

# **FIRST CHURCH IN PEMBROKE**

Founded in 1712

PEMBROKE, MASSACHUSETTS



## **ANNUAL MEETING**

March 6, 2022

# Table of Contents

Cover.....	1
Table of Contents.....	2
Warrant 2022.....	3
Letter To Rev. Matthew Jackson.....	4
Pastor’s Letter.....	5
Clerk’s Report.....	6
Minutes, Special Meeting – 05/09/21.....	7
Minutes, Special Meeting - 07/25/21.....	8
Minutes, Annual Meeting – 10/17/21.....	9
Moderator’s Letter.....	10
Trustees Report.....	11
Diaconate Report.....	12
Music Director Letter.....	13
Christian Education.....	14
Missions Board Report.....	15
Missions Financial Report.....	16
Thrift Shop Report.....	17
CNK Report.....	18
CNK Photos.....	19
Search Team Report.....	20
Pastoral Relations Committee Report.....	21
Stewardship Report.....	22
Treasurer’s Financial Statement.....	23
Endowment Report.....	26
Nominating Committee Report.....	27
Ballot, Proposed 2022.....	28
Remembering & Other Pictures.....	30
Notes.....	31





# WARRANT

1 February 2022

Plymouth SS:

To: James Lapham, Moderator of First Church in Pembroke

Where as: In the name of the Commonwealth of Massachusetts, you are requested to notify and warn the members of First Church in Pembroke to meet at their meetinghouse on Sunday, March 6, 2022, immediately after the Sunday Church Service, there and then to act on the following articles:

ARTICLE I To hear the reports of Officers and Committees as prescribed by the By-Laws.

ARTICLE II To elect the Officers, Boards, and Committees as prescribed by the By-Laws.

ARTICLE III To act upon the budget as prescribed for the year 2022.

ARTICLE IV To act upon any old business, which may properly come before this meeting, or take any action relative thereto.

ARTICLE V To discuss any new business, which may properly come before this meeting, or take any action relative thereto.

Where as: Failure to post a copy of this warrant at least seven (7) days before said meeting at the meetinghouse and make do return of this warrant to the Treasurer of First Church in Pembroke at the time and place of said meeting.

Given under our hand this day, the first day in February, Two Thousand Twenty-two (2022).

Church Council

*Lucas A. Katerwace*

*Judy Lechar* *Francine Palmer*

*D. H. R.*  
*James M. Noy*  
*Hodge*

Plymouth SS:

Pursuant to the within warrant, I have notified and warned the members of said parish to meet at the time and place for the purposes mentioned.

*James Lapham*

James Lapham  
Moderator, First Church in Pembroke



# LETTER TO PASTOR MATT



2 April, 2021

Dear Pastor Matt,

You came to us as an Interim Minister at a time when we were divided and in need of calming leadership. Since your first days with us that is what you provided. Unfortunately, your service and career were interrupted by even more turmoil by a distant Authority. For this we are sorry.

We rallied around you when you were ousted and unfairly treated by the UCC. In those following months, as we coped with another loss of leadership, your struggles were our struggles. Your mistreatment sparked the fighting instinct in many of us which ultimately led to the members of our church choosing to become affiliated with the NACCC over that of a Community Church or remaining with the UCC. You willingly returned again to serve at First Church as we continued our Search process and as we navigated our way through the Covid-19 pandemic, which changed everything we do. The online services you led have allowed us to worship together even as we are apart. We are grateful for all you have done for First Church.

While we could not fully restore what you lost we were happy that we had, at least in part, righted a wrong by returning you back to where you were previously positioned nearly a year prior to continue your mission. We were also exhausted by the process.

This has been a difficult time for us all both emotionally and spiritually. Despite our differences our faith continues to unite us all.

We were saddened but understand your decision not to extend your employment contract. We wish you and your family all the best - good health, happiness and the all encompassing love of God.

The Deacons of First Church thank you for all you have done for us and for the church.

Blessings,

Debi Donna, Helen Healey, Jane Hodge, Jay Hodge, Jim Lapham, Charlie Sim

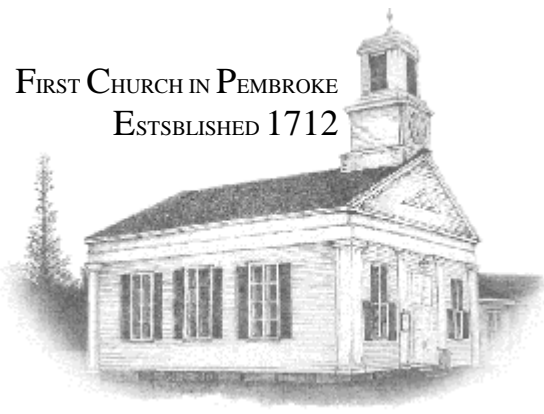


# PASTOR'S LETTER

[Pastor David Poole did not submit a report.]



