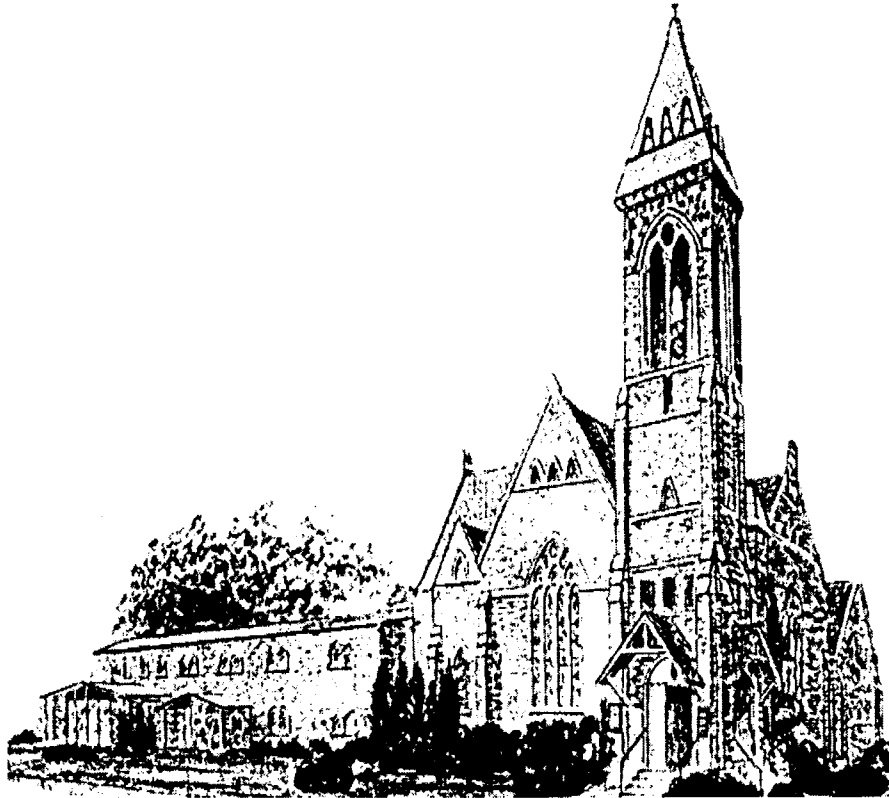


# **FIRST BAPTIST CHURCH BENNINGTON, VERMONT**

## **ANNUAL REPORT 2008**



**180<sup>TH</sup> ANNUAL BUSINESS  
MEETING HELD  
January 25, 2009**

**(REVISED VERSION 1/21/09)**

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# **FIRST BAPTIST CHURCH BENNINGTON. VERMONT**

## **CHURCH COVENANT**

Having been led, as we believe, by the Spirit of our Heavenly Father, to associate ourselves with this church in its united effort to promote God's will on earth, we therefore solemnly enter into agreement with one another and with the Lord Jesus Christ.

That we will strive to live a new and holy life, walking together in love as disciples of Jesus who said, "This is my commandment to you, to love one another as I have loved you... by this shall all men know that you are my disciples."

That we will seek to emulate the teachings of the New Testament; laying aside falsehood and speaking the truth. We will be kind one to another, that we may live as children of light, standing firm as men and women of mature character and of clear convictions as to everything which is God's will.

That we will sustain this church in its worship, teaching and missionary interests home and abroad by our regular attendance at its services; and will contribute, as God prospers us, to meet various needs of the Kingdom; knowing that this is the only way we can keep the church strong and its work progressive.

That we will aim to maintain private family devotion, create a Christian atmosphere within our homes, encourage cheerfulness, a right appreciation of prayer, and a balance of Christian life.

That we pledge ourselves to maintain individual liberty of conscience to strive with all Christ's followers in a courageous effort to bring our social relations into harmony with all society and government, to promote peace, and a better understanding among mankind.

That should we move from this community we will as soon as possible unite with some other church, where we can carry out the spirit of this covenant and the principles of God's word.

**FIRST BAPTIST CHURCH  
180th ANNUAL MEETING  
AGENDA  
JANUARY 25, 2009  
10:45 A.M.**

The First Baptist Church of Bennington, VT will hold its Annual Meeting on Sunday, January 25<sup>th</sup>, 2009 beginning at 10:45 am in Colgate Hall for the following purposes:

**1. OPENING REMARKS**

**2. CALL TO ORDER OF THE CORPORATE BODY**

Ratification of the actions of the Board of Trustees

**3. CALL TO ORDER OF THE ANNUAL BUSINESS MEETING**

A. 2008 in review

Approval of minutes of the January 2008 Annual Meeting

Treasurer's Report

Financial secretary's report

Endowment update

Affirming the 2008 year of ministry

B. 2009 Business

To hear and act upon the 2009 budget report

To hear and act upon the nominating committee report

To transact any other business that may properly come before this meeting.

**ADJOURNMENT**

**Aleta Bryant  
Church Clerk**

# *179<sup>th</sup> Annual Meeting Minutes*

**First Baptist Church  
Bennington, Vermont**

**January 27, 2008**

Moderator, Greg Lewis, called the meeting to order at 11:45 A.M. in Colgate Hall with a Thank You to everyone who contributed to producing the Annual Report, especially Donna Sprague for all her work, and Cindy Watson as Treasurer. He also thanked all who served on Boards throughout the past year, those who helped with various church functions such as Christian Ed, fund-raisers, etc. and the united efforts with Pastor Jerrod Hugenot to accomplish a successful year for the church.

The moderator called the corporate body to order with Mary Harrington making the motion to accept the actions of the Board of Trustees. Cindy Watson made the second and the motion was unanimously passed.

Florence Smith made the motion to accept the minutes of the January 28, 2007 annual meeting, seconded by Allyn Lindsey.

Cindy Watson explained the Treasurer's Report. Sue Hoag made the motion to accept this report and Harriet Gaines made the second. The motion passed.

Sue Hoag made the motion to accept the secretary's report and Allyn Lindsey made the second.

Sue Hoag made the motion to accept the Endowment update. This was seconded by Hazel Candib.

Allyn Lindsey made the motion to accept the 2008 Budget as presented. Sue Hoag made the second.

All motions were passed unanimously, with no objections or abstentions.

Pastor Jerrod thanked Carolyn Peckham, Hazel Candib, Cathy Shepard, and Anna Hilliard for their work on the Nominations Committee. Greg Lewis mentioned that Church Clerk and an auditing position were still vacant. John Watson should be removed from the usher list. Doc Gaines made the motion to accept the list of Officers and Board members. Florence Smith made the second. The motion was unanimously passed.

Pastor Jerrod Hugenot summarized a few points of his annual report as interim minister. He remarked about how dramatic changes took place in the 180<sup>th</sup> year of the church, especially in the areas of Christian Ed and Adult Education, increased income from building rentals, as well as having news of the church more publicized.

Jerrod showed the newly purchased video camera with special mention being made of the Chris Gaines' Memorial Fund attributing to the Video Fund.

Moderator, Greg Lewis, and Pastor, Jerrod Hugenot, explained a need for revision of the structure of the congregation decision-making. Article 3 Section 3 in the bylaws, written in 1959 and the last revision in January 2006, states that delegates to meetings/conferences need to be voted on at two annual meetings. Francis Morrissey, the church lawyer, will be consulted about changing the wording (possibly just omit the word "annual") for a more expedient way of handling these decisions. Greg said the desire is to make amendments to the bylaws to allow the revision process to be changed. After consulting Mr. Morrissey, (in approximately 2 to 3 months time) there will be another meeting of the church body to affirm the changes. That meeting will be warned 3 weeks in advance of the meeting, the same as the annual meeting.

