



**FIRST
CONGREGATIONAL
CHURCH** *of Essex Junction*
Love. Serve. Grow.

2021 ANNUAL REPORT

154th Annual Meeting

Sunday, February 6th, 2022

11:15 a.m.

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WARNING FOR THE ANNUAL MEETING
FIRST CONGREGATIONAL CHURCH OF ESSEX JUNCTION
Sunday, February 6th, 2022
11:15 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 in the Sanctuary and via Zoom (using this web link: <https://us02web.zoom.us/j/82278309940>) on *Sunday, February 6, 2022 at 11:15 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 2022.
- 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 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 V:** To transact any other business which may properly be brought before this Annual Meeting.

On behalf of the Church,
Christine Sinkewicz, *Church Clerk*

AGENDA FOR THE ANNUAL MEETING

Call to Order Cathy Shearer, President
Opening Prayer by Rev. Josh Simon, Associate Minister
The Appointment of a Parliamentarian
Annual Meeting & Robert's Rules of Engagement

Declaration of Quorum Christine Sinkewicz, Clerk

Church Membership Recognition.....Rev. Mark Mendes / Rev. Josh Simon
Recognizing Five Year Increments of Membership
Recognizing our 50 Year Members: Cheryl Ahokas, Bill Jones, Lyn Beliveau, Judy Blackman,
Bruce Blackman, Anne Hewett
Honoring Our 50 Year Plus Members
The Necrology Report

Staff Reports Jen Kelly: Church Administrator
Denise Keating, Marie Johnson: Music
Laurie Chipman: Christian Education Director
Rev. Ron Faux: Visitation Pastor
Rev. Josh Simon: Associate Pastor
Rev. Mark Mendes: Senior Pastor

The Meeting

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 2022.

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.....Brenda Dawson [VP]
The Slate of Officers and Committee Members
Presented by Dick Harris: Chair of the Nominating Committee

ARTICLE IV: 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 V: 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, 2021: **406**

Active membership as of December 31, 2021: **406**

| | | | |
|--|----------|-------------------------------------|----------|
| Received by Letter of Transfer | 3 | Removed by Death | 8 |
| Received by Rite of Confirmation..... | 0 | Removed by Request | 0 |
| Received by Reaffirmation of Faith | 5 | Removed by Letter | 0 |
| Reactivated by Deacons | 0 | Removed by Deacons to Inactive..... | 0 |
| | | Changed to Affiliate Member | 0 |
| Total Added: | 8 | Total Subtracted:..... | 8 |

Inactive membership as of December 31, 2021: 149

Non-member participants (adults & youth): 262

*Total members/participants: **817***

SERVICES

| | | |
|--------------|-------------|--------------------|
| Regular: 57 | Weddings: 2 | Special/Holiday: 7 |
| Funerals: 12 | Off Site: 8 | Baptisms: 3 |

MEMBERS RECEIVED

| | |
|------------------|-----------------------------|
| Jackie Lee Adler | Heather Habberfield |
| Betty Busciglio | Marty Hopkins |
| Howard Giles | Jared Isabell |
| Janne Giles | Rev. Dr. WendyJaine Summers |

COVENANT MEMBERS LOST BY DEATH

| | |
|------------------|------------------|
| Irving Bartlett | Phyllis Hogel |
| Luisa Chernyshov | Marilyn Hyde |
| Emily Ehler | Carlene Lawrence |
| Stephen Hayes | Helen O'Neil |

These names and statistics were compiled by Jen Kelly, Church Administrator

REVEREND MARK MENDES' SENIOR PASTOR'S REPORT - 2021

Your church leaders, volunteers and staff have continued to adapt to the coronavirus changes and by exhibiting such flexibility, ventured to share Christ's message and expand our ministry in interesting directions. And all our members and friends' support and encouragement have been the backbone and heart needed to gird us into the unknown future. First Church is a good place to spread Jesus' extravagant love and we remain vibrant, financially stable and strong. Thank you all!

Our worship services continue to adapt and change to meet the circumstances. One of the very best initiatives to come out of the COVID Pandemic is the weekly streamed service. We have discussed it for years and when Kevin Dorn was Church President it was an idea he fought hard to get to fruition. However, necessity is the mother of invention and it wasn't until we had to stream our services that we actually made it happen. By streaming our service each week we reach more people, allow our snowbirds to remain active, attract new people to our church, and keep any of our compromised folks safe. Church Council invested money on equipment and high speed internet service to allow our streaming to be a quality product without interruptions. Our church leaders and staff are in agreement that streaming the worship service is a necessity as we lean into the future.

First Church remains strong because our committees continue to function well. We have well over 100 people serving in various roles as church officers and various committee members. Out of these venues, the work of the church is accomplished, ideas are hatched, and every aspect of church life is discussed. As the coronavirus isolated us, committees moved to zoom meetings to conduct business and up until yesterday, all of our groups and committees met with some folks in the Marvin Lounge with some chiming in from home. Hybrid meetings work well and opens new avenues of communication to get the work of the church accomplished. With the spike in coronavirus cases, we have moved back to zoom meetings in January to keep our membership safe. My thanks to so many of you who have done tremendous work this year serving on our committees.

Besides our committee members serving with distinction, we also have well over 100 volunteers who give their time for the Heavenly Food Shelf, the Thrift Shop, our Faith Formation Program, maintaining our building and grounds, youth group advisors, providing inspired music for our worship services, tech support and a host of other tasks. Every day I see people come through the church smiling away as they freely offer themselves to the service of God at First Church. Thank you all and it is a delight to see such dedication and devotion to this great old institution.

Working together with our church officers and volunteers are staff members. We are blessed to have such a devoted, talented and hard-working team. Every single staff member works for more hours than required, pours their heart into their work and sincerely cares for the well-being of every single person associated with our church. We pray for you, work along side of you, lead and follow you, sit with you through difficult times and rejoice with you during joyous ones; we on the staff are partners with you in building a healthy and vibrant family of faith. My heart bursts in pride for everything that Josh, Laurie, Jenn, Marie, Denise, Kul and Ron have done this year. We also had two resignations this year due to personal circumstances on the part of each employee: Carol Spradling, our Organist/Choir Director, and Doug Ovitt, our Administrator. Both contributed greatly to our shared ministry and we wish them well in whatever adventures await them. We welcomed a talented and faithful Jenn Kelly into our Administrator's position and are in the process of searching for a new Organist/Choir Director. And we are also blessed to have Rev. Ron Faux on staff as a Part-Time Minister of Visitation, a position in which he volunteers and excels. It is good to have an old pro helping us fulfill our mission to care for our people and offer some wisdom and perspective to our cadre of professionals.

Our church has never been stronger financially. We just raised well over \$ 1,100,000 [more than even our stretch goal!] to upgrade every aspect of our facilities including a new parking lot, complete overhaul of our sanctuary, new roofs on our buildings, new windows all around, a new updated kitchen, a complete overhaul of the Marvin Lounge, a newly refurbished elevator, new doors and a security system to keep us all a bit safer, an overhaul of our administrative wing, new asbestos free floors in our pre-school, organ upgrades and varied other smaller projects that make our facility in the best shape it has been in a very long time. Due to the great work of our Stewardship Committee, we also have set a second year in a row where our pledges will be close to \$20,000 higher than last year. We have a new Steinway Grand Piano in our Sanctuary due to two people generously giving \$45,000 for its purchase. Last year, despite the planned deficit, we ended the year with a surplus and are presenting a balanced budget for 2022. This is tremendous given the implications on our corporate life with the coronavirus and I am duly impressed by the generosity of our members and friends who have given so freely.

continued on next page...

Finally, and in relation to our financial well-being, I would like to spend the last bit of this report sharing about our church's mission and the many ways in which we have given financially to other organizations and the wider church. In total, we have given away as a church \$75,808 or 18.26% of our entire budget: this is also a tremendous indicator of just how well we are doing as a church. This includes everything from the money the Food Pantry gives away in gift cards or their purchase of food, the Thrift Shop's philanthropic donations, Mission Committee's support of local organizations to the Pastor's Fund and our church's support of the wider ministry of the Vermont Conference and the national and international settings of the United Church of Christ. And this financial figure does not include the many outreach initiatives that are not financial in nature: the actual food of the food pantry, the actual reduced priced clothing from the Thrift Shop or a host of other non-financial ways we impact the wider community. Did you know that both the number of families that have received food from our Food Pantry and the amount of food distributed both increased by over 20% this year! It is so fun to see everyone associated with giving to others from our church so enthusiastic about the many ways in which we do so. All of us should feel humbled and proud at the way we change lives for the better outside of our church community!

Our church is alive and well. Our future is bright and the opportunity for ministry abounds. After 14 years of ministry here, I remain thrilled to be working with all of you in spreading the Good News of God's abundant love through Jesus Christ. Looking forward to when we can do so in person 100% of the time, for I miss seeing and talking to you all in person and regularly. May God bless the First Congregational Church of Essex Junction: her many and varied ministries, her members and friends and the love we share.

| First Congregational Church - Income & Expense Statement | | |
|---|------|-------------|
| PASTOR DISCRETION FUND 02 - January 2021—December 2021 | | |
| January 2021- December 2021 | | |
| INCOME | 4000 | |
| Transfer from Pastor Fnd | 4031 | \$ 6,000.00 |
| TOTAL INCOME | | \$ 6,000.00 |
| EXPENSES | 5000 | |
| ADMINISTRATIVE EXPENSE | 5400 | |
| Emergency Housing | 5401 | \$ - |
| Direct member care/support* | 5405 | \$ 5,000.00 |
| Electric/gas | 5506 | \$ 41.99 |
| Phone | 5507 | \$ - |
| Miscellaneous* | 5510 | \$ 569.16 |
| Subtotal Administrative Expense | 5400 | \$ 5,611.15 |
| TOTAL EXPENSES | | \$ 5,611.15 |
| EXCESS INCOME\ EXPENSES | | \$ 388.85 |

**Note this was a pass through from a church member that wanted the support to come from the Pastor's fund*

| First Congregational Church - Balance Sheet (UNAUDITED) | | | | |
|--|--------------------------------|----------|--------------|-------------|
| | | | 2021 | 2020 |
| ASSETS | | 1000 | | |
| CHECKING ACCOUNTS | | 1100 | | |
| | Pastor fund checking | 1120 | \$ 1,425.26 | \$ 1,136.41 |
| Subtotal Checking Accounts | | 1100 | \$ 1,425.26 | \$ 1,136.41 |
| Subtotal Bank Accounts | | 1050 | \$ 1,425.26 | \$ 1,136.41 |
| TOTAL ASSETS | | | \$ 1,425.26 | \$ 1,136.41 |
| LIABILITIES | | 2000 | | |
| CURRENT LIABILITIES | | 2010 | \$ - | \$ - |
| TOTAL LIABILITIES | | | \$ - | \$ - |
| NET ASSETS | | 3000 | | |
| UNRESTRICTED | | 3100 | | |
| | Unrestricted Net Assets | 3110 | \$ 1,425.26 | \$ 1,136.41 |
| DONOR RESTRICTED | | 3200 | | |
| TEMPORARILY RESTRICTED | | 3201 | | |
| | Pastor's Fund | 3254-118 | \$ 11,810.60 | \$ 8,574.07 |
| Subtotal Temporarily Restricted | | 3201 | \$ 11,810.60 | \$ 8,574.07 |
| TOTAL EQUITY | | | \$ 13,235.86 | \$ 9,710.48 |
| TOTAL LIABILITIES AND EQUITY | | | \$ 13,235.86 | \$ 9,710.48 |

ANNUAL REPORT OF THE ASSOCIATE PASTOR

Another year of congregational ministry during the COVID-19 pandemic. We started the year with hope in the newly approved vaccines and the ways we could be physically close with friends, colleagues, and families. We ended the year with some uncertainty but we know that the end of 2021 and the beginning of 2022 is different than March 2020. The first half of 2021 continued our live stream-only worship service. By the second Sunday after Easter, we started to return to in-person worship while simultaneously streaming the service to YouTube.

Upgrading and permanently affixing the live stream equipment has been a detailed process which has taken longer than expected. It has taken longer for many reasons. We received several quotes for the work and materials and have gone back and forth over what our current needs are and our budget.

While Mark was away on vacation in the middle of the summer, I preached a sermon series based on the Letter to the Romans. During that time, a registered sex offender expressed interest in attending worship. Your pastoral and lay leadership team met with the individual to ask them not to attend until we have a policy in place to make sure we can balance our “Welcoming to All” stance and our responsibility to keep worship participants safe. Since then, a team has worked together to put into place the policy, “Sex Offenders in the Life of the Church”. Our policy is informed by other churches and recommendations from the national United Church of Christ and our insurance carrier. We held many informational sessions with the congregation. We received helpful feedback and suggestions to make the policy clearer. The work on the policy is ongoing into the new year.

I helped lead the Noontime Book Group on a discussion on the book, “Klara and the Sun,” a novel on a futuristic world. The book is from the perspective of Klara who is an artificial friend, i.e. artificial intelligence. It’s a book that is hard to put down once you start reading because it is amazing to read from the artificial intelligence’s consciousness, whatever that means in AI, and read how she makes sense of the world.

At the beginning of the year, both the junior youth and high school youth met separately, online and in person. Junior youth met regularly with consistent attendance. High school youth met more infrequently and with inconsistent attendance. We started meeting in person as one group at the beginning of the academic school year. A day retreat was held at the Anne and Dick Harris Farm in Jeffersonville. Subsequently, we have been meeting most Sundays since the beginning of October. We have consistent junior and high school youth attending. A broad range of junior youth grades attend; high school attendees lean closer to 9th grade and older grades have been less consistent in their attendance.

At the beginning of the year, we continued our racial justice work by reading “How to be an Anti-Racist” by Ibram Kendi. Members of the church and local community joined together in discussing this book. The lessons of the book helped us recognize the agency we have to help create policies that lead to racial equity.

In that spirit, we attempted to start to organize racial justice work on a policy level by holding one-to-one meetings. We decided to refrain from that approach in 2021. Instead, we started holding a regular, monthly racial justice support group. The work to end racism can be emotionally taxing. This group is designed to help support each other in that mission.

