



**hope central
church.org**

Annual Report 2014

Submitted for the Annual Meeting February 8, 2015

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Slate of Candidates for 2015:

Leadership Circle :

Nancy Azar
Terry Steeden
Nina Swift

Nominating Committee Openings:

J Conlon
Elizabeth Simpson
Devin Schmueli
Abbi Holt
Mary Ann Rodrigues

2015 Denominational Representatives:

DOC:

Alan Bone
John Brock
Nina Swift

UCC:

J Conlon
Alex Shea

Leadership Circle Slate Biographies

Nancy Azar (renewing): Nancy Azar is wrapping up the third year of her first term on the Leadership Circle, the last two of which she has served as Moderator. She has loved the experience so much that she willingly raised her hand to be nominated to serve another three-year term. Nancy, along with her wife, J, has been a member of Hope Central church since its inception 5 years ago. Prior to that, they were covenant partners in the initial charter of Hope church.

Nina Swift: Nina Swift began attending Hope Central Church in the Spring of 2012 and became a covenant partner soon after. In the Fall of 2013, Nina was accepted by the Discernment Committee as a candidate for ordination as a member of the Disciples of Christ. Nina has served Hope Central in a wide variety of capacities since joining: participates on the Worship Committee Team; helps organize community events such as Ella Baker film and community discussion; organizes support and hospitality for special liturgical events; frequently participates in Sunday worship as Liturgist and leading Prayers of the People; participated in co-leading worship at Rogerson House.

Terry Steeden (renewing): Terry began attending Hope Central upon a move from Minneapolis, on Palm Sunday three years ago, and soon joined as a covenant member. Terry has participated with a number of teams, including the Leadership Circle, worship-planning, stewardship, weather proofing the building with MA Interfaith Power assistance, capital campaign and the new boiler system installation. Terry's background includes being an ordained minister off and on, and 30 years as a computer consultant.

Nominating Slate Biographies

J Conlon (renewing): 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 Imagining 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.

Abbi Holt: Abbi has been active with Hope Central Church for many years. She previously served on the Leadership Circle and is actively engaged with ministry to reach out to local community. She chaired and served on our ministry of justice and compassion, and has outfitted many of the members of the congregation with bikes that are perfect for them. Abbi teaches in the Arlington School System and can often be found coaxing new creations from old wood.

Mary Ann Rodrigues: Mary Ann has been at Central Congregational/Hope Central for almost 13 years. Mary Ann was raised Catholic and this is the first church that she and her husband ever joined. She has served on two search committees, and she organizes many projects throughout the year—including ordering the Easter Lilies and Christmas Poinsettias, Christmas baskets (making sure we have gift cards and enough food for 15 food baskets), and the potluck on International Sunday.

Devin Schmueli: Devin currently attends Andover Newton Theological School and is preparing his ministry to become a pastoral care provider. Devin previously served as HCC's Director of Children's Spiritual Formation. Devin's work on the Nominating Team aligns with Devin's passion to connect people with new ways of engaging with their spirituality and will help Devin prepare for future ministerial service.

Elizabeth Simpson: Elizabeth first attended Hope Central Church in the fall of 2012 and happily became a Covenant Partner about a year later. She has recently joined the Called to Care Team and has been looking for more ways to become involved in church. She is a clinical social worker in private practice and lives with her partner, Ryan, in Roslindale.

2015 Annual Budget Cover Letter

Dear Beloved of Hope Central Church,

In accordance with our bylaws for fiscal stewardship of our community, the Leadership Circle (LC) in conjunction with the Finance Team presents the attached copy of three proposed budgets for 2015 (Austere, Conservative, and Dream). We will vote on a budget at our annual meeting where in which the LC will announce their recommendation; so, I ask that you please review the attachment and if you have any questions, please talk to someone in the Leadership Circle or Finance Team.

The Finance Team and LC worked vigorously to devise three budgets that show our financial responsibility through where we dream to move our congregation which is in alignment with the vision of Hope Central Church as a nurturing, sustaining, and growing community. The budgets reflect what Hope Central is capable up achieving in 2015 as we continue focusing on growing our Program Centered Congregation where the pastors set the vision with the Leadership Circle to pass down to the various ministries, and the work of the congregation is done by the pastors, the staff, the lay people, each according to their gifts.

We calculated our pledge income to be \$170,339 using an average of the past three years' pledge fulfillment percentages (2012-96%, 2013-97%, 2014-99%) multiplied by our 2015 pledge amount (97.33% x \$175,012). The pledge offerings combined with plate offerings and rental income comes to a total income of \$325,963 projected for 2015. We have budgeted for our expenses based upon the vision and expectations received from the pastors, LC, and various ministries/team. Therefore, comments have been provided by line to explain the budgeted amount. This resulted in Total Expenses of \$329,470 for the Austere budget, \$346,052 for the Conservative budget, and \$384,491 for the Dream budget for 2015. This budget presents a net deficit of -\$3,507, -\$20,088, and -\$58,528, respectively.

As you can see, the Leadership Circle and Finance Team worked relentlessly to provide visionary yet financially responsible budgets. We are a strong faith-based congregation that believe 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 these budgets so that we may choose the budget that best fits our vision?

In Warm Regards,

Submitted by Erica Rose

Treasurer, Hope Central Church

ericanrose@gmail.com

Hope Central Church
2015 Proposed Budget

Key	
	Will be reduced for Austere Budget
	Pending more information or action
	No Budget submitted
	Add Line to Budget in QuickBooks

2015 Proposal with Comments

	2015 Proposed Austere Budget	2015 Proposed Conservative Budget	2015 Proposed Dream Budget	Comments
Income				
4100 Pledge Offerings	170,339.18	170,339.18	170,339.18	Stewardship has raised \$175,012 from 73 givers as of 1/23/2015 X 97.33% fulfillment rate
4150 Plate Offerings	11,500.00	11,500.00	11,500.00	Based on 2014 Actuals as of 1/15/2015
4155 Fundraising Income	0.00	0.00	0.00	Received by LC
4160 Share Campaign Income	0.00	0.00	0.00	Not Budgeted for
4161 Sexton Income	0.00	0.00	0.00	Not Budgeted for; will be offset by Sexton Fee
4162 Interest Earned	0.00	0.00	0.00	Not Budgeted for
4200 Special Gifts	0.00	0.00	0.00	Not Budgeted for
4210 Special Event	0.00	0.00	0.00	Not Budgeted for
		\$		
Total 4200 Special Gifts	\$ -	-	\$ -	
4300 Rental Income				
				Based on current rates (please see attached sheet) which includes The Mosaic School through the end of the year if Kim renews the lease at \$6,766.34.
4330 Long Term Rental	108,323.70	108,323.70	108,323.70	
4340 One Time Rental	2,300.00	2,300.00	2,300.00	Based on 2014 Actuals as of 1/15/2015
4350 Parking Rents	33,500.00	33,500.00	33,500.00	Based on 2014 Actuals as of 1/15/2015
	\$	\$	\$	
Total 4300 Rental Income	144,123.70	144,123.70	144,123.70	
4500 Interest Income				
	\$	\$	\$	
Total Income	325,962.88	325,962.88	325,962.88	
	\$	\$	\$	
Gross Profit	325,962.88	325,962.88	325,962.88	
Expenses				
5100 Minister Compensation				
5120 Minister Salary	36,734.07	36,734.07	38,927.35	Dream Budget asks for 3% Raise
5121 Ministers FICA	5,564.16	5,564.16	5,731.94	FICA @ 7.65%
5125 Housing Allowance	36,000.00	36,000.00	36,000.00	Approved by LC
				Will be on partner's insurance; amount will hit Salary line
5170 Ministers Health Insurance	0.00	0.00	0.00	
5172 Travel	690.00	690.00	710.70	Dream Budget asks for 3% Raise
5173 Supplies & Materials	0.00	0.00	0.00	No Budget needed
5174 Minister Continuing Education	500.00	500.00	515.00	Dream Budget asks for 3% Raise
5175 Minister Retirement	10,182.77	10,182.77	10,489.83	14% of Housing Allowance and Salary
	\$	\$	\$	
Total 5100 Minister Compensation	89,671.00	89,671.00	92,374.82	
5300 Minister discretionary fund				
5310 Ministers Discretionary	500.00	500.00	500.00	Per Laura Ruth
5320 Ministers Discretionary Fund	500.00	500.00	500.00	Per Laura Ruth

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professional

	\$	\$	\$	
Total 5300 Minister discretionary fund	1,000.00	1,000.00	1,000.00	
5400 Associate pastor Compensation				
5410 Associate Ministers Salary	13,700.00	13,700.00	13,700.00	Maximum Cash Salary is \$25,700 which is reduced by the Housing Allowance
5411 Associate Pastor SS Offset	0.00	0.00	0.00	Will use FICA account
5412 Associate Pastor Housing Allowance	12,000.00	12,000.00	12,000.00	
5413 Associate Pastor Health Insurance	7,000.00	7,000.00	7,000.00	
5414 Associate Pastor Travel	350.00	350.00	350.00	
5415 Associate Pastor Professional Expenses	500.00	500.00	500.00	
5416 Associate Pastor Continuing Education	500.00	500.00	500.00	
5417 Associate Pastor Retirement	3,983.50	3,983.50	3,983.50	
5420 Associate Pastor FICA	1,966.05	1,966.05	1,966.05	FICA @ 7.65%
	\$	\$	\$	
Total 5400 Associate pastor Compensation	39,999.55	39,999.55	39,999.55	Based on Agreement
5800 Church Administration Wages/Benefits				
5810 Church Admin-Wages	20,800.00	20,800.00	20,800.00	Based \$20/hr. for 20hrs/week for 52 weeks
5871 Church Admin-FICA	1,591.20	1,591.20	1,591.20	FICA @ 7.65%
Total 5800 Church Administration Wages/Benefits	\$ 22,391.20	\$ 22,391.20	\$ 22,391.20	
6400 Utilities				
6411 Fuel Heating	0.00	0.00	0.00	Not needed with new system 6428 act 2014. add 1500 per month for Jan-march April through may add 400 per month Oct. through Dec add 750 less 750 for Dec 2014 called NG for estimate
6412 Gas/Electricity	11,728.00	11,728.00	11,728.00	
6413 Water/Sewer	2,500.00	2,500.00	2,500.00	Per Lisa Pilat's research
	\$	\$	\$	
Total 6400 Utilities	14,228.00	14,228.00	14,228.00	Per Lisa Pilat's research
6500 Building and Grounds Expense				
6512 Repair & Maintenance	7,695.00	7,695.00	7,695.00	\$2,695 act for 2014 plus \$5,000 for window glazing and storm windows or what the LC deems necessary (Approved \$2150 for Mosaic School repairs in January 2015)
6513 Waste Removal	1,764.00	1,764.00	1,764.00	147.00 per month for 12 months - confirmed no increase in 2015
6514 Grounds Keeping	200.00	500.00	2,000.00	Vegetable Garden for Austere Budget
6515 Building Supplies	2,500.00	2,500.00	2,500.00	2500 based on average of 2013 and 2014
6516 Janitorial Wages	18,988.00	18,988.00	19,557.64	Dream Budget asks for 3% Raise 125.82 to 131.70 plus 180 for fire inspection annual. Average increase per year is 5.88
6517 Fire Alarm Service	707.00	707.00	707.00	based on 2014 actuals; Landscaping and Snow Plowing Only
6518 Landscaping/Snowplowing	9,500.00	9,500.00	9,500.00	
6521 Building Insurance	8,765.00	8,765.00	8,765.00	based on actual Invoice 12/14
6522 Insurance WC	2,865.00	2,865.00	2,865.00	per new audit 12/14 Austere: Raise of 3% to Lisa who is overworked; Conservative: Increase hours from 20 to 25hrs; Dream: Increase hours from 20 to 30hrs
6531 Building Manager Salary	28,119.00	35,148.75	42,178.50	
6571 Janitorial wages FICA	1,452.58	1,452.58	1,496.16	FICA @ 7.65%
6572 Building Manager FICA	2,151.10	2,688.88	3,226.66	FICA @ 7.65%

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	\$	\$	\$	
Total 6500 Building and Grounds Expense	84,706.69	92,574.21	102,254.95	
6518 Sexton Fee	0.00	0.00	0.00	Not budgeted for; will be offset by Sexton Income
6520 Bad Debts				
7100 Social Justice Ministry	18,183.92	18,183.92	18,183.92	10% pledge and plate
7111 Contributions/Mission	0.00	0.00	0.00	Not Budgeted For
	\$	\$	\$	
Total 7100 Social Justice Ministry	18,183.92	18,183.92	18,183.92	
7140 Seminarian In Care Support	0.00	500.00	500.00	Per Laura Ruth & LC
7170 Psychological Exam Expense	600.00	600.00	600.00	Per Laura Ruth
	\$	\$	\$	
Total 7140 Seminarian In Care Support	600.00	1,100.00	1,100.00	
7200 Music Ministry				
				Morning: 3 musicians @ \$80 per week for 52 weeks & Evening: 1 musician @ \$80 per week for 52 weeks; Dream Budget: Music Leader @ \$80 for 52 weeks and 3 professional singers @ \$50 for 52 weeks
7211 Musicians	13,440.00	13,440.00	25,400.00	
7212 Director of Music	20,020.00	20,020.00	20,620.60	Dream Budget asks for 3% Raise
7220 Music Director FICA	1,531.53	1,531.53	1,577.48	FICA @ 7.65%
7221 Music Director SS tax	0.00	0.00	0.00	
	\$	\$	\$	
Total 7212 Director of Music	21,551.53	21,551.53	22,198.08	
7213 Guest Musicians	400.00	400.00	400.00	Subs for Vanessa 4 times a year
7214 Audio/Visual	1,560.00	1,560.00	1,560.00	Gillian @ \$30/ week for 52 weeks
7217 Musician FICA	119.34	119.34	119.34	FICA @ 7.65%
	\$	\$	\$	
Total 7214 Audio/Visual	1,679.34	1,679.34	1,679.34	
7215 Music Supplies	400.00	800.00	800.00	Based on last year's budget
7216 AV Supplies	2,000.00	2,000.00	2,000.00	Per Laura Ruth
	\$	\$	\$	
Total 7200 Music Ministry	39,070.87	39,070.87	51,677.42	
7250 Worship and Hospitality				
7251 Worship Materials and Supplies	780.00	1,000.00	1,000.00	Per submission by Suzanne W. & LC Input
7257 Hospitality Events	0.00	0.00	0.00	Included in 7258 Hospitality Supplies
7258 Hospitality Supplies	800.00	1,000.00	1,500.00	Per submission by Nancy A. & LC Input
	\$	\$	\$	
Total 7250 Worship and Hospitality	1,580.00	2,000.00	2,500.00	
7300 Religious Education/Childcare	0.00	0.00	0.00	
7311 Coordinator Childcare/Education	0.00	0.00	0.00	
				Mother's Helpers @ \$60 per service (Evening Service only): Austere: 17weeks, Conservative: 25weeks, Dream: 52weeks
7312 Childcare Staff	1,020.00	1,500.00	3,120.00	
7315 Childcare FICA	0.00	0.00	0.00	
	\$	\$	\$	
Total 7312 Childcare Staff	1,020.00	1,500.00	3,120.00	
7314 Supplies Religious Ed/Childcare	1,025.00	1,025.00	1,025.00	\$325 for curriculum & \$700 for supplies for our multiple classrooms
7331 Religious Education/Adult	250.00	400.00	400.00	Based on last year's budget and LC input
7333 Field Education Expense	0.00	2,000.00	2,000.00	Per Laura Ruth
	\$	\$	\$	
Total 7300 Religious Education/Childcare	2,295.00	4,925.00	6,545.00	
7400 Fundraising Expense	200.00	200.00	500.00	Dream budget: Per LC
7500 Missions and Memorials				

