UNITED CHURCH OF CHRIST

LOCAL CHURCH PROFILE

of

THE UNITED CHURCH OF WINCHESTER

Winchester, New Hampshire

For a ½ Time Settled Pastor

Through

The New Hampshire Conference of the United Church of Christ

Validation Date: 12/03/2019
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"God is able to provide you with every blessing, so that having all sufficiency in all things at all times, you may abound in every good work."

(2 Corinthians 9:8)

**POSITION POSTING**

LISTING INFORMATION
SCOPE OF WORK
COMPENSATION & SUPPORT
WHO IS GOD CALLING TO MINISTER WITH US?

LISTING INFORMATION

1. CHURCH CONTACT INFORMATION
  Church name: The United Church of Winchester (TUCW)
  Street address: 99 Main Street
                  Winchester, NH 03470-3151
  Telephone: (603) – 239 – 4465
  Electronic Mailing Address: unitedchurchofwinchester@myfairpoint.net

2. Additional ecumenical affiliations: The United Church of Winchester membership is subdivided into members of The United Church of Christ (UCC), the United Methodist Church (UMC), and the Unitarian Universalist Association (UUA).


4. Association: Southwest New Hampshire Association

5. UCC Conference Minister: The Rev. Gordon M. Rankin
  Telephone: (603) – 715 – 9527
  Electronic Mailing Address: grankin@nhucc.org

6. Summary Ministry Description: We are seeking a friendly, warm, and dynamic person with a strong personal faith practice who is outreach-oriented and will be comfortable getting out into our community. We are looking for someone who can help us apply our faith to daily life via down-to-earth sermons and personal example. We would like our new pastor to be supportive of youth and families, to be visible around town, and to connect to local groups. We would like the pastor to be a catalyst for our ministries, advising us on outreach programs.
7. Photographs:
8. What are some of the things that you value about living in your area?

Some of the things that we value about living in our area are its proximity to surrounding cultural centers, the current resurgence of positive community activities, the family oriented community, the beautiful terrain and lively sustainable agricultural scene, its suitability to myriad forms of outdoor recreation, the Ellen Lambert Murphy Memorial Community Center (located a stone's throw from the church), Pisgah State Park with 13,300 acres of rough forested terrain and encompassing a complete watershed north of the Ashuelot River, the yearly Pickle Festival, the local Farmer's Market, two public libraries, and the Historical Society. For an article on Winchester, NH recently published in a regional magazine, please go to: https://www.sentinelsource.com/monadnock_table/our-towns-winchester-new-hampshire/article_7b9606f2-d59d-11e9-8477-df18f22c2e69.html

9. **Current size of the membership:** 100
   - 41 active members (29 UCC, 3 UUA, 6 unaffiliated)
   - 55 inactive members (24 UCC, 3 UUA, 31 unaffiliated)

10. **Position Title:** Pastor

11. **Position Duration:** Settled – a called position intended for longer-term ministry in which the minister moves church membership to the congregation and moves standing to the Southwest Association of NHUCC. With the growth of the congregation we hope to see this restored to a full time position.

12. **Compensation Level:** ½ Time

13. Does the total support package meet conference compensation guidelines?

   No.
SCOPE OF WORK

1. **Scope of work for half time Pastoral Position:**
   
   **(20-25 hours weekly / 5-6 units)**
   
   - preparation and leadership of Sunday sermon including scripture study, crafting of bulletin, sermon preparation, guiding lay liturgists, preaching, offering of prayers, etc.
   - work in conjunction with the worship team to plan Sunday services, craft liturgy, and choose music.
   - faith formation and vitality through prayer, Bible study, service, identifying helpful resources and opportunities and helping lay persons take advantage of them
   - pastoral care in collaboration with lay people (at least to those who are sick, elderly, grieving, or in emergency situations)
   - participation in wider church activities such as conference and association meetings as time permits
   - study and prayer to increase faith and to improve skills so as to lead, teach, preach better
   - energizing and deepening the spiritual connections and faith understandings of others in all they do
   - assist church with community outreach
   - meeting with prospective new members.

2. **Core Competencies:** Our minister should relate well to all ages, be well organized & disciplined, and should be able to deal well with all income and social levels.
COMPENSATION AND SUPPORT

1. **Salary Basis:** Base salary will be $20,170.50 plus a social security offset, Pension Board annuity contribution, on-the-job mileage, and term life and disability insurance. The church also pays for professional liability coverage and Worker's Compensation insurance.

2. **Benefits:** TO BE NEGOTIATED.

3. What is the expected living situation for your next minister?

   Our next minister will be living within a 60 minute drive of Winchester.

4. Describe peer and professional supports available for ministers in your association/conference.

   Peer and/or professional supports will be made available to the settled minister through NHCUCC and SWNHA.
WHO IS GOD CALLING TO MINISTER WITH US?

1. Describe the ministry goals you envision your next minister co-collaborating with the congregation to achieve.

The minister will strive to increase the size of the congregation with an emphasis on attracting families and creating an appeal to the youth of the community.

2. Describe how your vision of the minister you are now seeking will assist the congregation in making an impact beyond its walls.

Our new pastor will help us to continue to be active in regional and international missions. We need to get into the local community more and generate more positive buzz around town. We need assistance with local networking. We need to fill our church spaces with ministry/outreach activities and to encourage more participation by families.

3. Specify language requirements or culturally-specific capacities preferred in a next ministerial leader.

Our next ministerial leader should be: 1. Fluent in English; 2. Comfortable with our multi-denominational status; 3. Comfortable with a variety of economic and class levels; and 4. Supportive of our Open and Affirming status.

4. Based on what you have learned about who your church is, who your church’s neighbor is, and who God is calling the church to become, what areas of excellence will your next minister exemplify to further the congregation’s ministry?

