



**FIRST
CONGREGATIONAL
CHURCH** *of Essex Junction*

Love. Serve. Grow.

2022 ANNUAL REPORT

155th Annual Meeting

Sunday, February 5th, 2023

11:15 a.m.

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WARNING FOR THE ANNUAL MEETING
FIRST CONGREGATIONAL CHURCH OF ESSEX JUNCTION
Sunday, February 5th, 2023
11:15 A.M.

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

GREETINGS IN THE NAME OF 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 5, 2023 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 2023.
- 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 discuss and vote on which Staffing Configuration Model our church will use going into the future .
- Article V:** To see if the Church will authorize the Finance Committee to borrow money and sign notes pledging the credit of the Church, if needed, to meet the current expenses of the Church.
- Article VI:** To transact any other business which may properly be brought before this Annual Meeting.

On behalf of the Church,

Brenda Dawson, *Church Clerk*

AGENDA FOR THE ANNUAL MEETING

Call to Order..... Cathy Shearer, President
Opening Prayer by Rev. Mark Mendes, Senior Pastor
The Appointment of a Parliamentarian
Annual Meeting & Robert’s Rules of Engagement

Declaration of Quorum Brenda Dawson, Clerk

Church Membership Recognition Rev. Mark Mendes
Recognizing Five Year Increments of Membership
Recognizing our 50 Year Members
Honoring Our 50 Year Plus Members
The Necrology Report

Staff Reports..... Rev. Ron Faux: Visitation Pastor
Jen Kelly: Church Administrator
Bethany Blake: Music Director
Laurie Chipman: Christian Education Director
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 2023.
- Article III: To discuss and vote on which Staffing Configuration Model our church will use going into the future.
- 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 see if the Church will authorize the Finance Committee to borrow money and sign notes pledging the credit of the Church, if needed, to meet the current expenses of the Church.
- Article VI: To transact any other business which may properly be brought before this Annual Meeting.

Closing Prayer..... Rev. Mark Mendes

ANNUAL REPORT OF THE CHURCH CLERK - 2022

Active Membership as of January 1, 2022: **406**

Active membership as of December 31, 2022: 394

Received by Letter of Transfer	2	Removed by Death	11
Received by Rite of Confirmation.....	5	Removed by Request	13
Received by Reaffirmation of Faith	5	Removed by Letter	0
Reactivated by Deacons	0	Removed from Membership by Deacons	0
		Changed to Affiliate Member	0
Total Added:	12	Total Subtracted:.....	24

Inactive membership as of December 31, 2022: 149

Non-member participants (adults & youth): 262

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

SERVICES

Regular: 89	Weddings: 1	Special/Holiday: 7
Funerals: 8	Off Site: 9	Baptisms: 2

MEMBERS RECEIVED

Marie Benway	Mary McHugh
Bethany Blake	Elizabeth Miller
Dave Blake	Allison VanSteensburg
Bob Driver	

COVENANT MEMBERS LOST BY DEATH

Arlene Bickford	Floyd Hewett
Lynn Coddington	Tom James
Marsha Duell	John Mauger
Dave Eaton	Marge Shepard
Emily Ehler	Craig Watt
Connie Goode	

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

REVEREND MARK MENDES' SENIOR PASTOR'S REPORT - 2022

"Change is inevitable. Growth is optional."

John C. Maxwell

In 2022, these were some of the comments and new activities occurring within our walls and ministry.....

- ❖ "Flexibility continues to be our middle name." Changing to an all day VB Camp next year.
- ❖ "Bethany Blake became our new Organist / Choir Director in April. And the Sanctuary Choir changed greatly by the loss of long time valued members John Mauger and Marsha Duell.
- ❖ Our Music Committee supported the new Community Concert Series, had their choirs begin singing in person, and welcomed Bethany and her family to our fold.
- ❖ Our President, Cathy Shearer, says we are living into a new normal and sees change as opportunity.
- ❖ The Trustee's chair Kaki McGeary says, "Just when we think we are getting out the end of our project list, something new comes up...This year we had two major surprises."
- ❖ Jenn Dooley from Hospitality speaks about their committee pivoting to provide safe and meaningful fellowship activity.
- ❖ CE mentioned how their program offerings pivoted as well.
- ❖ Missions under the leadership of Paula Sargent started the year with a new emphasis to draw from and coordinate their activities with other committees in the church and community with tremendous results and a new sense of connectivity.
- ❖ The Jamaica Mission Trip is in the middle of change as they re-evaluate the trip due to coronavirus realities in Jamaica. They are looking for new opportunities.
- ❖ The Heavenly Food Pantry celebrated 25 years of offering good, nutritious food to folks in need and what started with 11 families and a couple of hours on Thursday night is now nearly a seven day a week ministry.
- ❖ Judy McCullen's report from the Deacons speaks about new worship ideas that they have worked on in order to reach out to our members' spiritual needs.
- ❖ Emily Guziak convinced Stewardship to step out with a dramatic production.

Nearly every single aspect of our ministry has changed as our diverse programming adapted and transitioned to the changes in the wider church and society. Every business, family and persons are familiar with living in a day and age that requires such flexibility; not changing often spells the doom of said entities. As all of us know, the work of adaptation is exhausting and if one is observant, it is easy to see the cracks in the fissures of our individual and corporate lives: added lines in the face, increased addictions and suicides, business failures, increased therapy to the point where it is nearly impossible to find an opening, entrenched behaviors born from fear, an increase in isolating tendencies, frayed tempers, early retirements, financial help from the government, skyrocketing food insecurity.....and the list goes on and on.

And 2023 has gotten off to quite a start in terms of change. This year we will have to

- ❖ Replace Rev. Josh with a full time Associate Pastor or team of part time employees
- ❖ Determine how to replace the Day Care Center that left our premises in December with a ministry that will generate funds
- ❖ Prepare the parsonage for a new tenant and discuss the long term possibilities of using that building for some type of ministry that also generates funds.
- ❖ Explore International Mission Trip Possibilities
- ❖ Update our By-laws
- ❖ Create a new 10 year Strategic Plan or 3-5 year Business Plan
- ❖ Work around an upgrade to our Fellowship Hall floor; construction will last for 4-6 weeks and cost approximately \$100,000.

And these items that demand significant change are just the items that have come up in the first couple weeks of the January!

SENIOR PASTOR, cont...

John Maxwells words about change being inevitable but growth is optional challenges all of us to not be overwhelmed with all the changes, but see them as opportunities for growth. Cathy Shearer, our steady and grounded President, states the same sentiment in her Annual Report. Many of my colleagues are discouraged and suffer from the negative outcomes that come when you experience anxiety in the midst of change. But optimistic thinkers see change as an opportunity to try new ideas and actively work to shape our shared future. Jesus and the movement that grew out of his teachings and person embody this attitude. Of course, they had their moments of discouragement, of course they worried about the future, of course they had difficult spells, but Jesus and his followers looked to the future with hope and found out that new life comes out of death.

