



**hope central
church.org**

Annual Report 2013

Submitted for the Annual Meeting February 2, 2014

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Slate of Candidates for 2014:

Leadership Circle :

Lisa Price
Suzanne Wolk

Nominating Committee Openings:

Patti Ryan
J. Conlon

2014 Denominational Representatives:

DOC:

John Brock
Alan Bone

UCC:

J Conlon

Leadership Circle Slate Biographies

Lisa Price began attending Hope Central Church in 2007 and is a covenant partner. Early on, Lisa served on the Social Justice Team, and worked on fostering our churches' partnership with the Kitty Dukakis Center at Shattuck Hospital. More recently, Lisa has been serving as one of the teachers in the Children's Church, and working on the Evening Service Imaging Team.

Suzanne Wolk began attending what was then Hope Church around 2005 and soon became a covenant partner. For the past several years she's served on the worship-planning team and has led the team of sacristans who prepare the sanctuary for worship, which she experiences as sacred work. She also served as an organizer of the "Swing into the Holidays" dance fundraiser in 2010, 2011, and 2012. Hope Central Church is a deep and important part of Suzanne's life, and she looks forward to serving on the LC.

Nominating Slate Biographies

J Conlon is a covenant partner and former Moderator of Hope Central Church. J. has served on a number of teams and committees, including the Leadership Circle, and the Leadership Development, Mosaic School Liaison, Nominating (ex officio), Hospitality, Personnel, Building, and Evening Service Imaging teams.

J. (which is short for Janet) has a bachelor's degree in English Literature from St. Michael's College, and a master's in Organizational Learning and Development from Suffolk University. Most recently employed as Director of Learning and Development for an international facilities services firm, J. is currently on hiatus from the rat race, and is working as a nanny for her niece and nephew. J. lives in Roslindale with her wife, Nancy Azar.

Patti Ryan came to Hope Central Church via Hope Church. She currently serves on the Called to Care Team and the Evening Service Visioning Team. Previously, Patti has served on the Education Team and the Welcome Wagon Team. She re-started the Children's Church where she coordinated and taught for a few years.

2014 Annual Budget Cover Letter

Dear Beloved of Hope Central Church,

In accordance with our bylaws for fiscal stewardship of our community, the Leadership Circle in conjunction with the Finance Team presents the attached copy of the proposed budget for 2014. We will vote on this budget at our annual meeting; so, I ask that you please review the attachment. If you have any questions, please talk to someone in the Leadership Circle or Finance Team.

The Finance Team worked vigorously to devise a budget that was financially responsible and in alignment with the vision of Hope Central Church as a nurturing, sustaining, and growing community. The budget reflects what Hope Central is capable up achieving in 2014 as we move from a "Pastor Centered Congregation" to a "Program Centered Congregation" which allows the "pastor to set the vision with the Leadership Circle, and the work of the congregation is done by the pastor, the staff, the lay people, each according to their gifts." This difficult task consisted of having the numbers reflect our core functions as well as what we believe our church is capable of achieving as we shift into a larger church community.

We calculated our pledge income to be \$186,207 using an average of the past three years' pledge fulfillment percentages (2011-93%, 2012-96%, and 2013-97%) multiplied by our 2014 pledge amount (96% x \$193,966). The pledge offerings combined with plate offerings, fundraising income, and rental income comes to a total income of \$348,900 projected for 2014. We have increased our staff salaries ranging from 3% to 10% based on 2013's budgeted salaries. We have budgeted for Childcare staff for the first half of the year. We have budgeted for an Associate Pastor beginning in the second half of the year. We lowered our utility expenses by 15% starting in April when we are expected to have our new energy efficient heating system in place. We increased the Repairs and Maintenance budget to \$21k. All other expenses were based on 2013 actual expenses. These changes result in Total Expenses of \$348,586 project for 2014. This budget presents a net income of \$315.

As you can see, the Leadership Circle and Finance Team worked relentlessly to provide a visionary yet financially responsible budget. We are recommending this budget because we are a strong faith-based congregation that believes the work we are doing is pleasing to God and with your support and commitment, we can achieve great things! So, would you carefully read and pray over this budget?

In Warm Regards,
Submitted by Erica Rose
Treasurer, Hope Central Church

2014 Budget

Hope Central Church
Budget FY2014

	Proposed 2014 Budget
Income	
4100 Pledge Offerings	\$186,207
4150 Plate Offerings	\$12,000
4155 Fundraising Income	\$3,500
4200 Special Gifts	
4210 Special Event	
4220 Missions	
4230 Memorial Fund Donations	
Total 4200 Special Gifts	\$0
4300 Rental Income	
4330 Long Term Rental	\$114,993
4340 One Time Rental	\$4,200
4350 Parking Rents	\$28,000
Total 4300 Rental Income	\$147,193
4500 Interest Income	
Total Income	\$348,900
Gross Profit	\$348,900
Expenses	
5100 Minister Compensation	
5120 Minister Salary	\$42,230
5121 Ministers SS Offset	\$5,068
5125 Housing Allowance	\$23,690
5170 Minister Health Insurance	\$7,515
5173 Minister Travel	\$690
5174 Minister Continuing Education	\$500
5175 Minister Retirement	\$9,978
Total 5100 Minister Compensation	\$89,670
5300 Minister discretionary fund	
5310 Ministers Discretionary Fund-Discretionary	\$350
5320 Ministers Discretionary Fund-professional	\$300
Total 5300 Minister discretionary fund	\$650
5400 Associate Pastor Compensation	
5410 Associate Pastor Salary	\$20,000
5420 Associate Pastor - FICA	\$1,520
Total 5400 Associate Pastor Compensation	\$21,520
5800 Church Administration Wages/Benefits	
5810 Church Admin-Wages	\$20,353
5871 Church Admin-FICA	\$1,547
Total 5800 Church Administration Wages/Benefits	\$21,900
6400 Utilities	

6411 Fuel Heating	\$25,200
6412 Gas/Electricity	\$5,398
6413 Water/Sewer	\$1,767
6414 Energy Efficiency Loan	
Total 6400 Utilities	\$32,365
6500 Building and Grounds Expense	
6512 Repair & Maintenance	\$21,000
6513 Waste Removal	\$2,050
6514 Grounds Keeping	\$8,000
6515 Building Supplies	\$3,000
6517 Fire Alarm Service	\$860
6521 Building Insurance	\$11,000
6522 Insurance WC	\$1,500
6531 Building Manager Salary	\$27,300
6532 Building Manager FICA	\$2,075
6570 Janitorial Wages	\$18,988
6571 Janitorial FICA	\$1,443
Total 6500 Building and Grounds Expense	\$97,216
6518 Sexton Fee	\$200
6600 Furnace Project	
7100 Ministry of Justice and Compassion	
7111 Contributions/Mission	\$19,821
Total 7100 Ministry of Justice and Compassion	\$19,821
7140 Discernment/Ordained Expenses	
7150 Ordination Expenses	
7160 Seminarian In Care Support	\$500
7170 Psychological Exam Expense	\$400
Total 7140 Discernment/Ordained Expenses	\$900
7200 Music Ministry	
7211 Musicians	\$12,854
7217 Musician FICA	\$977
Total 7211 Musicians	\$13,831
7212 Music Director	\$20,020
7220 Music Director FICA	\$1,522
Total 7212 Director of Music	\$21,542
7213 Guest Musicians	\$400
7214 Audio/Visual Technician	\$1,600
7216 Audio/Visual Technician SS Offset	\$99
Total 7214 Audio/Visual Technician	\$1,699
7215 Music Supplies and Tuning	\$800
Total 7200 Music Ministry	\$38,272
7251 Worship Materials and Supplies	\$1,000
7258 Hospitality Supplies	\$1,000
7300 Religious Education/Childcare	
7311 Coordinator Childcare/Education	
7312 Childcare Staff	\$4,200
7315 Childcare FICA	\$319
Total 7312 Childcare Staff	\$4,519
7314 Supplies Religious Ed/Childcare	\$200

7331 Religious Education/Adult	\$400
7332 Church Retreat	
7333 Field Education Expense	\$4,000
Total 7300 Religious Education/Childcare	\$9,119
7500 Missions and Memorials	
7511 Missions	\$300
7513 Flowers	\$300
Total 7500 Missions and Memorials	\$600
8200 Communications	
8212 Communications Expenses	\$3,000
Total 8200 Communications	\$3,000
8400 Nominating Team	
8410 Nominating Team Expenses	\$500
Total 8400 Nominating Team	\$500
8500 Dues and Fees	
8511 Denominational Dues	\$2,500
8519 Misc Dues/Fees	\$100
Total 8500 Dues and Fees	\$2,600
8900 Administration	
8910 Copier Lease	\$1,710
8911 Telephone/Internet	\$2,700
8913 Accounting/Bookkeeping	\$893
8915 Bank/Processing Fees	\$250
8929 Supplies	\$900
8931 Computer Expenses	\$800
8932 Office Equipment Expenses	\$500
8933 Postage	\$350
8998 Office/General Administrative Expenses	
8999 Miscellaneous Admin Expenses	\$150
Total 8900 Administration	\$8,253
9100 Non-Operating Expenses	
Total Expenses	\$348,586
Net Operating Income	\$315
Other Expenses	
Total Other Expenses	\$0
Net Other Income	\$0
Net Income	\$315

Reports

Moderator's Report

As I marvel each month in the Moderator's message of our newsletter, we are truly blessed! We are a community filled with love and respect for each other, and we are blessed to be led by an amazing Leadership Circle that is made up of people with a deep sense of love and commitment to our church and to each other. Serving as moderator to such a fun, loving, and talented team has been a joy!