Based on what we have learned about who our church is, who our church’s neighbor is, and who God is calling the church to become, we are able to identify the following four “areas of excellence” from the document entitled *The Marks of Faithful & Effective Authorized Ministers in the United Church of Christ* that our next minister will exemplify to further the congregation’s ministry:

**ONE: EXHIBITING A SPIRITUAL FOUNDATION AND ONGOING SPIRITUAL PRACTICE:**

1. Loving God, following Jesus Christ, and being guided by the Holy Spirit; living a life of discipleship.
2. Praying actively and nurturing spiritual practices.
3. Being called to ordained ministry by God and the Church.
4. Continuing discernment of one’s call in community.
5. Understanding the power of the Holy Spirit at work through the elements of Christian worship to nurture faith.
6. Exhibiting a commitment to lifelong spiritual development and faithful personal stewardship.
TWO: STRENGTHENING INTER- AND INTRA- PERSONAL ASSETS:
1. Developing and maintaining a healthy sense of self as shaped by God, community, and life experiences.
2. Living in relationships of covenantal accountability with God and the Church.
3. Exhibiting strong moral character and personal integrity.
4. Respecting the dignity of all God’s people.
5. Understanding and ministering to stages of human development across the life span.
6. Demonstrating excellent communication skills.

THREE: ENGAGING SACRED STORIES AND TRADITIONS:
2. Maturing in effective proclamation and preaching.
3. Understanding the history of the Christian Church, from biblical times forward.
4. Bringing life to sacred stories and traditions in worship, proclamation, and witness.
5. Leading faith formation effectively across generations.
6. Holding the Holy with integrity especially as represented in the Sacraments.

FOUR: CARING FOR ALL CREATION:
1. Nurturing care and compassion for God’s creation.
2. Maintaining a basic understanding of mental health and wellness.
4. Providing hope and healing to a hurting world.
5. Attending to one’s own spiritual and pastoral care, including engagement in supervision as appropriate.
6. Stewarding the resources of the Church.
WHO IS GOD CALLING US TO BECOME?
“You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.” (Matthew 22:37 NRSV)

1. Who is God calling you to become as a congregation?

A group that is reaching out to serve the wider community

2. Describe how God is calling you to reach out to address the emerging challenges and opportunities of your community and congregation.

We had a day-long retreat led by the Reverend Gayle Murphy in the fall of 2018 to review where we are and discern where God is calling us next. As a result, our Visitation Team has started visits to people in our local nursing home who don't otherwise receive visits. Also, we are in process of working with the town government to use our Fellowship Hall as a civil defense cooling shelter during hot and humid weather. As a result of an opioid crisis education series led by our Interim Pastor, as well as the retreat, we are in the process of developing a support group for loved ones and those in recovery. We are also developing a bulletin board of resources for those affected by the opioid crisis.
WHO ARE WE NOW?

“You shall love your neighbor as yourself.”
(Matthew 22:39 NRSV)

WHO ARE WE NOW?
CONGREGATIONAL REFLECTIONS
11-YEAR REPORT
CONGREGATIONAL DEMOGRAPHICS
PARTICIPATION AND STAFFING
CHURCH FINANCES
HISTORICAL INFORMATION

CONGREGATIONAL REFLECTIONS

1. Describe your congregation’s life of faith.

Membership vows align with the UCC Book of Worship and usually include reaffirmation of baptismal vows. Membership is a covenant with our church community to join in our common life of faith. To refer to God in worship we use a mixture of traditional and inclusive language. People are free to use language and sing words (e.g., to the Doxology and Gloria) that they find most comfortable. We strive to live out our faith through a balance of worship, service to others, prayer, reflection, and social and learning times with fellow church members.

This is our church covenant as stated in the By-Laws: “We do covenant with the Lord and with one another to give ourselves unreservedly to the service of God. We take this to be our church and promise that in so far as we are able we will share its worship, observe its sacraments, and support its ministries, endeavoring to make it a fruitful body of Christians. We promise to walk with one another in faithfulness and Christian love, to watch over one another, to remember each other in prayer, to aid each other in sickness and distress, and to share our joys and celebrations. We bind ourselves to follow the leading of God's spirit as revealed to us.”

2. Describe several strengths or positive qualities of your congregation.


3. Describe what worship is like when your congregation gathers.
Worship takes place in our Sanctuary during three seasons, and in our air-conditioned Fellowship Hall in the summertime. We light the UUA chalice and have a thought-provoking quotation at the beginning of the service. We follow a traditional order of worship, but with creativity in prayers, responses, etc. We celebrate Communion once a month. People come forward and take the bread and grape juice by intinction. The content of the service is scripture-based, and music is highly important to our members. We enjoy preaching that is thought-provoking without being too abstract or academic, and that is applicable to daily life.

4. Describe the educational program/faith formation vision of your church.

We have no children or youth in the church currently, so our efforts are focused on our adult members. They are currently as follows: Weekly Centering Prayer/ Lectio Divina group (led by lay person). Bi-weekly Discussion Group on a variety of topics related to faith (led by lay person). Topics have included Islam, Christians and the environment, Christian disciplines, the opioid crisis, and many others. Lenten Study Series (led by Pastor). Topic for 2019 was The Lord's Prayer. Advent Study Series (led by Pastor). Stewardship Series (three weeks, led by laity and Pastor). Topic for 2018 was “Treasure in Clay Pots”. Program includes exercises in applying faith to our material lives. Various mission opportunities as described elsewhere in this document.