It is good for me to be able to say that despite all of these changes going on in our society, families and church, 2022 has been a great year! We have expanded our ministry in significant ways by adding an incredible new musical staff member who has reinvigorated our music program, started a successful musical series that has drawn community members into our community, reached out to an ever expanding list of social service agencies that see our church as a significant player in making our corner of the world a better place; significantly improved the physical plant and grounds of our cherished facility, had every committee laugh and enjoy the company of friends as they accomplished the many tasks of our shared ministry and on top of everything, we had a \$ 28,000 surplus this year! And the new ideas and excitement that have already started leaking out of nurtured minds and hearts is giving hope to an old parsonage, our day care space and new ministries of justice and compassion.

Transforming anxiety and fear into opportunities for growth and new life is what churches should be doing and the foundation of this tremendous attitude is the hearts, minds, souls and strengths of our volunteers and staff. We have over 100 people serving on committees and another 100 plus volunteering for various tasks and opportunities to show forth the love of God.

Special thanks to the church officers and chairs of committees who spend countless hours doing their various tasks of ministry. Under the able leadership of the church's president Cathy Shearer and vice president Judy Pomainville, we all join together to make it work. Our family of faith has half of their members actively sharing their time to make our church a great place! All of you rock and should have nothing but positive feelings about what is going on in this place. And our staff's dedicated work simply mirrors your devotion and commitment to the work of God. We work hard because we easily see your love expressed toward us, each other, neighbors, friends, strangers, the oppressed and the world. My warmest regards and highest respect goes to our staff Laurie, Josh, Kul, Jenn, Ron and Bethany [with Rick Dooley as an unofficial musical leader of Finally @ First]. Their commitment to their various ministries, the people of this church and the collegial nature in which they work is the greatest gift to my ministry: thank you. We will sorely miss Josh as he heads to Emanuel UCC Church in Hales Corner Wisconsin.

The other aspect of our life that defines our ministry is our outreach into the community. We have donated 23% of our actual 2022 budget totaling \$ 100,627.95 to the wider community. We feed and cloth people. We speak to issues of justice in our world. We partner with, and financially support, myriad social services agencies to build a kinder community. We open our church to twenty plus non-profit organizations whose ministries also add the inbreaking of Christ's love and God's kingdom in our midst. And an undisclosed but significant number of our individual members support and volunteer for an untold number of organizations dedicated to better living in Vermont and the world. Much of our busyness and business is dedicated to this outreach into the community and all of you are part of this significant ministry, whether you are here every day or cautiously awaiting a green light of coronavirus safety.

Together we are strong. Together, we will weather not only the changes that perennially present themselves to humanity, but the tragedies of life that tempt us to walk off into isolation, self absorption and darkness. Together, we make up the body of Christ and that can never be defeated or diminished. Together, we make up the First Congregational Church of Essex Junction, United Church of Christ and I am supremely proud to be your minister, teacher, friend and partner in this mystical and sacred journey with the Living Presence of God.

First Congregational Church - Income & Expense Statement
PASTOR DISCRETION FUND 02 - January 2022—December 2022

INCOME	4000	
Transfer from Pastor Fund	4031	\$ 7,000.00
TOTAL INCOME		\$ 7,000.00
EXPENSES	5000	
ADMINISTRATIVE EXPENSE	5400	
Emergency Housing	5401	\$ -
Direct member care/support	5405	\$ 5,967.20
Electric/gas	5506	\$ 93.00
Phone	5507	\$ -
Miscellaneous*	5510	\$ 200.00
Subtotal Administrative Expense	5400	\$ 6260.20
TOTAL EXPENSES		\$ 6260.20
EXCESS INCOME\EXPENSES		\$ 739.80

ANNUAL REPORT OF THE ASSOCIATE PASTOR - 2022

Respiratory viruses have a way of being predictably unpredictable. 2022 ended better than it started. January 2022 began with the church returning to one hybrid worship service. Thankfully, within a few months, we were able to return to two worship services. A big highlight is the joy of returning to three in-person worship services on Christmas Eve.

In 2021, we began creating a policy around sex offenders attending FCCEJ, and Church Council approved a revised version in 2022. The Inclusion Response Team met to discuss a specific person interested in attending worship here. The team has started its work; the individual needs to take next steps to move forward in the process.

In 2022, I organized a Holy Saturday fire vigil. It spanned the gap between Good Friday and Easter morning. Holy Saturday is a meditative time reflecting the uncertainty the disciples felt. Several members of the church attended the service. We read scripture and sang some contemplative songs. This service was very meaningful.

I resumed attending games and theatre productions. I helped Mark lead Confirmation Classes. I am proud of the young people who participated in Confirmation. A youth ministry team was formed. Laurie and I met with them several times to brainstorm ideas. They also helped us when the junior youth group met. High school youth ministry concentrated on paying students to work in the nursery. Hiring high school students to staff the nursery has been a great success. I envision similar ideas taking root in the future. It might be helpful to have a full-time youth ministry staff person, focusing exclusively on youth ministry, who could create a church-supported faith-based non-profit that hires high school students. They could gain valuable life lessons while making money and providing a service in the community.

The Racial Justice Group started monthly Racial Justice Vigils on the church's front lawn. The group proposed paying royalties for the use of African American Spirituals. This led to the creation of a subcommittee to devise an initiative. The purpose is to pay for the use of the African American Spirituals we sing in worship. As a church, we pay royalties to composers or their estates for the use of their music. Since African American Spirituals were formed collectively or with composers now lost to memory, their community has not received payment for those songs. This program would pay restitutions by setting aside money every year from the church budget to be distributed to a local organization working on behalf of African Americans in Vermont. Church Council approved the initiative. In 2023, the subcommittee will select a Vermont organization with whom to partner.

We had another wonderful Broadway Musical Sermon series. We listened to music from *The Music Man*, *Rent*, *The Sound of Music*, and *A Chorus Line*. During the summer, I presided over many funerals in our sanctuary. This is remarkable because in the past I have presided over graveside committals or co-presided with Mark at funerals in our sanctuary. In the fall, I officiated a wedding in our sanctuary. This, too, is noteworthy because it was the first wedding I officiated and signed the marriage certificate. It was not my first wedding. Before that, I had officiated over friends weddings prior to being ordained. My friends graciously accepted that I did not want to become ordained online so I could officiate over their weddings.

We celebrated our 10th anniversary as an Open and Affirming congregation. The sermon I preached on the anniversary Sunday acknowledged the progress made in this country since then, yet much work is needed. I led the formation of an Open and Affirming ad-hoc committee which met several times. They will continue to meet in 2023. Some ideas are to host a drag queen story hour, educate church and community members on LGBTQ+ issues, host a social group for LGBTQ+ people, especially seniors, and communicate our Open and Affirming church to the broader community.

In December, we moved forward with installing our permanent live stream system. Cameras are no longer on tripods, cables and wire are hidden, and we have two cameras that help increase the quality of the at-home worship attendees. The live stream team wants to continue to receive feedback on how it can improve the quality of the online worship.

