

WEST AVON CONGREGATIONAL CHURCH, UCC
2007 PLAN OF MINISTRY

(Approved at Congregational Meeting 1/21/07)

MISSION STATEMENT

As members of the West Avon Congregational Church, our mission is to reflect our faith in God and Jesus Christ by:

- **Accepting** the guidance of the Holy Spirit;
- **Learning and teaching**, joyfully, the word of God;
- **Loving**, in Christ's spirit, one another and those around us;
- **Giving** spiritual leadership in our congregation and our community;
- **Providing** an open, spiritual, compassionate, nurturing place of worship, learning and fellowship; and
- **Committing** ourselves and our resources toward making our world a more just, caring, peaceful place.

CHURCH PROGRAM

Deacons / Worship & Theology Ministry

The primary role of the Board of Deacons is to support the spiritual leadership to the membership of the church. This is done through handling all aspects of the regular worship services, planning and implementing special worship services to enhance the experiences of the congregation, and by providing leadership in questions of theology. The following plan will outline more in detail the intentions of the Board of Deacons for the coming year.

Regular Worship Services

- There will continue to be one worship service at 9:30 a.m. until the Board under the guidance of the Sr. Minister sees fit to revisit the feasibility of adding another one or changing the time of the existing one.
- Exploration regarding, the possibility of a contemporary worship service was not pursued in 2006 and may restart in 2007.
- There will be at least two opportunities for children to participate in the services monthly. One of those will be a children's sermon. The other will be a children's program of some sort, a song by the children's choir or another sermon geared for just the children of the church. Their participation is welcomed and encouraged.
- The Board of Deacons would like to work with the Board of Christian Education to encourage more participation of the older youth in the church and will continue to support enthusiastically Youth Sunday.
- The deacons will continue to provide for all aspects of the communion services which occur on the first Sunday of every month and at various other special services. During these special services, the deacons will decide the format of the communion as well, traditional or by intinction, depending on the anticipated level of participation and ease of set up.

- Deacons will oversee all aspects of the worship service including flowers and paraments for the table, folding of bulletins, and the acquisition of ushers and greeters for all services.
- Deacons will be responsible for notifying Affinity Storm Center in case of weather related closings.

Special Worship Services and Events

- The deacons will continue to provide enhanced worship services and handle all aspects of planning and implementation for the following:
 - Rally Day
 - Advent Workshop—to be coordinated with the flower committee.
 - The Hanging of the Greens—to be coordinated with the flower committee and CE.
 - Service of Hope and Light
 - Christmas Eve Services—services at 4, 6 & 10 pm.
 - Laity Sunday
 - Youth Sunday—to be coordinated with CE.
 - Children’s Sunday—to be coordinated with CE.
 - Palm Sunday—one service this year to be held at 9:30 with choir participating.
 - Maundy Thursday services--The Meal in the Upper Room again to take place in Fellowship Hall with the Seder foods and ceremony. The Tenebrae service and communion will be held in the Sanctuary.
 - Joint Good Friday Service with ACC which they will host in 2007.
 - Easter Sunday—deacons will coordinate the Sunrise Service which will be held at Sunrise with a light breakfast to follow. Regular services which will include the choir will be held at 9 and 11. Easter egg hunt will be coordinated by CE.

Music and Flowers

- The Board of Deacons will continue to take primary responsibility for coordinating the communication between the music committee and the BOD. A representative of the BOD will meet regularly to discuss music for services as well as music for special services and events.
- The Board of Deacons will continue to communicate with the flower committee when it involves special events such as the Advent Workshop, Hanging of the Greens and poinsettia and bulb displays during the holiday seasons.
- The Board of Deacons will request assistance with responsibilities such as silver polishing and other such tasks as it sees fit, from the Friends of the Deacon Board. Efforts will be made to assist, empower and recognize this group as much as possible.
- Every effort will be made to keep the Deacons’ Room in the Sanctuary and the storage spaces in the basement as neat as possible.

Communication

- The Board of Deacons will oversee signage outside the church to make sure all information is accurate and posted in a timely fashion.

- A monthly column called the Deacons' Corner will appear in the Courier, keeping people in the congregation informed about the activities of the Board of Deacons and attempting to keep the channels of communication open.