The Church Covenant had not been read aloud by the attending members of this annual meeting as there had been time to read it before the meeting and it saved time for the actual meeting. Mary Harrington followed by Hazel Candib, with the rest of the congregants agreeing that it was O.K. not to read it this year.

Sue Hoag made the motion to adjourn the meeting, seconded by Hazel Candib.

A potluck lunch followed the meeting.

**Hattie Hustler, Church Clerk**

## **PASTOR'S ANNUAL REPORT 2009**

In this report, I will share affirmations and challenges about the ministry of First Baptist. As minister, I assess our year in review with a great deal of thanksgiving. I believe there have been some measurable leaps and bounds in the ministry of our congregation, and this annual report will reflect a successful shifting of attitudes underway from "maintenance ministry" to "missional ministry".

In the minds of many observers of contemporary North American Christianity, the descriptor of "a small congregation with a large physical plant" serves as shorthand for "yet another mainline Protestant congregation struggling to hold on, if even able to do so." This annual report will celebrate that we are still "a small congregation with a large physical plant"; however our small congregation is doing tremendous work with a large physical plant. We are seeing a new relevance emerging with our ministries using our building as our second greatest asset. The greatest contributing asset to the success here is the gathered people called First Baptist, who are making this religious community relevant in ways the experts would be astonished to learn.

### **Affirmations of 2008**

In the beginning of our season of intentional interim ministry (September 2005), First Baptist realized its presence on Main Street. We cannot take for granted our identity as a long-time, "name brand" denominationally affiliated congregation. Individuals are attracted to religious communities for differing reasons than in the past generations. Looking at the same congregation three years later, our congregation's community presence is at its highest level in a few years. Our public image is taking on creative and exciting new dimensions as we welcome two long-term tenant non-profits and experience needed building upgrades. Our building is helping us, rather than hindering us, in the long-term development of a necessary missional and financial reality. The congregation's respect among its peers has grown, and First Baptist is now seen as becoming capable of engaging the issues of the day and building partnerships that address common ground matters.

Internally, our lay leadership engaged key issues that have gone fallow or unaddressed in previous years. The church trustees have led the way toward reinterpreting the utilization and purpose of our physical plant. The deacons have provided new opportunities for congregational, community, and interfaith friendly activities. The mission board has moved into a more active stance, adopting a 2009 twelve-month "blueprint" for mission promotion. The Christian Education board has continued to reinvigorate religious education for children and adults. The church cabinet has taken more leadership than in past years, meeting more often and giving more lay leadership direction. Each of these evidence growth in the congregation's progress.

The congregation strikes me as on better footing than when I arrived in 2006. While the economy is faltering and our locality is likewise affected, I believe we are in a better and more reflexive place to live faithfully into a time when people are struggling more so than usual. The Community Conflict Transformation two-day workshop in February 2008 garnered sixty attendees, for whom many were surprised and delighted to see a congregation offering a non-sectarian learning experience with high value to our community and its needs. The decision to forge ahead with missional church principles led to expanding opportunities to share facilities with tenants such as Family Time (domestic violence prevention, parenting skill training, and support for families) and the Bennington Free Health Clinic (provision of health care for the uninsured). First Baptist itself began a new missional venture with the sewing class, currently attracting a dozen persons. We embrace opportunities to partner with interfaith communities and local individuals and organizations, as likewise they are concerned for community wellbeing and fostering common ground projects. We have moved from a marginal visibility to a profile exceeding where the congregation thought it could go just three years ago.

In the summer of 2008, the congregation experienced an opportunity to talk about controversial matters as this summer's regional meeting brought some difficult conversations for us to explore. The region's annual meeting concerned a vote regarding regional recognition of the ordination of gays and lesbians, the result of some very difficult and acrimonious regional and associational politics in recent years. On the local church level, we did learn from this experience. The opportunity to foster dialogue on issues of disagreement and to be a congregation respectful of convictional diversity in our midst helped me see the church's opportunities for growth in some areas (conflict management, theological/Baptist identity training, and earnest and frank dialogue). I am hopeful we will not shy from having difficult conversations about our congregation's theological

identity. The work might appear contentious, but I believe we will experience a more fruitful and deeper way of talking about and practicing the faith, even when we hold differing convictions in our midst.

In my own work as minister, I have found the opportunities to foster First Baptist's community partnerships quite exciting. The ability to do so in mutual ministry with the interfaith community is a treasure. First Baptist is respected as a key faith community within the interfaith work of Bennington, and I have given much time to helping the interfaith council ask itself hard questions and envision a new and exciting day for our common work. Also, I am on the boards of the Better Bennington Corporation and Catamount Access Television (CAT-TV), providing another level of community interaction for First Baptist's name and mission to be in the public square. Alongside other area mainline Protestant congregations we hosted a successful adult education series on the parables of Jesus, demonstrating that sharing resources and programming is a fruitful endeavor to continue exploring.

One more thing to note: In 2008, we can look back and say more people are learning about First Baptist and its ministry. In the local media more *Bennington Banner* front-page articles about "what's going on at FBC" have appeared in 2008 than previous years. I have enjoyed opportunities to share our ministry and witness through the faith column in the weekend edition. In the larger context, articles about First Baptist and my work with First Baptist have appeared in national periodicals: *The Minister*, the journal of the ABC Minister's Council and *The Christian Citizen*, the quarterly of National Ministries. Essays about being a Baptist minister engaged in an interfaith/global world have appeared in the *Bennington Banner*, *Baptist Studies Bulletin*, a monthly e-publication of the Center for Baptist Studies; and *Baptists Today*, a national monthly newspaper for Baptists.

### **Challenges for 2009**

I believe more fruitful work awaits the congregation as we organize the church and clarify its governance, policies and practices. The congregation needs to talk more intentionally about the division of power and administration. Some of the division of power and balancing of volunteers/staff/governance need to be explored. I am hoping the cabinet will take on a more macro-management role to assure we help one another be attuned to the "mission/vision/purpose" of the congregation.

Opportunities are needed to conduct deeper discussions about what is God calling us to do as a congregation. Questions of mission, vision, and purpose are still nascent and need to be expanded out further. I believe that some of the success of First Baptist is due to individuals and groups thinking together about these issues. I would challenge the congregation to make such effort the work of every member and become a congregationally led church. In such endeavor, the minister coordinates the ministry of the whole people, and the lay governance keeps asking those "big picture" questions in a way that keeps the church moving into the current day and better prepared for the future. The agreement to change my title from "intentional interim minister" to "coordinating minister" (and not "pastor" or "senior minister") demonstrates an awareness that the face of congregational ministry is changing. The whole people of God are the key, not just the designated ordained or lay leaders. As our 2008 stewardship emphasis noted, together, we live by words of hope!

As part of a new day for ministry, we are moving toward conducting fair and productive annual performance evaluations and a personnel handbook. Staff will have a better awareness of their job performance, and evaluations will enhance their understanding of their work in service to the congregation. The supervision of the minister will be a key part of this change. The pastoral relations committee will take a stronger role in being the conduit for fair and holistic evaluation of the minister. Comments, concerns, praise, and earnest critique will be channeled through this committee to ensure First Baptist receives excellence in pastoral ministry. I look forward to learning how to serve better you as a congregation and our collective mission, vision, and purpose.

### **Conclusion**

In 2009, Baptists worldwide celebrate the four hundredth anniversary of the first Baptist church taking shape as English Separatists fled to a more tolerant Amsterdam and began adopting the religious views we now take as our theological inheritance. We are working on projects to celebrate this grand occasion to deepen our congregation's appreciation for its heritage and identity while providing a public witness to our community about our values and historic beliefs. I am pleased to announce part of our festivities will include celebrating Pentecost Sunday with a special pulpit guest: the Rev. A. Roy Medley, the General Secretary of the American Baptist Churches/USA.