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7511 Missions	0.00	0.00	0.00	Not budgeted for
7513 Flowers	0.00	0.00	0.00	Not budgeted for
		\$		
Total 7500 Missions and Memorials	\$ -	-	\$ -	
8200 Church Growth/Marketing				
8212 Communication/Expenses	750.00	2,504.00	3,504.00	Per Communication's Proposal and Conservative: \$1000 webmaster, Dream: \$2000 Webmaster
	\$	\$	\$	
Total 8200 Church Growth/Marketing	750.00	2,504.00	3,504.00	
8400 Nominating Team				
8410 Nominating team expenses	100.00	250.00	500.00	Based on last year's budget; per Nancy A. & LC Input
	\$	\$	\$	
Total 8400 Nominating Team	100.00	250.00	500.00	
8500 Dues and Fees				
8511 Denominational Dues	2,500.00	2,500.00	2,500.00	Based on actuals
8519 Misc Dues/Fees	150.00	150.00	150.00	Based on actuals
	\$	\$	\$	
Total 8500 Dues and Fees	2,650.00	2,650.00	2,650.00	
8900 Administration				
8910 Copier Lease	1,250.00	1,250.00	1,250.00	Per Lisa Pilat's new copier lease email
8911 Telephone/Internet	2,500.00	2,500.00	2,500.00	Based on actuals
8913 Payroll Expense	1,234.00	1,234.00	1,234.00	Based on Paychex quote; see email sent to LC
8915 Bank/Processing Fees	400.00	400.00	400.00	Based on actuals
8929 Office Supplies	1,600.00	1,600.00	1,600.00	Based on actuals; Spent with approval and supervision
8931 Computer Expenses	600.00	600.00	600.00	Two new Desktop computers; will ask congregation if they could donate old computers
8932 Office Equipment Expenses	0.00	0.00	0.00	Not budgeted for
8933 Postage	300.00	300.00	300.00	Based on last year's budget
8999 Software Expenses	900.00	900.00	900.00	\$600 for Basecamp @ \$50 per month and \$300 for QuickBooks
	\$	\$	\$	
Total 8900 Administration	8,784.00	8,784.00	8,784.00	
Total Expenses	326,210.22	339,531.75	368,192.86	
	\$	\$	\$	
Net Operating Income	(247.34)	(13,568.87)	(42,229.98)	
Other Expenses				
Savings Account	3,259.63	6,519.26	16,298.14	Per recommendation by LC; Austere: 1% of Total Income, Conservative: 2%, Dream: 5%
	\$	\$	\$	
Total Other Expenses	3,259.63	6,519.26	16,298.14	
	\$	\$	\$	
Net Other Income	(3,259.63)	(6,519.26)	(16,298.14)	
	\$	\$	\$	
Net Income	(3,506.97)	(20,088.12)	(58,528.12)	

Reports

Moderator's Report

Wow, what a big year 2014 has been!

2014 was the year in which we began to dream BIG and imagine what we could be. As it would happen when we dream and imagine, in 2014 we also began to realize our dreams.

There has been a lot activity this year – some “bigger” than others. In addition to searching for and calling our first Associate Pastor and installing a new heating system, which you will read about elsewhere in this report, we planted a community garden, organized to eradicate systemic racism, fed the people at the Pine Street Inn, and clothed some children at the Curley School.

We've also had significant changes in how we do hospitality, how we minister to the needs of our building, how we work with staff, and how we communicate with each other, just to name a few.

These changes, in my opinion, are signs that we are growing into ourselves, and, because we are a learning congregation, we are learning how to be what we are becoming.

There have been some bumps, but most of those have been small. As you read through this report, I think you will agree. We have accomplished a great deal in this last year, and because of the hard work of too many people to mention, it all seemed so easy.

I hesitate to name names, for surely I will omit someone who has played a significant role in our successes this year, but I cannot go without calling out our incredible staff, especially Lisa and Jen who work to keep us all glued together, as well as my colleagues on the Leadership Circle. I am truly grateful for their tireless efforts and unyielding devotion to this community.

One of the greatest lessons I have learned serving on the Leadership Circle, and as your moderator these last two years, is the meaning of Faith. Give it to God, and God will give you the answer in return. We gave our dreams over to God, and look what we received in return!

God is, indeed, good...All the Time!

Blessings for a healthy and prosperous 2015,

Nancy Azar

Moderator

Pastor's Report

Dear Beloved,

We are a growing congregation, learning, praying. We are a people making ultimate meaning, moving toward the heart of God, and contributing to the repair of the world. I know you've heard me say these things many times.

But I want to add this – I think we are a risking congregation – we keeping risking the visions we cast because of God's call to us – and following up with old fashioned good hard work. Two years ago, we risked getting financing for our new furnace. Then, we risked hiring a company to rip out our barely working, but only source of heat to make way for a new furnace. And voila! Our new furnace is in, our fuel bills are much smaller, our pollution output is WAY smaller – and the fear of impending doom and throwing good money after bad is gone.

Last year, we risked calling our second clergy person and we got Courtney Jones as Pastor of Children's Spiritual Formation – not only can we pay for her this year, look what our risk has given us – a well organized and growing Sunday School with committed teachers, a great curriculum, and three faithful volunteers every Sunday morning.

We also risked thinking again about our evening service and our morning service. Our morning service has grown in attendance, and also in depth. Our evening service is making its way to being it's own glorious thing, with singing, Bible Study, and Communion. Our evening service isn't what it was. Some of us worried our congregation would cease to be recognizable to us if we risked changing the evening service. It has been a grief to some to lose the old evening worship, they way it was, but we are still who God has made us to be, just rearranged some, and further along the spiritual journey.

This year, 2015, I think we are risking more things –

1. expanding our administrators' hours,
2. making Sunday School space through negotiating our lease with the Mosaic School for the sharing of classrooms on Sunday mornings.
3. asking Vanessa to continue to open our music, to dream and experiment with the music we do so that our worship may come to be recognizable across race – so that the people of Hope Central, 75% of the time, hear music that reflects themselves.
4. raising the necessary money outside our operating budget, for three years, for a part-time Associate Pastor who is a person of color. I believe in three years, we will have grown enough to pay for this part-time pastor.

In 2014, our community began more widely to own the spiritual/physical work of our congregation. People began to show up saying they wanted to clean out a corner of the church, repair the hymn rack on a pew, lead a group of teenagers, volunteer at Pine St. Inn, bring clothes and coats for the Curley School, take up leadership of a team, clean up after coffee hour, show up to host a wedding or gathering, just because the community, the people, the building, all are ours. I hear of you calling on each other when we're sick, or fed up with life. I see us making connections across race and class, across denomination and theological belief. I see people learning how to pray for the sake of

community. I see people trying out new things to see if the activity aligns with spiritual gift. I experience the flexibility of our willingness to be a learning congregation with such joy – because it means that we are following, together we are following something greater than our ego, privilege, and pre-conceived ideas about how things ought to go. I see us being Christ to each other.

I see us unfolding, beloved people of Hope Central – and this is my hope for us in 2015 – that we begin the risk of more boldly exploring our spiritual resources – ones that are Christian, and taking wisdom from the great religious traditions so to open Christianity for us, not as a belief system, but as a means of our enlightenment. I want us to own and open our sacred scripture, Bibles for our grown ups and Bibles for our kids. I want to explore what is liberative there. I want to explore forming prayer partners. I want us to sing songs and hear music that opens the doors to our hearts. I want us to heal, to recover, and to support this healing and recovery, so that by our healing God is known to us as individuals and as people. I want us to risk using language to describe our spiritual longings and experience. I want to ask our painters to paint, our poets to write, our composers and authors to compose what will open heaven for us so we may see God.

Beloved, let us love one another. Love is from God, and everything, everyone that loves is born of God, and knows God. I John 4:7.

Love,
Laura Ruth

Associate Pastor's Report

Dear Beloved,

What an incredible year 2014 was! Hope Central Church discerned that the time was right to hire an Associate Pastor of Children's Spiritual Formation. I was called on June 29, and it has been an unbelievable six months. My transition from student to pastor has been as smooth as could be expected, in large part due to those who began the work of creating the Sunday school program at Hope Central. We are building on the years-long work of Patti Ryan, Matt Mulder, Karla Miller, and Devin Shmueli—these folks, and many others, worked hard and laid a solid foundation. Thank God for their dedication. And please, when you see them, thank them, too!

Since July, we have begun working with a new curriculum, Whole People of God. In early September, a large group of people, including some of our children, cleaned, sorted, and prepared space for our three classrooms. Brienne McLaughlin leads the nursery (ages 0-3), I lead ages 4-K2 (with the help of others, like Patti Ryan, Laura Ruth, and Suzanne Wolk, who have each led my class on Sundays when I was leading worship), and Lisa leads grades 1-3. Our Sunday school teachers are wonderful, faithful people who give of themselves week after week in service of our children's spiritual development. Lots of adults, both parents and non-parents, have volunteered in Sunday school and/or Parents' Night Out. The Sunday school volunteer slots have been consistently filled weeks and sometimes months in advance. Each time we have asked for extra hands, someone has stepped forward. We are building this program together, and that is such a lovely, God-kissed way to be church with and for our children. We have also been working to make space for children in worship. In November, the children led the prayers of the people. In December, they sang "Away in a Manger" as a prelude, under the skilled leadership of Vanessa Morris. Vanessa and I look forward to collaborating more in the future to have music as an integral part of our children's spiritual lives.

There is more still to come as the children's spiritual formation program gains momentum: service projects, more worship participation, visioning for the future, stabilizing the good work we have begun. Additionally, it will not be long before we need four classrooms; new families will come with children of all ages. We have some teens and tweens who understand themselves as part of our community, and our current children will be tweens and teens before we know it. We are beginning to see the next steps coming into focus, and the now-forming Children's Spiritual Formation team will be supporting those next steps. My schedule is finally more solid, and I look forward to continuing to meet with our families, parents and children together, to hear their hopes and dreams and to discern how best to support our families. If there is one thing I've learned in my brief time as pastor, it is how incredible our families are. While doing their own spiritual work, our parents are also working hard to help their children grow into spiritually grounded, wise, kind, strong people. It's a wonder to watch.

While I am deeply grateful to so many of you who have contributed to our growing program and to so many who have helped in my transition process, I want to say extra special thanks to a few people who have been especially integral to my work in these early months. Carla Imperial worked on behalf of the Search Committee to help prepare my office, and John Brock helped Carla paint on an extremely hot day. Lisa Price and Brienne McLaughlin helped talk through curriculum needs and eased the transition by their knowledge of the kids and by their very presence. Ellen Snoeyenbos helped with children in our evening service for several weeks. Our parents have been so helpful, working hard to get their children to Sunday school consistently, volunteering their time and energy on behalf of the program. Laura Ruth has, of course, been a terrific colleague, and we have taken to heart the importance of functioning as a pastoral team. Last, but certainly not least, I would like to introduce you to my Pastor's Support Team: Jill Seaman-Chandler, Erica Rose, Ryan Bissi, Candace Chang, and Nina Swift. How grateful I am to be accompanied in this work by such knowledgeable, honest, open-hearted folks.

It has only been six months, and already so many unbelievable moments of grace. I can only imagine what the next year holds, and I look forward to seeing where God calls us next!

Love,

Courtney

Musical Director Report

It's been a year of growth. It feels like Hope Central overcame many challenges in 2014. Or rather it feels like Hope Central has really learned how to meet challenge head on. When I think back to January 2014, I remember I was doing 2 services each week. We were about to do our 4th Taize Sunday and the Evening Imaging Team had organized 4 Sunday services. We were talking about a new furnace or looking at our options. We had just added a new associate Pastor. I mention all of this, just as reminder of where we were psychologically and spiritually as a Church.

One of my favorite things about Hope Central is that we ask hard questions. We never "dial it in". We're always reaching beyond our comfort zone. And that hard work is paying off. There's the saying, "you get what you give." We give on so many different levels at Hope Central. The Choir has grown; it's more consistent in number and quality. The rehearsals around Christmas were both beneficial and fun. I look forward to rehearsing in preparation for Easter. The children have been singing in Church. Remember Children's Sunday and their Christmas Prelude on December 21st?

The morning Hope Central church band is awesome! Neil, Gillian and Bobby continue to rock my socks off. More and more folks continue to join the Church! We have a great furnace. Remember all the weeks we had Church in the Parlor last winter? It's a distant memory. There have been more guest musicians. Rico played bass, MaryAnn sang a duet, Andree played guitar, Angela sang and played cello, Julia and Jeanne sang together and Leslie played violin. And that's just off the top of head!

We're growing into a more participatory congregation. What's does mean? You can say, sing or chant Amen anytime you want. You can sing with the choir or from the pews. You can stand up and dance if the spirit moves you. Or clap your hands to Gillian and Bobby's beat.

It just feels like we're on an upswing and have been on one for a while. Collectively, we're more optimistic. We've become a hopeful congregation which is a truly a blessing. I look forward to our continued growth as we strive, work, sing, pray, dance and pray together.

Vanessa Morris

Clerk's Report

2014: HOPE CENTRAL CHURCH STATS

Total Covenant Partners: 115

Children: 79

New Covenant Partners:

February, 2014: Ryan Bissi

Elizabeth Simpson
Julia Herzig
Kathy Hanlan
Sara Holland

April, 2014:

Candace Change
Susan Clinkenbeard
Christine Storti

May, 2014:

LJ Wooden

June, 2014:

Devin Schmueli

October, 2014:

Seth Robinson
Courtney Jones
Sari Mauro
Asher Rodriguez

November, 2014:

Danna Gobel
Walter Chick

December, 2014:

Sue Harvey

(January, 2015):

Liam Sullivan
Susan Lacefield

Births:

Sawyer Singleton
Aurora Newman

Marriages:

5/3/14	Christine Schaetter Storti and David Storti
5/10/14	Beth Chandler and Jill Seaman Chandler
6/17/14	Lisa Price and Carla Mahina Moore
9/6/14	Cat and Marsha Anglin

Deaths: None

Dedications:

1/19/14	CJ Schmidt
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Baptisms:

3/16/14	Robin Bartlett Isaac Linscott
6/15/14	Maya Woods Hannah Woods
10/25/14	Nevaeh Chambliss

Submitted By: Ellen Snoeyenbos, Clerk

Called to Care Team

The called to care team has continued to deepen its work attending to the pastoral needs of the congregation of Hope Central Church and learning about the power of prayer. In 2014, Kathy Bermingham left this team and in 2015, Elizabeth Simpson will join Megan Jewett, Beverly Pacheco, Ben Perkins, Patti Ryan, Jill Seaman-Chandler, Courtney, Laura Ruth and me to continue our work as a confidence keeping ministry.

During 2014, the called to care team has continued to hold our congregation in care through prayer. We serve on the weekly prayer team and pray individually with folks during communion in the back of the sanctuary. We were involved with planning and supporting our community during our Lenten theme of Forgiveness and our fall theme of Prayer. We will be present this Lenten season as we consider Fear. Although Kathy Bermingham is no longer a formal member of this team, she has continued the ministry of offering monthly services at Rogerson House which is a great service. 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 to minister to the concerns of our church family.

Our team meets once a month. During these meetings we pray and learn together about bringing God's love and compassion to the concerns of our congregation. We are blessed to be called to serve the Hope Central community and look forward to continuing to do this work in 2015.