I am proud of the work I was part of in 2022. As this is my last annual report for this church, I want to thank you for five years of excellent and essential ministry. May God's presence continue to emanate through and with this congregation as a conduit of God's love and action in the world.

In Christ,
Rev. Josh Simon

ANNUAL REPORT OF THE CHRISTIAN EDUCATION DIRECTOR - 2022

We began the year with Faith Formation in hybrid format. All ages were together with me leading in Marvin Lounge and having a few online join us. Everyone present was so excited to move back into our format of Spiritual Friends and peer groups in time for the Lenten season. Heartfelt thanks to our dedicated volunteers who helped us weather through pandemic times. We were blessed to have many of them step back in person for our Faith Formation groups. A couple of these long-time volunteers did not renew in the fall, however 6 new volunteers stepped up. What a joy it was to see these new faces come on board and try something new. They all brought children with them into the program which confirmed that we were on the right track of moving back into peer groups. As you all know, we cannot do this program without volunteers.

2022 had 23 families participate in our Faith Formation, which brought a total of 37 children and 2 visitors in PreK up through 8th grade, along with 4 children in the Nursery and 6 visitors. There was a wide range of attendance and no two Sundays were the same. Flexibility continues to be our middle name. I'm glad to also report that when fall arrived I was able to start looking out a month at time and sometimes further when planning what curriculum lesson story of the Bible we would be talking about.

A new program was started this year to support our nursery-age children and their parents and families. I presented this idea to CE, who passed it to Finance, and then Council approved hiring high school youth to staff the Nursery. I learned of this program from Middlebury UCC and its success. All of our 8 youth this year were interviewed, oriented to the Nursery and have been signing up on Sign Up Genius since July. This is great for our young families, as we had 3 visiting families this year with little ones.

Our 13th year for Vacation Bible Camp was only in person, outside under tents and inside on a rainy one. Grateful to have our air purifiers and air conditioners. At the beginning of camp week, it was apparent that this year was going to have our smallest number of campers yet. VB Camp morning sessions were still working with our youngest campers, but parents were especially looking for a full day option for the older campers. CE decided it was in the best interest for the future of VBC to do our best to offer an afternoon session in 2023 so that families who wanted to participate and needed a full day camp could do so (signing up for morning only or both morning and afternoon). We wanted to offer our high school youth (maybe some college also) another opportunity to earn money working the afternoon sessions and gain experience in the process. Our adult and youth volunteer numbers for the morning session remain strong.

The Young Apostle program, for 3rd - 5th graders and a parent/grandparent, enjoyed their time making Homeless Care Kits that were given to several local organizations to hand out, played games, had great conversations which all helped them to build community. With some low numbers this year, it was determined to meet quarterly instead of monthly, hoping to build the numbers back up again.

Junior Youth, 6th - 8th graders, had a total of 7 participants this year. Just like our Faith Formation attendance, there was not a consistent number when the group met. Fall came and the group met once a month. Then came the Christmas pageant and we had 4 of them participate. Plans were in motion to have this year's pageant be intergenerational and it worked out great. Relationships were formed, as the cast had five rehearsals and then the pageant was presented at both services on Sunday, December 18th. The youth continue to enjoy the Youth Room with air hockey and foosball tables, along with acoustic panels that help to dampen the noise. A lot of great conversations have been happening here. Our gatherings will be different in the new year with the absence of Pastor Josh. Our January gathering was a send off for him.

The Youth Ministry Team, which helps to support our youth by attending and planning activities and events, currently is made up of Barb Smith, Elizabeth Miller, Pastor Josh and myself. I continue to have a goal of expanding this group to 10-12 adults so that our youth can build relationships with more adults in the congregation which will in turn help them to grow in their faith.

Continued on next page...

CHRISTIAN EDUCATION DIRECTOR, cont...

My continuing education event, N.E.A.U.C.E. (New England Association of United Church Educators) was online again this year. It was great to see 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) monthly on Zoom, which works best since we are spread from St. Albans to Middlebury and east. Sharing ideas, supporting each other, and holding community continues to be a blessing. A couple of us have been able to get together for lunch a couple of times this year.

As I write this, I am almost halfway through my 14th year here at FCCEJ. I can't help but reflect at this time on all the transitions that have happened along with way and 2022 had its share of them. The year ahead will present more with the departure of our Associate Pastor, Josh Simon. I will miss him greatly, especially his humor and our weekly chats. Let us find the right path to move the church forward in its ministry, especially for our children and youth who have been so affected by all the changes in their lives, especially through the pandemic.

Thank you all so much for your continued support for me and this position. Don't stop. Please keep it coming! Your feedback, support and volunteering help us to stay vibrant in these ever-changing times.

Blessed to be in ministry with you all,

Laurie Chipman

ANNUAL REPORT OF THE MUSIC DIRECTOR - 2022

Thank you for welcoming me and my family into your church community! I have enjoyed getting to know all of you and am looking forward to more "special music" this summer and my concert this fall (9/24/23). I appreciate the steady group commitment and effort that the Sanctuary choir brings to each rehearsal and worship service. Thanks to Doug Olufsen for his assistance with arranging notation and recording practice tracks for the separate vocal parts. Thanks to Francis Gravel for recording segments of our rehearsals for practice purposes. Thanks to Bill Bickford for leading Men at First, and to Rick Dooley for leading Finally at First. Finally, thanks to all of you for your participation in the music during worship.

The Sanctuary Choir lost two long-term members in 2022: John Mauger and Marsha Duell. John also sang with Finally at First. We will always be grateful for their friendship and musical contributions, and continue to pray for their families and friends.

This fall, I met Eddy Malave, a violist who was previously based in Manhattan, and who now manages lesson & community programs for the Vermont Youth Symphony Orchestra. He has been enthusiastic about playing here on occasion, and I am looking forward to future collaborations.

During this Advent season several choristers and parishioners went caroling at Mansfield Place, Maple Ridge, and Williston Place, where some of our parishioners reside. The residents were thrilled to have us, and we intend to continue this tradition of caroling in 2023.

As quoted in the recent Vienna Philharmonic annual New Year's concert, Friedrich Nietzsche once declared, "Without music, life would be a mistake." Perhaps another way of phrasing that sentiment is, "With music, life is intentional and meaningful." For me, there is a spiritual component to music-making that is particularly present when we gather as a faith community- music has the power to unite us in common feelings and aspirations, and it can even function as prayer. Thank God for music!

Bethany Blake, Music Director

PRESIDENT & COUNCIL UPDATE - 2022

*"For I know the plans I have for you," declares the Lord,
"plans to prosper you and not to harm you,
plans to give you hope and a future." Jeremiah 29:11*

Our congregation, community, and world continue to emerge from the global pandemic to create a hopeful "new normal." Our lives together continue to open back up – cautiously. Handshakes, smiles, hugs have returned in the sanctuary and that feels like a tremendous blessing. Many people continue to worship and participate in committees from home, and our streaming services has made that possible.