At the same time, we at First Baptist will be engaging in questions of our own identity. We are a group of American Baptists who embrace interfaith cooperation, and we live in an era that is increasingly indifferent to religion. How do we live out the gospel in such times? I hope we will experience another year of intentional growth, moving First Baptist into a new day and embracing whatever the future holds with the wisdom of our forebears and the witness we are writing anew to a world which dearly needs the gospel to be practiced, lived, and proclaimed in its midst.

**The Rev. Jerrod H. Huguenot**  
**Coordinating Minister**

**PASTORAL RELATIONS COMMITTEE**  
**ANNUAL REPORT 2009**

The Pastoral Relations Committee (PRC) has been busy defining itself and the duties of the committee. In our efforts to more closely align to the purpose of the committee, we realized there was not a clear understanding within the church of what this committee should be doing. The PRC functions to help the Pastor and you, the congregation, deal with the complex and sometimes difficult issues he must negotiate in his relationship to you, the region and the community. The PRC is his advocate and a channel through which you can make suggestions, award compliments or register complaints. We encourage you to seek out one of the committee members if you would like to confer with us about anything regarding the Pastor and his work here with us at First Baptist Church. During this year changes have been made to the committee and the current members are Grace Becker-Wilson (chair), Carolyn Peckham and Susan Kachmar.

Early in 2008, we provided Pastor Jerrod with a comprehensive evaluation. His work with us is changing as we morph into a church which is different than we have ever been before.

We are continuing to refine this process to allow for honesty and foster communication among all parties. In addition, this fall we assisted in renegotiating his compensation package to reflect more clearly his work with us. This included changes to his job title from "Intentional Interim" to "Coordinating Minister." This means he will act more as a facilitator than a leader.

We also have worked with Pastor Jerrod on how to facilitate discussions of a controversial nature. It is critical to allow all persons to feel safe in discussing very difficult and divisive issues in the context of informing and involving the whole congregation. This summer you may recall we all learned and talked about the ways we are different and the ways we are similar in our beliefs, histories and ways of life. We welcomed all those interested to have a voice in the decision-making in preparation for the vote at the regional level.

We are helping Jerrod in his effort to involve you, the congregation, and the lay-leadership in long term strategic planning and negotiating the diverse directions in which the church could go. It is a conglomerate of all of us (parishioners, lay leadership and Pastor Jerrod) which will determine the eventual path this church is to take. We are preparing the future of First Baptist Church as I write these words.

The committee and the pastor wish to thank those who have spent time and energy in this committee who left the committee this year. Thank you to Hazel Candib and Greg Lewis.

All of us on the PRC consider it a pleasure working with Pastor Jerrod and also with you in this important work. We appreciate his commitment to his faith, this church, our community and the wider community he serves.

**Respectfully submitted,**  
**Pastoral Relations Committee**

**FIRST BAPTIST CHURCH  
MEMBERSHIP CHANGES**

January 1, 2008	Resident Members	192	
	Non-Resident Members	74	
	<b>Total</b>		<b>266</b>
Received:	Baptism	0	
	Letter	1	
	Aleta Bryant		
	Christian Experience:	2	
	Alycia Post		
	Lois Comar		
	<b>Total</b>		<b>3</b>
Dismissed:	Transfer of Letter	0	
	Death of Active Members	0	
	Death of Inactive Members:		
	Marjorie Shultz	1	
	<b>Total</b>		<b>1</b>
December 31, 2008	Resident Members	193	
	Non-Resident Members	74	
	<b>Total</b>		<b>268</b>

**BOARD OF DEACONS  
ANNUAL REPORT 2009**

2008 has been a great year. The deacons have been active in trying to provide the congregation many opportunities to socialize in Christian fellowship. The Fun Fridays have been a great success. If you have not attended we urge you to come and join us. We are planning to start work on a church directory for the New Year. The first interfaith covered dish was attended by many from all different faith groups as well as First Baptist members. We are grateful that the church has agreed to move to Colgate hall early because of the price of fuel. We are grateful to Cindy and Hattie making the altar beautiful for our worship and Carolyn for coordinating the flower project. We purchased 2 banners, lent and advent which help beautify the worship area. Thanks to greeters, ushers, bulletin and newsletter folders. We cannot forget to thank the coffee hour hosts. Coffee hour host are needed. We have some people who like to bake but it is not necessary to bake. The purpose of coffee hour is to socialize and get to know your fellow church members. Bringing veggies, fruit, donuts, whatever is just fine. This does not have to be done on your own; you can partner with others and share the load. Please sign up and lets a deacon know if you need help.

**Respectfully submitted-  
The Board of Deacons**

**THE FELLOWSHIP FUND  
ANNUAL REPORT FOR 2008**

The Fellowship Fund exists to assist persons in need. The minister coordinates disbursement of all funds. (In the absence of the minister, the treasurer of the deacons administers the funds and serves as a co-signatory to the account.) The board of deacons is thankful for the congregation's faithful help in providing discretionary funds. The faithful monthly support of this fund by the congregation has created a multitude of blessings for those in need during 2008. Indeed, most of the monies disbursed helped those within the congregation's membership.

By the terms set in our bylaws, any amount over \$500 on hand may be disbursed to community organizations. This year, the Deacon's Fund provided support for the administrative costs of the Interfaith Food & Fuel Fund and the Bennington AIDS Project. In April 2007, the deacon board elected to cease the direct assistance to individuals not within the membership.

As part of the trustees' decision to consolidate all other church funds with the Heritage Family Credit Union, the deacon board voted to transfer their fund as well. Presently, the account is lodged with HFCU's Bennington branch, with the minister and Lisa Flynn, deacons' treasurer, serving as signatories of this fund. A mandatory deposit of \$25 is required to keep the account open and active.

**Beginning Balance** (stated 12/31/2007) \$769.60

**CREDITS**

Communion Offerings \$ 2416.50

Thanksgiving Basket \$ 50.00

Interest income \$ 1.19

**DEBITS**

Internal Assistance \$ 1521.79

Community Support \$ 1345.82

Bank charges \$ 29.97

**Ending Balance** (stated 12/31/2008) \$528.31

**Submitted by the Rev. Jerrod H. Huguenot**

**BOARD OF TRUSTEES  
ANNUAL REPORT FOR 2008**

Wayne Kachmar, Carolyn Peckham and Steve Smith were elected Tri-chairpersons of the Board of Trustees. The tri-chairmanship is due to work conflicts. Other members include John Harwood and Sue Hoag.

**Clerical Updates:**

The Personnel Handbook is in the process of being finalized.

All new office computers were installed and networked for Pastor Huguenot, Donna Sprague, Church Secretary and there was an addition of a computer for the Building Rental Director, Cindy Watson.

Surge protectors were installed on all computers. A note of thanks to Bob Wilson for his volunteer hours making the networking happen. Tim Hunt has also provided helpful tech support as needed.

A digital recorder was purchased for the Church Clerk to record meetings for transcription.

During the calendar year 2008 the First Baptist Church of Bennington accomplished the following building upgrades:

The long awaited lift to access the second floor was completed and is operational.

The Bennington Free Health Clinic reconstruction to accommodate an examining room has been completed and a Grand Opening will be held January 14, 2009.

Monument Electric was awarded the contract to install a fire alarm system.

Additional Telephone lines were installed to accommodate PAVE and the Bennington Free Clinic.