5. Describe how your congregation is organized for ministry and mission.

We are currently using an Envisioning Model, but a team has been formed to revise the By-Laws, as the model as outlined is too cumbersome to be practical for our small congregation. We currently have a Leadership Team that meets monthly to transact the practical business and to oversee the church's spiritual life and programs. Other teams such as the Outreach Team, Search Team, Trustees of Trusts Funds, etc. report to the Leadership Team. The Ladies' Society also has a representative on the team. The lay leader of the church is the Moderator. Other officers are the Clerk, Treasurer, Financial Secretary, and Trustees of Trust Funds. About three times a year (or as needed) the church holds an Envisioning meeting where we share a meal and discuss the direction of the church. Recent meetings have focused on the search process, the potential sale of the Parsonage, and where God is calling us. Our Ladies Society is extremely mission-Oriented.

6. When it comes to decision-making, how many hours are spent in meetings per month?

The Pastor attends the Leadership and Worship Team meetings (approximately 3 hrs. per month), and attends other team meetings (Visitation, Outreach, etc.) only as needed. Most meetings are held after church for the convenience of our elderly members as well as for our part time pastor.

7. Think of a time when action had to be taken quickly, for example when a crisis or disaster occurred. How was that accomplished?
Our Parsonage is in poor shape and cannot provide a family home for our Pastor, so it has been used as the home of the church office for the past several years. It became obvious during this past year that the church could no longer afford to pay the utilities for such a big building and the decision was made to move the office. Within a month, a team of volunteers had emptied and cleaned our Christian Education room (which was only used for occasional meetings), our secretary (a church member) and Trustee of Trust Funds had sorted and organized and packed material in the office, and our Treasurer had arranged to have the phone service switched and to have the furniture moved and a lock put on the new office door. The Treasurer and Moderator supervised the physical move on the big day. Now our unused education room is a modern and energy-efficient office.

8. Can you provide the next minister with a copy of an organization structure, ByLaws and/or annual report to further explain the patterns of the church’s activity and governance?

We can provide an Annual Report of the church completed in January 2019, as well as a copy of the ByLaws (See no. 5. above).
11-YEAR REPORT

1. This report is available but inaccurate, as a thorough updating of the church list was not done until this year.

CONGREGATIONAL DEMOGRAPHICS

1. Description of those who participate in your church:

<table>
<thead>
<tr>
<th>Number of active members:</th>
<th>43</th>
<th>No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of active non-members:</td>
<td>13</td>
<td>Yes.</td>
</tr>
<tr>
<td>Total of church participants (sum of the numbers above):</td>
<td>56</td>
<td>Yes.</td>
</tr>
</tbody>
</table>

2. Number of total participants by age:

<table>
<thead>
<tr>
<th>Is this an estimate?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of total participants by age:</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>0-11</th>
<th>12-17</th>
<th>18-24</th>
<th>25-34</th>
<th>35-44</th>
<th>45-54</th>
<th>55-64</th>
<th>65-74</th>
<th>75+</th>
<th>Is this an estimate?</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>12</td>
<td>8</td>
<td>35</td>
<td>Yes.</td>
</tr>
</tbody>
</table>

3. Number of adults in various household types:

<table>
<thead>
<tr>
<th>Is this number an estimate?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of adults in various household types:</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Is this number an estimate?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single adults under 35:</td>
</tr>
<tr>
<td>Joint household with minors:</td>
</tr>
<tr>
<td>Single adults age 35-65:</td>
</tr>
<tr>
<td>Joint household with no minors:</td>
</tr>
<tr>
<td>Single adults over 65:</td>
</tr>
</tbody>
</table>
4. Describe the range of occupations of working adults in the congregation.

Our membership reflects a diverse range of occupations; some professional; some blue collar.

5. Most UCC congregations tend to describe themselves as “diverse.” Yet, the vast majority of UCC congregations are mono-cultural. Describe the mix of ethnic heritages in your congregation, and the overall racial make-up.

Our congregation, as well as the surrounding community, is predominately white.

6. Has your congregation recently had a conversation about welcoming diversity, or do you plan to hold one on the near future?

Our church adopted an Open and Affirming statement in 2015 with a wide umbrella covering sexual orientation and identity as well as ethnicity and race.

