

**First Congregational Church
United Church of Christ**

Of

Essex Junction, Vermont

2019 Annual Report



152nd Annual Meeting

Sunday, January 26, 2020

11:20 a.m.

Final Copy

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WARNING FOR THE ANNUAL MEETING
FIRST CONGREGATIONAL CHURCH OF ESSEX JUNCTION

January 26, 2020
11:20 A.M.

To the members of the First Congregational Church of Essex Junction,

GREETINGS IN THE NAME OF THE LORD JESUS CHRIST:

The Annual Meeting of the First Congregational Church of Essex Junction will be held in the Fellowship

Hall of the Church on Sunday, January 26, 2020 at 11:20 A.M. to act upon the following business:

- Article I:** To hear and act upon the reports of the Church Officers, Committees and Recognized Groups of the Church.
- Article II:** To act and vote upon the proposed budget for 2020.
- Article III:** To elect all church officers and committees required by the by-laws of the Church and others as may be necessary.
- Article IV:** To review and vote on proposed changes to the Church by-laws.
- Article V:** To give authorization to the Finance Committee to borrow money and sign notes pledging the credit of the Church, if needed, to meet the current expenses of the Church.
- Article VI:** To transact any other business which may properly be brought before this Annual Meeting.

On behalf of the Church,

Alison Wermer, *Church Clerk*

AGENDA FOR THE ANNUAL MEETING

Call to Order.....Carl Wermer, President

Opening Prayer by Rev. Josh Simon, Associate Minister
The Appointment of a Parliamentarian
Annual Meeting & Robert's Rules of Engagement

Declaration of Quorum.....Alison Wermer, Clerk

Church Membership Recognition.....Rev. Mark Mendes / Rev. Josh Simon

Recognizing Five Year Increments of Membership
Recognizing our 50 Year Members: Joe and Ann Wells
Honoring Our 50 Year Plus Members
The Necrology Report and a Moment of Silence

Staff Reports.....Doug Ovitt: Church Administrator
Carol Spradling, Music Director
Laurie Chipman: Christian Education Director
Rev. Josh Simon: Associate Pastor
Rev. Mark Mendes: Senior Pastor

ARTICLE I: To hear and act upon the reports of the Church Officers, Committees and Recognized Groups of the Church.

ARTICLE II: To act and vote upon the proposed budget for 2020.

ARTICLE III: To Elect all Church Officers and Committees required by the by-laws of the Church and others as may be necessary.

Recognition of Service for Volunteers Finishing Terms....Maureen Evans [VP]
The Slate of Officers and Committee Members
Presented by Barb Smith: Chair of the Nominating Committee

ARTICLE IV: To review and vote upon all changes to the Church By-laws.

ARTICLE V: To give authorization to the Finance Committee to borrow money and sign notes pledging the credit of the Church, if needed, to meet the current expenses of the Church.

ARTICLE VI: To transact any other business which may properly be brought before this Annual Meeting.

Closing Prayer.....Rev. Mark Mendes

ANNUAL REPORT OF THE CHURCH CLERK

Active Membership as of January 1, 2019: **431**

Received by Letter of Transfer	4	Removed by Death	6
Received by Rite of Confirmation	7	Removed by Letter	10
Received by Reaffirmation of Faith	1	Removed by Request	4
Reactivated by Deacons	<u>0</u>	Moved by Deacons to Inactive or Affiliate Member	<u>12¹</u>
Total Added:	13	Total Subtracted:	32

Active membership as of December 31, 2019:	412
Inactive membership as of December 31, 2019:	170
Non-member participants (adults & youth):	264 ⁵
Total members/participants:	849

SERVICES

Communion:	27 ²		
Regular:	80 ³	Weddings:	0
Funerals:	7	Off Site:	0
		Special/Holiday:	22
		Baptisms:	8

MEMBERS RECEIVED

Pam Blake	Robert Muery	Paula Sargent
Ralph "Rusty" Sargent	George Beach	Gretchen Owens ⁴
Edward Owens	Jessica Wisloski	

COVENANT MEMBERS LOST BY DEATH

Charles Thomas West	Harold Bergeron	Alberta Martha Reed
James "Jim" W. Gray II	Nancy Hunt	Mary Elizabeth "Beth" Terry

Notes

1=Pending review

2=Includes Saturday, Sunday, and Special Services

3=Includes Regular Sunday (8:30am and 10:15am) and Summer Sunday (9am) services.

4=Reaffirmation of Faith

5=Includes active non-members (84), children (98), staff (4), and affiliate members (60), and non-member youth (18)

(These numbers, notes, and names were compiled by Doug Ovitt, Church Administrator)

ANNUAL REPORT OF THE SENIOR PASTOR & PASTOR'S DISCRETIONARY FUND

What an incredible year 2019 has been in the life of our church. As we reflect on the year, just envision what impact the following initiatives will have for our future.....

- ❖ A New Small Intimate and Successful Saturday afternoon Worship Service
- ❖ Expanded Night for Food Pantry Distribution [Giving More People Food]
- ❖ Newly Envisioned Thrift Shop w/ Expanded Hours & the Highest Income Ever!
- ❖ A Brand New Parking Lot
- ❖ New Windows Everywhere, including the Historical Windows in the sanctuary
- ❖ A New Parsonage Driveway
- ❖ A Building Addition with a New ADA Bathroom & Worship Storage Closet
- ❖ Increased Numbers in BOTH the Junior and Senior High Youth Groups
- ❖ Receiving a Homeland Security Grant of \$ 47,809 to Make Our Facility Safer
- ❖ The Highest Attended Vacation Bible Camp Yet
- ❖ Increased Faith Formation Numbers and Volunteers
- ❖ Our C.E. Director Embarked on an Educational / Fact Finding Trip
- ❖ Newly Refurbished Organ
- ❖ Brand New Church and Thrift Store Signs
- ❖ Beginning Work on a Newly Plastered and Painted Sanctuary
- ❖ Raising Newly \$ 1,000,000 to Upgrade Our Building & Grounds for FUTURE
- ❖ The Celebration of and Re-Introduction of Our Currier Bell Choir
- ❖ An International Mission Trip to Jamaica that Changed lives: There and Here!
- ❖ Establishing a New International Mission Trip to Puerto Rico
- ❖ The Successful Transition from CPEC to a new Child Care Center
- ❖ Hiring a New Church Administrator and Nursery Worker to Complete Our Staff
- ❖ Averaging over 20 people for our Tuesday Morning Sermon Talkback Group
- ❖ Fellowship Hour Rocks with Great Food and Conversation Every Sunday
- ❖ Newly Created Large Meeting Area / Chapel for Faith Formation Gatherings
- ❖ Newly Refurbished Youth Room

Each of these newly initiated activities, gleaned facts or achievements display that we are not only an active church but one that keeps looking for new and different ways to spread Christ's gospel of love within our membership, our wider community and the world. So much of the physical plant work that has been accomplished due to the generosity of hundreds of people and the hard work of dozens more will enable our church to be well positioned to meet the ever growing needs of our many and varied ministries for decades to come.

And that is just the new programs. In addition to the aforementioned activities and projects occurring, the following programs and facts continue to promote the idea that First Church remains a strong, vibrant and healthy faith community. Did you know that

- ❖ One of the Largest Faith Formation Programs in the Vermont Conference
- ❖ The UCC Church with the Highest Worship Attendance in Vermont [2018]
- ❖ One of Two Churches in the State with Two Full Time Pastors
- ❖ A Food Pantry that Distributes 75,000 pounds of food in 2019
- ❖ We Open our Facilities to over 20 Outside Groups

- ❖ We sponsor Multiple Scout Groups including the oldest one in Village
- ❖ We Have the Oldest A.A Group in Town
- ❖ We have 6 Incredible Musical Groups that Give Glory to God and Joy to Hearts
- ❖ Half of Our Members / Friends Volunteer in Some Way to Make the Church Run
- ❖ Newly Painted Faith Formation Rooms and Hallways
- ❖ Our church gave to the wider community \$ 62,261 or 14.6 % of Our Budget
This does not include many outreach programs that are non-financial!
- ❖ Creative Faith Formation Programs: Hands on Mission & Spiritual Friends

Our Church remains one of the healthiest, most active faith communities in the state of Vermont. Our music, our mission, our worship services, our outreach to the wider community, our concern and advocacy for the poor and oppressed, our Open and Affirming stance, our continuing commitment to uplifting people in other lands, our leadership within the Champlain Association and the Vermont Conference of the United Church of Christ, our commitment to social justice, our partnership with community groups and non-profit organizations, our reaching out to other churches and religious traditions.....all of this and more attests to the First Congregational Church of Essex Junction being a good place to belong and work together with like minded folks to make our church and the world a better place in which to live.

And all of this is true because of our members. First of all, thank you to those who make the commitment to come to church on a regular basis. It is not in vogue these days, but a well attended worship service pulses with the life and energy of every single person present and helps the preacher and musicians preach and play with more passion and spirit. Second, thank you to the two hundred plus people who volunteer in all sorts of ways to make this place hum with activity and purpose. Working with all of our committees, recognized groups and church officers is one of the great blessings of church work. You all have done such great work this year. Special thanks to our President Carl Wermer who has spent countless hours as our president this past year trying to herd this unruly herd of cats and Maureen Evans our Vice President who tried her best to keep us all centered and moving forward. Third, thank you to all of you who give of your money to support the many ministries of this church. Giving both to the capital campaign AND the yearly expenses is a tribute to your commitment to and investment in all the good work we do here and the community that loves and supports each other. Our ministries are only limited by the constraints of financial realities. However, with such a vibrant and active church, I am convinced that our future is strong and our ability to overcome these temporary financial issues is assured.

Finally, let me end my report by saying what a joy it is to work with such an outstanding staff. Laurie, Carol, Josh, Doug, Kul and Kelsey are all tremendous assets to our church and ministry. Each have such faith and talent that it humbles me each day to work beside them to make this community a good place to live and do ministry.

[Continues on next page...]

**First Congregational Church
Income and Expense Statement
PASTOR DISCRETION FUND 02, January 2019 - December 2019**

INCOME	4000	
Transfer from Pastor Fund	4031	\$ 1,000.00
		\$ 1,356.07
TOTAL INCOME		\$ 2,356.07
EXPENSES	5000	
ADMINISTRATIVE EXPENSE	5400	
Emergency Utility	5402	\$ 2,273.94
Emergency Food	5403	\$ 100.00
Miscellaneous	5406	\$ 748.15
Bank Charges	5420	\$ 35.00
TOTAL EXPENSES	5400	\$ 3,157.09
EXCESS INCOME/EXPENSES		\$ (801.02)

**First Congregational Church
Balance Sheet
PASTOR DISCRETION FUND 02, January 2019 - December 2019**

	2019	2018
ASSETS		
BANK ACCOUNTS		
CHECKING ACCOUNTS		
	\$ 251.24	\$ 1,052.26
TOTAL ASSETS	\$ 251.24	\$ 1,052.26
NET ASSETS	\$ 251.24	\$ 1,052.26
TOTAL EQUITY	\$ 251.24	\$ 1,052.26
TOTAL LIABILITIES AND EQUITY	\$ 251.24	\$ 1,052.26

Humbled by the opportunity to partner with you in ministry, I am

Yours in Christ,

Mark Mendes, *Senior Pastor*

ANNUAL REPORT OF THE ASSOCIATE PASTOR

2019 was a long year for me. I had personal difficulties with health and passing of my grandfather. The church supported me fully and showed the power of being in relationship and community. I will always be grateful for your help and support this year. No amount of words or praise can express my feelings completely.

The first part of the year proved difficult with High School Youth Group. We rarely had enough youth to make meeting worthwhile. Instead, I increased my attendance at plays, musicals, and sporting events when I was feeling well enough to do so. The second half of the year saw an increase in HS youth participating and inviting their friends to join us.

The year ended stronger and healthier than the beginning. The move from the Sanctuary to Fellowship Hall went smoothly. Many people came out to help us prepare the Sanctuary for scaffolding, plastering, and painting. We continued to hold our monthly Saturday worship service and continued to hold engaging and power worship experiences on Sunday morning. I attended most committee meetings for the Deacons, Trustees, Christian Education, and Missions. In 2020, I plan to be more involved with Stewardship.

January

When I was on vacation in Wisconsin, I was hospitalized for an obstruction related to my Crohn's. I started attending a monthly peer support group for clergy who are in serving their first church. I have enjoyed attending each month for support from my peers in the UCC in Vermont. Started working on the Quality Youth Development (QYD) Steering Committee to help Essex and Westford become a certified QYD Community. We started to receive contribution to the youth ministry account from folks giving us their bottles and cans for redemption. John Wermer and Hannah Tracy hosted a young adult gathering.

February

We brought back Holy Spirit Café back. We had a conversation on music. High School Youth Group did not have enough youth participation. I went to the Vermont Housing and Conservation Coalition's annual advocacy day at the state legislature to advocate for affordable housing.

March

At the beginning of the month, I was hospitalized for obstruction related to my Crohn's. I was hospitalized for a week. I was very happy to have members from the church come and visit me while I waited for the obstruction to end. I saw the power of our community when you all supported me during this moment and later for surgery.

Holy Spirit Café talked about environmental justice.

April

High School Youth Group had one event where there were enough high school students. We went to Spare Lane. The Tuesday after Easter, I had the first of two surgeries. While in the hospital, I learned that my grandfather was unexpectedly hospitalized. I would a week later fly to Wisconsin where I would be until the end of May.

May

Recovering from surgery and with my family as we celebrated and mourned the unexpected death of my grandfather.

June

I returned to church following my time in Wisconsin. I am appreciative of the post it notes of well wishes and welcome back that I receive upon my return to the office. I led Wednesday Night Searchers in watching *When They See Us*, a dramatic portrayal of the Exonerated Five.

July

Again, we had another successful Broadway Musical Sermon Series. I led a Christian spiritual practices class every Wednesday.