-Barbara McQueen

Capital Campaign Report



The Capital Campaign was established in 2013 and officially launched in 2014 to fund the purchase and installation of our much-needed furnace. The goal of the three-year campaign is to fully fund the entire project, enabling the church to keep all income from building rentals, pledges, and plate donations in our Operating budget. Thanks to the generosity of this loving community, we are well on our way to achieving this goal.

To date 42 households have pledged a total of \$248,554 over a three year period. We have received a total of \$139,251 or 56% of the total amount pledged, with 2 years remaining in the campaign.

As we look forward to 2015, we are still shy \$151,446 in pledges of the \$400,000 project cost. We are looking forward to implementing the third and final phase of the campaign in the Spring of 2015 to close this gap.

Warm thanks to everyone who is making this goal a reality.

The Capital Campaign Team

Discernment for Ordination 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.

Alan Bone, John Brock, Kathy Hanlan, Rev. Laura Ruth Jarrett, Andy Linscott, and Annie Rousseau served on the Discernment for Ordination Team in 2014. The Team was especially excited to welcome Kathy Hanlan and Annie Rousseau as new members this past fall.

Over the course of the year, the Discernment for Ordination Team met at least once with all of our persons in care for discernment: Alex Shea Will (UCC), Ben Perkins (DOC), Mary Eaton (DOC), and Nina Swift (DOC).

In December, Kathy Hanlan led the team in organizing and preparing for Alex Shea Will's Ecclesiastical Council Meeting, which was hosted by Hope Central. The Team was proud of Alex, who did beautifully.

Looking forward to 2015, the Team is excited to welcome new members to our group of persons in care for discernment for ordination.

Warm Regards,

Andy Linscott

Finance Team Annual Report

Dear Beloved of Hope Central Church,

What a wonderfully blessed year this has been for Hope Central Church for the third consecutive year! In 2014, we generated a net income (reserve) of \$20,458 through exceeding our budgeted pledge amount by \$5K and increasing the pledge fulfillment rate to 99% as well as saving on expenses in repairs and maintenance, fuel heating, communications, and field education. As a devoted congregation, you have given your time, talents, and money to successfully surpass our budget goals.

The 2014 Financial Statement of Budget vs. Actuals, attached, shows our income of \$342,546 against expenses of \$322,580. Income exceeded budget by 1.56% due to, as stated above, the fulfillment of pledges by 99% of \$195,166 which was pledged for the year. Furthermore, we saw our expenses decrease overall by 4.33% through by applying a new approval method and accounting approach throughout the year saving on repair and maintenance, communication and field education as well as the money we saved in fuel heating costs by installing a new furnace.

On our Heat Project Profit & Loss statement, we recorded our Capital Campaign funds where we received a total of \$99,016.50 which were applied against our loans payments from the DOC in the amount of \$84K. In 2014, we expensed \$357,304 related to the heat project with the amount paid to Total Temperature Control for installation being \$339K which is 90% of the budgeted cost and the remainder for payroll and old boiler repair work.

Thanks to everyone who made our 2014 success possible.

Submitted by Erica Rose

Treasurer, Hope Central Church

ericanrose@gmail.com

Hope Central Church Budget vs. Actuals: FY2014 Heat Project

	TOTAL		% of
	Actual	Budget	Budget
Income			
4100 Pledge Offerings	0.00	0.00	
4162 Interest Earned	51.24	0.00	
9201 Heat Project Capitol Campaign Income	99,016.50	52,143.00	189.89%
Total Income	\$ 99,067.74	\$ 52,143.00	189.99%
Gross Profit	\$ 99,067.74	\$ 52,143.00	189.99%
Expenses			
9202 Old Boiler repairs	9,984.79	0.00	
9203 Heat Project Professional Fees	422.44	0.00	
9205 Heat Project Payroll Expenses	7,000.00	7,000.00	100.00%
9206 Heat Project Payroll Expenses FICA	87.71	0.00	
9207 Heat Project Payroll Expenses SS Tax	434.00	0.00	
Total 9205 Heat Project Payroll Expenses	\$ 7,521.71	\$ 7,000.00	107.45%
9208 HVAC Contractor Heat Project	257,981.00	286,645.00	90.00%
9209 Boiler Removal Heat Project	20,486.00	22,760.00	90.01%
9210 Asbestos Abatement Heat Project	25,896.06	28,680.00	90.29%
9211 Electrical Heat Project	35,012.00	38,902.00	90.00%
Total Expenses	\$ 357,304.00	\$ 383,987.00	93.05%
Net Operating Income	\$(258,236.26)	\$(331,844.00)	77.82%
Net Income	\$(258,236.26)	\$(331,844.00)	77.82%

Hope Central Church Budget vs. Actuals: December 2014 P&L

	2014 TOTAL		
	Actual	Budget	% of Budget
Income			
4100 Pledge Offerings	192,409.57	187,359.00	102.70%
4150 Plate Offerings	11,682.27	12,000.00	97.35%
4155 Fundraising Income	6,414.69	3,500.00	183.28%
4162 Interest Earned	1.68	0.00	
4200 Special Gifts	717.00	0.00	
4210 Special Event	319.00	0.00	
Total 4200 Special Gifts	\$ 1,036.00	\$ -	
4300 Rental Income	0.00	0.00	
4330 Long Term Rental	94,900.81	102,220.00	92.84%
4340 One Time Rental	2,340.00	4,200.00	55.71%
4350 Parking Rents	33,760.50	28,000.00	120.57%
Total 4300 Rental Income	\$131,001.31	\$134,420.00	97.46%
4500 Interest Income	0.82	0.00	
Total Income	\$342,546.34	\$337,279.00	101.56%
Gross Profit	\$342,546.34	\$337,279.00	101.56%
Expenses			
5100 Minister Compensation	0.00	0.00	
5120 Minister Salary	44,495.24	42,230.00	105.36%
5121 Ministers SS Offset	5,378.52	5,068.00	106.13%
5125 Housing Allowance	22,820.16	23,690.00	96.33%
5170 Ministers Health Insurance	4,550.82	7,515.00	60.56%
5172 Travel	0.00	690.00	0.00%
5173 Supplies & Materials	210.00	0.00	
5174 Minister Continuing Education	500.00	500.00	100.00%
5175 Minister Retirement	14,874.62	9,978.00	149.07%
Total 5100 Minister Compensation	\$ 92,829.36	\$ 89,671.00	103.52%
5300 Minister discretionary fund	0.00	0.00	
5310 Ministers Discretionary	0.00	350.00	0.00%
5320 Ministers Discretionary Fund- professional	115.21	300.00	38.40%
Total 5300 Minister discretionary fund	\$ 115.21	\$ 650.00	17.72%
5400 Associate pastor Compensation	0.00	0.00	
5410 Associate Ministers Salary	13,433.24	14,261.00	94.20%
5411 Associate Pastor SS Offset	968.52	1,092.00	88.69%
5412 Associate Pastor Housing Allowance	0.00	0.00	
5413 Associate Pastor Health Insurance	583.00	3,500.00	16.66%
5414 Associate Pastor Travel	0.00	175.00	0.00%
5415 Associate Pastor Professional Expenses	0.00	250.00	0.00%

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5416 Associate Pastor Continuing Education	0.00	250.00	0.00%
5417 Associate Pastor Retirement	0.00	1,992.00	0.00%
5420 Associate Pastor FICA	0.00	0.00	
Total 5400 Associate pastor Compensation	\$ 14,984.76	\$ 21,520.00	69.63%
5800 Church Administration Wages/Benefits	0.00	0.00	
5810 Church Admin-Wages	21,073.00	20,353.00	103.54%
5871 Church Admin-FICA	1,612.09	1,547.00	104.21%
Total 5800 Church Administration Wages/Benefits	\$ 22,685.09	\$ 21,900.00	103.58%
6400 Utilities	0.00	0.00	
6411 Fuel Heating	17,600.20	25,200.00	69.84%
6412 Gas/Electricity	7,949.59	5,000.00	158.99%
6413 Water/Sewer	2,889.79	2,200.00	131.35%
Total 6400 Utilities	\$ 28,439.58	\$ 32,400.00	87.78%
6500 Building and Grounds Expense	0.00	0.00	
6512 Repair & Maintenance	2,693.55	9,507.00	28.33%
6513 Waste Removal	1,851.60	2,050.00	90.32%
6514 Grounds Keeping	11,895.00	8,000.00	148.69%
6515 Building Supplies	2,478.30	3,000.00	82.61%
6516 Janitorial Wages	17,625.80	18,988.00	92.83%
6517 Fire Alarm Service	681.64	860.00	79.26%
6521 Building Insurance	11,693.00	11,000.00	106.30%
6522 Insurance WC	2,330.59	1,500.00	155.37%
6531 Building Manager Salary	26,615.00	27,300.00	97.49%
6571 Janitorial wages FICA	1,308.21	1,443.00	90.66%
6572 Building Manager FICA	2,049.84	2,075.00	98.79%
Total 6500 Building and Grounds Expense	\$ 81,222.53	\$ 85,723.00	94.75%
6518 Sexton Fee	570.00	200.00	285.00%
6520 Bad Debts	15.00	0.00	
7100 Social Justice Ministry	20,020.00	19,936.00	100.42%
7111 Contributions/Mission	(100.00)	0.00	
Total 7100 Social Justice Ministry	\$ 19,920.00	\$ 19,936.00	99.92%
7140 Seminarian In Care Support	0.00	500.00	0.00%
7170 Psychological Exam Expense	600.00	400.00	150.00%
Total 7140 Seminarian In Care Support	\$ 600.00	\$ 900.00	66.67%
7200 Music Ministry	0.00	0.00	
7211 Musicians	12,126.50	12,854.00	94.34%
7212 Director of Music	20,350.00	20,020.00	101.65%
7220 Music Director FICA	1,261.70	1,522.00	82.90%
7221 Music Director SS tax	295.10	0.00	
Total 7212 Director of Music	\$ 21,906.80	\$ 21,542.00	101.69%
7213 Guest Musicians	0.00	400.00	0.00%
7214 Audio/Visual	1,110.00	1,600.00	69.38%
7217 Musician FICA	0.00	977.00	0.00%

Total 7214 Audio/Visual	\$ 1,110.00	\$ 2,577.00	43.07%
7215 Music Supplies	425.13	800.00	53.14%
Total 7200 Music Ministry	\$ 35,568.43	\$ 38,173.00	93.18%
7250 Worship and Hospitality	0.00	0.00	
7251 Worship Materials and Supplies	1,146.04	1,000.00	114.60%
7257 Hospitality Events	51.65	0.00	
7258 Hospitality Supplies	526.72	1,000.00	52.67%
Total 7250 Worship and Hospitality	\$ 1,724.41	\$ 2,000.00	86.22%
7300 Religious Education/Childcare	0.00	0.00	
7312 Childcare Staff	4,650.00	4,200.00	110.71%
7315 Childcare FICA	355.71	319.00	111.51%
Total 7312 Childcare Staff	\$ 5,005.71	\$ 4,519.00	110.77%
7314 Supplies Religious Ed/Childcare	40.65	200.00	20.33%
7331 Religious Education/Adult	0.00	400.00	0.00%
7333 Field Education Expense	2,000.00	4,000.00	50.00%
Total 7300 Religious Education/Childcare	\$ 7,046.36	\$ 9,119.00	77.27%
7400 Fundraising Expense	1,855.32	0.00	
7500 Missions and Memorials	0.00	0.00	
7511 Missions	0.00	300.00	0.00%
7513 Flowers	0.00	300.00	0.00%
Total 7500 Missions and Memorials	\$ -	\$ 600.00	0.00%
8200 Church Growth/Marketing	0.00	0.00	
8212 Communication/Expenses	1,568.09	3,000.00	52.27%
Total 8200 Church Growth/Marketing	\$ 1,568.09	\$ 3,000.00	52.27%
8400 Nominating Team	0.00	0.00	
8410 Nominating team expenses	0.00	500.00	0.00%
Total 8400 Nominating Team	\$ -	\$ 500.00	0.00%
8500 Dues and Fees	0.00	0.00	
8511 Denominational Dues	2,471.00	2,500.00	98.84%
8519 Misc Dues/Fees	150.00	100.00	150.00%
Total 8500 Dues and Fees	\$ 2,621.00	\$ 2,600.00	100.81%
8900 Administration	0.00	0.00	
8910 Copier Lease	4,253.37	1,750.00	243.05%
8911 Telephone/Internet	2,461.39	2,900.00	84.88%
8913 Accounting/Bookkeeping	458.43	325.00	141.06%
8915 Bank/Processing Fees	382.60	250.00	153.04%
8929 Supplies	1,714.30	1,600.00	107.14%
8931 Computer Expenses	643.64	800.00	80.46%
8932 Office Equipment Expenses	500.00	175.00	285.71%
8933 Postage	181.30	300.00	60.43%
8999 Miscellaneous Admin Expenses	220.00	190.00	115.79%
Total 8900 Administration	\$ 10,815.03	\$ 8,290.00	130.46%
Total Expenses	\$322,580.17	\$337,182.00	95.67%
Net Operating Income	\$ 19,966.17	\$ 97.00	20583.68%
Net Other Income	\$ 491.56	\$ -	
Net Income	\$ 20,457.73	\$ 97.00	21090.44%

Furnace Replacement Project

In March of 2013, the church's 1932 steam boiler opened with a huge leak in the water tank, and we found it to be very unlikely to repair. We also took notice at the time that we were spending an average of \$52,700 per year (3 year average) on repair, fuel and water. The old system was 40-50% efficient. We expect to save more than \$40,000 per year with a new 96% efficient hot water system.

We were also creating an average of 134,000 lbs. of CO₂, 264 lbs. of SO₂ and 80 lbs. of NO₂ that went into the atmosphere each year. The new system will reduce carbon emissions by more than 60%, NO₂ by 60%, and SO₂ to zero.

While we made the attempt in 2013 to bid, finance and install a new system, the project was postponed from fall of 2013 because of the amount of time it required to rework much of our legal paperwork with the state, and also the length of time to process our loan. We also were able to work with our heating contractor to nurse the old system through the winter, with extensive repairs to the old hot water tank.

So we began installation of the new system on June 2, 2014. This was primarily deconstruction -- removing the old boiler, removing the oil tanks and pipes from the furnace room, and beginning the removal of radiators from the lower back portion of the building. Note that we were waiting for the Mosaic School to close for the summer in the end of June.

The week of June 9 radiators from the rest of the building were removed, the furnace room was cleaned up, and the installation of the new boilers began. In the following two weeks new radiators were delivered, and by the week of June 27th we helped pack up the Mosaic School so that the asbestos abatement could begin when they were closed.

As July began, the final radiators and pipes were removed and the building was prepared for the asbestos removal. We were very fortunate with the asbestos removal, in that some had been done earlier, but we were able to totally remove all remaining asbestos (other than that bound in the floor tiles). We did not have to cancel church on any of the Sundays, and the abatement was completed and tested and inspected by July 15. We had several work days so that we were ready to have the new radiators installed as soon as the final removal of the old cast iron pipes was finished (these were the ones that were covered with asbestos).

The last of July and the first two weeks in August primarily involved getting the radiators and new copper pipes installed. Each radiator has two pipes that run from the furnace room to and from the radiator. Each room is now a zone which is controlled with its own thermostat. While the radiators and pipes were in place a little ahead of schedule, the electrical work was delayed and overlapped with Mosaic moving back in the end of August. However, the electricians did much of the work after 6 pm and overnight to accommodate Mosaic begin there during the day.

The last part of August and the first weeks in September saw the final electrical connections of each radiator. Since each radiator must have its own 110 volt wiring, we were able to arrange for electrical outlets next to many of the radiators so that there are adequate electrical outlets now available in the sanctuary and rooms in the back of the church. We have also arranged for additional outlets at

the front of the sanctuary and back by the sound board. We also were able to run the wires that were strung down the left aisle, under the floor so they will not be seen.