Theology/Spirituality

- It will be a primary responsibility to keep current on theological issues as they relate to our congregation and to our place in society. The BOD will work closely with the Sr. Pastor to answer questions of theology that may arise from time to time in our congregation. The board will analyze the feedback from the congregation regarding activities desired to increase the spirituality of the church. Based on that feedback the board will determine the appropriate next steps. This analysis may also include members of other boards, e.g. CE
- The BOD will consult with the Sr. Pastor regarding potential sermon topics.
- The board will continue to encourage spiritual growth in the congregation by sponsoring additional Lenten and Advent programs and seminars.
- Resources allowing for growth of faith will be reviewed and provided when needed.
- *These Days* will be provided for those wishing to have a daily Bible guide.
- The board will work with the Confirmation Class to review their Member Faith Statements.

Christian Education Ministry

The Christian Education Committee develops and provides Christian Education and fellowship opportunities for children, youth, and adults within the WACC community. Through these CE programs we will continue to build relationships with fellow church members, with people in the Greater Hartford community, and with people beyond our local area.

WACC employs a full time Christian Education Director, Bill Vibert, who is responsible for implementing this Plan of Ministry. The CE Board provides direction and assistance is recruited from friends of the Board and from the broader church community.

Church School

- The Church School teachers will help the children to build their relationships with God, with our church, and with each other. Each church school class will preferably have two teachers who can share the teaching responsibilities so that each teacher can sometimes attend the regular church service.
- Church school will be offered to children and youth age 3 through grade 7 after they are dismissed from the 9:30 worship service. On Communion Sunday, youth in grades 4 and up will remain in church throughout the service.
- *'Seasons of the Spirit'* will continue to be the curriculum for grades 2 thru 7. This curriculum follows the scripture readings of the church service. *'Seasons of the Spirit'* is also the curriculum H.S.S.S. (High School Sunday Series), and can be used for Adult Christian Education purposes. Other supportive resources will be used as necessary.

- Key learning goals have been developed for our children. For example, by grade 1, children will know the Lord's Prayer, by grade 5, the Ten Commandments, and also by grade 5 be able to find scripture passages in the Bible using the Table of Contents as a guide.
- Key milestones will be discussed with youth so they are aware of when they will receive First Communion and Confirmation. Children in the grade before reaching these milestones (Grade 3 and Grade 7) will attend these services so they are aware of and can anticipate these special events.
- We will encourage more regular attendance at church school by highlighting the lessons and special programs to children and parents. Personal phone calls or postcard mailings to families may be used.
- We will encourage the continuation of the Children's Sermon during services to be presented one or two times a month by the CE Director, the pastor or other members of the church.

Middle High PF and PF 7/5/6

These groups are led by Bill Vibert and parent volunteers with monthly meetings involving community outreach projects and our children interacting with other children from their church school and surrounding community.

- Outreach projects may include Christmas and Easter decorations for shut-ins, visits to local nursing home on Mothers Day, caroling during the holidays, playing Bingo on a Sunday afternoon.
- Social Activities may include overnights at Silver Lake, bowling, pizza and corn maze during Halloween.

Confirmation

8th graders will participate in a one year program of spiritual transition from childhood to young adulthood. Pastor Brian Hardee and Bill Vibert will share teaching responsibilities for the group that meets the first, second and fourth Sundays of each month. Joint oversight with the Deacons will continue to develop this strong program.

- Traditions that will continue include:
 - Regular meetings with the Senior Pastor
 - Visits and study of alternative faiths (Catholic, Lutheran, Islamic & Jewish)
 - Participation in Mission projects, Children's Sunday service and the Church's Christmas and Easter events
 - Attendance at the Annual Confirmation Retreat at Silver Lake
- The confirmation year will culminate with the confirmands sharing their Faith Statements with the Deacons and their welcome to the church as adults during Confirmation Sunday.

Teens for God (TFG) and High School Sunday Series (HSSS)

These groups are led by Bill Vibert and parent volunteers. TFG meets for a series of monthly events which are primarily socially-centered. Scheduled events during the year will build a strong fellowship for our Youth in grades 9 through 12. There is an Outreach

component as well. In this component TFG Youth plan and execute fundraisers for its annual mission trip during the month of March. These include:

- Super Bowl Sunday meal (Jan. or Feb)
- Student Stock Sale (January)
- April Mission trip dinner for congregation
- Car Hop (September)
- November spaghetti supper

HSSS is a program designed to support our youth with their spirituality. It currently meets 2 or more Sundays a month, under the small group bible study format, preparing our young adults for the following week's service.