FIRST CHURCH IN PEMBROKE  
ESTABLISHED 1712



# CHURCH CLERK

## The following has been recorded in the year 2021

<b>Membership at the beginning of 2021</b>	<b>86</b>
Baptisms - Children	0
Baptisms - Adult	0
Removed by Death	1
Removed by letter of transfer	0
Removed by Request	3
Removed to the inactive list	9
Received by Affirmation of Faith	0
Received by Confirmation of Faith	0
Inadvertently left off the active list	0
Associate members	3
Participant – Non-Members	2
<b>Current membership roll-As of December 2021</b>	<b>78</b>

Respectfully submitted,  
Jane Hodge (Clerk pro tempore)



# **SPECIAL CONGREGATIONAL MEETING**

## **May 9th, 2021**

A quorum was present (27 people - 26 members, 1 non-member) The meeting was called to order at 11:06 AM by moderator, Jim Lapham. Jay Hodge extended birthday wishes to Doc Roberts, Jane Hodge, and Peggy Reardon.

Jim asked members of the Search Team to come forward. Francine announced the previously-presumed candidate is no longer interested in pursuing the open position at First Church. It was stated that the reason for his change in interest was that he was told there was a confidentiality breach. However, another candidate has submitted a profile for review and will be vetted.

Each Search Team member was given an opportunity to speak. The main theme was that the Team was asking the members of the congregation to have faith in the Search Team and process.

The topic of Pastor Matt's behavior at his final Council meeting was mentioned. The conversation was stopped when it was stated that he should not be discussed if he is not there to explain or defend himself.

It was moved and seconded (Jay Hodge, Linda Peterson) that no former pastor may be called as a settled pastor. A discussion followed, questioning whether the motion was legal because it discriminated against certain individuals. It was then discussed that the Search Team has only four remaining members on the team. Margery Baumler called the question to act on the motion. The motion was re-read and a vote taken. It passed 13 yes, and 11 no.

Margery Baumler submitted her resignation as Church Clerk, effective immediately.

The meeting was adjourned at 12:00 noon.

Respectively submitted,  
Margery Baumler



# **SPECIAL CONGREGATIONAL MEETING**

## **July 25, 2021 - 11:00 AM**

For the purpose of voting on the selection of a Settled Pastor

Call to Order: James Lapham (Moderator)

Required Quorum to vote = 25

Members present = 42

Motion to vote on the candidacy of Rev. David Poole (Ron McKee/Burt Palmer)

Vote taken by a show of hands. Results:

41 present voting in favor of Rev. Poole

1 Proxy vote in favor

0 voting against Rev. Poole

Reverend David Poole is elected the Settled Pastor of First Church

Respectfully submitted,

Jane Hodge





# MINUTES OF ANNUAL MEETING

## October 17, 2021

Purpose: To vote on the 2020 Annual Reports previously scheduled for January but postponed due to Covid-19 restrictions.

Meeting called to order at 10:40 am by Jim Lapham, Moderator, who read the Warrant.

Copies of the 2020 Annual Report distributed to those people requesting one

One amendment requested by Margery Baumler: number of deaths should be two (2) instead of one (1) bringing the membership total to 86 (eighty-six)

Motion to accept as amended (Don McLellan/Linda Peterson). Motion passed

Votes held to affirm results of Special Meetings during 2020:

Meeting of 7/30/20 held to vote on dissolving our relationship with the United Church of Christ and to join the National Association of Congregational Christian Churches.

Reaffirmation vote passed

Meeting of 9/12/20 held to approve use of anonymous donations to pave the church parking areas

Reaffirmation vote passed

Meeting also to change number of persons constituting a Quorum from 30 (thirty) to 20 (twenty). Vote failed

Vote to change number needed for a Quorum from 30 (thirty) to 25 (twenty-five).

Reaffirmation vote passed

Meeting also to allow Trustees to spend \$2500 up from \$1000 without holding a Special All-Church Meeting

Reaffirmation vote passed

Closing prayer: Rev. Poole

Meeting adjourned at 10:50 am

Respectfully submitted,  
Jane Hodge (Clerk pro tempore)



# MODERATOR

The year of 2021 started off fairly well. Pastor Matthew Jackson was in the pulpit, even though he was not our settled Pastor. Pastor Matt started the year with us and resigned in March, his last day to preach to us was April 4, 2021 (Easter Sunday).

Filling in on Sundays for service we had four different Pastors until we found a settled pastor. Those four pastors were:

<u>Names</u>	<u>Dates of Service</u>		
Rev. Fred Meade	April 11, 18	May 9, 23, 30	
Rev. Terry Martinson	April 25	May 2, 16	June 6, 13, 20
Rev. Dr. Mary Louise Gifford	June 27	July 18	
Minister Miriam Theodore	July 4, 11		

After interviewing several Candidates to be the settled Pastor at First Church, the Search Committee selected Rev. David Lowell Poole. He performed a service on July 25, 2021. The congregation voted him to be our Pastor by a unanimous yes vote. After many years, we finally had a settled Pastor at First Church.

