ANNUAL REPORT

Fifty-Sixth Annual Meeting
February 21, 2016

Church of the Nativity
45 Howard St., Northborough, MA 01532
www.churchofthenativity.org  508-393-3146
<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>NOTICE OF MEETING</td>
<td>3</td>
</tr>
<tr>
<td>AGENDA FOR 56\textsuperscript{TH} ANNUAL MEETING</td>
<td>4</td>
</tr>
<tr>
<td>MINUTES OF 55\textsuperscript{TH} ANNUAL MEETING</td>
<td>5</td>
</tr>
<tr>
<td>REPORT OF THE INTERIM RECTOR</td>
<td>8</td>
</tr>
<tr>
<td>WORSHIP</td>
<td>9</td>
</tr>
<tr>
<td>CELEBRATE</td>
<td>14</td>
</tr>
<tr>
<td>TEACH</td>
<td>17</td>
</tr>
<tr>
<td>SPIRITUAL FORMATION</td>
<td>21</td>
</tr>
<tr>
<td>SMALL GROUP MINISTRY</td>
<td>25</td>
</tr>
<tr>
<td>OUTREACH</td>
<td>28</td>
</tr>
<tr>
<td>EVANGELISM</td>
<td>32</td>
</tr>
<tr>
<td>CARE</td>
<td>35</td>
</tr>
<tr>
<td>PROPERTY</td>
<td>37</td>
</tr>
<tr>
<td>COMMUNICATIONS</td>
<td>40</td>
</tr>
<tr>
<td>ADMINISTRATION</td>
<td>42</td>
</tr>
<tr>
<td>FINANCE</td>
<td>49</td>
</tr>
<tr>
<td>2015 Budget Report</td>
<td>52</td>
</tr>
<tr>
<td>2016 Approved Budget</td>
<td>53</td>
</tr>
</tbody>
</table>
NOTICE

The Fifty Sixth Annual Meeting of

CHURCH OF THE NATIVITY

45 Howard Street, Northborough, Massachusetts

will be held in the Parish Hall on

SUNDAY, February 21, 2016

AT 11:30 AM

The order of business will include:

The receipt of Annual Reports

Presentation of the Budget for 2016

The Election of the following officers and delegates:

Senior Warden (elected annually) One Year
Junior Warden (elected annually) One Year
Treasurer (elected annually) One Year
Clerk (elected annually) One Year

Two Vestry Members One Year
Two Vestry Members Three Years

Delegates to Diocesan Convention (elected annually) Three Adults, One Youth
Alternates to Diocesan Convention (elected annually) One Adult, One Youth

Note: A quorum of 10% of the communicants in good standing is required. A voting member must be a communicant in good standing who is at least 16 years old, who has attended worship regularly for at least three months, who has been a financial supporter in 2015 and who has requested membership in writing.

/is/ The Rev. Alethi Brote-Gregg, Interim Rector
/is/ Lois F Macek, Clerk
Fifty-Sixth Annual Meeting
Church of the Nativity, Northborough
February 21, 2016  11:30AM

Call to Order with Prayer

Minutes of Annual Meeting 2015

Interim Rector’s Report

Ministry Reports

2015 Financial Report

2016 Ministry Budget

Election of Leaders

Further Business

Appreciation

Closing Prayer & Adjournment
The meeting was called to order by Fr Len Cowan at 12:20 pm. Fr Len Cowan opened in prayer. A quorum was declared with 55 members in attendance.

Minutes of the 2014 Annual Meeting were moved and accepted by the membership.

The theme for this year’s annual meeting is A Good Thing. We’re called Christians. It has a way of defining Who Jesus Christ is, since, for many people, the only Bible they’re reading is you and me. So let’s take a look at our way of life – ordinary people leading extraordinary lives - and establish relationships considering being safe in God’s love, shaped in His image and serving in His name.

Table discussions were then held to discuss emotions, feelings, thoughts, and concerns regarding Fr Len’s retirement at the end of June 2015:

- Is there anything that God might be saying to us as a parish in 2015?
- Where are we and what lies ahead?
- How have Len and Hallie affected our life?
- How do others feel?

Bruce Reilly, our senior warden, described our vestry nomination process. The following officers have agreed to return for another year of service:

- Senior Warden: Bruce Reilly (one year)
- Junior Warden: Sue Roche (one year)
- Treasurer: Henry Terwedow (one year)
- Clerk: Lois Macek (one year)

Vestry members:
- Janet Wilcox (1 year)
- Glen Campbell (1 year)
- Karen Emery (1 year)
- Paul Gill (1 year)
- Nancy Kimball (3 year)
- Peg Wolcott (3 year)

It was moved that the nominations be closed. And the Clerk was instructed to cast one vote for the slate of all nominees.

Other elections for CY 2015:
- Convention Delegate At Large: Joan Gilchrist
- Convention Delegate At Large: Todd Desilets
- Convention Delegate Vestry: Glen Campbell
- Convention Delegate Youth: John Washburn
- Alternate Convention Delegate: Jim Baker
- Alternate Convention Youth Delegate: Deirdre Desilets

Motion was moved and accepted to elect the Convention Delegates.

(Minutes continued on Page 6)
FINANCIAL REPORT: Henry Terwedow spoke for the Finance Committee. Henry gave posthumous thanks to Bob Kimball who served for years as chair of the Finance Committee. Bob’s passing will be sorely missed.

Henry reported that the income for 2014 was $328,001 with a budgeted amount of $325,287. With expenditures, there is a deficit of $10,000.

The 2015 budget was presented. Although there are no great concerns for 2015 budget, it should be noted that the number of pledging units has decreased from 2014. There are 88 pledging units this year. The budget is very tight.

There being no questions from the floor, a motion was made and accepted to approve the coming budget. Reports from Ministry Liaisons are as follows:

SAFE IN GOD’S LOVE

WORSHIP: Carl Kinkel thanked the many extraordinary people who have provided sound and light, instruments, set up and Glen Campbell who volunteers as the 7:45 AM organist.

CELEBRATE: In a prepared document, Glen spoke passionately on faithfully living an Abundance Model of contributing out of our belief in God’s abundant love instead of the Scarcity Model that we currently use to fund our church. He cited examples of other churches in the country that started using the Abundance Model and God poured His many blessings on them and their financial needs. We need to take this first step in faith.

Glen further reported on the success of Simple Socials, picnics, Shrove Tuesday dinner and Maundy Thursday dinner that had been held in 2014

SHAPED IN GOD’S IMAGE

CHILDREN’S MINISTRY: Maureen expressed her gratitude for the wonderful volunteers who have worked diligently over the past year in the church school: Deb Hesek, Ann Rawstron and Barbara Strom, and Janet Wilcox who worked with JET and is stepping down. Volunteers are always needed either as assistants or even occasional teachers/leaders. We need to pray that this important work continues and children will be spiritually nourished.

GROUPS: Paul Gill encouraged the congregation to consider joining a small group. As we look ahead to 2015 and the importance of building relationships with each other and the Holy Spirit, joining a group enhances and supports this special connection.

SERVING IN GOD’S MISSION

REACH: Janet thanked the members of the Outreach Committee: Marge, Gail, Lori, Dana, and Marilyn. Our outreach goes beyond contribution to causes. It also takes our time and talent. Along those lines Janet thanked Kathy Reilly for her leadership in Novemberfest, Lynn DeAngelis for her work with the Indian orphanage, Kristin Swift with the food pantry, and Jackie Blair for the Worcester Fellowship.

(Minutes continued on Page 7)
EVANGELISM: Evangelism has many sides. We have participated in the Open Mike, Applefest and our own Living Nativity, which draws many from Northborough and surrounding towns. We are called to show God’s love outside the walls of Nativity.

PROPERTY: Sue Roche, our Junior Warden, thanks everyone for the time, talent and treasure they supplied in and outside the property: especially Bob Roche. With Fr Len’s retirement, a committee will be needed to help with renovating the rectory. Also, the Memorial Garden needs care.

COMMUNICATIONS: Our website has been very useful for prospective members.

ACKNOWLEDGEMENTS: The following acknowledgements were made: We are grateful for all who have made this past year of ministry possible, and particularly to these servants whom you might not know about...

Fr Len thanked Cindy Loverin and Priscilla Gagnon who work as our main communicators at the church.

Funeral Ministry and those unsung heroes who are always there to help

Glen Campbell for the Potluck Lunch for this annual meeting

Larry Engholm for sound and light

And thank you, one and all, for your faithfully following our Lord Jesus Christ in the year past, and in the year ahead. It is a privilege to be your Rector.

The meeting was concluded with a slide show of 2014’s activities.

With no further business the meeting was adjourned at 2:20 PM

A PS is being included in the annual meeting minutes to thank Len and Hallie for their faithful service and love to us in the last 14 years.

Respectfully submitted,

Lois F Macek
Clerk of the Vestry
For my annual report I thought I would like to repeat what I said to you on the 4th Sunday of Advent. Thus the following:

As your interim rector I would like to share with you what I have experienced in the 1st quarter that I have been with you. First, your openness to the Spirit. Second, your prayerfulness. Third, your passion in worship. People dance in the aisles, with or without scarfs whenever the Spirit moves them. So many raise their arms when praising God, as a very talented band and choir gives life and rhythm to assist worshippers feel the Spirit of God.

The following programs that have not missed a beat during the transition are amazing and wonderful. They are the extensive Spiritual and Christian formation program, the music programs, the Christian formation small groups that meet weekly, the monthly retreat, the yearly women’s retreat, perhaps an upcoming men’s retreat, the monthly simple social and the yearly presentation of the Live Nativity.

Then there are the Levites, altar guild members, acolytes, teachers, ushers sound crew, a non-stipendiary full-time parish administrator, along with the various program coordinators. Forgive me if I have forgotten anyone.

Frankly, I have never ever had a vestry whose members were willing to meet until 10:10 p.m. with lots of laughter in-between the serious business. And I have never had a clerk who successfully lighted a battery operated candle with a match (Lois, forgive me I just had to include the lighting of two of these candles. The laughter filled the room). Lastly, I cannot forget about the faithfulness of the profile and search committees who have been meeting week after week – even in the summer.

I could go on and on and on with the differences but hopefully you are getting a clear picture that I have experienced a thriving, spirit-filled community where members are willing and eager to serve Christ in this community and the wider community. It is obvious that you passionately love the Lord.

Let me repeat what I said as I ended that sermon, that in the faith journey we are asked to trust in God’s providence, trust that where ever we are taken individually and as community that Christ will be with us. We are asked to trust that for spiritual growth and healing, there will be changes, challenges and sometimes anxiety, but that our faithfulness will bring us to a stronger and deeper relationship with our Lord and savior.

Fluidity and flexibility are wonderful attributes when following Jesus. Keep in mind that the disciples never knew what was coming next as they followed him from town to town. They never knew when he would spontaneously call a tax collector down from a tree, eat with sinners, heal a woman who touched his robe, overturn the money changers' tables out of annoyance, and on and on.

I think you can get the picture that it wasn’t easy for them and sometimes it is not easy for us, but trusting in God’s providence is what it is all about. Holding on for dear life to what was and what is sometimes robs us from experiencing God’s surprises.

So go and follow Jesus being open and willing to go where you have never been before.
ANNUAL REPORT FROM THE LEVITES - 2015

Take a minute to appreciate that every time you come in to worship in the Hall, there is a chair waiting for you. This happens thanks to a small but dedicated team that set up and take down the chairs every Sunday. There are 4 teams of 2 that work on a regular rotating schedule, so the volunteer commitment is only an hour or so once a month. I’ve been asking for new volunteers for a few months because we lost a few team members this year. One person has come forward to join us. We really could use more.

Tim Cassidy

BREAD BAKING MINISTRY
Have you ever wondered when you receive communion where the bread comes from? Do you think it is ordered from some monastery in the area? It is actually a recipe from a monastery, but it is baked by a few women who having been doing it for years because it brings them closer to their Lord. I wish I could put into words how it feels at the time the bread is consecrated to know that it is your gift to Him who gave us everything. Thank you to all the women who are so willing to be part of this ministry. If you would like to be a part of this ministry, please speak with me.

In Him and For Him, Marge Carlson

SACRED DANCE
The dance team is made up of four members at this time - Deb Hesek, Kathy Eastham, Laurie Deveaux, and Marge Carlson. We don't get to dance as often as we would like due to various factors in our lives and the life of the church. We would love to welcome more people to this ministry that means so much to us. There are no words to describe how it feels to dance before the Lord in His freedom.