August

In August the affordable housing group I was working with decided to create a name. I attended Vermont Interfaith Action's affordable housing coalition meetings. I helped with the Vacation Bible Camp that Laurie organized and led. This year I was the camp's opening and closing leader as Space Commander Josh. I worked with a Cub Scout on Faith and Me, a Boy Scout program that covers faith topics. I went on vacation at the very end of August to Canada. I had dinner with upcoming 9th graders to discuss youth group and ideas that they had. It proved to be successful and led to greater participation in High School Youth Group.

September

High School Youth Group started at Get Air. We had seven youth participate—three of whom were invited by our youth. Junior Youth Group met twice a month. Interfaith Pride Service at UVM's Interfaith Center. I was a member of the planning committee. My grandma and aunt were warmly welcomed by everyone.

October

High School Youth group went to Sam Mazza's Corn Maze. We had eight youth participate. Junior Youth Group met twice a month.

November

Before Thanksgiving I hosted LGBTQ+ religious/spiritual leaders from around the state for lunch and conversation. We plan to meet again in 2020. Junior Youth Group met. Christmas Pageant Rehearsal began. I helped cheer the youth on as they rehearsed.

December

Coordinated and organized the move from worshipping in the Sanctuary to Fellowship Hall.
Outside Groups: Vermont Interfaith Action, Eastern Chittenden Affordable Housing Coalition, Interfaith Pride Service, Vermont Housing and Conservation Board, Cooperative Christian Ministry Board, Quality Youth Development Steering Committee

PRESIDENT & COUNCIL UPDATE

In November I was at a local business asking for a donation to the silent auction. The owner was not exactly sure who we were but an employee cheerfully stepped in to let them know that we are the Church that hosts the food pantry. In December, someone I was talking to found out I attend the Church and made a point to share their appreciation for both our support of Brown Bag and Mark's positive relation with the attendees there. These events are not only reminders about how we serve the community, but also that improvements to our facility, like our new parking lot and ADA bathroom, are needed for us to continue as an inviting, friendly and safe location for both our members and our community. We can all be proud of our Capital Campaign and of the people who have managed to get all the extra work planned, scheduled, coordinated and executed.

Getting big things done is complex and even more so when groups with different needs and expectations are involved. Issues are brought to Church Council when they are large enough that they require review and input from more than one committee but are not of the scope where a congregational meeting is required. For questions like, "when do we shut down the sanctuary for 2 months?" , Council plays a key role in making a final decision. We first get input from those running a project and doing the work. We hear from representatives of committees and staff affected by any decision; we ask questions and discuss the choices. After this, we approve a proposal or ask for additional work. The goal is to represent the shared interests across the congregation and benefit from the input of experienced leaders. What we reviewed in 2019 includes: rental decisions and lease changes, numerous aspects of the capital campaign plans and status, several updates to church documents, CE plans for classroom space changes, planning and coordination of services in the Fellowship Hall (with thanks to Josh Simon for taking the lead), regular committee reports, the proposed Spruce up team, work on a new Church logo and our new Church sign. We reviewed the proposed 2019 budget before the Annual meeting last January and we will have reviewed the Finance committee's input for the 2020 budget before the Annual meeting.

We approved proposed updates to the church bylaws, and these will be voted on at the Congregational meeting. The ad hoc Bylaw committee members were Mark Mendes, Josh Simon, Ann Gray, Mark Chadurjian, Terri Livak and I. The "Rationale Document" from Mark Chadurjian that has already been handed out is the best summary of what was changed and why.

HRC made an update to the Church Personnel Policy giving the Sr. Pastor full authority to decide if the Church should be shut down for weather or other conditions. It also affirms staff's ability to decide if their commute is safe and the Sr. Pastor's responsibility for making sure that staff work, and work hours are covered appropriately in either case. HRC has oversight.

My term as President ends at this annual meeting. Thank you all for help and support I received during these two years and for all the work that you have done in this time. Whatever challenges we face, this Church has a deep reserve of skilled and committed people that we can rely on to lead us in the years ahead.

Carl Wermer, President

ANNUAL REPORT OF THE PASTORAL RELATIONS COMMITTEE

The PRC seeks professional growth and well-being of the Pastors and the promotion of mutual ministry between the Pastors and the congregation. PRC identifies and supports the needs and concerns of the Pastors, and supports and maintains an open and productive relationship between the Pastors and members of the Church by facilitating communications between the Pastors and members. Although we intend to meet four times per year, in 2019 we met 3 times.

As an advisory group the committee shares ideas, dreams, hopes, expectations, and concerns of the congregation with the pastors. As support for the pastor, the committee interprets roles, functions and needs of the pastor to the congregation. The Committee members can receive information in confidence and the meetings will ordinarily be closed unless the PRC would like to invite someone to attend.

Members of the 2019 PRC were: Riley Elliott, Julie Leach, Stephanie Fields, Carolyn Antone, and Chairperson: Maureen Evans

CAPITAL CAMPAIGN UPDATE

Our Home, Our Future, Our Time...

2019 was an extremely busy and exciting year for the Capital Campaign as we completed several major campaign projects. The Campaign was approved by the congregation in January 2018, with active fundraising occurring between February and June 2018. Implementation of the projects began in August 2018 with the asphalt roof replacement and slate roof repairs.

Parts of our building were “under construction” for much of 2019, and we recognize the tremendous amount of time and thought and care that went into planning and overseeing each and every project. We have a beautiful new parking lot, with improved drainage and a smooth surface without all of the cracks and potholes. We removed the oil storage tank beneath the old vestibule and replaced the parsonage driveway with new pavers. We have a beautiful new two-story addition featuring a more accessible vestibule entrance and a new ADA bathroom near Fellowship Hall. The addition also includes a storage area for worship supplies on the second floor near the Sanctuary. The first phase of organ maintenance and repairs are complete. The remaining non-historic windows throughout the building were replaced with new energy-efficient windows. And we now have beautiful, easy-to-see signs welcoming people to our church and thrift shop.

Over the summer months, old tile in the preschool wing was removed/abated and new floors were installed. Although this was a stretch goal project, there was a unique window of opportunity to do the work because the school was closed for several months due to a change in ownership. The new floors have given that space a huge facelift, and we hope this investment will enhance the church’s ability to continue generating good revenue for many years to come.

In October 2019, we received a \$47,809 federal grant to enhance security at our church. The grant will pay for new exterior lights in our parking lot, new door locks so that classrooms/offices can be locked from within, new keyless door locks for exterior doors, and a new security system that will allow us to better control/monitor access to the building. These improvements will be implemented before October 31, 2020.

The Sanctuary Restoration Project began this summer, when our beautiful historic sanctuary windows and shutters were removed so that they could be completely stripped, restored and repainted off-site. The windows and shutters (now painted white) were re-installed this fall. The next phase of the Sanctuary Restoration will begin January 1, 2020 when scaffolding will be erected and the entire plaster ceiling will be removed and replaced. The Trustees determined that this would be the most cost-effective option. With some routine maintenance, the ceiling should last another 100 years. While the plaster on the ceiling cures, plaster walls in the sanctuary and narthex will be patched. Once the plaster work is done, the walls, ceiling and trim in the sanctuary (including pews!) and narthex will receive a fresh coat of paint.

All this in ONE YEAR!

Campaign Finances:

We are now halfway through the 3-year pledge period (which ends July 1, 2021).

As of December 31, 2019, the Campaign has raised \$957,739.35 in pledges, of which \$782,658.53 has been received to date. *We have also received an additional \$47,809 from the federal grant (restricted for security projects), and \$18,500 in maintenance reserve funds that were allocated from the endowment and Trustee budget carry-over in 2018.* The Campaign far exceeded the initial base goal of \$822,000, and we are moving ever closer toward our stretch goal of \$1.09 million. We continue to accept new gifts for the campaign to help us “fill our heart” and reach that \$1.09 million stretch goal.

125 people have paid their pledges in full, allowing us to avoid bridge loan financing up until now. We will need a bridge loan in 2020 in order to complete the sanctuary restoration work. This expense was included in the original budget.

Campaign expenditures total \$716,393.35. This includes \$614,673.89 for projects, \$77,419.79 for project management/design, \$4,848.68 for administrative expenses, and \$19,450.99 for Full Harvest Fundraising LLC, our campaign consultants.

Despite competitive bid processes and best efforts to control costs, we have found that many of the projects are costing more than we originally budgeted. Part of this is due to the fact that we are updating a very old building and construction in Vermont is expensive. In the case of the parking lot, the initial “ballpark bid” used to develop the campaign budget did not include all of the re-grading and drainage site work that needed to take place. As a result, we do not have enough pledges to complete as many projects as we had hoped.

The Campaign Steering Committee is currently working with Trustees to secure more accurate estimates for remaining “main goal” projects: the kitchen, the Marvin Lounge insulation and bathroom project, and renovation of the two downstairs bathrooms. We are responding to concerns about the original design of the Marvin Lounge bathroom project, which would have disrupted the meeting space by locating the bathroom entrance inside the Marvin Lounge. We are also re-evaluating cost estimates for the remaining stretch goal projects, including re-doing the Church Street entrance and replacing the remaining tile in the administrative wing.

Once we understand ALL of the projected expenses for remaining projects, then we will recommend next steps and priorities to Church Council before March 31, 2020. Our goal is to complete as much of the main goal projects as possible given available funds.

As we reflect on 2019, we want to thank everyone for supporting the Campaign, and we celebrate the incredible work that has been accomplished to date. We have seen people step forward in ways big and small to make all it all happen...meeting with contractors and project managers, helping landscape around the new signs, painting hallways, moving all of the preschool furniture/supplies into storage, clearing out the sanctuary in preparation for the plaster project...and so much more! Thank you!

We pray that **Our Home** continues to provide a warm and welcoming and caring community for you and your loved ones, that you are excited and hopeful for **Our Future**, and that you share our gratitude that **Our Time** together on this Campaign will strengthen our church for many years to come.

Respectfully Submitted,
Kaki McGeary and Dave Johnson, *Capital Campaign Committee Co-Chairs*

**[Capital Campaign
Income & Expense Statement
follows on the next page...]**

First Congregational Church
Income and Expense Statement
CAPITAL CAMPAIGN CC, January 2019-December 2019

		2017	2018	2019	Total
INCOME					
CONTRIBUTION INCOME	4010				
Pledges	4030	\$ 51,247.37	\$ 549,408.46	\$ 182,047.70	\$ 782,703.53
					\$ -
TOTAL INCOME		\$ 51,247.37	\$ 549,408.46	\$ 182,047.70	\$ 782,703.53
EXPENSES					
BUILDING MAINT CHURCH	5600				
Repairs/Maintenance	5740	\$ -	\$ -	\$ 750.00	\$ 750.00
Routine Maintenance	5745	\$ -	\$ -	\$ 39.90	\$ 39.90
Subtotal Building Maintenance	5700	\$ -	\$ -	\$ 789.90	\$ 789.90
BUILDING MAINT PARSONAGE	5900				
Capital Exp - Parsonage	5941	\$ -	\$ 8,466.66	\$ 16,933.34	\$ 25,400.00
Subtotal Building Maint Church	5600	\$ -	\$ 8,466.66	\$ 17,723.24	\$ 26,189.90
Subtotal Expenses		\$ -	\$ 8,466.66	\$ 17,723.24	\$ 26,189.90
CAPITAL CAMPAIGN	6800				
CAP CAMPAIGN ADMIN	6805				
Consultant expenses	6806	\$ -	\$ 19,450.99	\$ -	\$ 19,450.99
Admin expenses	6807	\$ -	\$ 4,723.50	\$ 125.18	\$ 4,848.68
Planning exp	6809	\$ -	\$ 56,326.50	\$ 21,093.29	\$ 77,419.79
Subtotal Cap Campaign Admin	6805	\$ -	\$ 80,500.99	\$ 21,218.47	\$ 101,719.46
ROOFING	6815				
Roofing exp	6816	\$ -	\$ 57,407.23	\$ -	\$ 57,407.23
WINDOWS	6820				
Window expenses	6821	\$ -	\$ -	\$ 88,589.42	\$ 88,589.42
SANCTUARY RESTORATION	6830				
Repair - paint	6831	\$ -	\$ -	\$ 809.74	\$ 809.74
Organ maintenance	6832	\$ -	\$ -	\$ 9,570.00	\$ 9,570.00
Subtotal Sanctuary Restoration	6830	\$ -	\$ -	\$ 10,379.74	\$ 10,379.74
GROUNDS	6840				
Parking lot	6841	\$ -	\$ -	\$ 200,838.00	\$ 200,838.00
ADA bathroom / entry impr	6843	\$ -	\$ -	\$ 195,548.04	\$ 195,548.04
Church signage	6845	\$ -	\$ -	\$ 7,433.00	\$ 7,433.00
Subtotal Grounds	6840	\$ -	\$ -	\$ 403,819.04	\$ 403,819.04
KITCHEN RENOVATION	6850				
Kitchen renovations	6851	\$ -	\$ -	\$ 1,172.19	\$ 1,172.19
STRETCH GOALS	6870				
Asbestos abatement	6871	\$ -	\$ -	\$ 27,116.37	\$ 27,116.37
Subtotal Capital Campaign	6800	\$ -	\$ 137,908.22	\$ 552,295.23	\$ 690,203.45
TOTAL EXPENSES		\$ -	\$ 146,374.88	\$ 570,018.47	\$ 716,393.35
EXCESS INCOME\EXPENSES		\$ 51,247.37	\$ 403,033.58	\$ (387,970.77)	\$ 66,310.18

ANNUAL REPORT OF THE CHRISTIAN EDUCATION DIRECTOR

Wow! What a year! 2019 will forever be for me the year of travel, new beginnings, rebirthing of space and seeing how much life my journeys brought to all of you here at FCCEJ. Many thanks for all the support you showed to me before the trip with all the planning, while I was away and when I returned. These three trips took me to CT for almost two weeks visiting six vibrant UCC churches, to MA for a long weekend to see three churches, back to make a Zoom call to NC church and then off to the west coast to visit a vibrant church in OR and four more in WA. I met so many wonderful people along the way and have stayed in touch with many of them. Traveling to CT and MA with Jennifer Smith, CED from Middlebury Congregational, was priceless. We met wonderful church staff and congregations and having the west coast adventure of being snowed in at the pastor's home in Eugene, OR with many long great conversations. January, February & March all flew by fast! By the time we got to April my research report was out and there was an energy building that was tough to hold down. I absorbed so much and many thanks to all of you who volunteered and stepped up in my absence to keep our programs running smoothly. Hats off to our Christian Education Committee for their support and the key role they took on.