In the Fall, Betsy Weischedel and I co-facilitated “Recognizing White Privilege”, a curriculum from the United Church of Christ, focused on helping white people become aware of their privilege.

I worked with the Pastoral Relations committee to receive feedback on my preaching and prayers in an attempt to grow as a preacher and as a worship leader. The feedback was helpful.

This year I participated in Essex’s taskforce “Building Equity, Solidarity and Trust” (BEST). The task force comprised Essex municipal officials and community members to create a more inclusive, representative, and safe community. Also, this year I became the Vice President of Vermont Interfaith Action’s board of directors.

Yours in Christ,
Rev. Josh Simon

ANNUAL REPORT OF THE CHRISTIAN EDUCATION DIRECTOR

2021 brought with it a need to stay rested, find time to reflect and keep flexibility our middle name! It was awesome when programs could move to in-person and we could fellowship together and build community again. When I look back on where things started in January to where we were able to be by December, it was a joy. Children and youth programming did it's swing of online, in person outside and then in person inside. *Flexibility.*

In March we were able to worship in the Sanctuary again, meaning I could join the pastors in worship and did not have to set aside time each week to record children's messages and scripture readings. I was glad to have the time for other tasks. I also gained some time this fall when I stepped off the NE Outdoor Ministry team and the VT Outdoor Ministry team. After five years of leading monthly meetings and planning, it was time to take a break and recharge. I now wonder how I did it all. Having more time for planning has been really helpful!

I continue, like many in my field, to find that I can only plan out week to week or sometimes as far as a month. While some big events can be scheduled on the future calendar, specifics need to wait. Children and youth programs have seen adjustments due to where and how groups were able to meet, on Zoom or in-person or a parking lot drive through. Each time we were able to see folks in person there was a celebration as we saw interest and energy rise. I'm sure you all can relate. A small but dedicated group of volunteers helped put items together for families and some of them moved to in person volunteering this fall.

The year began with weekly Faith@Home emails to parents, youth and children, went on hiatus over the summer, then moved to monthly in the fall. I hope, with the help of Communications, to reorganize the Faith@Home webpage to incorporate the information, end, the monthly emails, and keep this webpage dynamic and expanding.

It's was a joy not have to put our 12th year of Vacation Bible Camp fully online! By having an in person program outside on the church lawn as well as offering an online version for those who couldn't fit the morning program into their schedules, we started a new chapter for our VBC! With 32 campers (18 families) and 20 volunteers (including 6 new adults and 5 youth), we discovered a lot on Adventure Island and celebrated a great week!

I continued to co-lead Junior Youth with Pastor Josh and with JY and High School Youth meeting at the same time this fall I have been able to also stay connected to our older youth. Our JY moved from Zoom to gathering outside and in person before summer. We had our first retreat the end of September at Dick & Anne Harris' farm in Jeffersonville where we helped press cider, walked in the woods, worked on a mission project and enjoyed a campfire with parents. Fall weekly meetings included building a Free Little Art Gallery & Library that they put in the ground out by Church Street entrance and filled with art items from VB Camp, Christmas pageant rehearsals and fun time in the Youth Room enjoying the new sound tiles on the walls. Thank you, Frank Smith! We also have started to create a Youth Ministry Team to help in person and planning for youth gatherings. Many thanks to Barb Smith and Kathryn Brennan for stepping aboard. This year we had a total of 6 youth invested in the program.

Our Young Apostle program, in its second year, gathered out in the parking lot once a month, then moved to inside a couple of times this fall. Attendance varied, but all were glad for the program, fellowship and the outreach it provided. We had 7 participate (3rd through 5th graders) with a parent or grandparent. This group baked or bought cookies and delivered them to someone in need, created a prayer wall of post-it's in their home, made Easter cards, put together Homeless Care Kits, and filled goodie bags for the Giving Tree children.

My continuing education event, N.E.A.U.C.E. (New England Association of United Church Educators) was online in 2021. It was nice to see many of my colleagues and reconnect with them. I continue to help organize and set up our V.A.U.C.E. (Vermont Association of United Church Educators) on Zoom. We meet every two weeks at the beginning of the year and then moved to monthly in the fall. Sharing ideas, supporting each other and having this community really helped me get through this year. We thank each other and hold each other up, constantly.

We continue to explore and discover new avenues to be a strong and supportive faith community as we move forward. We are constantly looking at ways our ministries and programs can serve our children, youth and families. Thank you all so much for your continued support and feedback. Please keep it coming! Hearing from you about what works and how to improve is incredibly helpful. We appreciate your help to keep us vibrant in these ever changing times.

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

PRESIDENT & COUNCIL UPDATE

Faith is alive and in action at First Congregational Church!

We started 2021 fully embracing online services during this time of global pandemic. We missed the full in-person experience of exchanging handshakes, smiles, hugs, but were pragmatic and looked forward to seeing the names and greetings of friends “checking in” to the streamed services. The online Easter services, particularly the Good Friday services, reflected thought, preparation, creativity and were spiritually fulfilling. During the summer and fall, it was a blessing to again be worshipping (masked) in the beautifully refinished sanctuary. Our pastors were energized by seeing people in the pews. The Christmas service schedule was a reflection of our experience during the past year and response to rising virus numbers. The Christmas services were held outdoors (5pm), online (9pm) and in-person (11pm). Thanks to the skilled tech team, we have gotten good at streaming and plan to continue to offer this service into the future.

Throughout the spring and summer, Church Council continued to meet via Zoom. The Deacons rose to the challenge of helping keep remote services meaningful. A deficit budget had been passed, and Council, with the help of our erstwhile Finance Committee, kept a close eye on the finances. Committee members worked diligently to remain on budget, while keeping vibrant programming alive and well. Choir and Finally at First members learned Band Lab to continue to provide music, CE and Hospitality moved offerings creatively outdoors (weather permitting), and Stewardship provided a lively and informative pledge campaign. Communications were essential to keeping us informed in our ever-changing world. When the need to replace the elevator became clear, Trustees again were diligent in helping this happen in a timely fashion. The kitchen was also finished, thanks in part to many hours by Frank Smith, and looks fantastic! I look forward to future meals when we can be together again.

The Food Pantry and Thrift Store also increased the efforts to provide necessary services to our community during this time. The Food Pantry worked tirelessly to ensure contactless pick up while meeting the needs of so many families in our community. The Thrift Store was able to open their doors for in-person shopping and business is booming.

It was great to continue in-person fundraising with the summer Yard Sale and the return of the Craft Fest. We look forward to a proposed music series next year that will allow us to showcase not only our local talent, but also the beautiful new Steinway B Grand piano that was gifted to our church this summer.

No matter who you are, or where you are in life’s journey, you are welcome in this place. These words became even more real this summer. We realized there was a gap in our policies that help allow all persons to attend church safely. A Council-appointed group consisting of Judy Pominville, Pete Schmaltz, Brenda Dawson, Carolyn Rushford, Laurie Chipman, and Pastor Josh Simon worked with community and UCC representatives to help formulate a policy for Sexual Offenders in the Life of the Church. Several informational meetings were held and we look forward to implementing this policy after the new year.

The good work that goes on every day at First Congregational Church of Essex Junction is led so capably by our staff: Senior Pastor Mark Mendes, Associate Pastor Josh Simon, CE Director Laurie Chipman, and Admin support by Jen Kelly. The vital work of programming and upkeep at our church could not happen without the dedication by so many volunteers who serve on committees, volunteer at events, knit prayer shawls, donate goods to funerals, distribute food to our neighbors, work at the Craft fest, and much more. YOU help put our faith into action!

In May, Maureen Evans stepped down from her role as president. Thank you, Maureen, for your service and ongoing commitment to FCCEJ. I am deeply indebted to Brenda Dawson for stepping in as Acting Vice President. I feel blessed to be a part of this congregation, and humbled to continue to serve.

With faith and optimism, I look forward to 2022.

Respectfully submitted,
Catherine F. Shearer, Acting President

VOLUNTEER VISITATION PASTOR'S REPORT

July - December - 2021

I made fifty-three home visits since becoming Visitation Pastor. I feel that nearly every visit was good and helpful for those I visited and for the church. I made eighteen unsuccessful attempts to visit folks mostly in person and a few by telephone.

I also visit with residents of Williston Place in their apartments, in the hospital, at rehab facilities, and at respite/hospice facilities. I lead an informal, yet meaningful, worship service at Williston Place every other week.

I have enjoyed participating occasionally in Sunday worship services and other church activities at FCCEJ.

It is a true joy to connect with the members of our faith community and a blessing to hear about their unique life's journey, about their family and their many interesting stories. Sometimes, I talk too much!

I am a retired United Methodist pastor. I served churches in Arizona, Hawaii (23 years), and Southern California. I met my wife at First Methodist Church, Burlington when I was stationed at Fort Ethan Allen Air Force Base. We were married sixty years ago last June and moved back to Vermont in 2018.

Thank you for being a great, loving, serving church!

Ren Ron Faux

PASTORAL RELATIONS ANNUAL REPORT

The Pastoral Relations Committee seeks to identify and support the needs of the Pastors. PRC also aids in maintaining an open and productive relationship between the pastors and the congregation by facilitating communication and constructive feedback. The committee can schedule meetings quarterly as the situation requires. The committee met several times in 2021 both in person and via zoom for productive discussion. Information or concerns may be shared with any member of PRC in confidence, and hence its meetings are closed to non-invited guests. Typically the Vice President chairs this committee. For consistency, the Acting President remained in this role through the end of 2021. Next year, the committee will again be chaired by the incoming vice president. Please let me know if you have any questions or concerns.

Respectfully submitted,

Catherine Shearer, Pastoral Relations Committee Chair

HUMAN RESOURCES COMMITTEE YEAR END REPORT 2021

The Human Resources Committee (HRC) consists of the President (who serves as Chairperson of the committee), the Vice-President, the two most recent previous Presidents, and the Chairpersons of the Christian Education Committee, the Diaconate, the Music Committee, and the Senior Pastor. The HRC holds closed meetings due to the confidential nature of its subject, and receives information in confidence. The HRC is responsible for overseeing annual and semiannual performance reviews, which are carried out by the Senior Pastor for the staff, and by the committee for the Senior Pastor.

HRC accepted the resignations of Doug Ovitt, Church Administrator, on August 8, 2021, and Carol Spradling, Music Director, on September 14, 2021. We thank Doug and Carol for their dedicated service and wish them well.

The job descriptions and salary structures were reviewed and updated by HRC. Jen Kelly was hired September 22, 2021 into the Church Administrator role. A team was formed to begin the search for a new Music Director. The search committee is composed of Rev. Mark Mendes, Maureen McKenzie, Beth Volker, Denise Keating, and Ed Owens. We thank them for their work in helping First Congregational Church achieve our music goals.

Respectfully submitted,

Catherine Shearer, Acting President

CAPITAL CAMPAIGN

Our Home, Our Future, Our Time...

As of December 31, 2021, the Our Home, Our Future, Our Time Capital Campaign has raised \$1,129,651, far exceeding our initial base goal of \$822,000 and even surpassing our \$1.09 million stretch goal! The Campaign total includes grants, endowment fund transfers and the additional pledges and gifts people made in response to a "Phase 3" appeal for more funds to support the elevator modernization project, which Council approved as a Campaign priority in 2021.

We reached the end of our initial 3-year pledge period on July 1, 2021. As of December 31, 2021, we have received a total of \$1,108,126, representing 98% of our pledge total. We continue to accept pledge payments for both initial pledges and Phase 3/elevator pledges.

Campaign expenditures total \$1,070,052.22. This includes \$963,055.60 for projects, \$77,419.79 for design, permit fees and project management, \$5,062.92 for administrative expenses, and \$19,450.99 for campaign consulting services by Full Harvest Fundraising LLC.

We are thrilled to report that ALL initial main goal projects are now complete, along with most stretch goal projects. With remaining Campaign funds we have on hand, plus the expected payments on outstanding pledges, we will turn our attention to the last few projects on our stretch goal list. Our first priority will be the replacement of the 2nd floor hallway flooring, which has several trip hazards due to cracked and chipped tile. The new vinyl tile will match the flooring on the 1st floor. Other remaining stretch goal projects include replacing of vinyl tile in the Pre-K classroom (off the gym) and replacing floors in Fellowship Hall and the Gym.

We can all take tremendous pride in the fact that this has been an incredibly successful campaign! Here is a recap of the work we completed in 2021:

Marvin Lounge Renovation

This project began in late 2020 with the addition of insulation and new sheetrock to the exterior walls of the Marvin Lounge. In 2021, we painted the room, replaced the carpet, updating lighting, replaced window treatments and added new built-in shelving to house our media center and library collection (funding for the built-in shelves came from the Memorial Fund). Our original plan was to add an ADA-compliant restroom in the Marvin Lounge. However, there were significant concerns about the location of the restroom, which would have required someone to access the bathroom from inside the Marvin Lounge. We were unable to find a workable alternative. Therefore, Council approved the Trustee and Steering Committee recommendation to cancel that aspect of the project.

Kitchen Renovation

As in our own homes, our kitchen is a hub of activity and hospitality. The kitchen renovation included installation of a new 3-bay sink with a grease-trap and a separate sink for handwashing. The entire island became a large work surface. We also installed new cabinets, stainless steel countertops and new flooring. The new kitchen is more user-friendly and offers better storage capacity. The improvements give us the option to obtain a commercial license in the future, however this is not something we plan to do at this time given the level of staff and/or volunteer time that would be required to maintain a license.

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Elevator Modernization

In 2021, Council approved a new Campaign project priority: the complete modernization of our existing elevator to bring our elevator up to date with current building and ADA codes, as well as ensure the safe, reliable function of the elevator for many years to come. In June 2020, our long-time elevator servicer indicated that certain parts would no longer be serviceable if/when they broke. The recommendation was to modernize, not replace, the existing elevator because the modernization would last just as long but cost about half as much. The elevator was first made possible in 1978 by a generous donation from Mr. Harry Teachout, a member of the Essex community who was not able to attend worship due to difficulty managing the stairs. Through his bequest, he wanted to make sure that the church would be accessible for everyone who came after him. With the generous support of our congregation in 2021, we raised enough money to build upon Mr. Teachout's legacy and complete the elevator modernization this year.