In Him and For Him, Marge Carlson

LAY EUCHARISTIC MINISTERS – LAY READERS - LECTORS – LAY EUCHARISTIC VISITORS
The Lay Eucharistic Ministers (LEMS) administer the sacraments at the altar, the Lay Readers assist in leading the worship, the Lectors are responsible for reading the scriptures and leading the congregation in the prayers of the people. The Lay Eucharistic Visitor is responsible for bringing communion to shut in. All aspects require initial and ongoing training, and in some cases requiring approval by the Vestry and licensing by the Diocese of Western Massachusetts.
At the end of 2015 I assumed responsibility for scheduling. Thanks go to Beth Lewis for a job well done in her many years of service.

Faithfully, Marge Carlson

ACOLYTES
Great Thanks to the youth who served during the 2015 Acolyte year. All veteran’s now: Deirdre Desilets, John Washburn, Cassidy Rawstron and Sonja Mott. All served faithfully every Sunday. Thank you to the parents for your commitment to the ministry and getting the kids to church on time.
Also, I know you want to join me in Thanking the Kids for truly stepping up to the altar and serving in many new and unprecedented ways at Nativity this year – handling the elements, offering bread and wine, washing many folks hands prior to communion, and just generally going with the flow – in ways that adults find difficult – but the kids handled with grace and ease. They were and are amazing.
We have acolyte training scheduled for January 17, 2016 and are always happy to welcome new kids. Bring ideas for field trips and serving. It’s a real gift to serve with the kids and I thank God for them every day.

In His Peace, Cathy Washburn

REPORT OF THE ORGANIST
Glen Campbell played the organ for most of the Sunday services at 7:45AM this year. With the previous rector's retirement and subsequent loss of a strong song leader at this service, the congregation was surveyed as to their desire for future music. The congregation responded vigorously with the desire to keep the music as is and for the last few months have sung valiantly. The organist transposes the music down a few half steps as appropriate to make it a little easier to sing early in the morning. The organist did not play any funeral or wedding music this year since the music director was willing and able to do this. The organist provides organ lessons free of charge for interested parishioners.
10:00 A.M. SUNDAY PRAISE BAND AND YOUTH VOICES
Each Sunday (with the exception of the first Sunday of the month), our praise band leads the worship music in a more contemporary setting. The band utilizes drums, guitars, instruments and lead singers to encourage the congregation to worship. Thank you to the instrumentalists, Todd Desilets, Howie Gelles, Binto John, Alex Bowman, Rachel Manely, Atira Cheney, David Panikian, and Nate Mott. Our vocalists are Nicole Garcia, Sue Gelles, Kaitlyn Stolberg, Emily DeAngelis, Naomi Desilets and Norma Brandt. Thank you to all guest musicians and singers that help support this group.

This “Praise” format utilizes voices, guitars, drums, trumpets, flute, and other instruments. We encourage anyone who enjoys singing to assist worship for special occasions such as the Living Nativity and major Holy Day services. Please join us for rehearsal on Sunday evening from 6:00 – 7:00.

A special thanks to Maureen and Todd Desilets along with Kristen and Erika Swift, for assisting with this organization. We would also like to extend a very big thank you to Carl Kinkel who for several years has been leading the praise band and music department here at Nativity. This past spring Carl announced to everyone that he would be moving to Albuquerque, NM. We send him our blessings and again thank him for all he has done for this church. Taking over for Carl is Nicole Garcia, a relatively newer member to Nativity, but excited and eager to sing and play God’s praise in worship. See Nicole Garcia if you are interested in helping or join this team.

SOUND AND LIGHT TEAM
A dedicated group of sound people and one projectionist lead our 10:00 a.m. worship with amplifications, microphone/ balance, projected videos and words. The quality of our service depends greatly on the fine abilities of this group. They are a conscientious team that know how to set-up and execute their job well. The group works well together and their efforts enhance our worship service considerably.

Thank you to Larry Engholm for leading this group. Currently Gary Mott is our sound technician with help from Wayne Deslauiers. This group really needs a few more volunteers… Please consider helping out with the sound and light team.

7:45 A.M. SUNDAY SERVICE
The music is supplied by Glen Campbell. Glen is a talented organist and has given several recitals in the community. He has also composing and teaches organ in his spare time. The 7:45 service is blessed to have Glen as they enjoy “traditional” music, classical selections, and standard hymns.

5:00 P.M. SATURDAY SERVICE
The primary worship leaders Nicole Garcia and Judy Yauckoes (for the first Saturday of the month) as they invite the congregation to join singing a mix of traditional hymns, standard praise songs, Taize, and new contemporary selections. A great thanks to Errol Ethier who also helps in planning worship music. We are looking for additional substitutes and individuals that are interested in leading music at this service.

OTHER ARTS AND OPPORTUNITIES

- Visual Arts- painting, video, media
- Special Events- services, shows, visual aids
- Guests/ Soloists/ Groups
- Summer Music with friends and musicians
- Video Presentations and artistic graphic design

(Report continues on page 11)
LIVING NATIVITY

A Musical and Dramatic reenactment of the birth of Christ is performed each year on the front lawn of our church with the youth filling the major roles along with live animals. It is a wonderful evening for outreach as many people from the town gather to enjoy this December tradition. Afterwards hot cider and cookies are served as our guests and friends enjoy singing Christmas carols with Nicole Garcia. There are so many people to that that it is very difficult… The musicians, actors, soloists, animal owners, stable hands, grounds set up and take down, lights, sounds, staging, makeup, designs, centerpieces, cookie bakers, cider makers, table and chair set up and break down, as well as the kitchen crew and clean up. Over 70 parishioners helped to put this event together in 2015! A very special thank you to Howie Gelles, Wayne Deslauriers and Larry Engholm for their work on the stage and lighting. You were there first to set up and the last ones to leave! This year’s living Nativity was a success and we encourage anyone who would like to be involved in years to come. See you next year!

IN SUMMARY

As a worship team we are dedicated to creating an environment which helps facilitate worship. We work towards helping others discover and grow in their Worship of Jesus Christ. If you have a talent or art, in any area, please come and see me so we may incorporate your gifts into the Nativity Arts Ministry. In particular we are looking for those interested in drumming, keyboard and singing. We did have some new members join on with us this year; Sue Gelles and Norma Brandt, please know we would not be where we are or sound as good as we do without you! Thank you, and Praise God for such wonderful talent at Nativity!

Respectfully Submitted-
Nicole Garcia

ALTAR GUILD ANNUAL REPORT 2015:

The Guild is thankful to Beth Lewis and Lynn DeAngelis for making the new flat window valences in the Hall. Thanks also to Bob Roche for his assistance in helping them hang the new valences. The new window treatments enhance the worship space and this is a key goal accomplishment for 2015.

There were no major purchases of Altar assets in 2015. The gift of a silver bowl was donated by Karen Fellows that may be used as a lavabo bowl.

The transition of Altar Guild leadership to Lenore Houston and Julia Kinkel late spring of 2015 was completed. However, both co-leaders moved away and I have assumed the responsibility of coordinating the group again until a new leader steps forward.

Goals for 2016 include: Use restricted funds to purchase a new tall chalice. With the 2016 Guild budget: Add green banners in the hall for the long season after Pentecost and purchase new Christmas wreaths made from non-shedding material to replace the old ones. Plans for a new red Dossal for the Nave will be on hold.

Thanks to all the members who serve on the Guild: Deborah Campbell, Dianne Cofer, Jennifer Flanagan, Becky Krebsbach, Beckie Mangus, Rachel Manley, Melinda Rea, and Bette Ann Whynot. Rachel Manley is our new scheduler and has implemented a new scheduling system using Wiggio that sends automatic reminders. Becky Krebsbach manages our Communion wine supply and Melinda Rea monitors and orders candles as needed. Bette Ann and I wash and iron Communion linens.

Thank you Kathy Eastham for creating beautiful floral arrangements on a weekly basis and organizing all the Easter flowers and Christmas poinsettias. Thank you Marjorie Carlson for coordinating the group of bread makers who bake homemade Communion Bread. Many thanks to Nancy Karsberg for cleaning up after the 7:45 am service.

The Guild is open and always welcomes new volunteers. We work in pairs to ensure proper setup and cleanup before and after worship services. This is a quiet ministry that is detail oriented that honors and sets the Lord's table.

Respectfully submitted,
Kathy Clausen
ANNUAL REPORT: CHURCH OF THE NATIVITY ADULT CHOIR

Submitted by: Emily DeAngelis

This year has brought some big changes for the Adult Choir! Since I have taken over direction I have been collaborating with Judy Yauckoes with the most important goal of making a joyful noise to the Lord! We started by going back to fundamentals in the rehearsal space including breathing technique, vocal production, vowel formation, and harmonic balance. These topics are important for the foundation of the work that we do each week in rehearsal. We start every Thursday night rehearsal at 7:30 with prayer and ask the Lord to bless the time that we are about to spend together and then we get to work! I like to start rehearsal with physical warm ups and stretching as well as vocal warm ups. The warm ups focus on increasing vocal range and flexibility. After that we move on to repertoire for the upcoming services. Throughout our rehearsals I try to introduce basic music theory ideas as well as music history to inform the singers. However, I think that it is just as important to have fun as it is to learn! I strive to achieve the right balance of humor and hard work when we meet; any choir member will tell you that we laugh a lot in rehearsal! The time often flies by as we accomplish more together, this can be seen in the enormous growth that has occurred in the choir since the fall. I enjoy working with this choir because they approach the music sensitively and work hard even when the music is challenging. Their sound has become more full and confident. The choir members have even tackled other languages! Judy and I were especially proud that the choir sang in German at the 8:00 Christmas Eve service! I cannot imagine accomplishing any of this without Judy’s wonderful accompanying skills. She has brought wonderful insight from her past experiences into the group and we would truly be lost without her! We close each rehearsal in prayer just as we began so that we can be reminded of the service for the Lord that we do through making music. I also think that it is important for our choir to be a supportive family for each other. Closing prayer is often a chance for members to share thanksgivings or ask for support from the group. Although we have only been meeting for five months, the adult choir has shown huge amounts of growth and I cannot wait to see where they go next!

ANNUAL REPORT: CHILDREN’S CHOIR

Submitted by: Emily DeAngelis

A new and exciting musical project is a children’s choir here at Nativity. I am very excited to get to work with the kids as I have had many wonderful experiences teaching music to children during my undergraduate and graduate studies. For three out of the four years of my time spent at Keene State College I was an intern at Moco Arts in Keene, New Hampshire. This after-school theater and dance program met to rehearse a musical production each semester in the winter and spring. I helped backstage with productions of *The Little Mermaid*, *Peter Pan*, *Pippin*, *Bye Bye Birdie*, and *Seussical*. I enjoy working with this age and look forward to the work that I will do here at Nativity. My hope is to inspire the children to express their love for God through music. They will also learn some basic fundamentals of theory and rhythm during rehearsal time. My goal for this group is to sing on family Sundays once a month at the 10:00 service.

USHERS/GREETERS

The job(s) of the usher at the Church of the Nativity are many. We are usually the first people one meets as one enters the building (or drive into the parking lot, weather permitting). We greet parishioners, welcome new comers, hug those who need one, smile, laugh and help people feel the love of our church community. We distribute pamphlets to follow the service, we seat parishioners, we collect the offering and present the Gifts to the altar. We help calm children and reassure the parents of those little ones that their noise is welcome. We try to keep the time for communion flowing and comfortable for everyone. We count attendance and give newcomers a "Nativity Mug" filled with (Hershey) kisses and thank them for attending, ask their names and invite them to join us again.

We are most grateful to Sue and Bob Roche for stepping in when we need a helping hand. We also appreciate the help of Cassidy Rawstron, Lori and Sonja Mott, and Jenny Otto.

If you feel called to usher, please reach out to Debbie Burke or Linda Pardee.

Presented January 15, 2016

Annual Report
CELEBRATE MINISTRIES 2015

MOVIE NIGHT Barb Strom put together some Saturday afternoon showings of movies this year. We had popcorn and soda and other movie treats while viewing “The Perfect Stranger” and “Another Perfect Stranger” - sequels on the theme of Jesus showing up unexpectedly in someone's life and changing them forever. Looking forward to more of these in the coming year.

SIMPLESOCIALS The Simple Social provides us all a great opportunity to just be ourselves and enjoy some unstructured time getting to know each other by telling our stories of life and our spiritual journey. At the same time, this is probably the best evangelistic tool we have. What better time for a newcomer to enjoy a meal after the service and see us as just ordinary people? All this seemingly effortless and joyful celebration happens through a wonderful process of hard work and stewardship that is in general not funded by the church's operating budget.