The Covid-19 was still present. There were several different variants of the virus. Many people worked hard to keep the it out of the church and away from our Congregation. There were many Sundays when we had service on “Zoom”. Also, there were many Sundays when we had to wear a mask that covered our mouths and noses – “my mask protects you and your mask protects me”. Throughout the year the Church continued to following the protocols set forth by the Center for Disease Control (CDC) and by the Commonwealth of Massachusetts (Com of Mass).

Although church attendance was down somewhat, the church operated fairly well. We can still pay our bills and give something back to the community. As a planning tool, we still need people to pledge so we know what to budget for.

The previous year’s ceiling repair and painting of the church Sanctuary and Narthex was complemented at the end of 2021 with fresh coats of paint applied to Fellowship Hall, Kitchen, bathrooms and passageways. Hopefully the offices will be painted next year.

Blessings to all,

Respectfully submitted,  
James Lapham (Moderator)



# TRUSTEES

The Board of Trustees are church members who serve as the care, custody, and maintenance of church properties (church, parsonage, and thrift shop) and are responsible for the safekeeping of the church's finances. The committee maintains these resources based on the church's financial ability.

The church's finances are maintained via software programs implemented by the treasurer and presented monthly to the trustees at their monthly meetings for review and comment.

The PPP loan applied for and received in 2020 was forgiven in 2021. We continue to look for ways to be more efficient in business practices.

We were informed by the IRS of a \$9000 error with the previous pastor's taxes. This was investigated and deemed a mistake made by previous filings. The current treasurer is still resolving this issue.

Because of the pandemic and loss of membership, the church ended the year with a \$10,000 deficit. Our meetings were held on zoom until Fellowship Hall reopened in April and then in person.

The Trustees were able to finish making the parsonage livable for the new pastor with a lot of help from the congregation. All cosmetic work was completed, and many members donated furniture, rugs, and kitchen items to make the parsonage more inviting. The parsonage needs more repair in the coming years, i.e., new roof, exterior painting, garage door, chimney work, and possible landscaping. The trustees are developing a needs list for all buildings we maintain.

The church continued its interior renovations with the complete painting of the offices, bathrooms, kitchen, ceilings, and Fellowship Hall. This work was able to be completed by generous gifts from the congregation (Thank you). Still to be finished is work on the steeple and completion of the deed restriction that we hope to accomplish this year. The church continued in 2021 with the Red Cross Blood drives and has scheduled more for this coming year.

The monthly pancake breakfast continues with increasing attendance and a "grab and go" option. The library was repurposed for a meeting room and storage of files. Window treatments for Fellowship Hall are being considered at this time also. With the completion of the renovations to Fellowship Hall, we hope to make it available to the community for events.

A new efficient telephone system was installed in the Thrift Shop like the church system.

The council appointed an ad hoc committee to work with the Church and CNK on all issues. Don McLellan will head up this committee.

Still unresolved is the Olde Home Day fair and issues with future fund-raising activities to supplement ongoing expenses.

Full trustee minutes are available in the church office.

Respectfully submitted:

Linda Peterson (Chair), Burton Palmer (Treasurer), Francine Palmer (Secretary), Millie Dickie, Jay Hodge, Jim Lapham, Don McLellan, Gail Sim



# DIACONATE

The Diaconate was a constant presence through-out the year. They never took lightly the responsibility to prepare the sanctuary for worship and provide a Service every Sunday and High Holiday. Communion supplies, candles, hymn boards, Paraments and all other duties come together for the traditions held sacred by the First Church Congregation. It is also our pleasure to greet all who come to attend worship with us.

Except when COVID protocols limited our movement with in the building, the Deacons have been largely responsible for hosting the Fellowship Hour after Services. The “coffee hour” was always a good place to enjoy coffee and treats while in the company of old and new friends. Volunteers to help with the Coffee Hour were appreciated!

The year started with Pastor Matt in the Pulpit. However, disagreements about the direction forward for the Church resulted in Pastor Matt not renewing his contract. (see the “Letter to Pastor Matt” on page 4)

This year continued to be one of change for the church. In June, nearly one year after the Congregation broke away from its long-standing relationship with the United Church Of Christ (UCC), the National Association Of Congregational Churches (NACCC) voted to formally admit First Church as a member at their (virtual) Annual Meeting attended by the Chair and two other members representing First Church. At the end of a summer of Pulpit Supply, the Congregation welcomed Rev. David Poole to be the Settled Pastor.

Our Music Director resigned during the summer. We extend thanks to Mary Beth Courtright for her years of musical leadership and wish her well in the future. We were blessed to have Bob Ougoorlian volunteer to play for us many times over the ensuing months as our search for a new Music Director continues. His kindness in sharing of his talents is very much appreciated! We were also blessed to be gifted with an electric piano by a generous member of the congregation.

Throughout the year our services have been available on Zoom and also posted to our church website. We were able to resume in person worship in April while using pulpit supply ministers. From August on we were led by Rev. David Poole.

Attendance has been stable during the year. We hope that 2022 will be one of growth for the church.