Throughout the past year, our congregation has continued to have hope and move forward. In April, Church Council was delighted to offer Bethany Blake the position of Organist and Choir director. Her musical talent is prodigious. I was particularly impressed when she began work during the summer. We continued our 'congregational choice hymn' tradition each week and she did not seem bothered at all to be learning often new music on the spot.

Each day, each week, each month our committees continue their work to improve our Christian Education, make our services meaningful (Deacons), produce beautiful Music, balance our Finances, create Hospitality, provide Mission our neighbors in need, keep our building and grounds safe and clean (Trustees), keep up our Communications, Usher and Greet us, Nominate us to serve on a committee, produce fun skits for Stewardship, and feed and clothe our neighbors (Food Pantry and Thrift Shop).

There are so many other people who pledge their resources, knit shawls, make meals, donate food to funerals, volunteer at the Craft Fest, attend study groups, sing in the choir or Finally at First, share community and theology at Sermon Talk Back, play bridge, teach Sunday School, and so much more. YOU are the heart of all that we do and the embodiment of our faith practice.

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, Music Director Bethany Blake, Administrator Jen Kelly, and Kul Daal, our Sexton.

In January 2023, we will say good-bye to Rev. Josh Simon as he accepts a call to Emanuel church in Wisconsin. It has been a pleasure to watch Pastor Josh grow, learn, and minister during his time here at FCCEJ. I have appreciated his discernment and strong social mission. Our church is stronger for his time here.

Change is opportunity- both for Pastor Josh and for us. It is exciting to think about how we will move forward to help FCCEJ continue to grow and serve our community. I would encourage each of you to attend a different program, volunteer for a new event, bring a friend, or greet a stranger at FCCEJ in 2023. That is how we grow in our faith journey as individuals and as a community.

I look forward to 2023 as we continue Making Connections and Nurturing Hope.

Respectfully submitted,
Catherine F. Shearer, President

VOLUNTEER VISITATION PASTOR'S REPORT 2022

I began the year 2022 with an active visitation agenda, however a medical condition prohibited me from driving for about two months. During that time, I was able to occasionally assist in the worship service at FCCEJ. I also assisted Pastor Mark with the monthly worship service at Mansfield Place. I have also visited our church members living at Mansfield Place.

I continue to have an active ministry with the residents at Williston Place. I have visited W. P. residents at UVM hospital, at rehab facilities, and in their apartments. We have seven FCCEJ members currently living at Williston Place. I plan and conduct a twice a month worship service there.

I enjoy the visiting that I have experienced and my participation in worship services and other activities. I hope I am able to support our church and Pastor Mark as we proceed in ministry without Pastor Josh.

Please let me know if you would like me to come to your home for an informal visit. Also keep me informed if you think of someone I should visit.

I am now 85 years old and have slowed down a little bit. So please be patient with me. Thank you very much!

Blessings,
Pastor Ron Faux

PASTORAL RELATIONS ANNUAL REPORT - 2022

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 will be scheduling meetings 2 times per year or as needed. It may receive information in confidence, and its meetings will ordinarily be closed to persons other than those the PRC chooses to invite. In its role of facilitating pastoral communications, absent some extraordinary circumstance, the PRC will share all such information with the Pastors. The Vice President will chair the Pastoral Relations Committee.

Respectfully Submitted,
Judy Larrabee Pomainville, Pastoral Relations Committee Chair

HUMAN RESOURCES COMMITTEE YEAR END REPORT 2022

The Human Resources Committee (HRC) is a subcommittee of Church Council. It is made up of the current Council president, vice president, past two presidents, the senior pastor, as well as representatives from Deacons, Music and Christian Education.

This past year, HRC was pleased to welcome Bethany Blake as the new Music Director, as well as prepare for Rev. Josh Simon's departure. We revised the Personnel Policies to help clarify the role of HRC in the employment process, and had the revisions accepted by Council. We evaluate the Senior and Associate pastors twice yearly, and hear reports of staff evaluations.

Respectfully Submitted,
Catherine F. Shearer
President

ANNUAL REPORT OF THE CHRISTIAN EDUCATION COMMITTEE - 2022

The Christian Education Committee continued to pivot in 2022 with its program offerings. The committee continued to think creatively in an effort to keep children, youth, young adults, and families engaged. Our committee was excited to see life continue to return to a more “normal” world and that we could bring more programs and activities back to our church members and families.

With the purchase of the air purifiers in the fall of 2021, early in 2022 Faith Formation returned to the classroom space. Everyone was excited to be back! Attendance was not at pre-pandemic levels, but it was great to see many families back in person. The committee hosted the Lenten scavenger hunt again this year. Families moved from place to place, outside on church grounds finding meaningful items related to the Easter season. After much conversation, the committee agreed to host Pretzel Sunday. There was great turnout that day and everyone was happy to make and eat pretzels. In June, the CE committee once again hosted the ice cream truck, to wrap up the Faith Formation program year.

This past summer, Vacation Bible Camp returned to being in person only; 2021 had been a hybrid camp. VBC met outside under tents. Despite seeing lower numbers compared to previous years, those in attendance enjoyed the week. Thank you to the staff and many volunteers that made this program a success. The summer was bookended with two weekends of outdoor family fun at Vermont state parks with evening vespers, morning worship, and Koinonia. There was lots of time for great fellowship and getting to know other families at First Church.

Prior to the start of each Faith Formation year, the committee reviews and updates our Safe Conduct Guidelines, and training is provided for all volunteers that interact with children and youth. Volunteers and staff that work with children and youth are required to provide information and background checks are performed.

With more families starting to attend in person again, the CE committee proposed that High School youth staff the nursery as paid positions. There are eight High School youth currently staffed for the Nursery and there is room for more if anyone is interested. There is a Nursery Support person (adult volunteer) who checks in with the youth and ensures that they have what they need. This has been a success and families of our youngest children appreciate the nursery being open and available.

After much discussion, this fall our committee decided that it would be safe to host “Welcome Back Sunday.” The grills were fired up, the bouncy house was set up and it was a perfect fall day for families to enjoy hamburgers, hot dogs, fruit, chips, desserts, and bouncing! In late October, the Junior Youth Group set up the Fellowship Hall for the Halloween party, another activity that saw many families participate. In December, the Congregation enjoyed the intergenerational Christmas pageant. This was the first year adding adults to the cast along with the youth. Thanks to Jenny Bourn, we had a group of upper elementary children learning the Christmas carols between services three weeks prior to the pageant. They sat in the front row during the second service leading the congregation in the carols. A great success!

Other Fellowship activities have continued following COVID safe precautions; Sermon Talk Back, Searchers, Book Groups and Friday Coffee Clatter.

Thank you to all of the volunteers that help make our Christian Education programs a success. Without your time, energy and efforts they would not be as successful as they are and the support you give is greatly appreciated.