Every second Sunday of the month, with rare exceptions, we schedule the event and about 60 parishioners attend. Behind the scenes, the kitchen crew, the Levites, and a handful of dedicated individuals works a series of small miracles. But these acts of service would not happen unless we all do our part. So parishioners bring food and contribute money – and what we put into the event is what we get out of the event. Generosity is the name of the game here.

FUNERALS We provide a powerful ministry in funeral receptions. First of all, in the warmth and hospitality of our greeting of families while grieving for their lost ones. Second of all, a beacon of hope, as funerals give us all pause to consider our mortality, and what better message do we have than in the hope of the resurrection through faith in Jesus Christ?

COFFEE HOUR Coffee hour is another wonderful ministry where we provide the saints time for conversation and fellowship after services. Please consider volunteering for coffee setup. It takes a little bit of time and just a small amount of training, and the benefits it provides is … heavenly!

Glen Campbell

NOVEMBERFEST!

This is a fall fair held in the church hall at Nativity. The fair includes many activities such as: Fall Cafe, Silent Auction, Bake Table, Attic Treasures, Boutique, Book Table, and Crafts. With the blessing of such nice weather this year, there was a steady stream of people passing through the fair. Many enjoyed lunch or a snack at our Fall Cafe with lots of delicious menu choices! They had their crew in the kitchen working hard!! Many bargains were won through bids at the Silent Auction! Thank you for all the GENEROUS donations that make the silent auction so exciting! The Attic Treasures had a wide variety of treasures for everyone and children had a chance to shop at their own "store" with child-size prices!! How many calories do you think were spread across that Baked Goods Table?? A LOT!! So many people donated such yummy treats to sell!! Our stylish Boutique was merchandised so beautifully! The Craft table showcased beautiful handmade items by Priclilla. The Novemberfest not only brings people from the community into our church but also brings our church members together as we enjoy the day! Thank you to all who gave so much of their time, (before, during and after the fair) money, and talents to make Novemberfest 2015 such a successful and blessed day!

Respectfully submitted, Kathy Reilly

COFFEE HOUR

Another year has gone by and each week there are dedicated women who are willing to see that we have this time of fellowship along with coffee and some goodies. We are hoping that some of you would help by baking items to be put in the freezer if you are not able to be a part of this ministry on Sundays, This is one of the waysthat we make a newcomer feel welcome. Perhaps you would like to be apart of this group, especially in the summer when I try to give the regulars a much needed break. We tried having the men take over the summer months, but that didn't work very well-only a couple of men stepped up. The 7:45am has a good crew now so the same people are not always responsible. Coffee is served in the conferenceroom following the 7:45am service and in the parish hall following the 10am service. We always need more help and, again, I would like to see some of our men come on board with this ministry. Please remember to say “thank you” to these ministers.

Faithfully, Marge Carlson
SAYING “GOOD-BYE”

We are especially grateful for the work of the Farewell Committee these past weeks. The Celebration on May 31 was simply PERFECT! It was creative, fun, honoring, and full of good food, family and friends. What could be better? And our last Weekend services – there were tears for sure, and lots of love in the books of notes & cards you gave us at 5:00 and 7:45. But what a joy to praise God so enthusiastically, and even to dance with you at 10 AM!! The picture of the church with the windows will always call to mind the sacred space where the Lord has met us, encouraged and inspired us. Dana Cheney, what beautiful photography there and in the amazing Shutterfly book that captured so many memories with humor and reverence. The two checks you gave us are immensely helpful for us in the transition to becoming home-owners for the first time in our lives.

Fr. Len and Hallie Cowan

“As I write this, I am coming to the end of twenty-nine years of ministry as your parish secretary. While my original goal had been to continue to work and retire after thirty years of service, there is value in the words of Ecclesiastes, ‘For everything there is a season.’ And though I am saddened to be giving up the work I have enjoyed for so many years, I realize that I will be facing hip replacement surgery in the very near future. The ‘blessing in disguise’ is perhaps that no longer having work responsibilities will allow me to focus on my surgery and to take good care of myself during the necessary rehabilitation and healing process. Those who know me well are aware that I don’t like fanfare and tend to shy away from attention drawn to myself. That is why I prefer no formal good-bye or celebration as might be appropriate in the case of a retirement. As I depart, I will simply let my years of service stand as a testament to the love I hold for my church family at Nativity.

With blessings to all and prayers for our future – Priscilla Gagnon

On August 9 we said our final goodbyes to Carl and Julia Kinkel. It was a wonderful time of worship. Many of the “kids” who had been part of our music program as members of the Christian Kids Music Factory and the Spiroi Singers returned to sing some of Carl’s original songs once more. The Worship Hall was rocking with joyful voices. Carl gave the Message that day, and some excerpts follow:

“Nativity is a beautiful example of Christian Community, and it exemplifies how God, with the Holy Spirit, takes control (when we give it up), and changes things for the better. The Holy Spirit loves change, as long as we don’t try to control the Holy Spirit. We are not the rule makers, but rather, are here to float within the life that God gives us- regardless of the situation. God is good, all the time. In closing I would like to ask everyone to trust in the Lord, and lean on each other So my wonderful friends, have a great season ahead, enjoy your life in Christ! Search and find the truth, always trusting God in your fears. Love and respect everyone and keep friends close along your journey, especially those that are honest and true.” - Carl Kinkel
“In the beginning was the WORD and the WORD was with God, and the WORD was GOD.” John 1:1

And so, we are encouraged to become familiar with the word of God through studying Biblical passages, reflecting on their messages and sharing with each other how this understanding has become so meaningful in our daily lives. Nativity has been blessed with many opportunities to study aspects of the Bible in classes, small groups, prayer groups, confirmation groups, and spiritual direction opportunities. We thank the many individuals including Joan Gilchrist, Karen Zacker, Jean Bruce, Amanda Panikian, Maureen Desilets, Rachel Manley, and small group leaders who have shared their insights, teaching skills, and encouragement with us.

Especially moving was the Women’s Retreat last spring before Hallie Cowan (to whom it was dedicated) moved away. It involved so many Nativity women who organized and attended it. The event was truly a wonderful sharing opportunity which helped us build relationships with each other and God.

Father Len lead a LifeWay Series for those becoming confirmed in the spring.

Eletha lead a fabulous study between services on Sunday mornings in the late fall on the Parable of the Prodigal Son using Henri Nouwen’s book based on a study of Rembrandt’s painting of the Prodigal Son. It beautifully answers the question of who is the obedient son and how all three (prodigal son, obedient son, and father) are parts of who we are in our relationship with God.

Maureen, also, lead an excellent study on Monday nights of The Good and Beautiful God. – Falling in Love with the God Jesus Knows by James Bryan Smith

Please try out one of the next studies being offered in 2016. Your questions and suggestions are always welcomed.

Blessings, Nancy Kimball, Vestry Liaison for Teach Ministry

Thanking God for the gift of family – our nuclear family & our church family – this year and always!

“The family is where we are formed as people. Every family is a brick in the building of society.” Pope Francis

Our church family, just like many of our nuclear families, experienced a lot of changes in the year 2015 – anticipating and gearing up for those changes, experiencing them and rebounding after they occurred. We were very blessed to have Fr. Len Cowan so interested in the ministries to young children, so supportive of Sunday School for all ages and stages, and so actively involved in our Senior High Youth Group (SHYM), which for the first half of last year he helped to lead. He longed to see each separate age group have its own meeting time, which would have indeed been ideal. For example, breaking into Godly Play I for younger children, Godly Play II for older children, JET (Jesus Enlightens and Transforms) youth group for middle/junior high school ages, plus ROCK for high schoolers. Unfortunately, around the same time Len was retiring and he and Hallie were leaving, we couldn't help but see the decline in attendance both at Sunday School and at evening youth group times along with a few key volunteers no longer able to help chaperone dictate we eliminate some things, for the time being, combine programs, classes and groups to accommodate reality and still provide vibrant opportunities for youth Christian Education and Spiritual Formation.
(Continued from page 18)

That may be the 'bad news', but there is still lots of 'good news'! We may not have many volunteers number-wise, but the awesome and incredibly faithful volunteers we do have are amazing and pack quite a spiritual punch! Between our Godly Play Teachers (Ann Rawstron & Deb Hesek), our Rock leaders (Pete & Dianne Vanacore), the consistency of our paid Nursery caregiver (Jeanne Survell) we have tons of solid experience. The depth, breadth, width of faith-filled lives being shared with our young people in the classroom is a priceless treasure in our church. It's such a blessing to hear those classrooms fill with animated discussion, echo with joyful laughter, resound with heartfelt prayers. Such beautiful work of building faith in going one each week.

Perhaps the best newest wrinkle this year has been the addition of parish wide prayer partners for our young people. Our interim, Eletha, encouraged folks in every service to pick out information cards filled out by each student with the name, grade, year in school, interests, prayer requests to remember them in prayer and even send them a card to let them know of thoughts and prayers sent their way. Forging stronger connections intergenerationally makes the 'upstairs' and 'downstairs' of the church much more cohesive and keeps people older and younger in relationship with each other and with their God.

Some other new and exciting happenings are new leaders being raised up to fill the gap for our middle/junior high school group that is looking to break-out of the larger Rock group to form their own class. Details are still being worked out, but what an answer to prayer! As Scripture tells us, the fields are while for harvest and the Lord is raising up much needed laborers for those fields – Amen! Young people are serving with excellence as acolytes, youth readers, greeters, singers and musicians, in the kitchen for Simple Socials and Community Meals and Worcester Common Homeless Outreach. Please keep them in your prayers as they navigate the hostile world in our culture of school, activities, relationships and most importantly their growing relationship with God. Thank You for your support!
“Be strong in the grace that is in Christ Jesus. The things you (Timothy) have heard me (Paul) say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others. Study/do your best to present yourselves to God as one approved, a worker who does not need to be ashamed and who correctly handles the word of God.” 2Timothy 2:1-2, 15

As the apostle Paul instructs his young protege Timothy, so we at Nativity encourage many to take advantage of opportunities to learn more from the Word of God through community study of Scripture, through book discussions on many important topics and by gaining wisdom turning our insights gained in daily word and deed.

For the first half of the year, with Fr. Len Cowan leading many adult education and spiritual formation experiences, the Wednesday evening Lifeway series was offered translating our “Way of Life” quilt image into concepts to meditate on and spiritual practices to incorporate into daily life. These include such things as: curiosity, conviction, confession, Sabbath rest, Scripture study, sacrificial giving and service. Fr. Len also prepared our young adults for Confirmation with these classes and additional projects.

In response to parishioners' requests for non-evening classes, and to accommodate different schedules, Sunday morning 9-9:45am classes continued to allow for a different population to enter into adult education formats. Various teachers and discussion leaders covered topics such as prayer, supernatural healing, heaven, the workings and gifts of the Holy Spirit.

Summer series continued for a truly mixed group – as many other classes and small group take a much deserved break for vacation time – at Wednesday evening classes with many different folks attending as they were able and not 'away'. Titled “Faith Without Fear”, the group looked at Scripture's perspective on fighting our natural human fears with Holy Spirit powered faith to encourage one another especially during this time of transition, but also in our daily lives with all the turmoil that entails.

Starting back up this fall, Monday evening classes resumed with a book study series “The Good and Beautiful God” contemplating the true character of God, followed up with the second phase this winter “The Good and Beautiful Life” based on Jesus' words from the Sermon on the Mount. A key component of this study being what the author calls “Soul Training” - practical exercises and applications to try each week and share with one another.

As a sign of a healthy body of Christ, we at Nativity seek to be life-time learners open to the things of God as we look to Him for Truth and Light. Special thanks to the wonderful volunteer teachers and discussion group leaders who give of their time to help lead others in community to “right narratives” about our Lord and Savior, His Word and His Plan. There are many openings during the year to 'start up' or 'keep on keepin' on'! Join in and don't miss all the good gifts God has for you!
The Refuge encompasses the spiritual life programs… the various prayer and spiritual formation ministries of Nativity. These include the Quiet Days, spiritual formation programs, spiritual direction, prayer groups, and the prayer/healing ministry. (Some of their individual reports are included). The Refuge is overseen by a Board: Deb Hesek, Sally Kazarian, Nancy Kimball, and the Rev. Charlie Sutton.

The Quiet Days have continued under wonderful leadership and enthusiasm, for which I am so appreciative. Read about them in their report…we are so grateful for them!

The prayer ministries continue to be a faithful, important part of the life of the parish…thank you all! This includes the team offering prayer ministry on Sunday mornings, soaking prayer offered periodically at Quiet Days, prayer groups, intercessory prayer, and the prayer chain. You will see their reports in this section, but I want to thank all of those involved in the various prayer ministries and the many others who faithfully hold this church in prayer.