The new gas meter was installed on September 9, and the new thermostats were also installed. We met the state law requirement for heat for any renters by September 15 (we could heat most of the downstairs). Back ordered radiators and final clean up took most of October and November. We had a period of several weeks getting the thermostat system to play well together. We also had several work days to clean up items that were not covered in the contract but that were disrupted during construction. Any leftover items were either beyond our skills or too much, and so we are contracting to get this work finished.

Lisa Pilat, our building manager, has worked extra hours since March 2014, managing the on sight contractors, as well as coordinating with Terry Steeden, who obtained the financing and has also overseen the construction.

The Capital Campaign to underwrite the loan was off to a good start in that we covered over half of the costs in pledges. However, it is time in the first quarter of 2015 to finish the underwriting of the campaign, so there will be another capital campaign dinner and pledge drive. We are looking at a goal of having everyone pledge, even if it is a dollar. It is good to have everyone participating. See Marylou Steeden for additional information on the capita campaign.

Submitted By: Terry Steeden

Grounds Group

In 2014, the Grounds group took on this name and started to think about the land around the Church. Megan Jewett organized a clean-up and preparation of the vegetable boxes and communal vegetables were grown and harvested - food available to the congregation at Coffee Hour. Getting to this point meant cleaning out the weeds in the boxes, adding more soil, deciding on the crops to be grown, watering and harvesting. This was a successful mission this year.

The Grounds Group also did a spring and fall clean up and various members did pruning and raking around the Church. We also added more tasks to our contract with our landscape company to keep saplings and undergrowth from springing up along the church building.

A big change to our grounds was the removal of the much Loved Beech tree in the playground this fall.

Our future vision includes rethinking the layout of the parking at the back of the church to allow for dedicated Handicapped Parking and better access to the back entrance and a rack for bikes. We want to beautify the front of the Church and at some point, add a more developed garden in the horseshoe lawn area.

Submitted By: Christie Dustman

Hospitality Report

Weekly hospitality for coffee hour has been going well since September of 2014, when I took over the coordinator position from Pam Wylie. My initial goal was to encourage every church member to do coffee hour once a year. At this point, that seems ambitious, and I am concentrating on finding a steady group of 20 people to rotate, each doing coffee hour 2-3 times per year.

As the coordinator I aim to "make it happen", and also to keep supplies stocked. Based on my own values, I have chosen to convert to using all non-plastic products. I have found reasonably priced supplies made of wood and paper. I hope that this value can be established permanently, as part of our church's environmental commitment.

Since September of 2014, we have spent approximately \$200 from the church hospitality budget. A lot of food has been donated for coffee hour and other events, and people in general are very generous and contribute delicious food.

In the future, hospitality could benefit from a steady, reliable committee of 20 people, with a coordinator. The job would then be very easy. I am happy to continue in the coordinator position through the remainder of 2015.

Andrée Zaleska

Ministry of Justice and Compassion

The MJC is committed to taking action on Hope Central's mission of seeking ultimate meaning, moving toward the heart of God, and the repair of the world, through service and tithing. The Spirit particularly moves us toward stewardship of the earth, marriage equality, ending poverty, eliminating racism, gender equality, and health care and housing for all.

The MJC was busy this year! We met the second Thursday of every month (taking a break in July and August) from 6-6:45pm in the Church office. The MJC currently has 26 people committed to this work through the use of Basecamp with between 5-10 people attending each meeting.

Our service focused on four areas in 2014: homelessness through a partnership with the Pine Street Inn, stewardship of the earth through a Lenten plastics fast and a battery recycling project, promoting peace through participation in the Mother's Day Walk for Peace, and supporting our community's under privileged youth through a blossoming partnership with the Curley School.

Homelessness

Hope Central Church recruited 8-10 volunteers to serve dinner to the men and women at the Pine Street Inn's Shattuck Shelter in Jamaica Plain five different times in 2014. We served both upstairs in the Men's Stabilization Unit, a post-detox program for men recovering from alcohol and other drug use, and the emergency shelter that shelters roughly 125 men and women each night. By serving the guests dinner, we gave the work crew a break and a chance to eat, and built community within our community. We also collected nearly 200 boxes of cereal for their Men's Stabilization Program as cereal is one of the most expensive food purchases their program has to make.

Stewardship of the Earth

Hope Central Church participated in a Plastics Fast to dedicate ourselves to environmental justice issues during Lent.

We also recycled batteries, including alkaline ones, CFL bulbs, and other electronics again in 2014. This activity is good for us all and the planet, in that it keeps lead, mercury, and other toxic metals from ending up in landfills and, ultimately, into our water supply, and it reduces the need to extract those limited, nonrenewable resources. This year, we shipped off almost 40lbs of such material to be recycled! Numerous people participated, though it is hard to say exactly how many, as folks anonymously donated their batteries into the collection box outside the kitchen from time to time.

Promoting Peace

This year, for the first time, Hope Central Church had a group of 12 people participating in the Mother's Day Walk for Peace. The walk is a fundraiser for the work of the Louis D. Brown Peace Institute and our team raised over \$1500 for their work. The Peace Institute "serves as a center of healing, teaching and learning for families and communities dealing with murder, trauma, grief and loss."

Supporting our community's under privileged youth

This year we formed a subcommittee to help guide all Church-School Partnerships decisions: The subcommittee is Laura Ruth, Abbi Holt, Nancy Doherty, Lillian Fuchs, and Megan Jewett. The Curley School was chosen from among 5 Boston Public Schools we were considering a partnership with. We made use of advice from Liz Steinhauser and St. Stephen's after school program's experience in the decision process. We then met with members of the Curley Staff who oversee the after school program and discerned together that the after school program is where Hope Central Church could be of most use. At the same time we circulated a questionnaire around the congregation to learn who exactly would be interested in participating in the Curley-Hope Central Partnership. Around 20 church members were interested in various capacities. With Summer Break, the partnership took a break, renewing itself this autumn with a clothing drive for the students and assistance with organizing school uniforms. There has been continued conversation between the director of the after school program and Hope Central Church and Curley asked to return to a renewed effort this January. In the meantime the School-Church partnership subcommittee is circulating the CORI forms among the church members interested in participating in the partnership, so we can be ready to put some feet on the ground come January 2015.

In addition, the MJC also collected countless towels, sheets, and clothing items for the women at Rosie's Place and started a community garden to feed our community. The MJC also granted over \$3000 in fast track grants and donated 10% of the church's plate and pledges to charities, including the Boston Faith and Justice Network, the Campaign for Southern Equality, GBIO, St. Paul's Clinic in Kenya, City Mission, the GLAD Alliance, the Mass Council on Churches, and the DOC and UCC's missions.

This coming year, the MJC is committed to continuing its service and partnership with Pine Street Inn and the Curley School, participating in the Mother's Day Walk for Peace, continuing its battery recycling project, and starting discussions around race in our own congregation.

We welcome all who have a calling for social justice issues, desire to practice compassion in their lives, or just want good some good company to join us the 2nd Thursday of each month in the Church Office from 6-6:45pm to learn more and see how you can get involved. If you have any questions, please feel free to email the current MJC Chair at katieo80@yahoo.com

Nominating Team Report

2014 Nominating Team Members: Angela Letizia, Nancy Azar, J Conlon, Patti Ryan

This past year, the Nominating Team walked with the congregation in many ways in an effort to help parishioners think about their spiritual gifts and where they might be applied in the church and in the world.

- 1) We filled an unexpected open position on the 2014 Leadership Circle, we filled three open positions on the 2015-2017 Leadership Circle, and we filled three open positions on the 2015-2016 Nominating Team.
- 2) We gathered together the team that would find and review candidates for our first ever Associate Pastor position.
- 3) We filled positions on the stewardship team and the discernment team (support for people seeking ordination), and we named four denominational delegates.
- 4) We hosted two church-wide events to encourage conversation about spiritual gifts and engaged in a year-long series of discernment conversations with Covenant Partners and those who consider themselves part of the Hope Central family.

We are so grateful to all of you who participated in these conversations with us and to all of you who felt called to lead and then gracefully accepted new roles in the church.

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

2015-2016 Nominating Team: J Conlon, Elizabeth Simpson, Devin Schmueli, Abbi Holt, and Mary Ann Rodrigues

2015-2017 Leadership Circle: Nancy Azar, Terry Steeden, Nina Swift

Personnel Team

The Personnel Team is trusted with advising and assisting the Leadership Circle on matters involving the hire and separation of employees and the creation and implementation of personnel policies (e.g. pay increases, benefits, and performance evaluations) for pastoral staff and church employees. While doing this, we strive to value the work and our workers, and to establish practices that are fair, kind and consistent.

During 2014, our work included:

- Beginning a church policy manual
- Standardization of employee policies
- Implementation of job descriptions that accurately reflect the work that is required for the role
- Recommendation of tools to conduct employee performance evaluations
- Establishment of paid time off policy that combines vacation, sick, and personal time
- Compensation guidelines for staff
- Compilation of denominational and government resources for employees, e.g. DOC Annuities, the UCC Tax Guide, MAUCC Clergy Compensation guidelines, the Affordable Care Act
- Creation of call agreement for the Associate Pastor for Children's Spiritual Formation and Pastoral Care

In the spring, Devin Schmueli transitioned out of his role leading our Sunday School and the Personnel Team with the Leadership Circle's agreement hired Courtney Jones, our Student minister to be the Acting Associate Pastor. The time was ripe to expand children's programming, so a Search Committee was formed and a search undertaken to find a Pastor for Children's Spiritual Formation. After a rigorous search process, the Search Team recommended Courtney Jones become our Associate Pastor for Spiritual Formation and Pastoral Care. Courtney was called as Associate Pastor on July 1, 2014. Her Call letter and package were developed by the Personnel committee.

The Personnel Team members for 2014 are J. Conlon, Christie Dustman, Julia Herzig, Abbi Holt, and Terry Steeden.

Rogerson House Worship

This winter we begin our fourth year of providing services at the Rogerson House. The relationships Laura Ruth and I have developed with the staff and with the residents continue to deepen and grow. We have lost many of our regular congregants over time but that sadness has been lessened by the amazing example of the staff and their resilience.

We just held our third Christmas service for family and residents. It has been a joy to get to know the family members as well. Our regular monthly service has around 20 residents and our Christmas service had somewhere in the area of 50 plus. The biggest and best change we have seen this year is that a few of the residents are participating in the service. We have a retired church musician playing for us. We have had volunteers to read the scripture and to help with prayers. It is a blessing to continue with this ministry. Anytime you might be free on a second Thursday of the month, you are welcome to join us.

Submitted by: Kathy Bermingham

Stewardship Report

This year's stewardship campaign, *This Is What I Dream*, launched with the bold, prophetic words from Joel 2:28:

I will pour out my Spirit on all people.
Your sons and daughters will prophesy,
Your elders will dream dreams,
Your you will see visions.....

For 2015, we presented our dreams of great things for our beloved community that included:

- raising the second half (20K) to fully fund our Associate Pastor who is building our Children's program and wants to reach out to with pre-teens and teens;
- expanding our music program;
- increasing the hours of our dedicated staff , Leonel, Jen, and Lisa--in order to support our growing community and its needs;
- and, this is big, hiring a second part-time Associate Pastor, someone who brings staff diversity and will focus on worship, adult spiritual formation, and pastoral care.

As of the writing of this report, we are pleased to announce that we have a total of 73 households who have pledged, for a total of \$175,012. We are grateful to each member who thoughtfully considered what she or he was able to contribute to the beloved Hope Central community, and we look forward to realizing our dreams in 2015 and beyond.

In Peace and Grace,

The 2015 Stewardship Committee:

Benjamin Perkins
Christie Dustman
Mary Lewis-Pierce
Laura Ruth Jarrett

Worship, Arts, and Music Ministry (WAMM)

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, has grown more into spiritual leadership this year, and continues to do a wonderful job of leading our amazing professional musicians, Gillian DeLear, Neil Helme, and Bobby Hall.

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.

The worship staff continues to meet weekly to decide and do the details of worship. The Worship Planning Team meets monthly to guide, imagine, and create our worship.

The morning service grew by leaps and bounds this year, as new families and others found their way to us. In recent months our morning attendance has been between 80 and 100 people. Children's Church also grew dramatically, under the capable leadership of our Associate Pastor, Courtney Jones, who took over for Devin Shmueli, who was released from his service as our leader of children's spiritual formation and became a Covenant Partner on Pentecost. We now have three classes of children: infants and toddlers, age 4-K2, and 1-3 graders, and we've been having between 13 and 27 little ones in Children's Church on an average Sunday morning. The children led the service on Pentecost and did an outstanding job.

In 2014 we continued to have a liturgist at morning services, and we expanded our pool of prayer leaders for the Prayers of the People. We are working to build a master rota of all the worship and hospitality roles—sacristans, prayer leaders, liturgists, greeters, children's church volunteers, and coffee hour—so that all of these roles are assigned six months in advance. Gina Boisse and Kathy Hanlan worked tirelessly to build a rota of greeters for all services, and by the end of the year had a thirteen-week rota in place. Hallelujah!

This year we also made changes in our evening worship. We continue to have a Taize service on the second Sunday evening of each month, gloriously led by Jeanne Lucas. The Evening Worship Imagining Team, after meeting regularly for months to craft our evening worship, disbanded at the end of August, and in the fall we began having a less formal, more intimate lay-led evening service on the first, third, fourth, and fifth Sundays, with an emphasis on singing and playing music. Instead of a sermon, one person provides a brief commentary and context on the scripture reading, which is followed by discussion. We have created special binders of hymns for the new evening service, building a repertoire of music that we know and love and adding new hymns over time. Vanessa and

the musicians transitioned to the morning service, while the evening service music is led by lay musicians.

One of the highlights of 2014 was a visit, at an evening service in June, from the youth choir of Belmont United Methodist Church in Nashville, who gave a concert that blew the roof off the building.

In August, when we worshipped in the evening only, some of us attended African American churches in the morning in order to learn Black Church practices and how we can make our services more familiar and welcoming to African Americans and other people of color.

In an effort to be aware and respectful of gender identifications and gender fluidity, we also got new nametags with a variety of gender pronouns.

We experimented with a new sound system, thanks to the indefatigable Terry Steeden, but in the end it did not meet our needs. Gillian DeLear has been doing a great job of overseeing sound in the morning.

Kathy Birmingham continues to lead the monthly worship for the Rogerson House, preaching every other month, celebrating communion, organizing the sometime volunteers from our congregation.

In 2014, we worshipped together twice nearly every week. We continued our practice of having only one service per week during the summer months—in July we had a service in the morning, and August in the evening. We'll do that again in 2015. We worshipped in our yard and at the water park.

Our theme for Lent was the Slow Work of Forgiveness, and for Advent our theme was Waiting. We had a sermon series on prayer in October-November, with sermons by Ben Perkins, Courtney Jones, Laura Ruth, and testimonies from three laypersons.

We baptized five people - Robin Bartlett, Isaac Linscott, Maya Woods and Hannah Woods, Nevaeh Chabliss; re-affirmed MaryAnn Roderiques' baptism by immersion; and dedicated CJ Schmidt in 2014. We welcomed nineteen new Covenant Partners, making our vows to them.

We blessed our building, our back packs – teachers, students and school staff, our animals, our bikes our Leadership Circle, our Called to Care Team. We had great preaching: Courtney Jones, John Brock, Terry Steeden, Ben Perkins, Nina Swift, Jill Seaman, and Megan Jewett.

I don't know if you feel it, but I do, an increasing energy and 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.



