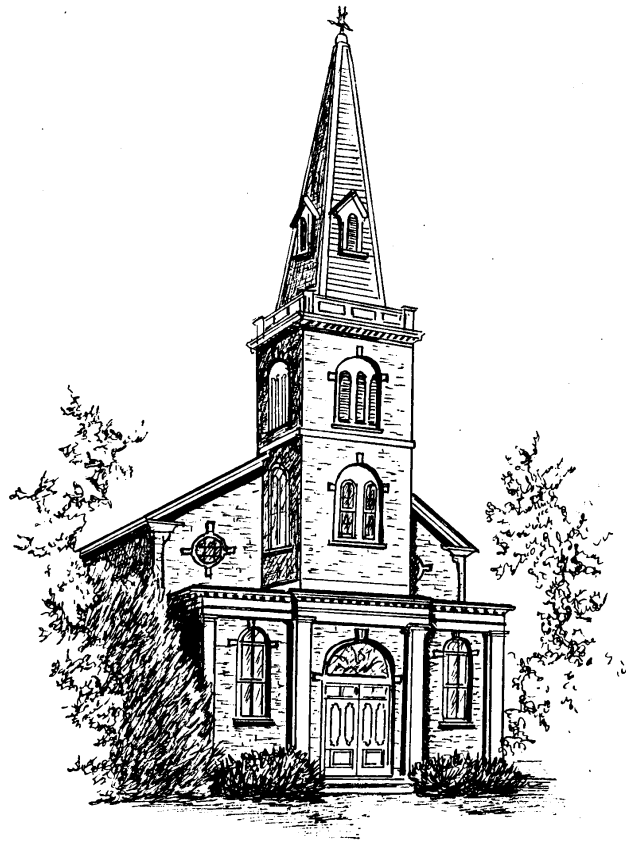


**First Congregational Church
United Church of Christ**

Of

Essex Junction, Vermont

2014 Annual Report
Final Copy



147th Annual Meeting

Sunday, January 25, 2015

11:30 a.m.

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WARNING FOR THE ANNUAL MEETING
Of the
FIRST CONGREGATIONAL CHURCH OF ESSEX JUNCTION
Sunday, January 25, 2015
11:30 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 Sanctuary of the Church, at 11:30 a.m. on Sunday, January 25, 2015 to take action upon the articles below.

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

ARTICLE II: To elect all Church Officers and Committee members required by the By-Laws of the Church and others as may be necessary.

ARTICLE III: To act and vote upon the proposed budget for 2015.

ARTICLE IV: To act and vote upon the proposed By-Law changes.

ARTICLE V: Shall the members authorize the Trustee Committee in conjunction with the Church Council President 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

Andrea Sharp, Church Clerk

ANNUAL REPORT OF THE CHURCH CLERK

Active Membership as of January 1, 2014: 495

Received by Letter of Transfer	0	Removed by Death	7
Received by Rite of Confirmation	0	Removed by Letter	0
Received by Reaffirmation of Faith	9	Removed by Request	0
Reactivated by Deacons	<u>0</u>	Moved by Deacons to Inactive or Affiliate Member	<u>21</u>
Total Added:	9	Total Subtracted:	28

Active membership as of December 31, 2014: 476

Inactive membership as of December 31, 2014: 64

Non-member participants (adults & youth): 379

Total members/participants: 919

SERVICES

Communion: Regular:	24	Weddings:	5
Other:	7	Funerals:	15
Off Site:	8	Baptisms:	2

MEMBERS RECEIVED

Elizabeth Birmingham
Brian Hoffman
Ira Isham

Jackie Fontaine
Kimberly Hoffman
Arthur Winslow

Daniel Fortier
Barbara Isham
Mary Winslow

COVENANT MEMBERS LOST BY DEATH

Milo Richard Toof
Wendell G. Reed
Susan C. Heins

Joan F. Baynham
Eloise Ostrander Merchant

Jean M. Osgood
David A. Billheimer

PRESIDENT'S MESSAGE

As I think back over the past 12 months of life in the Church the thing that comes most clearly to mind is just how much we are doing as a congregation and as a member of the broader community. The impact we are having on the lives of our members and on supporting the needs of both our internal and external communities is, to put it mildly, considerable.

During 2014 we transitioned from the process of creating a strategic plan for the church (adopted early in the year) to the implementation phase. Those who have been involved in strategic planning will tell you that the true commitment to the planning process can be found in the implementation ---- moving from words on paper to action.

Each of the elements of the plan has been assigned to a specific committee of the church for implementation. During this past year the various committees have dialed into those items for which they are responsible and are beginning that important work. Our commitment at the leadership level is to ensure that we continue to make steady progress toward achieving the objectives and goals of the plan in the months and years ahead.

At the Council level we have also undertaken a required review of the Church Bylaws. Every three to five years the Bylaws must be reviewed and necessary amendments brought forward to the congregation for approval. A committee comprised of Council members and Church members at-large has been formed and will present recommended amendments to the congregation at the Annual Meeting in January.

During the past year we have also gone through personnel changes in the music component of our ministry, supported our Associate Pastor on both sabbatical and the birth of a child, taken on some new projects such as the Mission's Committee trip to Jamaica, Essex Eats Out and many other programs to address the needs of our community. Frankly, we have reached the point where the Council has decided to call a "time out" on adopting new programs and services in recognition of the fact that we are pushing our programmatic commitments to the point that their sustainability is in question.

So for now, at the Council and committee level, we are taking a deep breath and focusing on ensuring that we are doing a good job in delivering the important programs and services that we currently have on our plate.

It is important to note that none of this good work gets done without the efforts and dedication of the many, many volunteers in our Church. I am amazed at the number of our members who get involved at some level in the activities of the Church. And that is the challenge that I leave with you all in this message; if you are currently involved as a volunteer --- thank you so much for your service. And if you are looking for a way to contribute more to Church life and to our many ministries both within and outside of our Church walls then please reach out to me or another member of the Church Council or to the Pastoral or professional staff and find out how you can become more involved. Our names and contact information are provided weekly in the bulletin and all of us welcome your questions and comments.

And very importantly, please find an opportunity to thank our very dedicated Pastors and professional staff. They work hard for us all and are critical to every aspect of our Church life and delivery of programs and services. Please let them know how much we all appreciate the important work that they do.

Finally, I personally want to express my appreciation to Pastor Mark; for his leadership, dedication and commitment to the Church and our congregation. Providing leadership and a sense of balance in an organization with as many diverse interests and perspectives as ours is not easy. Mark is deeply committed to our Church mission, our Church family and in making our community and world a better place. Thank you Pastor Mark, for all that you do.

And thank you all, our members, for everything you do for the Church and our community. May you have a happy, healthy and successful New Year and God bless you all.

Kevin Dorn
President

ANNUAL REPORT OF THE SENIOR PASTOR

2014 Annual Report of Senior Pastor Rev. Mark Mendes

The Annual Report of the Church offers us all a time to step back for some perspective. If you are anything like me, it is all too easy to get lost in the details and minutiae of ministry: committee meetings, e-mails and daily tasks. These interactions are vital aspects of our ministry and indeed is often the place where heartfelt ministry occurs and God's presence of love experienced. However, it is equally important to place our ministry within a larger context so that we can see its trajectory and sense whether it fits into our sense of self and our vision for following Christ's call for our lives. Many of our reports focus on one facet of our life but I hope that my comments will turn our attention to the whole.

Overall, The First Congregational Church of Essex Junction is healthy, vibrant and doing an unbelievable amount of ministry for the good of our members, our denomination and the wider society. While the wider United Church of Christ as well as the larger American Christian Church suffers great losses due to wider cultural issues grounded in new generations not finding purpose and meaning in religious communities, we are not only holding our own but expanding our programs and numbers. And on top of an incredibly healthy and active community, we are financially healthier than we have been in a very long time. All of this is due to our capable and proficient staff, loads of volunteers, an ever crystalizing mission and members that actively participate. Despite the ups and downs of church life, every single person affiliated with the First Congregational Church of Essex Junction should be proud of their effort.

Optimistic attitudes are sometimes based in one's attitude and sometimes based in fact. I do have an optimistic attitude, however, the optimism about our church is grounded in concrete fact. Let us look at some of the numbers.

In 2007 the average attendance during the summer months averaged 89 people and 184 people during the rest of the year. In 2011, the average number of summer attendees was 104 people and the rest of the year averaged 234 people. In 2014 the summer average was 115 people and the rest of the Sundays averaged 251 people. So from 2007 to today we have seen a 26% increase in church attendance at the summer services and a 35% increase during the rest of the year. Since 2011, attendance at the summer services has increased 11% and 7% for the services during the rest of the year. Slowly over the last seven years our numbers have grown. I believe this has come about because of our focused vision of self, an investment in staff for our children and because our worship services feed people in ways that add meaning and purpose to their lives. I cannot reiterate enough the extraordinary nature of this steady and consistent growth in the midst of such decline in the wider church and denomination. Thank you all for coming to church!

Within the Vermont Conference of the United Church of Christ, we remain the church with the largest and most active Christian Education program. With Laurie's expertise with our younger children and Ryan at the helm of our youth program, we are blessed with skill beyond measure. Along with committees and volunteers that support our program, the First Congregational Church remains the church with the most number of children and the most active program in the state. The church, all of you, by supporting their staff positions and our general budget can take responsibility for this significant feat. Last year we had 96 active children in our Sunday School program and that does not even include our Junior and Senior High groups! I cannot reiterate enough the extraordinary nature of such a large and healthy program in the midst of such decline in the wider church and denomination.

Financially, the church is healthier than it has been in a very long time. This is the first year since my arrival that we have had a surplus every single month of the year. Usually, the summer yields deficits that

we make up for in the fall. This year, every single month yielded a surplus! And since 2008, despite a severe economic depression, we have had a surplus every single year! **That is seven straight years of having a surplus!** And while we have been racking up surpluses, we have weaned the general budget of accepting any support from our endowment income. All of our endowment income now supports congregationally generated projects that are passed by the Church Council. We also no longer use the surplus amounts as a carry-over cushion for the next year's income and instead increase the cash balance in our accounts and our positive cash flow. During this time we have also invested in the church building by making it more energy efficient and appealing. In the last couple of years, we have also gratefully accepted two anonymous gifts totaling roughly \$180,000 **[THANK YOU WHOEVER YOU ARE!!!]**: gifts that have already paid for electrical upgrades, new windows in the administrative wing and will in the next year pay for overdue steeple work and a brand new kitchen. And although the numbers are not up much, pledges this year are still up just a little bit and there are 25 new pledging units. Since 2008, the average pledge has gone up from around \$ 800 to almost \$ 1300! Our financial officers along with the Trustee Committee and a large cadre of people have done extraordinary work and I thank them all. I cannot reiterate enough the extraordinary nature of our financial health, growth and stability in the midst of such decline in the wider church and denomination.