I reported back on my travels with a PowerPoint presentation to the CE committee first and they then jumped in feet first with energy and excited to make some physical changes to our program space. The old Youth Lounge on the 2nd floor was emptied of all the old furniture and the air hockey and fuzzleball tables moved up to the 3rd floor to a new Youth Room. That Youth Room was repainted, new furniture purchased, we added a mini frig, a white board and put mini white lights around. Our youth are thrilled with their new space! Other groups who have used it are enjoying it too. The 3rd floor hallway was given a fresh new coat of paint and after the new windows were installed on the 2nd and 3rd floor rooms (thanks to Capital Campaign funds), the new large room on the 2nd floor was painted (currently being called the Program Room) along with fresh paint to the 2nd floor hallway, the PreK room and the Kindergarten room. A new rug was purchased for the PreK room brightening up the space. New signage was put outside the rooms (an idea I brought back from my travels). We have had so many wonderful comments on the new clean look to the rooms. Our Nursery room also got a fresh coat of paint (it had been 10 years) and it was done in time to welcome Kelsey Carpenter, our new staff person. Kelsey is a great addition to our Nursery program, and we are so pleased she is with us. I somehow found time to paint the big bookshelf in my office and the trim work.

Pastor Josh and I did a survey out to families this year that helped us with our fall planning of programs. Many thanks to all the parents who took the time to answer the survey and submit your comments. It was all greatly appreciated. Please don't ever stop sharing with us how you think the programs are going. We always want to hear from you.

We have had another year of growth. The number of children and youth on our list for Nursery up through 8th grade moved up one to 98. We continue to be a bright witness in our community and several of our new families this year were invited by you, 5 new families bringing with them 7 new children and youth. Our members and regular attending families added 4 new young ones to our Nursery, bringing the total number of new children added to the nursery through 8th grade programs to 11. Our active number of children and youth moved back up to 78. Our nine-month attendance average dropped slightly to 30. Many of our families attend seasonally due to sports and other obligations. We continue to seek ways to reach out to all of you and be a resource for you to grow in your faith. Let us remember that many of our new families who come to us find us in different ways, but most popular this year is by word of mouth and

face to face invitations. Bringing a friend to church can be the gift that keeps on giving. These families keep coming back because of our theology, that all are welcome here in this place no matter who you are or where you are on your journey. Let us continue to be a bright and loving witness to families, our community and all who we meet.

In the fall I changed my email communications with volunteers to sending out a weekly email to everyone all together, which keeps everyone up on the latest, instead of sending out separate emails to the different groups of volunteers. Our number of volunteers moved up slightly from 40 to 42 this year. We continue to write our own curriculum for PreK, Kindergarten and this fall we started also writing for first and second grade peer group thanks to input from our volunteer leaders. Our third through eight graders continued using the lectionary-based curriculum of Feasting on the Word. Pastor Josh and I continued to take turns leading this group as well as co-lead the Junior Youth program. We believe it has helped us to see a growth in our Junior Youth program. This year we had 24 fifth through eighth graders actively participating in JY (up from 18 the year before), with an average this fall of 10. This group held the majority of the Christmas pageant roles again this year, along with two of our high school freshmen. We added an overnight to the JY calendar in September and another planned for January to help us build community. Two junior youth brought friends this fall. JY meets twice a month and they were also a large part of our youth helpers at VB Camp. A big shout out to their parents who encourage and support them with their attendance and help with snacks and meals for youth time.

Our Spiritual Friends program on the first Sundays of the month continues to change and evolve. I continue to listen for feedback of our programs and responded by changing the age range on these Sundays from PreK & Kindergarten to PreK up through 2nd grade. We continue to encourage your older children and youth to participate in worship, especially on first Sundays inviting them to read and participate in scripture dramas.

Our Hands-On Mission Sundays continue to be a fun time for all ages to meet and spend time together learning about and doing a mission activity. Many thanks to some of our mission committee members and other volunteers who bring their love of children and mission together for this fun program. You all help spread the news of mission to our children and youth.

We had our 9th year of Vacation Bible Camp with a theme of *To Mars and Beyond: Explore where God's power can take you!* To create a cool outer space theme of darkness we had our opening and closing assembly time in the Fellowship Hall for the first time ever (no shades on the Sanctuary windows). With our biggest crowd yet of 53 kids, 5 parent, 28 volunteers (18 adults and 10 youth) for a total of 58 participants and 86 in the attendance for the week! This does not count the number of parents/grandparents/friends that dropped off and picked up the children and youth during camp week. The Spirit was moving through our halls and rooms spreading the love of God Monday through Friday! We found the drop off and pickup locations in FH more visible for parents but struggled some holding the attention of 53 children on the floor, plus volunteers without pews to sit in. A total of 30 families had children in attendance, 12 of which were new to VB Camp this year. That comes to 21 children who came for the first time to our program (4 from our church family and 17 from the community). Face to face invitations were given and folks came. Following VB Camp 4 of the community families joined us on Welcome Back Sunday and 3 have continued to join us in either our Sunday morning program or our youth program (4 children and 1 youth). It takes a village to make this program come alive and we have a great core group of volunteers who continue to come back year after year, along with new volunteers jumping on board. Many thanks to all the time and energy they give to this vibrant program, planning months ahead and giving a full week of their time.

Our 9th year of Vacation Bible Camp with a theme of *To Mars and Beyond: Explore where God's power can take you!* To create such a place in outer space and darkness we had our opening and closing assembly time in the Fellowship Hall for the first time. With our biggest crowd yet of 53 kids, 5 parent, 28 volunteers (18 adults and 10 youth) for a total of 86 in the attendance for the week! This does not count the number of parents that dropped off and picked up their children during camp week. The Spirit was moving through these halls and rooms spreading the love of God Monday through Friday! We found the drop off and pickup locations more visible for parents but struggled some with ways to hold the attention of 86 people in the room (53 children on the floor, no pews). A total of 30 families participated had children in attendance, 12 of which were new to VB Camp. That comes to 21 children who came for the first time to this program (4 from our church family and 17 from the community). Following VB Camp 3 of the community families came on Welcome Back Sunday and have continued to join us in either our Sunday morning program or our youth program (4 children and 1 youth). It takes a village to make this program come alive and I could not do it alone. Many thanks to all the volunteers to give of their time and talents months ahead, as well as during the week of camp. You all are amazing! Here's to another great team of volunteer for our 10th year who will help us continue to share this vibrant program for our church family and our community around us.

My research trips and the connections I made this year truly expanded my connections to other CE and Youth directors, helping me to stay current with new ideas and having a large support system around me. I continue to help organize the VT UCC Christian Educators group (V.A.U.C.E.), meeting quarterly and share ideas, ask questions and hearing what others are doing. I attended my continuing education event, N.E.A.U.C.E., again this year (New England Association of United Church Educators) in early May at Pilgrim Pines in Swanzey, NH. I am chair of our VT Conference UCC Outdoor Ministries Team helping to plan and recruit volunteers for our UCC OM week at Rock Point Episcopal camp in Burlington for 5th–8th grader, serving also as their representative to the NE OM group of camp directors.

We continue to be on this amazing journey together. Thank you for all your support and feedback.

Blessed to be in ministry with you,
Laurie Chipman, *Christian Education Director*

ANNUAL REPORT OF THE CHRISTIAN EDUCATION COMMITTEE

The Christian Education Committee (CE) has been blessed with another productive year due to church members volunteering their time, the funds provided by members of our church, and to the outstanding work of our staff members.

The youth groups in our church have had a busy and productive year. Pastor Josh and Laurie have joined forces to maintain and grow our current attendance numbers in both Junior Youth and Senior High. Our youth are enjoying a new, updated, more inviting Youth Room to hold their meeting and activities, courtesy of our amazing group of volunteers. Rooms have been painted and updated with new furniture. The attendance has been encouraging and we are excited to continue to meet and grow as a group and community

Sunday Faith Formation continues to engage our children and youth in activities to support and develop their faith. They are actively engaged in activities, discussions, reading, projects, and music, with many of our Church members volunteering their time as leaders, as helpers, as Bible Partners, Spiritual Friends or

as volunteers for Mission Project Sundays. The Cherubs and Joyful Noise groups are singing often, with practice now occurring as part of their Faith Formation time. The Faith Formation offering this year is going to Spectrum Youth & Family Services. Totals at the end of 2019 are over \$650.

The Adult programs continue to be a vibrant part of our church. Tuesday morning Sermon Talk Backs continue to engage many in lively discussions of the sermons and issues of faith. JOY (Just Older Youth) meets monthly to have a program or engage in a fun activity. The Noontime Book Group continues to meet monthly to share their thoughts and perspectives on a book they all read. The Women's Spirituality Group meets monthly for interesting programs and supportive fellowship. First Church Bridge Club provides fellowship around the enjoyment of the game of bridge and also meets monthly.

The CE Committee continued to support special events this year including Pretzel Sunday, an Ice Cream Social, Welcome Back Sunday, Vacation Bible Camp and the Christmas Pageant. This last summer's Vacation Bible Camp was attended by 53 happily engaged participants, with over 32 leaders and helpers.

Faithfully submitted by
Jenny Bourn, *Christian Education Committee Chair*

ANNUAL REPORT OF THE MUSIC DIRECTOR

The place God calls you to is the place where your deep gladness and the world's deep hunger meet.
— Frederick Buechner (Presbyterian minister, author, Vermonter)

Music groups are one of the more time-intensive ministries here at First Church. Every week, for between 1 and 3 hours, our choir, handbells, and praise band meet to rehearse their music for upcoming worship services. And then, on Sunday mornings, the Sanctuary Choir rises and shines to rehearse at 7:30am (and they sing both services on Communion Sundays). The praise band gets to sleep in a bit but are to be seen lugging heavy equipment in to set up for second service, with barely a moment to spare. Truly, a gift of time and talent is given by each person who participates in these groups, as well as the Currier Bell Choir, Men at First, Heavenly Harmony, and our children's music groups Joyful Noise and Cherubs.

2019 has been a nice growth year for our music groups and a settling-in year for me as music director, still on a learning curve but at least now having formed some great friendships to make my ministry even sweeter. It has been great joy to help lay some groundwork for the Bell Choir return to regular practices (and to play bells myself, enjoying the challenge of a new instrument). It's also very fun to be part of a gospel harmony group where my hatred of country music has joined the scrap-heap of all the other hates I've managed to overcome in life.

Special thanks to Bill Bickford, Jr., Marie Johnson, Denise Keating, Carolyn Harris, Alison Wermer, Laura Marthaler, Rick Dooley, Laura Cunningham-Firkey, Ed Guild, Jessica Moos, Ed Owens, Ed Guild, and all others who contributed leadership to our music ministries.

Thanks to Denise Keating, who has stepped in to lead the music committee. Thanks to and Marie Johnson, who has helped me literally get my feet under me as a pianist-turned-organist. And thanks to Beth Volker for her tireless work as our choral librarian and tireless champion of the Sanctuary Choir and its 50+ year history as the cornerstone of the First Church music ministry.

Also heartfelt thanks go out to Denise Keating, Marie Johnson, and Bill Bickford Jr., who stepped in and shepherded our choirs when I unexpectedly contracted a prolonged illness this fall.

My final thanks go back to each person who has sung or played music at First Church - thank you for your time; thank you for your talent.

I look forward to 2020, and the work that music, beauty, truth, and God can do to bring hope to a sometimes-scary world.

Soli Deo Gloria,
Carol Spradling, *Music Director*

ANNUAL REPORT OF THE MUSIC COMMITTEE

A prayer for our Music Ministry at FCCEJ:

Creator God, we begin this year asking for your blessings. Help us to share your love through music and fellowship with one another. We seek to glorify and honor you through our music ministry. Amen

FCCEJ continues to be blessed with and thankful for our many music groups and talented individual musicians, both vocal and instrumental. Our vocal ensembles include the Cherub Choir, Joyful Noise, Men at First, Heavenly Harmony, the Currier Bell Choir, the Sanctuary Choir and Finally at First. Each of these groups rely on the support and participation of volunteer musicians and vocalists. You can find descriptions, rehearsal times, and directors for each group at <http://www.fccej.org/v5/spiritual-journey/music/>.

The music ensembles at First all participate in our church services, from a few times each year to weekly contributions. Some of these groups use their talents for special events, which sometimes act as fundraisers for the church. FCCEJ also benefits from the talents of outside music organizations. Joe's Big Band puts on an annual concert as a thank you for their use of our space for rehearsals, and Praise-a-Palooza brings church bands from around and beyond Chittenden County together for a wonderful, varied evening of music. We hope to expand these “outside” offerings in the coming year – if you know a group who would love to play please let us know!

The committee worked, sometimes in concert with other church groups, to prepare for the Capital Campaign renovations and to protect our keyboard instruments. The committee appreciates the expertise of our organ master Ed Guild and his comprehensive knowledge of and always-constructive suggestions for protecting our wonderful organ from dust and other potentially damaging impacts during the sanctuary work.

The universal language of music can be a powerful means of reaching people spiritually and can have many positive effects. It can move, inspire, comfort, and give people hope and joy. It can promote healing and it can make people just feel good. Plus music people have fun together! If that “sounds” good please contact Carol Spradling or any ensemble member for more information. We hope to hear you soon!