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Annual Report 2014

Submitted for the Annual Meeting February 8, 2015

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Slate of Candidates for 2015:

Leadership Circle :

Nancy Azar
Terry Steeden
Nina Swift

Nominating Committee Openings:

J Conlon
Elizabeth Simpson
Devin Schmueli
Abbi Holt
Mary Ann Rodrigues

2015 Denominational Representatives:

DOC:

Alan Bone
John Brock
Nina Swift

UCC:

J Conlon
Alex Shea

Leadership Circle Slate Biographies

Nancy Azar (renewing): Nancy Azar is wrapping up the third year of her first term on the Leadership Circle, the last two of which she has served as Moderator. She has loved the experience so much that she willingly raised her hand to be nominated to serve another three-year term. Nancy, along with her wife, J, has been a member of Hope Central church since its inception 5 years ago. Prior to that, they were covenant partners in the initial charter of Hope church.

Nina Swift: Nina Swift began attending Hope Central Church in the Spring of 2012 and became a covenant partner soon after. In the Fall of 2013, Nina was accepted by the Discernment Committee as a candidate for ordination as a member of the Disciples of Christ. Nina has served Hope Central in a wide variety of capacities since joining: participates on the Worship Committee Team; helps organize community events such as Ella Baker film and community discussion; organizes support and hospitality for special liturgical events; frequently participates in Sunday worship as Liturgist and leading Prayers of the People; participated in co-leading worship at Rogerson House.

Terry Steeden (renewing): Terry began attending Hope Central upon a move from Minneapolis, on Palm Sunday three years ago, and soon joined as a covenant member. Terry has participated with a number of teams, including the Leadership Circle, worship-planning, stewardship, weather proofing the building with MA Interfaith Power assistance, capital campaign and the new boiler system installation. Terry's background includes being an ordained minister off and on, and 30 years as a computer consultant.

Nominating Slate Biographies

J Conlon (renewing): 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 Imagining 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.

Abbi Holt: Abbi has been active with Hope Central Church for many years. She previously served on the Leadership Circle and is actively engaged with ministry to reach out to local community. She chaired and served on our ministry of justice and compassion, and has outfitted many of the members of the congregation with bikes that are perfect for them. Abbi teaches in the Arlington School System and can often be found coaxing new creations from old wood.

Mary Ann Rodrigues: Mary Ann has been at Central Congregational/Hope Central for almost 13 years. Mary Ann was raised Catholic and this is the first church that she and her husband ever joined. She has served on two search committees, and she organizes many projects throughout the year—including ordering the Easter Lilies and Christmas Poinsettias, Christmas baskets (making sure we have gift cards and enough food for 15 food baskets), and the potluck on International Sunday.

Devin Schmueli: Devin currently attends Andover Newton Theological School and is preparing his ministry to become a pastoral care provider. Devin previously served as HCC's Director of Children's Spiritual Formation. Devin's work on the Nominating Team aligns with Devin's passion to connect people with new ways of engaging with their spirituality and will help Devin prepare for future ministerial service.

Elizabeth Simpson: Elizabeth first attended Hope Central Church in the fall of 2012 and happily became a Covenant Partner about a year later. She has recently joined the Called to Care Team and has been looking for more ways to become involved in church. She is a clinical social worker in private practice and lives with her partner, Ryan, in Roslindale.

2015 Annual Budget Cover Letter

Dear Beloved of Hope Central Church,

In accordance with our bylaws for fiscal stewardship of our community, the Leadership Circle (LC) in conjunction with the Finance Team presents the attached copy of three proposed budgets for 2015 (Austere, Conservative, and Dream). We will vote on a budget at our annual meeting where in which the LC will announce their recommendation; so, I ask that you please review the attachment and if you have any questions, please talk to someone in the Leadership Circle or Finance Team.

The Finance Team and LC worked vigorously to devise three budgets that show our financial responsibility through where we dream to move our congregation which is in alignment with the vision of Hope Central Church as a nurturing, sustaining, and growing community. The budgets reflect what Hope Central is capable up achieving in 2015 as we continue focusing on growing our Program Centered Congregation where the pastors set the vision with the Leadership Circle to past down to the various ministries, and the work of the congregation is done by the pastors, the staff, the lay people, each according to their gifts.

We calculated our pledge income to be \$170,339 using an average of the past three years' pledge fulfillment percentages (2012-96%, 2013-97%, 2014-99%) multiplied by our 2015 pledge amount (97.33% x \$175,012). The pledge offerings combined with plate offerings and rental income comes to a total income of \$325,963 projected for 2015. We have budgeted for our expenses based upon the vision and expectations received from the pastors, LC, and various ministries/team. Therefore, comments have been provided by line to explain the budgeted amount. This resulted in Total Expenses of \$329,470 for the Austere budget, \$346,052 for the Conservative budget, and \$384,491 for the Dream budget for 2015. This budget presents a net deficit of -\$3,507, -\$20,088, and -\$58,528, respectively.

As you can see, the Leadership Circle and Finance Team worked relentlessly to provide visionary yet financially responsible budgets. We are a strong faith-based congregation that believe 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 these budgets so that we may choose the budget that best fits our vision?

In Warm Regards,

Submitted by Erica Rose

Treasurer, Hope Central Church

ericanrose@gmail.com

Hope Central Church
2015 Proposed Budget

Key	
	Will be reduced for Austere Budget
	Pending more information or action
	No Budget submitted
	Add Line to Budget in QuickBooks

2015 Proposal with Comments

	2015 Proposed Austere Budget	2015 Proposed Conservative Budget	2015 Proposed Dream Budget	Comments
Income				
4100 Pledge Offerings	170,339.18	170,339.18	170,339.18	Stewardship has raised \$175,012 from 73 givers as of 1/23/2015 X 97.33% fulfillment rate
4150 Plate Offerings	11,500.00	11,500.00	11,500.00	Based on 2014 Actuals as of 1/15/2015
4155 Fundraising Income	0.00	0.00	0.00	Received by LC
4160 Share Campaign Income	0.00	0.00	0.00	Not Budgeted for
4161 Sexton Income	0.00	0.00	0.00	Not Budgeted for; will be offset by Sexton Fee
4162 Interest Earned	0.00	0.00	0.00	Not Budgeted for
4200 Special Gifts	0.00	0.00	0.00	Not Budgeted for
4210 Special Event	0.00	0.00	0.00	Not Budgeted for
		\$		
Total 4200 Special Gifts	\$ -	-	\$ -	
4300 Rental Income				
				Based on current rates (please see attached sheet) which includes The Mosaic School through the end of the year if Kim renews the lease at \$6,766.34.
4330 Long Term Rental	108,323.70	108,323.70	108,323.70	
4340 One Time Rental	2,300.00	2,300.00	2,300.00	Based on 2014 Actuals as of 1/15/2015
4350 Parking Rents	33,500.00	33,500.00	33,500.00	Based on 2014 Actuals as of 1/15/2015
	\$	\$	\$	
Total 4300 Rental Income	144,123.70	144,123.70	144,123.70	
4500 Interest Income				
	\$	\$	\$	
Total Income	325,962.88	325,962.88	325,962.88	
	\$	\$	\$	
Gross Profit	325,962.88	325,962.88	325,962.88	
Expenses				
5100 Minister Compensation				
5120 Minister Salary	36,734.07	36,734.07	38,927.35	Dream Budget asks for 3% Raise
5121 Ministers FICA	5,564.16	5,564.16	5,731.94	FICA @ 7.65%
5125 Housing Allowance	36,000.00	36,000.00	36,000.00	Approved by LC
				Will be on partner's insurance; amount will hit Salary line
5170 Ministers Health Insurance	0.00	0.00	0.00	
5172 Travel	690.00	690.00	710.70	Dream Budget asks for 3% Raise
5173 Supplies & Materials	0.00	0.00	0.00	No Budget needed
5174 Minister Continuing Education	500.00	500.00	515.00	Dream Budget asks for 3% Raise
5175 Minister Retirement	10,182.77	10,182.77	10,489.83	14% of Housing Allowance and Salary
	\$	\$	\$	
Total 5100 Minister Compensation	89,671.00	89,671.00	92,374.82	
5300 Minister discretionary fund				
5310 Ministers Discretionary	500.00	500.00	500.00	Per Laura Ruth
5320 Ministers Discretionary Fund	500.00	500.00	500.00	Per Laura Ruth

Hope Central Church

2014 Annual Report

professional

	\$	\$	\$	
Total 5300 Minister discretionary fund	1,000.00	1,000.00	1,000.00	
5400 Associate pastor Compensation				
5410 Associate Ministers Salary	13,700.00	13,700.00	13,700.00	Maximum Cash Salary is \$25,700 which is reduced by the Housing Allowance
5411 Associate Pastor SS Offset	0.00	0.00	0.00	Will use FICA account
5412 Associate Pastor Housing Allowance	12,000.00	12,000.00	12,000.00	
5413 Associate Pastor Health Insurance	7,000.00	7,000.00	7,000.00	
5414 Associate Pastor Travel	350.00	350.00	350.00	
5415 Associate Pastor Professional Expenses	500.00	500.00	500.00	
5416 Associate Pastor Continuing Education	500.00	500.00	500.00	
5417 Associate Pastor Retirement	3,983.50	3,983.50	3,983.50	
5420 Associate Pastor FICA	1,966.05	1,966.05	1,966.05	FICA @ 7.65%
	\$	\$	\$	
Total 5400 Associate pastor Compensation	39,999.55	39,999.55	39,999.55	Based on Agreement
5800 Church Administration Wages/Benefits				
5810 Church Admin-Wages	20,800.00	20,800.00	20,800.00	Based \$20/hr. for 20hrs/week for 52 weeks
5871 Church Admin-FICA	1,591.20	1,591.20	1,591.20	FICA @ 7.65%
Total 5800 Church Administration Wages/Benefits	\$ 22,391.20	\$ 22,391.20	\$ 22,391.20	
6400 Utilities				
6411 Fuel Heating	0.00	0.00	0.00	Not needed with new system 6428 act 2014. add 1500 per month for Jan-march April through may add 400 per month Oct. through Dec add 750 less 750 for Dec 2014 called NG for estimate
6412 Gas/Electricity	11,728.00	11,728.00	11,728.00	
6413 Water/Sewer	2,500.00	2,500.00	2,500.00	Per Lisa Pilat's research
	\$	\$	\$	
Total 6400 Utilities	14,228.00	14,228.00	14,228.00	Per Lisa Pilat's research
6500 Building and Grounds Expense				
6512 Repair & Maintenance	7,695.00	7,695.00	7,695.00	\$2,695 act for 2014 plus \$5,000 for window glazing and storm windows or what the LC deems necessary (Approved \$2150 for Mosaic School repairs in January 2015)
6513 Waste Removal	1,764.00	1,764.00	1,764.00	147.00 per month for 12 months - confirmed no increase in 2015
6514 Grounds Keeping	200.00	500.00	2,000.00	Vegetable Garden for Austere Budget
6515 Building Supplies	2,500.00	2,500.00	2,500.00	2500 based on average of 2013 and 2014
6516 Janitorial Wages	18,988.00	18,988.00	19,557.64	Dream Budget asks for 3% Raise 125.82 to 131.70 plus 180 for fire inspection annual. Average increase per year is 5.88
6517 Fire Alarm Service	707.00	707.00	707.00	based on 2014 actuals; Landscaping and Snow Plowing Only
6518 Landscaping/Snowplowing	9,500.00	9,500.00	9,500.00	
6521 Building Insurance	8,765.00	8,765.00	8,765.00	based on actual Invoice 12/14
6522 Insurance WC	2,865.00	2,865.00	2,865.00	per new audit 12/14 Austere: Raise of 3% to Lisa who is overworked; Conservative: Increase hours from 20 to 25hrs; Dream: Increase hours from 20 to 30hrs
6531 Building Manager Salary	28,119.00	35,148.75	42,178.50	
6571 Janitorial wages FICA	1,452.58	1,452.58	1,496.16	FICA @ 7.65%
6572 Building Manager FICA	2,151.10	2,688.88	3,226.66	FICA @ 7.65%

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	\$	\$	\$	
Total 6500 Building and Grounds Expense	84,706.69	92,574.21	102,254.95	
6518 Sexton Fee	0.00	0.00	0.00	Not budgeted for; will be offset by Sexton Income
6520 Bad Debts				
7100 Social Justice Ministry	18,183.92	18,183.92	18,183.92	10% pledge and plate
7111 Contributions/Mission	0.00	0.00	0.00	Not Budgeted For
	\$	\$	\$	
Total 7100 Social Justice Ministry	18,183.92	18,183.92	18,183.92	
7140 Seminarian In Care Support	0.00	500.00	500.00	Per Laura Ruth & LC
7170 Psychological Exam Expense	600.00	600.00	600.00	Per Laura Ruth
	\$	\$	\$	
Total 7140 Seminarian In Care Support	600.00	1,100.00	1,100.00	
7200 Music Ministry				
				Morning: 3 musicians @ \$80 per week for 52 weeks & Evening: 1 musician @ \$80 per week for 52 weeks; Dream Budget: Music Leader @ \$80 for 52 weeks and 3 professional singers @ \$50 for 52 weeks
7211 Musicians	13,440.00	13,440.00	25,400.00	
7212 Director of Music	20,020.00	20,020.00	20,620.60	Dream Budget asks for 3% Raise
7220 Music Director FICA	1,531.53	1,531.53	1,577.48	FICA @ 7.65%
7221 Music Director SS tax	0.00	0.00	0.00	
	\$	\$	\$	
Total 7212 Director of Music	21,551.53	21,551.53	22,198.08	
7213 Guest Musicians	400.00	400.00	400.00	Subs for Vanessa 4 times a year
7214 Audio/Visual	1,560.00	1,560.00	1,560.00	Gillian @ \$30/ week for 52 weeks
7217 Musician FICA	119.34	119.34	119.34	FICA @ 7.65%
	\$	\$	\$	
Total 7214 Audio/Visual	1,679.34	1,679.34	1,679.34	
7215 Music Supplies	400.00	800.00	800.00	Based on last year's budget
7216 AV Supplies	2,000.00	2,000.00	2,000.00	Per Laura Ruth
	\$	\$	\$	
Total 7200 Music Ministry	39,070.87	39,070.87	51,677.42	
7250 Worship and Hospitality				
7251 Worship Materials and Supplies	780.00	1,000.00	1,000.00	Per submission by Suzanne W. & LC Input
7257 Hospitality Events	0.00	0.00	0.00	Included in 7258 Hospitality Supplies
7258 Hospitality Supplies	800.00	1,000.00	1,500.00	Per submission by Nancy A. & LC Input
	\$	\$	\$	
Total 7250 Worship and Hospitality	1,580.00	2,000.00	2,500.00	
7300 Religious Education/Childcare	0.00	0.00	0.00	
7311 Coordinator Childcare/Education	0.00	0.00	0.00	
				Mother's Helpers @ \$60 per service (Evening Service only): Austere: 17weeks, Conservative: 25weeks, Dream: 52weeks
7312 Childcare Staff	1,020.00	1,500.00	3,120.00	
7315 Childcare FICA	0.00	0.00	0.00	
	\$	\$	\$	
Total 7312 Childcare Staff	1,020.00	1,500.00	3,120.00	
7314 Supplies Religious Ed/Childcare	1,025.00	1,025.00	1,025.00	\$325 for curriculum & \$700 for supplies for our multiple classrooms
7331 Religious Education/Adult	250.00	400.00	400.00	Based on last year's budget and LC input
7333 Field Education Expense	0.00	2,000.00	2,000.00	Per Laura Ruth
	\$	\$	\$	
Total 7300 Religious Education/Childcare	2,295.00	4,925.00	6,545.00	
7400 Fundraising Expense	200.00	200.00	500.00	Dream budget: Per LC
7500 Missions and Memorials				