The Mission and Outreach within our faith community also continues to expand. Our Food Pantry distributed 90,000 pounds of food this year, up from last year's 70,000! They have also expanded their hours so that folks that work can now get to our pantry after their work day. The Mission Committee is also expanding their reach by sponsoring an international Mission Trip to Jamaica. The Mission Possible aspect of the Mission Committee has also continued to expand their reach by cementing their commitment to the Dismas House. This, along with so many other activities that Mission Possible does gets our name out into the community as one that cares for and helps the less fortunate. During 2014, our church, through many different initiatives freely offered \$47,695 to the wider church and community; this was 13.3% of our budget and something of which we should be very proud. Thank you for the generous hearts and the many hours of volunteering that allows such important ministry to thrive. I cannot reiterate enough the extraordinary nature of this steady and consistent outreach by our community of faith and to do so in the midst of such decline in the wider church and denomination is a tribute to our faith in Jesus Christ who teaches us to care for our neighbor.

In closing, let me thank our tremendous staff: Ryan, Laurie, Jen, Marie and Jennifer. We honor the interim work of Marie and Jennifer and wish them well in their retirement and career respectively. We celebrate with joy, Keadyn coming into the world to bless Ryan and Abby and the time he had off to welcome his son into the world and rest from six great years of ministry during his sabbatical [thank you Jen and Laurie for the extra work put in during Ryan's sabbatical!]. And we get ready with excitement for the return of Catherine McMaster as our new Music Director. Let me also thank the Pastoral Relation and the Deacons Committees for responding to a very difficult situation with integrity, grace and insight. Their work for the health and wholeness of the church will allow the First Congregational Church to be united and better able to look to the future with hope and trust. Let me also thank all of our church officers who spend enormous hours making this place work along with all the volunteers. Together we are making our church succeed in a culture that does not make it easy; let me reiterate that extraordinary fact. Honored to be a part of this family of faith and looking forward to many years of shared ministry, I am

Yours in Christ,
Mark Mendes

Senior Pastor's Discretionary Fund Report

Beginning Balance January 1, 2014

\$ 926.80

Less Expenditures

Emergency Housing

5/1/14 Local Apt. Rental	\$ 150.00
7/7/14 North Star Motel	59.95
11/3/14 Country Side Motel	350.00
11-12-14 Country Side Motel	<u>100.00</u>
	\$ 659.95

Emergency Utility

2/20/14 Green Mountain Power	\$ 312.13
4/25/14 Green Mountain Power	185.57
5/19/14 VT Gas	291.01
6/10/14 Green Mountain Power	100.00
6/11/14 Green Mountain Power	741.32
7/22/14 Essex Jct. Water	233.20
8-12-14 Essex Jct. Water	218.45
8-20-14 Green Mountain Power	206.00
9/12/14 Green Mountain Power	200.00
10/10/14 Green Mountain Power	153.31
11/8/14 Green Mountain Power	<u>154.50</u>
	\$ 2795.49

Emergency Food Certificates

2/13/14 Hannaford Gift Cards	\$ 700.00
9-26-14 Hannaford's Gift Cards	<u>1000.00</u>
	\$ 1700.00

Organizational Support

8/31/14 Essex Rotary Dues	\$ 250.00
2013 CWS Crop sponsor	<u>25.00</u>
	\$ 275.00

Miscellaneous

12/3/14 Heavenly Cents Thrift	\$ <u>50.00</u>
	\$ 50.00

Total Expenditures from Pastor's Discretionary Fund

\$ 5480.44

Plus Deposits [Transfers from Fund by Treasurer]

2/18/14	\$ 1000
6/9/14	1000
7/24/14	1000
9/3/14	1000
10/1/14	<u>1000</u>
	\$ 5000

Total Deposits to Pastor's Discretionary Fund

\$ 5000.00

Ending Balance December 31, 2014

\$ 446.36

ANNUAL REPORT OF THE ASSOCIATE PASTOR

2014 was a vibrant year at First Church. It was a year of healthy youth ministry filled with deep conversation, rich sharing, serving others, and being a community of the people of God joyfully serving together

Jr. and Sr. High Sunday School programs continue to be offered during the 10:15 service. Generally Rev. Gackenheimer leads the Senior High Sunday School, unless he is preaching. Volunteers are faithfully leading the Jr. High class. The youth have worshipped at another church every 2-3 months to experience different styles of worship and to theologically reflect on worship. The Holy Spirit Cafe has been hosted for the Sr. High approximately every other month, with the Jr. High youth being included a couple of times as well.

The youth have been very active throughout the year, meeting mostly weekly during the school year. The youth have met to learn together, to consider what it is to be a person of faith and what that means today in our world, and also to laugh and have fun. In addition to regular meetings and service work, the youth have gathered for the annual Corn Maze trip, which again included Jr. High Youth with the Sr. High. This trip was led by volunteers this year. The Jr. High hosted the incoming 6th graders in our annual Saturday of bowling to welcome the new youth. The Jr. High hosted the Halloween party in the youth room and gym. The Sr. High made over 15 pies and then sold them at the annual Craft Fest. The big pie making extravaganza was a great night's work with love from many volunteers. The Sr. High youth hosted the sunrise Easter breakfast at the church. They also took an overnight trip to Petra Cliffs Climbing Gym for climbing, fun, and of course food. They also welcomed youth from Essex Methodist and the United Church of Underhill on the overnight. The Jr. High took their second day trip to Petra Cliffs for an afternoon of climbing. First Church youth ventured out on another summer hike, on Mount Philo. This October six youth and three adults had a fantastic overnight retreat in the beautiful Northeast Kingdom of Vermont experiencing the beauty of the outdoor world in fall.

Confirmation is off to a wonderful start. There are seven youth participating in Confirmation 2014-15. It is a time of growth, exploration, learning, and listening. We hear each other's stories, the story of Christianity, our local church and discern where we belong in that community. We look forward to another semester together and the service in May.

The youth also participated in local service in several ways. Once again, we had a Penguin Plunge team that braved the frigid waters of Lake Champlain. The youth raised funds for and walked in the Burlington Crop Walk. Several youth and several First Church adults took part in the food packaging program called, "From Vermont With Love", preparing meals for starving children around the world, hosted at ADL school.

A wonderful Christmas Pageant was offered by Jr. & Sr. High youth in 2014. Laurie Chipman and Sally May directed the pageant, assisted by many adults helping with tech, audio, food, costumes, leading in other ways, and so much more.

Our summer Youth Mission led eight youth and three adults to Tennessee to take part in the Appalachia Service Project. It was a transformative event serving the people of Cooke County. Half the team continued to work on a new home and the other built a retaining wall to hold back the mountain from an existing home. It was also wonderful to meet youth serving with ASP from all over the East.

A Young Adult group met many times through the year. Gathering in homes, FCCEJ, and restaurants for meals. They also spent an evening climbing at Petra Cliffs. The group is rather informal and is open to folks post High School age and through 35 - 45 years of age (whatever end age you'd like).

I completed my third year in the Next Generation Leadership Initiative program through the Pension Boards of the United Church of Christ. We spent the week exploring our Meyers-Briggs Temperament, Brain function, Communication Styles and so much more. All of this has helped shape my ministry at First Church. Influencing everything from the way I say "thank you" to the way I engage in worship planning.

This year I also completed my service Ministerial Standing and Standards Committee for the Vermont Conference. The MSSC works with pastors in aspects of authorization. I chaired the Member in Discernment sub-committee, which works with folks seeking ordination in the United Church of Christ for three years. It is a committee doing incredible and vital work on behalf of the church, but it is also exhausting.

Outdoor Ministry in its many forms is a foundational part of my call to ministry and to how I experience the divine and serve the church. I led a week of camp for High School youth. Our own Ethan Goedken joined my week of "Outdoor Adventure". I pray that more members of First Church will continue to find the blessing of Covenant Hills, both as campers and volunteers. First Church had its first Counsellor in Training, in many years, this summer at Covenant Hills.

I remain on the Covenant Hills Board of Directors and am co-chairing the Governance Committee. I am also continuing on the Outdoor Ministry Association of the United Church of Christ as a Board Member. OMA seeks to resource outdoor ministry sites and leaders throughout the UCC and beyond. This ministry fills me and give me great hope for the future of the church and for young folks across the country. Part of OMA's work is to host 'Consult', the bi-annual gathering for outdoor ministry folks.

Finally, but not least I was blessed to take Sabbatical the middle of August to the middle of November. It was in part a time of recovery, renewal, and refreshing. During that same time Abby was on Sabbatical and my son Keadyn Ryan Gackenheimer was born. Following sabbatical time Abby and I began our Parental Leave to the end of the year.

Sally May provided sabbatical coverage for youth ministry. She did a wonderful job leading the youth in weekly meetings, special events, Christmas pageant, and service work. We are incredibly grateful she agreed to return to First Church in a new ministry capacity. She was a blessing to the youth and to the entire church. Thank you Sally. You will be missed as you seek your first settle call and ordination in the UCC.

2014 has been a faith-filled year in the life of First Church. I pray that 2015 will be a year of exciting growth and learning. I pray that the Spirit continues to move through First Church as we continue to listen for our Still Speaking God.

Respectfully Submitted,

Rev. Ryan Gackenheimer

ANNUAL REPORT OF THE CHRISTIAN EDUCATION DIRECTOR

Our Faith Formation programs here at First Church are growing, moving along and staying current with what church looks like for kids and youth in today's world. We continued this year to use two different curriculums with our children and youth. "Grow, Proclaim and Serve" which is a Bible story based curriculum is being used in our Preschool, Kindergarten and 1st grade classes and we are using a lectionary based curriculum of "Feasting on the Word" for all the upper grades. We have also used a rotational format of story, craft and activity during the seasons of Advent and Lent and our youth have participated as helpers with the classes. Our First Sunday spiritual friend volunteers continue to participate with the kids using Faith Talks which engage them in meaningful conversations with adult church members and then all return to worship for communion. We continue to have great feedback on all who join us here for our programs including our group activities on Camp Sunday, Pretzel Sunday, Rally Day and three or four others throughout the year.

Our Junior Youth Group program for 5th & 6th graders finished its second year with 13 youth participating and an average of 7 attending on our first Sunday of each month. These youth have had a great time getting to know each other as we eat lunch, share, play games, work on a mission projects and have a devotion time. Their energy is contagious! They have done a lot this year making a hand held maze games for the college care packages, making a robot for Vacation Bible Camp, making clay pot Easter table centerpieces with proceeds going to the Senior High Mission trip, helped on church cleanup day and making felted ornaments for the Giving Tree families. They also enjoyed decorating Pastor Ryan's office to welcome him back and going on an all youth hike the first Sunday in June. Also this fall they began helping the Missions committee by selling the Fair Trade Coffee & Chocolate between services on the second Sunday of the month, which they are really enjoying. I would like to thank all our junior youth parents who bring their energy and support to this program every month, as we have at least 2 parents who join us each month as well as one family who provides us with lunch. These parents are encouraging their youth to be involved and I pray that the youth will stay involved so that the foundation that this program gives them and the bond they form with their peers and its leaders helps to build their faith community as a youth group and help support them in up through their high school years, allowing them to be comfortable to talk about anything. Yes, youth groups have the time to help form a deeper connection that what we can foster during our Sunday morning Faith Formation of Sunday school time. Our kids, youth and parents today have so many choices in today's world, so let us continue to support them and encourage them to get involved in as many of our youth programs as they can so that their faith based support system is as wide as it can be.