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

COMMUNICATIONS COMMITTEE ANNUAL REPORT 2022

Our website, fccej.org, was continually updated throughout the year with some of the major updates being:

- A "Music Director" page describing the Music Director position that has been filled by Bethany Blake.
- Updating of forms to no longer use Mailchimp.
- Vacation Bible Camp pages created.
- Page for "Essex Eats Out" with signup.
- A new page for the Music Series concerts.
- Staff page update to include Bethany Blake as Music Director.
- A newly created Advent / Christmas page.

The Communications Committee also

- Created a poster and placed it throughout the community. The intent of the poster was to lead people in the community to the fccej.org website and ultimately invite new members into the church.
- Discussed what responsibilities a Tech Communications role might encompass should the church choose to include such a role in its new model.

Respectively submitted by the Communications Committee:

Andrea Sharp, Francis Gravel, Geoff Brown, Hannah Tracy

ANNUAL REPORT OF THE DEACONS 2022

2022 was another busy but great year for the Deacons. We have continued to try and make our sanctuary a welcoming and beautiful place to worship. We asked Terry Livak to create new green paraments this year and have asked her to do new purple ones as well. We hope the new designs bring joy to those who worship with us. We have added many new worship ideas including candles for remembering loved ones during Lent and special services to comfort those who need a more quiet, contemplative time. With the downtick in Covid, we felt comfortable going back to a more normal Communion style with the passing of the bread and juice – we will re-evaluate on serving intinction style in the future. We had multiple new members classes and are excited about all the folks who have joined our church in 2022. The Deacons continue to reach out to church members via phone calls, visits and cards. Your Deacons look forward to serving your spiritual needs in the following year.

Respectfully Submitted,
Judy McCullen, Co-Chair

USHERING COMMITTEE'S ANNUAL REPORT 2022

The Ushering Committee approached 2022 by dividing the calendar year into two-month blocks and assigning each committee member with one block. The committee members were then responsible for recruiting folks to usher and greet for their two-month block. Some of the methods we used to enlist folks were asking Jen to send out a church wide email, making phone calls and signing folks up in Fellowship Hall. We continue to be challenged in filling the usher/greeter slots, but we will spend the next few months discussing these strategies to develop a better plan. We are still using the signup genius on the Church's homepage: <https://www.signupgenius.com/go/60b0a48aaad2ca2ff2-fccej2#/>

During the summer, I met with Judy McCullen of the Deacons' Committee to review the Usher/Greeter responsibilities. This meeting helped to clean up our Usher/Greeter Responsibility document so it no longer appears so overwhelming. This may have been a deterrent for folks to sign up.

Each Church committee committed to volunteer one Sunday a year. This has been extremely helpful and very appreciated. I would like to thank the Ushering Committee members for their work and also the Congregation for stepping in when needed.

Respectfully submitted,
Marlene Frank, Ushering Chair

ANNUAL REPORT OF THE MUSIC COMMITTEE - 2022

2022 was an exciting year for music at FCCEJ! A few highlights include the return of in-person music with the Sanctuary Choir, Finally at First, and Men at First, and the hiring of our new music director, Bethany Blake. As Chair of the Music Committee, Denise Keating's leadership has been nothing short of amazing. Many thanks to the 8:30 worship service musicians who helped maintain musical continuity during the first half of 2022 and earlier, including Denise, Marie Johnson, and the choir members. We would also like to acknowledge Ed Guild for his role as a "rogue" member and substitute organist, and his assistance with arranging the upcoming 2023 cleaning of the organ.

Some additional items to mention:

- The music committee has been involved in other church committees/special events such as HR, Hiring, Concert Series, and Music Spirituals, which allows us to benefit from each other's strengths.
- Our new concert series has made it possible to offer engaging music to attract community members, in the hope of bringing some new people into the church (see the Concert Series report).
- Sanctuary Choir members have been working on organizing the "music library" in the room adjacent to the choir loft (thanks to Doug Olufsen for installing a step at the entrance and assembling bookshelves to store music).
- We now have our keyboard instruments on a regular schedule for tuning.

Looking ahead, we are hoping to revive the handbell choir soon—there are parishioners eager to do so, but currently no leader. Heavenly Harmony (Soprano/alto choir) will reconvene in 2023, so stay tuned for their initial "tour date." This group meets on an ad hoc basis, so you might consider joining if you are seeking a smaller time commitment. Finally, if you or someone you know is interested in leading a youth choir (little kids or older), please speak with Mark or Bethany. Like Heavenly Harmony and Men at First, this could also meet on an ad hoc basis, and/or rehearse on Sundays.

Best wishes for a happy and healthy 2023!

Respectfully submitted,
Bethany Blake, Music Director

ANNUAL REPORT OF THE HOSPITALITY COMMITTEE

As we close out the third year of the pandemic we are again so encouraged by how our FCCEJ Hospitality Committee has pivoted to encourage safe and meaningful Fellowship activity when we have been able to do so. We spent 2022 growing into our new normal with the recognition that safety and health are paramount. We were gratefully able to offer fellowship in the form of outside & inside Sundays and also were able to minister to the Bickford & Mauger families with funeral receptions. As we move into 2023 we hope for more opportunities to gather as a church community and share meaningful fellowship with each other. If anyone would like to join our committee or guest host or bake, please contact one of our committee members.

Our committee would like to thank the FCCEJ members for the beautiful and functional updates & renovations to the main kitchen, which have made the space 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! This year we extend our heartfelt extra thanks to Rose & Gorden as they move on from our committee. They have been indispensable members for many years and we will miss them greatly!

Respectfully submitted by Jen Dooley, Chair, Hospitality Committee

CAPITAL CAMPAIGN - 2022

Our Home, Our Future, Our Time...

As of December 31, 2022, the Our Home, Our Future, Our Time Capital Campaign has received \$1,148,809.69, far exceeding our initial base goal of \$822,000 AND even 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 continue to receive payments on the last few outstanding pledges.

Campaign expenditures total \$1,093,026.66. This includes \$991,092.96 for projects, \$77,419.79 for design, permit fees and project management, \$19,450.99 for campaign consulting services by Full Harvest Fundraising LLC, and \$5,062.92 for administrative expenses.

2022 Projects

2nd Floor Hallway & PreK Floors

We replaced flooring in the 2nd floor hallway, which had several trip hazards due to cracked and chipped tile. We also replaced the old vinyl tile in the Pre-K classroom (off the gym), including professional removal of the old asbestos tile. Plaster repair work was completed in the back stairwell leading up to the 3rd floor classrooms.

Fellowship Hall

Our last stretch goal project is the replacement of flooring in Fellowship Hall. Before investing in a new floor, the Trustees hired the structural engineering firm of DuBois & King to assess the floor and make sure it could support the additional weight of a new surface. While DuBois & King did not observe any notable displacement or deformations at the time of their evaluation, they found that the live load capacity of our existing floor is well below current building codes. Our current live load capacity is 14 psf, and current building codes require a uniform design load of 100 psf for assembly occupancies.

DuBois & King recommended adding several new beam lines and additional supports to increase the live load capacity. We also contracted with them to develop detailed construction plans and lead a competitive bidding process to help us find a qualified contractor. Only one contractor responded with a quote, and the Trustees are currently evaluating the proposal. It will be presented to Council for consideration in early 2023.