Gratitude

So much has happened and changed in the life of the church since the pandemic began in March 2020, but your steadfast support has allowed us to accomplish wondrous things. **THANK YOU!**

We continue to be grateful for the Trustees and other volunteers who have given so much time to make each of these projects happen – from planning and gathering bids, to overseeing contractors and picking up tools and paintbrushes. Together, we stretched our resources and achieved far more than we ever imagined possible. We pray that **Our Home** continues to provide a warm, welcoming and caring community for you and your loved ones.

Respectfully Submitted,
Kaki McGeary and Dave Johnson, Co-Chairs

ANNUAL REPORT OF THE TRUSTEE COMMITTEE

The Trustees are responsible for the upkeep and maintenance of our buildings and grounds. In 2021, we continued to focus on routine maintenance and essential repairs, Capital Campaign project priorities and key infrastructure improvements to address safety, workplace happiness and risk management:

Capital Campaign Projects

- Completion of the Marvin Lounge renovation project, including new insulation for the exterior walls, built-in media center shelves, new carpet and window treatments, and a fresh coat of paint thanks to Kevin Meilleur. Also added new electronic message monitor in the administrative wing.
- Elevator modernization, including the addition of a dedicated phone line for the elevator emergency phone as required by code.
- Kitchen renovation – moved plumbing to back wall for a 3-bay sink with a grease-trap, new cabinets, stainless steel countertops and new flooring. Thank you to John & Donna Burnett for helping paint the kitchen and hallways.

General Church Projects:

- Heating system repairs and improvements (burst pipe in basement, replaced two zone valves, added manual shut-off above the boiler for flood prevention)
- Upgraded smoke detectors and alarm pulls throughout main church to tie into new security system and meet new elevator standards
- Added solar light timers for exterior lights and exterior outlets
- Installed soundproof panels in daycare and Youth Room
- Replaced broken parsonage oven/stove
- Added electrical outlets and reconfigured electrical wiring in daycare wing to avoid overloading the panel
- Completed lead inspections for all rental properties and childcare facility (state requirement)
- Completed major lead testing and stabilization project at Sawyer House to meet state standards
- Fixed leak and replaced flooring in Sawyer House apartment bath due to water damage
- Selected new phone service carrier to achieve lowest possible cost increase
- Removed dying maple tree near parking lot entrance
- Continued investment in lawn restoration with fertilization and weed control program, including fall aeration. Caring for the lawn helps it withstand heavy use for outdoor worship/fellowship, programs for children/youth and fundraising activities
- Approved new contract for snow removal to provide more frequent snow-hauling at a fixed price, rather than having snow pile up on the front lawn and paying higher per-haul fees (also allows entire lawn to be used once snow melts, rather than having a large section damaged until the end of June)
- Ongoing routine maintenance and minor repairs for main church, Parsonage and Sawyer House

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None of these projects could have been accomplished without a fantastic group of volunteers and staff. Our Trustees spend countless hours overseeing contractors and doing many projects themselves, saving the church thousands of dollars. Thank you to all of the Trustees for their tireless efforts: **Frank Smith** for his project management and carpentry work (especially on the kitchen this past year), **Ed Guild** for his time spent on all things technology and plumbing/heating/boiler-related, **Ann Gray** and **Dennis Conti** for overseeing our lead inspection and maintenance efforts, **Art Winslow** for stepping in to oversee the elevator modernization and lend a hand wherever needed.

Toward the end of the year, we began looking into the proposals for upgrading the live stream technology in the sanctuary. We greatly appreciate all the time that **Rev. Josh Simon** has devoted to gather quotes and refine the project plans, not to mention all the time he and other volunteers have spent running the livestream services throughout the pandemic.

Thank you to **Mike Bottamini** for helping maintain our lawn and gardens again this year, and to everyone who helped spruce up the landscaping: **Phyllis and John Willey, Carl Wermer, Sue Wood, Frank & Barb Smith, Ed Guild, John Burnett, Doug Olufsen** and **Dan Petherbridge**. And special thanks to **Doug Olufsen** for helping streamline the Marvin Lounge technology and getting our new electronic message board up and running. We also want to thank **Rob Evans** and **Margolis Healy** for the generous donation of office furniture and supplies, including conference room table and chairs for the Marvin Lounge and a new copier that will result in a significant cost savings for the church next year.

As we look to the future, we hope that church will be able to continue investing in preventive maintenance so that we may avoid larger expenses and headaches down the road. Our three properties are all very old, and it takes money to operate and maintain them properly. Fortunately, we do have a Capital Fund - a restricted fund established to cover large, often unexpected, capital expenses. The Capital Fund began the year with a balance of \$25,389.36. We drew down funds to pay for the lead stabilization project at the Sawyer House, and the Capital Fund closed the year with a balance of \$16,810.57. Going forward, we believe it is important for the church to intentionally designate a portion of the annual operating budget to replenish the Capital Fund so that the church will continue to have resources necessary to sustain our operations.

Respectfully submitted,
Kaki McGeary, Trustee Committee Chair

USHERING COMMITTEE'S ANNUAL REPORT 2021

This year continued to present challenges for the Ushering Committee. The committee was comprised of one member for the majority of the year. Thanks to the Nominating Committee we ended the year with four new members. In the spring, the Church transitioned to limited in-person services and we received great support from folks who were anxious to volunteer each week despite all the COVID protocols that needed to be followed. As we moved toward the summer, we started experiencing difficulty filling the weekly ushering and greeting volunteer slots. Thankfully, folks who were attending worship stepped in to fulfill the ushering and greeting duties, and still do as we continue to be challenged with filling the volunteer slots. We added the signup genius back to the Church's homepage. Each committee has committed to volunteer one Sunday a year. In the New Year, the committee will meet to develop and implement strategies for recruiting volunteers and will review the current committee processes. We would like to thank Mark, Josh, Laurie, the Congregation and the Nominating Committee for all of your help and ongoing support.

Respectfully submitted,
Marlene Frank, Ushering Chair

ANNUAL REPORT OF THE MUSIC COMMITTEE

A prayer for our Music Ministry at FCCEJ:

Our heavenly creator, we continue to seek your guidance, blessings, and healing during another year of uncertainty.

We pray, that through our music ministry, we can bring peace, joy, and spiritual healing. Amen

Here we are, finishing up another year with COVID-19 restrictions, yet musically, FCCEJ has continued to flourish. The Music Committee met monthly on ZOOM and recently in person. During 2021, the committee worked on our ever changing budget, with a new emphasis on the licensing for on-the-air performance of music. We thank Mindy Bickford who was the lead for our budget for a part of this year. Laura Marthaler has presently taken over this role. It has been a blessing to share some of the responsibilities with the other members of the committee. Joanne Irwin represents on counsel, Ed Owens is working on the concert series and the hiring committee, and Laura Cunningham-Firkey is our scribe. In addition, Ed Guild is our "All-Things-Organ-Related Guru". A big thank you to all the members and adjunct supporters!

This past year, the committee spent a great deal of time on our larger instruments. We were able to sell the Young Chang piano and replace it with an incredible Steinway Grand. The purchase of this piano was due to the generosity of two of our church members. On behalf of FCCEJ, we thank you for not only this piano, but all the future years of enjoyment it will bring to our church.

Our organ is in dire need of cleaning. It has been decades since it was last cleaned and the committee was able to secure a portion of the cleaning funds, with hopes of acquiring the remainder next year.

As you may or may not be aware, we are in search of a Musical Director for our church. A hiring committee has formed and met to work on the process. During this interim period, we wish to thank all the musicians that stepped up to fill this void. A big thanks to Finally at First, who have been faithful during the pandemic to keep our services alive and joyous. Thank you to our small but mighty Sanctuary Choir. Both groups spent extra time during the holidays to share with us the gift of music. Finally, a special thank you to Marie Johnson and Denise Keating, who have kept our music ministry flowing during these uncertain times.

Looking to the future, we pray for a new Music Director, and for our other musical groups to perform once again, COVID to be behind us, our church opening its doors to the wider community and, peace throughout our country and world.

Respectfully Submitted,

Denise Keating, *Music Committee Chair*

ANNUAL REPORT OF THE HOSPITALITY COMMITTEE

As we close out the second year of the pandemic, we have been encouraged by how our FCCEJ Hospitality Committee has pivoted to encourage safe and meaningful Fellowship activity when we were able to do so. We spent 2021 adapting and growing into a new 'normal' and then reverting back at the end of the year with the recognition that safety and health are paramount. We were blessed to offer fellowship in the form of outside & inside Sundays and also were able to minister to the Lawrence family with their funeral reception. As we move into 2022 we hope for more opportunities to gather as a faith community and share fellowship with each other.

Our committee would like to thank the FCCEJ members for the beautiful and functional updates & renovations to the main kitchen. The space is much more user friendly and we look forward to being able to utilize it more fully for many years to come! Also a huge thank you to our committee members, Rose Drost, Jim Glatz, Beth Poratti, Gorden Starkey and Jill White for all their hard work and dedication to providing all of the FCCEJ community with the time, space and hearty treats to grow together in fellowship. It is greatly appreciated by all!

Respectfully submitted by Jen Dooley, Chair, Hospitality Committee

ANNUAL REPORT OF THE CHRISTIAN EDUCATION COMMITTEE

2021 The Christian Education Committee continued to redefine programs in 2021 due to the pandemic. The committee continued to think creatively in an effort to keep children, youth, young adults, and families engaged.

Early in 2021 Faith Formation was held remotely. Since guidelines did not allow families to gather during the Lenten Season, the committee created a Scavenger Hunt. This allowed families to visit homes within walking/driving distance of our church and collect meaningful items or activities for kids to do, all related to the Easter season. Thanks to all who opened their homes to make this event happen. We again missed Pretzel Sunday, but Laurie distributed the recipe and directions and encouraged families to send pictures. When the weather turned nice in early spring, Faith Formation returned to meeting in the parking lot. It was great to see many families and to be outside together. In June, the CE committee hosted the ice cream truck to wrap up the Faith Formation program year. It was a wonderful way for our congregation to celebrate together, outside and in person.

Summer brought a hybrid version of Vacation Bible Camp. Thank you to the staff and many volunteers that made this program a success. VBC met outside under tents. The program was well attended, and everyone wore masks. There was a virtual option, with a link on the FCCEJ website. This gave families an option to participate who may not have felt comfortable being in person or which may have worked better with their family's schedule.

The Jr. Youth Group continued to meet via Zoom or outside depending on the weather during the spring. Sr. & Jr. Youth Group members and their families went on a few hikes. In the fall, the Jr. and Sr. High youth group, now called "The Gathering," began to meet weekly in person on Sunday evenings. The new Young Apostles group (grades 3-5) has been meeting and enjoying various activities.

This fall our committee decided not to host a "Welcome Back Sunday" barbeque but hosted the ice cream truck to celebrate the start of the new Faith Formation year. Faith Formation has returned to meeting in person. During the fall, the group met outside and once the weather turned cooler, a smaller group has been meeting in Fellowship Hall each Sunday. Endowment Funds were used to purchase air purifiers which are used to keep air circulating. In the spring, CE looked at various versions of Bibles for our third graders. We felt that it was important to find a bible that was easier for that age group to read and understand. In October, the new Common English Bible (CEB) was handed out to our 3rd graders, in person during both services. The annual Christmas pageant was held in person in mid-December, a live event. Thank you to Laurie, Josh and to all the children, youth, and families who participated to keep this annual tradition alive.

Other Fellowship activities have continued following COVID safe precautions; Sermon Talk Back, Searchers and a Book Group.

Respectfully submitted by Lisa Clark, co-chair, on behalf of the Christian Education Committee; Terry Stein, co-chair, Erna Deutsch, Sharon Dettenrieder, Sue Conti, Donna Burnett, Derek Lyman, Judy Roy, Laurie Chipman, CE Director and Pastors Mark Mendes and Josh Simon.

ANNUAL REPORT OF THE COMMUNICATIONS COMMITTEE

In 2021, the Communications Committee was busy with website updates for how we worshiped due to the lingering effects of COVID-19. These adjustments were made to keep up with the changing landscape. With Hybrid Services, we were allowed to meet in person again, but much of the congregation still remained virtual and depended on up-to-date information on the website as well as sign-ups for a variety of events via Sign-Up Genius. Major updates were also made to the organization of the CE portions of the website as well as updates for Vacation Bible Camp.

The Committee also has drafted a set of Social Media guidelines; which are under review and will be finalized in 2022. The Social Media guidelines will provide general guidance on etiquette for any of the church committees posting to Facebook, Front Porch Forum, Instagram, etc.

Respectfully Submitted,
Francis Gravel, Chair Communication Committee

ANNUAL REPORT OF THE MISSIONS/OUTREACH COMMITTEE

2021 began with the exciting news that the Missions budget had been restored to \$3000 and that the Committee had acquired 5 energetic new members. In January, the committee created and approved a dynamic orientation booklet to guide its mission. This document states:

“The Missions Committee oversees and coordinates the churches outreach to the local community as well as to groups working on the national and international levels. We have supported these groups through our money, time, and hands on work. There are groups throughout the church that do much of the hands-on work. It is our role to educate the congregation about the good work of organizations that support our theology and philosophy and to inspire our folks to find ways to reach out and help the causes they support.”

Outreach to Local, National, and International Agencies:

As of December 2021, the Missions Committee has spent its entire allotment of \$3000 plus an additional \$2,600 of funds gained from challenges, fund raisers, and donations. A highlight of our year was the Chili Grab and Go event which raised \$1,553. These funds were dispersed in collaboration with our church and community partners.

Locally, we successfully developed a network of church and committee liaisons who reported monthly to the committee on the needs and progress of local agencies such as J.U.M.P, COTS, SPECTRUM, DISMAS HOUSE, Josh Pallotta, Meals on Wheels, and several others. The committee collaborated with our Heavenly Cents Thrift Shop and Heavenly Food Pantry to maximize our understanding of community and to expand our services. The values of diversity and the affirmation of inclusivity consistently guided our work.

The committee updated our church community monthly through newsletters, bulletins, and e-mail blasts. We consistently set the stage for our church family to provide feedback and partner with The Missions Committee to achieve our goals.