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7511 Missions	0.00	0.00	0.00	Not budgeted for
7513 Flowers	0.00	0.00	0.00	Not budgeted for
		\$		
Total 7500 Missions and Memorials	\$ -	-	\$ -	
8200 Church Growth/Marketing				
8212 Communication/Expenses	750.00	2,504.00	3,504.00	Per Communication's Proposal and Conservative: \$1000 webmaster, Dream: \$2000 Webmaster
	\$	\$	\$	
Total 8200 Church Growth/Marketing	750.00	2,504.00	3,504.00	
8400 Nominating Team				
8410 Nominating team expenses	100.00	250.00	500.00	Based on last year's budget; per Nancy A. & LC Input
	\$	\$	\$	
Total 8400 Nominating Team	100.00	250.00	500.00	
8500 Dues and Fees				
8511 Denominational Dues	2,500.00	2,500.00	2,500.00	Based on actuals
8519 Misc Dues/Fees	150.00	150.00	150.00	Based on actuals
	\$	\$	\$	
Total 8500 Dues and Fees	2,650.00	2,650.00	2,650.00	
8900 Administration				
8910 Copier Lease	1,250.00	1,250.00	1,250.00	Per Lisa Pilat's new copier lease email
8911 Telephone/Internet	2,500.00	2,500.00	2,500.00	Based on actuals
8913 Payroll Expense	1,234.00	1,234.00	1,234.00	Based on Paychex quote; see email sent to LC
8915 Bank/Processing Fees	400.00	400.00	400.00	Based on actuals
8929 Office Supplies	1,600.00	1,600.00	1,600.00	Based on actuals; Spent with approval and supervision
8931 Computer Expenses	600.00	600.00	600.00	Two new Desktop computers; will ask congregation if they could donate old computers
8932 Office Equipment Expenses	0.00	0.00	0.00	Not budgeted for
8933 Postage	300.00	300.00	300.00	Based on last year's budget
8999 Software Expenses	900.00	900.00	900.00	\$600 for Basecamp @ \$50 per month and \$300 for QuickBooks
	\$	\$	\$	
Total 8900 Administration	8,784.00	8,784.00	8,784.00	
Total Expenses	326,210.22	339,531.75	368,192.86	
	\$	\$	\$	
Net Operating Income	(247.34)	(13,568.87)	(42,229.98)	
Other Expenses				
Savings Account	3,259.63	6,519.26	16,298.14	Per recommendation by LC; Austere: 1% of Total Income, Conservative: 2%, Dream: 5%
	\$	\$	\$	
Total Other Expenses	3,259.63	6,519.26	16,298.14	
	\$	\$	\$	
Net Other Income	(3,259.63)	(6,519.26)	(16,298.14)	
	\$	\$	\$	
Net Income	(3,506.97)	(20,088.12)	(58,528.12)	

Reports

Moderator's Report

Wow, what a big year 2014 has been!

2014 was the year in which we began to dream BIG and imagine what we could be. As it would happen when we dream and imagine, in 2014 we also began to realize our dreams.

There has been a lot activity this year – some “bigger” than others. In addition to searching for and calling our first Associate Pastor and installing a new heating system, which you will read about elsewhere in this report, we planted a community garden, organized to eradicate systemic racism, fed the people at the Pine Street Inn, and clothed some children at the Curley School.

We've also had significant changes in how we do hospitality, how we minister to the needs of our building, how we work with staff, and how we communicate with each other, just to name a few.

These changes, in my opinion, are signs that we are growing into ourselves, and, because we are a learning congregation, we are learning how to be what we are becoming.

There have been some bumps, but most of those have been small. As you read through this report, I think you will agree. We have accomplished a great deal in this last year, and because of the hard work of too many people to mention, it all seemed so easy.

I hesitate to name names, for surely I will omit someone who has played a significant role in our successes this year, but I cannot go without calling out our incredible staff, especially Lisa and Jen who work to keep us all glued together, as well as my colleagues on the Leadership Circle. I am truly grateful for their tireless efforts and unyielding devotion to this community.

One of the greatest lessons I have learned serving on the Leadership Circle, and as your moderator these last two years, is the meaning of Faith. Give it to God, and God will give you the answer in return. We gave our dreams over to God, and look what we received in return!

God is, indeed, good...All the Time!

Blessings for a healthy and prosperous 2015,

Nancy Azar

Moderator

Pastor's Report

Dear Beloved,

We are a growing congregation, learning, praying. We are a people making ultimate meaning, moving toward the heart of God, and contributing to the repair of the world. I know you've heard me say these things many times.

But I want to add this – I think we are a risking congregation – we keeping risking the visions we cast because of God's call to us – and following up with old fashioned good hard work. Two years ago, we risked getting financing for our new furnace. Then, we risked hiring a company to rip out our barely working, but only source of heat to make way for a new furnace. And voila! Our new furnace is in, our fuel bills are much smaller, our pollution output is WAY smaller – and the fear of impending doom and throwing good money after bad is gone.

Last year, we risked calling our second clergy person and we got Courtney Jones as Pastor of Children's Spiritual Formation – not only can we pay for her this year, look what our risk has given us – a well organized and growing Sunday School with committed teachers, a great curriculum, and three faithful volunteers every Sunday morning.

We also risked thinking again about our evening service and our morning service. Our morning service has grown in attendance, and also in depth. Our evening service is making its way to being it's own glorious thing, with singing, Bible Study, and Communion. Our evening service isn't what it was. Some of us worried our congregation would cease to be recognizable to us if we risked changing the evening service. It has been a grief to some to lose the old evening worship, they way it was, but we are still who God has made us to be, just rearranged some, and further along the spiritual journey.

This year, 2015, I think we are risking more things –

1. expanding our administrators' hours,
2. making Sunday School space through negotiating our lease with the Mosaic School for the sharing of classrooms on Sunday mornings.
3. asking Vanessa to continue to open our music, to dream and experiment with the music we do so that our worship may come to be recognizable across race – so that the people of Hope Central, 75% of the time, hear music that reflects themselves.
4. raising the necessary money outside our operating budget, for three years, for a part-time Associate Pastor who is a person of color. I believe in three years, we will have grown enough to pay for this part-time pastor.

In 2014, our community began more widely to own the spiritual/physical work of our congregation. People began to show up saying they wanted to clean out a corner of the church, repair the hymn rack on a pew, lead a group of teenagers, volunteer at Pine St. Inn, bring clothes and coats for the Curley School, take up leadership of a team, clean up after coffee hour, show up to host a wedding or gathering, just because the community, the people, the building, all are ours. I hear of you calling on each other when we're sick, or fed up with life. I see us making connections across race and class, across denomination and theological belief. I see people learning how to pray for the sake of

community. I see people trying out new things to see if the activity aligns with spiritual gift. I experience the flexibility of our willingness to be a learning congregation with such joy – because it means that we are following, together we are following something greater than our ego, privilege, and pre-conceived ideas about how things ought to go. I see us being Christ to each other.

I see us unfolding, beloved people of Hope Central – and this is my hope for us in 2015 – that we begin the risk of more boldly exploring our spiritual resources – ones that are Christian, and taking wisdom from the great religious traditions so to open Christianity for us, not as a belief system, but as a means of our enlightenment. I want us to own and open our sacred scripture, Bibles for our grown ups and Bibles for our kids. I want to explore what is liberative there. I want to explore forming prayer partners. I want us to sing songs and hear music that opens the doors to our hearts. I want us to heal, to recover, and to support this healing and recovery, so that by our healing God is known to us as individuals and as people. I want us to risk using language to describe our spiritual longings and experience. I want to ask our painters to paint, our poets to write, our composers and authors to compose what will open heaven for us so we may see God.

Beloved, let us love one another. Love is from God, and everything, everyone that loves is born of God, and knows God. I John 4:7.

Love,
Laura Ruth

Associate Pastor's Report

Dear Beloved,

What an incredible year 2014 was! Hope Central Church discerned that the time was right to hire an Associate Pastor of Children's Spiritual Formation. I was called on June 29, and it has been an unbelievable six months. My transition from student to pastor has been as smooth as could be expected, in large part due to those who began the work of creating the Sunday school program at Hope Central. We are building on the years-long work of Patti Ryan, Matt Mulder, Karla Miller, and Devin Shmueli—these folks, and many others, worked hard and laid a solid foundation. Thank God for their dedication. And please, when you see them, thank them, too!

Since July, we have begun working with a new curriculum, Whole People of God. In early September, a large group of people, including some of our children, cleaned, sorted, and prepared space for our three classrooms. Brienne McLaughlin leads the nursery (ages 0-3), I lead ages 4-K2 (with the help of others, like Patti Ryan, Laura Ruth, and Suzanne Wolk, who have each led my class on Sundays when I was leading worship), and Lisa leads grades 1-3. Our Sunday school teachers are wonderful, faithful people who give of themselves week after week in service of our children's spiritual development. Lots of adults, both parents and non-parents, have volunteered in Sunday school and/or Parents' Night Out. The Sunday school volunteer slots have been consistently filled weeks and sometimes months in advance. Each time we have asked for extra hands, someone has stepped forward. We are building this program together, and that is such a lovely, God-kissed way to be church with and for our children. We have also been working to make space for children in worship. In November, the children led the prayers of the people. In December, they sang "Away in a Manger" as a prelude, under the skilled leadership of Vanessa Morris. Vanessa and I look forward to collaborating more in the future to have music as an integral part of our children's spiritual lives.

There is more still to come as the children's spiritual formation program gains momentum: service projects, more worship participation, visioning for the future, stabilizing the good work we have begun. Additionally, it will not be long before we need four classrooms; new families will come with children of all ages. We have some teens and tweens who understand themselves as part of our community, and our current children will be tweens and teens before we know it. We are beginning to see the next steps coming into focus, and the now-forming Children's Spiritual Formation team will be supporting those next steps. My schedule is finally more solid, and I look forward to continuing to meet with our families, parents and children together, to hear their hopes and dreams and to discern how best to support our families. If there is one thing I've learned in my brief time as pastor, it is how incredible our families are. While doing their own spiritual work, our parents are also working hard to help their children grow into spiritually grounded, wise, kind, strong people. It's a wonder to watch.

While I am deeply grateful to so many of you who have contributed to our growing program and to so many who have helped in my transition process, I want to say extra special thanks to a few people who have been especially integral to my work in these early months. Carla Imperial worked on behalf of the Search Committee to help prepare my office, and John Brock helped Carla paint on an extremely hot day. Lisa Price and Brienne McLaughlin helped talk through curriculum needs and eased the transition by their knowledge of the kids and by their very presence. Ellen Snoeyenbos helped with children in our evening service for several weeks. Our parents have been so helpful, working hard to get their children to Sunday school consistently, volunteering their time and energy on behalf of the program. Laura Ruth has, of course, been a terrific colleague, and we have taken to heart the importance of functioning as a pastoral team. Last, but certainly not least, I would like to introduce you to my Pastor's Support Team: Jill Seaman-Chandler, Erica Rose, Ryan Bissi, Candace Chang, and Nina Swift. How grateful I am to be accompanied in this work by such knowledgeable, honest, open-hearted folks.

It has only been six months, and already so many unbelievable moments of grace. I can only imagine what the next year holds, and I look forward to seeing where God calls us next!

Love,

Courtney

Musical Director Report

It's been a year of growth. It feels like Hope Central overcame many challenges in 2014. Or rather it feels like Hope Central has really learned how to meet challenge head on. When I think back to January 2014, I remember I was doing 2 services each week. We were about to do our 4th Taize Sunday and the Evening Imaging Team had organized 4 Sunday services. We were talking about a new furnace or looking at our options. We had just added a new associate Pastor. I mention all of this, just as reminder of where we were psychologically and spiritually as a Church.

One of my favorite things about Hope Central is that we ask hard questions. We never "dial it in". We're always reaching beyond our comfort zone. And that hard work is paying off. There's the saying, "you get what you give." We give on so many different levels at Hope Central. The Choir has grown; it's more consistent in number and quality. The rehearsals around Christmas were both beneficial and fun. I look forward to rehearsing in preparation for Easter. The children have been singing in Church. Remember Children's Sunday and their Christmas Prelude on December 21st?

The morning Hope Central church band is awesome! Neil, Gillian and Bobby continue to rock my socks off. More and more folks continue to join the Church! We have a great furnace. Remember all the weeks we had Church in the Parlor last winter? It's a distant memory. There have been more guest musicians. Rico played bass, MaryAnn sang a duet, Andree played guitar, Angela sang and played cello, Julia and Jeanne sang together and Leslie played violin. And that's just off the top of head!

We're growing into a more participatory congregation. What's does mean? You can say, sing or chant Amen anytime you want. You can sing with the choir or from the pews. You can stand up and dance if the spirit moves you. Or clap your hands to Gillian and Bobby's beat.

It just feels like we're on an upswing and have been on one for a while. Collectively, we're more optimistic. We've become a hopeful congregation which is a truly a blessing. I look forward to our continued growth as we strive, work, sing, pray, dance and pray together.

Vanessa Morris

Clerk's Report

2014: HOPE CENTRAL CHURCH STATS

Total Covenant Partners: 115

Children: 79

New Covenant Partners:

February, 2014: Ryan Bissi

Elizabeth Simpson
Julia Herzig
Kathy Hanlan
Sara Holland

April, 2014:

Candace Change
Susan Clinkenbeard
Christine Storti

May, 2014:

LJ Wooden

June, 2014:

Devin Schmueli

October, 2014:

Seth Robinson
Courtney Jones
Sari Mauro
Asher Rodriguez

November, 2014:

Danna Gobel
Walter Chick

December, 2014:

Sue Harvey

(January, 2015):

Liam Sullivan
Susan Lacefield

Births:

Sawyer Singleton
Aurora Newman

Marriages:

5/3/14	Christine Schaetter Storti and David Storti
5/10/14	Beth Chandler and Jill Seaman Chandler
6/17/14	Lisa Price and Carla Mahina Moore
9/6/14	Cat and Marsha Anglin

Deaths: None

Dedications:

1/19/14	CJ Schmidt
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Baptisms:

3/16/14	Robin Bartlett Isaac Linscott
6/15/14	Maya Woods Hannah Woods
10/25/14	Nevaeh Chambliss

Submitted By: Ellen Snoeyenbos, Clerk

Called to Care Team

The called to care team has continued to deepen its work attending to the pastoral needs of the congregation of Hope Central Church and learning about the power of prayer. In 2014, Kathy Bermingham left this team and in 2015, Elizabeth Simpson will join Megan Jewett, Beverly Pacheco, Ben Perkins, Patti Ryan, Jill Seaman-Chandler, Courtney, Laura Ruth and me to continue our work as a confidence keeping ministry.

During 2014, the called to care team has continued to hold our congregation in care through prayer. We serve on the weekly prayer team and pray individually with folks during communion in the back of the sanctuary. We were involved with planning and supporting our community during our Lenten theme of Forgiveness and our fall theme of Prayer. We will be present this Lenten season as we consider Fear. Although Kathy Bermingham is no longer a formal member of this team, she has continued the ministry of offering monthly services at Rogerson House which is a great service. 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 to minister to the concerns of our church family.

Our team meets once a month. During these meetings we pray and learn together about bringing God's love and compassion to the concerns of our congregation. We are blessed to be called to serve the Hope Central community and look forward to continuing to do this work in 2015.