Our Vacation Bible Camp had its 4th year of an exciting program for the children & families in our area, *Workshop of Wonders – Imagine & Build with God*. Our volunteer group boomed again this year with a total of 30 volunteers (adults, college age and youth in 5th grade and older). This is up 7 from last year and the number of children who attended held at 41 (same as last year). We welcomed 5 new community families to our program which brought 8 kids to our fun activities for the week. With your continued support our VB Camp program we will continue to be a popular program in our community and bring energy and gifts of the Spirit that will continue to flow over in the months and years ahead. The music for the program continues to be an exciting part of the program and if you have lost a CD or would like to hear the VB Camp music, I have a few in my office that I would love to pass along.

I had a wonderful time directing the youth in the Christmas pageant this year, having fun with the script and the costumes. They were all a joy to work with and I would like to thank you the congregation for your continued support of the youth and their presentation of the pageant each year. Our youth so enjoy doing this and our children also enjoyed taking part in it as well. Many thanks to the adult helpers who

were so valuable in working on this pageant: Thomas Shearer, Leo Wermer, Heather Benton and Sally May. Their presence at rehearsal was so important to the youth and myself and their ideas and expertise truly helped to make everything run smoothly creating the final presentation.

Here at First Church the energy, excitement and support that comes from all of you who embrace the programs and give of your time and talents is truly a blessing. For without you getting involved in our programs, they would not exist. As we continue to welcome new families among us each year and their children and youth, we need to remember the importance of an active congregation who stays connected to our children and youth by their presents, gifts and service. Volunteers who take the time to get to know them, walking their faith journey with them however old they are. Maybe you took a year off this year, maybe you just volunteered for the first time this year – where ever you fall on the volunteer grid, please remember how valuable you are to the children and youth and who we are as a church. There are several ways and levels to which one can volunteer in our Faith Formation programs whether it be every week, once a month or at special one-time events – behind the scenes or in a program. I would like to encourage you all to continue to be a part of the Faith Formation in our children and youth and learn and grow on your faith journey as you engage with them in theirs.

I continue to lead a local Community of Practice circle for Christian Educators in our area, which is now an ecumenical group in that we have a United Methodist CE person at our table. We meet once a month from September to May and this group continues to be a resource and support system for m as we share our ideas, programs and our faith. I am in my last year of sitting on the planning team as treasurer for N.E.A.U.C.E. - New England Association of United Church Educators (this is my annual continuing education retreat that I attend in May and connect and network with other CE leaders all around New England). I also serve on the Board of Directors for Covenant Hills Camp as their financial officer and directed a week of summer camp during their camping season this year.

May God continue to bless our programs, feed our spirits and guide us as we walk this journey of faith together,
Laurie Chipman

ANNUAL REPORT OF THE CHRISTIAN EDUCATION COMMITTEE

The Christian Ed Committee had a busy and productive year. Programs for children, youth and adults meant that everyone had the opportunity to enrich their understanding of their faith in many ways. There are 96 active children in the Sunday School from 53 families. This is from a potential of 106 children from 63 families with children in the church. The average weekly attendance for this age group (K-6) was 37 in the spring and 42 in the fall. The Sunday School has varied it's format to include children in worship, opportunities to meet with adults on First Sundays of each month, rotational activities during Advent and Lent, and group activity days of building community. Laurie is working toward setting up a website to encourage communication with families and ongoing Faith Formation at home. The ending time for Sunday School has been extended to 11:30 to allow parents a time for fellowship before coming to pick up their children.

Recruitment of Faith Formation Sunday School leaders continues to be a challenge, and finding consistent coverage for the nursery has been difficult. The number of volunteers in the Sunday School program fell from 43 to 34 this year. There were only 8 volunteers in the nursery this year, a drop from 16 last year. This meant that there were 13 weeks when the nursery was "self-serve" this year, in addition to the

summer weeks. . We have asked again this year for a paid Nursery staff person for an hour and a half every Sunday from Sept. to June to be added to the budget.

The children voted to have their Sunday School offering go to the Heavenly Food Pantry for 2014. The total amount collected was \$760.39.

We began planning early in the year for Pastor Ryan's sabbatical and parental leave. Ryan and the rest of the staff prepared plans so the youth programs would run smoothly in his absence. Sally May was hired to work with the youth groups, and we thank her for her efforts. Volunteers stepped up to assist with scheduled youth events during the fall. There are three youth groups. The Junior Youth of fifth & sixth graders met monthly with Laurie Chipman with 13 participating this year. The Junior High met on most Sunday afternoons and the Senior High met on Sunday evenings.

The Senior High youth traveled to Tennessee for a mission trip in July. They worked to build an addition to a house and also to dig a trench for a retaining wall. It gave them a chance to see and experience the challenges of Appalachia first hand. The youth group with several adult volunteers also produced an excellent Christmas pageant which was presented on the Sunday before Christmas at both services. The Junior High Youth Group put on its annual Halloween Party for our church families.

The Adult programs continued to run smoothly. Sermon Talk Back on Tuesday mornings has had as many as 25 people in attendance for lively in depth discussions of both the sermons and many issues of faith as it applies to our lives. The Searchers Group on Wed. evenings have explored the future of our church by discussing both books and films, as well as TED talks. JOY (Just Older Youth) and Women's Spirituality have continued to provide fellowship with a wide variety of programs. The Noontime Book Group has also had lively discussions of books of many genres.

The Lenten Series used the same format as previous years with a simple dinner followed by several short workshops on a variety of topics. Attendance was down a bit this year, so we are exploring the possibility of changing the format for 2015.

CE sponsored several traditional all church events including Rally Day, in Sept., an Ice Cream Social in June, and Family Camp at the end of June with 37 adults, children and youth enjoying a fun weekend at Covenant Hills Camp in Cabot, VT.

Vacation Bible Camp continued to be a strong program with 41 kids this year and a volunteer group that grew to 30. This program serves not only FCCEJ children but also families in the wider community. This year we added a 'You & Me' group for toddlers and had 3 more parents (grandparents) join us. It was quite successful and will be offered again in 2016.

Early in the year we used some of the money from a generous anonymous gift to purchase a mobile book tower to display children's books. It can be found in Fellowship Hall where its visibility encourages anyone to borrow books to enjoy at home. Another portion of the gift money was used for a video sound system in the youth lounge. This room is now equipped to watch movies and videos.

We asked for and were granted money from the Endowment Fund interest to purchase two new tables for Sunday School classrooms, area rugs for four of the classrooms on the 3rd floor and to have new carpet and pad installed in the Nursery.

Many thanks to Laurie Chipman, our Christian Education Director, for her organizational skills and creative and innovative ideas to help keep our programs fresh and pertinent to the 21st century. Thanks to Ryan and Sally May for their work with our youth and to the many, many volunteers without whom our programs could not happen.

Respectfully submitted, Joanne H. Irwin

ANNUAL REPORT OF THE MUSIC COMMITTEE

“The Music Committee in conjunction with the Pastoral and Professional staff is responsible for all aspects of the Ministry of Music.” (Ref: FCCEJ ByLaws)

The First Congregational Church of Essex Junction is the home of: The Sanctuary Choir, Heavenly Harmony, Men at First, Currier Bell Choir, Junior Choir, Cherub Choir and Finally at First.

The following list highlights some of the Music Committee activities and personnel changes this past year:

- At the end of January 2014 our Music Director Mark Railey resigned and Catherine McMaster returned as Organist and Choir Director for 2 months.
- In April, Marie Johnson as Organist and Bill Bickford Jr. as Choir Director led us for Palm Sunday and Easter services.
- Marie Johnson continued as our Organist for the remainder of 2014 and thru January 11, 2015.
- May 11th was Recognition Day as Barb Blanchette and Amy Bigelow were honored for their many years directing the adorable Cherub Choir.
- Northern Bronze also gave a lovely concert that day with all the proceeds going to the Music Program.
- Praise-a-Palooza was held on June 8th.
- Judy Larrabee and Diane Bottamini represented the Music Committee on the Music Director Search Committee.
- The Music Committee chose Jennifer Carpenter to be our long term interim Choir Director from September 2014 thru January 11, 2015.
- Carol Wheel became the new Cherub Choir Director in the Fall.
- Joe’s Big Band performed on September 24 with the offering going to FCCEJ.
- Music for the three Christmas Eve services were planned by the Directors.
- Catherine McMaster was selected by the Search Committee and approved by the Church Council as our new Organist, Choir Director, and Music Director. She will start January 18, 2015.
- Laura Cunningham-Firkey, in conjunction with the Pastors and Directors, created the entire music schedule for the year.
- Ed and Emily Hilbert are now tuning all pianos and Steve Russell is tuning the organ.
- Continuance of the Music storage Project was tabled until our new Music Director starts.

A HUGE thank you to everyone who contributed to another year of superb music at EJFCC: The Directors -- Jennifer Carpenter, Mark Railey, Bill Bickford Jr., Amy Bigelow, Barb Blanchette, Ed Guild, Carol Wheel, Carolyn Harris, and Rick Dooley.

A VERY SPECIAL thank you to organist Marie Johnson for her flexibility and willingness in being readily available to provide this church with such wonderful music.

And finally, a warm “WELCOME BACK” to our new Music Director Catherine McMaster.

Respectfully Submitted on behalf of the Music Committee,
Diane Bottamini, Chair. Judy Larrabee, Marsha Duell, Brian Chipman, Laura Cunningham-Firkey, and Charlie Kremer

ANNUAL REPORT OF THE DEACONS

During 2014, the Deacons at First Church engaged in the following activities:

- Rob Evans participated in music director selection committee
- Planned and served at Ash Wednesday and Maundy Thursday services
- Served communion each week during Lent
- Transitioned to 100% gluten-free bread for communion, which now entails special-order and pick up of the bread
- Reviewed Strategic plan and began working on refining our understanding of our responsibilities
- Purchased dishwasher racks for the communion cups
- Mark Chadurjian sat on the By-Laws review committee for the deacons
- Reached out to new members with hand-written notes
- Ordered 5 headsets for the hearing-impaired
- Began intentional efforts to be present at church-sponsored events and funerals
- Coordinated special communion on World Communion Sunday (10/5) with different breads to choose from
- Beth Volker coordinated flower delivery each Sunday
- Assisted at other services throughout the year, including healing services and Christmas Eve

Late in 2014, various concerns were brought before the Deacons by members of the congregation. Together with Reverend Mark, we are working on addressing these concerns.

It is important that people with concerns regarding worship and the life of the church know that they can bring those concerns forward to the Deacons. Church Council is planning to conduct a congregational survey in 2015 as another way to allow all our members to be heard.

Respectfully submitted, Sena Meilleur & Beth Volker, Deacons' Co-Chairs

ANNUAL REPORT OF THE PASTORAL RELATIONS COMMITTEE

The Pastoral Relations Committee as established in the Church Bylaws is designed to provide a vehicle for communication between a member or members of the congregation and pastoral staff on a more official level.