If approved, the project will use up the remaining capital campaign funds we have on hand. The total cost of the structural work is \$98,000. This does not include the replacement of the floor surface, which is estimated to cost an additional \$20,000. Our plan is to do the structural work first and then complete the flooring when future funds become available. We have received a \$22,500 grant from the Hoehl Family Foundation to help pay for the structural work.

This critical infrastructure project is vital to the continued operation of our church, including the Food Pantry. It is key to our ability to host all-church gatherings, welcome community groups into our space, and to continue being a community center for Essex. We will make every effort to minimize disruptions to our operations during construction.

Gratitude

As we wind down the Our Home, Our Future, Our Time Capital Campaign, we want to thank the congregation for its generous and steadfast support. We continue to be grateful for the Trustees and other volunteers who have given so much time to make each of these projects 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 - 2022

The Trustees are responsible for the upkeep and maintenance of our buildings and grounds. Our 150+ year old building and two adjacent properties (Sawyer House & Parsonage) require significant resources to maintain every year, and 2022 was no exception. Just when we think we are nearing the end of our project list, something new comes up! This year, we had two major surprises...our boiler needed extensive repairs and we discovered that our Fellowship Hall floor needs structural work. The boiler work is nearly complete, and we are exploring how to fund and implement the work in Fellowship Hall.

The following summarizes the key infrastructure and maintenance projects in 2022:

General Church Projects:

- Sanctuary AV upgrade – the Memorial Fund provided funding to purchase two new high-quality cameras for the sanctuary, a joystick controller for the livestream and new electrical conduit to hide the streaming wiring. We continue to work on improving the audio functions as well. The project enhances our equipment, improves the livestream experience at home, and makes the livestream more user-friendly for our tech volunteers. Special thanks to Josh Simon and Ed Guild for all their work to make this project a reality after nearly two years of planning and discussion.
- Major boiler repairs, including rebuilding a pipe assembly that was leaking, replacing the old expansion tank, replacing the leaking/rusted out condensate pump and box assembly and other minor leak repairs. Our semi-annual inspection required the addition of a manual reset for the secondary low-water cutoff; we are in the process of adding a low-water alarm that will be tied into our existing alarm system. This is an important risk-management measure.
- Switched internet providers to Burlington Telecom, giving us new dedicated fiberoptic internet service with faster upload and download speeds at a lower cost than our old contract with Comcast.
- Improved cyber security with new next generation integrated firewall (Memorial Fund purchase)
- Replaced cedar fence around daycare playground; the daycare provided a donation to help cover the cost of materials and church volunteers provided free labor
- Installed soundproof panels in 3rd floor classrooms
- Repainted old Associate Pastor office on lower level and converted it to a conference room
- Repainted non-lead exterior surfaces at Sawyer House
- Completed lead inspections for all rental properties and childcare facility (state requirement)
- Planted new memorial maple tree for the Vock family (Church Street side)
- Underloft cleaning and reorganization
- Completed a walk-through of the building with fire marshal; there were no urgent or mandatory repairs noted, but we are looking into how to implement some of the recommendations to further enhance safety.
- Continued investment in lawn restoration with fertilization and weed control program, including fall aeration by Dan Petherbridge. Caring for the lawn helps the lawn withstand heavy use for outdoor worship/fellowship, programs for children/youth and fundraising activities.
- First year of fixed price snow removal contract – last year, snow was removed after each storm rather than piling up in the parking lot or on the front lawn. For the first time in many years, the front lawn was not torn up and did not have to be re-seeded, allowing it to be used as soon as the weather warmed. Snow removal is an additional cost on top of what we pay for plowing and salting.
- Completed required ongoing annual inspections and maintenance for the boiler, elevator, lift, alarm systems, fire extinguishers and kitchen fire suppression system.
- Routine maintenance and minor repairs for main church, Parsonage and Sawyer House

Continued on next page...

TRUSTEE COMMITTEE, cont...

Capital Campaign Projects

- Replacement of vinyl tile for 2nd Floor Hallway, which had several trip hazards due to cracked and chipped tiles
- Replacement of vinyl tile for PreK classroom (classroom off gym), including removal of old asbestos tile
- Plaster repair in back stairwell to 3rd floor classrooms
- Fellowship Hall flooring project planning, including the hiring of structural engineer to assess the live load capacity of the floor. The engineers recommended adding additional beams and supports to increase our live load capacity, which is far below current building codes. This is a very costly project, estimated at \$98,000 for the structural work plus \$20,000 for the new flooring. Only one contractor submitted a bid in response to our RFQ, and we are in the process of evaluating it. We hope to secure enough funding to complete the structural work first. We will wait to resurface the floor until additional funds become available. (See Capital Campaign report section for more details).

None of the above could have been accomplished without a fantastic group of volunteers and staff. Our Trustees spend countless hours overseeing contractors and doing many projects themselves, stretching our limited resources and saving the church thousands of dollars. Thank you to all the Trustees for their tireless efforts and expertise: Frank Smith, Ed Guild, Dennis Conti, John Burnett and Art Winslow. Thank you to Mike Bottamini for helping maintain our lawn and gardens once again this year, and to everyone who helped spruce up the landscaping in the spring and fall. Special thanks to Sue and Steve Wood for helping maintain the Sawyer House gardens and for repainting the ramp and railings. We also want to thank Linus Goedken for his time and expertise helping the church with our IT and helping make the transition to Burlington Telecom a smooth one.

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 has a current balance of \$16,910.57.

We continue to believe it is important for the church to set aside some funds from the annual operating budget to replenish the Capital Fund so that the church will continue to have resources necessary to sustain our operations in the future.

Respectfully submitted,
Kaki McGeary, Trustee Committee Chair

ANNUAL REPORT OF THE PLANNED GIVING COMMITTEE 2022

After a five-year hiatus to conduct a capital campaign and thus focus on capital pledges, the Planned Giving Committee resumed meeting in early 2022 to rejuvenate a planned giving program. The church bylaws stipulate that "The Planned Giving Committee, in conjunction with professional staff, shall be responsible for educating members and others, regarding the opportunities and long-term benefits of planned giving".

To that end, the Planned Giving Committee is ready to launch an action plan for planned giving in February 2023. The plan consists of a communications plan for members and friends, a new webpage under fund raising describing the opportunities of planned giving to the church, scheduling of a will's clinic/estate planning seminar for March 2023, and the creation of a Legacy Circle to recognize individuals/couples who have designated our church as the beneficiary of a planned gift.

The Planned Giving Committee recommends that all church members review the various ways in which a planned gift can leave a long-term legacy for future generations.

Respectfully submitted,
Dave Johnson, Chair
Planned Giving Committee

ANNUAL REPORT OF THE MISSIONS/OUTREACH COMMITTEE 2022

As 2022 ends it is time to reflect on all that your Missions/Outreach Committee has accomplished in this year. Certainly, is a time to highlight the collaborations within our committee, church family, liaisons, and communities.