-Barbara McQueen

Capital Campaign Report



The Capital Campaign was established in 2013 and officially launched in 2014 to fund the purchase and installation of our much-needed furnace. The goal of the three-year campaign is to fully fund the entire project, enabling the church to keep all income from building rentals, pledges, and plate donations in our Operating budget. Thanks to the generosity of this loving community, we are well on our way to achieving this goal.

To date 42 households have pledged a total of \$248,554 over a three year period. We have received a total of \$139,251 or 56% of the total amount pledged, with 2 years remaining in the campaign.

As we look forward to 2015, we are still shy \$151,446 in pledges of the \$400,000 project cost. We are looking forward to implementing the third and final phase of the campaign in the Spring of 2015 to close this gap.

Warm thanks to everyone who is making this goal a reality.

The Capital Campaign Team

Discernment for Ordination 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.

Alan Bone, John Brock, Kathy Hanlan, Rev. Laura Ruth Jarrett, Andy Linscott, and Annie Rousseau served on the Discernment for Ordination Team in 2014. The Team was especially excited to welcome Kathy Hanlan and Annie Rousseau as new members this past fall.

Over the course of the year, the Discernment for Ordination Team met at least once with all of our persons in care for discernment: Alex Shea Will (UCC), Ben Perkins (DOC), Mary Eaton (DOC), and Nina Swift (DOC).

In December, Kathy Hanlan led the team in organizing and preparing for Alex Shea Will's Ecclesiastical Council Meeting, which was hosted by Hope Central. The Team was proud of Alex, who did beautifully.

Looking forward to 2015, the Team is excited to welcome new members to our group of persons in care for discernment for ordination.

Warm Regards,

Andy Linscott

Finance Team Annual Report

Dear Beloved of Hope Central Church,

What a wonderfully blessed year this has been for Hope Central Church for the third consecutive year! In 2014, we generated a net income (reserve) of \$20,458 through exceeding our budgeted pledge amount by \$5K and increasing the pledge fulfillment rate to 99% as well as saving on expenses in repairs and maintenance, fuel heating, communications, and field education. As a devoted congregation, you have given your time, talents, and money to successfully surpass our budget goals.

The 2014 Financial Statement of Budget vs. Actuals, attached, shows our income of \$342,546 against expenses of \$322,580. Income exceeded budget by 1.56% due to, as stated above, the fulfillment of pledges by 99% of \$195,166 which was pledged for the year. Furthermore, we saw our expenses decrease overall by 4.33% through by applying a new approval method and accounting approach throughout the year saving on repair and maintenance, communication and field education as well as the money we saved in fuel heating costs by installing a new furnace.

On our Heat Project Profit & Loss statement, we recorded our Capital Campaign funds where we received a total of \$99,016.50 which were applied against our loans payments from the DOC in the amount of \$84K. In 2014, we expensed \$357,304 related to the heat project with the amount paid to Total Temperature Control for installation being \$339K which is 90% of the budgeted cost and the remainder for payroll and old boiler repair work.

Thanks to everyone who made our 2014 success possible.

Submitted by Erica Rose

Treasurer, Hope Central Church

ericanrose@gmail.com

Hope Central Church Budget vs. Actuals: FY2014 Heat Project

	TOTAL		
	Actual	Budget	% of Budget
Income			
4100 Pledge Offerings	0.00	0.00	
4162 Interest Earned	51.24	0.00	
9201 Heat Project Capitol Campaign Income	99,016.50	52,143.00	189.89%
Total Income	\$ 99,067.74	\$ 52,143.00	189.99%
Gross Profit	\$ 99,067.74	\$ 52,143.00	189.99%
Expenses			
9202 Old Boiler repairs	9,984.79	0.00	
9203 Heat Project Professional Fees	422.44	0.00	
9205 Heat Project Payroll Expenses	7,000.00	7,000.00	100.00%
9206 Heat Project Payroll Expenses FICA	87.71	0.00	
9207 Heat Project Payroll Expenses SS Tax	434.00	0.00	
Total 9205 Heat Project Payroll Expenses	\$ 7,521.71	\$ 7,000.00	107.45%
9208 HVAC Contractor Heat Project	257,981.00	286,645.00	90.00%
9209 Boiler Removal Heat Project	20,486.00	22,760.00	90.01%
9210 Asbestos Abatement Heat Project	25,896.06	28,680.00	90.29%
9211 Electrical Heat Project	35,012.00	38,902.00	90.00%
Total Expenses	\$ 357,304.00	\$ 383,987.00	93.05%
Net Operating Income	\$(258,236.26)	\$(331,844.00)	77.82%
Net Income	\$(258,236.26)	\$(331,844.00)	77.82%

Hope Central Church Budget vs. Actuals: December 2014 P&L

	2014 TOTAL		
	Actual	Budget	% of Budget
Income			
4100 Pledge Offerings	192,409.57	187,359.00	102.70%
4150 Plate Offerings	11,682.27	12,000.00	97.35%
4155 Fundraising Income	6,414.69	3,500.00	183.28%
4162 Interest Earned	1.68	0.00	
4200 Special Gifts	717.00	0.00	
4210 Special Event	319.00	0.00	
Total 4200 Special Gifts	\$ 1,036.00	\$ -	
4300 Rental Income	0.00	0.00	
4330 Long Term Rental	94,900.81	102,220.00	92.84%
4340 One Time Rental	2,340.00	4,200.00	55.71%
4350 Parking Rents	33,760.50	28,000.00	120.57%
Total 4300 Rental Income	\$131,001.31	\$134,420.00	97.46%
4500 Interest Income	0.82	0.00	
Total Income	\$342,546.34	\$337,279.00	101.56%
Gross Profit	\$342,546.34	\$337,279.00	101.56%
Expenses			
5100 Minister Compensation	0.00	0.00	
5120 Minister Salary	44,495.24	42,230.00	105.36%
5121 Ministers SS Offset	5,378.52	5,068.00	106.13%
5125 Housing Allowance	22,820.16	23,690.00	96.33%
5170 Ministers Health Insurance	4,550.82	7,515.00	60.56%
5172 Travel	0.00	690.00	0.00%
5173 Supplies & Materials	210.00	0.00	
5174 Minister Continuing Education	500.00	500.00	100.00%
5175 Minister Retirement	14,874.62	9,978.00	149.07%
Total 5100 Minister Compensation	\$ 92,829.36	\$ 89,671.00	103.52%
5300 Minister discretionary fund	0.00	0.00	
5310 Ministers Discretionary	0.00	350.00	0.00%
5320 Ministers Discretionary Fund- professional	115.21	300.00	38.40%
Total 5300 Minister discretionary fund	\$ 115.21	\$ 650.00	17.72%
5400 Associate pastor Compensation	0.00	0.00	
5410 Associate Ministers Salary	13,433.24	14,261.00	94.20%
5411 Associate Pastor SS Offset	968.52	1,092.00	88.69%
5412 Associate Pastor Housing Allowance	0.00	0.00	
5413 Associate Pastor Health Insurance	583.00	3,500.00	16.66%
5414 Associate Pastor Travel	0.00	175.00	0.00%
5415 Associate Pastor Professional Expenses	0.00	250.00	0.00%

Hope Central Church

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5416 Associate Pastor Continuing Education	0.00	250.00	0.00%
5417 Associate Pastor Retirement	0.00	1,992.00	0.00%
5420 Associate Pastor FICA	0.00	0.00	
Total 5400 Associate pastor Compensation	\$ 14,984.76	\$ 21,520.00	69.63%
5800 Church Administration Wages/Benefits	0.00	0.00	
5810 Church Admin-Wages	21,073.00	20,353.00	103.54%
5871 Church Admin-FICA	1,612.09	1,547.00	104.21%
Total 5800 Church Administration Wages/Benefits	\$ 22,685.09	\$ 21,900.00	103.58%
6400 Utilities	0.00	0.00	
6411 Fuel Heating	17,600.20	25,200.00	69.84%
6412 Gas/Electricity	7,949.59	5,000.00	158.99%
6413 Water/Sewer	2,889.79	2,200.00	131.35%
Total 6400 Utilities	\$ 28,439.58	\$ 32,400.00	87.78%
6500 Building and Grounds Expense	0.00	0.00	
6512 Repair & Maintenance	2,693.55	9,507.00	28.33%
6513 Waste Removal	1,851.60	2,050.00	90.32%
6514 Grounds Keeping	11,895.00	8,000.00	148.69%
6515 Building Supplies	2,478.30	3,000.00	82.61%
6516 Janitorial Wages	17,625.80	18,988.00	92.83%
6517 Fire Alarm Service	681.64	860.00	79.26%
6521 Building Insurance	11,693.00	11,000.00	106.30%
6522 Insurance WC	2,330.59	1,500.00	155.37%
6531 Building Manager Salary	26,615.00	27,300.00	97.49%
6571 Janitorial wages FICA	1,308.21	1,443.00	90.66%
6572 Building Manager FICA	2,049.84	2,075.00	98.79%
Total 6500 Building and Grounds Expense	\$ 81,222.53	\$ 85,723.00	94.75%
6518 Sexton Fee	570.00	200.00	285.00%
6520 Bad Debts	15.00	0.00	
7100 Social Justice Ministry	20,020.00	19,936.00	100.42%
7111 Contributions/Mission	(100.00)	0.00	
Total 7100 Social Justice Ministry	\$ 19,920.00	\$ 19,936.00	99.92%
7140 Seminarian In Care Support	0.00	500.00	0.00%
7170 Psychological Exam Expense	600.00	400.00	150.00%
Total 7140 Seminarian In Care Support	\$ 600.00	\$ 900.00	66.67%
7200 Music Ministry	0.00	0.00	
7211 Musicians	12,126.50	12,854.00	94.34%
7212 Director of Music	20,350.00	20,020.00	101.65%
7220 Music Director FICA	1,261.70	1,522.00	82.90%
7221 Music Director SS tax	295.10	0.00	
Total 7212 Director of Music	\$ 21,906.80	\$ 21,542.00	101.69%
7213 Guest Musicians	0.00	400.00	0.00%
7214 Audio/Visual	1,110.00	1,600.00	69.38%
7217 Musician FICA	0.00	977.00	0.00%

Total 7214 Audio/Visual	\$ 1,110.00	\$ 2,577.00	43.07%
7215 Music Supplies	425.13	800.00	53.14%
Total 7200 Music Ministry	\$ 35,568.43	\$ 38,173.00	93.18%
7250 Worship and Hospitality	0.00	0.00	
7251 Worship Materials and Supplies	1,146.04	1,000.00	114.60%
7257 Hospitality Events	51.65	0.00	
7258 Hospitality Supplies	526.72	1,000.00	52.67%
Total 7250 Worship and Hospitality	\$ 1,724.41	\$ 2,000.00	86.22%
7300 Religious Education/Childcare	0.00	0.00	
7312 Childcare Staff	4,650.00	4,200.00	110.71%
7315 Childcare FICA	355.71	319.00	111.51%
Total 7312 Childcare Staff	\$ 5,005.71	\$ 4,519.00	110.77%
7314 Supplies Religious Ed/Childcare	40.65	200.00	20.33%
7331 Religious Education/Adult	0.00	400.00	0.00%
7333 Field Education Expense	2,000.00	4,000.00	50.00%
Total 7300 Religious Education/Childcare	\$ 7,046.36	\$ 9,119.00	77.27%
7400 Fundraising Expense	1,855.32	0.00	
7500 Missions and Memorials	0.00	0.00	
7511 Missions	0.00	300.00	0.00%
7513 Flowers	0.00	300.00	0.00%
Total 7500 Missions and Memorials	\$ -	\$ 600.00	0.00%
8200 Church Growth/Marketing	0.00	0.00	
8212 Communication/Expenses	1,568.09	3,000.00	52.27%
Total 8200 Church Growth/Marketing	\$ 1,568.09	\$ 3,000.00	52.27%
8400 Nominating Team	0.00	0.00	
8410 Nominating team expenses	0.00	500.00	0.00%
Total 8400 Nominating Team	\$ -	\$ 500.00	0.00%
8500 Dues and Fees	0.00	0.00	
8511 Denominational Dues	2,471.00	2,500.00	98.84%
8519 Misc Dues/Fees	150.00	100.00	150.00%
Total 8500 Dues and Fees	\$ 2,621.00	\$ 2,600.00	100.81%
8900 Administration	0.00	0.00	
8910 Copier Lease	4,253.37	1,750.00	243.05%
8911 Telephone/Internet	2,461.39	2,900.00	84.88%
8913 Accounting/Bookkeeping	458.43	325.00	141.06%
8915 Bank/Processing Fees	382.60	250.00	153.04%
8929 Supplies	1,714.30	1,600.00	107.14%
8931 Computer Expenses	643.64	800.00	80.46%
8932 Office Equipment Expenses	500.00	175.00	285.71%
8933 Postage	181.30	300.00	60.43%
8999 Miscellaneous Admin Expenses	220.00	190.00	115.79%
Total 8900 Administration	\$ 10,815.03	\$ 8,290.00	130.46%
Total Expenses	\$322,580.17	\$337,182.00	95.67%
Net Operating Income	\$ 19,966.17	\$ 97.00	20583.68%
Net Other Income	\$ 491.56	\$ -	
Net Income	\$ 20,457.73	\$ 97.00	21090.44%

Furnace Replacement Project

In March of 2013, the church's 1932 steam boiler opened with a huge leak in the water tank, and we found it to be very unlikely to repair. We also took notice at the time that we were spending an average of \$52,700 per year (3 year average) on repair, fuel and water. The old system was 40-50% efficient. We expect to save more than \$40,000 per year with a new 96% efficient hot water system.

We were also creating an average of 134,000 lbs. of CO₂, 264 lbs. of SO₂ and 80 lbs. of NO₂ that went into the atmosphere each year. The new system will reduce carbon emissions by more than 60%, NO₂ by 60%, and SO₂ to zero.

While we made the attempt in 2013 to bid, finance and install a new system, the project was postponed from fall of 2013 because of the amount of time it required to rework much of our legal paperwork with the state, and also the length of time to process our loan. We also were able to work with our heating contractor to nurse the old system through the winter, with extensive repairs to the old hot water tank.

So we began installation of the new system on June 2, 2014. This was primarily deconstruction -- removing the old boiler, removing the oil tanks and pipes from the furnace room, and beginning the removal of radiators from the lower back portion of the building. Note that we were waiting for the Mosaic School to close for the summer in the end of June.

The week of June 9 radiators from the rest of the building were removed, the furnace room was cleaned up, and the installation of the new boilers began. In the following two weeks new radiators were delivered, and by the week of June 27th we helped pack up the Mosaic School so that the asbestos abatement could begin when they were closed.

As July began, the final radiators and pipes were removed and the building was prepared for the asbestos removal. We were very fortunate with the asbestos removal, in that some had been done earlier, but we were able to totally remove all remaining asbestos (other than that bound in the floor tiles). We did not have to cancel church on any of the Sundays, and the abatement was completed and tested and inspected by July 15. We had several work days so that we were ready to have the new radiators installed as soon as the final removal of the old cast iron pipes was finished (these were the ones that were covered with asbestos).

The last of July and the first two weeks in August primarily involved getting the radiators and new copper pipes installed. Each radiator has two pipes that run from the furnace room to and from the radiator. Each room is now a zone which is controlled with its own thermostat. While the radiators and pipes were in place a little ahead of schedule, the electrical work was delayed and overlapped with Mosaic moving back in the end of August. However, the electricians did much of the work after 6 pm and overnight to accommodate Mosaic begin there during the day.

The last part of August and the first weeks in September saw the final electrical connections of each radiator. Since each radiator must have its own 110 volt wiring, we were able to arrange for electrical outlets next to many of the radiators so that there are adequate electrical outlets now available in the sanctuary and rooms in the back of the church. We have also arranged for additional outlets at

the front of the sanctuary and back by the sound board. We also were able to run the wires that were strung down the left aisle, under the floor so they will not be seen.

