



Committing Time and Talents to First Congregational UCC

Our ministries are carried out in by members who serve on commissions and a few ad hoc groups working with our small, dedicated staff:

Care of Parish Commission cares for our faith community through monthly potlucks, Sunday coffee hour, and support for seasonal events; organizing visits, cards and/or meal trains for members with special joys, sorrows, or illnesses; planning and facilitating special events including the Easter pancake breakfast, the Christmas cookie showcase, and memorial and wedding service receptions.

Christian Education Commission works closely with the Associate Minister to help the community grow in faith. We help develop Sunday School programming with the goal of helping each child develop an authentic relationship with God as they navigate their journey through life. We support planning for youth service learning trips in the summer. We foster an intergenerational community where children and youth have a strong sense of belonging to the larger church community.

Outreach and Membership Commission works closely with the Senior Minister to increase the visibility of the church through signage, social media and our website, while fostering an invitational culture to grow our membership. We contact visitors, host meetings with those interested in joining the Church or deepening their connection with us and help connect newcomers to members, aiding in the transition to membership and active involvement in the life of the church. We organize weekly teams of ushers to greet those who walk through our doors.

Social Action and Awareness Commission works closely with the Senior Minister to provide leadership in social action and justice. We recommend priorities for the congregation's involvement in issues of social concern; collaborate with the national and regional UCC initiatives; take a leadership role in coordination and advocacy; and provide educational opportunities for the congregation about these issues and priorities. Committees and ministries that fall under our Commission include: the Drop-In Center for youth, the Sanctuary Committee (focused on immigrant justice) and the Anti-Racism Committee.

Worship Commission works closely with the Senior Minister and the Director of Music Ministry to create weekly and special worship services, evaluate and develop themes for worship, and provide set-up and clean-up of the sanctuary. We encourage the involvement of lay persons in worship (newcomers and members representing a variety of identities with regard to age, race, gender identity, sexual orientation and ability); examine hymns, prayers, and other forms of liturgy and worship used at First Church for the purpose of enriching our worship experiences.

Finance Commission is responsible for the financial affairs of the Church. The Commission reviews monthly actual to-budget comparisons and recommends necessary adjustments to make sure the budget stays balanced. From early fall through January the Commission manages the budget development process for the following year (the budget is approved at the annual congregational meeting in late January) and is responsible for the stewardship campaign. The Commission, which includes the Treasurer, also reviews financial processes and procedures, to ensure efficiency and sustainability.

Investment Commission develops an Investment Policy for ratification by the congregation and manages the Endowment Fund, currently valued at more than \$6 million. The Investment Policy, ratified in May 2012, contains objectives for maintaining and/or increasing asset value in relation to inflation, growing the endowment, and providing reliable income for the Church's annual operating budget, as well as guidelines for asset allocation and diversification of risk.

Facilities Commission works closely with the Building Manager to develop and implement policies governing the management and use of the property of the Church. Renters include tenants in office space, weekly shared users, and numerous occasional users. The Commission seeks to find the right balance among the maintenance of the church building, the income expected from building use and, in coordination with Social Action and Awareness, using the building for mission.

The Council is comprised of Church officers (Moderator, Assistant Moderator, Clerk, Treasurer) representatives of Commissions and two at-large members. The Council meets monthly to discuss issues that affect the congregation beyond those considered in Commissions. It is also the place where Commissions report on their work to ensure coordination with the church calendar and communication.