Nationally and internationally, the committee worked with The UCC (The United Church of Christ) to support disaster/relief funds within the United States and around the world. These included the Hurricane relief for Haiti and the annual CROP WALK held in October. Both these fund raisers- supported awareness and raised funds to end hunger and poverty around the world. Through the CROP walk fund raiser, we also gave a generous donation of \$485 to our regional VT Food Bank.

The donations were as follows:

| | | | |
|---------------------------------|--------|------------------------------------|--------|
| J.U.M.P..... | \$1275 | Rest in Peace (Medical Debt) | \$500 |
| Meal on Wheels | \$500 | CROP WALK..... | \$500 |
| EDD Adaptive Sports..... | \$250 | SPECTRUM..... | \$1000 |
| COTS..... | \$500 | Haiti Relief Fund..... | \$1000 |
| VT Youth Interfaith Action..... | \$500 | Vermont Food Bank..... | \$480 |

In addition, the Missions Committee coordinated the Special Offerings to include Seminary Offering, Neighbors in Need, Heavenly Food Pantry, Christmas Fund Offering, Pastor’s Fund, Outdoor Ministries Scholarship, One Great Hour of Sharing, Pastor’s Fund, and Strengthen the Church.

Education:

This year members were able to go out and visit many local agencies such as J.U.M.P., SPECTRUM, COTS, DISMAS House, Josh Pallotta House in person to make connections and gain knowledge of their missions and needs. Also, these agencies were invited to address the church and share information about their work. This was a particularly rewarding series of presentations to the church during Sunday services which culminated in a successful Missions’ Fair in October. At that time bulletin boards were shared with the congregation to document all the committee’s donations and projects for the year.

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Service and Leadership:

2021 began with an exciting Valentines for Vets project followed by a very ambitious and successful Easter Caring Baskets event with served both church and community families. An extensive project to recognize workers and volunteers in our church and community followed. This project involved bringing snacks to agencies, putting up signs of encouragement and gratitude, and interviewing volunteers in person. Several informative videos were created in coordination with the youth in our church to highlight volunteers and projects such as the Thrift Shop. Lastly, the Committee collaborated with the church youth and the Essex Senior Center to send Holiday Letters to Soldiers.

This year's Mission Committee has demonstrated great dedication, energy, and innovation in completing its mission to our church and community. Our thanks go out to all the liaisons and independent organizations such as the Heavenly Cents Thrift Shop and The Heavenly Food Pantry who have collaborated with us this year. We look forward to partnering with you in 2022. Thanks to our church members for their amazing generosity and support. It is because of you all that this year was such an extraordinary success.

On behalf of the Missions Committee,
Paula Sargent, Chair of Missions

JAMAICA SERVICE PROJECT—2021 ANNUAL REPORT

COVID19 has had a huge impact on the Jamaica Service Project. The planned 2021 trip was postponed to 2022 and now is rescheduled for 2023. In making this decision, we considered many factors such as entry requirements for Jamaica and reentry requirements for the U.S. We also looked at vaccination rates. Because Jamaica is a developing nation, vaccines were not as readily available as they are in the U.S., making it possible for only a small percentage of the population to be vaccinated.

To increase awareness of the Jamaica Service Project, we brought the Jamaican Supreme Food Truck to the yard sale in August. The aroma of jerk chicken whetted our appetites for authentic Jamaican food. And for our sweet tooth, the Mission Committee held a bake sale with all kinds of delicious baked goods. Proceeds were donated to the Jamaica Project.

By fall it was clear that there would be no 2022 trip because of all the uncertainties surrounding COVID19. As the infection rates rose and guidelines for social distancing remained in place, the 2022 Calcutta was also cancelled.

At this point, we are hopeful that by 2023 we will be able to return to Jamaica with a team of youth and adults so that we can continue our work there. It will be four years since our last visit in 2019. We are maintaining contact with our Jamaican partners who are struggling with the same issues we are. White Horses School continues to rely on remote instruction to reach their students. In the meantime, we are trying to figure out ways to stay connected to this impoverished community in southeastern Jamaica.

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

Jamaica Leadership Team members:

Carolyn Rushford, Kaki McGeary, Mandy Wark, Rev. Mark Mendes, Pete Schmalz, and Sharon Dettenrieder

Calcutta Committee members:

Bob McEwing, Carolyn Rushford, Colin Parker, Dave Johnson, Kaki McGeary, Lauren Starkey, Rev. Mark Mendes, and Sharon Dettenrieder

Respectfully submitted,

Sharon D. Dettenrieder & Carolyn Rushford, Jamaica Service Project Team Leaders

ANNUAL REPORT OF THE HEAVENLY FOOD PANTRY

Two years after the first announcement of the COVID-19 virus finds the food pantry slowly working its way back to regular operations seen in 2019. Drive through operations continued through the first half of 2021, with an easing of cases and introduction of a vaccine and booster in late summer allowing the Church building to once again open up to its food pantry clients, albeit at a greatly reduced level. Beginning in August, families were registered outside in the parking lot and allowed in the building to shop, limiting the number of people shopping to a maximum of 4. Volunteers have been kept to a minimum level as well, reducing the number of people helping to staff the pantry from a pre-pandemic level of 30 or more down to 15. With the cold weather arriving, registration was moved indoors just inside the front doors, and families waiting to register are allowed in the sanctuary once more, encouraged to socially distance. What was once a large group of people conversing upstairs now seems to be a quiet respectful gathering. Everyone is required to be masked when in the building, and health and safety are a primary concern for everyone who wants to ensure the smooth continuation of our food assistance program. As this report is written, case numbers within the community and state are on the rise from holiday gatherings, and the pantry is constantly “taking the temperature” of the viral environment and making adjustments where needed. The hope is that 2022 will bring with it a continued transition back to the regular operation of the pantry.

Many thanks need to be given to all those who stepped up this year to assist the pantry in its mission. Several volunteers who were regularly helping in 2019 and before returned once the building was opened back up, and new volunteers who joined the pantry during the pandemic have stayed and are now part of the indoor pantry. We have received many compliments from those visiting the pantry for food and they express gratitude for providing a safe place for them to come. Volunteers who were not active prior to the pandemic have said how amazed they are at how smooth the pantry operates, and this is most definitely due to the care and dedication of those involved.

As for the amount of food and families served in 2021, these numbers show an increase in both the number of families needing assistance as well as the amount of food given out. 2021 saw over 850 families visit the pantry, representing over 2200 individuals who received food. This is a 12.5% increase in the number of families served over 2020, and the over 75000 pounds of food distributed is an increase of more than 20% over the prior year. Clearly, people are still being affected by economic concerns, and the pantry continues to strive to help ease food needs here in our community.

One of the ways the pantry has helped is the introduction of food deliveries to families unable to visit the pantry due to health or transportation issues. The pantry continues to look for people interested in delivering food to these families. Deliveries are made the day of the pantry and families are preregistered and assigned a volunteer to complete the delivery. Anyone interested in helping with this mission are encouraged to call the church office. Delivery requests have increased in the last several months, and any help in keeping the delivery program going is greatly appreciated. We thank those who have done this for the last several months and look forward to expanding the volunteer base.

As you can see, the Heavenly Food Pantry is alive and well within the First Congregational Church community and continues to serve the needs of its neighbors. Anyone interested in serving as a volunteer may contact the church office. We welcome new volunteers, and would love to have you become a part of this very vital mission. The pantry continues to follow current CDC and state health guidelines, with an eye on helping the community in the safest manner.

Respectfully Submitted,

The Food Pantry Committee: Mary Richer, Suzanne Reardon, Val Gabert, Anita Guild, Mary-ellen Grove, Elaine Raymond, Lisa, Clark, Betsy Weischedel, Josh Simon and Mark Mendes

ANNUAL REPORT OF THE HEAVENLY CENTS THRIFT SHOP

“The goal of the Heavenly Cents Thrift Shop is to serve the community, by offering gently used high quality merchandise at affordable prices and financially support philanthropic programs in the community.”

Despite a slight reduction in volunteers and hours of operation due to COVID-19, the Thrift Shop has had a very successful year! During 2021, the shop has welcomed new volunteers, had consistent customer traffic, and implemented a new system for donations that improved the quality of the inventory. We continued the “free” and “by donation” days and have collaborated with the church during the Nearly New sales. Even though the shop has been open fewer hours, we have supported several community groups during the year. SPECTRUM received \$500.00 during the summer. The local School Child Nutrition Program was given \$1,000 last spring and the Essex Cemetery Association was supported with \$500.00 during the summer. The shop also supported the Sawyer House Lead Abatement project with \$2,000.00 to help defray the cost of the work. The holiday giving included making a \$500.00 donation to each of the following organizations: Meals on Wheels, Steps to End Domestic Violence, JUMP, Katie Currier Scholarship at VSAC, SPECTRUM, Community Justice Center, COTS and CHIPS (Essex Teen Center). We also purchased wreaths for the front doors of the church and the pastors. All of this would not happen without the generosity of our community: the time our volunteers spend cleaning, sorting, and greeting customers and to those of you who donate the inventory that fills our shop each week! Thank you, thank you, thank you! As always, please let us know if you wish to join the team at the shop.

Submitted by The Heavenly Cents Advisory Board members:

Cynthia Cheney, Ginny Coe, Mary Gratton, Bridget Meyer, Elaine Raymond, Sandy Tallman, and Sue Wood

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HEAVENLY CENTS THRIFT SHOP 2021 FINANCES

| | |
|--|-------------|
| Cash Balance (January 1, 2021) | \$11,154.00 |
| INCOME | |
| Sales..... | \$17,520.00 |
| Total Cash Available | \$28,674.00 |
| EXPENSES | |
| Contribution to Church..... | \$9,920.00 |
| Electricity | \$388.00 |
| Telephone | \$417.00 |
| Philanthropic Donations..... | \$6,200.00 |
| Holiday Wreaths..... | \$130.00 |
| Miscellaneous (Bank Fees & Supplies) | \$184.00 |
| Total Expenses..... | \$17,239.00 |
| Cash Balance (December 31, 2021) | \$11,435.00 |

SCOUTS BSA TROOP 624 - 2021 YEAR IN REVIEW

Scouts BSA Troop 624 had another amazing year despite the challenges that we all have faced. The troop participated in several community service projects such as Spring and Fall Conservation at Indian Brook Reservoir and members worked with the Green Mountain Club to replace a bridge along the Long Trail. Youth and adult members helped rake leaves at the ball fields over at Maple Street Park and other members took the opportunity to perform conservation work on the bike path. The use of the large dining fly has been a tremendous benefit to both the Troop and Pack units and also for church events such as Vacation Bible Camp, Craft Fest, and Heavenly Food Pantry. In honor of Veteran's Day, the Troop assisted the Pack with a flag retirement ceremony. The Troop was excited to return to Mount Norris Resident Camp where several youth members earned multiple merit badges and rank advancement. We had two youth achieve their Eagle Scout rank. Other youth members took on new leadership roles and have helped the troop grow. Many adventures lay before us as we navigate into this new year.

Respectfully Submitted,
Clint Kilpatrick, Scoutmaster

CUB SCOUT PACK 630 - 2021 YEAR IN REVIEW

Pack 630 had a great year and by the end of 2021 membership was returning to normal levels. Lots of new younger kids and families joining.

Each of the Pack meetings focuses on one principle of the Scout Law to help them learn more about being brave, thrifty, loyal, kind, cheerful, etc. Pack meetings are held on the first Thursday evening of every month. During 2021, Pack meetings included a Sledding Party at ADL in January, a Halloween and Harvest themed event in October, and a holiday party where we played games and engaged with their parents.

Some of our Pack Traditions and Adventures:

- Pinewood Derby race in early May
- Hikes and getting outdoors in nearby parks and trails
- June Advancement ceremony where Cub Scouts get awarded their new ranks
- Three Rivers District Day Camp at the Expo Center
Photos can be seen here of all the fun: <https://www.facebook.com/groups/1792859460954781/>
- One Cub Scout participated in the Cub Scout Resident Camp held at Mount Norris Scout Reservation in late July for a week
- Annual Pool Party at Maple Street Park Pool in August – where new families meet our Pack and sign up to join
- Annual popcorn sale to raise funds for Pack activities in September-October

Community Service:

- Making 2D and 3D paper snowflakes for decorating a nursing home.
- Cleaning up the Essex Junction Little League field at Maple Street Park in late April.
- Joined the community in May on Green Up Day to make Vermont be its best!
- Annual Spring (April) and Fall (September) Clean Up days at Indian Brook Reservoir to support the Essex Conservation and Trails Committee.
- Many new families joined the fun at the Green Mountain Council's Haunted Harvest Fest at Camp Sunrise.
- Made cards to thank Veterans from VFP Post 6689 in Essex Junction in November, and collected items to send to soldiers to provide cheer for the holidays (via the currently deployed father of 2 of our Cub Scouts).
- The Lion Den cleaned up the litter at the entrance and parking areas of the Tree Farm.
- The Bear Den created a 140 foot red and green paper chain to decorate Green Mountain Nursing Home for the holidays.

We thank our Charter Organization, our Leaders, our Parent Volunteers, and most of all - our Cub Scouts for keeping Scouting going during 2021. We hope that 2022 will bring new opportunities to engage in service for our community, get outdoors, live the Scout Oath and Law, and to DO OUR BEST!

Respectfully Submitted,
Carmelle Terborgh, Ph.D., Committee Chair, Cub Scout Pack 630

ANNUAL REPORT OF THE DEACONS 2021

At the January 2021 Deacons Meeting we were considering Lenten and Easter Services and how to create a meaningful worship experience virtually. These were long hard discussions with the staff, but the imagination and intelligence of the staff and Deacons have brought new and exciting worship experiences. The willingness to plan ahead allows members, friends and visitors to be included in so many things, virtually.

And then – planning began to have limited attendance at Sunday services while continuing to have virtual access for those at home. Yeah! Scary! But we have live in person Sunday services and, yes, we still require everyone to wear a mask and to sign in. We are together in person and virtually. We have communion with individual plates and plastic cups with lids, wrapped, and it is as safe from pandemic as we can make it.