Currently the Diaconate is a small group. Please consider joining us!

Respectfully submitted,  
Jay Hodge (Chair), Charlie Sim, James Lapham, Jane Hodge, Helen Healey



# MUSIC DIRECTOR

Sad and happy news. Mary Beth Courtright submitted a letter of resignation to me this Sunday effective August 15th. While the first reaction was sadness for the loss of talent and what she brought to our church over the last years, emotions turned towards happiness as Mary Beth described her new work environment and what that meant to her. The new church is the 'First Parish in Cohasset', a Unitarian Universalist Church that sits on the Cohasset Commons where the "Witches of Eastwick" was filmed. She was excited most about their children's choir and up for the challenge of their built-in pipe organ.

In her letter she stated:

*" This has been a difficult decision, as working for First Church has been a great*

*experience. I cannot thank you enough for the opportunities First Church has provided me. Working here for the last four years has been incredibly satisfying personally, professionally and spiritually. Everyone, from the ministers to the members of the congregation have all been kind and supportive.*

*I will especially miss the members of the Chancel Choir and the times we spent together, both in singing and in friendship."*

We celebrated her service and wished her well in Fellowship Hall following her last service.

Respectfully submitted,  
The Diaconate



# CHRISTIAN EDUCATION

In September 2021, Rachel Karstunen, Donna Pulselli, and Karan Little came back to CE. We are delighted to have Rachel back to teach the children.

The Team decided to use the same curriculum we used in the past. Seasons ENCORE multi-age curriculum as it is user-friendly. It provides weekly support to assist the teachers in enriching the children. CE teachers have always liked this curriculum because it is easy to follow, consistent from week to week, and Biblically based. The children leave the sanctuary but continue their worship in Fellowship, including readings, discussion, and prayer. Their enthusiasm for their own church and this ritual is palpable. It has been a perfect addition to a class that includes five distinct learning periods and meets the needs of different learners!

Right now, we have 3 – 6 children involved. Going forward, the CE Team is hoping to bring back programs that we were part of before life as we knew changed.

Due to Covid 19 and other obstacles within the church, previous goals were not achieved.

These are some of the goals that the Team was working on before the pandemic. We are hoping to get back on track with the children for 2022:

- To enhance the Christmas pageant spiritually and musically.
- To continue with the mentoring program within the Sunday School class during which the middle school students would mentor the younger students and new students

Respectfully submitted,  
Francine Palmer, Rachel Karstunen, Karan Little, Donna Pulselli



# MISSIONS

A new beginning for our Church as we become affiliated with the National Association of Congregational Christian Churches and learn more about its mission focus. Missions underwent many changes this year with the loss of our Chairperson/Secretary. Freda Burke who left us in the fall to pursue other opportunities. Freda was an inspirational leader and will be sorely missed.

The Pembroke Food Pantry has lost its home in the Community Center due to the demolition of the building. They are in the process of relocating to another location to continue to serve the needs of the Pembroke community. Our support and donations to them will resume as soon as this happens. Meanwhile, our continued support and donations are directed to the Firehouse Food Pantry located in Bryantville

Hygiene Kits which were in the past made and distributed through the UCC were not assembled this year, but put on hold until we could gather more information from the National Association of Congregational Christian Churches as to their disaster relief programs.

Although we were not able to participate in the Veterans' Day and Memorial Day celebrations as we had in past years, donations and various items were collected for our Military Basket and presented to the Pembroke Military Support Group. They much appreciated our efforts in their behalf.

We closed the year with our Christmas donation to the National Association of Congregational Churches

On behalf of Missions, thank you all for your continued support in all of our endeavors. Peace and Blessings-

Respectfully submitted  
Judy Graham (Chair pro-tem), Mary Ford (Treasurer)



# MISSIONS FINANCIALS

## RECEIPTS:

<b>Balance Dec, 31. 2020</b>	<b>\$ 374.76</b>
Pledges	6,620.93
Returned Check#2311	100.00
Donation Health Kits	100.00
Total Receipts	7,195.69
Total Disbursements	6,365.12
<b>Balance Dec.31, 2021</b>	<b>\$830.57</b>

## DISBURSEMENTS;

Food Pantry	1,300.00
FireHouse Food Pantry	1,400.00
Plymouth Area Coalition	300.00
Hospice-South Shore	200.00
Fuel Fund	400.00
Bethesda House	200.00
Father Bill's and Mainspring	300.00
Carolina HillHouse	100.00
South Shore Resource Advocacy	200.00
Checks-Mission	23.05
Health Kit Supplies-Freda	213.76
Health Kit Supplies-Judy	22.31
Tools of Hope	200.00
Pembroke Military Support Group	200.00
Cranberry Hospice	100.00
City Missionary	200.00
Seafarers Friend	200.00
Holy Joe's Cafe	100.00
First Church (deposited to wrong account)	406.00
NACCC Christmas Project	100.00
Haiti Disaster Relief	200.00
<b>Total Disbursements</b>	<b>\$6,365.12</b>





# THRIFT SHOP

The Thrift Shop has completed seventeen years of service to the community with many friends coming into the Shop on a nearly weekly basis – a stable part of the community reaching out to neighboring towns. The Pandemic did affect our normal operating hours during January and February, but we bounced back with our normal schedule in March and looked forward to planning for Spring!