New microphones were purchased for Colgate Hall.

New flooring was installed in the entry to Colgate Hall.

New Choir robes.

**Finances:**

The Endowments in the America Funds results are down due to the Recession to the economy. It served the church well with financing the upgrade during the past year.

A standard rental schedule has been established for the rental of rooms on the second floor and other uses of the Sanctuary, Colgate Hall and the kitchen.

**Thank You:**

To all the volunteers that serve our church timelessly in all the events that occur during the year.

**Future Items being discussed:**

The installation of the fire alarm system.

Roof repairs over the Della Whittier Lounge.

Additional parking.

**Respectfully Submitted**

**Aleta Bryant, Church Clerk**

**STEWARDSHIP AND MISSION BOARD  
ANNUAL REPORT 2008**

First I would like to thank Fran Hunt for serving on our board and wish her luck. Also would like to extend a welcome to Evenly Lindsay and Aleta Bryant onto our board.

In January we did the souper bowl Sunday and instead of collecting money we collected "cans of soup".

Some of the other things we have done as a board is "adopting Molly Stark School" as our school. In August we collected about six bags of school supplies for them. And in November we were collecting underpants, sweats (tops and bottoms), warm sweaters for them. At this time I would like to thank everyone for their help in this. We also collected the following offerings RMMO,AFC,OGHS, WMO and the AFC.

We voted to give to other groups any extra money that we might have collected from the above offerings. At our November meeting we agreed to be the main contact for doing the supper at the Second Congregational Church.

Thank you to all the members who served on the board for their hard work and to the members who made this year's mission giving such a victory. We look forward to 2009 to be as big a success as 2008.

**Respectfully submitted-**

**Judy Carpenter, Secretary**

**BOARD OF CHRISTIAN EDUCATION  
ANNUAL REPORT 2009**

Director of Christian Ed-Alycia Post  
Chair-Mary Harrington  
Secretary-Rhonda Harmon  
Other members-Alyssa Gilleran and Cathy Sheppard

The Board of Christian Ed saw several changes this year. First was the loss of Darcy Oakes as the Director of Christian Ed. The board remained without a director for several months until Alycia Post expressed interest and was hired. She brings revived energy and several wonderful ideas. She wrote and directed this year's Christmas pageant and has started a sewing class. She is soon starting a cooking class as well. She and Jerrod have also been working together to hold CPR classes and other safety classes for Church members.

Theresa Stevens is now the playroom supervisor. She works every Sunday from 9:30am to 10:30 am and then returns at 11:00 am for those parents who wish to attend adult Sunday school. She is also available for child care during church sponsored activities though-out the year. The Sunday school room received a make-over in the summer and still undergoing changes to improve the appearance to become more inviting for children and visiting families. The nursery is now a part of the playroom and the old nursery room has become space for the Bennington Free Clinic.

Rhonda Harmon and Alyssa Gilleran continue to teach Godly Play and Faithweaver. Lisa Flynn and Alycia are substitute teachers. Sunday school hour for children was changed back to 10am – 10:45am. It was discovered that having Sunday school after church made for a much too long a morning for the age group that we have. Attendance varies from week to week. The upstairs supply closet was finally cleaned out and is now shared with other community based programs. What a walk down memory lane that was.

This year's Vacation Bible School was a Surfing Theme. Adult and children were involved. Fun was had by all. It was found that a whole eight hour day of VBS was too long for children (and adults). Discussion for next year is in progress. Sneak peak: it is an Extreme Sport and Camping theme.

The adult Sunday continued in 2008, offering multi-week sessions (8-10 weeks) in the spring and fall. The Rev. Hugenot offered classes on issues in spiritual formation, asking us to explore spiritual practices of Christianity and adapt them in our own lives. In the summer, the Sunday school hour for adults offered opportunities for the congregation to discuss issues from time to time. In the 2008-2009 year (September to May), the class is exploring "Five Practices of Fruitful Congregations", a curriculum designed by United Methodist bishop Robert Schnase. In 2008, the class completed the modules "Risk Taking Mission and Service" and "Extravagant Generosity". These two modules provided helpful reflection on the church's missional development and ongoing stewardship efforts. In the spring of 2009, the remaining modules will be offered: "Radical Hospitality" (February), "Intentional Faith Development" (March), and "Passionate Worship" (mid-April to mid-May). During 2008, the Sunday school for adults averaged fifteen persons.

**Respectfully submitted-  
Board of Christian Education**

## **MUSIC DIRECTOR ANNUAL REPORT 2008**

The music program of First Baptist Church is provided by a very loyal group of persons who meet on Thursday evenings at 7:00 p.m. to rehearse music for the following Sundays.

During the past year we were fortunate to have two new singers with a continuing host of five singers who have continued to support the worship of the congregation. The Rev. Jerrod Huguenot has been our chief (and only) male voice in the choir.

### **WE NEED MORE SINGERS.**

You need not be opera-trained; you need not feel afraid of public exposure; you need not be ready to warble at the crack of dawn. What you need be is willing to **serve God in the worship of the church.**

During January the choir will not meet at the church on Thursday nights, because of the nature of improbably bad night time driving But we will arrive at the church Sunday mornings at 8:45 a.m. to ready some old favorites for that Sunday morning, and perhaps look ahead a little as time allows.. Beginning in February, we will return to our 7:00 p.m. Thursday evening rehearsals.

While the sanctuary is closed off during the harshest winter months we are trudging along with piano accompaniment both for congregational participation, and for special music. The replacement of the organ with piano music makes a different atmosphere for our worship, but one in which we may still reach out to God.

The work of Stephen Williams as music director was badly interrupted during the autumn of 2008 with a triple-bypass operation. He is now back on the bench and hoping to welcome several new voices to our small-but-mighty group.

Our thanks to Betty, Sandy, Cindy, Alycia, Mary, Julie, and , of course, Jerrod.  
Please feel free to join us as we praise God in music.

Respectfully submitted-  
Rev. Stephen Williams, Music Director



Edna T. Rice	10/14/84
Ethel Richmond	04/04/83
John P. Riddle, Sr.	08/28/00
Lena L. Rose	07/17/87
Maude K. Scott	03/14/89
Ruth B. Shea	10/27/97
Jeffrey E. Shepard	05/09/89
Althea Spafford	01/03/92
Mary Spicer	05/24/77
Mabel Stewart	08/03/84
Elaine Sumner	08/31/93
Lawrence Sumner	01/16/94
Robert W. Thomas	08/30/94
Arthur W. Tinkham	10/21/74
Anna Towslee	12/09/89
Marian W. Barber Vince	06/04/00
James Vince	12/05
Everett L. Vose	05/28/84
Harriette Walbridge	01/21/76
Jeanne Walbridge	09/03/77
Lucinda Warner	06/24/75
Ralph Watson	09/02/06
Betty Werner	05/22/80
Jessie Harris Wheeler	05/06/79
Alice White	01/28/78
Minnie C. Woods	03/16/85
Kathryn Young	04/24/84

**TOWER FUND – 2001 – 2002**

The members of the First Baptist Church  
 American Baptist Women  
 Eupha Bonham  
 James Coulter  
 Mary Coulter  
 Elizabeth Escala  
 John Finlayson  
 Paul Greenawalt  
 Harry Harmon  
 Michael Harmon  
 Rose Harmon  
 Eleanor Harwood  
 Harold Hilliard  
 The Jepson Family  
 Anna Kennedy  
 Chester Mallory  
 The Paddock Family  
 Harry Percy  
 Koby Peterson  
 Lucy Quinby  
 John Riddle, Sr.  
 Kimberly Watson Shand  
 Blanche Strohmaier  
 The Summer Family  
 Florence C. Towsley  
 Betty Werner

**SOUND SYSTEM**

James and Mary Coulter  
 Leon and Avis Peckham  
 Lucy Quinby

**ORGAN FUND**

Hope Colgate Jerome Sloan

**BUILDING COORDINATOR  
ANNUAL REPORT 2008**

Report for 621 Main Street;

It is with praise to God that I can report the purpose of the rental units has been met. Both apartments are full and have been since February of 2008. We have been able to furnish housing for 5 people, with one being a baby girl. The rents are up to date, an escrow account for security deposits has been opened and the taxes have been paid. I have been able to repay \$1300.00 of the money borrowed for operating expenses last year when the apartments were empty leaving a balance due of \$635.50.