The new gas meter was installed on September 9, and the new thermostats were also installed. We met the state law requirement for heat for any renters by September 15 (we could heat most of the downstairs). Back ordered radiators and final clean up took most of October and November. We had a period of several weeks getting the thermostat system to play well together. We also had several work days to clean up items that were not covered in the contract but that were disrupted during construction. Any leftover items were either beyond our skills or too much, and so we are contracting to get this work finished.

Lisa Pilat, our building manager, has worked extra hours since March 2014, managing the on sight contractors, as well as coordinating with Terry Steeden, who obtained the financing and has also overseen the construction.

The Capital Campaign to underwrite the loan was off to a good start in that we covered over half of the costs in pledges. However, it is time in the first quarter of 2015 to finish the underwriting of the campaign, so there will be another capital campaign dinner and pledge drive. We are looking at a goal of having everyone pledge, even if it is a dollar. It is good to have everyone participating. See Marylou Steeden for additional information on the capita campaign.

Submitted By: Terry Steeden

Grounds Group

In 2014, the Grounds group took on this name and started to think about the land around the Church. Megan Jewett organized a clean-up and preparation of the vegetable boxes and communal vegetables were grown and harvested - food available to the congregation at Coffee Hour. Getting to this point meant cleaning out the weeds in the boxes, adding more soil, deciding on the crops to be grown, watering and harvesting. This was a successful mission this year.

The Grounds Group also did a spring and fall clean up and various members did pruning and raking around the Church. We also added more tasks to our contract with our landscape company to keep saplings and undergrowth from springing up along the church building.

A big change to our grounds was the removal of the much Loved Beech tree in the playground this fall.

Our future vision includes rethinking the layout of the parking at the back of the church to allow for dedicated Handicapped Parking and better access to the back entrance and a rack for bikes. We want to beautify the front of the Church and at some point, add a more developed garden in the horseshoe lawn area.

Submitted By: Christie Dustman

Hospitality Report

Weekly hospitality for coffee hour has been going well since September of 2014, when I took over the coordinator position from Pam Wylie. My initial goal was to encourage every church member to do coffee hour once a year. At this point, that seems ambitious, and I am concentrating on finding a steady group of 20 people to rotate, each doing coffee hour 2-3 times per year.

As the coordinator I aim to "make it happen", and also to keep supplies stocked. Based on my own values, I have chosen to convert to using all non-plastic products. I have found reasonably priced supplies made of wood and paper. I hope that this value can be established permanently, as part of our church's environmental commitment.

Since September of 2014, we have spent approximately \$200 from the church hospitality budget. A lot of food has been donated for coffee hour and other events, and people in general are very generous and contribute delicious food.

In the future, hospitality could benefit from a steady, reliable committee of 20 people, with a coordinator. The job would then be very easy. I am happy to continue in the coordinator position through the remainder of 2015.

Andrée Zaleska

Ministry of Justice and Compassion

The MJC is committed to taking action on Hope Central's mission of seeking ultimate meaning, moving toward the heart of God, and the repair of the world, through service and tithing. The Spirit particularly moves us toward stewardship of the earth, marriage equality, ending poverty, eliminating racism, gender equality, and health care and housing for all.

The MJC was busy this year! We met the second Thursday of every month (taking a break in July and August) from 6-6:45pm in the Church office. The MJC currently has 26 people committed to this work through the use of Basecamp with between 5-10 people attending each meeting.

Our service focused on four areas in 2014: homelessness through a partnership with the Pine Street Inn, stewardship of the earth through a Lenten plastics fast and a battery recycling project, promoting peace through participation in the Mother's Day Walk for Peace, and supporting our community's under privileged youth through a blossoming partnership with the Curley School.

Homelessness

Hope Central Church recruited 8-10 volunteers to serve dinner to the men and women at the Pine Street Inn's Shattuck Shelter in Jamaica Plain five different times in 2014. We served both upstairs in the Men's Stabilization Unit, a post-detox program for men recovering from alcohol and other drug use, and the emergency shelter that shelters roughly 125 men and women each night. By serving the guests dinner, we gave the work crew a break and a chance to eat, and built community within our community. We also collected nearly 200 boxes of cereal for their Men's Stabilization Program as cereal is one of the most expensive food purchases their program has to make.

Stewardship of the Earth

Hope Central Church participated in a Plastics Fast to dedicate ourselves to environmental justice issues during Lent.

We also recycled batteries, including alkaline ones, CFL bulbs, and other electronics again in 2014. This activity is good for us all and the planet, in that it keeps lead, mercury, and other toxic metals from ending up in landfills and, ultimately, into our water supply, and it reduces the need to extract those limited, nonrenewable resources. This year, we shipped off almost 40lbs of such material to be recycled! Numerous people participated, though it is hard to say exactly how many, as folks anonymously donated their batteries into the collection box outside the kitchen from time to time.

Promoting Peace

This year, for the first time, Hope Central Church had a group of 12 people participating in the Mother's Day Walk for Peace. The walk is a fundraiser for the work of the Louis D. Brown Peace Institute and our team raised over \$1500 for their work. The Peace Institute "serves as a center of healing, teaching and learning for families and communities dealing with murder, trauma, grief and loss."

Supporting our community's under privileged youth

This year we formed a subcommittee to help guide all Church-School Partnerships decisions: The subcommittee is Laura Ruth, Abbi Holt, Nancy Doherty, Lillian Fuchs, and Megan Jewett. The Curley School was chosen from among 5 Boston Public Schools we were considering a partnership with. We made use of advice from Liz Steinhauser and St. Stephen's after school program's experience in the decision process. We then met with members of the Curley Staff who oversee the after school program and discerned together that the after school program is where Hope Central Church could be of most use. At the same time we circulated a questionnaire around the congregation to learn who exactly would be interested in participating in the Curley-Hope Central Partnership. Around 20 church members were interested in various capacities. With Summer Break, the partnership took a break, renewing itself this autumn with a clothing drive for the students and assistance with organizing school uniforms. There has been continued conversation between the director of the after school program and Hope Central Church and Curley asked to return to a renewed effort this January. In the meantime the School-Church partnership subcommittee is circulating the CORI forms among the church members interested in participating in the partnership, so we can be ready to put some feet on the ground come January 2015.

In addition, the MJC also collected countless towels, sheets, and clothing items for the women at Rosie's Place and started a community garden to feed our community. The MJC also granted over \$3000 in fast track grants and donated 10% of the church's plate and pledges to charities, including the Boston Faith and Justice Network, the Campaign for Southern Equality, GBIO, St. Paul's Clinic in Kenya, City Mission, the GLAD Alliance, the Mass Council on Churches, and the DOC and UCC's missions.

This coming year, the MJC is committed to continuing its service and partnership with Pine Street Inn and the Curley School, participating in the Mother's Day Walk for Peace, continuing its battery recycling project, and starting discussions around race in our own congregation.

We welcome all who have a calling for social justice issues, desire to practice compassion in their lives, or just want good some good company to join us the 2nd Thursday of each month in the Church Office from 6-6:45pm to learn more and see how you can get involved. If you have any questions, please feel free to email the current MJC Chair at katieo80@yahoo.com

Nominating Team Report

2014 Nominating Team Members: Angela Letizia, Nancy Azar, J Conlon, Patti Ryan

This past year, the Nominating Team walked with the congregation in many ways in an effort to help parishioners think about their spiritual gifts and where they might be applied in the church and in the world.

- 1) We filled an unexpected open position on the 2014 Leadership Circle, we filled three open positions on the 2015-2017 Leadership Circle, and we filled three open positions on the 2015-2016 Nominating Team.
- 2) We gathered together the team that would find and review candidates for our first ever Associate Pastor position.
- 3) We filled positions on the stewardship team and the discernment team (support for people seeking ordination), and we named four denominational delegates.
- 4) We hosted two church-wide events to encourage conversation about spiritual gifts and engaged in a year-long series of discernment conversations with Covenant Partners and those who consider themselves part of the Hope Central family.

We are so grateful to all of you who participated in these conversations with us and to all of you who felt called to lead and then gracefully accepted new roles in the church.

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

2015-2016 Nominating Team: J Conlon, Elizabeth Simpson, Devin Schmueli, Abbi Holt, and Mary Ann Rodrigues

2015-2017 Leadership Circle: Nancy Azar, Terry Steeden, Nina Swift

Personnel Team

The Personnel Team is trusted with advising and assisting the Leadership Circle on matters involving the hire and separation of employees and the creation and implementation of personnel policies (e.g. pay increases, benefits, and performance evaluations) for pastoral staff and church employees. While doing this, we strive to value the work and our workers, and to establish practices that are fair, kind and consistent.

During 2014, our work included:

- Beginning a church policy manual
- Standardization of employee policies
- Implementation of job descriptions that accurately reflect the work that is required for the role
- Recommendation of tools to conduct employee performance evaluations
- Establishment of paid time off policy that combines vacation, sick, and personal time
- Compensation guidelines for staff
- Compilation of denominational and government resources for employees, e.g. DOC Annuities, the UCC Tax Guide, MAUCC Clergy Compensation guidelines, the Affordable Care Act
- Creation of call agreement for the Associate Pastor for Children's Spiritual Formation and Pastoral Care

In the spring, Devin Schmueli transitioned out of his role leading our Sunday School and the Personnel Team with the Leadership Circle's agreement hired Courtney Jones, our Student minister to be the Acting Associate Pastor. The time was ripe to expand children's programming, so a Search Committee was formed and a search undertaken to find a Pastor for Children's Spiritual Formation. After a rigorous search process, the Search Team recommended Courtney Jones become our Associate Pastor for Spiritual Formation and Pastoral Care. Courtney was called as Associate Pastor on July 1, 2014. Her Call letter and package were developed by the Personnel committee.

The Personnel Team members for 2014 are J. Conlon, Christie Dustman, Julia Herzig, Abbi Holt, and Terry Steeden.

Rogerson House Worship

This winter we begin our fourth year of providing services at the Rogerson House. The relationships Laura Ruth and I have developed with the staff and with the residents continue to deepen and grow. We have lost many of our regular congregants over time but that sadness has been lessened by the amazing example of the staff and their resilience.

We just held our third Christmas service for family and residents. It has been a joy to get to know the family members as well. Our regular monthly service has around 20 residents and our Christmas service had somewhere in the area of 50 plus. The biggest and best change we have seen this year is that a few of the residents are participating in the service. We have a retired church musician playing for us. We have had volunteers to read the scripture and to help with prayers. It is a blessing to continue with this ministry. Anytime you might be free on a second Thursday of the month, you are welcome to join us.

Submitted by: Kathy Bermingham

Stewardship Report

This year's stewardship campaign, This Is What I Dream, launched with the bold, prophetic words from Joel 2:28:

I will pour out my Spirit on all people.
Your sons and daughters will prophesy,
Your elders will dream dreams,
Your you will see visions.....

For 2015, we presented our dreams of great things for our beloved community that included:

- raising the second half (20K) to fully fund our Associate Pastor who is building our Children's program and wants to reach out to with pre-teens and teens;
- expanding our music program;
- increasing the hours of our dedicated staff , Leonel, Jen, and Lisa--in order to support our growing community and its needs;
- and, this is big, hiring a second part-time Associate Pastor, someone who brings staff diversity and will focus on worship, adult spiritual formation, and pastoral care.

As of the writing of this report, we are pleased to announce that we have a total of 73 households who have pledged, for a total of \$175,012. We are grateful to each member who thoughtfully considered what she or he was able to contribute to the beloved Hope Central community, and we look forward to realizing our dreams in 2015 and beyond.

In Peace and Grace,

The 2015 Stewardship Committee:

Benjamin Perkins
Christie Dustman
Mary Lewis-Pierce
Laura Ruth Jarrett

Worship, Arts, and Music Ministry (WAMM)

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, has grown more into spiritual leadership this year, and continues to do a wonderful job of leading our amazing professional musicians, Gillian DeLear, Neil Helme, and Bobby Hall.

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.

The worship staff continues to meet weekly to decide and do the details of worship. The Worship Planning Team meets monthly to guide, imagine, and create our worship.

The morning service grew by leaps and bounds this year, as new families and others found their way to us. In recent months our morning attendance has been between 80 and 100 people. Children's Church also grew dramatically, under the capable leadership of our Associate Pastor, Courtney Jones, who took over for Devin Shmueli, who was released from his service as our leader of children's spiritual formation and became a Covenant Partner on Pentecost. We now have three classes of children: infants and toddlers, age 4-K2, and 1-3 graders, and we've been having between 13 and 27 little ones in Children's Church on an average Sunday morning. The children led the service on Pentecost and did an outstanding job.

In 2014 we continued to have a liturgist at morning services, and we expanded our pool of prayer leaders for the Prayers of the People. We are working to build a master rota of all the worship and hospitality roles—sacristans, prayer leaders, liturgists, greeters, children's church volunteers, and coffee hour—so that all of these roles are assigned six months in advance. Gina Boisse and Kathy Hanlan worked tirelessly to build a rota of greeters for all services, and by the end of the year had a thirteen-week rota in place. Hallelujah!

This year we also made changes in our evening worship. We continue to have a Taize service on the second Sunday evening of each month, gloriously led by Jeanne Lucas. The Evening Worship Imagining Team, after meeting regularly for months to craft our evening worship, disbanded at the end of August, and in the fall we began having a less formal, more intimate lay-led evening service on the first, third, fourth, and fifth Sundays, with an emphasis on singing and playing music. Instead of a sermon, one person provides a brief commentary and context on the scripture reading, which is followed by discussion. We have created special binders of hymns for the new evening service, building a repertoire of music that we know and love and adding new hymns over time. Vanessa and

the musicians transitioned to the morning service, while the evening service music is led by lay musicians.

One of the highlights of 2014 was a visit, at an evening service in June, from the youth choir of Belmont United Methodist Church in Nashville, who gave a concert that blew the roof off the building.

In August, when we worshipped in the evening only, some of us attended African American churches in the morning in order to learn Black Church practices and how we can make our services more familiar and welcoming to African Americans and other people of color.

In an effort to be aware and respectful of gender identifications and gender fluidity, we also got new nametags with a variety of gender pronouns.

We experimented with a new sound system, thanks to the indefatigable Terry Steeden, but in the end it did not meet our needs. Gillian DeLear has been doing a great job of overseeing sound in the morning.

Kathy Birmingham continues to lead the monthly worship for the Rogerson House, preaching every other month, celebrating communion, organizing the sometime volunteers from our congregation.

In 2014, we worshipped together twice nearly every week. We continued our practice of having only one service per week during the summer months—in July we had a service in the morning, and August in the evening. We'll do that again in 2015. We worshipped in our yard and at the water park.

Our theme for Lent was the Slow Work of Forgiveness, and for Advent our theme was Waiting. We had a sermon series on prayer in October-November, with sermons by Ben Perkins, Courtney Jones, Laura Ruth, and testimonies from three laypersons.

We baptized five people - Robin Bartlett, Isaac Linscott, Maya Woods and Hannah Woods, Nevaeh Chabliss; re-affirmed MaryAnn Roderiques' baptism by immersion; and dedicated CJ Schmidt in 2014. We welcomed nineteen new Covenant Partners, making our vows to them.

We blessed our building, our back packs – teachers, students and school staff, our animals, our bikes our Leadership Circle, our Called to Care Team. We had great preaching: Courtney Jones, John Brock, Terry Steeden, Ben Perkins, Nina Swift, Jill Seaman, and Megan Jewett.

I don't know if you feel it, but I do, an increasing energy and 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.