We continued to offer sanitizing wipes and masks for the comfort of those customers entering the Shop.

Also, Thursday drop-off hours for donations were eliminated and items could be dropped off at the Shop during regular open hours: Friday and Saturday 11-3p.m.

We participated in the Blood Drive/Bake Sale held at the Church in November at which a select group of hand-made knitted articles and a number of Christmas items from the Shop were displayed for sale.

Unusual and Collectible items are advertised on Marketplace and do bring not only customers to the Shop but also inquiries – all good advertising.

Total Gift to the Church for the Year 2021: \$4,500.00 with an additional \$2,400.00 in payment of utilities - making a Grand Total of \$6,900.00. Many thanks to the volunteers who have made this possible, not only those working weekly in the Shop, but also those helping "behind the scenes" posting special sales, new merchandise arrivals, and generally being there to help out whenever needed. Thank You!

Respectfully submitted,

Thrift Shop Board Members:  
Millie Dickie, Judy Graham, Linda Peterson, Judi Tucker



# COMMUNITY NURSERY KINDERGARTEN

Community Nursery Kindergarten (CNK) continues to provide a safe, positive, enriching preschool environment for all children who play and learn with us. CNK offers each child the opportunity to explore and discover the world through challenging developmentally appropriate learning activities and well planned learning opportunities.

In January, students were continuing learning and playing with strict Covid policies. The class sizes were limited to half the students that are normally allowed due to socially distancing. By February and March, staff was getting ready to hold registration for the following school year. A very different Open House was held for prospective families by holding individual tours as no visitors were allowed in the school. We also had an intern, Mrs. Jen Dow-Walsh, start with Mrs. Morrison's class. A tricky leprechaun visited the school in March! In April, new mulch was delivered to the school and spread out by staff. In May, students celebrated the end of the school with a trip to Mrs. Jen Dow-Walsh family's farm. Students and families were allowed to visit and see chickens, goats, ducks, and horses. It was a great time. In June, a summer camp was held for two weeks. Students had fun and parents look forward to the school hosting it each year. Unfortunately, June was also a sad time at CNK. Mrs. Holland's husband passed away from an illness in June.

In July and August, staff was busy preparing for the next year. They were cleaning out classrooms and toys, giving tours, and planning. Covid restrictions on class sizes were rescinded, which meant class sizes could go back to pre-covid numbers. This meant CNK had to add two new teachers for September. Enrollment for September was slightly lower than other years; parents still had concerns with Covid and were not sure what the year would bring. Class offerings for the 2021-2022 school year were MWF full day pre-K (9-2), MWF half day pre-k, T/Th nursery class, and T/Th mixed age. They did not offer an afternoon class this year but were able to offer lunch bunch (an optional extended day program parents can sign up for on an as needed basis).

The teaching staff for the 2021-2022 school year consists of Susan Morrison as the lead teacher. Lead teachers and teachers Deb Roy and Jen Driscoll. Our intern, Jen Dow-Walsh, was hired as a teacher. Nicole Draves was hired as the school assistant. Jean Holland continues as the Director.

September started the new school year! Students and staff continue to wear masks. In October, students went on a field trip to Sauchuk Farms. This is quickly becoming a favorite place to visit! Students also learned about fire safety from some local firefighters. November students learned about the First Thanksgiving and had a feast full of chicken nuggets, corn bread, and homemade butter! December brought a study of Holidays Around the World. CNK "choir" of interested students sang a couple of songs at Pembroke's Tree Lighting. CNK also sponsored the cookie decorating table at the event with the help of parent donations of supplies. Staff also put on a wonderful Polar Express Day for students! What a great way to end the year!

Our board members include Sara Davis (chairperson and secretary), Ruth Ellis, Gail Sim, Ginny Wandell, and CNK parent representative Helen McElroy. We are still looking for a treasurer. If you are interested, or know someone who is, please speak with me.

Respectfully Submitted,  
Sara Davis



**Just a snapshot of our CNK's year!**



Students around the “campfire”  
at camp CNK



Gross motor play



At the farm



Sauchuk Farm cow train



CNK choir at the tree lighting



Fire safety from the  
professionals



# PASTOR SEARCH

The first months of the year found the Search Team in turmoil over the direction and control of the Committee. Proceedings of the Committee, which are confidential, were derailed by breaches of that confidentiality during a heated council meeting. Soon after two Search Team members resigned.