Report for the church facility;

The Bennington Youth Center closed its doors late in 2007 and by June 2008 we knew it would not reopen here. It is a prayer that funding can be found with housing somewhere else for the good of our youth.

The First Baptist Church continues to share space with an early morning group and a noon time group amounting to 11 meetings every week and three special 24 hours events during the year.

Sunrise Family Resources uses our space for a family playgroup held one morning a week.

Southwestern Vermont Medical Center held the last of their Accountability Series of classes. The Friends of the Bennington Free Library again held their two day book sale here with a wondrous attendance.

We were fortunate in being able to hold Chocolate Fest, PAVE's fundraiser here. It was a delicious evening of tasting treats, watching the presentation of their play, and then learning who won the prize of best chocolate dessert.

We hosted the laugh and Peace comedy tour with Dorset resident Rabbi Bob Alper and his sidekick Amed to a packed house.

The Bennington Choral Society held their summer event here, again to a full house

There was a fund raiser for Bennington Project Independence held in Colgate Hall in October as well as Pumpkin Fest which incorporated pumpkin carving one night and Pumpkin treat tasting done on Saturday in conjunction with other Main Street activities.

We were able to offer space to one family for fellowship time following a funeral and space for three different baby showers.

I can also report great successes in the retrofitting of unused spaces in our building. Project Against Violent Encounters (PAVE) has relocated its Family Time center in 3 rooms upstairs in our building. They are proving to be excellent tenants and sharing space has been a pleasure.

PAVE holds a weekly Parenting class, using Colgate Hall as a gathering place for a corporate meal. Their classes are now being held in their own space on the second floor.

In January the Grater Bennington Interfaith Council will open a Free Medical Clinic in one room in our downstairs. The plan is ambitious, exciting and very necessary.

With this successful beginning we shall continue to be open to other non-profits looking for a Main Street home.

**Respectfully submitted,  
Cindy Watson**

**REPORT OF FINANCIAL SECRETARY FOR 2008**

<b>INCOME</b>	<b><u>2008</u></b>	<b><u>2007</u></b>
<b>Local</b>		
Loose Offering	1,895.55	1,893.57
Pledges/Non Pledges	46,084.70	44,707.21
Special Offering:	513.40	1155.50
Initial Offerings, New Years, Good Friday, Easter, Mother's Day, Thanksgiving, Harvest Home		
Investments:	100,706.96	108,710.60
America Funds	98,000.00	
Nichols, White, Edgerton Funds	300.00	
Mabel Harris Fund	2,406.96	
Miscellaneous:	15,159.71	8,455.06
Donations (Security System)	1,000.00	
Sale of items(magnets, books, etc.)	84.25	
FISERV Health refund	1,253.12	
Rent loan repayment	1,950.00	
Donations	267.00	
Oil Repay	857.63	
Habitat for Humanity	370.00	
Flowers (Easter & Christmas)	909.00	
Conflict Management	1,971.00	
Reimbursements	1,185.34	
Laugh & Peace Tour	369.00	
Battle Day Food	466.50	
Roast Beef Dinner	1,496.49	
Mayfest food stand	613.45	
Retired teachers	724.00	
Tastefully Simple	50.00	
Pumpkin Fest	91.50	
Donation	500.00	
Sanborn Estate	1,046.43	
Use of Building	10,483.50	14,325.00
Fitzgerald Estate	493.29	72,924.62
<b>TOTAL LOCAL INCOME</b>	<b>175,337.11</b>	<b>252,171.54</b>
<b>TOTAL BUILDING FUND</b>	<b>4,468.00</b>	<b>5,720.00</b>

2008 - 38 pledges 11 giving non-pledges
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2007 - 38 pledges 7 giving non-pledges
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**REPORT OF FINANCIAL SECRETARY FOR 2008**

<u>Benevolence</u>	<u>2008</u>	<u>2007</u>
Pledges/ Non Pledges	12,505.00	12,838.00
Love Gift	250.50	419.04
America For Christ Offering	570.40	592.47
World Mission Offering	544.00	675.30
Retired Ministers/Missionaries	357.00	333.00
One Great Hour of Sharing	617.06	326.52
Church World Service	485.00	320.00
Regional Offering	137.00	
	<hr/>	
	15,465.96	
ABW Ministries:		125.00
American Bible Society		
Andover-Newton		
American Leprosy		
Bacone College		
Baptist World Alliance		
Miscellaneous:	1,708.00	8,458.38
Building Blitz	380.00	
Bennington Food & Fuel	198.00	
School Supplies	40.00	
Christmas Eve offering for clinic	250.00	
Scholarship Fund	290.00	
<b><u>TOTAL BENEVOLENCE</u></b>	<hr/>	<hr/>
	17,173.96	24,087.71
 <b><u>TOTAL INCOME FOR YEAR</u></b>	 196,979.07	 276,259.25

**Byron Spafford,  
Financial Secretary**

# FIRST BAPTIST CHURCH

## BENNINGTON, VERMONT

**\$155,230.55**

### ANTICIPATED INCOME FOR 2009

#### Local

Envelope-pledges	\$38,501.00	
Envelopes-Pledges/Non Pledges	\$3,000.00	
Loose Offering	\$1,800.00	
Investments: American Funds	\$75,000.00	
Mabel Harris endowment	\$4,419.55	
Other Income	\$250.00	
Use of Building	\$22,760.00	
Special Offering	\$500.00	
Fund raising	\$2,000.00	
Miscellaneous	\$7,000.00	
subtotal	<b>\$155,230.55</b>	
Building Fund (for future improvements)	<b>\$4,021.00</b>	<b>\$4,021.00</b>
Benevolence		
Basic Mission - Pledges/Non-Pledges	<b>\$10,172.00</b>	<b>\$10,172.00</b>
	<b>\$169,423.55</b>	<b>\$169,423.55</b>

### TOTAL ANTICIPATED INCOME FOR 2009

**\$169,423.55**

**FIRST BAPTIST CHURCH  
TREASURERS REPORT FOR 2008**

**TRUST FUNDS**

	<b>Institution</b>	<b>Balance</b>
Lester H. Nichols	HFCU	\$177.27
JH & HA White	HFCU	\$168.68
Mary Edgerton	HFCU	\$176.77

**OTHER INVESTMENTS**

Mabel Harris Fund	HFCU	\$4,449.08
Memorial Fund	HFCU	\$10,051.60
Scholarship Fund	HFCU	\$293.94
12 month term Share Cert	HFCU	\$10,013.22
Video Account	HFCU	\$754.34
Bessie McGowen - shoe Fund	HFCU	\$4,285.03
Shrubbery Fund	HFCU	\$214.50
Fitzgerald Donation	HFCU	\$500.00

**America Funds**

**12/31/08**

Investment Co #4	\$	155,637.22
Growth Fund #5	\$	29,909.75
Income Fund #6	\$	171,175.40
New Perspective #7	\$	31,688.93
EuroPacific Growth #16	\$	30,570.42
Capital World G&I #33	\$	157,858.56
SmallCap World #35	\$	24,325.82
<b>New World Fund #36</b>	<b>\$</b>	<b>29,420.65</b>
<b>CMTA #9</b>	<b>\$</b>	<b>95,124.54</b>
<b>CMTA- Mabel Harris</b>	<b>\$</b>	<b>31,404.69</b>
<b>Subtotal</b>	<b>\$</b>	<b>757,115.98</b>
Cap Incm Bldr-LN #12	\$	174,954.68
<b>TOTAL</b>	<b>\$</b>	<b>932,070.22</b>

Capital Income Builder contains  
the Nichols Fund JH + HA White Fund,  
and Mary Edgerton Fund

Respectfully Submitted  
Cindy Watson

**FIRST BAPTIST CHURCH  
BENNINGTON, VERMONT**

**Auditing Committee Report 2007**

The books were examined and found to be in order.