Per the Bylaws, the Committee “seeks to support and maintain an open and productive relationship between the pastoral staff and the members of the Church, to identify and support the needs and concerns of the pastoral staff, and to resolve misunderstandings and disagreements between the pastoral staff and members.”

The Committee consists of five members and is chaired by the Church Council Vice President and generally meets monthly to ensure that both members of the congregation and the pastoral staff have an open line of communication. Committee members and participants in the meetings are expected to keep matters discussed confidential.

Church members who seek to have a more formal discussion with our pastoral staff are encouraged to talk to the chair or a member of the Committee to get on the agenda for the next meeting.

Respectfully Submitted,
Brenda Crocket

ANNUAL REPORT OF THE MISSIONS COMMITTEE

As I sit here writing what will be my last Annual Report for The Missions Committee, I reflect on my time serving on this Committee and what it has meant to me personally. I am surrounded by great people who want to help others as I do. My Committee has been very supportive as I have chaired these past two years. My hope is to pass the chain of Command on this year at some point to another member. I want to thank the Committee for their hard work it is greatly appreciated. We are losing four members this year and new members will join us. Change is difficult, but it is also life, and we need to embrace change and carry on.

This year was another good year for Missions. Our pasta dinner even with changes still gave us 1,450 to continue our mission in helping people. The money raised from the dinner along with funds from our budget enable us to support organizations; JUMP, COTS, Vermont Respite House, Meals on Wheels, Lucy's House for the Prevention of Homeless Animals, The Crop Walk, The Ecumenical Summer Lunch Program and Covenant Hills Summer Camp. Missions also supports the UCC's , Five for Five special collections throughout the year. These include: One Great Hour of Sharing, Neighbors in Need, Strengthen the Church, Per Capita and the Christmas Fund.

Mission Possible, which was formed from both Missions and the Christian education Committee helps with a hands on approach. They help The Vermont Food Bank, the Vermont respite House through baking treats and gardening, The Dismas House by serving meals once a month to its clients. They also organized a clothing drive. This helped many people who are served by our Heavenly Food Pantry. Some coats went to the Dismas House as well. Everyone who receives these winter garments is deeply appreciative.

In October for Mission Sunday we had Wanda Hines from JUMP come speak to the Congregation. It is our plan to invite speakers from the groups we support so the Congregation can learn more about what the groups do, how the donations help and possibly how can they volunteer, be involved.

I am really excited that one of our goals we started talking about in 2013 is finally becoming a reality. Our church in July of 2015 will be sending a team to Golden Grove, Jamaica. This will be the Church's first International, intergenerational outreach Mission. The subcommittee headed up by Sharon Dettenrieder and Lauren Starkey has been working very hard to make this possible. The trip will take place from July 7th to July 16th. They will be working on projects at a medical clinic and preschool. It is our hope that when the team comes back and reports the experiences they had, we could continue this Global Mission every other year. The team going has been selling shares of stock and on March 21st there will be a Calcutta night at the Catamount Country Club. This will be our major fund raiser for this trip. It will be a fun time!

We will be postponing our Pasta Dinner to the fall, but look forward to having good food and entertainment too! We will keep you updated as plans unfold.

We are also grateful to The Heavenly Food Pantry and Heavenly Cents Thrift Shop. These are two very important Missions of the Church and in the Community. The volunteers who run and volunteer all their time to these two entities should be commended for their hard work. I would like to thank all of those who volunteer their time, talent, monetary, any way that you give.

Whenever I hear or see a quote that is meaningful to me I write it down. When I think of Missions and all the Committees or groups , all the people that are part of this Congregation this quote comes to mind ... "It's not how much we give, but how much love we put into the giving--- Mother Teresa I believe this applies.

Respectively submitted,
Lori Giannuzzi

ANNUAL REPORT OF THE USHERING COMMITTEE

The Ushering Committee is responsible for finding Church volunteers to Greet and Usher for both services each Sunday - a total of 520 people for a full year.

Each member of our committee is responsible for filling spaces with faces for 2 months.

More Ushers & Greeters Needed:

We are always looking for new/additional volunteers!

Ushers and Greeters are important in creating a positive and friendly first impression for those attending our worship services. It is a fun and easy way to help provide an enjoyable, safe, and welcoming experience at our church!

Usher and Greeter responsibilities are posted on the church web site and in the usher's closet. This allows new and old volunteers alike to review the expectations for the services ahead of time.

>You can let us know of your interest by calling the church office anytime or by indicating "USHER" or "GREETER" in the Friendship book.

Sign up to Serve:

Anyone who wants to sign up online anytime can go to the following link:

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

You will be able to easily see what you've signed up for as well as see other opportunities to volunteer.

Additionally the manual sign up is available for volunteers who visit the sign-up sheet on the bulletin board downstairs in the hallway from fellowship hall into the vestry.

We are fortunate to have members of our youth group usher and greet at 2nd service on the first Sunday of each month during the school year. We also have several other groups such as the Boy Scouts who volunteer to usher and greet on special Sundays throughout the year. And, we have a loyal group of Ushers and Greeters who cover the other weeks throughout the year. We are extremely grateful for their help, but more volunteers are always needed.

Activities in the past year:

With our ever busy lives, it seems to get harder each year for the committee to find volunteers to commit to usher and greet each Sunday. In an effort to make sign ups easier we've started the new year with an automated sign up in place through the tool Signup Genius. We were encouraged by the success our Essex Eats Out efforts have found in an online signup. This system will send an email reminder to volunteers as well.

I want to thank the people on this Committee who have worked faithfully to be sure that Greeters and Ushers are in place each week, and who have gotten this information to the church staff by Thursday to ensure it makes the bulletin for the services.

Maureen Evans and Mike Sullivan have completed multiple terms and will be staying on for another year. Melissa Culver has completed her term on our committee and will be stepping down. We appreciate her efforts and input – she did a great job and without her prompting and assistance we wouldn't have been able to automate the sign up process!

Again - our heartfelt thanks to all who have volunteered to greet or usher this past year. Additional volunteers including singles, couples, and families are always welcome!

Respectfully Submitted
Maureen Evans, Chair

ANNUAL REPORT OF THE HEAVENLY FOOD PANTRY

The Heavenly Food Pantry provides food assistance to families living in Essex Junction, Essex and Westford. This year each family took an average of 120 pounds of food and hygiene products home from the Pantry every month. A total of roughly 90,000 pounds of food went home with families this year! A big change the Pantry experienced this year was an expansion of our hours, starting in August. The Pantry is now open on the 4th Thursday of the month, from 2:00 to 6:00 p.m. This allows more of our working families to avail themselves of the food assistance available. We now average 70 families per month!

We require each family to bring proof of residence in the form of a paid bill with their physical address listed (no post office box numbers). They must also have identification for every member of the household, including children. This documentation must be presented each time they visit the Pantry. Because we distribute items that come directly from the USDA, we are required to have each family fill out a federal form stating that their income falls below the national guidelines mandated by the government. We do not, however, ever ask for income verification. Any family who needs help may visit the pantry!

Each person who comes to the Pantry is given a “personal shopper” in the form of a Pantry Volunteer. These volunteers escort the person throughout the Pantry, and, based on the size of the family, help the visitor with their food and non-food choices. Our food pantry offers fresh fruits and vegetables, eggs, many varieties of frozen meats, canned soups, sauces, fruits and vegetables, boxed pastas, juice, condiments, baby food, bakery items and non-food items such as toothpaste, toothbrushes, shampoo, deodorant, dish detergent, laundry detergent and toilet paper. Through an agreement with a local group, we even have cat and dog food available!

The volunteers are the backbone of our food pantry. Over 35 men and women help make the pantry a reality by serving both on the day the pantry is open as well as behind the scenes. Some of the volunteer duties include (but are not limited to) purchasing fresh perishable food on the day of the pantry, picking up food from various local businesses which donate, sorting and stocking food before and after the pantry is open, assisting the day of the pantry by setting up tables, stocking tables, greeting visitors at the door, filling out registration paperwork, walking around with the client while they make their choices, weighing the food after families have completed their shopping, and even pushing a shopping cart to a client’s car and loading the food into the car. If there is a job to be done, you can be sure that these volunteers will see to it! We have been especially blessed this year to have several community members join our volunteer staff. Organizations within the community have expressed interest in our pantry and are beginning to send volunteers to our pantry to help out. Since the pantry serves families here in Essex, Essex Junction and Westford, it truly is a case of neighbor helping neighbor! Call the church office if you are interested in volunteering. With our longer hours, we could always use hands for the later part of the day!

As always, we extend our thanks to Val Gabert for all the work she does to maintain the food pantry. She helps to see that families visiting the pantry have a wonderful selection of fresh (never outdated) and nutritious food to feed their families.

Thanks also go to the church family, as well as the community, for supporting the Heavenly Food Pantry with food and monetary donations. Hannaford’s continued their support this year by donating food through their “Hannaford Helping Hands” program. The pantry was also the recipient of many food drives throughout the months of November and December by local schools, organizations and individuals.

Respectfully submitted, Mary Richer and Suzanne Reardon, Co-Directors

ANNUAL REPORT OF THE HOSPITALITY COMMITTEE

The Hospitality committee has been providing the coffee hour service between services and after the second service except during the summer months. Thank you to everyone who has helped with the coffee hours throughout the year. A sub-committee was formed this year to provide a light service after funerals – thank you to those who have helped with that as well. We also hosted the soup and roll luncheon after last year’s annual meeting.

We purchased a cupcake tree which we now use to display mini cupcakes. We have chosen to limit the purchase of the large cakes and replaced them with mini cupcakes/brownie bits and would like to thank everyone who helped bake and ice them this year.

In addition, the committee has been polled and represented on the kitchen remodel group. There were some late year purchases for the kitchen, keeping in line with the strategic plan for the kitchen. Those included: 2 new plate racks for the dishwasher, 2 new bussing bins and a set of communion cup washing racks. I would expect other items to be purchased once the kitchen remodel begins and we will work with the other groups who use the kitchen to make those decisions and purchases.

Many thanks to those on the 2014 Hospitality Committee for their hard work and fun and positive support: Martha Houghton, Caroline Messier, Betty Adams, Jackie Parks and Connie Marshall. We would also like to thank all those who stepped in and helped when more hands were needed.

Respectfully submitted,
Judy McCullen, chairperson

ANNUAL REPORT OF THE PLANNED GIVING COMMITTEE

The purpose of the Planned Giving Committee is to educate members of the church regarding the opportunities and long term benefits of planned giving. To that end, the newly elected committee met one time in 2014. A planned giving action plan has been developed and will be implemented in 2015.

One element of the action plan was to conduct an annual wills clinic/estate planning seminar at the church. On November 12, 2014, thirty three individuals attended the first seminar. The seminar was presented by Tim Carney, a church member and Certified Financial Planner, and Holly LeMieux, and Essex attorney and specialist in Elder Law, Wills, Trusts, and Estates.