Respectfully Submitted,
Laura Cunningham-Firkey, *Music Committee Member*

ANNUAL REPORT OF THE USHERING COMMITTEE

The Ushering and Greeting Committee is a vibrant group of Church volunteers dedicated to contributing to the positive and welcoming environment of our church. We would like to recognize Paul Hyde and Terri Livak, who were an anchor for this year's four new members, and add a special 'Thank You' to Paul who completed his service on this committee by passing on his knowledge and expertise to, Justin King, Jessica Moos, Carolyn Ambrosait, and Marlene Frank. We are delighted to be starting our 2020 year with a full team of six members, and are excited to welcome Pam Blake to our team.

The main function of this committee is to organize volunteers to act as ushers and greeters for the services offered throughout the year. Each member of our committee is responsible for "filling spaces with faces" for two months of the year.

We currently have over 120 families on the Ushering and Greeting contact list, and in a recent poll we found that nearly 85% of our Church members have volunteered as an usher or greeter. These remarkable numbers speak volumes about the commitment that our congregation has to maintain our Church's mission to provide a warm and welcoming experience to those who pass through our doors.

This year we have the unique task of completing this task during the renovations of our Sanctuary. Fellowship Hall offers a personal and intimate space for worshiping, and even though we need fewer volunteers at each service (we've found that our traditional 2 ushers/ 2 greeters was overwhelming for the space, and have shifted to asking for 2 volunteers that will act as and usher/greeter for each service,) we are reaching out to all of our parishioners to partake in our Fellowship Time following the services. This is a special opportunity to make sure that any challenges from the change in our ritual space, is augmented by increased community and fellowship.

We are continuing to use Sign Up Genius as a tool to organize our volunteers. You can sign up to be an usher/greeter by going to the following link:

www.signupgenius.com/go/20F0E4FACAE2DAAFE3-ushergreeter/23711231

On behalf of our Ushering and Greeting committee we would like to thank each of you who have been a part of serving this mission.

With warmest regards, your Ushering and Greeting Co-Chairs
Justin King and Jessica Moos

ANNUAL REPORT OF THE MISSIONS COMMITTEE

The Missions Committee spent much of its time this year researching, discussing and comparing various non-profit organizations so we could ensure that the money we dispersed on behalf of the church would be well spent. We made a conscious decision that the money would go to a variety of local, national and international groups with a wide variety of purposes. We started the year with \$8500.00 in funds to donate with \$3600.00 of it earmarked in advance for the 2019 Mission trip to Jamaica.

The rest of the money was given as follows:

Valentines for Vets	\$24.97
Called to Care Baskets	\$59.33

Pastors' Discretionary Fund	\$300.00
Re-member	
Pine Ridge Reservation aid	\$250.00
COTS	\$500.00
JUMP	\$500.00
Trans Life Line	\$250.00
UCC Disaster Relief	\$500.00
JED Foundation	\$500.00
(national suicide prevention)	
Vermont Food Bank	\$500.00
Lund Center	\$250.00
Planned Parenthood	\$250.00
RIP Medical Debt	\$500.00
Heifer	\$250.00
Vermont Adaptive Sports	\$250.00

The committee has continued to support special collections for disaster relief through the UCC Disaster Relief Fund. The Red Tent Project benefits JUMP with products given directly to people in need. This year JUMP's primary focus has changed from food to transportation assistance and other non-food needs. Our church has been asked to provide deodorant to support their personal hygiene supplies.

Our church supported Dismas House under the capable organization of Ed Steele by providing an evening meal on the fourth Wednesday of each month. Volunteers prepared food for the meal and then went and shared fellowship and food with the residents of Dismas House.

Essex Eats Out served a meal for 40-60 people with an average of 14 volunteers on the first Friday of each month. Volunteers also provided food for the meals.

Our committee helped with Faith Formation by partnering with the Christian Ed Director in Hands on Mission. We helped to brainstorm ideas and actively worked with the children and youth on Sunday morning projects. Through Hands on Mission our young people experience giving to others in a very tangible and direct way. Kudos to Laurie Chipman for organizing these activities, so the children can complete them in the short time they have on Sunday morning during their Faith Formation time.

We have communicated with the congregation about the various organizations we support through monthly articles in the newsletter and the Sunday bulletin. We also have a new bulletin board in the hallway across from Laurie's office.

The Jamaica Committee keeps the congregation informed about their activities. On Worldwide Communion Sunday they gave a Power Point presentation at both services and the youth who went on the trip told about how their lives were affected by the experience. There is a separate report in this Annual Report regarding the Jamaica trip.

Two people from the Evangelica Unida de Puerto Rico and the UCC Disaster Ministries visited Vermont and spoke to the Sermon Talkback Group this fall. They described the restoration work that they are trying to continue following the hurricane disaster two years ago. Government support has largely dried up, and the churches are now the main groups still giving assistance in the area. As a result of the information we received, a group has formed to do a mission trip from our church to Puerto Rico. They will help restore roofs that were destroyed in the hurricane. This group will not be using church funds to go, but will represent us by giving their time and energy. Josh is organizing this trip. They will go in the spring of 2020.

Our church is alive with mission- oriented activities almost every day. There are effective groups striving to serve our community and beyond. Some of these groups function quite independently through the competent and tireless leadership and work of many volunteers. These include the Heavenly Cents Thrift Shop, the Heavenly Food Pantry, Essex Eats Out and the Jamaica Missions Trip Committee. Their reports

are elsewhere in this Annual Report. We salute and support their efforts and stand ready to help them in any way we can.

Respectfully Submitted,
Joanne Irwin, *Co-chair of Missions Committee*

ANNUAL REPORT OF THE HEAVENLY CENTS THRIFT SHOP

Annual Report of the Heavenly Cents Thrift Shop

“The purpose of the Heavenly Cents Thrift Shop is to serve the community, by offering gently used high quality merchandise at thrift shop prices for the purpose of financing philanthropic programs and providing a service to the community.”

It is a year to celebrate as we continue to be prosperous! As a result of increased sales and community input, we have expanded our hours to being open every Saturday. Our annual summer porch sale continues to be worthwhile as it offers items at affordable prices and brings in new customers. We have also taken a more active role with the church council after establishing an advisory committee that makes executive decisions throughout the year. We have drafted a Policy and Procedures’ manual that is in review with the council, renovated the bathroom, added new lighting in the kitchen and motion light on the porch. Our landscaping is improving with a new sign on the front lawn and new plantings in front as well as Helena’s Garden. Despite being closed for the month of August, sales were strong during the summer. As a result, we increased our holiday donations again this year supporting the following organizations with \$1200.00 each: Age Well Meals on Wheels, Steps to End Domestic Violence, JUMP, Katie Currier Fund, COTS, Senior Center and the Community Justice Center. We also supported church projects including holiday wreaths, folding chairs, a microwave for the kitchen and the camp scholarship fund. As we look to 2020, we will add a new donation bin for the porch and continue to expand our marketing with the goal of widening the circle of altruism for all. Consider joining our team at the shop by volunteering, making clothing donations or merely spreading the Heavenly word!

...IN REVIEW/CELEBRATIONS

1. The Thrift Shop Co-Chairs Sue Wood and Sandy Tallman have improved communications with the Church Council after establishing an advisory committee. The Advisory Committee feels positive about its’ purpose as we have made fiscal and operations’ decisions throughout the year as needed.
2. The Policy and Procedure’s manual draft has been edited a few times and is being shared with the Church Council.
3. The Bathroom renovation has been completed by Henry Gabert, thanks to his generosity with labor and Joyce Jacobs’ gift of \$2,000.00 to cover expenses.
4. New lighting was added to the kitchen as well as a brass bell over the door to alert volunteers that customers are entering. A motion light on the porch was also installed. Thank you trustees.
5. There has been furniture consolidation in the kitchen as we continue to provide space for Goodwill donations. Note: Over 50% of donations are sent to Goodwill as they are not of the quality we sell as the shop.
6. The storage room has been organized along with sorting efficiency.
7. A new sign was installed at the cost of \$732.00, 50% of total cost.
8. A donation bin is currently being made by the Boy Scouts to help secure donations and prevent pilfering.

9. We added Saturday hours, thanks to our volunteers!
10. The Porch Sale was a huge success this year.
11. We continue to see new customers with many remarks how nice our shop is!
12. Despite being closed in August, sales were strong in the summer. Cindy's suggestion to put things on sale and change displays to unload inventory mid-season were successful.
13. Our marketing continues though we need to continue refining and expanding to share the most up to date information about the shop.
14. We have new volunteers.
15. We recently provided a new microwave for the church kitchen and holiday wreaths.
16. The Thrift Shop Advisory Committee approved a onetime donation of \$1500.00 towards the church operating budget for the 2020-2021 year and will further discuss how best to support the church financially throughout the year.
17. 2020 brings a few small renovations at the shop to keep the working and shopping space appealing to all. This includes fixing the porch area where the new donation bin will sit as well as the roof area over the kitchen door.

FINANCES

CASH BALANCE, JANUARY 1 \$15,285.52

INCOME

SALES \$22,899.25

INTEREST 15.86

TOTAL INCOME \$22,915.11

TOTAL CASH AVAILABLE \$38,200.63

EXPENSES

CONTRIBUTION TO CHURCH \$ 6,420.00

ELECTRICITY 449.43

TELEPHONE 368.78

HOLIDAY DONATIONS 9,800.00

SHOP UPGRADES 1,203.08

HOLIDAY WREATHS 175.00

MISCELLANEOUS 1,032.20

TOTAL EXPENSES \$19,448.49

CASH BALANCE DECEMBER 31 \$18,752.14

CHECKING \$ 5,150.49

MONEY MARKET \$ 13,601.65

TOTAL CASH BALANCE, DECEMBER \$ 18,752.14

Submitted by
Sue Wood, *Thrift Shop Advisory Committee Co-Chair*

ANNUAL REPORT OF THE HEAVENLY FOOD PANTRY

The Heavenly Food Pantry has been a vital part of the community for over 20 years, assisting families with food and hygiene products. Since the initiation of a second food pantry offering on the 2nd Monday of each month, the number of families taking advantage of these evening hours has risen to allow an additional 15-20 families access to food assistance. Volunteers from the community and Church as well as those representing the Rotary have been vital to ensuring that all clients have a friendly face helping them bring food home to the family table. We thank all those who help to make this happen!

The pantry has been blessed to be the recipient of money and food from various individuals, groups and organizations throughout the year. All ages seem to be helpful, from the young children at Essex Elementary and Hiawatha School, who hold fundraisers to benefit the pantry, to members of groups such as the Lions Club, the Rotary, and even local craft shows which collect food to benefit the pantry. Without their help, many families would not have the large selections of fresh, canned and frozen foods available to those who come for assistance. Through our association with the Vermont Food Bank, we are able to purchase additional food items at little or no cost. One of the programs we have benefited richly from has been the food boxes shoppers purchase at Hannaford to benefit their local food pantry. In the coming year, Hannaford will instead offer gift cards to benefit food pantries, and this money will be sent directly to the Vermont Food Bank, which will distribute free food to all participating food pantries in the state. Now even those small pantries in remote areas will benefit from this program. A big thank you to Hannaford, for this as well as the many food items already donated to our pantry!

There is no waste at the food pantry. The Heavenly Pantry makes deliveries of food throughout the month to other places in the community, such as local senior housing developments and other area food pantries. In addition, any food left over from our distributions, as well as food which is nearing its expiration date, is sent to other places in the area. A good amount of food is also sent to the Salvation Army and Feeding Chittenden, formally Chittenden Emergency Food Shelf, for their use.

A reminder to all of you to recommend the food pantry to families who may benefit from a little help, through the holidays or anytime throughout the year. There is no income requirement to be eligible to visit the pantry, and those who visit are treated with dignity and respect. We do ask that families visiting the pantry provide proof of residence within Essex, Essex Junction or Westford. A current utility bill with a physical address will suffice. We also ask for identification for each member of the household, including children. This could be a hospital card, insurance card, driver's license or birth certificate. We also have food provided by the USDA, which requires resident to personally verify that their household income falls below the federally mandated guidelines for qualification. This USDA food is a very small portion of the food offered, so even if your income doesn't qualify you to participate in the federal food, there is still a great amount of food available to you! Each family takes home roughly 100 pounds of food, enough to fill the standard shopping cart!

Anyone wishing to help the pantry by contributing money, food, or time is encouraged to call the church office. We welcome volunteers throughout the year, and would appreciate help on pantry days. It really does take a village!

Respectfully Submitted,

The Food Pantry Committee: Mary Richer, Suzanne Reardon, Val Gabert, Anita Guild, Mary-Ellen Grove,
Elaine Raymond, Josh Simon and Mark Mendes

ANNUAL REPORT OF THE JAMAICA BOUND COMMITTEE

In June of 2019, a team of fifteen from FCCEJ embarked on the third international, intergenerational service trip to St. Thomas, Jamaica, continuing to develop a relationship with this community. Our team consisted of eight adults and seven youth members: Nolan Boerger, Sharon Dettenrieder, Christine Dewey, Dave Dewey, Rick Dooley, Sam Dooley, Caitlin McGeary, Kaki McGeary, Rev. Mark Mendes, Nick Mendes, Emma Parker, Carolyn Rushford, Pete Schmalz, Zach Schmalz, and Aliyah Watt.

In preparation for this service trip, the team leaders traveled to Jamaica in January to meet with representatives from the White Horses Primary and Infant School to discuss potential projects. We met several times with the principal, Mr. Ray Howell, and the Infant School (preschool) teacher, Ms. Lewis, to determine a project that would benefit the school. Because the playground for the Infant School is an important step in helping the Infant School to receive accreditation and because it was devoid of any play structures, except the swing framework, we agreed upon creating a play structure appropriate for the children aged 4-6 years. Many thanks are due Rev. Mark and John Burnett for designing the play structure.