You know each of them who serve now: Gina Boise, Megan Jewett, Robin Joyce, Ellen Snoeyenbos, Terry Steeden, Steve Vandergrift, and Betsy Walsh. You also know the two who transitioned off during the year, Yuliana Leon Wisner, and Nia Rodgers. Until November, Nia served as our co-moderator, meeting bi-monthly with Laura Ruth and myself, serving quietly, yet ably, in ways too numerous to mention.

Rounding off the team are our dedicated Treasurer, Erica Rose, our Student Minister, Courtney Jones, our pastor, Laura Ruth Jarrett, and our special "angel", Angela Letizia, who faithfully feeds us each month with soups that warm our souls, and help us stay focused in our meetings.

Each brings his or her unique talents to the team; and together we work to ensure the church remains viable and strong.

In addition to each of us being actively connected to at least one ministry in the church, this year we have prayed together every time we meet; reviewed and monitored the budget, each and every meeting; worked through months and months of bids, details, consultations, and discussions, about the heating system and the associated Capital Campaign; met with the congregation to present our findings and make recommendations for moving forward with the furnace replacement and associated work; secured financing for the project; kicked off a Capital Campaign; stayed abreast of the needs of the renters and the building; talked spiritual education and growth, and how best to serve our children; identified alternative fund raising efforts; and consulted with each other on a myriad of other issues that impact the congregation, and the world around us. We are a busy group! The LC meets in person, on the third Thursday of each month; and via email and Basecamp communications throughout the rest of the month. Our meetings are open to all, but rarely do we get visitors. As we make our way through 2014, consider attending one of our meetings. If you can't do that, then, please, reach out to us, either in person, before or after a service, or electronically at Leadership@hopecentralchurch.org, to let us know what's on your mind.

On behalf of the 2013 Leadership Circle, and in the light of God's Love,

Respectfully submitted,

Nancy Azar

Moderator

Pastor's Report

Dear Beloved,

We have made remarkable movement this year - increasing in spiritual depth and in numerical growth. God has been good to us, and we find ourselves willing to notice God's goodness extended to us. Aligning ourselves with God's goodness, we have found ourselves resilient, willing to move to wellness, and able and willing to extend this goodness to each other, and to our neighborhood.

In 2013, we ordained three people to Christian Ministry, Bruce Baker-Rooks (DOC), Lance Wiser (DOC), and Nanette Pitt Savides (UCC), and accepted three people who join Alex Shea Will into the process for discernment for ordination: Ben Perkins, Mary Eaton, and Nina Swift.

We used the successful consultancy of Karla Miller to extend and live into our commitment to our children's spiritual education, and hire Lee Shmueli, our Director of Children's Spiritual Development. We have begun imagining an Associate Pastor, part of whose portfolio will be continuing the work of support our children's spiritual development.

David and Deb Malone taught Sunday School for adults for the last three years. We thank them for their service. Now, Alex Shea Will and John Brock will take up this work. Stay tuned for news of the beginning of this work.

We have supported and continued the education of Courtney Jones, our wonderful student minister from Andover Newton. In her second year with our congregation, Courtney offers us ministry and spiritual presence far beyond what we might usually expect from a student. We have been very blessed to have her among us!

Our Nominating Team is taking up a new way of thinking about nominating folks for the offering of their spiritual gifts in our congregation and in the world. They will continue their work of according to the by-laws of nominating folks to the Leadership Circle and to the Nominating Team each year. But they, under the great leadership of Angela Letizia have committed to visit and listen to the folks in our congregation, to ask what you love and what you're longing to know of God by the exercise of your spiritual gifts. The Nominating Team will begin to notice how our people are growing into our gifts, and with the Leadership Development Team, begin to help folks' growth toward their longings. The Nominating Team, based on their experiences with you, will begin to imagine folks who, for example, might not be quite ready to take up leadership just yet, but might be next year, or year after next. The Nominating Team will begin to make suggestions for leadership on teams other than those described in our by-laws because they have met you and seen your longing.

We have a new website created by Carla Imperial, aided by Hilary Allen! It is beautiful work, the website. We're so grateful for this. We hope the website will be the central place where folks can go to find their meetings, their worship services, their events, their inspiration.

We have a great staff - Vanessa Morris on music, Lee Shmueli on Children's Sunday School. Leonel Cermeño, our sexton. Our Administrative Staff is so remarkably competent and committed, Jen Kiok and Lisa Pilat. They continue to help us build and maintain structures that help us grow, work efficiently, and keep things flowing. They have spent the year working out snafus and expanding our capacity to be in touch, to track what needs to be tracked, creating revenue through rentals, keeping up our building, making plans for our furnace installation beginning this April.

Thanks to Terry and Marylou Steeden who continue to lead us in replacing the furnace! This work of furnace replacing, including the raising of funds has lifted our confidence and helped us to see that we are not powerless over the old money sucking, repair needing, oil guzzling, earth polluting furnace.

We have new Covenant Partners and new people who understand themselves to belong to us, and plenty of new babies – Hannah, Isaac, Tessa. We said goodbye to four families whom God called to Scituate, California, Oregon and Connecticut. Through a service of Holy Matrimony, we made a family in Jeanne and Troy Singleton. We mourn the passing of Vivian Reilly and Phyllis Sarver.

We convened a process in May to have a conversation about our evening services. As a result of faithful participation in that conversation, we are doing a new thing in our evening services. On the second Sunday evening of every month, our service is a Taize service, sweet, quiet, full of harmony and candlelight, led by Jeanne Lucas.

On the fourth Sunday evenings of the month, a group of people from the Evening Service Imagining Team will lead our services. They did this for the first time in December and it was wonderful. This is thrilling creative work our congregation is doing. To have the space, to be willing, to understand our capacity to create worship, to lead our congregation is just, just exactly what teaches us to listen to the Spirit, and will let each of us become the leaders God is calling us to be, and become.

Because there is creative excitement in being expressed in our congregation, we are growing. We have, as of this writing, 149 adults and 29 children who understand themselves to belong to our congregation. Maybe we don't sense this growth because - where we'd usually sense the growth is if we were in one service together - our sanctuary would feel full. But because we prematurely have two services (premature by church growth theory), perhaps we collectively don't sense our growth. But the numbers, the excitement, and a burgeoning sense of leadership say we are growing.

Because we are growing, we are at the exact right time to expand our pastoral staff to support that growth. Church theory, testimony from clergy and congregational colleagues

tell that a congregation growing beyond 130-150 is the hardest transition. In order to grow larger than 150, we must staff for that growth. It is thrilling to say that because of very, very generous pledging, we are able to propose a balanced budget for 2014 that includes a six month salary for an associate pastor whose portfolio will include Children's Spiritual Formation – children's Sunday School. Nancy Azar is convening a team to explore the congregation's mind - to ask if we are ready, and if we are, to devise a process for calling an associate pastor. If we call an associate, our challenge will be to pledge the necessary monies to sustain the salary of an associate pastor until we have grown enough to pay a senior and associate pastor as a matter of course.

Why grow? This is the most important thing I want to try to convey.

We long to make meaning - not just meaning of our electricity bills or the meaning of higher education, for example, but we long to know how our lives have meaning in the large and sacred scope of things. We long to know that our living is for something. I do believe that what gives our existence significance is our connection to the Divine. Moving toward the heart of the Divine, the heart of God is what opens the possibility of ultimate meaning. It is only through trying to wrap our mind, hearts, and guts around God's heart, can we be the recipients of serenity, of peace, of ultimate meaning.

It is by the practice of contributing to the repair of the world, by and through the rough and tumble of confronting racism, sexism, homophobia, and in the work of relationships that our hearts turned toward the heart of God. Although we stumble, although we find ourselves impatient, although we discover inside ourselves still, the vestiges of oppression and internalized oppression, and also, of course, the glorious capacity to be loving, generous, healing, the more we are able to wish ourselves and the world healed, transcendent, and one with God.

So this is our mission, dear beloved companions, to search for ultimate meaning, to move toward the heart of God, and to repair the world. And because we are a learning congregation, we get to do this work, trying not for perfection but for progress.