- Through either or both programs, our Youth are also invited to take part in several other events and programs. This year these programs include:
 - **Partnering in Teaching** – Assisting in Sunday school classes.
 - **Face-To-Face Camp** – *For the 2007 calendar year only*, Face-to-Face Camp will not be scheduled, due to the National Synod that will be held in Hartford the last week in June. TFG Youth will again be involved in the planning, teaching, mentoring and supervision of the camp when it resumes again in June, 2008.
 - **Youth Sunday** – Youth in grades 9-12 prepare and lead the church service.
 - **UCC General Synod** – The 50th anniversary of the UCC brings Synod (our denomination's National Conference) to Hartford, providing a unique opportunity for our Youth to become involved with other UCC Youth at a National level.
 - **Future goals** include:
 - Expanding TFG's Outreach involvement to the greater Hartford community.
 - Working in cooperation with Avon High School and its substance abuse program, 'Community of Concern', CE hopes to provide more substance-free opportunities for WACC Youth with other churches in our local Avon area.

Adult Education

During the 2007 church year the CE Board plans to significantly expand program activities devoted to Adult Christian Education, with the creation of an Adult CE Advisory Board, consisting of 4 to 6 members of WACC. Together with the Board of Deacons, and the CE Board, the Adult CE Advisory Board will base its future activity on a survey that is to be completed by January, 2007. Some of the programs that are anticipated to continue are:

- **Bible 102** – Bible Studies for small groups, which are topically based. Offered for both an afternoon and evening session, the Bible 102 series will continue, basing its format on the successful Bible 101 format.

- Working with the Board of Deacons, the CE Board will explore the possibility of topical meetings with Pastor Hardee. Specifics of this type of program will be determined by the support of our congregation and current WACC resources.

Missions

CE will continue to develop relationship with those outside our church through a variety of mission projects.

For example:

- *'Heifer Project'*- Heifer is a nonprofit, humanitarian organization dedicated to ending world hunger and caring for the earth by providing livestock, trees, training and other resources to help poor families around the globe become more self-reliant. Children are asked to collect funds on a weekly basis and will track their progress toward purchasing a specific item(s), i.e. chickens and cows, for these nations. This project is currently being re-evaluated to ensure that funds are directed in an effective manner to those in need.
- Children will be asked to help fill grocery bags with kid-friendly food items for the Gifts of Love food bank (local charity), and other food banks in the greater Hartford area. This is done jointly with the Outreach committee.
- CE will encourage youth to participate in mission programs organized by other church groups (i.e. Milner School pencil boxes, Thanksgiving meal, and a book drive).
- CE will continue to join the Outreach Board in exploring new programs to reach out to the greater Hartford community through an extension of the relationship with Immanuel Congregational Church, which has been begun with Face to Face Camp.

Special Events

CE will organize or participate in several special events during the year. Traditionally these have included:

- *Youth Sunday*- Youth in grades 9-12 prepare and lead the church service.
- *Children's Sunday Service*- Pre-K-Confirmation with special attention and participation in the service from each class and from the Children's Choir.
- *Rally Day*- This church service in September is a traditionally held outdoors with special guest musicians. New Bibles are distributed to children in kindergarten, grade 2/3 and 8.
- *PJ Night*- Children in 1st grade and under share a special evening learning about the true meaning of Christmas.
- *Easter*: Shrove Tuesday Pancake Dinner, Maundy Thursday Meal in the Upper Room
- *Christmas*: Advent Workshop, Hanging of the Greens, Carol Sing.

Face-To-Face Camp

Due to the timing of the UCC Synod that will be held in Hartford during the third week of June, 2007, WACC will not offer Face-To-Face Camp for the 2007 church year. We will continue West Avon Congregational Church's long-standing tradition of jointly holding a 4-5 day summer camp with our partner, Immanuel Congregational Church in Hartford in June of 2008.

Library

The role of church librarian has been turned over to a Library Committee, and two members that will serve as librarians this year. This Committee will review the purpose and use of the library room itself as it seeks to streamline and update our current collections and practices.

Outreach

You are the light of the world. A city on a hill cannot be hidden. Neither do people light a lamp and put it under a bowl. Instead, they put it on a stand, and it gives light to everyone in the house. In the same way, let your light shine before men, that they may see your good deeds and praise your Father in heaven. (Matthew 5:14-16)

The role of the Outreach Board is to help fulfill our church's mission to the community, nation and the world. The Outreach Board allocates and directs disbursement of budgeted funds for missions, and facilitates personal involvement by the church members in mission work, evangelism, fundraising, and educational events related to mission giving and/or volunteerism. Our immediate goal is to identify key Outreach initiatives that are diverse, reflecting the diversity of our congregation, that inspire more members (adult and youth) to become involved. and that allow us to truly make a difference. Through these efforts, we attempt to do as Christ would have us do, and as best as we possibly can: to serve those less fortunate.