In 2021 The Search Team reviewed 12 candidates for the position of Pastor of First Church In Pembroke (FCIP). After discussing profiles and interviewing Candidates the Search Team unanimously voted to present Rev. David Lowell Poole to the members of First Church in Pembroke as our full-time Pastor

On Sunday July 25, 2021, the Search Team presented Rev. David Lowell Poole to the Congregation for the position of Settled Pastor. Rev. Poole lead the Service after which there was a meet and greet where the congregation was able to ask questions. Once the Q&A's were over, Rev. Poole removed himself so that an All Church Meeting could be convened. The Search Teem Members then stood to answer all questions asked from the Congregation.

A motion was made by Ron Mckee and Burton Palmer to vote Rev. David Lowell Poole as First Church In Pembroke's next full-time Settled Pastor.

The vote count was taken by a show of hands. Results: Member's present = 42; Members against Rev. Poole = 0; Members for Rev. Poole = 42 (1 was by Proxy).

The congregation elected Reverend David Lowell Poole as Pastor and he moved into the Parsonage on July 26, 2021.

In the following days, Pastor David asked that the Pastor Relations Committee (PRC) be formed and populated by the Search Team members under the then current PRC Chair.

Respectfully submitted by:  
Francine Palmer, Jay Hodge, James Lapham, Donna Pulselli



# PASTORAL RELATIONS

Soon after being Called by the Congregation, Rev. David Poole requested that the Pastoral Relations Committee (PRC) be restarted and consist of the members of the Search Team along with the one remaining member of the previous Committee, Jane Hodge, serving as Chair.

The goals of the PRC are to pursue what is defined as the “Five S’s”:

- Successes
- Surprises
- Satisfactions
- Solutions
- Sadness

The Committee met with Rev. Poole in September, October, and November with the goal of supporting him, hearing his concerns and his joys, and relaying those of the congregation to him. Although proceedings of the committee are confidential, we can say that we relayed several concerns to Rev. Poole along with recommendations for actions he could take to correct these concerns. Rev. Poole agreed to a period of probation to end in early February 2022.

Respectfully Submitted,  
Jane Hodge (Chair), Francine Palmer, Donna Pulselli, James Lapham, Jay Hodge



# STEWARDSHIP

The Stewardship Team has several functions. The first is, of course, running the annual pledge campaign. Our promise of a financial commitment to the church is the most important element of planning for its future both of ministry and mission. Without an estimate of yearly support, the church is unable to consider salaries, maintenance, events, etc.

Stewardship also consists of the contributions we all make to the church of our time – in volunteering for committees, helping with events, and making others feel welcome. The third important aspect of being a good steward is in using our talents however and whatever they are to contribute to the good of the church. First Church is dependent on all of us to do our part.

This year our pledge campaign was not quite as organized as in years past. We hope that future efforts will focus on educating Church attendees to the importance of the budgeting process.

Our pledges were blessed at our December 5<sup>th</sup> service. There were 24 pledges received for a total of \$63,500. Many thanks to all who felt able to commit financially to First Church.

It has been my privilege over the past few years to serve as the Chair of the Stewardship Committee. As I step down from this position it is my prayer that another will step forward to continue educating all of us about the importance of stewardship and the support of our church.

Matthew 20: 28 Christ “came not to be served but to serve.”

Let us all live by Christ’s words and work together for the strength and growth of First Church.

Respectfully submitted,  
Jane Hodge (Chair), Heather Lapham, James Lapham



## FINANCIAL & PROPOSED BUDGET

### Burt Palmer, Treasurer

#### INCOME

	2021 BUDGET	2021 ACTUAL	2022 BUDGET
<b>Pledged Offerings</b>	<b>\$72,000</b>	<b>\$59,071</b>	<b>\$67,000</b>
<b>2020 Pledged Offerings</b>	<b>\$405</b>	<b>\$405</b>	<b>\$0</b>
<b>Other Offerings</b>			
Mission Offerings (via Breeze)	<b>\$6,214</b>	<b>\$4,781</b>	<b>\$4,220</b>
Church Offerings	<b>\$12,000</b>	<b>\$19,872</b>	<b>\$13,582</b>
Special Offerings	<b>\$1,000</b>	<b>\$1,400</b>	<b>\$1,000</b>
Member Dues NACCC	<b>\$300</b>	<b>\$0</b>	<b>\$600</b>
Flowers	<b>\$500</b>	<b>\$45</b>	<b>\$500</b>
<b>Fund Raising</b>			
Old Home Fair	<b>\$1</b>	<b>\$0</b>	<b>\$1</b>
Other Fund Raising	<b>\$8,500</b>	<b>\$2,164</b>	<b>\$2,000</b>
<b>Special Gifts</b>	<b>\$1,500</b>	<b>\$0</b>	<b>\$500</b>
<b>CNK Income</b>			
CNK Pledge	<b>\$4,500</b>	<b>\$5,500</b>	<b>\$4,500</b>
CNK WC	<b>\$2,000</b>	<b>\$650</b>	<b>\$2,000</b>
CNK Utilities	<b>\$5,000</b>	<b>\$3,500</b>	<b>\$5,000</b>
CNK 2020 Carry over	<b>\$3,450</b>	<b>\$2,000</b>	<b>\$1,950</b>
<b>User Income</b>			
Thrift Shop Utilities	<b>\$2,400</b>	<b>\$2,400</b>	<b>\$2,400</b>
Thrift Shop Gift	<b>\$3,000</b>	<b>\$5,500</b>	<b>\$3,000</b>
AA	<b>\$600</b>	<b>\$480</b>	<b>\$600</b>
Hall Rentals	<b>\$500</b>	<b>\$100</b>	<b>\$500</b>
<b>Other Income</b>	<b>\$1,500</b>	<b>\$1,217</b>	<b>\$500</b>
<b>Interest/Dividends</b>	<b>\$0</b>	<b>\$2</b>	<b>\$0</b>
<b>TOTAL BUDGETED INCOME</b>	<b>\$125,370</b>	<b>\$0</b>	<b>\$109,853</b>
<b>Deacon's Fund</b>		<b>\$485</b>	<b>\$405</b>
<b>Memorial Donations for Music</b>		<b>\$0</b>	
<b>Memorial Donations Other</b>		<b>\$750</b>	
<b>Transfer from Restricted Funds</b>		<b>\$0</b>	
<b>Loan from Restricted Funds</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>
<b>TOTAL INCOME</b>	<b>\$125,370</b>	<b>\$110,323</b>	<b>\$110,258</b>