There are 4 trained spiritual directors available (Stan Bohall, Betsy Hummel, Sally Kazarian, and Charlie Sutton) and referrals can be made directly to them or through Sally. From this group has sprung a meeting of colleagues, a peer group, and availability to parishioners made possible by a three year grant which we have been utilizing.

The Refuge space (the conference room through the nave) may be available for individual and group retreat days. These are scheduled if there is availability and if safe church policies can be accommodated. Contact the church office for information. And thank you to Karen Taylor for her willingness to provide hospitality, when needed.

This has been a year of transition for all of the ministries since the departure of Len and Hallie. They were an integral part of pretty much everything that happened at Nativity. I particularly want to thank them for their vision, support, and guidance of the Refuge ministry.

We look forward to what may be ahead for us as the search for a new rector continues. The Refuge and its resources will continue to be available to Nativity parishioners and visitors, and we welcome any thoughts or suggestions as to how we can better serve the parish through prayer and spiritual formation. Please contact Sally Kazarian for information or input. Thank you!!

**PRAYER MINISTRY**

The prayer ministry met this past fall to plan for the new year. We are excited about this, as we would like to see the prayer ministry grow in numbers so that there will be more people to be available for prayer. We are hoping to have some training for those who would like to learn about healing prayer. We pray not only for physical healing, but emotional and spiritual healing as well. We will be meeting again in January in prayer to seek where the Holy Spirit is guiding us to grow.

This past year some of the prayer team ministers included: Wayne Deslauriers, Blanche (Dan Angus) Farrell, Betsy Hummel, Cathy Washburn, Karen Emery, Dana Cheney, and Lynn DeAngeles, Sally Kazarian , Hallie Cowen and Jean Bruce. Most of the prayer ministers have been available to pray at the 10:00 service on Sundays during the Eucharist. Rev. Eletha has also assisted with prayer, which has been a blessing.

Prayer is also available by calling for an appointment. During this year a few of us have met with people for prayer which was a positive experience both for the recipient and the prayer ministers. Also on quiet day prayer ministers were there for soaking prayer. During the God Rocks concert, prayer was available for everyone who gathered. During the women’s retreat, there was a time where our childhood pictures were revealed, through this we were able to re-connect and love our inner child, and healing took place of our childhood wounds.

God invites all of you to come and experience God’s love and comfort through prayer.

Submitted by: Jean Bruce
WOMEN'S RETREAT:
In June of 2015, approximately 40 women of Nativity (and a few of our close friends) gathered at Intervarsity's Toah Nipi Conference Center for a weekend of recreation, growth, and fellowship. After a year of planning, the timing of the retreat proved to be a blessing: in addition to giving our women the opportunity for some much needed time together, it also provided a forum for closure with Hallie Cowan. Highlights included wonderful teaching from our speaker, Susan Moody, refreshing and inspiring worship led by Nicole Garcia, and opportunities for small group discussion and prayer that led us to a deeper sense of community. Crafts, yoga, kayaking, quiet hikes, games, movies, and late night cups of tea blessed our socks off! A favorite experience was our second night campfire, which included impromptu tributes to Hallie, a beautifully crafted quilt made by Lynn Deangelis (and personalized by Nativity women's signatures), and some surprisingly raucous singing!! Although there were some veteran retreaters among us, for many Nativity women this was their very first retreat experience. We left feeling blessed, thankful, (and tired). We hope that this special weekend will serve as a catalyst for future women's ministry opportunities. Our sincere thanks go out to the many wise and hard working women who influenced the planning, praying, preparing, and facilitation of the retreat. Perhaps the greatest takeaway for me was the experience of working with the core leadership team with Cathy Washburn and Betsy Hummel, who did the lion's share of the work, including handling registration, hospitality, scheduling, and problem solving!! It was a lot of work, but always accompanied by genuine affection, good humor, and lots of prayer. I've always believed that the real heart of women's ministry comes from the conversations that naturally occur when we gather together with intention. It's my hope that although we are not doing a retreat this year, we will continue to seek out those moments to connect.

The job(s) of the usher at the Church of the Nativity are many. We are usually the first people one meets as one enters the building (or drive into the parking lot, weather permitting). We greet parishioners, welcome new comers, hug those who need one, smile, laugh and help people feel the love of our church community. We distribute pamphlets to follow the service, we seat parishioners, we collect the offering and present the Gifts to the altar. We help calm children and reassure the parents of those little ones that their noise is welcome. We try to keep the time for communion flowing and comfortable for everyone. We count attendance and give newcomers a "Nativity Mug" filled with (Hershey) kisses and thank them for attending, ask their names and invite them to join us again.

We are most grateful to Sue and Bob Roche for stepping in when we need a helping hand. We also appreciate the help of Cassidy Rawstron, Lori and Sonja Mott, and Jenny Otto.
If you feel called to usher, please reach out to Debbie Burke or Linda Pardee.
Presented January 15, 2016, Annual Report
The Quiet Day ministry is yet another example of how Nativity has rallied during this time of transition to keep tradition alive while moving forward.

Quiet Day was first offered in 2002 on an occasional basis. Len and Hallie Cowan directed the day-long prayer retreats, taking advantage of Hallie's experience in leading such retreats for InterVarsity. In 2004, they began offering them regularly, breaking only in the summer months. As Hallie explains, "the intention was to offer a safe setting where believers could go deep with God.... Nativity was a very action-oriented parish and we felt the leaders needed a way to connect with God and refuel their tanks."

Over time, the InterVarsity staff began to participate, bringing friends, and other people outside of Nativity. A one-day retreat, including liturgical prayer and time spent alone in silence with God is hard to find and therefore a very special ministry of our church. Several of us who have found spiritual refreshment through Quiet Days determined that they should not be allowed to lapse. We established a steering committee and met through the summer discussing how to maintain the ministry. Currently we are a team of 5 who share the work while allowing each member the opportunity for an “off” month to attend merely as a participant.

While continuing with the Cowans’ model, we have made a few changes and feel comfortable as a team adjusting things as needed. The two goals we have identified for this first year focus on growth & diversity. We have made an effort to increase awareness and extend invitations with the hope of growing attendance by Nativity members, as well as community members and outside visitors. Since October we have held four well attended days. Secondly, recognizing the skills of our own Nativity family and the value of diverse styles, each committee member has already led, or will lead one of the Quiet Days as a reflection guide, with the intent to cultivate and nurture the talents of our members.

What a joy it has been to see people - first timers and folks returning month after month - enjoy Quiet Days. Whether it's joining in the Celtic Daily Prayers as we gather, hearing inspirational devotion leaders on topics such as abundance, gratitude, praying with the use of icons and themes like Advent, enjoying lunch together or walking the cemetery, labyrinth or trails in our own backyard, there is something for everyone who attends and longs to spend concentrated quality time with God.

Here are just a few comments from grateful participants:

"This is my first time here (@ Quiet Day), but it won't be my last! It was better than I could have ever imagined - better than you even described! Thank You!"

"I have been on your mailing list (email invites) for 8 years and have only managed to come 3 or 4 times (to Quiet Days), but please keep me on (the email list) because it's such a blessing to know this is here and I can come back - hopefully sometime very soon. My husband and I trade off - one watching the kids and one coming here and share what we've learned with each other. Thank you for blessing us with this ministry."

"I came (to Quiet Day) with an agenda, but God wiped that away and instead I just rested in Him and felt such love and peace. It was exactly what I needed!"

"As a long time attendee of Quiet Days, I have always arrived with a joyful expectancy for what God has in store for me, so upon learning of Len & Hallie’s planned departure, I immediately wanted to find out what I could do to keep this ministry alive. When I volunteered to become a member of the team my plan was to offer assistance with set up, clean up, lunch prep and other hands on duties...I never expected an invitation to lead one of the reflections. To be honest, in the back of my mind I worried that the work would distract me and I might miss what God had to offer. Not even close - My fears have disappeared and my joy has doubled. I not only get to spend time alone with the Lord, but I get to serve in the creation of a space where others can encounter Him. It’s hard to put into words how grateful I am for the opportunity to serve in this ministry, so I’ll just say – Thank You!"

Quiet Day Ministry Team Members
Lori Blackwell, Lynn DeAngelis, Maureen Desilets, Joan Gilcrest, Lisa Phelps
WEDNESDAY WOMEN’S BIBLE STUDY

The Women's Bible study meets at 10am - 11:30 every Wednesday throughout the year in the Conference room. We generally have about 7 participants each week and we do our study by reading through in depth various passages of the Bible. This year we studied the books of Nehemiah, Ezra and Esther.

Rachel Manley

PANIKIAN SMALL GROUP:

One of the greatest joys and opportunities for growth associated with my membership at Nativity is participation in a small group. Led by Gary Mott, our group has been meeting for a few years in a variety of formats, in each other's homes. Currently we are regularly hosted by the Miller family, whose warm hospitality has set the tone for many evenings of fellowship, laughter, prayer, and study. We continue to be grateful for these opportunities to connect on a deeper level, and to encourage one another in faith.

MEN’S BIBLE STUDY

The men’s group Bible study meets on a weekly basis on Wednesday evenings from 7:30 PM to 9:PM. Attendance ranges from 4 to 7 men on any given week, due to the work schedules of the participants. We are currently studying Luke out of the serendipity Bible. Men’s group has also done outside activities like Sailing in Boston and Iron Sharpens Iron conference in New Hampshire.

We continue to grow as a group and have been blessed throughout the Year.

Sincerely,
Todd Desilets Men’s Group Leader

REPORT FROM CONTEMPLATIVE PRAYER GROUP

Centering Prayer Group meets Saturday mornings at 8:30 for about half an hour. After listening to a brief reading from one of the writers on Centering Prayer we go to the Center for twenty minutes. We close with the Our Father said very gently and slowly. Usually a time of fellowship follows. Visitors / seekers are always welcome. Here's a paragraph from Thomas Keating, one of the leading teachers / writers: "This method of prayers is a training in self-surrender. It teaches us by our own experience and mistakes not to be possessive, but to let go. If in this prayer you can get over the inveterate habit of reflecting on what is going on--have peace and not think about having peace--then you will have learned how to do it."

--Matthew Beach
We asked questions, passed out paper, and gave everyone the opportunity to remain anonymous if desired. These were the questions:

Why do you come to Tuesday group?
How is the group different from other groups?
How is it the same?
If you were writing a report to the parish about us, what would you say?
Other thoughts?

These were the answers, person by person:

I come to Tuesday group for fellowship, learning more about God the Father, God the Son, and God the Holy Spirit. This group, the Open Door, is different because it has existed for a long time and people have come and gone. We study the Bible as well as other Christian books and helpful study guides. We have great non-judgemental discussions. We pray for others and for our own needs. We support and encourage each other in life’s struggles.

I come to the group because Ann made me!! This group is different from others as it is the oldest continuous group! It is the same as other groups, as it is a loving and caring supportive community of pilgrims; exploring and trying to be trying to live in the Lord's word.

I come to Tuesday Open Door Group for fellowship in Christ, but also because my friends are there. This group is different from other groups because I have been able to be more intimate with this group. We know each other and our walks with Christ well. It is the same as with other groups that also include loved ones that support them. This is a great group for exploring your faith. We have fun and challenge each other at the same time. The youngest member of our fellowship is absolutely “awesome”!!

Our Open Door Group welcomes all, and I think that we are special in that way. Our group has had the opportunity to help many who came knocking on our door. Our ministry supports our parenting and our children. Through group, prayer gives us much help through different discussions. The friendship that we all have with each other is blessed from the Lord. Our love for each other is incredible—we have grown together through our education in Bible readings and the works of Christian writers and Saints, as we surrender our lives to Christ.

I come to this group for fellowship. Our group consists of wonderful caring people—all very different, but filled with love and the Holy Spirit. Because of this group, I have grown in so many ways—especially in my relationship with God. No matter how hassled my day has been, I come to group and leave calmed and filled with love. We have learned many things through readings that have helped me to cope with problems by remembering my dear friends. Small group friends have helped me work through problems with God’s love and guidance. I love reading and sharing scriptures with others, and benefitting from their thoughts.

The Open Door Small group was started early in Bob Brandt’s ministry, and has been blest and informed by our dear Savior’s loving care ever since. Our door is always open for others. We meet at 7:30PM Tuesdays at our house.

Ann and Bill Rawstron
Mission: As we serve in God’s Mission, empowered by the Holy Spirit, we seek to reach out to others in a compassionate way with our time, talent, and treasure and to be faithful stewards of the financial resources received.

Thanks to your generosity the 2015 Outreach budget plus your contributions generated more than $15,950 to support local, national and international organizations. Your gifts of time, talent and treasures have made a difference in the lives of those we are called to serve in the name of Jesus Christ.