Key Initiatives

- Identify and match interest/talent/time of each board member to a particular mission. Fill lead and support roles. Look outside the board to complete any missing support roles.
- Identify four-to-five core local missions that are supported substantially on a financial giving, in-kind donations, relationship, and volunteer basis
- Add "legs" to existing missions programs in order to deepen our involvement and commitment to current missions that we support.
- Increase our involvement in and support of Hartford/urban missions.
- More hands-on projects involving more church members and youth
- Evaluate missions we would like to support financially and have a "wish list" should additional funds become available throughout the year.

- Have a plan of action to respond to crisis or emergency situations (Tsunami Relief, Hurricane Katrina, etc.). Last year we have established the Hurricane Katrina Task Force.
- Plan “Immersion Days” where the Outreach Board and any interested church members meet an area mission group on its own “turf” and spend a significant amount of time learning about what the group does. In this way we further our knowledge, commitment, and forge strong bonds with the local mission organization.
- Use of special collections to allow for financial contributions to select missions that we would otherwise not be able to fund, or believe to be under-funded within the current Outreach budget.

Organization & Communication

- Each board member will serve as a lead person and/or a support person for at least one core mission. Friends of the board may be called upon to fulfill a supporting role. This will give each mission leader a support person which is necessary to sustain assistance to each mission, and will allow church members to be involved in a particular mission of interest without having to join the board. Ultimately, this should foster greater involvement in Outreach service by more church members. We will do our utmost to match members’ time, talent and interest to each mission that Outreach supports.
- Courier/Bulletin Board: Outreach will spotlight a supported mission in its monthly column in the Courier and on the hallway bulletin board. This will build familiarity of each targeted mission among the congregation. We will also issue updates on results of current Outreach projects, as well as post notices of volunteer opportunities.

Global/National Missions We Support (either financially or in-kind)

- UCC - Basic Support/ “Our Church’s Wider Mission”
- Church World Service
- Heifer Project
- Haitian Health Foundation
- Medical Mission Trips
- Back Bay Mission, Biloxi, MS
- Central Congregational Church UCC, New Orleans, LA
- World Vision

Local Missions We Support (financially, in-kind, and/or volunteerism)

- UCC Connecticut Conference
- Farmington Valley Association
- Face to Face Camp
- Gifts of Love*
- Covenant to Care & DCF/New Britain*
- Christian Activities Council*
- Hartford Elementary Schools (Thanksgiving Dinner, school supplies)
- Interval House*

- Avon Social Services
- Hartford Area Habitat for Humanity*
- Hartford Center for Conflict Transformation
- Loaves & Fishes Ministry

*identified as core local missions that we will focus on in 2006-2007

Larger Efforts

- The Giving Tree at Christmas
- Thanksgiving Food Drive, Food Baskets, Thanksgiving Feast for Hartford Elementary School Children
- Furniture collection for Gifts of Love, Covenant to Care, and DCF
- Food Drives throughout the year
- Support of youth Relief Efforts
- Hartford Area Habitat for Humanity "Building On Faith" Work Project
- Hurricane Katrina relief efforts
- Walkathon for Hunger

Membership & Community Ministry

The goal of the community is to make sure that each member of the community is heard and is properly giving the gifts that they have brought to this world....Without the community, the individual is left without a place where they can contribute....When you don't have community, you are not listened to; you don't have a place you can go to and feel that you really belong. You don't have people to affirm who you are and to support you in bringing forward your gifts....Without the unloading of our gifts we experience a blockage inside, and this blockage affects us spiritually, mentally and physically in many different ways. We are left without a home, a home to go to when we need to be seen.

--Sobonfu Some
The Spirit of Intimacy

The Board of Membership will function as a vehicle for community in the congregation. It will foster the growth and development of the gifts of our members, both old and new, and will give members a safe and supportive place to use these gifts for their own benefit and growth and for the benefit and growth of the congregation. This board will seek to make members feel needed, wanted, loved and appreciated. It will continuously endeavor to open channels of communication and to foster caring relationships among the members of the WACC church family.