On the advance trip, the team leaders also met with members of the Morant Bay Rotary Club and Lions Club to discuss a service project the team might undertake while in Jamaica. We agreed to fund the Meal Project (\$170) and to participate in the distribution of 100 meals to people with food insecurity.

June in Jamaica is hot and humid, but our team labored tirelessly to complete the playground project. Working collaboratively with our Jamaican colleagues was one of the highlights of this trip. We learned about many of their customs and were treated to some of their local foods, such as breadfruit, and bag juice. Because school was still in session, we had the opportunity to be with the children, clearly a highlight for each of us.

In addition to our labor, we carried down soccer uniforms and cleats donated by Essex United. Additionally, soccer balls were donated by the Challenger Sports International Soccer Program. A team picture in the Essex uniforms attests to the appreciation the White Horses students have for these gifts. Their school colors are also blue and gold.

This trip is funded by contributions from the Mission Committee, group fundraising and individual team member contributions, with our primary fundraising event being the annual Calcutta. The 2019 trip expenses for fifteen people for ten days were \$41,000 of which \$5800 defrayed the cost of the play structure.

We are most appreciative of the support of church members, the Mission Committee, Church Council and the Trustees for this international, intergenerational service trip. Prior team members continue to attest to the value of this experience.

Committee members include: Bob McEwing, Carolyn Rushford, Colin Parker, Dave Johnson, Rev. Josh Simon, Kaki McGeary, Lauren Starkey, Rev. Mark Mendes, Pete Schmalz, and Sharon Dettenrieder

Cool Runnings,
Sharon D. Dettenrieder & Carolyn Rushford, *Jamaica Bound Team Leaders*

ANNUAL REPORT OF THE DEACONS

The Deacons continue to support the spiritual well-being of the Church. During 2019, we participated in Sunday worship services, including delivering prayers of invocation, reading scripture and assisting with Communion, Baptisms and the welcoming of New Members. We held monthly meetings, which incorporated discussing and planning various aspects of our worship services with both, Reverend Mark Mendes and Reverend Josh Simon, as well as, discussions regarding spirituality and theology and other aspects of our Church life all in an effort to best meet the spiritual needs of our Church community. We continued to provide representation on Church Council and the Human Resource Committee. We also continued to write monthly cards and notes of encouragement and concern to members of our church family in need.

It was indeed a busy year. We continued our Saturday afternoon alternative service on the first Saturday of each month except in summer. It has been well received and we look forward to continue sharing this monthly service in 2020.

We spent time evaluating our role in the 2014-2024 Strategic Plan and in particular reflecting on being a welcoming church community. In that light we have actively encouraged people to use their name tags and purchased lanyards to make it easier to use the name tags.

We spent quite a bit of time determining our storage needs and how best to utilize the Deacon's Closet. We also spent time working with the Pastors to determine how best to facilitate Sunday worship services in the Fellowship Hall during the next several months while renovations in the Sanctuary continue.

Other highlights include Maundy Thursday, participating in New Member Classes, evaluating accessibility in the Sanctuary, transforming worship space and decorating the Sanctuary for Advent and Christmas.

Faith and fellowship are alive and well at First Congregational Church of Essex Junction. May the new year be one of continued spiritual growth and vitality.

Respectfully Submitted,
Betsy Weischedel and Peter Schmalz, *Deacon Committee Co-Chairs*

ANNUAL REPORT OF THE SCOUTS BSA, CUB SCOUTS & VENTURERS

Cub Scout Pack 630 - 2019 Year in Review

January

- Pack Meeting on January 3rd; Pinewood Derby on January 12th with Friends of Scouting presentation; Committee and Den Leader meeting of January 27th

February

- Pack meeting February 7th; Essex Junction Lions Club's Food from the Heart food drive on February 9th with over 900lbs of food and approx. \$450 collected to benefit the Heavenly Pantry at our Charter Organization – FCCEJ; Pack sleepover complete with a movie, popcorn and pizza dinner on February 9-10th

March

- Pack meeting on March 7th; Spring Overnight and Breakfast at MetroRock; University of Scouting on March 16th; Crossed over 4 Arrow of Lights (AoL) to Troop 624 on March 27th

April

- Pack meeting on April 4th; Committee and Leader meeting on April 2nd; Served at Essex Eats Out on April 12th; District Pinewood Derby competition on April 27th

May

- Pack meeting on May 2nd; Pack (along with the Troop) served as the Color Guard for the Essex Junction Little League Opening Day ceremony; Annual Indian Brook Spring Cleanup on May 5th; Color Guard for the Summit Street School Memorial Day Assembly on May 23rd; Essex Junction Memorial Day Parade on May 25th

June

- 'Rocket into Scouting' recruiting event on June 1st; Campout and a Scout Sunday Celebration hosted by our charter organization, FCCEJ on June 8-9th; Pack Advancement event on June 9th at Maple Street Park; Three Rivers Day Camp at the Champlain Valley Expo Center the last week of June

July

- Camp Sunrise the second week of July; Leadership had an Annual Planning and Budget meeting – along with planning for recruitment on July 18th; a (hot!) day hike and picnic at Mills Riverside Park in Jericho on July 21st; Essex Junction Block Party on July 27th

August

- Pool Party at Maple Street Park on August 24th

September

- Pack meeting on September 5th; New Scout Parent Orientation session, which was followed by a Committee and Leader Meeting on September 15th; Popcorn Sales; Indian Brook Reservoir for the Fall Cleanup on September 28th

October

- Pack meeting on October 3rd; Council PowWow on October 12; Haunted Harvest Fest at Camp Sunrise on October 19th; Server-Our-Neighbor effort organized by Holy Family/St. Lawrence Churches on October 26th

November

- Pack meeting on November 7th; Den Leaders and the Committee meeting on November 10th; Color guard ceremony for the Veteran's Day Assembly at Thomas Fleming School on November 18th

December

- Pack meeting on December 5th; Parent's Night Out event at St. James Episcopal Church on December 6th; Caroling and sharing cheer at Green Mountain Nursing Home on December 7th; Pinewood Derby workshop at Aubuchon Hardware in Shelburne on December 14th

We thank our Charter Organization, our Leaders, our Parent Volunteers, and most of all - our Cub Scouts for making 2019 a wonderful Scouting Year!

Respectfully Submitted,
Carmelle Terborgh, Ph.D.
Committee Chair, Cub Scout Pack 630
cjcbeagles@aol.com

Scouts BSA Troop 624 - 2019 Year in Review

TBD.

Venture Crew 6689 - 2019 Year in Review

In 2019, Venture Crew 6689 began planning a trip to Seabase, a Boy Scout High Adventure Base in the Florida Keys. We will be traveling to Seabase in June, 2020. We also saw several members earn the Venturing and Discovery ranks for advancement. We also had three Venturers become some of the first female Venturers in the council and nationally to be elected into the Order of the Arrow, which is scouting's national honor society. We participated in the Three Rivers District spring camporee, the church's Scout Sunday, and did several community service activities such as sorting food for the Barre Food Shelf. For the next year, our goal is to recruit more members to join the crew and participate in more community service activities.

Respectfully submitted,
Shannon McCullen, *Venture Crew 6689 Advisor*

ANNUAL REPORT OF THE NOMINATING COMMITTEE

We currently have 11 people joining committees for 2020. We had 10 members who left committees in 2019. This was the result of their term expiring or because of moves/other commitments that arose. We are still recruiting for several committees.

Committees with openings include:

Stewardship:	1
Christian Education:	1
Communications:	2
Nominating:	2
Auditor:	1
Assistant Clerk:	1
Missions:	1

The Nominating Committee continues to keep track of feedback from members we call to join a committee. We update our spreadsheet regularly to reflect this input.

NAME		TERM ENDS
New People in Green		
Open slots in yellow		
	Church Officers	
Evans, Maureen	PRESIDENT	2021
Shearer, Cathy	VICE PRESIDENT	2021
Christine Sinkewicz	CLERK	2020
Seaver, Pat	FIN SEC	2020
Rob Sinkewicz	ASST FIN SEC	2020
Bogardus, Linda	ASST FIN SEC	2020
Gray, Ann	TREASURER	2020
Petherbridge, Dan	ASST TREAS	2020
	AUDITOR	2020
Steve Wood	AUDITOR	2020
	Committees	
Burnett, Donna	Christian Education	2022
Schneider, Jane	Christian Education	2022
Clark, Lisa	Christian Education	2022
Conti, Sue	Christian Education	2022
Bourn, Jenny	Christian Education	2020
Raymond, Elaine	Christian Education	2020
VanSteensburg, Allison	Christian Education	2020
	Christian Education	2020
Stein, Terry	Christian Education	2021
Mayville, Darby	Christian Education	2021
Laflam, Tamsin	Christian Education	2021
	Christian Education	2021
Drost, Rose	HOSPITALITY	2022
Starkey, Gorden	HOSPITALITY	2022
Glatz, Jim	HOSPITALITY	2020
Tracy, Hannah	HOSPITALITY	2020
Allen, MJ	HOSPITALITY	2021
Dooley, Jen	HOSPITALITY	2021
Marthaler, Tony	MISSIONS	2022
	MISSIONS	2022
Carlson, Maryann	MISSIONS	2022
Sargent, Paula	MISSIONS	2022
Dettenrieder, Sharon	MISSIONS	2020

NAME		TERM ENDS
Bourn, Phil	TRUSTEES	2020
Ann Gray	TRUSTEES	2020
Conti, Dennis	TRUSTEES	2021
McGeary, Kaki	TRUSTEES	2021
Smith, Frank	TRUSTEES	2022
Guild, Ed	TRUSTEES	2022
Blake, Pam	USHERING	2022
Moos, Jessica	USHERING	2022
Livak, Terri	USHERING	2020
King, Justin & Melisa	USHERING	2020
Ambrosait, Carolyn	USHERING	2021
Frank, Marlene	USHERING	2021

McCullen, Judy	COMMUNICATIONS	2020
Sharp, Andrea	COMMUNICATIONS	2020
Olufsen, Doug	COMMUNICATIONS	2020
	COMMUNICATIONS	2020
Doney, Myrna	DEACONS	2022
Werner, Alison	DEACONS	2022
Schmalz, Peter	DEACONS	2022
Sargent, Rusty	DEACONS	2022
Moos, Jonah	DEACONS	2020
Trimble, Amy	DEACONS	2020
Russell, Clint	DEACONS	2020
McCullen, Judy	DEACONS	2020
Larrabee, Judy	DEACONS	2021
Gary Hartman	DEACONS	2021
Rushford, Carolyn	DEACONS	2021
Starkey, Lauren	DEACONS	2021

Marthaler, Laura	MUSIC	2022
Palmer, Amanda	MUSIC	2022
Bickford, Mindy	MUSIC	2020
Keating, Denise	MUSIC	2020
Polanshek, Ellen	MUSIC	2021
Owens, Ed	MUSIC	2021

Irwin, Joanne	MISSIONS	2020
Babinger, Gail	MISSIONS	2020
Steele, Ed	MISSIONS	2020
	MISSIONS	2021
Dewey, Dave	MISSIONS	2021
	MISSIONS	2021
	MISSIONS	2021
Stewardship Rep	PLANNED GIVING	2020
Treasurer Rep.	PLANNED GIVING	2020
Finance Comm. Rep	PLANNED GIVING	2020
Johnson, Dave	PLANNED GIVING	2020
Koch, Darryl	PLANNED GIVING	2020
McGeary, Matt	PLANNED GIVING	2020
	STEWARDSHIP	2022
Guziak, Emily	STEWARDSHIP	2022
Moos, Jessica	STEWARDSHIP	2020
Keithcart, Bill	STEWARDSHIP	2020
Volker, Beth	STEWARDSHIP	2021
McCullen, Shannon	STEWARDSHIP	2021

Harris, Dick	NOMINATING	2022
	NOMINATING	2022
	NOMINATING	2020
Duell, Marsha	NOMINATING	2020
Smith, Barb	NOMINATING	2021
Wermer, Carl	NOMINATING	2021
Shearer, Cathy (VP)	PASTORAL REL	2021
Elliot, Riley	PASTORAL REL	2022
Leach, Julie	PASTORAL REL	2022
Field, Stephanie	PASTORAL REL	2020
Antone, Carolyn	PASTORAL REL	2021

	VT CONF DEL	2020
	VT CONF DEL	2020
	VT CONF DEL	2020
	VT CONF DEL	2020
	VT CONF DEL	2020
	CH ASSOC DEL	2020
	CH ASSOC DEL	2020

Respectfully Submitted,
Barb Smith, *Nominating Committee Chair*

ANNUAL REPORT OF THE TRUSTEE COMMITTEE

The Trustees are responsible for the upkeep and maintenance of the buildings and grounds of First Congregational Church of Essex Junction. In 2019 the Trustees and other volunteers worked on the following:

- Oversaw construction of the new vestibule, sanctuary historic window restoration, non-historic window replacement, Parsonage driveway paving with pervious brick pavers, installation of new signs for the church and Sawyer house, asbestos tile abatement and installation of new flooring in the daycare and lastly, reconstruction of the entire parking lot.
- Addressed numerous routine/ongoing maintenance needs.
- Continued work on the list of Buildings and Grounds items and associated/estimated costs as part of a Capitol Campaign.
- Worked with contractors on the upcoming Sanctuary plaster renovation/painting project, slated to begin on January 6.

None of the work we do could be done without a tireless group of volunteers and staff. Thanks to the church members who make the many miscellaneous repairs required, we save thousands of dollars each year.

2020 will be another exciting year for our church. By Easter, we will be worshipping in a beautifully restored and painted Sanctuary and design work for several other Campaign projects will be refined and scheduled.

Respectfully submitted,
Kevin Meilleur, *Trustees Chair*

ANNUAL REPORT OF THE COMMUNICATIONS COMMITTEE **(No Report Submitted)**

ANNUAL REPORT OF THE HOSPITALITY COMMITTEE

Greetings from the hospitality committee.