Planning for Christmas Eve Services, the Deacons waited to decide how services would be provided until December COVID numbers were seen. How do you provide Christmas services and not turn people away? With Reverend Mark, Reverend Josh, Laurie and the Deacons all together a plan was made. Welcome the first FCCEJ 5pm outdoor Christmas Eve service! It was great! About 150 people attended, some church members, some people out for a walk, we had camp fires, music, St. Nicholas, Mary, an Angel, hot chocolate and the great spirit of Christmas. The 9pm service had been recorded in the afternoon and was available to everyone virtually. An 11pm service was held in person, in the sanctuary. Thank you to everyone for this wonderful Christmas season.

The Lord's Prayer, the traditional wording, has been considered by the Deacons a few times through the years. This year changes were made: *"Loving God, who art in heaven...And do not let us fall into temptation, but deliver us from evil..."* This is the most valued prayer we say as Christians and together as a Congregation. As the world changes we strive to include all people in the language we sing in hymns and the language we speak in prayer.

Paraments at the front of the church are in view of everyone. The green paraments for ordinary time were aging and looking dim. Terri Livak created beautiful new green paraments for our church. They are beautiful and uplifting. Thank you!

Every Sunday we begin worship with these words: ***No matter who you are or where you are on life's journey you are welcome in this place.*** In June of 2021 the staff realized the need for a new policy: Sex Offenders in the Life of the Church. A small group of Deacons and staff worked together to research and bring to Council and the Congregation a meaningful and relevant policy. We welcome all people, and we commit to doing so with utmost care for the welfare of our congregation, collectively and individually.

The Deacons strive to stay focused on our mission and ministry as the First Congregational Church of Essex Junction.

God Bless Every One!

Judy Larrabee Pomainville and Alison Wermer, Co Chairs

ANNUAL REPORT OF THE NOMINATIONS COMMITTEE

The Nominations Committee has had some great success meeting the needs of various committees this year, but still has some unfilled positions.

In general, committee terms are three years. The terms are staggered so that all positions don't require changeover in the same year. Some committees are allowed to have nonmembers in accordance with the bylaws. A committee member can continue for a second term sequentially. If a committee member first joined a committee to fill a partially completed term, they may serve up to eight consecutive years with approval. Some committees such as Christian Education and Missions are not required to be full, but are filled based on chairperson's projected needs for the year. Church officer terms are for one year.

This year, over 70 people were contacted either directly by the Nominations Committee or through committee chairpersons for eligible second term members.

Officers

President: Cathy Shearer - 2023
Vice President: Judy Pomainville* - 2023
Clerk: Brenda Dawson* - 2022
Assistant Clerk: Alison Wermer - 2022
Financial Secretary: Ann Gray* - 2022
Assistant Financial Secretary: Pam Blake, Open Position (1) - 2022
Treasurer: Dan Petherbridge - 2022
Assistant Treasurer: Matt Clark - 2022
Internal Church Auditors: Betsy Weischedel, Steve Wood - 2022

Christian Education

2022 – Donna Burnett Lisa Clark (Chair), Sue Conti, Open Position (1); 2023 – Sharon Dettenrieder, Erna Deutsch, Derek Lyman, Terry Stein, Open Position (1); 2024 – Judy Roy, Open Position (2)

Communications

2022 – Geoff Brown*, Hannah Tracy;
2023 – Francis Gravel (Chair), Andrea Sharp

Deacons

2022 – (Chairperson TBD) Myrna Doney, Alison Wermer, Peter Schmalz, Rusty Sargent; 2023 – Jonah Moos, Amy McIntyre, Maureen McKenzie, Judy McCullen; 2024 – Betty Busciglio*, Gary Hartman, Carolyn Rushford

Hospitality

2022 – Rose Drost, Gorden Starkey; 2023 – Jim Glatz (Chair), Beth Porratti; 2024 – Jill White, Jen Dooley

Missions

Note: 8-12 members

2022 – Tony Marthaler, Sue Wood, Anne Harris*, Paula Sargent (Chair); 2023 – Monica John, Mary Winslow, Ed Steele; 2024 – Suzanne Boyajain*, Jane Schneider, Mary Hopkins*, Ann Marie Sullivan*

Music

2022 – Laura Marthaler, Amanda Palmer; 2023 – Curtis Guild, Denise Keating (Chair);
2024 – Joanne Irwin, Ed Owens

Nominating

2022 – Dick Harris (Chair), Elaine Raymond*; 2023 – Mary Ann Warren, Janne Giles*;
2024 - Lauren Starkey*, Sandy Tallman*

Pastoral Relations

Vice President - Chair; 2022 – Riley Elliot, Julie Leach;
2023 – Stephanie Field; 2024 – Brenda Dawson*

Planned Giving

Stewardship Chair, Treasurer, Finance Chair;
2022 – Matt McGeary*; 2023 – Darryl Koch*;
2024 – Dave Johnson*

Stewardship

2022 – John Roddy, Emily Guziak;
2023 - Kathryn Brennan (Chair), Alex John;
2024 - Mark Ferrara, Shannon McCullen

Trustees

2022 – Frank Smith, Ed Guild; 2023 – Art Winslow, John Burnett*; 2024 - Dennis Conti, Kaki McGeary (Chair)

Ushering

2022 – John Mauger*, Open Position (1); 2023 – Judy Allen, Justin & Melisa King;
2024 – Aimee Koch*, Marlene Frank (Chair)

Vermont Conference Delegates

2022 – Laurie Chipman, Open Position (4)

Church Association Delegates

2022 – Clint Russell*, Open Position (1)

* Denotes new nominee

ANNUAL REPORT OF THE STEWARDSHIP COMMITTEE

The Stewardship Committee returned to a fully staffed committee this year with six members: Kathryn Brennan, Alex John, Emily Guziak, Mark Ferrara, Shannon McCullen, and Jon Roddy. Since most of us were new to the committee we held a series of conversations with Mark Mendes, Josh Simon, Dan Petherbridge, Maureen Evans, and Cathy Shearer to help us better understand our mission. Kathryn took on the role of chair and Shannon volunteered to take minutes at our meetings.

We learned about special offerings and how it was the responsibility of the stewardship committee to educate church members on per capita dues every May. We coordinated with Andrea Sharp on the communications committee to update the website to include a monthly calendar of all the special offerings. Andrea also worked with us on updating the giving page and the pledge form.

We discussed fundraising at one of our first meetings and learned that stewardship is responsible for the fundraising calendar. This means we try and spread out the various fundraising efforts within the church so as not to compete for funds with each other. We were requested by council to investigate holding a concert series at the church. Alex took the lead on this task and worked with other music minded members to come up with a preliminary plan. First concert of 2022 is planned for May!

One of the primary tasks of the stewardship committee is to educate our church members on why it is important to give to the church, why we give, and different ways to give. Kathryn, Alex, Emily, and Jon researched and wrote several articles for the Spirit-at-First newsletter on different aspects of stewardship.

The biggest mission of the stewardship committee is to run the pledge drive in the fall. Over the summer we purchased some stewardship theme materials to use which gave us our “Rooted in Love” campaign theme. In October we sent two sets of letters including pledge and financial information and gave testimonials on “why I give”. In November we reminded folks to pledge at several services. And in December we did follow-up emails and phone calls. We worked closely with Dan to narrow the list of people who pledged last year but did not submit pledges for 2022.

The following numbers reflect the faith of our members and their understanding that a church with a strong financial foundation is essential for our future:

| | Last year/2021 | Current year/2022 |
|---------------------------|----------------|-------------------|
| Number of pledging units: | 187 | 169 |
| Total amount pledged: | \$322,234 | \$318,343 |

- 74 people increased their pledge this year - THANK YOU!
- 21 decreased or ceased to pledge [some due to death]
- 25 Pledges from last year are still outstanding, if they remain the same as last year this will increase the bottom line by an additional \$24,111.

Thanks to everyone who not only kept up paying their pledge in 2021, but also continued to pledge in 2022. Our church will continue to thrive with your generosity.

Respectfully Submitted,
Kathryn Brennan, Stewardship Chair

FINANCE COMMITTEE/TREASURER REPORT

2021 was a difficult year in many ways with the ongoing pandemic, but FCCEJ managed to end the year with some very positive news! We ended the year with a surplus of \$3,164.09, rather than a planned \$12,074 deficit! Our balance sheet is healthy and our cash reserves are sufficient.

We began the year facing some rather bleak financial projections and the Finance Committee recommended some large spending cuts to bring our expenses more in line with projected revenue. The cuts were targeted primarily at discretionary and non-fixed programmatic budgets, and committees were given flexibility to determine their own line-item allocations. The Finance Committee recommended these cuts rather than cutting proposed staff cost of living increases. Despite the austerity cuts, the final proposed budget included a planned deficit of \$12,074 for 2021.

The Finance Committee met at least monthly throughout the year to monitor church finances and look for any opportunity to restore some of the budget cuts. Our overall pledge revenue was significantly higher than projected (\$20,000 more than budgeted), which is impressive given the ongoing pandemic. We finished the year with overall revenue up about \$11,500 due to a few other revenue lines being less than projected. At the same time, our fixed utility costs went up (as they did for all of us in our own homes), making it imprudent to restore cuts and increase expenses further. Despite this very difficult circumstance, all committees did a phenomenal job with stretching limited resources to deliver quality programs and contribute to a thriving ministry of the church.

Revenue: As mentioned above, revenue was higher primarily due to the generosity of our pledge donors. We fell short in other areas, such as building use income and the Christmas offering. Both attributable to the pandemic.

Expenses: We were underbudget by about \$3,500, primarily due to the savings from the resignation of the music director earlier in the year. Also, it is important to recognize all the staff, committee volunteers and leaders who worked very hard to keep their expenses to a minimum. This was also key to our ability to avoid the planned deficit for this year. Council also approved adding \$2,500 to the organ maintenance as a year-end transfer.

2021 Endowment Distribution

The 2021 endowment distribution was \$18,000 plus \$405 that was collected in 2021 for the endowment, based on the calculation parameters set forth in our Endowment Policy. Funds were distributed according to our Endowment Policy; we did not use Endowment funds for operating expenses in 2021. The Finance Committee reviewed committee requests and recommended the following projects for funding:

- *Up to \$2,500 for youth retreat (CE)*
- *\$5,000 for organ cleaning (Music) (will go in restricted fund; cleaning in 2022 with total cost ~\$10K)*
- *\$3,500 for new concert series (new special committee)*
- *\$3,500 to upgrade electrical wiring in daycare (Trustees)*
- *Up to \$3,000 to purchase Air Purifiers for classrooms (CE)*
- *Balance of funds to be allocated to Lead Abatement for Sawyer House (up to \$2,000) (Trustees)*

Note: Initially, the Finance Committee recommended \$10,000 to support the elevator modernization project. Due to successful fundraising efforts, funds were not needed for the elevator and were re-allocated for the kitchen. The kitchen project was under budget, thus negating the need for any endowment funds for campaign projects in 2021.

The endowment on December 31st had and market value of \$732,008.04 and a book value of \$396,365.80.

Other Highlights

The Finance Committee added insurance coverage for the organ and new piano and solicited quotes for new insurance for the church. Bids are still being reviewed. A decision to keep our current provider or switch providers will be made in 2022. We were informed that our building may be undervalued with our current policy, and Council authorized the Finance Committee to increase our limits with our current provider if needed.

The Finance Committee also reviewed our current Finance Policies and Procedures, and created a new Confidentiality Agreement form, which was supported by Council. Final revisions to Finance Policies and Procedures will be submitted to Council for approval in early 2022. We also began a discussion about whether to change the existing Endowment Policy to allow endowment distributions to be used for operating expenses on a regular basis.

continued on next page...

Looking ahead, our challenge (and opportunity!) continues to be finding ways to grow our revenue streams to sustain our operations. Even with very positive news about people increasing pledges and some successful fundraisers, our fixed utility and staff expenses continue to rise and our committees are asking for more funds than revenue allows. The Finance Committee recommends that the 2022 endowment distribution (estimated at \$20K) be used to support our operating budget so that we may present a balanced budget to the congregation. The 2022 proposed budget is still an austerity budget, but further cuts would be required without the use of endowment funds. The Finance Committee hopes that this will provide some time for the church to do some strategic planning around revenue and operating expenses.

2022 Proposed Budget Narrative:

A balanced budget has been proposed, but not without risk. We have not been able to fully fund all the programs and the pandemic will continue to affect both revenue and expenses. We have proposed using the 2021 endowment distribution of about \$20,000 for operating expenses, which is not without controversy. We are again counting on the generosity of the congregation in stepping up their pledges. As we look forward, we need to review our operating model in light of an aging congregation and increasing fixed expenses, especially the cost to operate and maintain our 150-year-old physical plant. We have had to increase the cost of our insurance coverage to be sure we are covered as fully as necessary, and the cost of utilities continues to rise sharply. Thanks to the great generosity of Rob Evans's employer, who donated their copier to us which will eliminate the lease expense of our current copier, saving us almost \$5,000 this year. As we greatly value our staff, we did recommend a 3% salary increase for them. Salaries and other employee expenses account for about 70% of the budget. We will still realize some savings until we have hired a new Music Director, however, that salary may rise due to limited supply of talented people and the position will require funding for a full year in 2023. As always the Finance Committee will continue to closely monitor our financials to assure we stay financially strong.

Acknowledgements:

The Finance Committee has worked very hard to assure our church remains a financially vibrant one. This effort is due to the diligence of: Maureen Evans (past-President), Cathy Shearer (past-VP/Finance Chair and now President), Rev. Mark Mendes, Rev. Josh Simon, Ann Gray (Assistant Treasurer), Kathryn Brennan (Stewardship Chair) and Kaki McGeary (Trustee Chair) Dan Petherbridge (Treasurer) and Brenda Dawson for stepping up and filling in a Church VP for the second half of the year. We extend sincere thanks to Jeff Nowell for his work on the Endowment. Finally, thank you to Rob Sinkewicz and Pam Blake for serving as Financial and Assistant Financial Secretaries, respectively.

Respectfully Submitted,
Brenda Dawson, Interim VP & Finance Chair

Written by,
Dan Petherbridge, Treasurer
Kaki McGeary, Chair of Trustees

ANNUAL REPORT OF THE INTERNAL AUDITORS

January 19, 2022

The Income and Expense Statement for the year ended December 31, 2021 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 Pastors' Fund. Based on bank 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 Income and Expense 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.