I believe our work for 2014 will be to continue to do, as Jean Vandergrift calls it, readiness work for expanding leadership; continue building Sunday School for our kids, and also for adults; to do the slow but steady work of building capacity for our public school partnership, our work with Pine St Inn; to be together in small and large gatherings; and all this grounded in God's goodness, witnessed to in our Scripture, in our relationship in prayer, worship, and singing. Our work for 2014 is to make ultimate meaning, to move toward the heart of God, to contribute to the repair of the world, and to be able to reflect on the accomplishment of this mission.

I praise God for you, beloved and learning congregation, Hope Central Church.

Love,

Laura Ruth

Student Minister's Report

Dear Church,

The past year has been a full one. It was a blessing to come back to Hope Central after a summer of Clinical Pastoral Education at Brigham and Women's. It felt like a homecoming of sorts, though so much had changed while I was away. We jumped into ministry with both feet this fall, didn't we? What a joy to be part of such a vibrant congregation!

Worship at Hope Central has undergone some changes, and the discernment around how to make such changes is a great learning opportunity. Our Evening Service Imagining Team has been an exciting addition to our Sunday schedule. Working with the team has infused the staff and the congregation with energy and inspiration; it has been an amazing opportunity to see this work as a student minister. The worship staff meets weekly to prepare our worship and to plan for upcoming services. It has been great learning and great fun, getting to plan our services, finding capacity to try new things. As part of our attempt to look ahead and make longer-term plans for worship, I have been working on a liturgist rota for both services, including offering some training and support as this new format grows. If you would like to be part of the rota, we would love to have you--please contact me directly. It is a great way to offer your leadership gifts to the congregation, and the congregation gratefully accepts such leadership.

My time at Hope Central has taught me so many valuable lessons. I have learned about the nuts and bolts of planning and leading worship. I have learned about budgeting, finance, and stewardship processes. I have learned about the work of pastoral care and how that work is dependent on the entire congregation. I have learned about working with church leadership; our Leadership Circle is a hard-working group! Perhaps most importantly, in my year and a half as your student minister, I have found my voice. You have called it forth, in preaching, praying, singing, and writing. You have helped me discern and develop my pastoral authority by reflecting back to me the gifts you have seen, by asking questions that deepen my learning, and by loving me into ministry. You, as a teaching parish, have a great gift and a great capacity for calling forth leadership, for cultivating giftedness in yourselves and your leaders. Each person I have had the joy of working with has brought his or her most authentic, God-kissed, gifted self to the work before us, and that is an inspiration and a blessing.

This year, I have been moving through the final phases of my ordination process. In October, Laura Ruth and Nancy Azar accompanied me to my Committee on Ministry meeting, and I was so grateful for their presence. In December, in a snowstorm, J Conlon drove Nancy, Laura Ruth, and me to my Committee on Ministry meeting, where I led

worship. Alex Shea Will led music in that service, Laura Ruth celebrated Communion with me, and J and Nancy were my "Amen!" Corner. Although I passed both of these hurdles unanimously, they were not without their hiccups, and it was a gift to be so held and supported by this congregation in myriad ways. Thank you all!

Finally, I want to say a heartfelt thank you to my Teaching Parish Committee—Nancy Azar, Daniel Verinder, Carla Imperial, and Ryan Bissi—for their commitment to being part of this journey, setting aside time and space and sharing their energy and wisdom with me. They have been a strong and generous support system. I want to also especially say what a gift it has been working with and learning from Laura Ruth; I am deeply grateful to have been blessed with her supervision. She is generous and wise, and working together has taught me about the kind of leader I hope to be in my ministry. The education Hope Central is giving me will serve me well as a minister, and I am the luckiest student minister in the world for having spent two years with you.

Love,

Courtney

Musical Director Report

So since I wrote my last year-end report, I've done approximately 88 services, not including additional services during Christmas and Easter. So it's a ballpark figure. I mention this only because my strategy with the schedule is to focus on the moment in front of me. I enjoy success, I regret mishaps, but ultimately am always moving forward to the next Sunday.

Highlights from this past year include participation in the Worship Committee. This participation precluded the weekly staff meeting Laura Ruth, Courtney, Jen, Lee and I have moved into since November. What I enjoyed about the Worship Committee Meetings, was that it was more of an idea, brainstorming sessions than the week-to-week worship maintenance. The weekly staff meetings are more traditional and about the nuts and bolts of the service, necessary but less imagining.

Other highlights for me were Easter 2013 and Christmas 2013. These holidays use to represent nostalgia: memories of family times and fun that are no longer. Hope Central snapped me out of the rut. Easter was awesome: I was given the freedom to play deeply moving reflective music during services that included "Quartet for the End of Time" by Messian and some of my favorite Nina Simone ballades. The choir was wonderful and the house full for the morning service. The evening was also well attended and had it's own energy.

This past Christmas was just fun. I love the Pageant. It's boisterous, chaotic, child-filled, caroling. I'm so happy this continues to be a Hope Central Tradition!

I loved the summer. It's a time to reboot and for all of us to worship together. I loved the mixture of morning and evening folk. We had large summer services! It was really a fun experience for me. I also enjoyed treating the congregation as a "choir", teaching new hymns each Sunday. With the assistance of guitarist Scott Sandvik, the outdoor services went much smoother.

I've loved the work of the Evening Imagining Team. These lay led services give me an idea of what the congregation really wants, what inspires them to worship, how they truly want to worship. I'm learning so much through this process and have already witnessed a change in the other services because of this discernment.

Goals for 2013-2014:

A continued development of the choir. I dream of having a 10 person choir each week, in each service or at least 2 people per part, technology to send out parts to choir anthems and

hymns, so people can learn parts ahead a time, a working music committee team; I got the ball rolling then dropped it as I was immersed in other church responsibilities.

More congregants performing during services; it was great having Angela, Greg and Andre perform during services this past year.

I still dream of a bass player in the morning service; I know the budget doesn't allow for it, but I still dream about it. An annual choir appreciation party; this is where my music committee will come in handy.

Vanessa Morris

Director of Spiritual Formation's Report

When I first arrived in late October, I worked closely with Rev. Karla Miller in order to make a smooth transition between her consulting for the program and my moving into the role of Director of Children's Spiritual Formation. Over the last few months, I have seen this program grow. When I first started with Hope Central, we had around six or seven kids a service. Over the last couple of weeks, for both services combined, we have had between 15 and almost 30. Together with our lead teachers Lisa and Brienne as well as congregational member volunteers, we find that we learn something from them as well.

Moving forward, we pick up steam as more and more members commit to a once every or every other month frequency. These members enable our program to grow and flourish so that our older children (5-8 years old) and younger children (0-4 years old) can engage with each other in separate classrooms. This continued growth could lead to the introduction of a third classroom in the near future.

Lee Shmueli

Clerk's Report

What a busy, exciting year of growth and change we have had at Hope Central Church in 2013.

We have greeted the following children into the world through birth:

- Tessa Storm
- Hannah Woods
- Isaac Linscott

We baptized the following new young Christians:

- Juliana Rose Smith
- James Mumford
- Julian Torres
- Kevin John McLaughlin

We sanctified the marriage of:

- Troy and Jeanne Singleton

We sadly said goodbye to two members of our congregation who leave us with golden memories:

- Vivian Reilly
- Phyllis Sarver

Our young church grew in strength through adding the following new Covenant Partners:

- Andrée Zaleska
- Andrew Linscott
- Christian Schmidt
- Courtney Goto
- Jennifer Wood
- Karla Miller
- Kathy Hanlon
- Kristin Grassel Schmidt
- Robin Bartlett
- Shelly-Alison Pladsen

We said a goodbye to the following folks who moved away but will always remain part of the Hope Central Church family:

- Marvin Lance and Yuliana Wisser
- Matt and Amara Mulder
- Bruce & Kevin Baker-Rooks
- Nia Rodgers
- Steven & Nanette Savides

We currently have a church membership of 109 households: 149 adults, 29 children plus 9 other adults who understand themselves to belong to us. We are SO deeply blessed and feel a strong commitment to building a Beloved Community here at Hope Central Church.

Sincerely, Ellen Snoeyenbos, Church Clerk

Building Ministry Report

In 2013 the building ministry worked diligently to update the interior of the building and to create some new and inviting spaces. Our building manager Lisa Pilat stayed on top of day-to-day operations and near emergencies. To quote a note from Rev. Laura Ruth from events last February

“I didn't want to miss the opportunity to praise Lisa Pilat. This week, facing extraordinary circumstances, a furnace that didn't work again, bidding work for a new furnace system, and 24-30" of snow that fell on our parking lots, driveways, and sidewalks on Elm St., Seaverns Ave., and Gordon St, and dealing with our renters and recurring piles of deposited snow from plows and neighbors. What Lisa pulled off is no less than heroic. By Monday night our building was warm. By the City of Boston's deadline, our sidewalks were clear and safe, and still she's paying our bills, and doing her regular job. I'm so grateful to Lisa for her skill and dedication.”