PARTICIPATION AND STAFFING

1. Chart of Our Ways of Gathering:

<table>
<thead>
<tr>
<th>Ways of Gathering</th>
<th>Estimated number of people involved in attendance</th>
<th>Who plans each of the listed gatherings?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Discussion Group (“The Front Porch”)</td>
<td>4 (persons)</td>
<td>Lay Leader</td>
</tr>
<tr>
<td>Baptisms (number last year)</td>
<td>0</td>
<td>Pastor</td>
</tr>
<tr>
<td>Groups or Classes for Children</td>
<td>0</td>
<td>NA</td>
</tr>
<tr>
<td>Christmas Eve and Easter Worship</td>
<td>80</td>
<td>Pastor &amp; Worship Team</td>
</tr>
<tr>
<td>Church-wide Meals</td>
<td>3 ((number of meals last year))</td>
<td>Leadership Team</td>
</tr>
<tr>
<td>Music Group</td>
<td>7 (persons)</td>
<td>Music Director</td>
</tr>
<tr>
<td>Bells</td>
<td>4 (persons)</td>
<td>Music Director</td>
</tr>
<tr>
<td>Church-based Bible Study</td>
<td>0</td>
<td>NA</td>
</tr>
<tr>
<td>Communion (served monthly)</td>
<td>Served Monthly</td>
<td>Pastor</td>
</tr>
<tr>
<td>Community Meals</td>
<td>100 – 120 Persons Served Monthly</td>
<td>Lay Team</td>
</tr>
<tr>
<td>Confirmation</td>
<td>0 ((number last year))</td>
<td>Pastor</td>
</tr>
<tr>
<td>Activity</td>
<td>Number/Details</td>
<td>Responsible Party</td>
</tr>
<tr>
<td>----------------------------------</td>
<td>--------------------------------------------</td>
<td>-------------------------------</td>
</tr>
<tr>
<td>Funerals</td>
<td>2 (number last year)</td>
<td>Pastor &amp; Family</td>
</tr>
<tr>
<td>Inter-generational Groups</td>
<td>0</td>
<td>NA</td>
</tr>
<tr>
<td>Outdoor Worship</td>
<td>0</td>
<td>NA</td>
</tr>
<tr>
<td>Prayer or Meditation Groups</td>
<td>4 – 5 (persons)</td>
<td>Lay Leader</td>
</tr>
<tr>
<td>Public Advocacy Work</td>
<td>See no. 2. Additional Comments</td>
<td>See under no. 2. Below</td>
</tr>
<tr>
<td>Retreat</td>
<td>12 + Leader &amp; Pastor</td>
<td>Hired Leader</td>
</tr>
<tr>
<td>Community Theology or Bible</td>
<td>0</td>
<td>NA</td>
</tr>
<tr>
<td>Programs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Weddings</td>
<td>2 Weddings Last Year</td>
<td>Pastor &amp; Couple</td>
</tr>
<tr>
<td>Worship (time slot: 10 AM)</td>
<td>25</td>
<td>Worship Team &amp; Pastor</td>
</tr>
<tr>
<td>Young Adult Groups or Classes</td>
<td>0</td>
<td>NA</td>
</tr>
<tr>
<td>Youth Groups or Classes</td>
<td>1</td>
<td>Lay Leader</td>
</tr>
<tr>
<td>Shared Blessings Clothing Ministry</td>
<td>8 volunteers; open twice weekly</td>
<td>Lay Team</td>
</tr>
<tr>
<td>Ecumenical Food Pantry with St.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stanislaus of Mary Queen of Peace Parish</td>
<td>2</td>
<td>Lay Volunteers &amp; Pastor</td>
</tr>
</tbody>
</table>

2. **Additional Comments:** The pastor and moderator met with Congresswoman Annie Kuster to advocate for better medical coverage for those who are poor or suffer from chronic illnesses. They also attended a demonstration against gun violence.

3. **Chart of all members or regular participants in our congregation who are ordained, licensed, or commissioned ministers:**

<table>
<thead>
<tr>
<th>Name</th>
<th>3- or 4-Way Covenant?</th>
<th>Type of Role</th>
<th>Retired?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rev. Patrick McLoud</td>
<td>No.</td>
<td>Intermittent Pulpit Supply</td>
<td>Yes.</td>
</tr>
</tbody>
</table>
4. Chart of all current staff:

<table>
<thead>
<tr>
<th>Staff Position</th>
<th>Name</th>
<th>Compensation</th>
<th>Supervisor</th>
<th>Length of Tenure for person in this position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interim Minister</td>
<td>Rev. Susan Grant Rosen</td>
<td>Full Time</td>
<td>HR Team</td>
<td>Since November of 2017</td>
</tr>
<tr>
<td>Administrative Assistant</td>
<td>Patricia Johnson</td>
<td>Part Time</td>
<td>Pastor &amp; HR Team</td>
<td>Above ten years</td>
</tr>
<tr>
<td>Collector</td>
<td>Rosalie Whittle</td>
<td>Part Time</td>
<td>Leadership Team</td>
<td>Above 10 years</td>
</tr>
<tr>
<td>Sexton</td>
<td>Joel Gomarlo</td>
<td>Part Time</td>
<td>HR Team</td>
<td>Above 10 years</td>
</tr>
<tr>
<td>Treasurer</td>
<td>Miriam Johnson</td>
<td>Unpaid</td>
<td>Administrative Team Chairperson &amp; HR Team</td>
<td>Above 5 years</td>
</tr>
<tr>
<td>Organist</td>
<td>Felicia Howard Olmstead</td>
<td>Part Time</td>
<td>HR Team</td>
<td>4 years</td>
</tr>
</tbody>
</table>

REFLECTION

5. Reflection: After reviewing the congregational demographics and activities above, what does this information reflect about your congregation’s overall ministry? We are an aging and dwindling congregation.
CHURCH FINANCES

1. **Current annual expenses (dollars budgeted for most recent fiscal year):** $115,210.00

2. What is the current ministerial support?

   Ministerial support for our Interim Pastor totals $27,540.00

3. Has the church ever failed to pay its financial obligations to a minister of the church?

   NO

4. Is your church 5-for-5, i.e. does it include each of the following contributions during the church year?

   Items of the 5-for-5 which are included during the most recent fiscal year are indicated below with an asterisk:

   * Our Church’s Wider Mission (OCWM – Basic Support)
   * One Great Hour of Sharing
   _ Strengthen the Church
   * Neighbors in Need
   _ Christmas Fund

5. In what way is OCWM (Basic Support) gathered?

   Basic Support is gathered through the solicitation of donations.

6. What is the church’s current level of indebtedness?

   The church's total amount of loan debt is at zero.

7. Has the church had one or more capital campaigns in the last ten years?

   Yes.
8. **Chart of campaign to raise capital for addition to building:**

<table>
<thead>
<tr>
<th>Years</th>
<th>Purpose</th>
<th>Goal</th>
<th>Result</th>
</tr>
</thead>
<tbody>
<tr>
<td>8-10 years ago</td>
<td>To pay for an addition to the building.</td>
<td>$800,000.00</td>
<td>$800,000.00</td>
</tr>
</tbody>
</table>

9. Describe your most recent capital campaign.

Our most recent capital campaign was to make the building barrier free.

10. Does your church have an endowment?

Yes.