While these procedures were substantially fewer than those required by an independent external audit, they nevertheless provide the members and other stakeholder of the First Congregational Church of Essex Junction with confidence that the practices and procedures employed by the managers of the Church's funds are rigorous, thoughtful, diversified and studiously followed.

Respectively Submitted,
Elizabeth Craig Weischedel and Steven G. Wood, Internal Church Auditors

FIRST CONGREGATIONAL CHURCH - INCOME & EXPENSE STATEMENT

GENERAL FUND 01, January 2021 - December 2021

| | | 2021 Actual | 2021 Budget | Difference | Budget % | 2022 Budget |
|---------------------------------|----------|---------------|---------------|---------------|----------|---------------|
| INCOME | 4000 | | | | | |
| CONTRIBUTION INCOME | 4010 | | | | | |
| Pledges | 4030 | \$ 340,190.51 | \$ 320,000.00 | \$ 20,190.51 | \$ 1.06 | \$ 340,076.41 |
| Initial offering | 4035 | \$ 339.00 | \$ 500.00 | \$ (161.00) | \$ 0.68 | \$ 500.00 |
| Loose Offering | 4040 | \$ 14,494.00 | \$ 15,000.00 | \$ (506.00) | \$ 0.97 | \$ 15,000.00 |
| Fund Raisers | 4050 | \$ 6,571.18 | \$ 5,000.00 | \$ 1,571.18 | \$ 1.31 | \$ 8,500.00 |
| Fund Rrs - Hannaford Tsfr | 4051 | \$ 1,383.81 | \$ 1,500.00 | \$ (116.19) | \$ 0.92 | \$ - |
| CC & amazon Rebates | 4055 | \$ 731.53 | \$ 800.00 | \$ (68.47) | \$ 0.91 | \$ 800.00 |
| Rent | 4070 | \$ 40,056.00 | \$ 40,056.00 | \$ - | \$ 1.00 | \$ 40,462.00 |
| Parsonage Rental | 4072 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Per Capita Offering | 4075 | \$ 2,536.40 | \$ 4,000.00 | \$ (1,463.60) | \$ 0.63 | \$ 3,000.00 |
| Building Use - Regular | 4080 | \$ 2,772.50 | \$ 7,500.00 | \$ (4,727.50) | \$ 0.37 | \$ 5,000.00 |
| Endowment Fund Dist* | 4085 | \$ - | \$ - | \$ - | \$ - | \$ 20,000.00 |
| Building use - Misc | 4090 | \$ 210.00 | \$ 1,000.00 | \$ (790.00) | \$ 0.21 | \$ 1,000.00 |
| Christmas Offering | 4095 | \$ 135.00 | \$ 2,100.00 | \$ (1,965.00) | \$ 0.06 | \$ 2,100.00 |
| Wedding income | 4100 | \$ - | \$ - | \$ - | \$ - | \$ 400.00 |
| Funeral income | 4105 | \$ 400.00 | \$ 500.00 | \$ (100.00) | \$ 0.80 | \$ 1,000.00 |
| Misc income | 4107 | \$ 4,176.90 | \$ 4,176.91 | \$ (0.01) | \$ 1.00 | \$ 1,939.04 |
| | | | | | | |
| Subtotal | | \$ 413,996.83 | \$ 402,132.91 | \$ 11,863.92 | \$ 1.03 | \$ 439,777.45 |
| INTEREST INCOME | 4500 | | | | | |
| Banking Interest | 4510 | \$ 17.39 | \$ 5.00 | \$ 12.39 | \$ 3.48 | \$ 10.00 |
| Investment Interest | 4520 | \$ 9.99 | \$ 75.00 | \$ (65.01) | \$ 0.13 | \$ 10.00 |
| Interest on notes | 4530 | \$ 0.98 | \$ 1.47 | \$ (0.49) | \$ 0.67 | \$ - |
| Money market int | 4540 | \$ 445.69 | \$ 700.00 | \$ (254.31) | \$ 0.64 | \$ 400.00 |
| | | | | | | |
| Subtotal Interest Income | 4500 | \$ 474.05 | \$ 781.47 | \$ (307.42) | \$ 0.61 | \$ 420.00 |
| | | | | | | |
| TOTAL INCOME | | \$ 414,470.88 | \$ 402,914.38 | \$ 11,556.50 | \$ 1.03 | \$ 440,197.45 |
| | | | | | | |
| EXPENSES | 5000 | | | | | |
| PASTORAL STAFF | 5050 | | | | | |
| SENIOR PASTOR | 5060 | | | | | |
| SP Salary | 5061-001 | \$ 59,763.90 | \$ 59,831.00 | \$ (67.10) | \$ 1.00 | \$ 61,625.93 |
| SP Housing Equity Allow. | 5062-002 | \$ - | \$ - | \$ - | \$ - | \$ - |
| SP Health Insurance | 5064-004 | \$ 24,795.00 | \$ 24,795.00 | \$ - | \$ 1.00 | \$ 24,795.00 |
| SP SECA | 5065-005 | \$ 6,408.00 | \$ 6,408.00 | \$ - | \$ 1.00 | \$ 6,600.14 |
| SP Professional | 5066-006 | \$ 381.92 | \$ 650.00 | \$ (268.08) | \$ 0.59 | \$ 650.00 |
| SP Programmatic Expenses | 5067-007 | \$ 624.45 | \$ 200.00 | \$ 424.45 | \$ 3.12 | \$ 200.00 |
| SP Annuity | 5068-008 | \$ 11,385.36 | \$ 11,727.00 | \$ (341.64) | \$ 0.97 | \$ 12,078.68 |
| SP Life & Disability Ins | 5069-009 | \$ 1,219.92 | \$ 1,259.00 | \$ (39.08) | \$ 0.97 | \$ 1,259.00 |
| SP Mileage | 5070-010 | \$ 813.68 | \$ 600.00 | \$ 213.68 | \$ 1.36 | \$ 600.00 |
| SP Relocation | 5071-011 | \$ - | \$ - | \$ - | \$ - | \$ - |
| SP Other | 5072-012 | \$ 1,694.36 | \$ 250.00 | \$ 1,444.36 | \$ 6.78 | \$ 250.00 |
| SP Housing Allowance | 5073-002 | \$ 23,905.15 | \$ 23,932.00 | \$ (26.85) | \$ 1.00 | \$ 24,650.37 |
| SP Salary - misc | 5074-200 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Subtotal Senior Pastor | 5060 | \$ 130,991.74 | \$ 129,652.00 | \$ 1,339.74 | \$ 1.01 | \$ 132,709.12 |

| | | 2021 Actual | 2021 Budget | Difference | Budget % | 2022 Budget |
|-----------------------------------|----------|---------------|---------------|----------------|----------|---------------|
| ASSOCIATE PASTOR | 5080 | | | | | |
| AP Salary | 5081-001 | \$ 37,306.54 | \$ 37,375.00 | \$ (68.46) | \$ 1.00 | \$ 38,496.25 |
| AP Housing Equity Allow | 5082-002 | \$ 2,611.35 | \$ 2,616.00 | \$ (4.65) | \$ 1.00 | \$ 2,694.74 |
| AP Health Insurance | 5084-004 | \$ 6,985.03 | \$ 6,986.00 | \$ (0.97) | \$ 1.00 | \$ 6,985.00 |
| AP SECA | 5085-005 | \$ 4,003.00 | \$ 4,003.00 | \$ - | \$ 1.00 | \$ 4,122.95 |
| AP Professional | 5086-006 | \$ 284.96 | \$ 300.00 | \$ (15.04) | \$ 0.95 | \$ 300.00 |
| AP Programmatic Expenses | 5087-007 | \$ 174.94 | \$ 250.00 | \$ (75.06) | \$ 0.70 | \$ 250.00 |
| AP Annuity | 5088-008 | \$ 7,648.08 | \$ 7,326.00 | \$ 322.08 | \$ 1.04 | \$ 7,545.27 |
| AP Life & Disability Ins | 5089-009 | \$ - | \$ 551.00 | \$ (551.00) | \$ - | \$ 551.00 |
| AP Mileage | 5090-010 | \$ - | \$ 250.00 | \$ (250.00) | \$ - | \$ 250.00 |
| AP Sabbatical | 5091-011 | \$ 375.00 | \$ 375.00 | \$ - | \$ 1.00 | \$ 375.00 |
| AP Other | 5092-012 | \$ 35.14 | \$ 100.00 | \$ (64.86) | \$ 0.35 | \$ 100.00 |
| AP Salary - misc | 5093-200 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Subtotal Associate Pastor | 5080 | \$ 59,424.04 | \$ 60,132.00 | \$ (707.96) | \$ 0.99 | \$ 61,670.21 |
| Subtotal Pastoral Staff | 5050 | \$ 190,415.78 | \$ 189,784.00 | \$ 631.78 | \$ 1.00 | \$ 194,379.33 |
| SUPPORT STAFF | 5150 | | | | | |
| STAFF SALARIES | 5151 | | | | | |
| Support Admin Assistant | 5155 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Administrative Assistant | 5165 | \$ 26,168.31 | \$ 28,119.00 | \$ (1,950.69) | \$ 0.93 | \$ 30,520.20 |
| Education Director | 5175 | \$ 39,960.00 | \$ 39,994.00 | \$ (34.00) | \$ 1.00 | \$ 41,193.82 |
| Part-time youth director | 5176 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Nursery Staff | 5180 | \$ 100.00 | \$ 586.00 | \$ (486.00) | \$ 0.17 | \$ 603.58 |
| Custodian | 5185 | \$ 14,138.20 | \$ 13,894.00 | \$ 244.20 | \$ 1.02 | \$ 14,310.82 |
| Music Director | 5195 | \$ 9,945.52 | \$ 23,570.00 | \$ (13,624.48) | \$ 0.42 | \$ 21,000.00 |
| Subtotal Staff Salaries | 5151 | \$ 90,312.03 | \$ 106,163.00 | \$ (15,850.97) | \$ 0.85 | \$ 107,628.42 |
| BENEFITS | 5250 | | | | | |
| Staff Disability Ins | 5251-004 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Staff Annuity | 5260-008 | \$ 5,437.56 | \$ 5,600.00 | \$ (162.44) | \$ 0.97 | \$ 5,767.13 |
| Benefits - other | 5270-005 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Subtotal Benefits | 5250 | \$ 5,437.56 | \$ 5,600.00 | \$ (162.44) | \$ 0.97 | \$ 5,767.13 |
| EMPLOYER EXPENSES | 5300 | | | | | |
| Payroll Taxes | 5305 | \$ 6,771.27 | \$ 8,122.00 | \$ (1,350.73) | \$ 0.83 | \$ 8,233.57 |
| Workers Comp Insurance | 5310 | \$ 3,113.00 | \$ 3,000.00 | \$ 113.00 | \$ 1.04 | \$ 3,000.00 |
| Payroll Charges | 5315 | \$ 1,181.02 | \$ 1,200.00 | \$ (18.98) | \$ 0.98 | \$ 1,200.00 |
| Subtotal Employer Expenses | 5300 | \$ 11,065.29 | \$ 12,322.00 | \$ (1,256.71) | \$ 0.90 | \$ 12,433.57 |
| Subtotal Support Staff | 5150 | \$ 106,814.88 | \$ 124,085.00 | \$ (17,270.12) | \$ 0.86 | \$ 125,829.12 |

| | | 2021 Actual | 2021 Budget | Difference | Budget % | 2022 Budget |
|--|------|--------------|--------------|-------------|----------|--------------|
| ADMINISTRATIVE EXPENSE | 5400 | | | | | |
| OFFICE EXPENSES | 5410 | | | | | |
| Yellow Pages | 5412 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Newspaper | 5413 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Other Advertising | 5414 | \$ 331.11 | \$ 100.00 | \$ 231.11 | \$ 3.31 | \$ 100.00 |
| Offering Envelopes | 5421 | \$ 241.31 | \$ 240.00 | \$ 1.31 | \$ 1.01 | \$ 240.00 |
| Donated Stock Fees | 5422 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Contribution fees | 5423 | \$ 257.81 | \$ 270.00 | \$ (12.19) | \$ 0.95 | \$ 270.00 |
| Office Supplies | 5430 | \$ 1,413.42 | \$ 1,750.00 | \$ (336.58) | \$ 0.81 | \$ 1,750.00 |
| Postage - First Class | 5440 | \$ 874.02 | \$ 500.00 | \$ 374.02 | \$ 1.75 | \$ 800.00 |
| Postage - Bulk | 5441 | \$ 197.98 | \$ 400.00 | \$ (202.02) | \$ 0.50 | \$ 200.00 |
| Printing | 5450 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Candles | 5451 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Devotionals | 5452 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Counseling Booklets | 5453 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Palms | 5454 | \$ 40.50 | \$ 50.00 | \$ (9.50) | \$ 0.81 | \$ 50.00 |
| Mileage Reimbursements | 5470 | \$ 302.07 | \$ 400.00 | \$ (97.93) | \$ 0.76 | \$ 400.00 |
| Comprehensive Insurance | 5480 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Professional Services | 5490 | \$ - | \$ - | \$ - | \$ - | \$ - |
| ED-Professional developme | 5491 | \$ 385.35 | \$ 500.00 | \$ (114.65) | \$ 0.77 | \$ 500.00 |
| ED - Programmtic expense | 5492 | \$ 117.25 | \$ 110.00 | \$ 7.25 | \$ 1.07 | \$ 110.00 |
| Staff Training | 5495 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Admin. Miscellaneous | 5496 | \$ 924.60 | \$ 450.00 | \$ 474.60 | \$ 2.05 | \$ 450.00 |
| Church leadership expense | 5500 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Special event | 5501 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Funeral Expense | 5505 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Bank Charges | 5513 | \$ - | \$ 10.00 | \$ (10.00) | \$ - | \$ 10.00 |
| Subtotal Office Expenses | 5410 | \$ 5,085.42 | \$ 4,780.00 | \$ 305.42 | \$ 1.06 | \$ 4,880.00 |
| | | | | | | |
| PHONES | 5515 | | | | | |
| Church Phones | 5517 | \$ 1,665.09 | \$ 1,100.00 | \$ 565.09 | \$ 1.51 | \$ 2,500.00 |
| Cell Phones | 5525 | \$ 500.00 | \$ 500.00 | \$ - | \$ 1.00 | \$ 500.00 |
| Subtotal Phones | 5515 | \$ 2,165.09 | \$ 1,600.00 | \$ 565.09 | \$ 1.35 | \$ 3,000.00 |
| | | | | | | |
| INTERNET | 5550 | | | | | |
| Website | 5555 | \$ 154.00 | \$ - | \$ 154.00 | \$ - | \$ 170.00 |
| Internet Access | 5560 | \$ 1,421.28 | \$ 1,440.00 | \$ (18.72) | \$ 0.99 | \$ 1,440.00 |
| Subtotal Internet | 5550 | \$ 1,575.28 | \$ 1,440.00 | \$ 135.28 | \$ 1.09 | \$ 1,610.00 |
| | | | | | | |
| COMPUTER EXPENSES | 5570 | | | | | |
| Computer Hardware | 5572 | \$ 345.93 | \$ - | \$ 345.93 | \$ - | \$ - |
| Computer Software | 5574 | \$ 255.50 | \$ 500.00 | \$ (244.50) | \$ 0.51 | \$ 500.00 |
| Support Contracts | 5576 | \$ 18.00 | \$ - | \$ 18.00 | \$ - | \$ - |
| Subtotal Computer Expenses | 5570 | \$ 619.43 | \$ 500.00 | \$ 119.43 | \$ 1.24 | \$ 500.00 |
| | | | | | | |
| LEASED EQUIPMENT | 5580 | | | | | |
| Copier Lease | 5583 | \$ 7,340.87 | \$ 6,600.00 | \$ 740.87 | \$ 1.11 | \$ 2,500.00 |
| Color copies - BW overage | 5584 | \$ - | \$ 150.00 | \$ (150.00) | \$ - | \$ - |
| Parking lot use | 5590 | \$ 500.00 | \$ 500.00 | \$ - | \$ 1.00 | \$ 500.00 |
| Subtotal Leased Equipment | 5580 | \$ 7,840.87 | \$ 7,250.00 | \$ 590.87 | \$ 1.08 | \$ 3,000.00 |
| | | | | | | |
| Subtotal Administrative Expense | 5400 | \$ 17,286.09 | \$ 15,570.00 | \$ 1,716.09 | \$ 1.11 | \$ 12,990.00 |