Membership

- The Board of Membership and Community (BM&C) will oversee the new members' classes and will work with the Pastor(s) or the congregation to educate and inform new members about our congregation and about the opportunities to share their gifts with the entire church family.

- Mentors will be assigned to help orientate new families to the church.
- Phone calls will be made on a regular basis to invite new members to participate in activities and special events in the church.
- The board will sponsor programs for people just beginning to explore membership in the church.
- Members will be divided into neighborhoods and a person or groups of persons assigned to care for each individual neighborhood. These people will take care of immediate concerns due to illness, job changes, moves, death or any number of unforeseen occurrences. Help might include, but will not be limited to, meals, rides, calls, letters/cards or referral to Pastoral Partners.
- Flower deliveries will be carried out during the Christmas and Easter seasons, in coordination with the flower committee.
- The BM&C will study past surveys of gifts, talents and interests of the individual members of the congregation and utilize the information to “plug” people into activities and volunteer tasks that they will enjoy.

Pastoral Partners

- BM&C will work together with the Pastors of WACC to facilitate the Pastoral Partners Program and to help arrange with training, support and recognition for this group.

Hospitality

- We will continue to sponsor weekly coffee hour after the church service and will support the chair of hospitality in the endeavor of finding volunteers to take on this responsibility.
- Environmentally friendly and socially-responsible coffee will be served in both decaf and regular varieties, collecting donations at coffee hour to off-set the costs of this decision.

Reception Committee

- There will continue to be receptions for funerals and for other special occasions as they might arise.
- The board will look into the possibility of acquiring new tablecloths for the tables in Fellowship Hall, so as to have some variety when hosting receptions.

Church History

- The BM&C will support the continued documentation and preservation of the church’s history.
- Programs about the church’s history will be encouraged so that all members can benefit from the knowledge of this dedicated committee.

Golf League, Women's Fellowship, Adult Fellowship, Family Fellowship

- The BM&C will encourage the activities of these important committees. It will encourage the planning and promotion of a wide range of activities that will appeal to all the varied groups in the congregation.

Prayer Shawl Ministry

- The BM&C will continue to support this vital ministry and encourage new membership and regular acknowledgement and appreciation of the members of this group.

Support of Community Organizations

- WACC will continue to provide charter support of Boy Scout Troop 274 and Cub Scout Pack 274.
- Working with the Deacons, WACC will maintain the Avon Health Ministry.

Miscellaneous

- The BM&C will encourage the full utilization of bulletin boards by boards and committees of the church.
- The use of nametags will be encouraged. Nametags will be sorted, alphabetized and updated.
- The idea of having a "Comment/Suggestion Box" will be visited.
- The BM&C will look into the feasibility (i.e., the cost) of offering at least one program during the year to support the lay leadership of the church and to help the lay leadership become more effective.
- Communication between boards and committees will be a central focus of this board.
- The Board will oversee the church's website and work with the web master to make sure it is continuously updated with basic information and activities.
- All activities of this board will be documented so that those who follow will have some history to aid them.

STANDING COMMITTEES AND THEIR RESPONSIBILITIES

Personnel

- See "Staffing Plan" below for specific information on staff positions.
- As with the Senior Pastor, the Personnel Committee is responsible for the spiritual well-being of the Staff at WACC.
- Personnel act as liaison or sounding board for all Staff employees who require direction/feedback during the year. This is in coordination with any Pastoral Relations Committees.

- Staff members are reviewed twice a year, usually once every six months; unless issues arise that need to be addressed prior to their next review.
- Personnel are responsible for the development of policy/procedures which directly affect the staff; i.e. disability and vacation policies most recently developed and implemented.
- Personnel are involved with replacement or addition of Staff as required.
- After employee reviews, Personnel are required to make recommendations to the Board of Trustees and Finance with regard to salary proposals for all employees affected by the Budget.

Nominations

- In the spring of 2006, the Nominations slate was put together by the Moderator and members of the various Boards and Committees. In 2007 we will reinstitute a Nominating Committee.
- Please see the attached slate for the proposed members of the various Boards and Standing Committees, and other representative positions of the Church.