**EXPENSES**

	2021 BUDGET	2021 ACTUAL	2022 BUDGET
<b>Mission and Ministry</b>			
<b>Worship</b>			
Diaconate	\$600	\$545	\$300
Stephen Ministries	\$100	\$0	\$0
Worship Supplies	\$350	\$562	\$500
Flowers	\$600	\$333	\$500
Pulpit Supply	\$1,000	\$4,749	\$1,000
<b>Music</b>			
Substitute Organists	\$400	\$455	\$400
Music Supplies	\$250	\$253	\$300
Music - Soloists	\$2,000	\$1,100	\$500
Organ Maintenance	\$600	\$610	\$615
Video Production	\$600	\$450	\$0
<b>Education</b>			
Christian Education	\$2,600	\$36	\$1,500
Church Growth	\$0	\$0	\$0
<b>Stewardship</b>			
Stewardship	\$650	\$116	\$650
Dues NACCC	\$500	\$0	\$500
<b>Administration</b>			
Pastoral Search Committee	\$2,000	\$980	\$1,000
Office Supplies	\$2,200	\$1,375	\$1,750
Copier Lease/Maintenance	\$2,300	\$1,379	\$1,800
Transfer to Missions (Breeze)	\$6,214	\$3,784	\$4,220
Transfer to Missions 2020	\$0	\$1,100	\$0
Data/On-Line Fees	\$2,000	\$1,718	\$1,800
Fundraising Expenses	\$750	\$261	\$750
Miscellaneous Expenses	\$2,000	\$1,004	\$1,100
<b>Buildings &amp; Grounds</b>			
<b>Maintenance</b>			
Supplies	\$2,000	\$827	\$1,500
Cleaning Services	\$10,000	\$9,600	\$12,000
Church Maintenance	\$5,000	\$3,446	\$5,000
Church Capital Improvements	\$10,000	\$12,100	\$10,000
Insurance	\$10,000	\$9,400	\$10,810
Snow Removal	\$1,000	\$1,415	\$1,500
Rubbish Removal	\$660	\$227	\$350
<b>Church Utilities</b>			
Electricity	\$2,600	\$1,885	\$2,600
Gas	\$5,700	\$3,509	\$5,700
Water	\$400	\$225	\$400





**EXPENSES (continued)**

	2021 BUDGET	2021 ACTUAL	2022 BUDGET
Telephone/Internet	\$2,700	\$2,163	\$2,400
<b>Parsonage Utilities</b>			
Gas	\$1,100	\$585	\$1,500
Internet	\$0	\$713	\$1,200
Electricity	\$300	\$461	\$700
Water	\$60	\$49	\$100
Parsonage Improvements	\$0	\$10,766	\$0
<b>Sewing Circle Utilities</b>			
Telephone	\$550	\$520	\$250
Electricity	\$750	\$360	\$600
Oil/Gas	\$1,200	\$806	\$1,000
Water	\$45	\$39	\$35
<b>Personnel</b>			
<b>Pastoral Ministry</b>			
Salary	\$36,275	\$25,641	\$39,000
Housing Allowance	\$3,000	\$0	\$0
Annuity	\$2,713	\$0	\$0
Insurances	\$3,117	\$0	\$0
Social Security Allowance	\$2,315	\$0	\$0
Travel	\$1,500	\$0	\$0
Continuing Education	\$1,000	\$0	\$0
<b>Support Staff</b>			
Organist/Director	\$12,984	\$8,740	\$7,000
Administrative Assistant	\$14,000	\$2,664	\$7,000
Treasurer	\$1,200	\$1,200	\$1,200
<b>Staff Expenses</b>			
Social Security	\$2,000	\$2,188	\$3,850
WorkComp Insurance	\$1,500	\$1,250	\$1,500
<b>TOTAL BUDGETED EXPENSES</b>	<b>\$163,382</b>	<b>\$121,590</b>	<b>\$136,380</b>
Deacon's Fund		\$0	
Loan Repayment	\$0	\$0	\$0
Transfer to Restricted Funds	\$0	\$0	\$0
<b>TOTAL EXPENSES</b>	<b>\$163,382</b>	<b>\$121,590</b>	<b>\$136,380</b>
Total Surplus or (Deficit)	\$ (38,012)	\$ (11,267)	\$ (26,372)
Bank Balance as of Y/E	\$ 22,572	\$ 11,485	