Firstly, we cannot understate the importance of the development of our Orientation Booklet. It has directed us in all aspects of our work. In this guideline our Missions Statement directs us to support a wide diverse group of organizations locally, nationally, and internationally. We strive to combine hands-on, financial, and inclusive strategies which support our theology and philosophy and inspire all to reach out and help the many causes in need. The following is a summary of our work and donations this year.

We greeted the new year by reestablishing in person meetings and continuing opportunities to meet via zoom. We welcomed to our meetings other committees and groups to share ideas and develop collaborations. We also attended other meetings through liaisons to create partnerships.

As a result of these meetings, we began new programs such as our collaboration with Christian Ed on Outdoor Ministry. As an outcome of this partnership, we were able to send \$2,000 to support the Horton Center and we supported 2 all church campouts. Our partnership with Music and Stewardship on Community Concerts at First resulted in four successful concerts which presented local artists and supported Dismas House, Spectrum, Doctors Without Borders-Ukraine, and Essex Community Justice. These events brought many community members into the church and deepened our relationships with the organizations selected.

Missions' members created many opportunities for educating both our church and community through monthly newsletters articles, bulletins, announcements, press releases to local agencies and journals. We consistently set the stage for our church family to provide us with feedback and partner with us to achieve our goals.

AS the 10th year anniversary of our Open and Affirming Resolution occurred we supported the development of a new group within the church which continued our commitment to inclusion and diversity. A Missions' sub-committee to focus on Racial Justice was formed and began a study group and actively pursued sharing information with the church. One project of the committee has been to investigate opportunities for restitution to a community group for spiritual music used in our church. A Proposition 2 advocacy group was formed to bring awareness to the changes needed in the language of Article 1 of the Vermont State Constitution. In November it was a victory for racial justice when Proposition 2 passed.

Fundraising events such as the Chili Grab and Go, the summer bake sale, the Ukrainian bread sale added great meaning and depth to our year. Again, thanks to all who made these events possible.

Educational events were held such as Missions Sunday which included guest speaker, Deb Ingram from Vermont Interfaith Action followed by a Missions Fair which included presentations by Food Pantry, Boy Scouts, EDD Adaptive Sports, Thrift Shop, Cemetery Committee, Wreaths Across America, Vermont Interfaith Youth and Children's Health Initiative Program.

Events to strengthen our church community such as Easter Baskets, and the Pasta Dinner were a great success and much appreciated by our members.

Finally, our close collaboration with the Thrift Shop and Food Pantry has been most rewarding and beneficial. Our collaboration with them has maximized our understanding of the needs in our community and has expanded our services. The work they are accomplishing is inspirational to all of us.

The following is a financial summary of our year. Our sincere thanks to all of you who made this possible. We look forward to making 2023 a year full of joy, hope, and of course many new connections.

On behalf of the Missions Committee,

Paula Sargent, Chair of Missions

TREASURERS REPORT – MISSIONS COMMITTEE - 2022

December 31, 2022

	Budget	Balance
Operating Fund	\$3,000.00	\$0.00
Balance Fund		
Investments		
CD-Missions		\$7,918.97
Restricted		
Feb Outdoor Ministry Program		
Mar One Great Hour of Sharing		
Jun Strengthen the Church		
Sept Seminary Offering		
Oct Neighbors in Need		
Nov Heavenly Food Pantry		
Dec Christmas Fund Offering		
Missions Reserve		\$3,180.82
Jamaica Mission		\$40,129.49
Outdoor Ministries		\$266.43
For FCCEJ Outdoor Ministries	\$500.00 <\$104.57>	\$395.43

Bold are funds whose balance is part of the Monthly offerings. Mission Committee is responsible for 7 of the 12 offerings.

FCCEJ Missions-Donations YTD

One Great Hour of Sharing	\$630.00
Pasta Dinner	\$147.28
Rest in Peace (Release from Debt)	\$500.00
Horton Center	\$2,000.00
Vermont Interfaith Action	\$750.00
Refugee Resettlement	\$500.00
Jump	\$1,275.00
Crop Walk	\$345.00
Essex Community Justice	\$1,000.00
Ukraine	\$2,562.00
Ukraine Bread Sales	\$708.00
Essex Area Senior Center	\$300.00
Spectrum (June Concert)	\$1,000.00
Catherine Lapierre (care baskets)	\$182.90
Cemetery Association	\$500.00
Doctors Without Borders	\$1,000.00
Seminary Sunday	\$595.00
Strengthen the Church	\$365.00
Neighbors in Need	\$945.00
Christmas Fund	\$2,015.00
COTS	\$240.15
Dismas House (July Concert)	\$837.50
	\$18,397.83

* Includes \$100 sent to VT UCC after May meeting

** \$500 Was designated FCCEJ camping trips in June and September.

Staff will be spending this money per our vote in March meeting.

Below are the details of how much our church gave away to others in 2022:

Mission Committee [special offerings & contributions]	\$18,397.83
Concert Series Donation to Partnering Non-Profits	4,574.00
Food Pantry [gift cards and food purchases]	39,526.03 *
Pastor's Fund	8,392.89
Essex Eats Out	205.70
Thrift Store	13,550.00 **
Basic Support	10,000.00
Per Capita Dues/Giving	5,000.00
Champlain Association Dues/Giving	400.00
Delegates / Conference to wider church	90.00
Faith Formation Giving to Adaptive Sports	491.50

Total Amount Given Away by FCCEJ in 2022: **\$ 100,627.95**

This represents 23% of our actual 2022 budget expenses (*compiled by Rev. Mark*)

JAMAICA SERVICE PROJECT—2022

COVID19 continues to have a huge impact on the Jamaica Service Project with many ambiguities making it difficult to plan another trip. Due to the uncertainty of such a trip before 2024, the very small number of people who responded favorably to our Jamaica solicitations and the desire by some key leaders to transition out of their current leadership roles, the Jamaica Leadership Team has decided to “pause” the planning process for the next Jamaica trip.

We have begun exploring ideas for an alternative mission trip, either in-country or internationally, that might offer a similar experience for participants, while lessening the magnitude of the planning and expense. Some options might be available through established mission organizations affiliated with the U.C.C. nationally, in line with FCCEJ's strong desire to “live out our faith.” We are only at the beginning stage of this conversation, but are eager to hear feedback from the FCCEJ congregation.

Since our last trip in 2019, we have continued to stay in touch with our colleagues in Jamaica who are dealing with the same COVID19 issues that we are. They are hopeful that we will return with another team.

Because no trip is planned for the near future, we have cancelled the 2023 Calcutta. We entertained the idea of holding an evening out at the Catamount, but because the expense of such an evening has increased markedly, we decided against this idea. It is also unclear whether the congregation would want to gather, given the increased risk of infection.

Wherever our next mission trip will be, 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: 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 CENTS THRIFT SHOP - 2022

"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."