What a wonderful year we have had. All of us on the committee have enjoyed being able to add a little something extra to our congregation by providing refreshments on Sundays, giving members and visitors another reason to come early or stay after service to fellowship with each other, and also help bring comfort to those at funerals.

To be able to serve and provide comfort brings each of us satisfaction, peace and joy.

Thank you to all of you who have baked and shared some absolutely wonderful goodies with everyone here at the church- We see the delight on people's faces every week as they taste what you all have baked.

We are very excited for the upcoming year as we look forward to the kitchen remodel, continuing to provide refreshments while we are worshipping in fellowship hall, and of having fellowship hour outside this summer to enjoy our beautiful Vermont weather.

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Respectfully Submitted,
Jim Glatz, *Hospitality Chair*

ANNUAL REPORT OF THE FINANCE COMMITTEE

According to our by-laws:

1. The Finance Committee shall consist of the Treasurer, the Assistant Treasurer, the Financial Secretary, the Vice-President (Who shall serve as Chairperson of the committee), the Chairperson of the Trustees, and the Chairperson of the Stewardship Committee. One (1) member of the Finance Committee, to be selected by the Finance Committee, shall serve as an ex-officio voting member of the Planned Giving Committee.
2. The Finance Committee shall have the care and custody of and be responsible for all the funds and securities of the Church. The Finance committee shall maintain overall financial accountability of the Church with the assistance of the Church Auditors.
3. The Finance Committee shall be responsible for developing the annual budget of the Church, including (i) submission to Church Council for its approval for presentation for approval at the Annual Meeting, and (ii) consideration and approval by the Regular Members at the Annual Meeting. The Finance Committee shall also be responsible for administering the approved annual budget. In carrying out this latter responsibility, the Finance Committee may delegate authority to individuals, Committees or Recognized Groups to spend within their respective budgets. Individual groups may do so unless officially notified by the Finance Committee of an overall change of the Church's financial condition. Neither the Finance Committee nor its delegates shall pledge the credit of the Church beyond the Church's then current budget. In addition, the Finance Committee shall be responsible for periodically reviewing and revising the financial policy of the Church.

Strategic Plan – Relevant Goals:

Strategic Goal 6: Provide sufficient resources of money and staff. We will address the short- and long-term financial and staffing needs of the church and provide the resources to achieve those needs while fostering a mindset of abundance.

Objective A. Well-defined process for budget planning: We have a well-defined process for budget planning and development. The responsibility for execution of this process is also well-defined and the processes are being performed. Those with the potential to submit budget inputs are trained and supported in their budget planning efforts.

- Primary Responsibility: Finance Committee
- Secondary Responsibility: Budget
- Associated Staff: Senior Pastor

Objective B. Programs receive financial support: All FCCEJ programs receive sufficient financial support to realize our ministry.

- Primary Responsibility: Church Council
- Secondary Responsibility: Budget, Stewardship
- Associated Staff: Senior Pastor

Objective F. Appropriate reserve: The annual budget includes an appropriate reserve account to fund normal maintenance and repairs of property, as well as repair and/or replacement of equipment and supplies.

- Primary Responsibility: Finance Committee
- Secondary Responsibility: Trustees
- Associated Staff: Senior Pastor

Objective G. **Supplies and equipment budgeted:** Supplies and equipment to support a professional organization are budgeted and funded.

- Primary Responsibility: Finance Committee
- Secondary Responsibility: Church Council
- Associated Staff: Senior Pastor, Church Administrator

For the year 2019, the Church Budget was a deficit budget with and anticipated deficit of approximately \$19, 722. The Finance Committee closely monitored the budget throughout the year to ensure we had enough money on hand to cover expenses. At the writing of this report it appears that we ended the year with a deficit of approximately \$21k. Our estimated income was over estimated but our building use income was greater than expected.

The Finance Committee proposed to Church Council a draft Church budget for 2020. The Stewardship Committee was responsible for conducting the pledge drive and helped predict what contributions we believed we could anticipate for the coming year. The inputs for building the budget include: input for increased budget requests from most committees, the realization that even level funding with the 2019 budget would still result in over a \$60k deficit, so further cuts were required, staff salaries were frozen to current rates, adjustments were made to expected income/expense line items, and adjustments for new information and income in 2020. The Finance Committee proposed to the Church Council and they approved suspending the endowment distribution policy for 1 year only to allow for the withdrawal of \$17,000 from the growth in the last year to balance the budget. With this the Finance Committee presented a balanced draft budget proposal to the Council for their review and approval.

Respectfully submitted,
Maureen Evans, *Chair of Finance Committee*

Additional Finance Committee members: Ann Gray (Treasurer), Dan Petherbridge (Asst Treasurer), Pat Seaver (Financial Secretary), Kevin Meilleur (Chair of Trustees), Jessica Moos (Stewardship Committee) and Jeffrey Nowell

ANNUAL REPORT OF THE STEWARDSHIP COMMITTEE

In 2019, your Stewardship Committee provided members of the congregation with a variety of ways in which they can financially support the church throughout the year, in addition to our monthly pledges. These include:

- Join the TD Bank Affinity Program. If you bank with TD Bank (as the church does), you can help the church earn “free” money through this program. At no cost to you, FCCEJ will receive funds because you bank with TD. Enrollment is easy and free, so just ask the teller next time you visit your branch. Your bank balances benefit your designated non-profit (FCCEJ). TD will make an annual contribution to the church based on the activity of each participating member’s accounts.

- Purchasing Hannaford cards in church on the first and third Sundays of each month, also earns “free” money for the church. For every \$100 worth of cards we sell, FCCEJ receives \$5.
- Many of us use Amazon to purchase items during the year, so instead of logging into Amazon.com, log into AmazonSmile.com instead. This program donates 0.5% of your eligible purchases on Amazon to the charity of your choice. All you need to do is start your shopping at smile.amazon.com. The donation will be made at no extra cost to you and you can choose from nearly one million public charitable organizations.

All of this may not sound like a lot of money, but it adds up over time, especially if a large number of us participate.

Though the Stewardship Committee did not run the Capital Campaign, we want to thank everyone, very much, for helping to make the campaign a huge success! We are all witnessing the difference our gifts are making in the appearance and functionality of our church property. We are ensuring the future of this institution that we all love so much.

Finally, in the fall of 2019, we launched our 2020 Stewardship Campaign, entitled “Everything Old is New Again!” At the time of the submission of this report, the church’s budget is still underfunded, so if you have not yet pledged, it’s never too late to do so. And, if you have already pledged, but find that you are able to increase that pledge, it would be most welcome. In either case, please contact our Financial Secretary, Pat Seaver (vtri2@aol.com) at your earliest convenience to either pledge or increase your pledge. Keep in mind that Pat is the only one who knows the financial arrangements that each of us has with the church. This information is confidential.

We wish all of you good health and great happiness in 2020.

Blessings from your Stewardship Committee,
Bill Keithcart, Shannon McCullen, Jessica Moos & Beth Volker

Ex-officio: Ann Gray & Pat Seaver

ANNUAL REPORT OF THE INTERNAL AUDITORS

January 14, 2020

The operating statement for the year ended December 31, 2019 of the First Congregational Church of Essex Junction appears to accurately reflect the receipts and disbursements for the period, as does the operating statement of the Heavenly Cents Thrift Shop and the Pastor's Fund. Based on reconciliations, tracing several deposits of the Financial Secretary and tracing several expense transactions including the posting of these transactions to the monthly operating statements, there appears to be no changes to the annual operating statement. These procedures were substantially fewer than those required for an independent audit, review or compilation. As stated in prior years, this audit is substantially less in scope than an audit in accordance with generally accepted auditing standards.

Respectfully Submitted,

A handwritten signature in cursive script that reads "Robert W. Sinkewicz". The signature is written in dark ink and is centered on the page.

Rob Sinkewicz, *Auditor*

ANNUAL REPORT OF THE TREASURER

A complete accounting of the 2019 financial status, including the 2020 budget, can be found in the statements on the following pages.

Last year, the Finance Committee recommended a deficit budget of \$22,823.42, which the Congregation approved. The Committee felt this to be low risk as history demonstrated that actual revenues exceeded budgeted revenues. However, this was not what happened in 2019. Our total income for 2019 was \$413,353.29 which was \$3,025.56 less than budgeted income and our expenses were \$428,493.11 which was also under budget by \$10,079.07. This resulted in a year-end deficit of \$15,139.91.

Even though this indicates a loss for fiscal year 2019, we had plenty of funds from previous years excess (retained earnings) to meet our obligations.

The major variance in income between budgeted and actual was in loose offering; \$11,738.55 less than anticipated. It is believed that this decrease was largely due to a few members converting from loose offering to pledging.

Multiple expense line items were under budget. Staff and committees should be commended for successfully keeping costs down. Some staff accounts were under budget, but this is attributed to The Pension Board (the group that administers the benefits) changing from quarterly to monthly billing. For 2020, the Finance Committee is presenting a balanced budget of \$420,912. Initially, the Committee reviewed a budget including increases in staff salaries, as proposed by the Human Resources Committee and any increases requested by individual committees. However, based on the 2020 projected income, there was a major deficit. Even with level funding expenses at 2019 levels, there was an approximate \$60,000 deficit. To address this deficit, the Finance Committee: 1) asked committees to cut expenses from their 2019 budgets, 2) froze salaries at 2019 levels, 3) made cuts in line items not under the jurisdiction of individual committees, 4) asked Church members to consider increasing their pledges if able, and 5) explored additional income streams including a one-time use of \$17,000 withdrawal from the endowment growth. With adjustments made possible through these steps, a balanced budget of \$420,912 was achieved.

The Finance Committee will monitor income and expenses closely throughout 2020 and make adjustments as necessary.

Ann Gray, *Treasurer*
Dan Petherbridge, *Assistant Treasurer*

**First Congregational Church
Income and Expense Statement**

GENERAL FUND 01, January 2019 - December 2019

		2019 Actual	2019 Budget	Difference	Budget %	2020 Budget
INCOME	4000					
CONTRIBUTION INCOME	4010					
Pledges	4030	\$ 336,706.19	\$ 330,000.00	\$ 6,706.19	102.0%	\$ 315,228.73
Initial offering	4035	\$ 491.00	\$ 500.00	\$ (9.00)	98.2%	\$ 500.00
Loose Offering	4040	\$ 12,261.45	\$ 24,000.00	\$ (11,738.55)	51.1%	\$ 12,000.00
Fund Raisers	4050	\$ 7,557.95	\$ 9,500.00	\$ (1,942.05)	79.6%	\$ 11,300.00
Fund Rrs - Hannaford Tsfr	4051	\$ 1,500.00	\$ 1,500.00	\$ -	100.0%	\$ 1,500.00
CC Rebate	4055	\$ 1,095.54	\$ 1,500.00	\$ (404.46)	73.0%	\$ 1,500.00
Rent	4070	\$ 30,462.00	\$ 29,000.00	\$ 1,462.00	105.0%	\$ 39,420.00
Per Capita Offering	4075	\$ 4,495.85	\$ 4,200.00	\$ 295.85	107.0%	\$ 4,200.00
Building Use - Regular	4080	\$ 6,191.00	\$ 7,000.00	\$ (809.00)	88.4%	\$ 11,100.00
Endowment Fund Dist	4085	\$ 2,803.54	\$ -	\$ 2,803.54	0.0%	\$ 17,000.00
Building use - Misc	4090	\$ 1,050.00	\$ 750.00	\$ 300.00	140.0%	\$ 1,000.00
Christmas Offering	4095	\$ 2,410.00	\$ 2,100.00	\$ 310.00	114.8%	\$ 2,100.00
Wedding income	4100	\$ -	\$ 500.00	\$ (500.00)	0.0%	\$ -
Funeral income	4105	\$ 600.00	\$ 1,100.00	\$ (500.00)	54.6%	\$ 500.00
Misc income	4107	\$ -	\$ -	\$ -	0.0%	\$ 2,500.27
Subtotal	4020	\$ 407,624.52	\$ 411,650.00	\$ (4,025.48)	99.0%	\$ 419,849.00
INTEREST INCOME	4500					
Banking Interest	4510	\$ 12.11	\$ 100.00	\$ (87.89)	12.1%	\$ 10.00
Investment Interest	4520	\$ 9.46	\$ 10.00	\$ (0.54)	94.6%	\$ 10.00
Interest on notes	4530	\$ 131.73	\$ 118.76	\$ 12.97	110.9%	\$ 43.00
Money market int	4540	\$ 5,579.19	\$ 4,500.00	\$ 1,242.93	127.6%	\$ 1,000.00
Subtotal Interest Income	4500	\$ 5,896.23	\$ 4,728.76	\$ 1,167.47	124.7%	\$ 1,063.00
TOTAL INCOME		\$ 413,520.75	\$ 416,378.76	\$ (2,858.01)	99.3%	\$ 420,912.00
EXPENSES	5000					
PASTORAL STAFF	5050					
SENIOR PASTOR	5060					
SP Salary	5061-001	\$ 58,087.90	\$ 58,088.00	\$ (0.10)	100.0%	\$ 58,088.00
SP Health Insurance	5064-004	\$ 19,036.74	\$ 24,472.00	\$ (5,435.26)	77.8%	\$ 23,685.00
SP SECA	5065-005	\$ 6,221.00	\$ 6,221.22	\$ (0.22)	100.0%	\$ 6,221.00
SP Professional	5066-006	\$ 1,424.96	\$ 1,250.00	\$ 174.96	114.0%	\$ 1,250.00
SP Programmatic Expenses	5067-007	\$ 297.28	\$ 250.00	\$ 47.28	118.9%	\$ 250.00
SP Annuity	5068-008	\$ 9,590.28	\$ 11,385.00	\$ (1,794.72)	84.2%	\$ 11,385.00
SP Life & Disability Ins	5069-009	\$ 1,027.58	\$ 1,259.00	\$ (231.42)	81.6%	\$ 1,259.00
SP Mileage	5070-010	\$ 1,250.00	\$ 1,250.00	\$ -	100.0%	\$ 1,250.00
SP Other	5072-012	\$ 598.04	\$ 500.00	\$ 98.04	119.6%	\$ 500.00
SP Housing Allowance	5073-002	\$ 23,234.90	\$ 23,235.20	\$ (0.30)	100.0%	\$ 23,235.00
Subtotal Senior Pastor	5060	\$ 120,768.68	\$ 127,910.42	\$ (7,141.74)	94.4%	\$ 127,123.00
ASSOCIATE PASTOR	5080					
AP Salary	5081-001	\$ 35,568.12	\$ 35,595.00	\$ (26.88)	99.9%	\$ 35,595.00
AP Housing Equity Allow	5082-002	\$ 2,492.10	\$ 2,492.00	\$ 0.10	100.0%	\$ 2,492.00
AP Health Insurance	5084-004	\$ 5,141.50	\$ 6,575.00	\$ (1,433.50)	78.2%	\$ 6,670.00
AP SECA	5085-005	\$ 3,812.22	\$ 3,812.22	\$ -	100.0%	\$ 3,812.00