Susan Hoag  
Auditing Committee

# Consolidated Income and Expense Budget 2009

	2008		% rec'd	2009		08 vs. 09	
	budget	actual		budget	pledges	% diff.	
<b>PLEDGES</b>							
Local Ministry	44,716.00	46,084.70	103.06%	38,501.00	-6,215.00	-14.00%	08 numbers reflected pledge and non-pledge giving; 2009 will delineate
Missions (1)	11,800.00	12,505.00	105.97%	10,172.00	-1,628.00	-14.00%	
Building Fund	4,314.00	4,468.00	103.57%	4,021.00	-293.00	-7.00%	
Non Pledge Giving				3,000.00			non-pledge envelope giving will be tracked more than in the past
Loose offerings	1,800.00	1,895.00	105.28%	1,800.00			
Special Offerings				500.00			
Other income				250.00			
Building use	6,000.00	10,483.50	174.73%	22,760.00			
Fundraising (2)				2,000.00			
Miscellaneous	7,000.00	15,159.71	216.57%	7,000.00			
Mabel Harris reimburse				4,419.55			
<b>Total Income less fund</b>	<b>75,630.00</b>	<b>90,595.91</b>		<b>94,423.55</b>	<b>-8,136.00</b>	<b>104.22%</b>	
Fund use	75,000.00	98,000.00	130.67%	75,000.00			
less capital							
<b>Total funding</b>	<b>150,630.00</b>	<b>188,595.91</b>	<b>125.20%</b>	<b>169,423.55</b>	<b>-19,172.36</b>	<b>89.83%</b>	
Church Home	96,313.57	87,676.40		57,651.00			
Christian Ed	8,450.00	1,887.78		2,650.00			
Worship & Service	21,782.40	16,823.54		6,925.00			
Building use budget	0.00	0.00					
Missions budget	14,050.00	15,801.35		10,250.00			not projecting \$2150 for the "target/as given"
Pastoral budget	62,145.74	62,430.26		64,897.40			
Part-time staff payroll	35,040.99	34,186.62		38,726.21			
<b>Total Expenses</b>	<b>237,782.70</b>	<b>218,805.95</b>		<b>181,099.61</b>			
<b>Margin /deficit</b>					<b>-11,676.06</b>		

(1) Mission includes all line items related to "pledge", not targeted or "as given" mission (FMMO, WMO, CWS Kits, etc.)  
 In 2008, "target/as given" income included

(2) New for 2009--category reflects congregational initiatives to raise additional operating revenue and track it better.

	2008 Budget	2008 Actual giving	2009 Proposed Budget	Pass thru expense	Reason for variance from 2008 actual
<b>BENEVOLENCE</b>					
<b>Annual pledge giving</b>					
United Mission Basics - goal	8,000.00	8,000.00	5,500.00		support for ABC basic denominational support (65/35 split region/national)
Andover Newton Payne Scholarship	500.00	500.00	250.00		support for scholarship aid for an ANTS divinity school student
Benn Coal. for Homeless	500.00	500.83	900.00		support for local non-profit
Clergy Food and Fuel Fund	1,000.00	2,048.82	1,500.00		support for local non-profit (food & fuel PLUS free clinic)
ABC/VNH Camps and Conferences	1,000.00	1,000.00	600.00		support for regional camping corporation
New Church Plant (Vermont)	300.00	100.00	0.00		support for new church planting in state of Vermont
Bennington County Habitat	100.00	100.00	400.00		support for local non-profit
Mission Church Initiatives (2009+)			700.00		support for our own development of missional projects
Family Time			400.00		support for local non-profit (parenting skills)
	<b>11,400.00</b>	<b>12,249.65</b>	<b>10,250.00</b>		Subtotal of Annual pledge giving must equal 2009 mission pledges rounded up from pledge 09 of 10172--board thinks it will even out.
<b>Targeted Giving or "As Given" benevolence</b>					
America for Christ - goal	700.00	700.00	550.00		To be taken March 2009
World Mission Offering - goal	500.00	544.00	500.00		To be taken October 2009
One Great Hr of Sharing - goal	750.00	889.96	700.00		To be taken June 2009
RMMO - goal	250.00	357.00	250.00		To be taken January 2009
UM - ABW Love Gift	as given	249.50	0.00		Anytime/year round
V/NH Region - goal	200.00	137.00	150.00		To be taken November 2009
Church World Services Health Kits	as given	300.00	0.00		To be taken April to early May
souper bowl Sun.	0.00	124.24	0.00		Delete event for 2009?
subtotal	<b>2,400.00</b>	<b>3,301.70</b>	<b>2,150.00</b>		2008 notes only "targeted goals"; as givens are hard to predict/goal set
<b>ABWM Giving</b>					
Bacone	100.00	100.00	0.00		delete for 2009
Baptist World Alliance	100.00	100.00	0.00		delete for 2009
American Bible Society	50.00	50.00	0.00		delete for 2009
Subtotal	<b>250.00</b>	<b>250.00</b>	<b>0.00</b>		

**Question to be posed: Can we create a "missional initiative" line item to allow for our own work?**

	2008 Budget	2008 actual expenses	2009 Proposed Budget	Percent of 2008 Income for 2009 Anticipated	Reason for change from 2008 actual expenses
Church home					
Sexton's salary	10,859.63	10,396.76			
payroll	2,060.00	1,126.84			sexton reimburses in full
fuel	1,030.00	835.27	1,030.00		
phone/basic chg.	300.00	225.00	300.00		
maintenance and repair	500.00	28.70	1,000.00		deck replace (50% labor; 50% material)
<b>church</b>					
Phone	1,442.00	1,251.47			
Phone/Internet			1,375.00		under contract with Sover.net (mid-2009)
CVPS	7,000.00	3,280.31	5,000.00		2008 CVPS bill error lowered 2008; 2009 anticipate more building use
fuel	25,750.00	24,809.00	27,000.00		2008 increase of \$1.45 unanticipated; 2009 anticipate cost increase
gas	150.00	45.53	100.00		less use of kitchen
church maintenance	5,150.00	4,582.17	5,200.00		consumable resources and services (floor wax, minor wear/tear, snow plow)
parsonage maint	515.00	1,037.50	1,000.00		front steps/drickwork, guttering
insurance	10,387.00	8,910.97	7,896.00		2009 begins new comprehensive policy with Philadelphia Insurance (Wills')
water/sewer	824.00	804.36	1,000.00		2008 fees increase
lift maintenance & certification		672.00	250.00		2008 purchase of 2 years warranty; no 2009 fees anticipated
supplemental payroll	2,268.39	2,768.89			
payroll IRS	3,174.39	3,689.63			
payroll VT	308.00	428.78			
Secretary	10,326.96	9,441.20			
payroll	729.36	722.37			
office help	0.00	7.62			delete line item
payroll taxes	0.00	0.58			delete line item
rental coordinator	4,800.00	3,712.50			
payroll taxes	366.60	284.03			
copier contract	2,390.00	2,430.43	2,000.00		New contract reduced monthly from \$200 to \$164/month; 2008 only copier sandback as per old contract;
office products	1,000.00	669.36	800.00		now all staff use copier as "printer" saving ink/equipment
postage	1,000.00	882.97	1,000.00		2009 still awaiting resolution of 2008 Dell computer bill
office machines	1,000.00	1,562.60	1,000.00		1 per annum fee
web site	420.24	183.60	200.00		2008 reflects conflict management workshop expenses; misrouted
miscellaneous	515.00	2,885.96	500.00		wish to do more in 2009
marketing advertising	2,047.00	0.00	1,000.00		
	<b>96,313.57</b>	<b>87,676.40</b>	<b>57,651.00</b>		

