

# PERSONNEL COMMITTEE

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by Jessica Austin, Chair

Personnel Committee had a busy year in 2019.

The Committee includes the Senior Minister, the Moderator team, and three representatives from the congregation. We have been blessed by the participation of Janet Beardsley, Tania McEvoy-Champlin, and Kristen Aldretti.

As a team we have accomplished the following:

- Finalized job descriptions for all staff.
- Updated the employee handbook, developing needed policies.
- Hired a part time Office and Facilities Administrator.
- Acquired Life and Disability Insurance for staff.
- Hired a Communications Specialist.
- Evaluated staff compensation based on a local salary study.
- Helped conduct annual reviews for all staff.
- Joined the Employers Council.
- Hired a full-time Office and Facilities Manager.

It has been a pleasure to support the staff and congregation.

# MCMANE ARTS MINISTRY

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**Cindy Mueller, Chair**  
**Garrett Chapell**

This year the McMane Arts Ministry;

- Installed and provided a First Friday receptions for:
  - North Boulder Art District (NoBo) group show
  - Art Speaks show that integrated spoken word poetry and visual art
  - History of Visual Arts in Boulder (HoVAB) show entitled Murmurations
  - Colorado Mosaic Artist Show entitled Origins
  - Christmas show by Cathy Woods and Melody Fuller
- Hosted a poetry reading and workshop entitled Mother in Our Words by Ann Quinn
- Hosted "14 Stations of the Cross" by Trine Bumiller
- Hosted artist in residences, Burt and Vivian Burke who provided shows, talks, and art to our congregation
- Purchased "Wings" for the chapel by George Peters

# NOMINATING COMMITTEE

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The Nominating Committee submits the following slate of names for election to membership on boards, committees, and ministries – the leaders of the church – for 2020. 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. All Term Ends are in March unless otherwise specified.

**Jessica Austin, Moderator**  
**Chair, Nominating Committee**

## Officers

Charley Rastle	Moderator	(2022)
Jessica Austin	Past Moderator	(2021)
<i>Karen Cumbo</i>	Moderator Elect	(2023)
Daphne Mendel	Treasurer	(07/20)
<i>Beverly Nelson</i>	Assistant/Treasurer	(07/20 - 07/23)
<i>Kathy Minter</i>	Clerk	(2023)
<i>Cindy Meyer</i>	Historian	(2023)

## Boards – Members serve three-year terms

### Board of Management

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

1. Jodie Cottrell, Co-chair 2021
2. Bill Pottoff 2021
3. Jeff Kraft 2021
4. Julie VonTilius Co-chair 2022
5. Christina Ingersoll 2021
6. Susan Bryant 2022
7. Scott Allman 2022
8. Karl Kurtz 2022
9. Bob Cutler 2022
10. Stewart Leach 2023
11. *Roy McCutchen* 2023
12. *Noah Mollerstuen, Youth*

### 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

1. Chris Shearer Cooper, Co-chair 2021
2. Shirley Reed 2021
3. Jeremy Reynolds 2022
4. Tara Cone, Co-chair 2022

### Board of Parish Life

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

Name, Term Ending

1. Margaret Perez 2021
2. Christine Miller 2021
3. Joanne O'Keefe 2022
4. Jane Thomas 2023
5. Jim Knopf 2023
6. *Margaret Drury* 2023

### Board of Spiritual Life

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

Name, Term Ending

1. Abigail Sperry 2021
2. Bill Gilbert 2021
3. Carol Polston 2021
4. Keith Lance 2022
5. *Kathryn/Peter Oakes* 2022
6. *Stephanie Angell* 2023
7. *Gigi Birkeland* 2023
8. *Mailand Edlin* 2023
9. *Celeste Fenton* 2023
10. *Marj Fowler* 2023
11. *Carol Hasselbacher* 2023
12. *Matt Hess* 2023
13. *Andi Larson* 2023
14. *Mary Jane Longanecker* 2023
15. *Kevin Pettit* 2023
16. *Judy Schilling* 2023



# NOMINATING COMMITTEE

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## Board of Missions and Christian Social Action

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

Name, Term Ending

1. Sarah Schulte 2021
2. Laura Riihimaki, Treasurer 2021
3. Diana Sealand 2021
4. Tom Woods 2021
5. Amanda Brown, Co-chair 2022
6. Amy Shoffner, Co-chair 2022
7. Darren O'Connor 2022
8. Don Reed 2022
9. *Kim Kanas 2023*
10. *Linda Roan Yager 2023*
11. *Sherry Leach 2023*
12. *Steve Whitehead 2023*

**Standing Committees** – Members of Standing Committees may hold office longer than three years, subject to re-nomination and approval by the congregation.