In addition to the regular repairs and rental issues Lisa has dealt with the following:

- Leaky roof
- Replacing the steam pipe in the boiler room in March, and evacuating and repairing a burst pipe in the Mosaic school in the fall
- Arranging for emergency pruning of our beloved but ailing Beech Tree in July
- Maintaining good relationships between our neighbors and occasionally boisterous tenants
- Negotiating rental agreements with our long term tenants
- Managing rentals and collection of rents

Meanwhile, Terry Steeden has led the charge on making our building more sustainable. We had a weatherization and energy efficiency work days last February in partnership with volunteers from Massachusetts Interfaith Power & Light. We constructed storm windows, weather-stripped exterior doors and sealed the old chimney. Throughout the summer we hammered out the details of our new heating system and in October we blew insulation into the roof above the sanctuary. From all these efficiency efforts we are already seeing reductions in water, heat and electricity bills. There have been some delays in installing our new heating system but Terry, Lisa and our contractors came up with a very creative schedule and a patch to get our old boiler through another season. In April 2014 demolition will begin to make way for the new boilers and radiators.

We have updated and repurposed several spaces in the church. Part of the narthex was reorganized to accommodate a nursery and baby changing station. The chancel has been refinished and accommodates small group meetings and Taize services. We replaced the very worn carpets in the sanctuary with deep blue rugs that reflect the calm of our sky blue walls and ceilings. Now the small fry and interpretive dancers have a soft spot to enjoy at the rear of the sanctuary and it has definitely improved our acoustics. Our parlor was also updated with new, contemporary carpeting, a fresh coat of paint and removal of old worn

furniture. All of this was made possible by generous donations and the diligent efforts of volunteers like Pam Wylie who researched and organized our flooring projects.

There have been a host of smaller projects like cleaning, painting, repairs, pruning shrubs and so much more and we are thankful for everyone's' generous help keeping up with these. One project of special note; on Mother's day The Reilly family installed a butterfly garden to honor the memory of Vivian Reilly. The garden, on the south-east corner of our building includes a butterfly bush, coneflowers and hardy perennials and is a bright and lively addition to our landscaping. Please take some time to smell the flowers in 2014 and to appreciate the efforts of all the folks who help keep our church running.

-Nia Rodgers

Called to Care Team

The relationships within our congregation continue to grow and to deepen. This is true also for the called to care team, which in 2013 continued to work as a confidence keeping ministry attending to the pastoral needs within Hope Central Church. In 2013, we said farewell to Kevin Tucker and Pam Wylie (with gratitude for their service on the team) who left the ministry team and welcomed the compassionate hearts of Ben Perkins and Megan Jewett, who joined Jill Seaman, Kathy Bermingham, Patti Ryan, Beverly Pacheco, Courtney, Laura Ruth and me.

We have ripened as a congregation this year as we buried Vivian Reilly and Phyllis Sarver. We also welcomed many new babies to our church family. Kathy Bermingham has continued the ministry of offering monthly services at Rogerson House; her leadership has been a true gift. Team members have felt blessed to be available during communion in the back of the sanctuary to offer hands on prayers. The ministry of our team has also included one on one relationships with elders in the congregation, bringing meals and providing support for folks during times of illness or stress, providing rides to church for those who couldn't get to church any other way, and visiting new babies and parents with a meal and a small gift. We are grateful for each and every person in our congregation and feel fortunate to celebrate the joys as well as minister to the cares of our church family.

Our team meets once a month. During these meetings we are learning more about being a "divine presence" for others, supporting one another in our work and sharing the concerns and care of the congregation. We are blessed to be called to serve the Hope Central community and look forward to doing this work in 2014.

-Barbara McQueen

Capital Campaign Report

The theme is set: . We kicked off the campaign with a dinner on August 4th. Many people contributed to making this a success, J Conlon, Nancy Azar, Gina Boisse, Laura Everett and Laura Ruth Jarrett come to mind but many, many others contributed to the success of this effort. So far we collected \$174,579 in pledges, \$55,047 in cash, from 31 people. Then we paused the campaign because the installation was delayed. We wanted to carefully and prayerfully obtain the information about the new schedule so that we could give people accurate information in Phase 2, a mailing campaign. We also did not want to interfere with the very important pledge campaign to underwrite our operating budget. Our goal is to raise \$400,000, the total estimated cost of the project, so that we do not need to carry a loan for very long. We are well under way to achieve that goal thanks to the many good people who have stepped forward to declare  !

Submitted by: Marylou Steeden

Communications Report

This year saw a core achievement for Hope Central Church which is a new, more accessible, and beautiful website that reflects the community we are becoming. This success was only possible through the hard work of Carla Imperial who offered her considerable professional expertise to our community by gifting us with a new site that works off of Wordpress so that staff can update it regularly and easily. We are also grateful for Nanette Savides for the support she has offered to this process.



Many have already commented on how much they love the new site, especially the gorgeous pictures that reflect our glorious faces as well as the ways that some of the website functions allow us to be better informed about what is going on through the church. The Calendar and Sermon pages are also a big hit! The new website also brought us into the blogosphere with Pastor Laura Ruth, Student Minister Courtney Jones, and Covenant Partner Andree Zaleska all blogging through the site. Be sure to read their phenomenal reflections at hopecentralchurch.org.

Having a new website is just one way we are moving closer to our overall goal of Hope Central Church having more current and relevant communications materials. Our hope is that by producing beautiful, consistent, and accurate websites, advertising, brochures, and other materials that people – both inside and outside the church – will be drawn deeper into our seeking for the face of God.

Plans for next year include a strategic re-evaluation of signage both at the street level as well as inside the building. Because we seek to be connected to our surrounding neighborhood, we want our “curb appeal” to more fully reflect the vibrant and loving community we are.

If you have ideas about how we could communicate better with you or the world, please let one of us know!

Hilary Allen, Logistician for Communications Team on behalf of the added brilliance of Abbi Holt, Carla Imperial, Courtney Jones, Ellen Snoeyenbos, Jen Kiok, Laura Everett, Laura Ruth Jarrett, Lillian Fuchs, Lisa Pilat, Megan Jewett, Nancy Azar, and Suzanne Wolk

Discernment for Ordination Team (formerly the In-Care Team)

Hope Central Church has a calling to raise up ordained ministers for the Christian Church. Since 5/21/2006, we have ordained 20 ministers, 11 to the Christian Church (Disciples of Christ) and 9 to the United Church of Christ. The Discernment Team supports and encourages those who are discerning a call to ordained ministry.

Annie Walsh, Alan Bone, John Brock, and Laura Ruth Jarrett served this team for 2013. Annie, who led the team through 12 ordinations, resigned this year. We are grateful for her patient, prescient, great work.

In 2013, we ordained Bruce Baker Rooks (DOC) on 5/12/13, Lance Wiser (DOC) on 5/19/13, and Nanette Pitt Savides (UCC) on 10/13/13.

We accepted Ben Perkins, Mary Eaton, and Nina Swift into the discernment process. They join Alex Shea Will who is in the UCC candidate.

We are aware of another few individuals who are interested in entering a process of discernment for ordination.

In 2014, we welcome Andy Linscott to this team. John Brock will convene the Seminarian's Support Group.

Respectfully submitted,

Rev. Laura Ruth Jarrett

Finance Team Annual Report

Dear Beloved of Hope Central Church,

What a wonderfully blessed year this has been for Hope Central Church for the second consecutive year! In 2013, we generated a net income (reserve) of \$29,649 through exceeding our budgeted pledge amount by \$23K and increasing the pledge fulfillment rate to 97% as well as meeting our budgeting goals in plate and long-term and parking rentals. Also, we received a total of \$30,597 in special gifts. As a devoted congregation, you have given your time, talents, and money to successfully surpass our budget goals.

The 2013 Financial Statement of Budget vs. Actuals, attached, shows our income of \$345,542 against expenses of \$315,893. Income exceeded budget by 17% due to, as stated above, an influx of support and special gifts. Furthermore, we saw our expenses increased overall by 4% through unforeseen events such as the delay of the furnace project increasing our fuel heating expenses as well as emergency repairs and replacements such as the carpet replacement and tree trimming. Otherwise, we kept a close watch on our spending and did not have much activity within our controlled expenses.

On our Balance Sheet, we recorded our Capital Campaign funds which we have a pledged amount of \$175K which will go against our loans from the DOC in the amount of \$369K. In 2013, we have a total of \$41K on the Balance Sheet related to the Heat Project. We raised \$43K from capital campaign pledgers and borrowed \$48K from our DOC loan amount. We invested an initial \$21K on the DOC Application fee and a required 3 months in loan payments to the DOC. Also, we spent \$29K towards furnace repair, sanctuary insulation, title insurance, engineering costs, loan payments, and other smaller expenses.