11. What is the market value of the assets?

Our property is assessed by the town at $210,000.00, and our endowment is currently about $25,000.00.

12. Are funds drawn as needed, regularly, or under certain circumstances?

We get quarterly payouts and withdrawals from capital as needed.

13. Describe the draw on endowment, if any, to meet operating budget expenses.

Our endowment currently stands at approximately $25,000.00, down from $551,706.42 in 2013. When the church was renovated in 2011 to make it barrier-free and to add more space, convenient restrooms, and a remodeled kitchen, the church took out a mortgage from a local bank (in addition to money raised from a capital campaign). Within days of the start of construction, the bank withdrew the loan due to restrictions on the deed to the church. A decision was made to proceed by withholding money from the endowment. This decreased the church's quarterly income from capital, getting less investment income, increasing the need to withdraw from capital. We anticipate adding all the profit from the sale of the parsonage to our investment accounts.

14. At the current rate of draw, how long might the endowment last?

One year.

15. Please comment on the above calculations or estimates.
We are currently running on a deficit budget and are making preparations to put the parsonage on the market with a view to increasing our endowment.

16. **Other Assets:** The parsonage (see no. 17. above)

17. **Reserves (savings):** The amount of 23 thousand dollars is earmarked for getting the parsonage ready to place on the market.

18. **Investments (other than endowment):** $0.00

19. **Fair market rental value of the parsonage:** $0.00

20. How is the parsonage used? The parsonage is used for storage.

21. **Parsonage address:** 97 Main Street Winchester, NH 03470-3151

22. **Assessed real estate value:** $135,000

23. **Available for minister residence:** No.

24. **Expected minister residence:** No.

25. **Entity in the church responsible for review and needed repairs:** The Leadership Team

**All buildings owned by the church:** One church building and one parsonage.

26. Which spaces are accessible to wheelchairs?

In the church nearly all of the worship spaces are wheelchair accessible including the sanctuary and the hall. The dais is not accessible to wheelchairs at this time. All of the fellowship spaces are wheelchair accessible with the exception of the old narthex. Two of the bathrooms are wheelchair accessible.

27. **Reflection:** After reviewing the church’s finances and assets described above, what does this information reflect about your congregation’s mission and ministry?

We need to reach out locally and to attract a younger crowd.
HISTORICAL INFORMATION

1. Name one to three significant happenings in the history of your church that have shaped the identity of your congregation. Add the most important event in the life of your church in the past 10 years.

Three significant happenings in the history of our church that have shaped the identity our congregation are: 1. When we voted to make ourselves Open & Affirming; 2. When the addition & new kitchen were built; and 3. When we achieved handicap accessibility. The most important event in the life of our church in the past 10 years is the renovation.

2. Every church has conflict, some minor, some larger. “Where two or three are gathered in my name, I am among them” Describe your congregation’s values and practices when it comes to conflict.

We currently make a strong effort to investigate and openly address any conflict which appears to arise.

3. Chart of Ministerial History Reaching from 1923 Unto the Present:

<table>
<thead>
<tr>
<th>Minister’s name</th>
<th>Years of service</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rev. William T. Knapp* (see NOTES under no. 4.)</td>
<td>1923 – 1930</td>
<td>Settled</td>
</tr>
<tr>
<td>Rev. George Truman Carl</td>
<td>1931 – 1939</td>
<td>Settled</td>
</tr>
<tr>
<td>Rev. Harold E. Mayo</td>
<td>1939 – 1942</td>
<td>Settled</td>
</tr>
<tr>
<td>Rev. John Gee</td>
<td>1942 – 1945</td>
<td>Settled</td>
</tr>
<tr>
<td>Rev. Edgar Flory</td>
<td>1945 – 1959</td>
<td>Settled</td>
</tr>
<tr>
<td>Rev. Stanley Dahlman** (see NOTES under no. 4.)</td>
<td>1970 – 1981</td>
<td>Settled</td>
</tr>
<tr>
<td></td>
<td>July 1982 – September 1982</td>
<td>Guest Preachers</td>
</tr>
<tr>
<td>Name</td>
<td>Period</td>
<td>Status</td>
</tr>
<tr>
<td>-----------------------------</td>
<td>-------------------------------------</td>
<td>--------------</td>
</tr>
<tr>
<td>Rev. Lucy Blood</td>
<td>1982 – 1985</td>
<td>Settled</td>
</tr>
<tr>
<td></td>
<td>August 1985 – September 1985</td>
<td>Guest Preachers</td>
</tr>
<tr>
<td>Dr. James Spangenberg</td>
<td>October 1985 – January 1986</td>
<td>Interim</td>
</tr>
<tr>
<td>Rev. Jeffrey S. Dick</td>
<td>February 1986 – August 1993</td>
<td>Settled</td>
</tr>
<tr>
<td></td>
<td>September 1993</td>
<td>Guest Preachers</td>
</tr>
<tr>
<td></td>
<td>October 1993</td>
<td>Guest Preachers</td>
</tr>
<tr>
<td></td>
<td>May 1994 – August 1994</td>
<td>Guest Preachers</td>
</tr>
<tr>
<td>Dr. Rev. Luther</td>
<td>October 2003 – February 2004</td>
<td>Interim Ministers</td>
</tr>
<tr>
<td>Dr. Rev. Diane Durgin</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rev. Allison Jacobs</td>
<td>September 2007 – August 29, 2010</td>
<td>Interim</td>
</tr>
<tr>
<td>Rev. David Hughes</td>
<td>September 2007 – June 25, 2017</td>
<td>Settled</td>
</tr>
<tr>
<td>Rev. Susan Grant Rosen</td>
<td>November 20, 2018 – Present</td>
<td>Interim</td>
</tr>
</tbody>
</table>

4. NOTES: *It was during the ministry of Rev. William T. Knapp that the church was federated.**It was during the ministry of Rev. Stanley Dahlman that The United Church of Winchester was formed (1976).