For the committee,
Dave Johnson

ANNUAL REPORT OF THE DELEGATES TO THE VERMONT CONFERENCE

This year the UCC Vermont Conference Meeting was held at Lake Morley Inn in Fairlee the weekend of April 25-26, 2014. Judy Allen, Tom and Elaine Helmstutler and Joanne Irwin as well as Laurie Chipman, Ryan Gackenheimer and Mark Mendes attended as representatives of FCCEJ.

The format and purpose of the meeting was a little different this year. Instead of having a keynote speaker, Greg Norbet, a former Benedictine monk and song writer, played his music for us and led us in song. The theme was "Rooted and Grounded in Love" and was intended to help us in exploring our spirituality in a deeper way. It was much like a retreat. The atmosphere was quiet and thoughtful. The worship services were innovative and interesting. Of particular note was a lovely liturgical dance at one worship service that was very moving.

The workshops included topics such as:

Centering Prayer and how to start a group in based on contemplative traditions;

Learning to Listen as we pray and live our lives,

Using art in worship,

Hiking as a spiritual practice,

Liturgical dance,

Feeding God's People...a group from NYC came to share their experience of a church centered in feeding the needy as being similar to the sacrament of communion.

Treasuring God's Creation... exploring the importance of gratitude and positivity in saving the environment and building spiritual foundations for an environmentally grounded ministry

This is not a comprehensive list, but is representative of the ones that our delegates chose to attend.

The traditional Peacemakers Breakfast featured reports from a dozen churches, mostly quite small, who are pursuing projects that take giving beyond charity to raise consciousness, educate people and strive to get to the roots of the causes that make people need charity in the first place. The goal is going beyond charity to justice. Tiny UCC churches throughout Vermont are engaged in some pretty impressive work.

Other offerings included a Labyrinth, Walking Paths, Arts and Crafts and a demonstration of Zen Archery.

The business meetings were pretty routine with election of officers, and passing the budget. There were no resolutions presented this year. Laurie Chipman presented the only amendment to the budget. She moved to increase the UCC contribution to Covenant Hills, which is owned by the Methodist Conference, but used by both denominations. Our contribution has been much lower than the Methodist one in the past. She wanted to gradually increase ours over several years until it reaches the same as the Methodist. Most people felt this was a good idea, but since we were discussing this year's budget, we could only amend it for this year. The amendment was amended to increase the contribution for this year only.

It was a busy weekend which gave us a chance to network with people from around the state, as well as to spend some significant time getting to know each other better in a lovely setting with delicious food.

Respectfully submitted, Joanne Irwin, Tom & Elaine Helmstutler, Judy Allen

ANNUAL REPORT OF THE HEAVENLY CENTS THRIFT SHOP

The Thrift Shop started its 20th year in September 2014. Many of the volunteers are also in their 20th year. It doesn't seem possible that we have been running the shop that long. We are fortunate to continue to have dedicated workers. This year we held our "Christmas Lunch" in early December at J.P.'s Restaurant and it was enjoyed by twenty-eight of our volunteers.

There is more competition for used clothing in the Essex area than there used to be so our sales are down somewhat. We appreciate all donations, but they must be clean, in good condition, and have no stains. We ask that donations coincide with the seasons as we have little extra storage space.

If you have time and would like to volunteer, please call Bernie Currier (878-3297). She manages our time schedules. We are open Tuesdays and Wednesdays from 10 a.m. to 3 p.m., Thursdays from 4 p.m. to 8 p.m. and the second Saturday of the month from 11 .m. to 2 p.m.

Our thanks go to Anita Guild who does an excellent job as our Treasurer and Bernie Currier, our scheduler, and all the many volunteers who give so generously of their time. We have over thirty volunteers who work at the shop, but due to an aging population of volunteers, we are in need of new volunteers in order to keep the shop running. Please call Bernie if you have some time to give.

We hold four dinner meetings a year including a picnic in the summer. The potluck dinners are open to all the women of the church whether they work at the Thrift Shop or not. Our Christmas lunch is the only time when we invite only ladies who work at the shop.

Thank you for all your donations.

Respectfully submitted,
Louise Kolvoord

HEAVENLY CENTS THRIFT SHOP 2014

CASH BALANCE, JANUARY 1		\$7,206.70
INCOME:		
SALES	\$9,043.37	
INTEREST	<u>6.19</u>	
TOTAL INCOME		<u>9,049.56</u>
TOTAL CASH AVAILABLE		\$16,256.26
EXPENSES:		
CONTRIBUTION	\$6,420.00	
ELECTRICITY	355.31	
TELEPHONE	327.48	
SUPPLIES	75.71	
ROBE FOR SALLY MAY	400.00	
CHRISTMAS WREATHS	200.00	
CONTRIBUTIONS AND GIFTS	84.54	
CHRISTMAS CONTRIBUTIONS AND GIFTS	1,500.00	
HOLIDAY DINNER	489.11	
MISCELLANEOUS	<u>65.00</u>	
TOTAL EXPENSES		<u>9,917.15</u>
CASH BALANCE, DECEMBER 31		<u>\$6,339.11</u>
CHECKING		\$1,944.88
MONEY MARKET		<u>4,394.23</u>
TOTAL CASH BALANCE, DECEMBER 31		<u>\$6,339.11</u>
MISSIONS (CLOTHING)		<u>\$250.00</u>

Respectfully Submitted,

Anita Guild, Treasurer

ANNUAL REPORT OF THE NOMINATING COMMITTEE

Our Church is fortunate for the many volunteers that serve the church, each other and the community in so many ways. It has been said that “It takes a village to

The need for volunteers, while often focused in the fall of the year, is an on-going endeavor all year long. Many people worry that they “do not have time” for another activity or committee, but it is very rare that a volunteer will not tell you that he/she got more out of the volunteering than they put in. So do not hesitate to take a turn, or another turn, on one of the fulfilling committees.

Frank Smith & Bart Frisbie

General Church Officers

President	2015	Kevin Dorn
Vice President	2015	Brenda Crocket
Clerk	2015	Andrea Sharp
Assistant Clerk	2015	Lisa Rundle
Treasurer	2015	Ann Gray
Assistant Treasurer	2015	Dan Petherbridge
Financial Secretary	2015	Pat Seaver
Assistant Financial Secretaries	2015	Fred Babinger
	*2015	Linda Bogardus
Auditors	2015	Bob Vincent
	*2015	Rob Sinkewicz
Champlain Association Delegates	*2015	Fred Babinger
	2015	Alison Wermer
	2015	Carl Wermer
Vermont Conference Delegates	*2015	Bill Adams
	*2015	Betty Adams
	2015	Laurie Chipman
	2015	Joanne Irwin
	2015	Judy Allen

Committees

Christian Education	2015	Shannon McCullen
	2015	Peg Coolidge
	*2015	Mary Winslow
	2015	Tom Shearer
	2016	Aimee Koch
	2016	Julie Edwards
	2016	Marlene Frank
	2016	Sue Conti
	*2017	Jenny Bourn
	*2017	Beth Birmingham
	*2017	Allison Gorniak
	2017	Elaine Raymond

Deacons	2015	Betsy Weischedel
	2015	Sena Meilleur
	2015	Gary Smith
	2015	Stephanie Field
	2016	Heather Benton
	2016	Tim Carney
	2016	Erica Garvey
	2016	Mark Chadurjian
	*2017	Rick Dooley
	*2017	Anne Harris
	*2017	Michael Bottamini
	*2017	Marie Johnson
Hospitality	2015	Judy McCullen
	*2015	Mary Jane Lewis
	2016	Connie Marshall
	2016	Betty Adams
	2017	Martha Houghton
	2017	Jackie Parks
Missions	2015	Mark Benton
	2015	Alan Kinney
	2015	Lori Giannuzzi
	2015	Lauren Starkey
	*2016	Katie Rick
	2016	Ginny Coe
	2016	Chris Baker
	*2016	Linda Lou Parker
	2017	Sharon Dettenrieder
	2017	Sally Turner
	*2017	Susan Kremer
		*2017
Music	2015	Judy Pomainville
	2015	Brian Chipman
	2016	Diane Bottamini
	2016	Laura Cunningham - Firkey
	2017	Charlie Kremer
	*2017	Mindy Bickford
Nominating	2015	Carl Wermer
	2015	Barb Smith
	2016	Frank Smith
	*2016	_____
	*2017	Beth Warren
	*2017	Marsha Duell

Pastoral Relations	2015 Brenda Crocket (VP) 2015 Michael Bottamini 2016 Sue Wood 2016 Kevin McCullen *2017 Tom James
Planned Giving	2015 Trustee Rep. 2015 Ann Gray – Treas. 2015 Stewardship Rep. 2016 Dave Johnson 2016 Matt McGeary 2016 Darryl Koch
Stewardship	*2015 _____ 2015 Zach Smith 2016 Alison Wermer 2016 Fletch Coolidge 2017 Maureen McKenzie *2017 Art Winslow
Trustees	2015 Chad Forcier 2015 Joanne Brooks 2015 Brian Culver 2016 Carolyn Harris 2016 Dennis Conti 2016 Kevin Meilleur 2017 Lester Nutting 2017 Bill Adams 2017 Cathy Shearer
Ushering	2015 Peter Frankenburg 2015 Mary Ellen Grove *2016 Ann Marie Sullivan 2016 Mike Sullivan *2017 Mary Jane Lewis 2017 Maureen Evans

(*) Denotes new nominee.

The By-Laws require that the outgoing chairperson of each committee shall call a meeting of the new committee to elect a new chairperson and notify the Clerk of the name of this new chairperson.

ANNUAL REPORT OF THE TRUSTEE COMMITTEE

The Trustees are responsible for three major areas of operating our church; physical assets, personnel, and financial oversight. This past year the Trustees and other volunteers continued to work hard to keep your three primary properties and grounds in safe working condition. Notably, the windows in the Marvin Lounge and church offices were replaced with new, energy efficient windows, the roof of the Sawyer House was replaced, and a main electrical panel in the basement was moved and upgraded. As the year closed, thanks to another generous donation, work has begun to design a new, more efficient and safe kitchen with actual deconstruction/construction work targeted for June of 2015.

Our facilities continue to age however, and much maintenance has been deferred due to limited funding. We have several large capital expense projects that need attention. Amongst them are a sanctuary overhaul as our carpet is unsafe and space is becoming constrained as we grow our membership. Examples of other major projects include parking area repaving, and upgrades to our utilities; heating, electrical and plumbing. Steeple restoration work that was scheduled for 2014 was delayed due to illness of the Steeple Jack and uncertainty as to his return to work, therefore we have begun negotiations with another Steeple Jack and hope to have this important and necessary work completed in 2015.

The trustees continue to look for ways to save money. Leases of our equipment and contracts are evaluated as they approach expiration. Quotes from other vendors are solicited to ensure that we are getting the best value for our money.

A documented maintenance schedule and corresponding record of maintenance performed helps us to keep track of all the work that needs to be done as well as a record of what was accomplished. A prioritized list of all the task/projects that lie ahead was updated recently. This includes essential items as well as those that are highly desired to make our church an even better space for everyone and in keeping with our mission, vision and values.