Transaction Type	Name	Heat Project Activity		Bank Account Total
		Income	Expenses	
Loan	DOC	\$ 47,872		
Loan Total		\$ 47,872		
Capital Campaign	Pledgers	\$ 43,115		
Capital Campaign Total		\$ 43,115		
Application Fee & 3-Month Payment Investment	DOC		\$ (21,000)	
Application Fee & 3-Month Payment Investment Total			\$ (21,000)	
Expenses	DOC Loan Interest Payments		\$ (644)	
	Boston Water & Sewer		\$ (2,577)	
	CO-OP Power - Sanctuary Insulation		\$ (8,970)	
	Klein Hornig LLP		\$ (339)	
	Marsh Moriarty Outell & Golder		\$ (1,488)	
	Norian Sinani Engineering		\$ (3,200)	
	FedEx		\$ (88)	
	Total Temperature Control inc.		\$ (11,219)	
Expenses Total			\$ (28,525)	
Grand Total		\$ 90,987	\$ (49,525)	\$ 41,462

Thanks to everyone who made our 2013 success possible.

Submitted by Erica Rose

Treasurer, Hope Central Church

Hope Central Church
 Budget vs. Actuals: FY2013 P&L classes - FY13 P&L Classes
 January - December 2013

	Total		
	Actual	Budget	% of Budget
Income			
4100 Pledge Offerings	163,543	140,632	116%
4150 Plate Offerings	12,562	12,000	105%
4155 Fundraising Income	40	6,000	1%
4200 Special Gifts	26,464		
4210 Special Event	1,323		
4220 Missions	200		
4230 Memorial Fund Donations	2,610		
Total 4200 Special Gifts	30,597	0	
4300 Rental Income			
4330 Long Term Rental	104,594	102,700	102%
4340 One Time Rental	2,957	4,821	61%
4350 Parking Rents	31,246	28,885	108%
Total 4300 Rental Income	138,797	136,406	102%
4500 Interest Income	3		
Total Income	345,542	295,038	117%
Gross Profit	\$ 345,542	\$ 295,038	117%
Expenses			
5100 Minister Compensation			
5120 Minister Salary	43,075	41,000	105%
5121 Ministers SS Offset	5,061	4,904	103%
5125 Housing Allowance	23,490	23,000	102%
5170 Minister Health Insurance	7,917	7,296	109%
5173 Supplies & Materials	488		
5174 Minister Continuing Education	661	500	132%
5175 Minister Retirement	7,452	9,687	77%
Total 5100 Minister Compensation	88,143	86,387	102%
5300 Minister discretionary fund			
5320 Ministers Discretionary Fund-professional	642	650	99%
Total 5300 Minister discretionary fund	642	650	99%
5800 Church Administration Wages/Benefits			
5810 Church Admin-Wages	20,829	19,760	105%
5871 Church Admin-FICA	1,593	1,512	105%
Total 5800 Church Administration Wages/Benefits	22,422	21,272	105%
6400 Utilities		0	
6411 Fuel Heating	26,389	18,532	142%
6412 Gas/Electricity	5,149	5,837	88%
6413 Water/Sewer	2,067	2,890	72%
6414 Energy Efficiency Loan	435		
Total 6400 Utilities	34,039	27,259	125%
6500 Building and Grounds Expense		0	
6512 Repair & Maintenance	11,377	6,000	190%

6513 Waste Removal	2,182	1,500	145%
6514 Grounds Keeping	9,835	6,000	164%
6515 Building Supplies	2,933	3,000	98%
6516 Janitorial Wages	19,192	18,084	106%
6517 Fire Alarm Service	792	900	88%
6521 Building Insurance	9,958	7,866	127%
6522 Insurance WC	1,822	2,247	81%
6531 Building Manager Salary	27,410	26,000	105%
6571 Building FICA	1,335	1,383	97%
6572 Building Manager FICA	2,078	1,989	104%
Total 6500 Building and Grounds Expense	88,913	74,969	119%
6518 Sexton Fee	375		
7100 Social Justice Ministry	15,320	15,263	100%
7111 Contributions/Mission	2,840		
Total 7100 Social Justice Ministry	18,160	15,263	119%
7140 Seminarian In Care Support		500	0%
7150 Ordination Expenses	256	300	85%
7170 Psychological Exam Expense		600	0%
Total 7140 Seminarian In Care Support	256	1,400	18%
7200 Music Ministry			
7211 Musicians	14,030	12,480	112%
7212 Director of Music	19,350	18,200	106%
7220 Music Director FICA	1,194	1,392	86%
7221 Music Director SS tax	279		
Total 7212 Director of Music	20,823	19,592	106%
7213 Guest Musicians		400	0%
7214 Audio/Visual	795	1,560	51%
7216 SS Expense	46		
7217 Musician FICA	15		
Total 7214 Audio/Visual	856	1,560	55%
7215 Music Supplies	929	700	133%
Total 7200 Music Ministry	36,638	34,732	105%
7250 Worship and Hospitality			
7251 Worship Materials and Supplies	1,229	1,000	123%
7257 Hospitality Events			
7258 Hospitality Supplies	934	1,000	93%
Total 7250 Worship and Hospitality	2,164	2,000	108%
7300 Religious Education/Childcare			
7311 Coordinator Childcare/Education		0	
7312 Childcare Staff	6,315	6,500	97%
7315 Childcare FICA	427	497	86%
Total 7312 Childcare Staff	6,742	6,997	96%
7314 Supplies Religious Ed/Childcare	163	150	109%
7331 Religious Education/Adult	417	100	417%
7332 Church Retreat		2,000	0%
7333 Field Education Expense	4,000	4,000	100%
Total 7300 Religious Education/Childcare	11,322	13,247	85%
7400 Fundraising Expense	241		
7500 Missions and Memorials			
7511 Missions	200		

Hope Central Church

2013 Annual Report

7513 Flowers		300	0%
Total 7500 Missions and Memorials	200	300	67%
8200 Church Growth/Marketing		2,500	0%
8212 Mailings/Advertisement	1,043		
Total 8200 Church Growth/Marketing	1,043	2,500	42%
8500 Dues and Fees		2,500	0%
8511 Denominational Dues	2,251		
8519 Misc Dues/Fees	0		
Total 8500 Dues and Fees	2,251	2,500	90%
8900 Administration		0	
8910 Copier Lease	1,836	1,404	131%
8911 Telephone/Internet	3,153	2,646	119%
8913 Accounting/Bookkeeping	525	893	59%
8915 Bank/Processing Fees	233	700	33%
8929 Supplies	1,890	2,400	79%
8931 Computer Expenses	356	500	71%
8932 Office Equipment Expenses	151	200	76%
8933 Postage	280	400	70%
8999 Miscellaneous Admin Expenses	576	2,100	27%
Total 8900 Administration	9,000	11,243	80%
9100 Non-Operating Expenses	83	8,876	1%
Total Expenses	\$ 315,893	\$ 302,598	104%
Net Operating Income	29,649	(7,560)	392%
Total Other Expenses	0	0	
Net Other Income	0	0	
Net Income	\$ 29,649	(7,560)	392%

Furnace Replacement Project

Once we determined that we needed to replace the furnace, we needed to complete 10 months' worth of work in 5 months, and we came close. The only thing we could not get done was getting the loan completed so we could access the funding to begin. Because this took so much longer than anyone anticipated, we missed the window to get the installation of the new boiler system. It simply became too cold to shut the building down for two to three months.

By postponing construction until after Easter on April 20, and starting around May 1, it will give the Mosaic School time to make its plans to move for 2 months while the asbestos abatement takes place. This will also give us time to concentrate on the capital campaign. We have already received pledges of \$174,579 toward the \$400,000 goal. The more cash we have on hand, the less we will have to borrow, the less interest we have to pay, and the quicker we can repay the loan.

We were fortunate in finding a very temporary way to fix the hole in the old boiler water tank to get us through the heating season. It is not what we wanted, and it will mean higher costs than budgeted for fuel. On the other hand, we were able to insulate the sanctuary in December and have been getting the cost saving benefits of that. We have not started a project that would fill us with anxiety and uncertainty. Instead, we will go slowly with thoughtfulness, planning and dignity.

As Laura Ruth has said, "We did our due diligence, planned for the best and were disappointed in some scheduling, but we did the best we could. We did not fail or falter. We have been faithful to the task, and prayerful." Let us continue in that path and direction, but with a changed schedule, a safer plan for the children, and a certainty that we will complete this when the time is better for completion and not failure.

Submitted by: Terry Steeden

Hospitality Report

2013 was the year of learning to do coffee hour without Vivian Reilly and we are learning a lot. One of the things we have learned is how much Vivian did for us by bringing in the food for coffee hour every Sunday, setting up the food with some loyal helpers, and serving us with warmth and enthusiasm. It was easy to grow accustomed to being taken care of, to think it would always be this way and now we are learning how to take care of ourselves. We have a new Hospitality Team, led by Pam Wylie. We bring in food, set up the tables and chairs in Keltie Chapel, and bring out the food, cups, plates, utensils etc. The morning choir often steps up to help with set up after practice. In addition to Sunday morning Coffee Hour, the Hospitality Team organizes the food for all-church events such as ordinations and annual meetings.