## 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.

1. Bob Cutler, Chair (BoM)
2. Jean Nelson
3. Neil Palmer
4. Eric Nickell
5. Chuck Smith

## Personnel Committee

The Committee shall consist of seven (7) members: the Senior Minister, Moderators, and three (3) members at large from the Congregation.

1. Jessica Austin, Past Moderator, Chair
2. Charley Rastle, Moderator
3. *Karen Cumbo, Moderator Elect*
4. Chris Braudaway-Bauman, Senior Minister
5. Janet Beardsley
6. Tania McEvoy-Champlin
7. Kristen Aldretti

## Stewardship Committee

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

1. Libby Black, Chair
2. Bob Matthias
3. Betsy Barrett
4. Rev. Chris Braudaway-Bauman
5. Nancy Stevens
6. Jon Hinebauch
7. Jeanne Lounsbury
8. Laura McCutchen
9. Eric Malmborg
10. Nicole Speer
11. Allison Hamm

## Membership Committee

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

1. Julie Griffiths, Chair
2. Linda Nordberg
3. Jon Hinebauch
4. Diana Shellenberger
5. Keith Lance
6. Carol Polston
7. Gail McDougale
8. Julie VonTilius

## Endowment Committee

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

1. Nancy Stevens, Chair
2. Charley Rastle
3. Louisa Young
4. Libby Black
5. Tom Stiers
6. Bob Patoff
7. Jon Hinebauch
8. Linda Whitehead
9. Bev Nelson

# NOMINATING COMMITTEE

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## Ministries

Some ministries operate with defined members but are also open to all members of the congregation. Others do not have defined members, are open to all and only list chairs or contact people.

### Arts Ministry

1. Cindy Mueller, Chair
2. Alma Alber, Executive Committee
3. Louisa Matthias, Executive Committee
4. Melody Fuller
5. Christopher Gard
6. Bonney Forbes
7. Allison Hamm
8. Susan Allman
9. Kathryn Oakes
10. Marj Fowler
11. Cathy Woods
12. Garrett Chappell

### A2A/Mental Health Ministry

1. Anne Weiher, Chair
2. Alma Alber
3. Carole Jones
4. Louisa Young
5. Kevin Petit
6. Kristen Mcculloch
7. Eric Malmborg
8. Christine Miller
9. Margaret Perez
10. Aimee Sullivan

### Climate Action Ministry

1. Sarah Schulte

## MacKenzie Lectureship Committee

1. Nancy Wade, Co-chair
2. Jean Abbot, Co-chair
3. Kirk Nordstrom
4. Andrew Nicholson
5. Louisa Matthias
6. Ann Smith
7. David Bearce
8. Amy Volda
9. Carol Green
10. Drew Schwartz
11. Judy/Dean Keller
12. Tom Stiers

## Mindful Works Ministry

1. Linda Roan-Yager, Chair
2. Anne Weiher
3. Marie Schaffner
4. Susan Williams
5. Jon Hinebauch
6. Karon Johnson

## Safety Team

1. Karen Cumbo, Chair
2. Brett Angell
3. Stephanie Angell
4. Beth Cross
5. Holly Hultgren
6. George Jones
7. Rodger Lucero
8. Bob Matthias
9. Kelly McDevitt
10. Sidway McKay
11. Deborah Voss
12. Julie Griffiths
13. Carol Green

# NOMINATING COMMITTEE

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## Visitation Ministry

1. Sue Macnutson
2. Dean Keller
3. Kevin Pettit
4. Tom Stiers
5. Stephanie Angell
6. Betsy Barrett
7. Elena Burton
8. Laura McCutchen
9. Kathy Minter
10. Heather Lemasurier
11. Caroline Douglas
12. Gail Chadwell
13. Linda Nordberg
14. Margaret Perez
15. Susan Rose
16. Monika Rutkowski
17. Carol Green
18. Marj Fowler
19. Patty Goward
20. Liz Hinebauch
21. Nancy Stevens
22. Rebecca Flintoft

## Ministry of Last Things

1. Jean Abbott, Chair
2. Janet Beardsley
3. Tom Stiers
4. Louisa Young
5. Heather LeMasurier
6. Eric Malmborg
7. Ed Hall
8. Bob Patoff
9. Linda Nordberg
10. *Carol Young*
11. Pedro Silva

## Adult Education

1. Charley Rastle, Chair
2. Julie Griffiths
3. Jon Hinebauch
4. Mark Meyer
5. Kevin Pettit
6. Chuck Smith

# INVESTMENT COMMITTEE

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**Bob Cutler, Chair**

**Eric Nickell, Jean Nelson, Neil Palmer, and Chuck Smith**

Investment Performance: 2019 was a very good year with our endowment accounts up 16.55%-17.03%, and over the past five years the annualized return of these accounts was up 4.80%-5.94%/per year.