FBC Bennington Vermont	2008 budget	2008 actual expenses	2009 budget	Percent of 2008 budget variance	Reason for Variance From 2008 actual
Christian Ed					
Christian Ed Staff					
CE Director	5040	840.00			CE director vacancy
CE Director payroll					
Playroom supervisor	700.00	971.00			Increased needs (in 2009, need to figure 52 weeks + 4 holiday related events (Chr Eve., Maundy Thurs., etc.)
Playroom supervisor payroll					
<b>Ch. Ed Programming</b>					
Church School Supplies	1,000.00	-	50.00		incidental expenses for classroom outfitting
Children's curriculum	1,000.00	464.66	250.00		review of curriculum use draws down actual \$ needed
Adult curriculum	1,000.00	487.99	250.00		spring will use curriculum paid out in 08; fall \$ about \$250
Programs, events, and fundrais	1,000.00	35.00	250.00		Fundraisers will be added & more "family fun" events for CE participants
Scholarships for Camps	2,000.00	75.00	500.00		Low interest in camps; still keep "seed money" if needed to supplement
Vacation Bible School	1,350.00	785.70	750.00		VBS line item includes curriculum, meals, training, and supplies
Safety Training	1,000.00	29.43	500.00		CE will push for 100% compliance with child worker background checks
Childcare supplies	100	-	100.00		incidental expenses for classroom use
<b>SUBTOTAL</b>	<b>8,450.00</b>	<b>1,877.78</b>	<b>2,650.00</b>		closer to real-time programming with margin for growth

NOTES: The CE Board revised their amounts, realizing their "room for growth in 2008" estimates were over-stated. The board spent time talking through the line items and the programming that happens with each area. The 2009 proposed budget reflects less anticipated expenses than in 2008.

	2008 Budget	2008 Expenses	Proposed 2009	Percent f 2008 budge	Reason for Variance from 2008 actual
<b>Worship &amp; Service</b>					
<b>Worship Staff</b>					
Music Director staff	8,114.40	6,053.60			
Music Director payroll	1,838.00	1,322.19			
<b>Subtotal Staff</b>	<b>9,952.40</b>	<b>7,375.79</b>			
<b>Worship Music</b>					
Special music (vocal/instrumental)	1,000.00	150.00	150.00		08 staff illness precluded planning for guests overage due to staff illness; delete line for 2009; add new lines (4 vaca./5 summer)
Substitute Organist	400.00	1,500.00	0.00		line item to clarify difference between staff vaca. Pd. Leave & OFC summer sched conflict
Organist for Staff vacation (4 Sundays)	0.00	0.00	400.00		line item for necessary extra organist needs; finally "in" budget
Summer Organist (due to July/Aug)	0.00	0.00	500.00		2008 expense for music for 2 part choirs to meet current needs of choir
Musical Activities	100.00	628.99	100.00		2009 turnings (\$450/organ + \$75/piano) + 2009 only organ maintenance (\$1375)
Musical Instruments (Maintenance/Repair)	1,200.00	679.00	1,975.00		2008 actual more \$ for substitute organist due to staff illness
<b>Subtotal Music</b>	<b>2,700.00</b>	<b>2,957.99</b>	<b>3,125.00</b>		
<b>Worship (Other)</b>					
Pulpit Supply	400.00	300.00	400.00		minister did not use all 4 contractual Sundays away; 4 Sundays per annum as contracted
Growth in Worship	1,000.00	471.63			delete line item to become "long-range worship improvements"
Long-term worship improvements	0.00	0.00	300.00		for 1 new banner (\$200) plus any additional needs
Flowers & Greenery (Easter/Christmas)	0.00	0.00	600.00		for flowers only for high holy days/seasons; note 2008 income surplus for greenery (\$900)
Flowers & Greenery (other times of year)	0.00	0.00	300.00		for flowers other times in the year; note 2008 income surplus for greenery (\$900)
Flowers & Greenery (delete)	450.00	814.07	0.00		delete this line item to allow delineation
Liturgical supplies (communion cups, etc.)			200.00		new line item to reflect "consumables" for worship
<b>Subtotal Other</b>	<b>1,850.00</b>	<b>1,585.70</b>	<b>1,800.00</b>		
<b>Service (Caring ministries)</b>					
Caring Ministries	500.00	185.91	250.00		flowers for hospitalized congregations (13 in 2008) & postage for care notes
ministry to the deaf	600.00	0.00	0.00		Delete line item
miscellaneous	500.00	3,307.61	200.00		reflects key expense for choir robes in 08 only; keep 09 misc to minimal
transition team	250.00	0.00	0.00		Delete line item
<b>Subtotal Caring</b>	<b>1,850.00</b>	<b>3,493.52</b>	<b>450.00</b>		<b>reflects three outmoded line items being dropped</b>
<b>Service (Other)</b>					
Deacon Services	1,000.00	189.00	0.00		delete; outmoded line item
Mission and Stewardship Board	1,000.00	253.00	0.00		delete line item; move "Stewardship" campaign expense to new line item below
Stewardship Education		0.00	250.00		need \$ for annual stewardship work (not in budget but needed)
Fellowship Time	2,430.00	384.23	700.00		coffee hour/in-house events; 2009 plan to expand
Special Events	1,000.00	584.31	600.00		Fun Fridays/other times (especially for community-friendly events)
<b>Subtotal Other</b>	<b>5,430.00</b>	<b>1,410.54</b>	<b>1,550.00</b>		<b>reflects more interest in "community-building" events</b>
<b>Subtotal worship and service</b>	<b>21,782.40</b>	<b>16,823.54</b>	<b>6,925.00</b>		

Deacons out-moded several line items with little or no activity, adjusted organist and minister supply needs to match summer OFC/FBC schedule conflicts and minister's occasional need to be away from pulpit without being "vacation" related absence. Deacons stressed a desire to raise the 2009 utilization of guest musicians, under developed in 08 due to organist unable to help plan ahead due to health

2008 2008 actual                      2009 Percent of 2008  
 Budget    expenses    Budget    Anticipated  
 Income for Reason for change from 2008 actual expenses

<b>Part-Time Staff</b>				
Sexton	10,859.63	11,232.12	11,076.82	2008 budget miscalculated; 2008 actual
Music Director	8,114.40	6,729.80	8,114.40	Note 3 2008 had 1 month unpaid illness absence; 11 month contract (4 weeks pd vacation)
Secretary	10,326.96	10,301.20	10,533.49	
Building Coordinat	0.00	4,112.50	4,896.00	<u>Note 1</u> new 08 position; 1/4 time (40 hours per month) This is a major change
Christian Educati	5,040.00	840.00	2,677.50	reflects 2008 vacancy; 2009 1/4 time post of 15 hours/month @ \$10.71 hr.
Playroom superv	700.00	971.00	1,428.00	<u>note 2</u> reflects 2009 1/4 time post of 52 Sundays plus 4 events
<b>subtotal</b>	<b>35,040.99</b>	<b>34,186.62</b>	<b>38,726.21</b>	trustees set a 2% increase COLA for 2009