In order to help make this task easier for anyone to do, there are now instructions mounted on the outside and inside of the kitchen pantry door. Please take a look if you haven't already and think about how you could contribute. In 2014 we are also going to schedule people to coordinate setup and to bring food for each Sunday, just like the Offering Counters and Sacristans do, in order to make it more predictable and to make sure the same people are not doing the work every Sunday. Please think about making a commitment to bringing food or helping with set up or clean up on an occasional basis.

Coffee hour gives us an opportunity to engage with our church family and share our lives. It gives parents a chance to connect with other parents and our elders a chance to visit with old friends. It gives visitors a chance to meet people and learn more about us and for us to get to know them. It gives us a chance to show our love for each other by taking care of each other. Vivian Reilly taught us a lot by example and we are practicing what she taught. We miss you Vivian!!

Pam Wylie for the Hospitality Team

Hospitality Team: J Conlan, Danna Gobel, Graham Brown, Barbara Walnut, Gina Boisse, June Leonard, Betsy Walsh, Carla Imperial, Mary Lewis-Pierce, Nancy Azar, Terry Steedan, Vicky Weldon, Nina Swift.

Ministry of Justice and Compassion

Ministry of Social Justice and Compassion, continued to do its vital work of offering 10% of our budget to a list of area organizations doing the much needed work of social justice in several areas. Abbi Holt continues to oversee this budget. Also this year SJC designed and produced a brochure highlighting the details of this budget.

In the spring of 2013 we began to invite members to participate in a model of “learning-thinking-doing” as a way to more deeply engage the work of social justice at Hope Central.

The focus was to find Hope Central Church members already doing the vital work of social justice and to make use of their knowledge and work as a way to learn-think- and act around that particular issue. The two issues we began with were homelessness via Kate Storm and her work with Pine Street Inn, and gun violence awareness and youth, via Liz Steinhauser and her work at St. Stephen’s.

At Pine Street Inn we have been participating in helping to feed to residents by hosting a cereal drive, and by continuing a practice of group-serving of meals to the residents. We are currently exploring ways to deepen this partnership, by offering other kinds of support to Pine Street Inn, for example selling cutting boards made by the residents during the holidays. In 2014 we will be deepening some of the work we are doing offering opportunities for church members to ride along in their night van onto the streets that finds and offer services to people still sleeping on the streets.

At St. Stephen’s we participated in their afterschool program and spent time talking with Liz and the youth she works with. Liz also came to Hope Central and offered a workshop on ways to become more involved in the challenges of gun violence in Boston. From these two events a number of us have been inspired to try and begin setting up a church-school partnership. We are currently in process of exploring four schools in our neighborhood, while using the guidance of Liz Steinhauser, and most recently Ruth Wong at the Boston Public schools to help us learn and discover which school Hope Central could best serve with the particularities and gifts that we hold as a congregation.

With both partnerships a main task of 2014 will be to form, nurture and solidify a “team” or committee of several people that will guide the future development of these partnerships, and to more deeply engage the church at large in these vital ministries.

Submitted by Lillian Fuchs

Nominating Team Report

2013 Nominating Team Members: Angela Letizia, Nancy Azar, Pam Wylie, Ellen Snoeyenbos

We agreed that the Nominating Team would engage in three primary activities between June 2013 and May 2014:

- 1) Fill open positions on the Leadership Team (2014) and Nominating Team (2014) by January 31, 2014
- 2) Fill positions on the stewardship team (2013), denominational delegations (2013/2014), and Nominating Team (2013/2014) by September 30, 2013.
- 3) Engage in a year-long series of discernment conversations with Covenant Partners and those who consider themselves part of the Hope Central family (Ongoing, June 2013 to May 2014).

As part of the discernment conversations, we will focus on connecting folks with the following opportunities for service within the church: Teaching parish committee, Called to care team (support role), In-care team, Music team (support role), Worship planning team, Sacristy, Offering counters/offering coordinator, Pencil care team, and Hospitality team.

In June we regrouped as a team and adopted the new year-long format. In August we identified individuals to speak with and invite to be denominational representatives, on stewardship team, on nominating team, and on leadership circle. In September we reviewed responses to invited nominations. In October we invited self- and peer-nominations from all covenant partners. In November we reviewed self-nominations.

At the annual church meeting, the Nominating Team will put forth the following nominations:

2014 Nominating Team: J Conlon and Patti Ryan

2014 Leadership Circle: Lisa Price and Suzanne Volk

2014 Denominational Representatives: John Brock (DOC), Alan Bone (DOC), and J Conlon (UCC)

Personnel Team 2013

The Personnel Team is charged with advising and assisting the Leadership Circle on matters involving the hire and separation of employees and creation and implementation of personnel policies (e.g. pay increases, benefits, and performance evaluations) for pastoral staff and church employees.

We have had staff hires and separations. Early in 2013, our Sunday School helper, Emmie McDonnell, stepped out of the Sunday School role to explore other ministries. Our Sunday School consultant, Rev. Karla Miller, who joined us in October of 2012, offered her expertise until her departure in November. We crafted a job description and hired Lee Shmueli as Director of Spiritual Formation in November.

In the spring we modified a performance evaluation tool called the "Pastoral Performance Evaluation Dialogue" in order to conduct an evaluation of the pastor's performance and ministry. This exercise is called for in our bylaws, and this year, through the use of the evaluation tool, we incorporated feedback from members of the congregation in the conversation.

We continue to engage in the process to create fair employment policies that reflect the value we place on our staff and we look forward to completing a policy guidebook and implementing best employment practices in the year ahead.

J. Conlon

Rogerson House Worship

For the past three years, Hope Central Church has held a monthly prayer/communion service with the residents of the Rogerson House in Jamaica Plain. It has been my privilege to work with Laura Ruth in designing a service that meets the needs of this group of elders. They all have varying degrees of memory loss from Alzheimer's or other physical conditions. Although we name it as a Protestant prayer service it really has become ecumenical in its reach as we have regular attendees from several different Faith backgrounds, including Catholics and Protestants from many different denominations. We have even had a few Jewish residents come from time to time. This year we were able to hold our second special Christmas service for the residents and family members. Our regular monthly service is generally attended by approximately 10-15 whereas the Christmas services had somewhere in the area of 50 plus attendees.

Our attendees have varying levels of cognition and ability to participate. So many times during the service I notice that one of them is seemingly asleep. But there is always some part of the service, even if it is only a small part that reaches out. What a joy to see a smile on a face that I thought was sleeping, to see a foot tapping along to the music, to hear a voice singing or praying along even if the words aren't quite right. Sometimes following the service a resident will thank us with tears in their eyes. The music and prayers touch something that is still inside for them. I know it touches something sacred in me. Anytime you might be free on a second Thursday of the month, 11.30 a.m. you are welcome to join and experience the joy!

Submitted by: Kathy Bermingham

Stewardship Report

The message of the 2013-14 Stewardship Campaign was “How Lovely is your House!”

How lovely is your house!

My soul thirsts for, longs for your courts

My heart and my flesh leap for joy in your presence, life's
sovereignty

Just as the sparrow has found her proper nest

And the swallow a corner for herself

Where she may nurture and fledge her young

So have I found your altars

You who trail clouds of glory.

- Psalm 84 from Zen inspired Psalms, tr. Norman Fischer

Coming on the tails of the Capital Campaign, the Stewardship campaign was designed to help people understand the differences between the two campaigns. Focusing on how to keep our home lovely and full, the team identified just how the money raised could be used to help us continue to serve and to grow.

We are grateful for the generosity of this community, and are in awe of God's blessings upon us!

2014 Statistics

of people or households (affectionately referred to as pledging units): 73

Total pledged: \$193,966

Range of pledges: \$100-\$50,000

Median pledge: \$1200

Stewardship 2013:

of people or households (affectionately referred to as pledging units): 80

Total Pledged: \$150,622

Pledges Fulfilled as of 1/14/14: \$146,533

(98% of the total amount pledged)

Range: \$50-\$16,000

Median: \$1,080

Of the 80 people who pledged:

25% fulfilled over 100% of their pledge

41% fulfilled exactly 100% of their pledge

19% fulfilled between 50%-99% of their pledge

10% fulfilled between 1%-49% of their pledge

Only 3 people gave 0% of their pledge

Teaching Parish Committee

The Teaching Parish Committee (TPC) serves to support our Student Minister, Courtney Jones, by meeting with her monthly to help her reflect upon her work of serving us, growing in faith, and learning about ministry; and by being present with her as she reaches new milestones as she prepares for graduation and ordination.