Thanks to a great personnel subcommittee, refinements were made to the personnel policies to make them more practical.

None of the work we do could be done without our tireless group of volunteers and staff. From the crews that mow our lawn, those that make the many miscellaneous repairs, to coordinating and executing projects like replacing the windows in the Marvin Lounge and replacing the Sawyer House roof, we save thousands of dollars each year due to these dedicated individuals. Like my predecessors before me, I would like to give a special thank you to Lester Nutting, for his diligence and assistance on an inordinate number of projects and to Ed Guild for his expertise on our heating system and other important items.

Respectfully submitted,

Kevin Meilleur, Trustee Chairperson

ANNUAL REPORT OF THE STEWARDSHIP COMMITTEE

Per the Church's By-Laws and the Strategic Plan adopted by the Church Council in February of this year, Stewardship is charged with the primary duties of:

- a. Ensuring members are educated about the Church's financial processes and responsibilities
- b. Managing the yearly Stewardship campaign and any mandated Capital campaign initiatives that may arise
- c. Work with Nominating to identify a pool of trained people to write/pursue grants if necessary

Responsibility for creation of the budget is the responsibility of the budget sub-committee of the Church Council, with the chair of Stewardship as a member of that sub-committee.

The motto we tried to adhere to this year was 'Stewardship is a year round effort'. Thus we tried to bring you meaningful 'Stewardship Moments' throughout the year and not just during the yearly fall campaign. We wondered if we could be so successful in our yearly campaign, that the budget committee would not need to include a 'Fund Raiser' line item in the 2015 budget! However, the line item is still needed and remains as a goal for the coming year. To that end, one of the suggestions, the Hannaford Gift Card program, seems to be a 'keeper' and for the 6 months it is has been running has netted the Church over \$1000! We thank everyone who is supporting this fund-raiser!

Our pledge campaign statistics for the last 3 campaigns is as follows (as of Dec 27, 2014):

	For 2015	For 2014	For 2013
Total # of pledge units	222	222	240
Total amount pledged	\$286,369	\$286,020	\$294,838.00
Avg amount pledged	\$1289.95	\$1288.38	\$1228.49

We thank all who continue to pledge, all who pledged for the first time and all who increased their pledge this year! Nevertheless, this is a challenging sustainability model and presents a challenge to the Church's vision of increasing (or even maintaining) our present programs.

The committee's continued focus in 2015 is to educate and encourage the membership on the Church's needs and vision.

Respectfully submitted,

Fletch Coolidge, Laura Marthaler, Maureen McKenzie, Zach Smith, Alison Wermer

ANNUAL REPORT OF THE TREASURER

Found on the following pages are the Income and Expense Statement, a report of Income and Expenses for Restricted Funds and a Balance Sheet as of December 31, 2014.

Budgeted income for 2014 was \$400,973.88 (107% of budget). Interest income was \$257.41 for a total income of \$401,231.19. Total 2014 budgeted expenses were \$377,808.65 (100.3% of budget). This resulted in a surplus of \$23,422.54 at the end of the year. The Church Council voted to use \$20,506 of endowment income, per the endowment policy, for special projects as petitioned by church committees. Therefore, total unrestricted income (budgeted and endowment monies) was \$421,737.79 with corresponding expenses of \$398,311.65.

However, approximately \$13,000 for pension and health insurance expenses normally paid in the fourth quarter were not paid until 2015 due to a late invoice from the company. If this bill had been paid in 2014, expenses would have increased by approximately \$13,000 which would result in a corresponding decrease in the year-end surplus. Also, Abby Gackenhaimer's church made an extra payment toward the health insurance expenses.

Overall income and expenses were generally in line with their budgets. On the income side, pledges, building use income, and fund raisers were over budget, and initial offering, loose offerings, and per capita offering raised less funds than budgeted.

Expense items that were over budget were maintenance, utilities, and building insurance. In other areas, cost savings were recognized which helped to keep the overall expenses on budget.

Restricted funds by their very nature are not budgeted. The revenue and expenditures are outlined with their corresponding prior year values for comparison.

Respectfully submitted,

Ann Gray, Treasurer

Dan Petherbridge, Assistant Treasurer

ANNUAL REPORT OF THE ENDOWMENT SPENDING

The endowment policy has a provision that allows up to 5% of the average fund balance over the previous 12 quarters to be used to support, for example, Mission Outreach, Education and Youth and Capital Improvements. In 2014 five-percent of the fund equated to about \$20,500. This year the Church Council approved projects in supporting the following areas:

- The sabbatical and family leave for our Associate Pastor, Ryan, by providing funds to pay for our substitute Pastor. This was a little more than \$4,500. (Note: future funding of sabbaticals will be accomplished by setting aside a portion of the cost each year into a restricted fund rather than one large expense when it occurs).
- "Seed" funding for the 2015 Mission trip to Jamaica of \$5,600.
- Improvements to the youth education area to include new carpet at a cost of about \$3,300.
- Additional headsets for those members and guests that need hearing assistance at a cost of about \$550.
- \$100 "seed" money to provide supplies for funerals.
- The balance of about \$6,300 to go into the Capital Reserve fund.

Respectfully Submitted, Dan Petherbridge, Assistant Treasurer

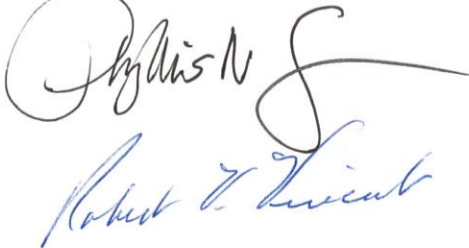
ANNUAL REPORT OF THE INTERNAL AUDITORS

January 18, 2015

The operating statement for the year ended December 31, 2014 of the First Congregational Church appears to accurately reflect the receipts and disbursements for the period, as does the operating statement of the 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,

Phyllis N. Gray
Robert V. Vincent

The image shows two handwritten signatures in blue ink. The top signature is for Phyllis N. Gray, written in a cursive style. The bottom signature is for Robert V. Vincent, also in a cursive style.

2015 FCCEJ BUDGET NARRATIVE

The proposed 2015 budget that Church Council is presenting to the congregation for consideration meets the same three important goals that were set last year; a balanced budget, no use of endowment revenue, and a salary increase for our staff of 2.0% (versus 3.5% last year).

As approved by the Congregation last year, a special budget sub-committee was established by Church Council allowing the Stewardship Committee to focus solely on revenue. This process was a much improved one vs. previous processes. All committees were solicited for their “dream” budget, however due to revenue being relatively equal to last year, we were not able to fulfill those dreams.

The 2014 proposed budget is the last column of the income/expense report on the following pages. We combined the 2014 proposed budget with the 2013 data in order to provide the congregation with a basis for comparison. Most items have remained relatively the same with the exception of a 2% increase in salary related expenses. We did add a few additional hours to summer time administrative coverage per the request of many parishioners. We also added a new line item to begin accruing funds to support pastoral sabbaticals. Reverend Gackenheimer is scheduled for a sabbatical this year, but funding was not set aside. The plan to fund this for 2014 is to request a one-time use of endowment funds from Church Council, but in future years this will be funded a little each year by this added line. As in previous years, Reverend Gackenheimer is budgeted to receive \$13, 440 for his housing allowance in the 2014 budget.

We continue to review contracts to save wherever we can. In fact, we were able to lower our insurance by about \$5000 by switching companies including lowering our deductible with no significant change in coverage. We are also switching our payroll processing company saving additional money, saving on a new copier contract, as well as a few other line items. It should be noted that Music combined several accounts into one line item and provided funding to assure all licensing requirements are met.

Maintenance of our buildings continues on an as needed basis. Ideally we would set aside considerable monies for capital projects, but our revenue simply does not support that. However, unobligated 2013 funds available from the endowment of about \$12,000 were swept into capital reserve fund. Still, it is likely that a capital campaign will need to occur in the future. Capital money was included for the Sawyer House as it is in need of re-roofing this year.

In the future, the deployment of the Church Council’s strategic plan will help guide us where to spend our revenue.

Church Council presents the following budget to the congregation with their recommendation for approval.

First Congregational Church
Income and Expense Statement

GENERAL FUND 01, January 2014 - December 2014

			Actual	2014 Budget	Difference	Budget %	2015 Budget
INCOME		4000					
Pledges		4030	306,338.92	297,425.24	8,913.68	103.00%	296,161.04
Initial offering		4035	366.50	400.00	-33.50	91.63%	400.00
Loose Offering		4040	18,250.17	23,500.00	-5,249.83	77.66%	23,500.00
Fund Raisers		4050	8,526.13	8,000.00	526.13	106.58%	7,000.00
Hannafords fund raiser		4055	0.00	0.00	0.00	0.00%	1,000.00
Rent		4070	32,927.00	33,244.00	-317.00	99.05%	33,244.00
Parsonage Rental		4072	0.00	0.00	0.00	0.00%	16,650.00
Per Capita Offering		4075	3,462.74	4,000.00	-537.26	86.57%	4,000.00
Building Use - Regular		4080	3,087.00	6,000.00	-2,913.00	51.45%	6,500.00
Endowment Fund Dist		4085	19,725.00	0.00	19,725.00	0.00%	0.00
Building use - Misc		4090	5,459.00	1,748.00	3,711.00	312.30%	1,750.00
Christmas Offering		4095	1,025.42	1,600.00	-574.58	64.09%	1,600.00
Wedding income		4100	1,475.00	250.00	1,225.00	590.00%	1,000.00
Funeral income		4105	825.00	250.00	575.00	330.00%	250.00
Subtotal Unrestricted		4020	401,467.88	376,417.24	25,050.64	106.66%	393,055.04
Budgeted			381,742.88	376,417.24	5,325.64	101.41%	393,055.04
Non-Budgeted			19,725.00				
INTEREST INCOME		4500					
Banking Interest		4510	94.93	60.00	34.93	158.22%	40.00
Investment Interest		4520	11.52	10.00	1.52	115.20%	10.00
Interest on notes		4530	150.96	151.00	-0.04	99.97%	313.62
Subtotal Interest Income		4500	257.41	221.00	36.41	116.48%	363.62
TOTAL BUDGETED INCOME			382,000.29	376,638.24	5,362.05	101.42%	393,418.66
TOTAL INCOME UNRESTRICTED			401,725.29				
EXPENSES		5000					
SENIOR PASTOR		5060					
SP Salary		5061-001	53,060.28	53,060.00	0.28	100.00%	54,121.20
SP Housing Equity Allow.		5062-002	3,819.72	3,714.00	105.72	102.85%	315.71
SP Retirement		5063-003	0.00	0.00	0.00	0.00%	0.00
SP Health Insurance		5064-004	13,313.25	18,275.00	-4,961.75	72.85%	19,365.00
SP SECA		5065-005	5,967.00	5,967.00	0.00	100.00%	5,683.00
SP Professional		5066-006	1,067.11	1,025.00	42.11	104.11%	500.00
SP Programmatic Expenses		5067-007	404.41	513.00	-108.59	78.83%	250.00
SP Annuity		5068-008	7,792.54	10,302.00	-2,509.46	75.64%	10,400.00
SP Life & Disability Ins		5069-009	554.02	1,081.00	-526.98	51.25%	1,000.00
SP Mileage		5070-010	1,316.00	2,050.00	-734.00	64.20%	2,000.00
SP Relocation		5071-011	0.00	0.00	0.00	0.00%	0.00
SP Other		5072-012	785.70	750.00	35.70	104.76%	500.00
SP Housing Allowance		5073-002	0.00	0.00	0.00	0.00%	19,845.00
Subtotal Senior Pastor		5060	88,080.03	96,737.00	-8,656.97	91.05%	113,979.91
ASSOCIATE PASTOR		5080					
AP Salary		5081-001	33,600.06	33,600.00	0.06	100.00%	34,272.00
AP Housing		5082-002	13,399.88	13,440.00	-40.12	99.70%	13,709.00
AP Retirement		5083-003	0.00	0.00	0.00	0.00%	0.00
AP Health Insurance		5084-004	2,054.62	7,670.00	-5,615.38	26.79%	8,412.75
AP SECA		5085-005	3,598.16	3,598.56	-0.40	99.99%	3,670.00
AP Professional		5086-006	1,025.00	1,025.00	0.00	100.00%	500.00
AP Programmatic Expenses		5087-007	317.98	307.00	10.98	103.58%	300.00