The Investment Committee was active this year in working with Baird to reallocate our investments. The major accomplishment was that we exited our investment in Riverfront, a global equity (stock) investment that has been underperforming for several years. This fund accounted for 20% of the Capital Needs and Benevolence account balances. We took this opportunity to trim our international holdings to 25% of our equity exposure, as well as to add several funds that we believe will do better going forward.

Our SRI/ESG (Socially Responsible Investing/Environmental, Social, and Governance) investments have generally been doing well and as of the end of December make up 43% of our total investments.

Distributions for 2020: The committee approved a 4% distribution from the endowments for 2020. New for 2020: The church has approved a 0.25% 'admin/maintenance fee' from the endowments to go into the church's operating budget. Thus, of the 4% distribution, 3.75% will go to the various committees and 0.25% will go to the church's operating budget.

*First Congregational Church*

*Baird Accounts - as of 12/31/2019*

ACCOUNT NAME	BALANCES
<i>Endowment Accounts</i>	
<i>FCC McMane Arts</i>	<i>\$216,113</i>
<i>FCC Benevolence</i>	<i>\$1,330,212</i>
<i>FCC Music</i>	<i>\$92,159</i>
<i>FCC Capital Needs</i>	<i>\$2,181,899</i>
<i>FCC Sawyer Organ Concert</i>	<i>\$136,127</i>
<i>FCC MacKenzie Lecture</i>	<i>\$138,145</i>
<i>Non-Endowment Accounts</i>	
<i>FCC BOM Project</i>	<i>\$235,194</i>
<i>FCC New Initiatives</i>	<i>\$61,963</i>
<i>FCC Renewable Energy</i>	<i>\$39,310</i>
<i>SUB-TOTAL INVESTMENTS</i>	<i>\$4,431,122</i>
<i>FCC Operating Account</i>	<i>\$324,363</i>
<i>TOTAL BAIRD BALANCES</i>	<i>\$4,755,485</i>

# ENDOWMENT COMMITTEE

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**Nancy Stevens (Chair), Jon Hinebauch, Libby Black, Bob Patoff, Louisa Young, Chuck Smith, Tom Stiers, Linda Whitehead, Bev Nelson, Charley Rastle, Chris Braudaway-Bauman**

The role of the Endowment Committee:

- Encourage members of the congregation and non-members to make gifts to the FCC Endowment Funds through education and consultation; in particular through Planned Giving.
- Recognize both privately and publicly those donors who have made gifts or are contemplating making a gift to the FCC Endowment Funds.
- Increase the public awareness of the many activities and non-profit organizations funded by the FCC Endowment Funds.
- Make recommendations to the Board of Management and Church Council on how to allocate non-designated donations to the Church.

In 2019, the Endowment Committee:

- Held a donor recognition event at Reverend Chris & Phil Braudaway-Bauman's home and announced the kick off of the "Jessie Fitzpatrick Society" to honor those who have made gifts to the FCC Endowment Funds.
- Hosted a Meeting-in-the Middle "Tax Talk" by Bev Nelson on how to increase giving to the Church through "bunching of itemized deductions" and making Qualified Charitable Donations (QCDs) from IRAs for those over 70 ½.
- Worked to include the following language in all programs, posters and flyers:  
"This program is made possible by the Endowment Funds of First Congregational Church, UCC Boulder"
- Recommended to the Board of Management charging a .25% annual administrative fee to distributions from the FCC Endowment Funds, to be added to the Church's operating budget.

*As of 12/31/19, the FCC Endowment Funds managed by the Investment Committee were:*

<i>FCC McMane Arts</i>	<i>\$216,113</i>
<i>FCC Benevolence</i>	<i>\$1,330,212</i>
<i>FCC Music</i>	<i>\$92,159</i>
<i>FCC Capital Needs</i>	<i>\$2,181,899</i>
<i>FCC Sawyer Organ Concert</i>	<i>\$136,127</i>
<i>FCC MacKenzie Lecture</i>	<i>\$138,145</i>
<i>Total FCC Endowment Funds</i>	<i>\$4,094,655</i>

# STEWARDSHIP REPORT

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**Libby Black, Chair**

**Betsy Barrett, Rev. Chris Braudaway-Bauman, Allison**

**Hamm, Jon Hinebauch, Jeanne Lounsbury,**

**Eric Malmborg, Bob Matthias, Laura McCutchen**

<i>Dollars Pledged</i>	<i># of pledges</i>	<i>Average One Time Gifts</i>	
2019	\$727,778	236	\$3,084 \$35,000
2018	\$773,941	260	\$2,977 \$0
2017	\$735,498	257	\$2,812 \$100,000

Again in 2019 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.