Carla Imperial, Ryan Bissi, Daniel Verinder, and Nancy Azar hold the honor to serve on the 2013-2014 TPC. Together we provide Courtney with a safe space to talk about the progress and pitfalls of being a Student Minister, as well as the challenges that school and life can bring.

We hold Courtney, as well as each other, in prayer, as we walk with her on our mutual journey of faith and love.

We are blessed to have Courtney back with us for a second year. Please join us in supporting her by attending and participating in worship when she preaches, and encouraging her in this important work.

We are all in ministry together at Hope Central. Please feel free to share your perspectives and opinions with Courtney or with any of us on the committee.

Worship, Arts, and Music Ministry (WAMM) Annual Report, 2013

Our congregation's worship is central to our spiritual growth, to our work of seeing God, following Jesus, and to our sense of community, of wellness. The way we do liturgy (which means the work of the people) requires the work of many people, and we are blessed with many willing people. We are also blessed with the capacity for and tolerance of flexibility and creativity. This keeps us active and alive spiritually, enabling us to do the work of making ultimate meaning, moving toward the heart of God, and contributing to the repair of the world.

Vanessa Morris, our Director of Music is terrific, and leads our amazing professional musicians, Gillian DeLear, Neil Helme, and Bobby Hall.

Our choir is building – folks are finding their way to choir rehearsals at 9:30AM and 4:30PM, and this is very encouraging!

Suzanne continues to do the glorious work of leading our team of Sacristans – they who do the work of preparing our Communion and Sanctuary for worship.

Gillian and Neil do the work of setting up our sound system so that everything can be heard.

Our WAMM team's work has changed a bit this year. The worship staff now meets weekly to decide and do the details of worship. The Worship Planning Team meets monthly to guide, imagine, and create our worship. The newly formed Evening Worship Imagining Team creates and supports worship on the second (Taize) and fourth Sunday Evenings.

We've made a change in participation in our services, and this constitutes a change in our worship culture. We were recruiting up to nine people for every service (or 18 people/Sunday) to read the welcome, the Psalm, the Gospel, to lead the prayers, to give the offering testimony, to serve at the table. With thanks to Courtney Jones, we consolidated some of the roles and created the role of Liturgist. Courtney has recruited and trained many of you. Next, she will assign you a Sunday so that you know well into the future of your service, so you may feel ready having rehearsed and prepared your heart for the work of God on behalf of our congregation, and so that you will not come to church worrying that you'll be drafted into service with no preparation. Thank you very much for your help in making this change.

Kathy Birmingham leads the monthly worship for the Rogerson House, preaching every other month, celebrating communion, organizing the sometimes volunteers from our congregation.

In 2013, we worshiped together twice nearly every week, except for a blizzards and hurricanes. We also tried in the summer having one service per week – in July we had a service in the morning, and August in the evening. We'll do that again in 2014. We worshiped in our yard, and at the water park.

We had a Lenten theme of "From Excess to Simplicity: From Wrong to Transcendent." Our Holy Week services were quite wonderful, most notably our Maundy Thursday Dinner. Our Advent theme was "Worthy."

We baptized, blessed our vacation waters, our back packs, our animals, our Leadership Circle, our Called to Care Team. We blessed and sent the White-Chus, the Leon-Wisers, the Mulders, and Nia Rodgers. We welcomed new Covenant Partners, making our vows to them. We had Lenten meditations led by John Brock, followed by soup dinners together. We had great preaching: Courtney Jones, John Brock, Terry Steeden, Ben Perkins, Robin Joyce, Mary Eaton, Jean Vandergrift, Reebee Girash, and Greg Mobley.

We also invited President and Mrs. Obama to come for our services last January, do you remember, to celebrate President Obama's inauguration. But they didn't come.

But you did, in increasing numbers. I don't know if you feel it, but I do, an increasing excitement in our worship. God is good!

Respectfully submitted,
Rev. Laura Ruth Jarrett

By-laws of Hope Central Church, as amended February 2, 2013

I. Name of Church. Affiliation.

The name of this corporation shall be "Hope Central Church" and will be referred to hereafter as the "congregation." Hope Central Church is affiliated with the Massachusetts Conference of the United Church of Christ and the Northeast Region of the Christian Church (Disciples of Christ).

II. Purpose

Hope Central Church is a diverse community of hope, learning and growing together in faith, love, and joy. With God's help, we seek to struggle together for God's peace and justice, to explore practices of Christian spirituality, and to serve our neighbors in greater Boston and beyond with open minds, open hands, and open hearts.

III. Membership / Covenant Partnership

Membership in this congregation is open to all people. Members, also known as Covenant Partners, are those who unite with Hope Central Church by a public declaration of faith and commitment. Membership may be terminated in the following ways: transfer of membership, request of the covenant partner, death, or inactivity. Members to be terminated due to inactivity will be sent a written notice when possible and given an opportunity to request that their membership be preserved.

A. Meetings of Covenant Partners

- i. The congregation of Covenant Partners shall meet at least twice a year: once in an Annual Meeting to do the business of the church, another to be in retreat to dialog and discern on the goals and vision for the future of the church. Special meetings may be called by the Leadership Circle to address emergency situations or opportunities that require congregational vote, and may be called by written petition of any 10 Covenant Partners.

The Annual Meeting shall be held on a Sunday in the first quarter of the year not later than March 31, the purpose of which is to:

- a) Discuss and approve the recommended budget for the upcoming year, brought forth to the congregation by the Leadership Circle, having been drawn up for review by the Finance Committee.
- b) Vote on a slate of candidates for the three (out of nine) rotating Leadership Circle openings and any open terms. A written ballot will be provided to each attending Covenant Partner with space for write-in alternatives.
- c) Any additional business to this meeting must be brought forward to the Leadership Circle in advance and must be approved by that body by majority vote as a relevant

matter of congregational discussion and/or vote, or by a petition of any 10 Covenant Partners.

- ii. Written notice of the Annual Meeting and any special business meeting will be given by email and bulletin announcements not less than 21 days in advance or more than 60 days prior to each Annual Meeting, and will specify the place, day, and hour of the meeting. In an emergency situation, the Leadership Circle may call for a special meeting on at least 10 days notice.
- iii. A quorum of 10% or 20 Covenant Partners, whichever is greater, is required to do the business of Annual Meeting and any special business meeting.
- iv. Each Covenant Partner will have one vote.
- v. Decision-making at Hope Central Church will be by consensus, where possible, otherwise a simple majority of the voting members present is required.
- vi. However, any changes to this constitution and by-laws will require a two-thirds affirmative vote. The decision to call or terminate pastoral staff will require a three-quarters affirmative vote.
- vii. The following matters must come before the entire congregation of Covenant Partners at a duly called congregational meeting:
 - a) Calling pastoral staff to serve. Pastoral staff shall mean pastors, associate pastors, or any position that requires ordination.
 - b) Terminating pastoral staff (as defined in a.) except in cases of misconduct.
 - c) The borrowing of money or capital improvements in excess of 10% of the yearly church operating budget
 - d) Any commitment to acquire, lease, or dispose of real property
 - e) Any extra budgetary program or project, excluding repair or replacement, using over \$10,000 of endowed funds or investment income
 - f) Changes to denominational affiliation(s)
 - g) Dissolution of the congregation
- viii. Minutes will be taken of every congregational meeting held, transcribed and saved in the church office.

IV. Leadership Circle

- A. The nine members of the Leadership Circle must be Covenant Partners of Hope Central Church. Hope Central Church pastoral staff serve as ex-officio, non-voting members.
- B. Members are chosen through the vote of the congregation at the Annual Meeting on a rotating basis – three members elected for staggered three-year terms, so that each year 1/3 of the Leadership Circle comes up for a vote by the congregation.