| | | 2021 Actual | 2021 Budget | Difference | Budget % | 2022 Budget |
|--|------|---------------|---------------|----------------|----------|---------------|
| BUILDING MAINT CHURCH | 5600 | | | | | |
| Building Insurance | 5610 | \$ 10,752.00 | \$ 10,000.00 | \$ 752.00 | \$ 1.08 | \$ 15,000.00 |
| Trustees Contingency | 5620 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Capital Campaign expenses | 5625 | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | | | | | |
| UTILITIES | 5630 | | | | | |
| Electricity - Church | 5635 | \$ 6,572.90 | \$ 5,700.00 | \$ 872.90 | \$ 1.15 | \$ 7,000.00 |
| Water & Sewer - Church | 5645 | \$ 1,296.95 | \$ 1,500.00 | \$ (203.05) | \$ 0.86 | \$ 1,000.00 |
| Fuel/Gas - Church | 5655 | \$ 7,070.83 | \$ 6,000.00 | \$ 1,070.83 | \$ 1.18 | \$ 8,000.00 |
| Waste | 5665 | \$ 1,837.75 | \$ 1,800.00 | \$ 37.75 | \$ 1.02 | \$ 1,800.00 |
| Subtotal Utilities & Maint Church | 5630 | \$ 27,530.43 | \$ 25,000.00 | \$ 2,530.43 | \$ 1.10 | \$ 32,800.00 |
| | | | | | | |
| BUILDING MAINTENANCE | 5700 | | | | | |
| Cleaning Supplies | 5710 | \$ 678.87 | \$ 1,000.00 | \$ (321.13) | \$ 0.68 | \$ 1,000.00 |
| Cleaning Service | 5720 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Snow Plowing - sand/salt | 5730 | \$ 8,397.93 | \$ 8,100.00 | \$ 297.93 | \$ 1.04 | \$ 10,200.00 |
| Mowing/Landscape | 5731 | \$ 1,199.52 | \$ 850.00 | \$ 349.52 | \$ 1.41 | \$ 1,210.00 |
| Elevator Maint/Inspection | 5732 | \$ 1,142.53 | \$ 3,415.00 | \$ (2,272.47) | \$ 0.33 | \$ 1,980.00 |
| Capital Projects | 5733 | \$ 1,059.66 | \$ 1,000.00 | \$ 59.66 | \$ 1.06 | \$ - |
| Lift Mainte/Inspection | 5734 | \$ 300.00 | \$ 800.00 | \$ (500.00) | \$ 0.38 | \$ 600.00 |
| Elevator replacement fund | 5735 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Repairs/Maintenance | 5740 | \$ 5,989.26 | \$ 6,000.00 | \$ (10.74) | \$ 1.00 | \$ 6,000.00 |
| Routine Main/Contracts | 5745 | \$ 2,176.51 | \$ 2,584.00 | \$ (407.49) | \$ 0.84 | \$ 3,570.00 |
| Maintenance Equipment | 5750 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Subtotal Building Maintenance | 5700 | \$ 20,944.28 | \$ 23,749.00 | \$ (2,804.72) | \$ 0.88 | \$ 24,560.00 |
| | | | | | | |
| BUILDING MAINT SAWYER | 5800 | | | | | |
| Water/Sewer - Sawyer | 5810 | \$ 496.20 | \$ 900.00 | \$ (403.80) | \$ 0.55 | \$ 500.00 |
| Electricity - Sawyer | 5820 | \$ 46.63 | \$ - | \$ 46.63 | \$ - | \$ - |
| Fuel/Gas - Sawyer | 5830 | \$ 1,663.32 | \$ 1,500.00 | \$ 163.32 | \$ 1.11 | \$ 1,800.00 |
| Routine Maint. - Sawyer | 5840 | \$ 2,115.70 | \$ 1,250.00 | \$ 865.70 | \$ 1.69 | \$ 2,000.00 |
| Capital Exp - Sawyer | 5845 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Sawyer House Property Tax | 5850 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Property Tax | 5890 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Maintenance Equip Deprec. | 5895 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Subtotal Building Maint Sawyer | 5800 | \$ 4,321.85 | \$ 3,650.00 | \$ 671.85 | \$ 1.18 | \$ 4,300.00 |
| | | | | | | |
| BUILDING MAINT PARSONAGE | 5900 | | | | | |
| Water/Sewer - Parsonage | 5910 | \$ 466.55 | \$ 500.00 | \$ (33.45) | \$ 0.93 | \$ 500.00 |
| Electricity - Parsonage | 5920 | \$ 1,429.81 | \$ 1,330.00 | \$ 99.81 | \$ 1.08 | \$ 1,500.00 |
| Fuel/Gas - Parsonage | 5930 | \$ 1,308.79 | \$ 1,200.00 | \$ 108.79 | \$ 1.09 | \$ 1,500.00 |
| Parsonage Property tax | 5935 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Routine Maint. Parsonage | 5940 | \$ 1,938.86 | \$ 750.00 | \$ 1,188.86 | \$ 2.59 | \$ 2,000.00 |
| Capital Exp - Parsonage | 5941 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Subtotal Building Maint Parsonage | 5900 | \$ 5,144.01 | \$ 3,780.00 | \$ 1,364.01 | \$ 1.36 | \$ 5,500.00 |
| | | | | | | |
| Subtotal Building Maint Church | 5600 | \$ 57,940.57 | \$ 56,179.00 | \$ 1,761.57 | \$ 1.03 | \$ 67,160.00 |
| | | | | | | |
| CAPITAL RESERVE | 5960 | | | | | |
| Capital Reserve | 5961 | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | | | | | |
| Subtotal Fixed Expenses | 5010 | \$ 372,457.32 | \$ 385,618.00 | \$ (13,160.68) | \$ 0.97 | \$ 400,358.45 |

| | | 2021 Actual | 2021 Budget | Difference | Budget % | 2022 Budget |
|-------------------------------------|------|--------------|-------------|-------------|----------|-------------|
| DEPARTMENTS/COMMITTEES | 6000 | | | | | |
| MISSIONS DEPARTMENT | 6010 | | | | | |
| Mission A | 6015 | \$ 2,669.50 | \$ 3,000.00 | \$ (330.50) | \$ 0.89 | \$ 3,000.00 |
| | | | | | | |
| COMMUNICATIONS | 6150 | | | | | |
| Communications | 6160 | \$ 1,418.29 | \$ 1,075.00 | \$ 343.29 | \$ 1.32 | \$ 2,269.00 |
| | | | | | | |
| CHRISTIAN EDUCATION | 6200 | | | | | |
| Curriculum | 6201 | \$ 497.81 | \$ 200.00 | \$ 297.81 | \$ 2.49 | \$ 400.00 |
| Prof Expenses - CE | 6202 | \$ (168.50) | \$ - | \$ (168.50) | \$ - | \$ - |
| CE Supplies | 6204 | \$ 1,083.68 | \$ 1,000.00 | \$ 83.68 | \$ 1.08 | \$ 1,000.00 |
| Junior Youth | 6205 | \$ 430.54 | \$ 500.00 | \$ (69.46) | \$ 0.86 | \$ 1,200.00 |
| Senior High Youth Group | 6206 | \$ 141.05 | \$ 500.00 | \$ (358.95) | \$ 0.28 | \$ 1,200.00 |
| Confirmation | 6208 | \$ - | \$ 325.00 | \$ (325.00) | \$ - | \$ 550.00 |
| Adult Education | 6209 | \$ 25.37 | \$ 75.00 | \$ (49.63) | \$ 0.34 | \$ 200.00 |
| CE Resources | 6210 | \$ 290.47 | \$ 200.00 | \$ 90.47 | \$ 1.45 | \$ 250.00 |
| Vacation Bible Camp | 6211 | \$ 306.73 | \$ 300.00 | \$ 6.73 | \$ 1.02 | \$ 400.00 |
| Mileage | 6212 | \$ - | \$ - | \$ - | \$ - | \$ - |
| CE Program Enrichment | 6213 | \$ 953.81 | \$ 800.00 | \$ 153.81 | \$ 1.19 | \$ 700.00 |
| CE - Other | 6214 | \$ - | \$ - | \$ - | \$ - | \$ - |
| CE Programmatic Expenses | 6215 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Young adult group | 6216 | \$ 232.00 | \$ 100.00 | \$ 132.00 | \$ 2.32 | \$ 200.00 |
| Young apostles | 6217 | \$ - | \$ - | \$ - | \$ - | \$ 200.00 |
| | | | | | | |
| Subtotal Christian Education | 6200 | \$ 3,792.96 | \$ 4,000.00 | \$ (207.04) | \$ 0.95 | \$ 6,300.00 |
| | | | | | | |
| MUSIC | 6275 | | | | | |
| Prof Expense - Music | 6277 | \$ - | \$ 110.00 | \$ (110.00) | \$ - | \$ 150.00 |
| Organ Supply/Substitute | 6280 | \$ 8,450.00 | \$ 800.00 | \$ 7,650.00 | \$ 10.56 | \$ 3,600.00 |
| Piano Maintenance | 6281 | \$ 170.00 | \$ 400.00 | \$ (230.00) | \$ 0.43 | \$ 450.00 |
| Organ Maintenance | 6282 | \$ 3,162.50 | \$ 1,000.00 | \$ 2,162.50 | \$ 3.16 | \$ 1,200.00 |
| Music Men's Choir | 6283 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Music Praise Band | 6284 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Music Senior Choir | 6285 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Music Junior Choir | 6286 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Music Cherub Choir | 6287 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Music Bell Choir | 6288 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Robe Maintenance | 6289 | \$ - | \$ - | \$ - | \$ - | \$ 100.00 |
| Music Womens Choir | 6290 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Special Music Purchase | 6291 | \$ - | \$ - | \$ - | \$ - | \$ 500.00 |
| Music All Ensembles | 6292 | \$ 143.88 | \$ 200.00 | \$ (56.12) | \$ 0.72 | \$ 1,000.00 |
| Music Dir search expenses | 6293 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Licensing | 6295 | \$ 1,437.00 | \$ 1,000.00 | \$ 437.00 | \$ 1.44 | \$ 1,500.00 |
| Music Education | 6297 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Music supplies | 6298 | \$ - | \$ - | \$ - | \$ - | \$ 120.00 |
| | | | | | | |
| Subtotal Music | 6275 | \$ 13,363.38 | \$ 3,510.00 | \$ 9,853.38 | \$ 3.81 | \$ 8,620.00 |