Highlights of 2015 include:

Financial support and service for the Annual American Legion’s Post 234 Veteran’s Day Luncheon. Serving 100+ local Veterans a wonderful lunch.

Nativity donated 90lbs of carrots this year as part of a joint effort with the Northborough Helping Hands Organization and other area churches and businesses to make 90 Thanksgiving meal baskets for families in the community.

2015 Giving Tree provided the children of the Narsapur Home in India with a Christmas celebration that included a special meal and a set of clothes for each child.

Continued financial support towards Narsapur Children’s Home. Narsapur is one of Manna Ministry’s 40 children’s homes located throughout India where they house, feed and protect children while teaching them about Jesus.

Financial support for parishioner’s missions: Deb Hesek continued her mission with Project Stretch in Mexico. Deb has been a part of this organization for over 25 years. Project Stretch provides dental care to underprivileged children and special needs adults and children both in this country and abroad. Project Stretch has been sending teams of Dental professionals to the small village of Tecapan Mexico for about 10 years now. Daphne Binto participated in the 2015 mission adventure trip to Boston called “Youth with a Mission”. The participants in this mission trip worked with a team of young adults who train youth in drama, hip hop and sharing the gospel. The group then worked with neighborhood kids through a bible club at the local parks, playing with them and sharing the love of Jesus with them with the skills that they had been taught.

Provided financial support of the Worcester Convoy of Hope. Provided services (haircuts, food items, clothing items etc.) to those in need in the Worcester community.

Outreach offers continued support of Nativity members as they reach out to teach God’s truth:

Hallie Cowan’s continued work with Intervarsity to establish and advance colleges and universities witnessing communities of students and faculty

Peter Vanacore of the Christian Association of Youth Mentoring matching youths with adult mentors

Additional Organizations supported by the congregation in 2015:

Straight Ahead Ministries: mentoring for juvenile offenders. Sponsored summer Friday night cookouts for residents without homes

Northborough Food Pantry

Victory in Christ’s annual “Love Your Neighbor Block Party” that benefits families in the Worcester area. Event was September 12 at Winslow Park.

The Advent and Lenten coin collections for Manna Ministries to support our Girl’s home in Naraspur, Andhra Pradesh, India generated over $600.

(Report continues on page 30)
COMMUNITY MEALS

take place every Wednesday evening at Trinity Church in Northboro. Each church denomination in town, Congregation B’Nai Shalom, Westboro and civic organizations (such as the Rotary Club, Northboro Junior Women’s Club, and the Lyons Club,) take a turn to host the meal each week. It is the responsibility of the host organization to provide all the food, set up and serve the meal, and then to clean up after it. This is truly a wonderful event and it is offered to the community each week at no cost!

Many regular dinner guests, who can include the elderly and people in need of a hot meal, come to eat dinner every Wednesday night. They do get to know the specialty dinner of each host organization and look forward to the menu varieties each group will offer. It is such a rewarding experience when it is our turn to host when we see many of the same people. I think they really look forward to Nativity’s menu! Our specialty is American Chop Suey, Italian bread, toss salad, and lots of finger desserts!! We can usually serve anywhere from 45-65 people at a community meal.

About a week before Nativity's scheduled date to host the meal, an email will go out to a group of people asking them to offer help in buying and making the food items needed, and to also help with serving the meal. There have been SO many dedicated people who have made Community meals a regular event to help with. Most are Nativity members, but some are also neighbors and friends outside of our church. This has also been a great way to gently introduce non church goers to Nativity and show them the fellowship we can share together. We would, however, always want to increase the email list of Nativity names for Community Meals helpers!

We start the meal with offering a prayer of thanks. Our servers are then lined up with spoons in hand and ready to dish out the variety of recipes of American Chop Suey. We often need to help people carry their plates and cups to their table and walk around to offer more to eat or drink.

It's always a fun night while we serve others and enjoy each other's company. Lots of laughter can be heard and sometimes even some panic cries when we think there won't be enough food because the people just keep coming in to eat!!! As God always provides though, we have never once run out!!

Please contact Kathy Reilly to help with Community Meals! WE WOULD LOVE MORE NATIVITY FRIENDS TO JOIN US!!

Respectfully submitted,
Kathy Reilly
This past June Nativity Community Preschool celebrated its 25th annual graduation ceremony. The room was filled with joy, laughter and love. Along with songs performed by the children, presentations by some parents and refreshments we also had a slide show of the children. A picture of each child was shown along with a dictation about what they wanted to be when they grew up. Answers ranged from wanting to be a superhero to being a worker in a Chinese restaurant. This is one reason children are so precious, they are filled with enough faith to believe all things are possible.

Before Father Len left he put together a new preschool board. Their plan is to meet this spring to update the operating policies of the preschool. It has been many years since this has been done and of course there have been changes in society, state regulations and the school's own personal growth. All changes will need to be approved by the vestry before they become final.

Eletha has been in to read to the children. She clearly enjoys being with the children and reading to them. Our plan is to continue these visits through the school year.

All of our classes are full this year. We offer a Tuesday/Thursday class; three, four or five day prekindergarten classes along with an enrichment class. The Monday classes also have the option of staying for our extended day program. Our prekindergarten classes are all full for the 2016/2017 school year. Registration for the two day, three year old class is ongoing.

The preschool began as an outreach program for the church. As someone who has been there from the beginning I hope we have given as much care to the families in the community as they have given to us.

Respectively submitted,
Marilyn McCarthy
Director
EVANGELISM:  
Sharing Christ With Others
Back in the fall there were some doubts expressed here and there whether we, as a parish, could and would be able to continue with the Living Nativity. After all, Carl Kinkel was leaving for New Mexico. He had brought the idea of the Living Nativity with him when he and Julia moved here from Colorado, and he was the key figure in jump starting and coordinating it every year since then – for over 20 years! Could we do the Living Nativity without Carl? Certainly Carl wanted us to continue without Carl!! Serendipitously Carl had prevailed upon me in 2014 (with some arm twisting) to help coordinate certain aspects of the program so I did have some experience of what needed to be done, but was the parish up for it? Or had the Living Nativity run its course – like Twelfth Night and the Strawberry Festival? Back in October I asked a number of key people if they felt as I did that the pageant should continue. I asked Maureen Desilets if we had enough kids to pull it off, and if so would she handle central casting. She was enthusiastic! I asked Wayne Deslauriers, Howie Gelles and Larry Engholm about outdoor set up, and they were equally gung ho. Nicole Garcia and Judy Yauckoes felt the same about music even though without Carl’s “Little Shepherd Boy” Cindy Loverin was happy to contact the various newspapers, and Earl and Karen Taylor were again able to handle food service.

With such strong backing it was becoming obvious that the Living Nativity would continue. All that remained was to get volunteers to help with outdoor set up, decorate and set up the hall, bake cookies, provide 20+ gallons of cider, and recruit singers, musicians, make-up artists, and a host of angels, shepherds, Wise Men. And the Holy Family with a baby Jesus! Oh, and don’t forget the horses and the barnyard animals. That (plus plenty of prayers) was all that was needed! But it all came together because of so many of us who stepped and did their part, and so so enthusiastically. And that, after all, is what the Church is about – a sharing of differing talents for the good of the Body! Ideally I would like to personally thank everyone who did their part, but that would be a daunting task as over 70 members of the parish contributed in some fashion talents and time and treasure to make the Living Nativity a smash hit. I think everyone will agree that the production itself about as flawless as it could be. We couldn’t control the weather, but at least we were spared rain and sleet. And maybe ever the strong wind that night can be viewed positively if we can see it as a Pentecost wind reminding us that as a parish we continue to be blessed by the Holy Spirit. The Living Nativity is truly Nativity ALIVE! It involves more widespread participation than any other program the parish has, and it continues to be our heartfelt message to the larger community of what Christmas really means – the entrance of God into human history and the incredible possibilities that can follow. As a confirmation of our evangelism, I believe, for the first time ever we made the front page of the Town Section of the Christmas Day Worcester Telegram. Thank you one and all for your efforts.

Submitted by Brad Nutting

WORCESTER FELLOWSHIP

Worcester Fellowship is a church without walls that meets each Sunday year round- rain, snow, sleet, or hail-to provide meals and a prayer service to the homeless in downtown Worcester in the park behind Worcester City Hall. Thanks to all of you who have make it possible to support the Worcester Fellowship by making 150 lunches four times this past year. We are thankful for the donations of food for these lunches. Also, thank you for the loving hands who arrive on Friday and at 8am on the designated Sunday to help put this all together. We do this the third Sunday in February, May, August, and November. Our next opportunity to show God's love is February 21. Want to help? Contact me, Jackie Blair, at 508-753-8582.
GOD ROCKS

God Rocks is a charitable Contemporary Christian Music concert series involving several local Churches. The first God Rocks concert was held in Taunton, MA, in 2010. Nativity joined the list of bands for its third concert and has been involved ever since. In May, 2014, Nativity hosted the concert, using its newly constructed outdoor stage. This was new territory for Nativity. It was somewhat successful, and plans were made to host the concert again in 2015.

The concert date was originally planned for the Spring of 2015. However, with the urging and desire of the Vestry, it was rescheduled for the fall to coincide with Applefest, with the hope that it would be a better venue. Three bands were involved: “Past Imperfect” (Taunton), “Fallen” (Charlton), and Nativity. The net proceeds would be donated to the Northboro Food Pantry.

The concert itself was very exciting and those in attendance acknowledged that the music was very uplifting and inspirational. Nonetheless, despite all the planning, the day of the concert became very problematic. The Applefest activities closed several roads during the day, thus preventing a number of attendees from getting to the Church. Publicity was not as wide spread as desired. In addition, general Parishioners’ support was poor.

During the evaluation of the day, it was realized that having the concert at the same time as the Applefest was not a good idea. However, the lack of participants from Nativity was the greatest disappointment. With this in mind, considering the number of man-hours required for planning and execution of such a concert, the likelihood of another God Rocks concert at Nativity is questionable.

I would like to thank the numerous individuals and groups for all the work done: the Vestry, especially Sue Roche, The “Band”, led by Nicole Garcia, all the musicians from “Past Imperfect” and “Fallen”. Thank you to Carl Kinkle, (this was his last “gig” at Nativity). Thank you to the stage construction crew: Rich Farrell, Wayne Deslauriers, Al Krevis, Dave Washburn, and Bob Roche. Thank you to Larry Engholm with the Sound, Rich Hovestadt (Taunton) for the sound gear, Boy Scout Troop 1, Northboro, for setting up and taking down, Nativity’s Youth members for helping run the concessions. Rev. Ron Parker, Holden, for the use of the large canopy, and Troop 182, Holden, for the use of the smaller canopies.

I thank the members of Nativity who donated food and drink: Janet Wilcox, Nancy Kimball, and others. (Sorry, I can’t remember everyone’s name). Please patronize the businesses who provided additional foodstuff and supplies: Freihofer's Bakery Outlet, Milford, and McDonalds, Westboro/Northboro.

Howie Gelles
ASSOCIATE PRIEST AND PASTOR

I continued my voluntary work as Clerical assistant to the Rev’s. Len Cowan and Eletha Buote-Greig. The focus of my ministry was Pastoral Care and Liturgy. Within that I assisted in officiating the Sat./Sun. Worship and the liturgies associated with Holy Days and Church Seasons which included occasional preaching.

My focus on Pastoral Care was wide-ranging but was normally comprised of assisting with Hospital, Nursing Home and Assisted-Care visits with Communion and/or prayers for healing. These visits were sometimes done in an emergency situation but, predominantly, during the times of recovery. Periodic cards, phone calls and pastoral visits were also my delight to engage in.

I have officiated at Communion Services at Southgate Retirement Home, Shrewsbury two or three times per month and several of our parishioners have joined me throughout the years. These Services require the preparation for a Sermon and my pastoral love for them has also inspired me to visit them while in the Hospital.

For the good of all churches these areas of ministry should be reported annually and therefore these, my daily prayers, frequent laughs and my pastoral love for all of Nativity are . . .

Respectfully Submitted,
The Rev. Michael R. Cheney

LAY EUCHARISTIC VISITOR MINISTRY

A Lay Eucharistic Visitor has the exciting opportunity for worship, prayer and fellowship with fellow parishioners; and the incomparable privilege of bringing the Blessed Sacrament to those “who for reasonable cause cannot be present at a public celebration of the Eucharist” (BCP p.396) because they are ill, home-bound, in a hospital or nursing home.