		2019 Actual	2019 Budget	Difference	Budget %	2020 Budget
AP Professional	5086-006	\$ 528.63	\$ 500.00	\$ 28.63	105.7%	\$ 500.00
AP Programmatic Expenses	5087-007	\$ 244.73	\$ 250.00	\$ (5.27)	97.9%	\$ 250.00
AP Annuity	5088-008	\$ 9,038.65	\$ 6,976.62	\$ 2,062.03	129.6%	\$ 6,977.00
AP Life & Disability Ins	5089-009	\$ -	\$ 551.00	\$ (551.00)	0.0%	\$ 551.00
AP Mileage	5090-010	\$ 213.21	\$ 500.00	\$ (286.79)	42.6%	\$ 500.00
AP Sabbatical	5091-011	\$ 375.00	\$ 375.00	\$ -	100.0%	\$ 375.00
AP Other	5092-012	\$ -	\$ 100.00	\$ (100.00)	0.0%	\$ 100.00
Subtotal Associate Pastor	5080	\$ 57,414.16	\$ 57,726.84	\$ (312.68)	99.5%	\$ 57,822.00
Subtotal Pastoral Staff	5050	\$ 178,182.84	\$ 185,637.26	\$ (7,454.42)	96.0%	\$ 184,945.00
SUPPORT STAFF	5150					
STAFF SALARIES	5151					
Administrative Assistant	5165	\$ 26,145.30	\$ 27,087.00	\$ (941.70)	96.5%	\$ 27,300.00
Education Director	5175	\$ 38,844.00	\$ 38,839.00	\$ 5.00	100.0%	\$ 38,829.00
Nursery Staff	5180	\$ 1,450.00	\$ 1,500.00	\$ (50.00)	96.7%	\$ 2,275.00
Custodian	5185	\$ 20,333.20	\$ 20,229.00	\$ 104.20	100.5%	\$ 20,229.00
Music Director	5195	\$ 22,883.12	\$ 22,883.00	\$ 0.12	100.0%	\$ 22,883.00
Subtotal Staff Salaries	5151	\$ 109,655.62	\$ 110,538.00	\$ (882.38)	99.2%	\$ 111,516.00
BENEFITS	5250					
Staff Annuity	5260-008	\$ 4,580.29	\$ 5,437.46	\$ (857.17)	84.2%	\$ 5,437.00
EMPLOYER EXPENSES	5300					
Payroll Taxes	5305	\$ 8,364.08	\$ 8,456.16	\$ (92.08)	98.9%	\$ 8,456.00
Workers Comp Insurance	5310	\$ 4,367.00	\$ 3,000.00	\$ 1,367.00	145.6%	\$ 3,000.00
Payroll Charges	5315	\$ 1,170.50	\$ 1,200.00	\$ (29.50)	97.5%	\$ 1,200.00
Subtotal Employer Expenses	5300	\$ 13,901.58	\$ 12,656.16	\$ 1,245.42	109.8%	\$ 12,656.00
Subtotal Support Staff	5150	\$ 128,137.49	\$ 128,631.62	\$ (494.13)	99.6%	\$ 129,609.00
ADMINISTRATIVE EXPENSE	5400					
OFFICE EXPENSES	5410					
Newspaper	5413	\$ 200.00	\$ -	\$ 200.00	0.0%	\$ -
Other Advertising	5414	\$ 112.29	\$ -	\$ 112.29	0.0%	\$ -
Bank Charges	5420	\$ 50.00	\$ 100.00	\$ (50.00)	50.0%	\$ 10.00
Offering Envelopes	5421	\$ 291.09	\$ 300.00	\$ (8.91)	97.0%	\$ 300.00
Donated Stock Fees	5422	\$ (19.44)	\$ 400.00	\$ (419.44)	-4.9%	\$ 200.00
Office Supplies	5430	\$ 2,891.75	\$ 3,500.00	\$ (608.25)	82.6%	\$ 2,500.00
Postage - First Class	5440	\$ 494.17	\$ 500.00	\$ (5.83)	98.8%	\$ 500.00
Postage - Bulk	5441	\$ 397.21	\$ 400.00	\$ (2.79)	99.3%	\$ 400.00
Candles	5451	\$ (2.60)	\$ 200.00	\$ (202.60)	-1.3%	\$ 200.00
Devotionals	5452	\$ 58.82	\$ 90.00	\$ (31.18)	65.4%	\$ 90.00
Counseling Booklets	5453	\$ 64.80	\$ 50.00	\$ 14.80	129.6%	\$ 50.00
Palms	5454	\$ 78.00	\$ 80.00	\$ (2.00)	97.5%	\$ 80.00
Mileage Reimbursements	5470	\$ 992.19	\$ 1,000.00	\$ (7.81)	99.2%	\$ 500.00
ED-Professional developme	5491	\$ 495.50	\$ 675.00	\$ (179.50)	73.4%	\$ 675.00
ED - Programmtic expense	5492	\$ 61.07	\$ 200.00	\$ (138.93)	30.5%	\$ 200.00
Admin. Miscellaneous	5496	\$ 684.95	\$ 500.00	\$ 184.95	137.0%	\$ 500.00
Church leadership expense	5500	\$ -	\$ 250.00	\$ (250.00)	0.0%	\$ -
Special event (150 annv)	5501	\$ 617.69	\$ 800.00	\$ (182.31)	77.2%	\$ -
Funeral Expense	5505	\$ (50.00)	\$ -	\$ (50.00)	0.0%	\$ -
Subtotal Office Expenses	5410	\$ 7,417.49	\$ 9,045.00	\$ (1,627.51)	82.0%	\$ 6,205.00

		2019 Actual	2019 Budget	Difference	Budget %	2020 Budget
PHONES	5515					
Church Phones	5517	\$ 1,143.19	\$ 1,000.00	\$ 143.19	114.3%	\$ 1,100.00
Cell Phones	5525	\$ 25.00	\$ 750.00	\$ (725.00)	3.3%	\$ 500.00
Subtotal Phones	5515	\$ 1,168.19	\$ 1,750.00	\$ (581.81)	66.8%	\$ 1,600.00
INTERNET	5550					
Website	5555	\$ 74.65	\$ 200.00	\$ (125.35)	37.3%	\$ 75.00
Internet Access	5560	\$ 388.00	\$ 500.00	\$ (112.00)	77.6%	\$ 500.00
Subtotal Internet	5550	\$ 462.65	\$ 700.00	\$ (237.35)	66.1%	\$ 575.00
COMPUTER EXPENSES	5570					
Computer Hardware	5572	\$ 1,181.67	\$ 250.00	\$ 931.67	472.7%	\$ 250.00
Computer Software	5574	\$ 237.02	\$ 250.00	\$ (12.98)	94.8%	\$ 250.00
Support Contracts	5576	\$ 18.00	\$ -	\$ 18.00	0.0%	\$ -
Subtotal Computer Expenses	5570	\$ 1,436.69	\$ 500.00	\$ 936.69	287.3%	\$ 500.00
LEASED EQUIPMENT	5580					
Copier Lease	5583	\$ 6,398.12	\$ 6,302.76	\$ 95.36	101.5%	\$ 6,548.00
Color copies - BW overage	5584	\$ 418.82	\$ 150.00	\$ 268.82	279.2%	\$ 150.00
Parking lot use	5590	\$ 500.00	\$ 500.00	\$ -	100.0%	\$ 500.00
Subtotal Leased Equipment	5580	\$ 7,316.94	\$ 6,952.76	\$ 364.18	105.2%	\$ 7,198.00
Subtotal Administrative Expense	5400	\$ 17,801.96	\$ 18,947.76	\$ (1,145.80)	94.0%	\$ 16,078.00
BUILDING MAINT CHURCH	5600					
Building Insurance	5610	\$ 9,689.00	\$ 10,000.00	\$ (311.00)	96.9%	\$ 10,000.00
Church furnishings	5615	\$ 727.03	\$ -	\$ 727.03	0.0%	\$ -
Trustees Contingency	5620	\$ -	\$ 2,000.00	\$ (2,000.00)	0.0%	\$ -
UTILITIES	5630					
Electricity - Church	5635	\$ 6,035.86	\$ 5,500.00	\$ 535.86	109.7%	\$ 5,700.00
Water & Sewer - Church	5645	\$ 1,536.90	\$ 1,500.00	\$ 36.90	102.5%	\$ 1,500.00
Fuel/Gas - Church	5655	\$ 7,067.31	\$ 7,000.00	\$ 67.31	101.0%	\$ 7,000.00
Waste	5665	\$ 1,969.92	\$ 1,500.00	\$ 469.92	131.3%	\$ 1,800.00
Subtotal Utilities	5630	\$ 16,609.99	\$ 15,500.00	\$ 1,109.99	107.2%	\$ 16,000.00
BUILDING MAINTENANCE	5700					
Cleaning Supplies	5710	\$ 1,630.39	\$ 1,500.00	\$ 130.39	108.7%	\$ 1,500.00
Snow Plowing - sand/salt	5730	\$ 5,601.70	\$ 7,500.00	\$ (1,898.30)	74.7%	\$ 7,500.00
Mowing/Snow blowing	5731	\$ 154.62	\$ 100.00	\$ 54.62	154.6%	\$ 100.00
Elevator Maint/Inspection	5732	\$ 1,451.96	\$ 2,000.00	\$ (548.04)	72.6%	\$ 1,500.00
Repairs/Maintenance	5740	\$ 6,114.53	\$ 2,000.00	\$ 4,114.53	305.7%	\$ 1,500.00
Routine Maintenance	5745	\$ 6,050.32	\$ 6,000.00	\$ 50.32	100.8%	\$ 5,000.00
Subtotal Building Maintenance	5700	\$ 21,003.52	\$ 19,100.00	\$ 1,903.52	110.0%	\$ 17,100.00
BUILDING MAINT SAWYER	5800					
Water/Sewer - Sawyer	5810	\$ 1,707.48	\$ 500.00	\$ 1,207.48	341.5%	\$ 800.00
Electricity - Sawyer	5820	\$ (28.59)	\$ 250.00	\$ (278.59)	-11.4%	\$ 250.00
Fuel/Gas - Sawyer	5830	\$ 1,728.09	\$ 2,000.00	\$ (271.91)	86.4%	\$ 2,000.00
Routine Maint. - Sawyer	5840	\$ 2,975.40	\$ 1,500.00	\$ 1,475.40	198.4%	\$ 1,000.00
Sawyer House Property Tax	5850	\$ -	\$ 1,375.00	\$ (1,375.00)	0.0%	\$ -