| | | 2021 Actual | 2021 Budget | Difference | Budget % | 2022 Budget |
|--|-------------|----------------------|-----------------------|----------------------|----------------|----------------------|
| DEACONS | 6300 | | | | | |
| Communion/Worship Sup | 6310 | \$ 141.59 | \$ 800.00 | \$ (658.41) | \$ 0.18 | \$ 1,500.00 |
| Paraments | 6312 | \$ 250.00 | \$ - | \$ 250.00 | \$ - | \$ 200.00 |
| Advertising - Deacons | 6315 | \$ - | \$ 635.00 | \$ (635.00) | \$ - | \$ - |
| Evangelism | 6330 | \$ 811.55 | \$ 200.00 | \$ 611.55 | \$ 4.06 | \$ 800.00 |
| Deacons - other | 6340 | \$ - | \$ 100.00 | \$ (100.00) | \$ - | \$ 700.00 |
| Candles | 6341 | \$ 148.28 | \$ - | \$ 148.28 | \$ - | \$ - |
| Devotionals | 6342 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Palms | 6344 | \$ - | \$ - | \$ - | \$ - | \$ - |
| Pulpit Supply | 6350 | \$ - | \$ 100.00 | \$ (100.00) | \$ - | \$ - |
| | | | | | | |
| Subtotal Deacons | 6300 | \$ 1,351.42 | \$ 1,835.00 | \$ (483.58) | \$ 0.74 | \$ 3,200.00 |
| | | | | | | |
| HOSPITALITY | 6400 | | | | | |
| Hospitality Supplies | 6410 | \$ 232.55 | \$ 300.00 | \$ (67.45) | \$ 0.78 | \$ 500.00 |
| Fellowship Meals- Funeral | 6420 | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | | | | | |
| Subtotal Hospitality | 6400 | \$ 232.55 | \$ 300.00 | \$ (67.45) | \$ 0.78 | \$ 500.00 |
| | | | | | | |
| CONFERENCE EXPENSE | 6450 | | | | | |
| Delegates/Conference | 6465 | \$ 100.00 | \$ - | \$ 100.00 | \$ - | \$ - |
| Per Capita/Association | 6470 | \$ 400.00 | \$ 400.00 | \$ - | \$ 1.00 | \$ 400.00 |
| Per Capita/Conference | 6480 | \$ 5,000.00 | \$ 5,000.00 | \$ - | \$ 1.00 | \$ 5,000.00 |
| Basic Support | 6490 | \$ 10,000.00 | \$ 10,000.00 | \$ - | \$ 1.00 | \$ 10,000.00 |
| | | | | | | |
| Subtotal Conference Expense | 6450 | \$ 15,500.00 | \$ 15,400.00 | \$ 100.00 | \$ 1.01 | \$ 15,400.00 |
| | | | | | | |
| STEWARDSHIP | 6500 | | | | | |
| Stewardship Supplies | 6510 | \$ 521.37 | \$ 250.00 | \$ 271.37 | \$ 2.09 | \$ 550.00 |
| | | | | | | |
| USHERING | 6540 | | | | | |
| Ushering miscellaneous | 6541 | \$ - | \$ - | \$ - | \$ - | \$ - |
| | | | | | | |
| Subtotal Departments/committees | 6000 | \$ 38,849.47 | \$ 29,370.00 | \$ 9,479.47 | \$ 1.32 | \$ 39,839.00 |
| | | | | | | |
| Subtotal Expenses | 5000 | \$ 411,306.79 | \$ 414,988.00 | \$ (3,681.21) | \$ 0.99 | \$ 440,197.45 |
| | | | | | | |
| EXCESS INCOME/EXPENSES | | \$ 3,164.09 | \$ (12,073.62) | \$ 15,237.71 | | \$ - |

* The endowment fund distribution was \$18,405. Please see the Finance/Treasurer Report for details

FIRST CONGREGATIONAL CHURCH

2021 Restricted Funds

| | Account | Income | Account | Expense | Net |
|---------------------------|----------|--------------|----------|--------------|---------------|
| Alternative Giving Fair | 4203-101 | \$ - | 7203-101 | \$ - | \$ - |
| Aquirre Garden | 4206-102 | \$ - | 7206-102 | \$ - | \$ - |
| Capital Fund | 4209-103 | \$ - | 7209-103 | \$ 8,578.79 | \$ (8,578.79) |
| Christmas Fund | 4212-104 | \$ 1,455.00 | 7212-104 | \$ 590.00 | \$ 865.00 |
| Faith Formation | 4215-105 | \$ 431.97 | 7215-105 | \$ 378.00 | \$ 53.97 |
| Endowment donation | 4218-106 | \$ - | 7218-106 | \$ - | \$ - |
| Flower Fund | 4221-107 | \$ 3,102.95 | 7221-107 | \$ 2,731.30 | \$ 371.65 |
| Food Pantry | 4224-108 | \$ 37,100.19 | 7224-108 | \$ 35,984.18 | \$ 1,116.01 |
| Hand Bell Choir | 4226-131 | \$ - | 7226-131 | \$ - | \$ - |
| Junior High Youth | 4227-109 | \$ - | 7227-109 | \$ - | \$ - |
| Kitchen Equipment | 4230-110 | \$ - | 7230-110 | \$ 1,558.96 | \$ (1,558.96) |
| Memorial Fund | 4233-111 | \$ 800.00 | 7233-111 | \$ 9,022.15 | \$ (8,222.15) |
| Men at First | 4236-112 | \$ - | 7236-112 | \$ - | \$ - |
| Missions Reserve | 4239-113 | \$ 425.00 | 7239-113 | \$ 35.88 | \$ 389.12 |
| Missions - Coffee project | 4242-114 | \$ - | 7242-114 | \$ - | \$ - |
| One Great Hour of Sharing | 4245-115 | \$ 1,545.11 | 7245-115 | \$ 1,545.11 | \$ - |
| Music Committee | 4248-116 | \$ 52,376.00 | 7248-116 | \$ 46,919.99 | \$ 5,456.01 |
| Organ Fund | 4251-117 | \$ 7,500.00 | 7251-117 | \$ - | \$ 7,500.00 |
| Pastor's Fund | 4254-118 | \$ 8,970.00 | 7254-118 | \$ 5,733.47 | \$ 3,236.53 |
| Sabbatical | 4255-133 | \$ 375.00 | 7255-133 | \$ - | \$ 375.00 |
| Hannafords fund raisers | 4256-132 | \$ - | 7257-119 | \$ - | \$ - |
| Senior Choir Robe Fund | 4257-119 | \$ - | 7260-120 | \$ - | \$ - |
| Combined Youth | 4260-120 | \$ 535.00 | 7263-121 | \$ - | \$ 535.00 |
| Special Projects | 4263-121 | \$ - | 7266-122 | \$ - | \$ - |
| Trustees Fund | 4266-122 | \$ - | 7269-123 | \$ - | \$ - |
| Other | 4269-123 | \$ - | 7272-124 | \$ - | \$ - |
| Woodside CD interest | 4272-124 | \$ - | 7275-125 | \$ - | \$ - |
| Teen CD interest | 4275-125 | \$ - | 7278-126 | \$ - | \$ - |
| COTS | 4278-126 | \$ - | 7279-127 | \$ - | \$ - |
| FCCEJ Camp Scholarships | 4279-127 | \$ 150.00 | 7280-128 | \$ - | \$ 150.00 |
| Family Camp | 4280-128 | \$ - | 7281-128 | \$ 780.33 | \$ (780.33) |
| Vacation Bible Camp | 4281-128 | \$ 730.00 | 7282-129 | \$ - | \$ 730.00 |
| Essex Eats Out | 4282-129 | \$ 1.00 | 7283-130 | \$ 53.49 | \$ (52.49) |
| Jamaica Mission | 4283-130 | \$ 976.79 | 7284-132 | \$ 1,383.81 | \$ (407.02) |
| Outdoor Ministries | 4285-134 | \$ 925.00 | 7285-134 | \$ - | \$ 925.00 |
| Elevator Income | 4286-135 | \$ 37,951.00 | 7286-135 | \$ 37,951.00 | \$ - |
| Music series | 4287-136 | \$ 3,500.00 | 7287-136 | \$ - | \$ 3,500.00 |

FIRST CONGREGATIONAL CHURCH - 2022 BALANCE SHEET

Includes Operating Account, Capital Campaign Account, and Pastor's Account

| | | 2021 | 2020 |
|---|------|------------------------|------------------------|
| ASSETS | 1000 | | |
| BANK ACCOUNTS | 1050 | | |
| CHECKING ACCOUNTS | 1100 | | |
| Pastor fund checking | 1120 | \$ 1,425.26 | \$ 1,036.41 |
| Main checking | 1130 | \$ 39,525.54 | \$ 58,440.42 |
| Subtotal Checking Accounts | 1100 | \$ 40,950.80 | \$ 59,476.83 |
| SAVINGS ACCOUNTS | 1200 | | |
| Main Savings | 1210 | \$ 65,667.33 | \$ 10,649.94 |
| Money Market Account | 1230 | \$ 223,068.41 | \$ 222,622.72 |
| Subtotal Savings Accounts | 1200 | \$ 288,735.74 | \$ 233,272.66 |
| Subtotal Bank Accounts | 1050 | \$ 329,686.54 | \$ 292,749.49 |
| INVESTMENTS | 1300 | | |
| Endowment - QE | 1310 | \$ 396,365.80 | \$ 418,082.51 |
| QE unrealized (gain/loss) | 1320 | \$ 335,642.24 | \$ 280,174.56 |
| CD-Missions | 1370 | \$ 7,896.08 | \$ 7,855.84 |
| CD-Food Pantry | 1380 | \$ 42,060.95 | \$ 41,976.92 |
| Subtotal Investments | 1300 | \$ 781,965.07 | \$ 748,089.83 |
| FIXED ASSETS | 1500 | | |
| BUILDINGS | 1600 | | |
| 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 |
| Subtotal Fixed Assets | 1500 | \$ 1,782,800.00 | \$ 1,782,800.00 |
| OTHER ASSETS | 1900 | | |
| Note Receivable - MM | 1910 | \$ (102.55) | \$ 586.49 |
| TOTAL ASSETS | | \$ 2,894,349.06 | \$ 2,824,225.81 |
| LIABILITIES | 2000 | | |
| CURRENT LIABILITIES | 2010 | | |
| PAYROLL DEDUCTIONS | 2201 | | |
| OTHER DEDUCTIONS | 2250 | | |
| HSA Payable | 2265 | \$ 909.21 | \$ 882.29 |
| Associate Pastor 403b Lia | 2280 | \$ (695.28) | \$ - |
| Subtotal Payroll Deductions | 2201 | \$ 213.93 | \$ 882.29 |
| PASS THRU CONTRIBUTIONS | 2300 | | |
| Seminary Sunday | 2306 | \$ - | \$ 851.00 |
| JUMP | 2307 | \$ 1,275.00 | \$ 650.00 |
| Misc pass through | 2308 | \$ 505.00 | \$ 1,738.51 |
| Endowment pass through | 2314 | \$ - | \$ 250.00 |
| Giving tree | 2315 | \$ 577.74 | \$ 650.05 |
| PR Service Project | 2316 | \$ (17.89) | \$ (30.40) |
| National Youth Event | 2318 | \$ 50.00 | \$ - |
| Subtotal Pass Thru Contributions | 2300 | \$ 2,389.85 | \$ 4,109.16 |

| | | 2021 | 2020 |
|---|----------|-------------------------------|-------------------------------|
| OTHER CURRENT LIABILITIES | 2400 | | |
| Building Use Deposits | 2410 | \$ 80.00 | \$ 80.00 |
| Security Deposits | 2415 | \$ 2,440.00 | \$ 2,440.00 |
| Subtotal Other Current Liabilities | 2400 | <u>\$ 2,520.00</u> | <u>\$ 2,520.00</u> |
| TOTAL LIABILITIES | 2010 | <u>\$ 5,123.78</u> | <u>\$ 7,511.45</u> |
| NET ASSETS | 3000 | | |
| Unrestricted Net Assets | 3110 | \$ 1,955,983.51 | \$ 1,922,951.38 |
| DONOR RESTRICTED | 3200 | | |
| TEMPORARILY RESTRICTED | 3201 | | |
| Capital Fund | 3209-103 | \$ 16,810.57 | \$ 25,389.36 |
| Christmas Fund | 3212-104 | \$ 865.00 | \$ - |
| Faith Formation | 3215-105 | \$ 158.97 | \$ 105.00 |
| Flower Fund | 3221-107 | \$ 346.97 | \$ (24.68) |
| Food Pantry | 3224-108 | \$ 49,400.87 | \$ 48,284.86 |
| Hand Bell Choir | 3226-131 | \$ 1,450.77 | \$ 1,450.77 |
| Kitchen Equipment | 3230-110 | \$ - | \$ 1,558.96 |
| Memorial Fund | 3233-111 | \$ 22,391.34 | \$ 30,613.49 |
| Men at First | 3236-112 | \$ 1,449.63 | \$ 1,449.63 |
| Missions Reserve | 3239-113 | \$ 4,244.42 | \$ 3,855.30 |
| Music Committee | 3248-116 | \$ 8,349.67 | \$ 2,893.66 |
| Organ Fund | 3251-117 | \$ 7,500.00 | \$ - |
| Pastor's Fund | 3254-118 | \$ 11,810.60 | \$ 8,574.07 |
| Sabbatical | 3255-133 | \$ 3,000.00 | \$ 2,625.00 |
| Senior Choir Robe Fund | 3257-119 | \$ 363.12 | \$ 363.12 |
| Combined Youth | 3260-120 | \$ 8,954.85 | \$ 8,419.85 |
| Other | 3269-123 | \$ 581.43 | \$ 581.43 |
| FCCEJ Camp Scholarship | 3279-127 | \$ 2,082.62 | \$ 1,932.62 |
| Vacation Bible Camp | 3281-128 | \$ 452.84 | \$ 503.17 |
| Essex Eats Out | 3282-129 | \$ 2,100.70 | \$ 2,099.70 |
| Jamaica Mission | 3283-130 | \$ 40,129.49 | \$ 39,206.19 |
| Hannaford fund raiser | 3284-132 | \$ - | \$ 1,383.81 |
| Outdoor Ministries | 3285-134 | \$ 3,127.00 | \$ 2,202.00 |
| Music series | 3287-136 | \$ 3,500.00 | \$ - |
| Subtotal Temporarily Restricted | 3201 | <u>\$ 189,070.86</u> | <u>\$ 183,467.31</u> |
| PERMANENTLY RESTRICTED | 3300 | | |
| Endowment - QE | 3310 | \$ 398,222.29 | \$ 419,939.00 |
| QE unrealized (gain/loss) | 3315 | \$ 342,783.82 | \$ 287,316.14 |
| Endowment | 3320 | \$ 3,098.00 | \$ 3,098.00 |
| Endow - unrealized (g/l) | 3325 | \$ 109.77 | \$ 109.77 |
| CD-Missions | 3330 | \$ (2,103.92) | \$ (2,144.16) |
| CD-Food Pantry | 3335 | \$ 2,060.95 | \$ 1,976.92 |
| Subtotal Permanently Restricted | 3300 | <u>\$ 744,170.91</u> | <u>\$ 710,295.67</u> |
| Subtotal Donor Restricted | 3200 | <u>\$ 933,241.77</u> | <u>\$ 893,762.98</u> |
| TOTAL EQUITY | | \$ 2,889,225.28 | \$ 2,816,714.36 |
| TOTAL LIABILITIES AND EQUITY | | <u>\$ 2,894,349.06</u> | <u>\$ 2,824,225.81</u> |