At the present time we are trying to set up a team to coordinate this ministry. If anyone would like to be on such a team, have any questions about the ministry, and/or would like to be trained and licensed as a Lay Eucharistic Visitor, please contact Eletha Buote-Greig, Cindy Loverin, Marge Carlson, or Joan Gilchrist. If you would like to receive Communion at home, please contact the Parish Office.

Peace and Blessings to you all!
Respectfully submitted,
Joan E. Gilchrist, Coordinator, LEV Ministry
The shawl ministry continues to have prayer shawls available for anyone who wishes to have one for themselves or to give to someone who is ill, grieving or just needs a blessing.

Though we meet regularly as a group to knit and pray for those who have received shawls, most of the shawls are knitted or crocheted prayerfully at home. Completed shawls are labeled and then blessed at one of our worship services. We now have a rack in the nave with shawls available for anyone who wants to take one to give to someone or for themselves.

We welcome knitters (or crotchetier) to join us in this quiet but powerful ministry. In the coming year we plan to meet on the second Tuesday of the month from 10:30 in the morning until noon.

In His Name
Bette Ann Whynot

**PRAYER CHAIN MINISTRY**

The Prayer Chain Ministry exists at Nativity for the purpose of providing a certain telephone/email address that all may access when there is an emergency request for prayer coverage needed in either an acute situation of illness/accident/etc. These requests, once received by the coordinator of the Chain, should be posted in 24 hrs of the expressed need for prayer. 2015 has been an intermittently busy ministry, serving almost 1-2 calls/emails per month, though sometimes much more, and other times much less. It has been an honor and privilege for me to be taking in specific prayer requests for the past 3 years and sharing them with those who have felt called to this ministry. We would always welcome more Workers to His important work - just send me an email at Spgelles1@charter.net, or a telephone call at 508-829-5217!, or even a text @ 508-335-0407! God inhabits the praise (and prayers!) of His people!!

Sue Gelles
PROPERTY
BUILDING AND GROUNDS
ANNUAL REPORT 2015 FOR PROPERTY

Does God expect us as Christians to give special care or reverence to church sanctuaries and facilities? What part does reverence and respect play in our relationship with spiritual leaders and to each other?

The Bible clearly states that we are to show reverence to God and to the things that represents His person and presence. Hebrew writes “Let us be thankful, and so worship God acceptably with reverence and awe, for our “God is a consuming fire”[Heb.12:28,29]. The Old Testament reminded the Israelite ,”Observe my Sabbaths and have reverence for my sanctuary. I am the LORD” [Levi. 19:30, 26:2]

As I reflect these passages I am in awe of the work done by us at Nativity, from the Nave to the rectory and the grounds that comprise our sanctuaries and facilities. With this I am pleased to submit my annual report.

The year started out with the never ending snow, snow, snow! The snow challenged our budgets, it also brought challenges and stress to our facilities. In March we were bringing in back hoes to make room in the parking lot for the forecasts of more snow.

It came apparent that we needed to take care of all the snow on the roofs, not only on the church buildings but also at the rectory.

With all the precautions we took to escape damage, we lost the battle when we had a major problem of water backup in the worship hall and hallways. Shortly after I got a frantic call from Father Len. The rectory was taking in water! On arrival I was shocked to see the upstairs bedrooms, on the back side of the building, had a good amount of water on the walls, floor and leaking down to the kitchen, bathrooms and living room on the first floor. We called a company like ServicePro to dry up the water after the Insurance company was called.

The Insurance agent had us take down all the walls and ceiling to the studs in the rectory, worship hall and hallways before mold set in. This started my project of renovation well into October! Due to Hallie's allergy it was mutually agreed that I would wait to restore the rectory and church after their move in June.

After months of negotiation, a settlement was made with the insurance co.. A contractor was found to fix the damage caused by the snow.

After Father Len moved out it was obvious that we needed to up grade, paint and make minor repairs to the rectory. It had been over 15 years since we spruced up the building. We had a little head start with the mini campaign. The campaign put in new counter tops, a floor in the kitchen, and ripped up old carpets and put in new flooring in the office at the rectory.

A blessing for us! The contractor that was contracted to fix the damages would handle the improvement needed to have the home, move in ready, for our future rector. Another Angel was found...(ask me about my angels).

The repairs that needed to be done and were done are as follows. All the walls that were taken apart needed to be insulated and new walls and ceilings needed to be replaced, replacement of bathroom floors. All the wallpaper needed to be removed throughout the house. All the walls in the house needed to be painted. All the wood work painted. All the floors needed to be sanded. A new stair case was put in. A new shower and tub unit installed. All new kitchen appliances purchased. A new washer and dryer installed. A new front storm door installed. The gutters were cleaned and gutter guards were put in. The back door entry/porch was painted and repaired. We had the house power washed. Upgraded electric service from fuse box to circuit breakers and 220V.

The rectory grounds also needed a upgrade. Thanks to a few good stewards, the grounds look amazing This spring we will finish the work started.

Reverend Eletha is not living at the rectory. We did make a place for Eletha at the rectory if she needs to spend the night.

( Report continues on page 40)
This is a breakdown of the expenses from the budget. The figures are from January 1st through the end of November 2015. The figures are rounded out, accounts from November facilities ministry of church Rep/Minor Improvement

<table>
<thead>
<tr>
<th>Item</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lawn care</td>
<td>3000</td>
</tr>
<tr>
<td>Plowing of snow</td>
<td>10000</td>
</tr>
<tr>
<td>sexton supply</td>
<td>1000</td>
</tr>
<tr>
<td>rectory supplies and repairs</td>
<td>1500</td>
</tr>
<tr>
<td>refinishing hall floors, annual</td>
<td>1200</td>
</tr>
<tr>
<td>Mandatory inspections</td>
<td>1800</td>
</tr>
<tr>
<td>Miscellaneous .Rocky hardware, electricians, plumbers</td>
<td>1500</td>
</tr>
</tbody>
</table>

New items that will be fixed this year...

   Fan in the kitchen will be cleaned
   Replace the exit signs through out the building so that they are universal.
   Weather stripping the entry doors and make minor repairs to existing doors.
   Locks in the lady's rest room

I always put in a wish list. These wishes can only be made true by our parishioners, if your heart stirs a wish can come true!
   Replace the windows in the refuge section of the church and the offices
   Replace the doors leading into the worship hall. (blue doors)
   Get estimate for putting in air conditioning in the Nave.
   Replace air conditioners in the office and Refuge
   Update the 2 offices, new rugs and furniture, paint, and repair.
   I am looking for some one to maintain the memorial garden. Great work has been done. One hour a week is all that is needed.

The insurance claim figures on claim 30,308 for damages to the church and rectory

The contractor was ASAK~LLC Construction Supervision. License cs105 179 Home improvement contractor Reg. 241054
All repairs and improvements were done for the sum of 27,400. The repairs for the rectory and the church were done by the contractor.
A donation of 5,000 was given from the Kimball memorial fund to make improvements, not covered by the insurance claim. They are as follows: new appliances for the kitchen, new tub and shower replacement. New front screen door, gutter cleaning, and guards, painting of garage door, improvement and repair of back porch. I received another donation of 1,500 to be used to finish any repairs at the rectory. The donations completed the work that needed to be done. No out of pocket expense were incurred by Nativity for the repairs and upgrades to the rectory and church.
I am always open for suggestions and ideas. Feel free to contact me for any questions you have with this report. I also want to thank all for the support I am getting with the help of the building and the help with the decoration of the grounds! Fabulous! Thank you

Respectfully given
Sue Roche Jr. Warden
NATIVITY SCENE
The Nativity Scene is our newsletter sent out by mail to parishioners and anyone who wished to receive it. It is designed to report the activities of the parish along with stories or poetry written by our members. We try not to advertise up-coming events unless they are part of a report. Anyone can submit material or pictures for publication by email to cloverin@churchofthenativity.org. You can also view this publication at our website www.churchofthenativity.org. I am always recruiting people to help prepare the Scene for mailing. This process includes folding and attaching mailing seals, labeling, sorting, and delivering to the post office. Please volunteer if you can help.
Cindy Loverin, Nativity Scene Editor

NEWS AND NOTES, CONSTANT CONTACT, AND ANNOUNCEMENTS
The three methods of communication listed above all originate in the office. The News and Notes are updated weekly by the parish secretary and printed in the Sunday bulletin. Most of these notes are also announced at each of the services. On Fridays these reminders are sent out by Constant Contact as email. News and Notes are available at our website. Finally copies of this publication are printed and placed in the entryways for those who are unable to receive them by other means.
Cindy Loverin, Secretary Pro-Tem
SENIOR WARDEN'S REPORT

As I write this we have been in officially in transition for almost six months but unofficially for almost a year. As Senior Warden for three years I will say the last year has been the most challenging but also the closest I have ever felt to God. I have always expected this transition to be challenging and remember saying to the Vestry at one point, “I don’t know what will happen but I expect the evil one will not leave us unscathed”. I think all of us have been touched in some way….

At a “Vestry Day” in Western Massachusetts in Spring of 2015 a Senior Warden who had recently gone through the resignation, transition and to call a new rector said to me “no one will say this to you but in spite of all the turmoil and challenges remember the Holy Spirit is in charge. There will be days when people come to you with their concerns but others will welcome the changes. It’s not up to you. Pray more than you ever have and ask the Holy Spirit to give you the strength to weather the transition. You might not believe it but good things will come out of it…eventually”.

I have prayed more than I ever have and it’s not all about “me”. I have tried to say some version of this prayer almost every day on my way to work “Father guide us through the wilderness of transition as we work through the challenges of finding someone who can help us live the lives You want us to live”. The Holy Spirit is in charge and help us find someone who can help us live out Mark 12:30-31:

‘Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength. The second is this: ‘Love your neighbor as yourself. There is no commandment greater than these.”

Hopefully anyone who has been around Nativity a while does not have any issues with verse 30 of Mark 12 but I think verse 31 is proving to be a little more of a challenge. Are we willing to “Love our neighbor as yourself” in worship? In our work on the Vestry, Profile and Search Committees as we try to discern who we are and more importantly where do we want to go? In our day to day interaction with each other do we see the face of Jesus in every one we meet as our former Bishop used to ask? We are flawed people. We are not going to be perfect.

I do have great hope and faith in the process. I know the community will survive and thrive if we trust.

Mark 12:30-31:

“Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength. The second is this: ‘Love your neighbor as yourself. There is no commandment greater than these.”

Blessings,

Bruce
OFFICE REPORT

As June ended we said goodbye to Fr Len and to Priscilla Gagnon. Priscilla has been our Office Manager for almost 30 years, and she left a big hole in the Staff. She is recovering well from her hip replacement surgery. Priscilla had much of her craft work for sale at the Novemberfest and was able to greet the office staff at her annual Christmas party. Thank you, Priscilla, for your years of service.

Cindy Loverin was able to fill in until a new hire could be made. She continued until she suffered a shoulder broken in a fall at the 10 AM Service at the end of August.

In September Diem Yaung was hired to fill the vacancy. Her stay with us was cut short by her mother’s illness, and she resigned in October. One impact of her stay was changing the format of the Sunday Bulletins.

Cindy was able to fill in again to bridge the gap until the next Rector is hired. This will enable him/her to choose the next secretary.

Thank you to everyone who volunteered in the office during this difficult time.

REPORT OF THE PARISH ADMINISTRATOR

It is hard to separate my position as Parish Administrator from my other duties as Pledge Treasurer and Temporary Secretary. I mainly stay in the office moving frequently from one side of the hall to the other. It makes me laugh to see people coming in and looking first right then left trying to find me.

At my position as Parish Administrator, I am responsible for ordering supplies for the office and material for other programs as requested. I confer with many visitors, salespersons, inspectors and persons requesting hall rentals or personal quiet days. I also keep the records of parishioners, prepare part of the Parochial report to the National Church and the Diocese of Western Massachusetts, answer questions. For several years I have served as editor of the Nativity Scene, our bi-monthly newsletter. We welcome your articles and pictures to be included.

As Pledge Treasurer, I coordinate the weekly count of the offerings and the bank deposits. Pledge and other donations are recorded and statements are distributed. A more detailed report can be found in the Finance section of this annual report.

Submitted with love,

Cindy Loverin

ANNUAL REPORT FROM THE SCHEDULER - 2015

I took the scheduling task over from Cathy Washburn this summer. I keep our online Google Calendar up to date to manage reservations for all of the Nativity facilities. The rooms have been consistently busy so reserving a space a month in advance is a good idea when possible. You can view the schedule or request a reservation from our website by clicking on the “Calendar and Schedule” link under ABOUT US. People have been doing a great job of helping me keep the calendar accurate to minimize conflicts. Keep it up!