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

Though our average pledge increased \$107 in 2019, we fell about \$50,000 short of our goal with \$727,778 pledged – about 6 % lower than 2018. Discontinued pledges in 2019 amounted to \$88,420, more than 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.

We were very pleased to have 21 new pledges, and 55% of our pledgers did increase their pledge. We had a typical number of decreased pledges at about 14% of those pledging, but for a larger than usual dollar figure totaling almost \$38,000.

When these pledging results were announced in February, a church member came forward and generously offered a one-time gift of \$35,000. We were blessed with this gift, 235 generous pledging families and those who give to the church in so many ways. And, though our pledging was lower than hoped, our giving throughout 2019 surpassed the amount that was pledged. Thank you to all for shining your lights!

# TREASURER'S REPORT

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Daphne Mendel, Treasurer

Revenue and Expenses

Budget vs. Actual

January through December 2019

	<u>Jan - Dec 2019</u>	<u>2019 Budget</u>	<u>% of Budget</u>
Revenue			
Donations-Operating	\$864,659	\$816,687	105.8%
Late Pledges	8,200	5,045	162.5%
Building Use	80,453	51,260	156.9%
Capital needs transfer	-	82,110	0.0%
Grant Receipts	1,500	1,500	100%
Investment Income	4,865	-	-
Total Revenue	<u>\$959,677</u>	<u>\$956,602</u>	<u>100.3%</u>
Expense			
Salaries and benefits	\$528,515	\$548,982	96.3%
Pastoral ministry	6,094	7,500	81.3%
Ministry of music	16,970	16,900	100.4%
Christian education staff	1,822	3,250	56.1%
C. E. programs	14,678	18,451	79.6%
Support services	94,582	105,890	89.3%
Investment fees	968	-	-
Facilities expense	218,421	204,615	106.7%
Boards and committees	7,324	10,227	71.6%
UCC participation	40,787	40,787	100.0%
Total Expense	<u>\$930,160</u>	<u>\$956,602</u>	<u>97.2%</u>
Net Revenues and Expenses	<u>\$29,517</u>	<u>-</u>	<u>100.0%</u>



# TREASURER'S REPORT

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Daphne Mendel, Treasurer

Balance Sheet

December 31, 2019

## ASSETS

### Current Assets

#### Checking/Savings

Operating Firstbank \$248,949

Chase - Gibbons White 19,000

Operating – Baird 309,073

Baird Investments 4,511,749

Total Cash and Investments 5,088,771

#### Other Current Assets

Prepaid Expenses, 9,118

Total Other Current Assets 9,118

Total Current Assets 5,097,888

### Fixed Assets

#### Building & Improvements

Building & Improvements 10,404,962

Total Fixed Assets 10,404,962

### Other Assets

Mortgage Receivable 300,000

Total Other Assets 300,000

TOTAL ASSETS \$15,802,850

## LIABILITIES & EQUITY

### Liabilities

#### Current Liabilities

Accounts Payable \$16,022

Flow Through Accounts 19,563

Mission Partners 23,875

Prepaid Pledges and Contributions 93,746

Relocation/Sabbatical 47,500

Payroll 2,240

Total Liabilities 202,946

### Equity

Total Equity 15,599,904

TOTAL LIABILITIES & EQUITY \$15,802,850

# MEMBERSHIP STATISTICS REPORT

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**New Member Gains: 34**

- Confirmands 8
- New Members 22
- Returning Members 4

**Deaths: 8**

- Bob Hamm 2/17/19
- Charlie Leist 3/3/2019
- Peggy Iden 4/30/2019
- Richard Thayer 6/10/2019
- Erin Colcannon 7/7/2019
- Lisa Shearer Cooper 8/8/2019
- Kathryn Black Husted 9/20/2019
- Bob Murtha 9/25/2019

**Transferred Out 3**

**Baptisms 1**

Ashley Maeve Sullivan 3/31/2019

**2018 Membership 799**

**2018 Total 799**

**Losses -11**  
**788**

**Gains + 34**

**2019 Total 822** (Members, Associate Members and Friends)