Long Range Planning (LRP)

- In coordination with the other Boards and Committees of the church, LRP shall develop a Long Range Plan for the church which shall be reviewed annually, and updated as necessary, during the development of the Plan of Ministry for the upcoming year. The committee shall gather information pertinent to the long range future of the church and shall, from time to time, provide such information to the Church Council. The committee will survey, in whatever form appears appropriate, the congregation of the church to ascertain their interests and desires relative to the future programs of the church, shall report the findings from such surveys to the Church Council and the congregation, and shall incorporate those findings into the Long Range Plan. This current year, the Committee shall focus on formulating plans based on the information developed for the Local Church Profile.

Pastoral Relations Committees (PRCs)

- PRCs are in place for the Senior Pastor and the Transition Minister of Pastoral Care, and shall operate in accordance with the Constitution

STAFFING PLAN

The Church will have 2 full time and 7 part time employees during 2007. Please see the 2007 Annual Budget, approved at the 2007 Annual Budget Meeting, for details.

Full-time Employees

- Pastor - Brian Hardee will continue as Senior Pastor during 2007.
- Christian Education Associate – Bill Vibert will continue in this role during 2007.

Part-time Employees

- Transition Minister of Pastoral Care – Cindy Yee will continue in this role during 2007.
- Administrative Assistant – Marj Bender will continue in this role during 2007.
- Secretary – Maria Scarpa will continue in this role during 2007.
- Music Director – Kenneth Quesnel will continue in this role during 2007.
- Organist – Lois Pardue will continue in this role during 2007.
- Junior Choir Director – Jennifer Schweiger will continue in this role during 2007.
- Nursery Care Giver – Phyllis Kayan will continue in this role during 2007.

FINANCIAL / OPERATIONAL PLAN

Operating Budget

- Please see the 2007 Annual Budget, approved at the 2007 Annual Budget Meeting, for details.

Capital Budget & Plan

- A capital campaign for \$441,000 (approved at the May 2004 Annual Meeting) was launched in the spring of 2005 and will be continued in 2007 with the help of the stewardship committee.
- The plan for the use of the funds collected is consistent with that approved at the May 2004 Annual Meeting.

Stewardship

Stewards are caretakers responsible for God's gifts including the gospel, the church and its mission, the family, the whole human race and the earth. Stewardship will focus on one aspect of caretaking- raising money to support the mission of West Avon Congregational Church (WACC).

Responsibilities

- Understanding and upholding the mission spirit of WACC
- Setting financial goals that support the wider mission of WACC
- Educating the congregation about the broad meaning of stewardship as well as the importance of supplying money for the church's mission
- Choosing committee members who understand the church and appreciate its mission to participate in the solicitation process
- Creating the annual campaign plan details
- Directly obtain pledges from the members and friends of WACC via pulpit announcements, letter solicitations, personal visits, and telephone contact.
- Communicating the pledge results to the Finance committee and congregation at large
- Keeping records about pledges and provide details to the financial secretary
- Acknowledging pledges upon completion of campaign
- Maintaining sensitivities to privacy of financial commitments
- Evaluating campaign and document opportunities to improve process effectiveness

Specific objective for 2007

- The stewardship campaign objective will be established consistent with the anticipated future needs of the 2007 Plan of Ministry, Operating Budget and Capital Plan. In 2007 we will institute a more year round campaign culminating in December.

Endowment & Other Church Investments

- The management of the Endowment shall continue, consistent with the current investment policy, under the guidance of friends of the Board of Finance and Trustees.
- An investment policy for the church's funds outside of the Endowment will be drafted by friends of the Board of Finances and Trustees

Memorial & Other Special Gifts

- Memorial and other special gifts shall continue to operate, under the guidance of the Board of Finance and Trustees.
- Members and/or friends of the Board will consult with donors, receive funds and apply them toward the mission of the church, consistent with both donor wishes and church needs.
- A plan is being developed to simplify the memorial gifting process, by creating a handful of categories for donors to choose from.

Building Use & Insurance

- Continued use of the church building is anticipated by: Pine Grove Nursery School, Friendship Circle, Boy Scouts and Overeaters Anonymous. Please see the 2007 Annual Budget, approved at the 2007 Annual Budget Meeting, for details on income expected from any of these groups.
- Insurance coverage's will continue consistent with prior years. Please see the 2007 Annual Budget, approved at the 2007 Annual Budget Meeting, for details on cost.

Audit Procedure / Other Financial Policies, Procedures & Controls

- The newly gathered Audit Committee shall recommend procedures for an appropriate audit of the Church's books, records, policies, procedures and controls.
- No other specific policies, procedures and controls are included beyond those found in the Constitution and Bylaws.