Linda Cassidy
DIOCESAN CONVENTION REPORTS

This November for the first time ever I was a delegate to the Diocesan Convention. I was not sure what to expect but I found it to be a very pleasant and informative experience. I was amazed at how well it was planned and how efficiently the agenda was carried out. For me, it was a learning experience. I learned a great deal about the "workings" of the diocese and the many and varied programs that we are involved in. Over lunch I had an opportunity to visit with delegates from other parishes. The worship service was inspiring and I was pleased to be able to present shawls from our shawl ministry to be blessed by the bishop.

Bette Ann Whynot - Delegate

The 2015 convention of western diocese of Massachusetts was a total success from my eyes. Everything went smoothly from the check in to the mass. The day started off with an introduction by the bishop, and then a service. The actual convention itself was a smooth process. All decisions were made quickly and were for the better of the diocese. I recommend that people go to this if they are interested in finding out more about the church. It gives you information on the entire church that is relevant to all members. If you have any big ideas they will gladly be heard at the event and it is a great way to meet new people.

Sincerely, 
John Washburn - Youth Delegate

We delegates got up at 5AM on Saturday morning to make it to the convention - Bette Ann W, John W, Glen C, Deborah C (attending as a "guest"), Joan G. The diocesan budget was approved with an anticipated small increase in revenue. More money this year allocated to parish grants. Money taken in as a result of parish closings will be dedicated to "fan the flames" of promising programs targeted at manifesting God's Grace and Mercy. Updates to the governance documents eliminating Deanery responsibilities and relocating those elsewhere plus the formal creation of the Corridors was approved. Many wonderful presentation of programs manifesting God's Grace and Mercy throughout the diocese were presented. Most of these are in video form and can be found on the diocesan web page.

Glen Campbell - Delegate

It was wonderful to attend Diocesan Convention with our Delegates, Glen Campbell, Batty Ann Whynot, and John Washburn. It was a new experience for Betty Ann and John and it was great to “see” it through their reactions, questions, and comments. More parishioners should participate in Convention to be a part of it or just to observe the amazing organizational work done by the Diocesan Staff and others to present the necessary business that needs to be accomplished and offer the many new things that are happening in our diocese. It is really exciting, very well presented through speeches, presentations, and videos – and in a very timely manner.

One of the speakers who is a favorite every year is the Rev. Laura Everett, executive director of the Massachusetts Council of Churches. Her enthusiasm for the work of our Lord is very evident and very contagious! Laura reminds me I miss the work I did in my former parish with the Interfaith Council of Churches. The Council was made up of clergy and lay representatives from all churches and temples that served our community. It was a great experience rolling up your sleeves with others of all faiths. It was then I realized that the work of the church is in serving the town or community helping to solve problems and being the church in the world.

This brings to mind a quote presented at a recent Diocesan Council Retreat Day, “Our God doesn’t invite us to church. He invites us to be the Church!

Peace and Blessings!, 
Joan E. Gilchrist, Delegate
Let the Search begin! Oh, wait a minute, we have to do a few things first?

Under Vestry mandate, the Profile Committee convened in June 2015 to create the Parish Profile and other items needed by the diocese. Since we had a copy of the 2000 Parish Profile it seemed like a few updates would do the trick so we set our initial goal to finish the job by September. What we didn't anticipate, though, were all the “other” items that significantly expanded our task.

In order to deal with the “other” items, the committee needed to discern: 1) who we are as a parish; 2) where we think we're going; and 3) the characteristics of the new rector who will help us get there. Since the committee consists of diverse and experienced members of the parish, we started out with discussions amongst ourselves.

We knew our voices weren’t the only ones that mattered so, to broaden our view and include the values and opinions of the entire parish, we adopted the Congregation Assessment Tool (CAT) from Holy Cow Consulting. More than 100 parishioners completed the assessment, giving us confidence that we were following God’s lead and were being representative of the entire congregation.

Armed with this combined information we created the Parish tri-fold (the first “other” item), that is intended to present a very quick overview of Nativity to prospective candidates. This introduction was used informally by our diocesan liaison, the Rev. Canon Rich Simpson, to introduce Nativity to the national pool of priests searching for their next parish.

The next “other” item we addressed was the “OTM Portfolio,” a standardized form used by the diocesan Office for Transition Ministry, to officially kick off a parish’s search process. The form contains a number of factual statements – salary, benefits, and so forth – followed by 12 narrative responses intended to give a prospective candidate an idea of the personality of the parish. The committee spent many months on these responses as we worked to include ever-wider groups of parish members in the editorial process. As of this writing, the completed OTM has been submitted for Vestry approval. Thank you to everyone who contributed feedback!

In the new year, the committee will move on to the final “other” item: recommended updates to the parish website and the completion of the actual Parish Profile. Wish us luck and ‘God speed!’
2015 ANNUAL REPORT OF THE SEARCH COMMITTEE

The Rector Search Committee as appointed by the Vestry of the Church of the Nativity consists of the following members: Mary Frances Rozak, Chairperson, and the following congregants: Cathy Washburn, Sue Gelles, Deb Hesek, Jean Bruce, Becky Mangus, Peg Walcott (Vestry Liaison), Matthew Beach, and Jim Baker. We have been meeting almost every two weeks since June, 2015. Rev. Rich Simpson is our Diocesan Liaison and advisor.

Our task is to interview candidates for the position of our new Rector and to present a slate of candidates to the Vestry whose task it is to actually negotiate with and select our new leader from the slate we have provided. The sources of our candidates will come primarily from names submitted to us by Rev. Rich Simpson who is the Diocese of Western Massachusetts Clergy Deployment Officer for our portion of the Diocese. Rich is in touch with the Office of Transition Management (OTM) of the national church which has a database of those parishes looking for clergy (such as Nativity) and clergy who are willing to entertain a change in their employment situation. Other sources are recommendations by friends and family of Nativity who may know a candidate from a previous location or vacation experience. The Diocese must vet all candidates using a standardized background search process before allowing us to conduct any interviews. Rich Simpson handles this task on our behalf so we do not waste time interviewing inappropriate candidates.

Our method is to use Skype interviews (to cut down on travel costs) by asking questions and considering the answers of several candidates. In preparation for these interviews, we have spent considerable time

- Reviewing our processes: ensuring we have a complete understanding of our duties
- Developing, editing, and prioritizing our questions to ensure that all candidates get a “fair” interview. This includes topic areas as well as potential follow-up questions. Sources for our questions include responses to the recent Holy Cow Assessment, conversations with leaders and members, sample questions and answers from the Diocese, as well as questions we have developed on our own.
- Joint meetings with the Vestry and the Profile Committee to ensure the questions we ask are aligned with how Rich Simpson is portraying us at national meetings and how the Profile Committee is self-describing who we are and what we have to offer in various publications. Cooperation has been outstanding.

As Interim Rector Eletha has indicated in her sermons, Nativity is a unique place … particularly for the Episcopal Church. This likely means the matchmaking for us may result in fewer candidates than might be found in a typical rector search at a typical Episcopal Church. Hence, we perform our duties with extra due diligence. Our meetings begin and end with prayer and we often stop to pray in order to listen for God’s words to us. Using this model, we feel confident that we will find the person (male or female) whom God has already chosen for us.

You may be wondering about our status with your questions such as how many candidates have we seen, how many have we eliminated, when do we think our task will be complete, have any candidates visited us either electronically through the website or through Skype interviews. The answer to these and like questions is that we are trusted to maintain confidentiality throughout the entire process and so cannot answer your questions directly. Be assured, however, that we are working as quickly and as hard as we can to accomplish our portion of the task of finding Nativity’s next leader. We continue to ask for your understanding and your prayers.

Respectfully,

Mary Frances, Cathy, Sue, Deb, Jean, Becky, Peg, Matthew, and Jim
### Nativity (Northborough): Update Vital Statistics

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>M14</td>
<td>Members Reported Last Year</td>
<td>353</td>
</tr>
<tr>
<td>1.</td>
<td>Increases during year</td>
<td>13</td>
</tr>
<tr>
<td>2.</td>
<td>Decreases during year</td>
<td>23</td>
</tr>
<tr>
<td>M15</td>
<td><strong>Total Active Baptized Members</strong></td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>Communants age 16 and up</td>
<td>184</td>
</tr>
<tr>
<td>4.</td>
<td>Communants under age 16</td>
<td>26</td>
</tr>
<tr>
<td>5.</td>
<td><strong>Total Communants</strong></td>
<td>210</td>
</tr>
<tr>
<td>6.</td>
<td>Others who are active</td>
<td>0</td>
</tr>
<tr>
<td>7.</td>
<td>Average Sunday Attendance</td>
<td>131</td>
</tr>
<tr>
<td>8.</td>
<td>Average weekday attendance (if no weekend service)</td>
<td>0</td>
</tr>
<tr>
<td>9.</td>
<td>Easter attendance</td>
<td>272</td>
</tr>
<tr>
<td>10.</td>
<td>Sunday and Saturday evening Eucharists</td>
<td>136</td>
</tr>
<tr>
<td>11.</td>
<td>Weekday Eucharists</td>
<td>30</td>
</tr>
<tr>
<td>12.</td>
<td>Private Eucharists</td>
<td>33</td>
</tr>
<tr>
<td>13.</td>
<td>Daily Offices on Sunday</td>
<td>12</td>
</tr>
<tr>
<td>14.</td>
<td>Daily Offices on Weekdays</td>
<td>608</td>
</tr>
<tr>
<td>15.</td>
<td>Marriages</td>
<td>0</td>
</tr>
<tr>
<td>16.</td>
<td>Burials</td>
<td>3</td>
</tr>
<tr>
<td>17.</td>
<td>Baptisms 16 years and older</td>
<td>1</td>
</tr>
<tr>
<td>18.</td>
<td>Baptisms under 16 years</td>
<td>8</td>
</tr>
<tr>
<td>19.</td>
<td>Confirmations 16 years and older</td>
<td>2</td>
</tr>
<tr>
<td>20.</td>
<td>Confirmations under 16 years</td>
<td>0</td>
</tr>
<tr>
<td>21.</td>
<td>Received by a Bishop</td>
<td>0</td>
</tr>
<tr>
<td>22.</td>
<td><strong>Total Church School Students enrolled</strong></td>
<td>46</td>
</tr>
<tr>
<td>23.</td>
<td>Adult Education Program</td>
<td>Yes</td>
</tr>
<tr>
<td>24.</td>
<td>Adults engaged in religious education or spiritual formation</td>
<td>72</td>
</tr>
</tbody>
</table>
Finance
REPORT OF THE STEWARDSHIP MINISTRY COMMITTEE 2015

The Stewardship Committee is responsible for ensuring that Church of the Nativity parishioners have an environment to express themselves as stewards or caretakers of what God has provided us. The committee provides an environment where the parishioners can find ways to be active stewards. The committee works with the Vestry and clergy to couple the interests in how the congregation sees being a steward to the programs the church offers. Additionally, the stewardship committee is responsible for managing the annual stewardship pledge drive and other efforts which are similarly related. Historically, the drive begins in the fall and ends in December, before the budget is finalized.

As the church was still in transition of the Rector, we were particularly sensitive to how this might affect pledging. What was interesting is that total revenue received by early January 2015 was in excess of $278,000, a very good amount of giving to date, considering the church is in a state of transition. We still felt there is too much uncertainty in having an expectation of surpassing last year’s results, but we are doing remarkably well in light of where we are. Our Interim Rector, Eletha, has done a very good job of maintaining a substantial set of services and support and we thank her for that. This has helped us maintain a foundation for the worship which has really helped in keeping our parishioners engaged with the church.

We decided to message a theme which emphasized our parishioner’s time and talent for the many missions outside the Church plus their personal experiences. So, along with the Vestry, we developed a theme, Stepping Up For Stewardship, for the pledge drive which brought attention to all the wonderful things our committees and individual parishioners. In light of our present situation, the feedback we’ve gotten is very positive on our message getting out.

Our task has only begun. As mentioned in the profile, we need to establish a perception among the congregation that stewardship is not done in the Fall for only money and is to be considered year round. Also, the committee will initiate to the Vestry a plan for a visitation to all our members in their homes. This is an effort which will include the Vestry and will reach out to all the people on our mail list and visit them to let them know we care about them and get feedback on what they think is important to the church. Hopefully, this program will be initiated in the January timeframe with the approval of the Vestry. Visitation can help the church in many areas, three are increasing membership, giving and getting more people involved with Nativity. A visitation program is a great example of evangelism. Lastly, the committee will be investigating additional methods of attracting new members of all ages to Nativity. We hope to have something to present to the Vestry sometime in February.

The current number of pledges received is 91 pledges for $278,002. We estimate we will be pretty close to where we were last year. This is based on what we know of the people who haven’t pledged but expect to.