5. Comment on what your church has learned about itself and its relationship with persons who provided ministerial leadership:
We have learned to be careful to make a good match.

6. Has any past leader left under pressure or by involuntary termination?

Yes.

7. Has your church been involved in a Situational Support Consultation?

Yes.

8. Has a past pastor been the subject of a Fitness Review while at your church?

Ask us.
WHO IS OUR NEIGHBOR?

“You shall love your neighbor as yourself.”

(Matthew 22:39 NRSV)

COMMUNITY VISION

MISSION InSite

COMMUNITY VISION

1. How do the relationships and activities of your congregation extend outward in service and advocacy?

The relationships and activities of The United Church of Winchester extend outward in service and advocacy by: (a) providing space for Monadnock Family Services; (b) providing music, worship, and a visitation ministry to the residents of Applewood Nursing Facility; (c) making financial contributions to many groups and institutions, including but not limited to: Kurn Hattin; David's House; Linus Project; Church World Services; Heifer Project International; Winchester Learning Center; The Community Kitchen Emergency Food Pantry; The Monadnock Center of Violence Prevention; The Elm Program; The Winchester Community & School Partnership; Monadnock Humane Society; and the Creche Building Fund; (d) volunteering the use of the church parking lot for Trunk-or-Treat as well and for the Pickle Festival; (e) offering an Opioid Support Group; (f) supporting an Ecumenical Food Pantry; (g) providing a service to the community through the Shared Blessings clothing ministry of TUCW; (h) supporting the Ukama Project; (i) supporting an orphan in Zimbabwe and by welcoming visitors from our sister parish in that same country; (j) making blankets for the Linus Project; (k) assembling Church World Services health & school kits; (l) providing a service to our community through The United Church of Winchester emergency Food Pantry; (m) participating in an Ecumenical Ash Wednesday; (n) holding Thanksgiving Day services; (o) writing a letter of sympathy to Tree of Life Synagogue; and (p) supporting Church Women United

2. Describe your congregation’s participation in meetings, relationships and activities connecting the wider United Church of Christ.

We dispatch the occasional delegate to an Association or Conference meeting and participate in the Ukama Project in numerous ways.

3. Many local churches love to tell the story of what they are doing in the community to transform lives. Some have identified certain aspects of their witness into the wider community using language shared with other UCC congregations. (Find more information as desired at ucc.org.) Which of the statements below apply to your UCC faith community?
The applicable statements are indicated with an asterisk.

* Accessible to All (A2A)       _ Just Peace
_ Creation Justice               _ Global Mission Church
_ Economic Justice               _ Open and Affirming (ONA)
_ Faithful and Welcoming         _ WISE Congregation for Mental Health
* God Is Still Speaking (GISS)   _ Other UCC designations:
_ Border and Immigrant Justice   _ Designations from other denominations
_ Inter-cultural/Multi-racial (I’M) _ None

4. Reflect on what the above statement(s) mean(s) to your community. Is your congregation interested in working toward any of the above statements of witness in the near future?

We welcome all spiritual seekers. These are topics that are frequently taken under consideration by our congregation, and in the future we may be interested in working towards others in addition to the three indicated.

6. Describe your congregation’s participation in ecumenical and interfaith activities.

We hold a yearly Thanksgiving service, as well as an Ash Wednesday service, with Saint Stanislaus of Mary Queen of Peace Parish, and with the United Methodist Church of Richmond.

7. Reflect on the scope of work assigned to your pastor(s). How is their community ministry and their ministry in and on behalf of the wider church accounted for in the congregation’s expectations on their time?

In 20 – 25 hours a week most of the pastor's time will be spent on parish duties. We support most any reasonable community outreach activities. Should you feel called to a particular local ministry share this with us and we will likely support it.
MISSION InSite

1. How do your congregation’s internal demographics compare or contrast to a) the neighborhoods adjacent to your church, and b) other neighborhoods with which your church connects?

The demographics of the town are not reflected in the congregation which is much older on the average. Some of our parishioners hail from outside of, or from the outskirts of, the township.

2. How are the demographics of the community currently shaping ministry, or not?

Very few children attend our services or participate in activities provided through our church. Although we give financial support to the groups relating to children we lack the opportunity to deal with them directly. We make a good faith effort to minister to a poverty stricken community with a high level of substance abuse through community support groups, the pastor's discretionary fund, our clothing ministry, and by making our building available to groups who minister to these needs. We support the Learning Center & the Kurn Hattin school.

3. What do you hear when you talk to community leaders and ask them what your church is known for?

Our community knows us best for our monthly bean suppers (which began in October of 1981), the uplifting carillon of the church which may be heard daily throughout the downtown area, our Shared Blessings Clothing Ministry, our sponsorship of AA, and our participation in numerous local and charitable events such as the Pickle Festival, UNICEF, Trunk-or-Treat.

As the founding church of the town, we are an integral part of the community and the default church for unaffiliated towns-people.

4. What do new people in the church say when asked what got them involved?

They consistently report that they found us to be warm and friendly, and that they were impressed by the welcoming attitude we display to all and sundry who pass through our doors.
Letter of Reference for The United Church of Winchester

Name: Patrick J. McLoud
Position: Retired UCC Pastor, active in pulpit supply in two states
Location: Resident of Winchester, NH
Telephone: 774-230-2526
Email: patrickmcloud98@gmail.com
Relationship to Congregation: Active non-member; pulpit supply

Areas of strength in this church’s ministry:

I have been attending worship at The United Church of Winchester (TUCW) for four and a half years. During that time I have heard some interesting sermons, listened to some beautiful music, and prayed for people in trouble all over the world. Outside of the worship hour I have taken part in Bible studies and book groups that both entertained and enlightened me. I have met delegates from a sister church in Zimbabwe and learned about the challenges of being a Christian in that country. Most importantly for me, the friends I have made through worshiping at TUCW have helped me feel at home in Winchester.