- C. Each member of the Leadership Circle serves a three-year term and can be re-elected once and, after a one year hiatus, can be elected again and re-elected once. This process may be repeated. In the event of a vacancy on the Leadership Circle, the congregation shall elect someone to serve the balance of the term.
- D. The responsibilities of the Leadership Circle are:
- i. To provide general oversight of all the activities of the church and plan for the church's future.
 - ii. To provide a forum of communication among the various ministry teams, officers, pastor, and staff of the church and address differences among them.
 - iii. To select and remove officers.
 - iv. To manage the financial health of the church, borrow money and incur indebtedness for purposes of the church, and to execute and deliver, in the church's name, evidence of such debt.
 - v. To oversee and provide direction to pastoral staff.
 - vi. To design and facilitate a yearly evaluation of the pastor's and the church's ministry.
 - a) designing and facilitating a yearly evaluation of the pastor's (s') ministry
 - b) facilitating and disseminating an evaluation of the church's ministry, including the pastor(s) and ministries
 - c) presenting findings to the Pastor, PPRC, and Leadership Circle
 - d) preparing a written report on the summary findings available to all Covenant Partners
 - vii. In situations involving allegations or proof of misconduct by pastoral staff, to investigate any allegations, and if appropriate, to suspend or terminate the pastor or staff member, and communicate with the congregation and the denominations as appropriate.
 - viii. To hire, oversee, and provide direction to, and terminate the non-pastoral staff.
 - ix. To preside over congregational meetings, accept for review petitions from the congregation, evaluate and offer recommendations regarding any changes to by-laws that may come up for congregational review.
 - x. Ensure that an Annual Report on the past year is presented to the congregation at the time of the Annual Meeting.
- E. Meetings of Leadership Circle:
- i. A simple majority of the total number of the Leadership Circle shall be necessary to constitute a quorum for the transaction of business. Every act or decision done or made by a majority of the members present at a duly held meeting, which may be in person or

- teleconference, at which a quorum is present, shall be regarded as the act of the Leadership Circle, unless a greater number is required by law or by the Articles of Incorporation.
- ii. The Leadership Circle will schedule meetings to be held at least ten times per year which will be published on the church calendar.
 - iii. All Leadership Circle meetings are open to members of the congregation except Executive Sessions which may be closed but which must be posted in the bulletin in advance.
 - iv. Minutes will be taken at all Leadership Circle meetings and will be made available to the public within two weeks, except for minutes from Executive Sessions. Minutes from the preceding meeting will be read and approved at the beginning of a Leadership Circle meeting. A file will be kept in the church office of all Leadership Circle meeting minutes as well as minutes from all congregational meetings.

V. Officers

- A. From the members of the Leadership circle, the following roles will be filled by a Leadership Circle vote:
 - i. Moderator: The primary duties include coordinating and facilitating meetings of the Leadership Circle and the congregational meetings.
 - ii. Moderator Alternate: The primary duties include supporting the moderator and coordinating and facilitating meetings of the Leadership Circle and the congregational meetings in the moderator's absence.
 - iii. Clerk: Primary duties include recording or delegating the recording of minutes of all Leadership Circle meetings and congregational meetings. Also responsible for making sure minutes other than from Executive Sessions are made available to the congregation.
 - iv. Treasurer: Primary duties include oversight of financial procedures and collaborating with the staff and Stewardship and Finance Team in the preparation and implementation of a responsible budget. Should no one in the Leadership Circle have the skills or spiritual gifts necessary for the work of the office of treasurer, the Leadership Circle may appoint an appropriate Covenant Partner who is responsible to the Leadership Circle.
- B. Officers serve on one-year terms which come up for review and/or renewal yearly by the Leadership Circle.

VI. Standing Committees

- A. The following are the committees required to be active in the congregational life of Hope Central Church. These ministries shall be staffed by members with appropriate gifts and graces, chosen by either the Leadership Circle or the Congregation as specified below, in collaboration with the Pastor(s) and Nominating Committee.

- i. Nominating Committee: will be comprised of five covenant partners elected yearly by the Congregation at the annual meeting, and the Leadership Circle moderator as an ex-officio, non-voting member.
 - a) The nominating committee develops job descriptions for various volunteer positions as needed, canvasses the congregation in search of volunteers to serve on standing committees and ministries, and brings forward names of Covenant Partner candidates to fill positions on the Leadership Circle, Nominating Committee, and Pastoral Search Committee preceding any elections to these bodies by the congregation.
 - b) Nominating Committee members may serve for more than one year, but each year's nominations for the following year's Nominating Committee must include at least two people not currently serving on the Nominating Committee.
- ii. Pastoral Search Committee: Upon request of the Leadership Circle, a Search Committee of six to eight members shall be formed to screen, interview, and recommend individuals to serve as clergy for the congregation.
 - a) The Search Committee shall consist of one member each of the Leadership Circle and the Pastoral Support Committee chosen by those respective bodies, and four to six other Covenant Partners elected by the Congregation to represent the interests and goals of the congregation.
 - b) Committees searching for Associate Pastors shall seek the advice of the Senior Pastor, who shall serve as an ex officio member of the Search Committee.
 - c) The Search Committee will present one candidate to the Leadership Circle, which will then present the candidate to the congregation for approval at a congregational meeting.
- iii. Pastor Parish Relations Committee: will be comprised of five Covenant Partners chosen by the Nominating Committee in collaboration with Leadership Circle and the Pastor.

The Pastor Parish Relations Committee shall seek to achieve and maintain an open, effective, and trusting relationship, and two-way communications between the Pastor(s) and the congregation.

The deliberations of the PPRC are confidential and meetings are not open to others in the congregation for general participation.
- iv. Stewardship and Finance Team: will be comprised of six Covenant Partners chosen by the Leadership Circle. Duties include:
 - a) Determining the total anticipated revenue each fiscal year and submitting to the Leadership Circle a budget based on anticipated revenues and the priorities of the church as submitted to the Leadership Circle by the various committees, staff, and ministries.

- b) Organizing and facilitating an annual stewardship drive.
- c) Taking responsibility for developing sound financial policies and procedures to be used by the church.

VII. Ad-Hoc Committees: Can be created by the Leadership Circle as it deems appropriate.

VIII. Ministry Teams:

- A. Ministry Teams may be developed by the pastor, Leadership Circle, or Covenant Partners of the church.
- B. Ministry Teams will work in consultation with the Pastor(s) on ministries that further the mission and vision of Hope Central Church.
- C. Ministry Team Leader's authority and responsibility includes:
 - i. Recommending priorities and goals for programming in that ministry and for the spiritual direction of the congregation as it relates to that ministry.
 - ii. Planning, implementing, and evaluating activities and events in the life of the church related to that ministry.
- D. Most Ministry Team Leaders will serve an initial one-year term that may be extended by mutual agreement.
- E. Ministry Team Leaders will meet monthly one-on-one with the pastoral staff and at least two times a year as a group of Ministry Team Leaders.

IX. Staff:

A. Pastor:

- i. The pastor(s) will be called as spiritual leader(s) and head administrator(s) of the community, supported and empowered by the congregation to freely lead the community. Pastor(s) should maintain high moral standards, feel commitment to a growing spiritual life, be ordained, hold a Master of Divinity degree, and have sufficient training and experience for the needs of Hope Central Church.
- ii. Dismissal of Clergy. If a member of the pastoral staff loses the support or confidence of the congregation or the Leadership Circle, or if other serious problems arise that may ultimately warrant the dismissal of the pastor or a change in the call agreement, the Leadership Circle shall initiate whatever procedures it deems appropriate to solve the problem or restore support or confidence in the pastor. If such procedures are unsuccessful, the Leadership Circle shall make appropriate recommendations or seek guidance from the congregation. The Leadership Circle may, if appropriate, seek guidance or assistance from the two denominations that support them.

- iii. The pastor shall attend all Leadership Circle meetings as appropriate and shall prepare a report of his/her activities over the previous month, bring to the church news and issues relating to the wider Church, participate in discussion and planning and provide spiritual direction.
- iv. The Leadership Circle will arrive at an adequate compensation package to offer the pastor on a yearly basis that can adequately be met by the church budget.

X. Finances

A. Fiscal year is the same as the calendar year – January through December.

B. Budget process:

- i. The budget process starts by committees and ministries making their monetary requests for the upcoming year to the Stewardship and Finance Team.
- ii. That team then implements a Stewardship campaign, letting congregation know of the vision and requests of ministries and standing committees.
- iii. With the pledge amounts in mind, the Stewardship & Finance Team develop a workable budget and submit it to the Leadership Circle.
- iv. The Leadership Circle reviews the draft budget, makes any changes it may deem necessary and submits it to a congregational vote at the annual meeting.
- v. This then becomes the budget and any changes between line items must be approved by the Leadership Circle. Any line item change amounting to \$5,000 or more must additionally be approved by a congregational vote at a special congregational meeting.
- vi. A minimum of 10% of actual annual income will be tithed to Social Justice and Outreach ministries.

C. Audit & Financial Control:

- i. Check signing: At all times, there shall be at least two, but no more than four individuals, who are authorized to sign checks. Those authorized to sign checks shall be designated by the Leadership Circle. For all checks of \$2,000.00 or more, other than salary checks, the signatures of two individuals shall appear on such checks. Similarly, for all withdrawals of \$2,000.00 or more from the savings account, the signatures of two members shall be required.
- ii. Internal Audit: An internal audit shall be conducted annually. The audit shall consist of a review of all of the financial records of Hope Central Church. The moderator shall appoint an individual or a committee to conduct the internal audit.
- iii. External Audit: An external audit shall be completed every three years. The external audit shall be completed by a Certified Public Accountant or by an otherwise-qualified

accountant. The Leadership Circle shall budget appropriate funds to pay for the services of an accountant to conduct the external audit.

- iv. The treasurer shall provide to the Leadership Circle current financial information for all meetings. The Leadership Circle shall provide current financial information to Covenant Partners at least monthly.

XI. Amending By-laws:

- A. By-laws may only be amended by two-thirds vote of the congregation.