# ENDOWMENT FUND

Our Church Endowment Fund assets have been managed by the Rockland Trust Investment Management Group since 2015. We began 2021 with a balance of \$444,150 and ended the year with a balance of \$486,047. This resulted in a year-over-year increase of \$41,897. This change in overall value included Church additions of \$4,541. This addition was a generous gift of stock from a Church member to be used for Church Projects. The withdrawals were \$19,283 and were transferred to “the Restricted Funds” to be used for future Church Projects. These withdrawals represented \$14,607 placed in the Endowment Fund last year for use this year and \$4,676, the value of the above-mentioned stock when sold. No funds were borrowed this year to support The Operating Fund.

The Income and Capital Gain Distributions from the Fund’s investments was \$28,405 and the gain in market value was \$31,376. The Rockland Trust management fees was \$3,143. The Fund, without the above additions and withdrawal’s, gained \$56,639 or 12.7%. The Fund’s performance is provided below:

<u>Summary Item</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>
Start Balance (Jan.1 <sup>st</sup> )	\$444,149.95	\$382,080.24	\$326,872.63
Income & Capital Gains	28,405.22	14,390.00	8,204.36
Market Value Change	31,375.98	19,957.27	53,090.56
Management Fees	(3,142.54)	(2,781.06)	(2,465.06)
Sub-Total	500,788.61	413,646.45	385,702.49
Church Additions	4,540.84	25,528.00	23,686.00
Church Withdrawals	(19,282.73)	4,975.50	(27,308.25)
End Balance (Dec.31 <sup>st</sup> )	\$486,046.72	\$444,149.95	\$382,080.24

The long-term growth of our Endowment Fund serves to benefit the future financial strength and needs of First Church. The First Church Endowment Fund was originally made possible by the substantial bequeath of several long-time church members. The Fund has since benefited by generous gifts from the Congregation. We invite all who have faith in the mission and persistence of the Church to consider donating to the “First Church in Pembroke Endowment Fund”.

Respectfully submitted,  
 Don McLellan (Chair), Linda Peterson, Jay Hodge, Burt Palmer.



# NOMINATING

The Nominating Committee works with Church Council and Church Committee Chairpersons to find ways to enhance our existing committees and increase the congregation's participation in the life of First Church in Pembroke.

In the Fall of 2021 it was voted by the Church Council that participation on the congregational committees remain status quo until pastoral leadership is called and the congregation is able to meet and worship together.

Respectfully submitted,  
Gail Sim (Chair), Marge Baumler, Bonnie Morrison



# 2022 BALLOT

## OFFICERS (6)

CLERK	Jane Hodge
FINANCIAL SECRETARY	Donna Pulselli
ASSISTANT SECRETARY	
TREASURER	Burt Palmer
ASSISTANT TREASURER	
MODERATOR	Jim Lapham

## DIACONATE (12)

Jay Hodge	Charlie Sim	Jim Tucker
Jim Lapham	Jane Hodge	Bob Ougoorlian

## TRUSTEES (7)

Linda Peterson	Burt Palmer	Francine Palmer
Jay Hodge	Millie Dickie	Don McLellan
James Lapham	Gail Sim	

## CHRISTIAN EDUCATION (9)

Francine Palmer	Donna Pulselli	Karan Little
Rachel Karstunen		

## MISSIONS (6)

Mary Ford	Judy Graham	Gail Horsefield
Marg Baumler		



### **ENDOWMENT (5)**

Don McLellan	Linda Peterson	Jay Hodge
Burt Palmer		

### **THRIFT SHOP (6)**

Millie Dickie	Judy Graham	Linda Peterson
Judi Tucker	Brianna Palmer	

### **STEWARDSHIP (6)**

Jim Lapham	Bob Ougoorlian	Heather Lapham

### **EVENT PLANNING (7)**

Beth Kitson	Jane Hodge	JoEllen Graham
Rosie Heron	Judy Graham	Terri Sweeney
Francine Palmer	Heather Lapham	Karan Little

### **CNK (6)**

Sara Davis	Gail Sim	Ginny Wandell
Ruth Ellis	Helen McElroy	Helen Healey

### **Nominating (6)**

Gail Sim	Bonnie Morrison	Marge Baumler



# REMEMBERING:

Esther M. Jensen – 04/02/2021



# PICTURES:

Annual Meeting 03/06/2022



# NOTES