Areas for improvement in the church’s ministry:

Members of the congregation are usually welcoming to visitors, making sure to greet them when they arrive and talking to them at coffee hour. After the visitors come back, however, and begin to take part in various activities, things sometimes go wrong. For example, an older member may see the new person doing something “wrong” at a church supper and will snap at them, telling them “that is not how we do it here!” Then, the new person feels hurt, and may not come back again. Of course, this problem is not unique to TUCW. It goes on in small churches all over New England. This problem needs to be addressed, however, as it retards the rate at which churches can grow. Perhaps an educational program based on small group discussion would help.
Describe a significant experience of the church’s ministry:

The church’s current interim pastor ran an excellent educational program on drug abuse. I learned many things I did not know before, including how people become addicted and what treatments can be most effective. It taught me how churches can be supportive of people suffering from this illness through offering community and linking people with outside resources. As a result of this program TUCW has decided to form a support group for those who have this illness and their families.

I have enjoyed getting to know the people of TUCW. I count many of them as my friends. They have a strong commitment to each other and to God. As they grow in their ability to help new members feel at home their ability to serve God in Winchester and beyond will only grow as well.
Reference for The United Church of Winchester

Winchester, NH 03470

Name: Lauren Reese
Position: NA
Location: Resident of Winchester NH
Telephone: 603-313-4388
Email: delena5400@gmail.com
Relationship to Congregation: Active non-member

I have been an active non-member of The United Church of Winchester (TUCW), sporadically, over a span of thirty-five years. The gaps in my involvement with TUCW were due to my own life circumstances and search for knowledge. Most recently I have been actively involved with UCW for the past three years.

I believe that one of the greatest strengths of the TUCW congregation is their consistent willingness to accept each other, as well as new attendees, with humility and grace. I have observed this aspect among the members and experienced it personally when I have not attended TUCW for a while and have then started attending again. This willingness to accept others without judgement has paved the way for TUCW to become open and affirming, which is another strength that is very much needed our present divided society.

Another strength of the TUCW congregation is their willingness and ability to pull together for the good of our church, an individual, or our community. When a need is presented, whether it be for our small food pantry, clothing for our clothing ministry, funds to help a family or for emergency expenses, our small congregation responds with concern and generosity.
Reference for the United Church of Winchester  
Rev. Susan Grant Rosen, Interim Pastor  
October, 2019

Name: Susan Grant Rosen  
Position: Interim Pastor  
Location: Resident of Westhampton Massachusetts  
Telephone: cell: 603-203-5306  
Email: susangr3@gmail.com  
Relationship to Congregation: Interim Pastor of TUCW

**Areas of Strength**

The church members and actively-attending friends of the church have good, mutually supportive relationships. In my short time here (just under two years as interim pastor) I haven’t observed factions or people with axes to grind.

The church is mission-oriented and relates well to local needs. Despite the small size of the active congregation, the church does a lot for the community. It operates a Clothing Ministry, which offers the public good-quality, lightly used clothing at no charge. The church is about to launch an “All-Recovery”-style support group for families affected by addiction and people in any stage of recovery. Given how the opioid crisis is affecting this and all New Hampshire communities, this is a much-needed offering.

The church is brave and forgiving. The church became “open and affirming” in 2015. One of the other congregations in town disfellowshipped the church on that account, but relationships with the town’s other churches (including the church that critiqued the ONA decision) continue to be positive.

The demographics of the church match up with those of the town. Winchester is primarily a blue-collar and moderate-income community. These demographics are matched in the church. Potentially, this puts the church in a good position to reach out to and receive new members, as there is a common culture.
**Areas for Improvement**

**The small size of the leadership group.** The church has very committed and effective leaders. But as long-serving members “age out” of leadership, the responsibility for leading the church and doing necessary hands-on work is falling to an ever-smaller group of people. New members are joining—five so far in 2019—but it is possible that the current leaders will burn out before enough new leaders can be developed.

**There is no conscious effort to grow the church.** Declining membership is an issue faced by most northern New England congregations in an era where church participation is no longer culturally expected. A new pastor may want to help members consider how they can reach out in new ways to meet the spiritual needs of the community and, over time, make new friends and members for the church. Possibly some of the church’s newer members could participate in this effort.

**Significant Experiences**

The warmly positive, power-struggle-free culture of the church makes it a very enjoyable setting in which to serve. The church’s leadership group, though small, is hardworking, open-minded and a pleasure to work with. I appreciate the courage and willingness of the church to take on the issue of addiction, which is silenced in so many churches.
CLOSING THOUGHTS

Standing at the Future’s Threshold

Lyrics by Paul R. Gregory. Tune by Arthur Seymour Sullivan

Standing at the future's threshold,
grateful for God's guiding hand,
Asking no protected stronghold,
called to be a pilgrim band,

Seeking ever for a new vision of the gospel for our day,
We move forward in God's mission with our faith to show the way.

Midst the teeming cities millions,
witness to God's boundless love,
Reaching for each system's lost ones,
seeking justice with each move,

Grant us courage, strength, and patience to contend with vicious power,
Lead us forward in the faith that gives us hope in testing's hour.

Open hearted in exchanges with the faithful not our own
Trust ing God's way with these strangers not to leave the truth unknown,
Joining them in shared endeavor where we have Christ's clear command,
We have faith that calls us ever toward this good earth's promised land.