- Note 1    This is a change from 08 in that the hours are being changed without approval of trustees from 416 annually to 480 a 15 % increase a\$701.25 Increase
- Note 2    Is there a significant increase in the hours from 2008 as this makes no sense otherwise.
- note 3    Music director is a contracted position and salary is by contract no 2% raise is in the contract
- note 4    Christian Ed Director and Playroom supervisor reimbursed by Mable artis \$4105.50 plus SS and MED of 314.05 =4419.55

Bennington Vermont	Budget		Actual 2008		Proposed 2009		Reason for change from actual 2008 expenses
	2008	Expenses	Budget	2009	Budget	Change from 2008	
Pastoral Ministry							
cash salary	30,780.00	29,370.66	33,500.00				pays SS on a combination of cash salary, 33500, parsonage allowance 4000.00+parsonage value 12000+utilities 5220
parsonage allowance	4,000.00	4,000.07	4,000.00				set by minister, added to cash becomes 37500.00
s security allowance	3,632.22	3,626.60	4,186.00				54725 total for ss @ 15.3% we can include SS in the numbers used to figure or not include, our preference include SS (8756.00 without) (9420.00 with SS included)
m+m pension Fund	7,596.80	9,801.19	8,756.00				
medical	7,518.72	5,223.58					08 medical(jan-July);switch to Kerry's plan( money otherwise for 2008 becomes TDA)
TDA	0.00	2,921.70	6,442.40				repays the portion of Pastors health insurance that isn't used for coverage elsewhere
fuel	2,500.00	2,787.12	2,500.00				hope for better fuel prices in 09
CVPS	900	774.58	800.00				expect minimal increase in 09
communication	1,068.00	1,605.54	900.00				minister reimburses each month \$50-60 cable, church pays for telephone and DSL
water& sewer	450	452.08	450.00				expect to remain the same
refuse removal			335.00				new line item
mileage (reimbursed)	1,800.00	975.67	1,200.00				never used the full amount down to \$100 a month
dues	200	95.00	180.00				plan for Albidness\$85, Ministers Council \$50, and Society of Biblical Literature \$45.
continuing education	300	108.25	300.00				plan for more web based learning (costs usually \$75-300) build "HR" skills
periodicals	200	200.00	200.00				professional resources
convention	850	155.00	300.00				ABC/VHH region meeting 09 (lodging); where does convention mileage go? Kerry carries health insurance at her work place at 42.22/mo. Could increase in 09, around July
medical reimbursement		211.10	548.00				note 1 used instead of honorarium for guests of congregation: meals on church business.
public relations(hospitality)	350	122.12	300.00				
<b>SUBTOTAL</b>	<b>62,145.74</b>	<b>62,430.26</b>	<b>64,897.40</b>				note 1 any change in medical reimbursement should correlate with a reduction in TDA payout beyond the normal change to make the cost expense neutral.

## 2009 requests

### Board of deacons

**Special Music (Vocal/Instrumental)**      **\$550**  
Deacons request more occasions for special music (\$150/service) to cover all major liturgical holidays--Easter/Christmas/Pentecost/one other. In 2008, staff illness precluded advance planning.

**2008 photo directory**      **\$500**  
Deacons wish to facilitate a new church directory, sans an outside company. They request \$500 for photography stipend, layout, and printing. E-copies will also be available. Also, by going "digital" and "local", a new directory can be updated periodically by lay leadership and church staff to reflect new congregants/households

**Additional pulpit supply Sundays**      **\$200**  
For the last two years, there have been Sundays that the minister has been required to be away on denominational-related business. The deacons suggest that a line item be added to allow up to 2 Sundays (\$100/Sunday) for a supply preacher to reflect

**Board of Christian Education**      **\$0**  
If there is an increased interest in the camping program, the CE Board hopes to be able to adjust the line item to help kids go to camp. They note little interest in 07 and 08.

**Camps**

NOMINATING COMMITTEE REPORT  
2009

OFFICERS	Term	Incumbent	Proposed
Moderator	1 year	Gregory Lewis	<b><i>Greg Lewis</i></b>
Church Clerk	1 year	vacant	<b><i>Aleta Bryant</i></b>
Treasurer	1 year	Cindy Watson	<b><i>Cindy Watson</i></b>
Asst. Treasurer	1 year	Donna Sprague	<b><i>Donna Sprague</i></b>
Financial Secretary	1 year	Byron Spafford	<b><i>Byron Spafford</i></b>
Historian	1 year	Marion Riddle	<b><i>Budsie Smith</i></b>

BOARD	<i>Bylaws state boards are no fewer than 3, no more than 6 (except deacons--6 or more)</i>			
	Term ending 2008	Term ending 2009	Term ending 2010	Term ending 2011
<b>Deacons</b>	Lisa Flynn	Kerry Shermer	Joe Gilleran	<b><i>Betty Cross</i></b>
	Sandy Williams	Hazel Candib	Grace Becker-Wilson	
<b>Trustees</b>	John Harwood	Wayne Kachmar	Sue Hoag	<b><i>Sandy Redding</i></b>
	Carolyn Peckham	Steve Smith		vacancy
<b>Christian Education</b>	Cathy Shepard	Mary Harrington	Rhonda Harmon	vacancy
	Katlyn Etter	Alyssa Orr		vacancy
<b>Mission</b>	Frances Hunt	Judy Carpenter	Allyn Lindsey	<b><i>Evelyn Lindsay</i></b>
			Jean Hoag	<b><i>Aleta Bryant</i></b>

All board members completing their service are ineligible for one year to return a board.

COMMITTEE (multi-term)	Term ending 2008	Term ending 2009	Term ending 2010	Term Ending 2011
<b>Tellers</b>	Ann Smith*	Barbara Cota	Marion Riddle	
	Leslie Johnson	Betty Cross	Josie Shepard	
	Hazel Candib	Carolyn Peckham	Donna Sprague	
		Dawn Bushey*	Hattie Hustler	

<b>Pastoral Relations</b>			Grace Becker-Wilson	<b><i>Carolyn Peckham</i></b>
			Susan Kachmar	

\* The pastoral relations committee is set up on a unique term cycle of one three year term with the option to repeat a second three years before the overall time for service has elapsed.

<b>Auditing</b>	<b><i>Sue Hoag</i></b>			
<b>Ushering</b>	<b><i>Lisa Flynn</i></b>	<b><i>Kerry Shermer</i></b>		
	<b><i>Richard Harmon</i></b>	<b><i>Jada Gilleran</i></b>		
	<b><i>Allyn Lindsey</i></b>	<b><i>John Orr</i></b>		
	<b><i>Frances Hunt</i></b>	<b><i>Morgan Flynn</i></b>		
	<b><i>John Harwood</i></b>			
	<b><i>Julie Blake</i></b>			
	<b><i>Joe Gilleran</i></b>			
	<b><i>Sandy Williams</i></b>			
<b>Music Committee</b>	<b><i>Byron Spafford</i></b>			
	<b><i>Josie Shephard</i></b>			
	<b><i>Sandy Williams</i></b>			
<b>Nominating</b>	<b><i>Lisa Flynn</i></b>			
	<b><i>Allyn Lindsey</i></b>			
	<b><i>Sandy Williams</i></b>			

***Bold face italics denotes persons to be considered for election.***