The Stewardship campaign for 2016 was “Stepping Up For Stewardship”. Over 45% of the members who pledged Stepped Up. A very strong response to the campaign which we feel shows the campaign was a success.

So far the results for 2016 are 91 pledges/$278,002. We expect to reach just over $280,000.

For the past 4 years, the number of pledges received was: 2012: 96 pledges/$272,960 | 2013: 94 pledges/$267,180 | 2014: 93 pledges/$279,696 | 2015: 91 pledges/$280,212.

The average pledge for 2016 so far is $3,055. Quite remarkable, as this is much higher than most of the churches in the Diocese. The average pledge for the past 4 years was: $2,553/2013, $2,843/2012, $2,842/2013, $3,007/2014 and $3,079/2015. We expect the average pledge for 2016 to be in line with 2015.

To forecast what we might expect for 2017 pledges, we are targeting a 10% increase over 2016 to roughly $315,000. To get there, we will have to increase the membership 10 to 20 members which is something the Stewardship committee will be putting together a plan for.

We have much to be thankful for with the continued support from our congregation. Also to all the work of our Stewardship Ministry Team: Henry Terwedow, Joan Gilchrist, Nancy Kimball, Glen Campbell, Eletha Buote-Greig, and our unofficial member, Cindy Loverin, in the Church office, for your collective efforts, counsel, and leadership.
REPORT OF THE PLEDGE TREASURER

During 2015 records of pledges and donations have been carefully recorded and reported quarterly to the donors. At the close of 2015 we had a total of 93 pledges totaling $273,900.00. There was some reduction in this figure due to parishioners moving away or death. However we also gain a few newcomers during the year.

My thanks to Marge Carlson, Dianne Cofer, Cathy Terwedow and Maureen Pelllizzari who carefully count and deposit the offerings and other donations received each week.

Some of the funds held in the Memorial Account have been distributed in accordance with the wishes of the families.

Blessings, Cindy Loverin, Pledge Treasurer

FINANCE COMMITTEE ANNUAL REPORT 2015

The Finance Committee this year again experienced change in membership. The Committee started the year consisting of Joan Gilchrist, Bookkeeper, Gail Goudreau, Cindy Loverin, Pledge Treasurer, Joe Stolberg, and Henry Terwedow, Treasurer. With the sad passing of Gail, the Committee was down to four members. During the summer, Dick Jubinville agreed to join. And towards the end of the year, Rev. Eletha Buote-Greig and Tony Rea joined us to fill out the Committee.

The primary task of the Committee was to prepare the 2016 budget for Vestry review and approval. The Committee met twice in December. Draft budgets were gathered from each of the ministry leaders and, at first, accepted as presented and compared to 2015 expenses. No capital improvements were anticipated in 2015. The draft budget assumed a $6,100 increase in 2016 pledges from the previous year, which was achieved. The draft also allotted $19,000 for the expense of searching for, recruiting, and moving a new rector to Nativity. With the exception of the new rector expense, a balanced budget of $338,100 was presented by Henry to the Vestry and approved. A caveat to the 2016 budget is that the new rector expense is a one-time expense and will need to be covered by additional fundraisers and/or a mini-capital campaign.

In July, Bruce Rockwell performed the audit of the 2014 Church Of Nativity financial records. A few recommendations were made to the Vestry. No serious deficiencies were noted.

In 2015, the Committee started to review the history of Nativity’s long-term invested funds, the LOV-E funds. Approximately, $29,000 are invested and managed by the Trustees for the Diocese of Western Massachusetts. In 2016 we intend to review and update the “Resolution” or contract with the Trustees, bringing the investment objectives into the reality of where Nativity is today.

Respectfully submitted, Henry Terwedow, chair
### Nativity's Balance Sheet as of 12/31/15

<table>
<thead>
<tr>
<th>Assets</th>
<th>Liabilities</th>
<th>8-Jan-2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 General Operating Checking</td>
<td>8 Credit card</td>
<td>(272.80)</td>
</tr>
<tr>
<td>2 Restricted Funds Savings</td>
<td>9 Funds for Transmittal</td>
<td>233.06</td>
</tr>
<tr>
<td>3 Memorial Donations Savings</td>
<td>10 Next Year Pledge</td>
<td>17,500.00</td>
</tr>
<tr>
<td>4 Folks Owe Us</td>
<td>11 Total Liabilities</td>
<td>17,460.26</td>
</tr>
<tr>
<td>5 Bounced Checks</td>
<td></td>
<td>A</td>
</tr>
<tr>
<td>6 Trustees Endowment</td>
<td>Equity/Funds</td>
<td></td>
</tr>
<tr>
<td>7 Total Assets</td>
<td>Restricted Funds</td>
<td></td>
</tr>
<tr>
<td>8 Administrator Funds</td>
<td>12 Administrative Funds</td>
<td>227.01</td>
</tr>
<tr>
<td>9 Capital Funds</td>
<td>13 Capital Funds</td>
<td>2,185.22</td>
</tr>
<tr>
<td>10 Caring Funds</td>
<td>14 Caring Funds</td>
<td>3,358.75</td>
</tr>
<tr>
<td>11 Celebrate Funds</td>
<td>15 Celebrate Funds</td>
<td>894.80</td>
</tr>
<tr>
<td>12 Miscellaneous Funds</td>
<td>16 Miscellaneous Funds</td>
<td>10,788.36</td>
</tr>
<tr>
<td>13 Rainy Day Fund</td>
<td>17 Rainy Day Fund</td>
<td>6,009.00</td>
</tr>
<tr>
<td>14 Reach Funds</td>
<td>18 Reach Funds</td>
<td>2,580.00</td>
</tr>
<tr>
<td>15 Sabbatical Fund</td>
<td>19 Sabbatical Fund</td>
<td>2,000.00</td>
</tr>
<tr>
<td>16 Spiritual Refuge Funds</td>
<td>20 Spiritual Refuge Funds</td>
<td>2,499.05</td>
</tr>
<tr>
<td>17 Teach Funds</td>
<td>21 Teach Funds</td>
<td>55.80</td>
</tr>
<tr>
<td>18 Worship Funds</td>
<td>22 Worship Funds</td>
<td>3,939.00</td>
</tr>
<tr>
<td>19 Youth Ministry Funds</td>
<td>23 Youth Ministry Funds</td>
<td>3,240.00</td>
</tr>
<tr>
<td>20 Total Restricted Funds</td>
<td>24 Total Restricted Funds</td>
<td>37,776.99</td>
</tr>
<tr>
<td>21 Memorial Donations</td>
<td>25 Memorial Donations</td>
<td>30,320.74</td>
</tr>
<tr>
<td>22 Endowments</td>
<td>26 Trustees Fund</td>
<td>29,172.67</td>
</tr>
<tr>
<td>23 Trustees Fund</td>
<td></td>
<td></td>
</tr>
<tr>
<td>24 Accum Oper Surp./Def.</td>
<td>27 Accum Oper Surp./Def.</td>
<td>7,292.62</td>
</tr>
<tr>
<td>25Curr Yr Oper Surp./Def.</td>
<td>28 Curr Yr Oper Surp./Def.</td>
<td>(1,270.46)</td>
</tr>
<tr>
<td>26 Tot Operating Surp/Def</td>
<td>29 Tot Operating Surp/Def</td>
<td>6,022.16</td>
</tr>
<tr>
<td>27 Total Equity/Funds</td>
<td>30 Total Equity/Funds</td>
<td>103,292.56</td>
</tr>
<tr>
<td>28 Total Liabilities + Equity</td>
<td>31 Total Liabilities + Equity</td>
<td>120,752.82</td>
</tr>
</tbody>
</table>
### Profit & Loss Budget vs. Actual

#### January through December 2015

<table>
<thead>
<tr>
<th>Ordinary Income/Expense</th>
<th>Jan - Dec 15</th>
<th>Budget</th>
<th>$ Over Budg...</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Income</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Income</td>
<td>34,406.17</td>
<td>30,900.00</td>
<td>3,506.17</td>
</tr>
<tr>
<td>Pledges &amp; Plate</td>
<td>275,540.43</td>
<td>283,500.00</td>
<td>-7,959.57</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>309,946.60</td>
<td>314,400.00</td>
<td>-4,453.40</td>
</tr>
<tr>
<td><strong>Gross Profit</strong></td>
<td>309,946.60</td>
<td>314,400.00</td>
<td>-4,453.40</td>
</tr>
<tr>
<td><strong>Expense</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Administrative Ministry</td>
<td>61,433.47</td>
<td>60,110.00</td>
<td>1,323.47</td>
</tr>
<tr>
<td>Associates Benefits</td>
<td>1,410.07</td>
<td>1,500.00</td>
<td>-89.93</td>
</tr>
<tr>
<td>Caring Ministry</td>
<td>162.00</td>
<td>200.00</td>
<td>-38.00</td>
</tr>
<tr>
<td>Celebration Ministry</td>
<td>1,385.40</td>
<td>1,200.00</td>
<td>185.40</td>
</tr>
<tr>
<td>Clergy Ministry</td>
<td>5,699.39</td>
<td>6,750.00</td>
<td>-1,050.61</td>
</tr>
<tr>
<td>Facilities Ministry</td>
<td>17,692.33</td>
<td>15,900.00</td>
<td>1,792.33</td>
</tr>
<tr>
<td>Reach Ministry</td>
<td>51,666.10</td>
<td>52,672.00</td>
<td>-1,005.90</td>
</tr>
<tr>
<td>Rector Search</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Salaries</td>
<td>141,049.69</td>
<td>153,085.00</td>
<td>-12,035.31</td>
</tr>
<tr>
<td>Small Group Ministry</td>
<td>0.00</td>
<td>200.00</td>
<td>-200.00</td>
</tr>
<tr>
<td>Teach Ministry</td>
<td>764.86</td>
<td>1,350.00</td>
<td>-585.14</td>
</tr>
<tr>
<td>Worship Ministry</td>
<td>21,464.96</td>
<td>22,495.00</td>
<td>-1,030.04</td>
</tr>
<tr>
<td>Youth Ministry</td>
<td>488.78</td>
<td>500.00</td>
<td>-11.22</td>
</tr>
<tr>
<td>6999 · Reconciliation Discrepancies</td>
<td>0.01</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total Expense</strong></td>
<td>303,217.06</td>
<td>315,962.00</td>
<td>-12,744.94</td>
</tr>
</tbody>
</table>

**Net Ordinary Income**

6,729.54

Other Income/Expense

**Other Income**

7001 · Transfers from Restricted Funds 8,000.00

Total Other Income 8,000.00

**Other Expense**

80000 · Suspense Account 0.00

8001 · Transfer to Restricted Funds 16,000.00

Total Other Expense 16,000.00

**Net Other Income**

-8,000.00

**Net Income**

-1,270.46  -1,562.00  291.54
# Profit & Loss Budget Overview

January through December 2016

<table>
<thead>
<tr>
<th>Ordinary Income/Expense</th>
<th>Jan - Dec ...</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income</td>
<td></td>
</tr>
<tr>
<td>Other Income</td>
<td>48,500.00</td>
</tr>
<tr>
<td>Pledges &amp; Plate</td>
<td>289,600.00</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td><strong>338,100.00</strong></td>
</tr>
<tr>
<td>Gross Profit</td>
<td>338,100.00</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Expense</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative Min...</td>
<td>61,081.00</td>
</tr>
<tr>
<td>Associates Benefits</td>
<td>1,500.00</td>
</tr>
<tr>
<td>Caring Ministry</td>
<td>1,700.00</td>
</tr>
<tr>
<td>Celebration Ministry</td>
<td>1,200.00</td>
</tr>
<tr>
<td>Clergy Ministry</td>
<td>7,400.00</td>
</tr>
<tr>
<td>Facilities Ministry</td>
<td>16,000.00</td>
</tr>
<tr>
<td>Reach Ministry</td>
<td>51,946.00</td>
</tr>
<tr>
<td>Rector Search</td>
<td>19,000.00</td>
</tr>
<tr>
<td>Salaries</td>
<td>145,884.00</td>
</tr>
<tr>
<td>Small Group Ministry</td>
<td>200.00</td>
</tr>
<tr>
<td>Teach Ministry</td>
<td>1,100.00</td>
</tr>
<tr>
<td>Worship Ministry</td>
<td>30,589.00</td>
</tr>
<tr>
<td>Youth Ministry</td>
<td>500.00</td>
</tr>
<tr>
<td><strong>Total Expense</strong></td>
<td><strong>338,100.00</strong></td>
</tr>
</tbody>
</table>

| Net Ordinary Income      | 0.00         |
| Net Income               | 0.00         |