Building justice as the bulwark of the peace that God would give,
Making sacrifice the hall-mark of the life we're called to live,
Grant us, God, to bear witness to this peace in Christ, and move
Forward with our faith's own access to the life of hope and love.
Jesus Christ, eternal Savior,
Source of life and truth and grace,
We would ask no special favor,
with the lowest seek our place,
Know the inasmuch of serving,
have your cross as our command:

Lead us in this faith unswerving forward as your pilgrim band.

Paul R. Gregory (b. 1922) wrote this hymn for the final service of the 175th anniversary meeting of the United Church Board of World Ministries, held in 1985. The text serves as a reminder of the many forms of missionary work needed to heal the world and as a call to continue in that ministry.

Paul R. Gregory was ordained as a minister of the United Church of Christ in 1944. He served as East and Southeast Asia secretary of the United Church Board for World Ministries from 1957, when the denomination was formed, until his retirement in 1986.

Arthur Seymour Sullivan (1842-1900) composed the tune LUX EOI for the text “Hark! A Thrilling Voice Is Sounding.” It first appeared in his Church Hymns with Tunes (1874) and then in Hymns for the Church of England (1875). The Latin word lux means “light.”

Arthur S. Sullivan was the son of a British Army bandmaster and professor of clarinet. A child prodigy, Sullivan had learned to play most woodwind instruments by age eight, wrote an anthem at age thirteen, and won the Mendelssohn Scholarship at the Royal Academy of Music at age fourteen.
STATEMENT OF CONSENT

The covenantal relationship between a church and those called by that church to serve as pastors and teachers and in other ministerial positions is strengthened when vital information is openly shared by covenantal partners. To that end, we attest that, to the best of our abilities, we have provided information in this profile that accurately represents our church. We have not knowingly withheld any information that would be helpful to candidates.

As the committee charged with the responsibility for identifying and recommending suitable new minister for our church, we have been authorized to share the information herein with potential candidates. We understand that a candidate may wish to secure further knowledge, information, and opinions about our church. We encourage a candidate to do so, recognizing that an open exchange of relevant information builds the foundation for continuing and healthy relationships between calling bodies and persons seeking a ministry position.

The following assisted us in gathering material and information essential to the creation of this Local Church Profile: (1) Michael Haman, former Chairman and Secretary of the Search Committee; (2) Patricia Johnson, Administrative Assistant; (3) The Reverend Patrick McLoud; (4) Lauren Reese; and (6) Gayle Murphey; (5) The Reverend Susan Grant Rosen; and (6) the members of the Leadership Team.
THE UNITED CHURCH OF WINCHESTER

2019 ANNUAL REPORT ANNUAL MEETING JANUARY 2020 11:00 A.M.

ANNUAL REPORTS (January 1 through December 31, 2019)
Contents:
1. All Church Meeting: Form of Notice
2. 2019 Annual Meeting Report of the Clerk
3. The United Church of Winchester Visitation Team 2019 Annual Report
4. The United Church of Winchester Worship Team 2019 Annual Report
5. The United Church of Winchester 2019 Proposed Budget

1. All Church Meeting: Form of Notice

The members of The United Church of Winchester are hereby notified of the Annual Church Meeting to be held on Sunday, Jan. 27 at 11:00 AM, immediately following the worship service. The purpose of the meeting is to hear reports of officers and teams, to elect officers and team members for 2019, to vote the budget for fiscal year 2019, and to transact any other business that may legally come before the meeting. Respectfully submitted,

Amaret “Mitty” Johnson, Acting Clerk

2. 2019 Annual Meeting Report of the Clerk

January 1, 2019 – December 31, 2019
CHURCH STATISTICS
TOTAL ACTIVE MEMBERS AS OF DECEMBER 31, 2019: 64
NEW MEMBERS DATE JOINED
Richard E. Godek 10/13/19
Nola Poole 10/13/19
Margaret Staples 10/13/19
Jim Tetreault 10/13/19
BAPTISMS DATE N/A
TRANSFERS N/A
DEATHS Date of Death Date of Service Officiating Clergy
WEDDINGS Date of Wedding Officiating Clergy

3. The United Church of Winchester Visitation Team 2019 Annual Report

The Visitation Team and other church members continue to visit people in hospitals, nursing homes, and other group facilities, as well as people who are homebound. But we can't visit people who want visitors if we don't know about them, so if you know of anyone who would welcome a visit, please notify Pastor Susan or any member of the Visitation Team.
In December we initiated a program to sign up people to regularly visit residents at Applewood who rarely have visitors. A few initial visits were made over the holidays, and some problems were identified. We are working with the Activities Department at Applewood to address these problems, and prevent similar situations in the future. They have provided a list of about a dozen residents who rarely receive visitors, and will be providing useful information about each one in the near future. This will enable us to better pair visitors with residents. If you or anyone you know would be willing to make semi-monthly visits to a lonely Applewood resident, please contact me by phone at 239-4819 or by e-mail at <zimhost@gmail.com>.

Mary L. Johnson, Visitation Team Chairperson

4. The United Church of Winchester Worship Team 2019 Annual Report

The Worship Team met several times to assist Rev. Susan with the planning of the services for each liturgical season. Susan always brings suggestions and samples of services for our input and is considerate of our traditions. Her vision and openness has brought a new dimension to our worship and given us new experiences. We invite anyone interested in being a part of worship planning to join us.

Miriam “Mim” Johnson

5. The United Church of Winchester 2019 Proposed Budget

<table>
<thead>
<tr>
<th>2019 PROPOSED BUDGET</th>
<th>INCOME CATEGORIES</th>
<th>2018 Year End</th>
<th>2018 Budget</th>
<th>2019 Proposed</th>
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<td>101 Pledges</td>
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