		2019 Actual	2019 Budget	Difference	Budget %	2020 Budget
Subtotal Building Maint Sawyer	5800	\$ 6,382.38	\$ 5,625.00	\$ 757.38	113.5%	\$ 4,050.00
BUILDING MAINT PARSONAGE	5900					
Water/Sewer - Parsonage	5910	\$ 346.78	\$ 500.00	\$ (153.22)	69.4%	\$ 500.00
Electricity - Parsonage	5920	\$ 1,451.68	\$ 1,200.00	\$ 251.68	121.0%	\$ 1,330.00
Fuel/Gas - Parsonage	5930	\$ 1,609.81	\$ 1,300.00	\$ 309.81	123.8%	\$ 1,500.00
Routine Maint. Parsonage	5940	\$ 736.38	\$ 1,000.00	\$ (263.62)	73.6%	\$ 500.00
Subtotal Building Maint Parsonage	5900	\$ 4,144.65	\$ 4,000.00	\$ 144.65	103.6%	\$ 3,830.00
Subtotal Building Maint Church	5600	\$ 58,556.57	\$ 56,225.00	\$ 2,331.57	104.2%	\$ 50,980.00
Subtotal Fixed Expenses	5010	\$ 382,678.86	\$ 389,441.64	\$ (6,762.78)	98.3%	\$ 381,612.00
DEPARTMENTS/COMMITTEES	6000					
MISSIONS DEPARTMENT	6010					
Mission A	6015	\$ 8,528.63	\$ 8,500.00	\$ 28.63	100.3%	\$ 5,600.00
COMMUNICATIONS	6150					
Communications	6160	\$ 710.48	\$ 983.00	\$ (272.52)	72.3%	\$ 400.00
CHRISTIAN EDUCATION	6200					
Curriculum	6201	\$ 1,205.76	\$ 1,300.00	\$ (94.24)	92.8%	\$ 600.00
CE Supplies	6204	\$ 1,840.59	\$ 1,400.00	\$ 440.59	131.5%	\$ 1,400.00
Junior Youth	6205	\$ 719.56	\$ 900.00	\$ (180.44)	80.0%	\$ 400.00
Senior High Youth Group	6206	\$ 1,443.56	\$ 2,000.00	\$ (556.44)	72.2%	\$ 1,000.00
Confirmation	6208	\$ -	\$ 350.00	\$ (350.00)	0.0%	\$ 700.00
Adult Education	6209	\$ 237.89	\$ 500.00	\$ (262.11)	47.6%	\$ 500.00
CE Resources	6210	\$ 426.50	\$ 500.00	\$ (73.50)	85.3%	\$ 500.00
Vacation Bible Camp	6211	\$ 336.11	\$ 300.00	\$ 36.11	112.0%	\$ 300.00
CE Program Enrichment	6213	\$ 791.54	\$ 600.00	\$ 191.54	131.9%	\$ 800.00
CE - Other	6214	\$ 144.69	\$ 100.00	\$ 44.69	144.7%	\$ 100.00
Young adult group	6216	\$ 99.35	\$ 100.00	\$ (0.65)	99.4%	\$ 100.00
Subtotal Christian Education	6200	\$ 7,245.55	\$ 8,050.00	\$ (804.45)	90.0%	\$ 6,400.00
MUSIC	6275					
Prof Expense - Music	6277	\$ 85.90	\$ 250.00	\$ (164.10)	34.4%	\$ 150.00
Organ Supply/Substitute	6280	\$ 2,100.00	\$ 2,000.00	\$ 100.00	105.0%	\$ 2,000.00
Piano Maintenance	6281	\$ 320.00	\$ 400.00	\$ (80.00)	80.0%	\$ 400.00
Organ Maintenance	6282	\$ 511.14	\$ 700.00	\$ (188.86)	73.0%	\$ 700.00
Music Senior Choir	6285	\$ 81.66	\$ -	\$ 81.66	0.0%	\$ -
Robe Maintenance	6289	\$ -	\$ 300.00	\$ (300.00)	0.0%	\$ -
Special Music Purchase	6291	\$ 205.28	\$ -	\$ 205.28	0.0%	\$ -
Music All Ensembles	6292	\$ 593.67	\$ 1,200.00	\$ (606.33)	49.5%	\$ 1,000.00
Licensing	6295	\$ 578.00	\$ 1,024.00	\$ (446.00)	56.5%	\$ 500.00
Music supplies	6298	\$ -	\$ -	\$ -	0.0%	\$ 200.00
Subtotal Music	6275	\$ 4,475.65	\$ 5,874.00	\$ (1,398.35)	76.2%	\$ 4,950.00
DEACONS	6300					
Communion/Worship Sup	6310	\$ 1,348.74	\$ 1,400.00	\$ (51.26)	96.3%	\$ 1,200.00
Paraments	6312	\$ -	\$ 200.00	\$ (200.00)	0.0%	\$ 200.00
Advertising - Deacons	6315	\$ 305.30	\$ 400.00	\$ (94.70)	76.3%	\$ 600.00
Evangelism	6330	\$ 617.74	\$ 1,200.00	\$ (582.26)	51.5%	\$ 600.00
Deacons - other	6340	\$ 300.94	\$ 750.00	\$ (449.06)	40.1%	\$ 1,250.00
Pulpit Supply	6350	\$ -	\$ 200.00	\$ (200.00)	0.0%	\$ 300.00

		2019 Actual	2019 Budget	Difference	Budget %	2020 Budget
Subtotal Deacons	6300	\$ 2,572.72	\$ 4,150.00	\$ (1,577.28)	62.0%	\$ 4,150.00
HOSPITALITY	6400					
Hospitality Supplies	6410	\$ 1,033.89	\$ 950.00	\$ 83.89	108.8%	\$ 600.00
Fellowship Meals- Funeral	6420	\$ 72.54	\$ 50.00	\$ 22.54	145.1%	\$ 50.00
Subtotal Hospitality	6400	\$ 1,106.43	\$ 1,000.00	\$ 106.43	110.6%	\$ 650.00
CONFERENCE EXPENSE	6450					
Delegates/Conference	6465	\$ 1,732.50	\$ 1,500.00	\$ 232.50	115.5%	\$ 1,500.00
Per Capita/Association	6470	\$ 400.00	\$ 400.00	\$ -	100.0%	\$ 400.00
Per Capita/Conference	6480	\$ 5,000.00	\$ 5,000.00	\$ -	100.0%	\$ 5,000.00
Basic Support	6490	\$ 10,998.00	\$ 11,000.00	\$ (2.00)	100.0%	\$ 10,000.00
Subtotal Conference Expense	6450	\$ 18,130.50	\$ 17,900.00	\$ 230.50	101.3%	\$ 16,900.00
STEWARDSHIP	6500					
Stewardship Supplies	6510	\$ 32.09	\$ 500.00	\$ (467.91)	6.4%	\$ 250.00
USHERING	6540					
Ushering miscellaneous	6541	\$ 208.66	\$ -	\$ 208.66	0.0%	\$ -
Subtotal Departments/committee	6000	\$ 43,010.71	\$ 46,957.00	\$ (3,946.29)	91.6%	\$ 39,300.00
OTHER EXPENSES	6550					
Endowment Expenditures	6705	\$ 2,803.54	\$ 2,803.54	\$ -	100.0%	\$ -
Subtotal Expenses	5000	\$ 428,493.11	\$ 439,202.18	\$ (10,709.07)	97.6%	\$ 420,912.00
EXCESS INCOME/EXPENSES		\$ (14,972.36)	\$ (22,823.42)	\$ 7,851.06	65.6%	\$ -

**First Congregational Church
2019 Restricted Funds**

	Account	Income	Account	Expense	Net
Aquirre Garden	7206-102	\$ -	7206-102	\$ 178.56	\$ (178.56)
Capital Fund	3209-103	\$ -	7209-103	\$ -	\$ -
Christmas Fund	4212-104	\$ 750.00	7212-104	\$ 195.00	\$ 555.00
Faith Formation	4215-105	\$ 728.32	7215-105	\$ 1,255.74	\$ (527.42)
Flower Fund	4221-107	\$ 2,142.70	7221-107	\$ 2,562.99	\$ (420.29)
Food Pantry	4224-108	\$ 8,480.92	7224-108	\$ 16,446.54	\$ (7,965.62)
Hand Bell Choir	4226-131	\$ 75.00	7226-131	\$ -	\$ 75.00
Kitchen Equipment	4230-110	\$ -	7230-110	\$ 119.99	\$ (119.99)
Memorial Fund	4233-111	\$ 453.00	7233-111	\$ -	\$ 453.00
One Great Hour of Sha	4245-115	\$ 730.00	7245-115	\$ 730.00	\$ -
Organ Fund	4251-117	\$ -	7251-117	\$ 7,368.86	\$ (7,368.86)
Music Committee	4248-116	\$ 395.00	7248-116	\$ -	\$ 395.00
Pastor's Fund	4254-118	\$ 1,849.00	7254-118	\$ 2,356.07	\$ (507.07)
Sabbatical	4255-133	\$ 375.00	7255-133	\$ -	\$ 375.00
Hannafords fund raiser	4256-132	\$ 31,580.00	7284-132	\$ 31,822.45	\$ (242.45)
Combined Youth	4260-120	\$ 3,447.01	7260-120	\$ 56.53	\$ 3,390.48
Vacation Bible Camp	4281-128	\$ 355.00	7281-128	\$ 285.90	\$ 69.10
Essex Eats Out	4282-129	\$ 1,616.25	7282-129	\$ 1,788.74	\$ (172.49)
Jamaica Mission	4283-130	\$ 33,760.87	7283-130	\$ 49,020.51	\$ (15,259.64)
Outdoor Ministries	4285-134	\$ 1,715.00	7285-134	\$ -	\$ 1,715.00

First Congregational Church
Balance Sheet (UNAUDITED)
Includes Operating Fund, Pastors Fund and Capital Campaign

		2019	2018
ASSETS	1000		
CHECKING ACCOUNTS	1100		
Main checking	1110	\$ 14,573.22	\$ 74,969.27
Pastor fund checking	1120	\$ 251.24	\$ 1,052.26
Subtotal Checking Accounts	1100	\$ 14,824.46	\$ 76,021.53
SAVINGS ACCOUNTS	1200		
Main Savings	1210	\$ 10,644.62	\$ 30,632.51
Money Market Account	1230	\$ 257,143.79	\$ 601,405.86
Subtotal Savings Accounts	1200	\$ 267,788.41	\$ 632,038.37
Subtotal Bank Accounts	1050	\$ 282,612.87	\$ 708,059.90
INVESTMENTS	1300		
Endowment - QE	1310	\$ 411,427.52	\$ 404,738.42
QE unrealized (gain/loss)	1320	\$ 203,264.45	\$ 99,752.78
CD-Missions	1370	\$ 7,709.41	\$ 7,545.96
CD-Food Pantry	1380	\$ 41,253.52	\$ 40,247.08
Subtotal Investments	1300	\$ 663,654.90	\$ 552,284.24
FIXED ASSETS	1500		
Church property	1610	\$ 1,217,000.00	\$ 1,217,000.00
Parsonage	1620	\$ 308,200.00	\$ 308,200.00
Sawyer House	1630	\$ 257,600.00	\$ 257,600.00
Subtotal Buildings	1600	\$ 1,782,800.00	\$ 1,782,800.00
OTHER ASSETS	1900		
Note Receivable - MM	1910	\$ 4,078.85	\$ 7,782.25
TOTAL ASSETS		\$ 2,733,146.62	\$ 3,050,926.39
LIABILITIES	2000		
PAYROLL DEDUCTIONS	2201		
TAXES PAYABLE	2205		
Federal Withholding	2215	\$ -	\$ 999.40
Social Security	2217	\$ -	\$ 861.46
State Taxes Payable	2220	\$ -	\$ 167.11
Subtotal Taxes Payable	2205	\$ -	\$ 2,027.97
OTHER DEDUCTIONS	2250		
FSA Payable	2265	\$ 240.70	\$ -
Associate Pastor 403b Lia	2280	\$ (58.33)	\$ -
Subtotal Other Deductions	2250	\$ 182.37	\$ -
Subtotal Payroll Deductions	2201	\$ 182.37	\$ 2,027.97
PASS THRU CONTRIBUTIONS	2300		
Claussen's Plant Sale	2303	\$ 15.30	\$ -
Seminary Sunday	2306	\$ 606.00	\$ 326.00
JUMP	2307	\$ 450.00	\$ 200.00
Misc pass through	2308	\$ 2,552.05	\$ 1,944.51
Giving tree	2315	\$ 363.87	\$ 324.98
PR Service Project	2316	\$ 252.40	\$ -
Subtotal Pass Thru Contributions	2300	\$ 4,239.62	\$ 2,795.49

		2019	2018
OTHER CURRENT LIABILITIES	2400		
Building Use Deposits	2410	\$ 100.00	\$ 100.00
Security Deposits	2415	\$ 2,400.00	\$ 2,150.00
Subtotal Other Current Liabilities	2400	\$ 2,500.00	\$ 2,250.00
TOTAL LIABILITIES		\$ 6,921.99	\$ 7,073.46
NET ASSETS	3000		
UNRESTRICTED	3100		
Unrestricted Net Assets	3110	\$ 1,957,203.03	\$ 2,357,950.86
DONOR RESTRICTED	3200		
TEMPORARILY RESTRICTED	3201		
Aquirre Garden	3206-102	\$ -	\$ 178.56
Capital Fund	3209-103	\$ 25,389.36	\$ 25,389.36
Christmas Fund	3212-104	\$ 650.00	\$ 95.00
Faith Formation	3215-105	\$ 831.69	\$ 1,359.11
Flower Fund	3221-107	\$ (106.84)	\$ 313.45
Food Pantry	3224-108	\$ 26,100.72	\$ 34,066.34
Hand Bell Choir	3226-131	\$ 1,450.77	\$ 1,375.77
Kitchen Equipment	3230-110	\$ 1,558.96	\$ 1,678.95
Memorial Fund	3233-111	\$ 31,801.16	\$ 31,348.16
Men at First	3236-112	\$ 1,449.63	\$ 1,449.63
Missions Reserve	3239-113	\$ 3,855.30	\$ 3,855.30
Music Committee	3248-116	\$ 2,893.66	\$ 2,498.66
Organ Fund	3251-117	\$ -	\$ 7,368.86
Pastor's Fund	3254-118	\$ 5,627.09	\$ 6,134.16
Sabbatical	3255-133	\$ 2,250.00	\$ 1,875.00
Senior Choir Robe Fund	3257-119	\$ 363.12	\$ 363.12
Combined Youth	3260-120	\$ 6,611.85	\$ 3,221.37
Other	3269-123	\$ 581.43	\$ 581.43
FCCEJ Camp Scholarship	3279-127	\$ 1,932.62	\$ 1,932.62
Vacation Bible Camp	3281-128	\$ 288.75	\$ 219.65
Essex Eats Out	3282-129	\$ 2,958.68	\$ 3,131.17
Jamaica Mission	3283-130	\$ 27,569.51	\$ 42,829.15
Hannaford fund raiser	3284-132	\$ 1,413.72	\$ 1,656.17
Outdoor Ministries	3285-134	\$ 1,765.00	\$ 50.00
Subtotal Temporarily Restricted	3201	\$ 147,236.18	\$ 172,970.99
PERMANENTLY RESTRICTED	3300		
Endowment - QE	3310	\$ 412,205.01	\$ 405,035.91
QE unrealized (gain/loss)	3315	\$ 210,406.03	\$ 106,894.36
Endowment	3320	\$ 3,098.00	\$ 3,098.00
Endow - unrealized (g/l)	3325	\$ 109.77	\$ 109.77
CD-Missions	3330	\$ (2,290.59)	\$ (2,454.04)
CD-Food Pantry	3335	\$ 1,253.52	\$ 247.08
Subtotal Permanently Restricted	3300	\$ 624,781.74	\$ 512,931.08
Subtotal Donor Restricted	3200	\$ 772,017.92	\$ 685,902.07
TOTAL EQUITY		\$ 2,729,220.95	\$ 3,043,852.93
TOTAL LIABILITIES AND EQUITY		\$ 2,733,146.62	\$ 3,050,926.39