AP Annuity		5088-008	4,777.61	6,521.88	-1,744.27	73.26%	6,717.00
AP Life & Disability Ins		5089-009	813.57	685.00	128.57	118.77%	680.00
AP Mileage		5090-010	1,538.00	1,538.00	0.00	100.00%	1,500.00
AP Sabbatical		5091-011	375.00	375.00	0.00	100.00%	375.00
AP Other		5092-012	67.73	500.00	-432.27	13.55%	250.00
Subtotal Associate Pastor		5080	61,567.61	69,260.44	-7,692.83	88.89%	70,385.75
Subtotal Pastoral Staff		5050	149,647.64	165,997.44	-16,349.80	90.15%	184,365.66
SUPPORT STAFF		5150					
STAFF SALARIES		5151					
Support Admin Assistant		5155	8,013.12	7,834.00	179.12	102.29%	7,991.00
Administrative Assistant		5165	15,686.58	15,859.00	-172.42	98.91%	16,176.00
Education Director		5175	22,032.00	21,935.00	97.00	100.44%	22,374.00
CE Aid		5180	0.00	0.00	0.00	0.00%	2,600.00
Music Director		5195	11,632.90	22,440.00	-10,807.10	51.84%	22,440.00
Subtotal Staff Salaries		5151	57,364.60	68,068.00	-10,703.40	84.28%	71,581.00
BENEFITS		5250					
Staff Annuity		5260-008	3,079.42	4,324.80	-1,245.38	71.20%	4,251.00
Benefits - other		5270-005	400.00	0.00	400.00	0.00%	0.00
Subtotal Benefits		5250	3,479.42	4,324.80	-845.38	80.45%	4,251.00
EMPLOYER EXPENSES		5300					
Payroll Taxes		5305	4,418.85	5,208.00	-789.15	84.85%	5,277.00
Workers Comp Insurance		5310	1,522.00	1,800.00	-278.00	84.56%	1,890.00
Payroll Charges		5315	803.05	700.00	103.05	114.72%	1,000.00
Subtotal Employer Expenses		5300	6,743.90	7,708.00	-964.10	87.49%	8,167.00
Subtotal Support Staff		5150	67,587.92	80,100.80	-12,512.88	84.38%	83,999.00
ADMINISTRATIVE EXPENSE		5400					
OFFICE EXPENSES		5410					
Newspaper		5413	0.00	250.00	-250.00	0.00%	0.00
Bank Charges		5420	32.34	200.00	-167.66	16.17%	100.00
Offering Envelopes		5421	586.84	420.00	166.84	139.72%	320.00
Donated Stock Fees		5422	200.00	500.00	-300.00	40.00%	350.00
Office Supplies		5430	4,091.74	5,000.00	-908.26	81.83%	4,500.00
Postage - First Class		5440	696.91	1,000.00	-303.09	69.69%	850.00
Postage - Bulk		5441	566.03	300.00	266.03	188.68%	400.00
Candles		5451	200.00	200.00	0.00	100.00%	200.00
Devotionals		5452	90.00	90.00	0.00	100.00%	90.00
Counseling Booklets		5453	106.35	100.00	6.35	106.35%	50.00
Palms		5454	73.20	80.00	-6.80	91.50%	80.00
Admin. Miscellaneous		5496	164.68	100.00	64.68	164.68%	200.00
Church leadership expense		5500	0.00	250.00	-250.00	0.00%	250.00
Subtotal Office Expenses		5410	6,808.09	8,490.00	-1,681.91	80.19%	7,390.00
PHONES		5515					
Church Phones		5517	1,220.17	1,200.00	20.17	101.68%	750.00
Cell Phones		5525	1,173.94	1,000.00	173.94	117.39%	1,000.00
Subtotal Phones		5515	2,394.11	2,200.00	194.11	108.82%	1,750.00
INTERNET		5550					
Website		5555	52.38	200.00	-147.62	26.19%	200.00
Internet Access		5560	652.38	600.00	52.38	108.73%	600.00
Subtotal Internet		5550	704.76	800.00	-95.24	88.10%	800.00
COMPUTER EXPENSES		5570					
Computer Hardware		5572	0.00	500.00	-500.00	0.00%	500.00
Computer Software		5574	0.00	300.00	-300.00	0.00%	250.00

Subtotal Computer Expenses	5570	0.00	800.00	-800.00	0.00%	750.00
LEASED EQUIPMENT	5580					
Copier Lease	5583	4,491.40	4,176.00	315.40	107.55%	4,200.00
Color copies - BW overage	5584	0.00	100.00	-100.00	0.00%	50.00
Postage Machine/Meter	5585	1,243.72	1,236.00	7.72	100.62%	1,236.00
Parking lot use	5590	500.00	500.00	0.00	100.00%	500.00
Subtotal Leased Equipment	5580	6,235.12	6,012.00	223.12	103.71%	5,986.00
Subtotal Administrative Expense	5400	16,142.08	18,302.00	-2,159.92	88.20%	16,676.00
BUILDING MAINT CHURCH	5600					
Building Insurance	5610	13,792.00	8,800.00	4,992.00	156.73%	10,000.00
Trustees Contingency	5620	0.00	2,500.00	-2,500.00	0.00%	500.00
UTILITIES	5630					
Electricity - Church	5635	5,271.25	5,500.00	-228.75	95.84%	5,500.00
Water & Sewer - Church	5645	2,027.26	2,100.00	-72.74	96.54%	2,250.00
Fuel/Gas - Church	5655	7,742.98	8,000.00	-257.02	96.79%	8,000.00
Waste	5665	1,117.00	1,248.00	-131.00	89.50%	1,248.00
Subtotal Utilities	5630	16,158.49	16,848.00	-689.51	95.91%	16,998.00
BUILDING MAINTENANCE	5700					
Cleaning Supplies	5710	1,073.22	900.00	173.22	119.25%	1,000.00
Cleaning Service	5720	13,455.00	12,000.00	1,455.00	112.13%	13,000.00
Snow Plowing - sand/salt	5730	3,088.35	4,500.00	-1,411.65	68.63%	4,200.00
Mowing/Snow blowing	5731	56.83	350.00	-293.17	16.24%	150.00
Elevator Maint/Inspection	5732	3,337.84	2,000.00	1,337.84	166.89%	2,000.00
Repairs/Maintenance	5740	1,956.37	1,000.00	956.37	195.64%	1,000.00
Routine Maintenance	5745	5,555.54	5,000.00	555.54	111.11%	5,000.00
Subtotal Building Maintenance	5700	28,523.15	25,750.00	2,773.15	110.77%	26,350.00
BUILDING MAINT SAWYER	5800					
Water/Sewer - Sawyer	5810	1,229.73	1,000.00	229.73	122.97%	1,250.00
Electricity - Sawyer	5820	1,450.25	1,200.00	250.25	120.85%	1,450.00
Fuel/Gas - Sawyer	5830	2,555.39	2,700.00	-144.61	94.64%	3,500.00
Routine Maint. - Sawyer	5840	3,822.27	1,500.00	2,322.27	254.82%	1,000.00
Capital Exp - Sawyer	5845	4,873.98	5,000.00	-126.02	97.48%	0.00
Sawyer House Property Tax	5850	0.00	1,500.00	-1,500.00	0.00%	1,375.00
Subtotal Building Maint Sawyer	5800	13,931.62	12,900.00	1,031.62	108.00%	8,575.00
BUILDING MAINT PARSONAGE	5900					
Water/Sewer - Parsonage	5910	528.55	700.00	-171.45	75.51%	175.00
Electricity - Parsonage	5920	1,959.61	2,250.00	-290.39	87.09%	570.00
Fuel/Gas - Parsonage	5930	2,047.68	2,200.00	-152.32	93.08%	685.00
Parsonage Property tax	5935	0.00	0.00	0.00	0.00%	3,000.00
Routine Maint. Parsonage	5940	1,584.66	2,500.00	-915.34	63.39%	1,500.00
Subtotal Building Maint Parsonage	5900	6,120.50	7,650.00	-1,529.50	80.01%	5,930.00
Subtotal Building Maint Church	5600	78,525.76	74,448.00	4,077.76	105.48%	68,353.00
CAPITAL RESERVE	5960					
Capital Reserve	5961	500.00	500.00	0.00	100.00%	1,000.00
Subtotal Fixed Expenses	5010	312,403.40	339,348.24	-26,944.84	92.06%	354,393.66
DEPARTMENTS/COMMITTEES	6000					
MISSIONS DEPARTMENT	6010					
Mission A	6015	5,030.00	5,000.00	30.00	100.60%	5,000.00
CHRISTIAN EDUCATION	6200					
Curriculum	6201	1,257.87	1,500.00	-242.13	83.86%	1,500.00
Prof Expenses - CE	6202	274.99	350.00	-75.01	78.57%	500.00
CE Supplies	6204	1,018.82	1,000.00	18.82	101.88%	1,000.00
7th/8th Grade Youth Group	6205	603.02	700.00	-96.98	86.15%	700.00

Senior High Youth Group	6206	1,086.67	1,000.00	86.67	108.67%	1,500.00
5th/6th Youth Group	6207	123.64	100.00	23.64	123.64%	300.00
Confirmation	6208	565.10	700.00	-134.90	80.73%	250.00
Adult Education	6209	419.87	500.00	-80.13	83.97%	500.00
CE Resources	6210	114.67	250.00	-135.33	45.87%	450.00
Vacation Bible Camp	6211	300.94	300.00	0.94	100.31%	300.00
Mileage	6212	270.01	200.00	70.01	135.01%	300.00
CE Program Enrichment	6213	665.31	900.00	-234.69	73.92%	500.00
CE - Other	6214	0.00	100.00	-100.00	0.00%	100.00
CE Programmatic Expenses	6215	143.50	200.00	-56.50	71.75%	100.00
Subtotal Christian Education	6200	6,844.41	7,800.00	-955.59	87.75%	8,000.00
MUSIC	6275					
Prof Expense - Music	6277	143.80	250.00	-106.20	57.52%	250.00
Organ Supply	6280	10,950.00	400.00	10,550.00	2737.50%	400.00
Piano Maintenance	6281	-118.21	400.00	-518.21	-29.55%	400.00
Organ Maintenance	6282	840.00	700.00	140.00	120.00%	700.00
Robe Maintenance	6289	0.00	300.00	-300.00	0.00%	300.00
Special Music Purchase	6291	62.35	0.00	62.35	0.00%	0.00
Music All Ensembles	6292	484.78	1,200.00	-715.22	40.40%	1,000.00
Music Dir search expenses	6293	611.00	0.00	611.00	0.00%	0.00
Licensing	6295	430.58	760.00	-329.42	56.66%	750.00
Subtotal Music	6275	13,404.30	4,010.00	9,394.30	334.27%	3,800.00
DEACONS	6300					
Communion/Worship Sup	6310	576.50	400.00	176.50	144.13%	750.00
Paraments	6312	54.27	100.00	-45.73	54.27%	75.00
Advertising - Deacons	6315	269.00	250.00	19.00	107.60%	300.00
Evangelism	6330	548.37	1,000.00	-451.63	54.84%	800.00
Deacons - other	6340	157.07	200.00	-42.93	78.54%	50.00
Pulpit Supply	6350	400.00	500.00	-100.00	80.00%	500.00
Subtotal Deacons	6300	2,005.21	2,450.00	-444.79	81.85%	2,475.00
HOSPITALITY	6400					
Hospitality Supplies	6410	815.94	950.00	-134.06	85.89%	1,000.00
Fellowship Meals	6420	124.90	0.00	124.90	0.00%	200.00
Subtotal Hospitality	6400	940.84	950.00	-9.16	99.04%	1,200.00
CONFERENCE EXPENSE	6450					
Delegates/Conference	6465	1,443.74	1,000.00	443.74	144.37%	1,500.00
Per Capita/Association	6470	350.00	350.00	0.00	100.00%	350.00
Per Capita/Conference	6480	5,600.00	5,600.00	0.00	100.00%	5,600.00
Basic Support	6490	10,000.00	10,000.00	0.00	100.00%	11,000.00
Subtotal Conference Expense	6450	17,393.74	16,950.00	443.74	102.62%	18,450.00
STEWARDSHIP	6500					
Stewardship Supplies	6510	61.75	100.00	-38.25	61.75%	100.00
USHERING	6540					
Ushering miscellaneous	6541	0.00	30.00	-30.00	0.00%	0.00
Subtotal Departments/committees	6000	45,680.25	37,290.00	8,390.25	122.50%	39,025.00
OTHER EXPENSES	6550					
Endowment Expenditures	6705	19,725.00	0.00	19,725.00	0.00%	0.00
Subtotal Expenses	5000	377,808.65	376,638.24	1,170.41	100.31%	393,418.66
EXCESS INC/EXP (budgeted)		23,916.64	0.00	23,916.64	0.00%	0.00

**First Congregational Church
2014 RESTRICTED (Special) FUNDS**

TEMPORARILY RESTRICTED INCOME	4201	
Capital Fund	4209-103	\$ 84,626.58
Christmas Fund	4212-104	\$ 824.00
Sunday School	4215-105	\$ 825.39
Flower Fund	4221-107	\$ 2,230.40
Food Pantry	4224-108	\$ 19,677.86
Hand Bell Choir	4226-131	\$ 456.29
Junior High Youth	4227-109	\$ 90.00
Memorial Fund	4233-111	\$ 1,320.00
Men at First	4236-112	\$ 20.00
Missions Pasta Dinner	4239-113	\$ 1,414.00
Missions - Coffee project	4242-114	\$ 624.70
One Great Hour of Sharing	4245-115	\$ 886.00
Music Committee	4248-116	\$ 952.35
Pastor's Fund	4254-118	\$ 6,494.43
Sabbatical	4255	\$ 375.00
Senior High Youth	4260-120	\$ 5,901.48
Camp Scholarships	4279-127	\$ 641.00
Family Camp	4280-128	\$ 1,470.00
Vacation Bible Camp	4281-128	\$ 336.00
Essex Eats Out	4282-129	\$ 1,725.54
2015 Jamaica Trip	4283-130	\$ 11,825.00
Subtotal Temporarily Restricted	4201	\$ 142,716.02
PERMANENTLY RESTRICTED	4300	
Endowment QE Div Income	4310	\$ 6,356.22
Subtotal Donor Restricted	4200	\$ 149,072.24
RESTRICTED FUNDS EXPENSES	7000	
TEMPORARILY RESTRICTED	7050	
Capital Fund	7209-103	\$ 38,031.45
Christmas Fund	7212-104	\$ 799.00
Sunday School	7215-105	\$ 1,819.96
Flower Fund	7221-107	\$ 2,343.35
Food Pantry	7224-108	\$ 11,681.86
Hand Bell Choir	7226-131	\$ 188.60
Memorial Fund	7233-111	\$ 6,480.00
Missions Pasta Dinner	7239-113	\$ 1,662.87
Missions - Coffee Project	7242-114	\$ 136.80
One Great Hour of Sharing	7245-115	\$ 886.00
Music Committee	7248-116	\$ 472.97
Pastor's Fund	7254-118	\$ 5,000.00
Senior High Youth	7260-120	\$ 9,402.62
Other	7269-123	\$ 1,000.00
Camp Scholarships	7279-127	\$ 540.00
Family Camp	7280-128	\$ 1,491.88
Vacation Bible Camp	7281-128	\$ 224.45
Essex Eats Out	7282-129	\$ 1,177.55
2015 Jamaica Trip	7283-130	\$ 200.00
Subtotal Restricted Funds Expenses	7000	\$ 83,539.36
EXCESS INCOME\EXPENSES		\$ 65,532.88

*If fund is not listed there was no income or expenditure in 2014

First Congregational Church
Balance Sheet
GENERAL FUND 01, For The Year Ending December 2014

			2014	2013
ASSETS				
	Main checking	1110	\$55,921.14	\$46,737.34
SAVINGS ACCOUNTS				
	Main Savings	1210	\$ 230,275.82	\$ 150,180.89
	Subtotal Bank Accounts	1050	\$ 286,196.96	\$ 196,918.23
INVESTMENTS				
	Endowment - QE	1310	398,591.75	409,140.01
	QE unrealized (gain/loss)	1320	74,035.16	68,539.89
	CD-Missions	1370	10,075.29	10,050.14
	Subtotal Investments	1300	\$ 482,702.20	\$ 487,730.04
FIXED ASSETS				
BUILDINGS				
	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 Fixed Assets		\$ 1,782,800.00	\$ 1,782,800.00
OTHER ASSETS				
	Note Receivable - MM	1910	\$ -	\$ 3,002.56
TOTAL ASSETS			<u>\$2,551,699.16</u>	<u>\$2,470,450.83</u>
LIABILITIES				
TAXES PAYABLE				
	Federal Withholding	2215	\$329.59	\$0.00
	Social Security	2217	291.96	0.00
	State Taxes Payable	2220	902.17	0.00
	Subtotal Taxes Payable		\$ 1,523.72	\$ -
OTHER DEDUCTIONS				
	Associate Pastor 403b Lia	2280	-0.45	264.63
	Subtotal Payroll Deductions		\$ 1,523.27	\$ 264.63
PASS THRU CONTRIBUTIONS				
	Seminary Sunday	2306	182.00	0.00
	Misc pass through	2308	1,924.28	182.05
	Subtotal Pass Thru Contributions		\$ 2,106.28	\$ 182.05
OTHER CURRENT LIABILITIES				
	Building Use Deposits	2410	100.00	100.00
	Security Deposits	2415	1,500.00	1,500.00
	Subtotal Other Current Liabilities		1,600.00	1,600.00
	Subtotal Current Liabilities		5,229.55	2,046.68
TOTAL LIABILITIES			<u>\$ 5,229.55</u>	<u>\$ 2,046.68</u>

		2014	2013
NET ASSETS			
	Unrestricted Net Assets	\$1,841,386.05	\$1,817,469.41
TEMPORARILY RESTRICTED			
	Alternative Giving Fair 3203-101	328.68	328.68
	Aquirre Garden 3206-102	178.56	178.56
	Capital Fund 3209-103	158,754.86	112,159.73
	Christmas Fund 3212-104	45.00	20.00
	Sunday School 3215-105	1,107.41	2,101.98
	Flower Fund 3221-107	1,222.83	1,335.78
	Food Pantry 3224-108	26,499.46	18,503.46
	Hand Bell Choir 3226-131	939.55	671.86
	Junior High Youth 3227-109	648.83	558.83
	Kitchen Equipment 3230-110	403.95	403.95
	Memorial Fund 3233-111	10,175.48	15,335.48
	Men at First 3236-112	1,449.63	1,429.63
	Missions Pasta Dinner 3239-113	2,669.80	2,918.67
	Missions - Coffee project 3242-114	660.16	172.26
	Music Committee 3248-116	1,288.66	809.28
	Organ Fund 3251-117	2,405.50	2,405.50
	Pastor's Fund 3254-118	7,691.60	6,197.17
	Sabbatical 3255	375.00	0.00
	Senior Choir Robe Fund 3257-119	363.12	363.12
	Senior High Youth 3260-120	684.00	4,185.14
	Trustees Fund 3266-122	396.86	396.86
	Other 3269-123	0.00	1,000.00
	Woodside CD interest 3272-124	32.82	32.82
	Teen CD interest 3275-125	185.10	185.10
	Camp Scholarships 3279-127	948.00	847.00
	Family Camp 3280-127	152.12	174.00
	Vacation Bible Camp 3281-128	111.55	0.00
	Essex Eats Out 3282-129	547.99	0.00
	2015 Jamaica Trip 3283-130	11,625.00	0.00
	Subtotal Temporarily Restricted	\$ 231,891.52	\$ 172,714.86
PERMANENTLY RESTRICTED			
	Endowment - QE 3310	390,843.07	404,211.85
	QE unrealized (gain/loss) 3315	76,745.91	68,430.12
	Endowment 3320	5,418.00	5,418.00
	Endow - unrealized (g/l) 3325	109.77	109.77
	CD-Missions 3330	75.29	50.14
	Subtotal Permanently Restricted	\$ 473,192.04	\$ 478,219.88
	Subtotal Donor Restricted	\$ 705,083.56	\$ 650,934.74
	TOTAL EQUITY	<u>\$ 2,546,469.61</u>	<u>\$ 2,468,404.15</u>
	TOTAL LIABILITIES AND EQUITY	<u>\$ 2,551,699.16</u>	<u>\$ 2,470,450.83</u>