It has been a very successful year at the shop, meeting and exceeding our mission of outreach in our community as well as improving our building/space and operations. Our volunteer pool remains steady, and donations of good, saleable quality items continue to pour in. We find the "free" and "by donation" days at the end of each season very successful. Outdoors, the ramp and railings have been painted and a new hydrangea shrub was planted in Helena's Garden. We created an application for interested volunteers and collaborated with the Food Pantry in November with a Coat Give-Away. Volunteers have explored ways to recycle and reuse inventory that we are unable to sell, both to reduce the amount we send to Goodwill and to be more environmentally conscious. We are currently donating non-saleable items to an artist in Burlington who repurposes fabrics to create wall and floor projects. We also have a source for denim jeans. OuterKnown, a recycling/reuse fabric business in St. Albans, accepts denim to re-create a variety of items. They are pleased to receive regular donations and we are happy to partner with them! Plans are underway to collaborate with FCCEJ youth on a project for 2023! This past fall, we were part of the Community Outreach Fair at the church. And finally, plans are in the works for a kitchen and porch/entryway uplift next spring!

Due to both regular and new customer traffic, generous community donations, and the many hours volunteers provide to keep our shop running full speed, we supported the following local organizations with a \$1,000 each in December 2022: Age Well Meals on Wheels, Steps to End Domestic Violence, JUMP, Katie Currier Fund at VSAC, COTS, CHIPS, Outright Vermont, The Community Justice Center, SPECTRUM and VIEW (Voices for Inclusion in Essex and Westford). We also contributed \$500 to the church Giving Tree in December by helping provide outdoor winter wear for babies, toddlers, and preschoolers. The Red Tent Project (JUMP) also received \$50 worth of white socks for their December drive and another \$700 was given to local families. Wreaths were purchased for the pastors and the front doors of our beautiful church! We also supported JUMP and Age Well Meals on Wheels with an extra \$500 donation. In the summer, when there was a need, \$1500 was given to Pathways. Financial gifts in memory of two volunteers at the shop were given: Arlene Bickford (Red Cross) and Marsha Duell (Music Committee). In total, over \$15,000 was given to a variety of organizations! Many, many thanks to those who work behind the scenes to keep the shop clean, organized and appealing to customers, the volunteers who cover the shifts, those of you who make donations and our customers who continue to support our mission. We are grateful for your generosity! Consider joining the team at the shop in 2023 to help "Make Connections and Nurture Hope" in our community.

Submitted by The Heavenly Cents Thrift Shop Advisory Board: *Cynthia Cheney, Ginny Coe, Mary Gratton, Bridget Meyer, Elaine Raymond, Sandy Tallman, Dianne Arthur, and Sue Wood*

HEAVENLY CENTS THRIFT SHOP 2022 FINANCES

Cash Balance (January 1, 2022)	\$11,435.00
INCOME	
Sales	\$23,635.00
Total Cash Available.....	\$35,070.00
EXPENSES	
Contribution to Church.....	\$6,420.00
Electricity	\$557.00
Telephone.....	\$427.00
Philanthropic Donations	\$13,550.00
Holiday Wreaths.....	\$120.00
Miscellaneous (Bank Fees & Supplies)	\$351.00
Total Expenses	\$21,425.00
Cash Balance (December 31, 2022).....	\$13,645.00

ANNUAL REPORT OF THE HEAVENLY FOOD PANTRY 2022

Celebrating its 25th year of operation the Heavenly Food Pantry is open to clients monthly on the 2nd Monday (5:30-7:30 PM) and 4th Thursday (2:00-6:00 PM). Serving 70 to 80 families each month, it provides fresh and canned fruits and vegetables, pasta, cereal, peanut butter and jelly, canned tuna, various meats and cheeses, deli items and even a large assortment of personal hygiene products, including laundry detergent, soap, shampoo and deodorant as well as toothpaste and toothbrushes. The pantry even provides baby food, formula, diapers, wipes and adult bladder control products! For furry members of families, dog and cat food is available as well! In 2022 \$20,000 of Hannaford Gift Cards were provided to families to purchase additional food items not stocked at the pantry! In addition, over 500 pounds of food was given to families picking up gifts for their children from the Giving Tree Program!

What started in the spring of 1998 by two then staff members of our church, Mary Richer and Suzanne Reardon, has expanded exponentially over the years. As delegates to the Annual Meeting of the Vermont Conference (United Church of Christ), Mary and Suzanne attended a Hunger Workshop and listening to several discussions centering around food insecurity in Vermont, they decided it was time to do something to help struggling families in our area. Within a few months of this conference, the Heavenly Food Pantry opened its doors for the first time in October 1998 and provided food to 11 families. The pantry was initially open for two hours on the last Thursday of each month as a way to bridge the gap that exists between the time families run out of federal funds and when the monthly federal allotment is mailed the first of each month.

While the pantry is physically located within the walls of the First Congregational Church, roughly one third of those currently volunteering come from outside the congregation, making the pantry truly a community effort. In 2022, at least 50% of the monetary donations received came from families, businesses and groups outside of the Church! All of this helps the Heavenly Food Pantry assist families in the community with food and necessities in a graceful, dignified way.

The pantry needs to thank the Church and the greater community for the support it receives to help make this mission happen. Food and monetary donations are constantly coming in to help replenish shelves after each pantry. Hannaford is extremely generous with the pantry, providing meats, deli items and bakery items. Bimbo Bakeries in Williston provides fresh bread and pastries for each distribution day. The pantry is the recipient of food drives from groups like Holy Family/St. Lawrence Parishes, the Lion's Club, Hiawatha School, the Essex Rotary, and Global Foundries. Many families provide regular food and monetary support, both within the Church congregation as well as the community. Money received goes to purchasing supplies and food items for the pantry, and the affiliation with the Vermont Food Bank allows for food purchases at a reduced cost. There is an ongoing invitation to anyone who wishes to become part of the food pantry.

Volunteers serving the pantry as "shoppers" accompany families as they select their food are immediately aware of the need for food assistance in our community. The demographics of food insecurity in our area is wide and varied. Senior citizens with a fixed incomes are finding it more difficult to access healthy and nutritious food as rental and utility costs rise dramatically. Larger families with growing children struggle to make sure there is enough money for the food their developing bodies need. Even young adults who are simply trying to make their paycheck cover everything find themselves grateful for the food assistance they receive from the pantry.

The food pantry maintains its own fixtures and equipment needed to operate the pantry. Maintenance and electrical improvements for freezers are covered by the pantry, and the pantry makes an annual contribution to the Church to help cover expenses generated by food pantry activities, which in 2022 resulted in an increase to the Church budget of \$1,939.04. In 2021, the pantry contributed \$5,000 to the Elevator Fund when needed upgrades were performed.

Continued on next page...

HEAVENLY FOOD PANTRY, cont...

It needs to be said that volunteers are the backbone of the pantry. While the pantry is open for distribution for 6 hours each month, there is activity happening each day that helps to prepare the pantry for the public. Volunteers pick up contributions from Hannaford several times each week, and this food is either saved for the next pantry or distributed to various places in the area, notably senior housing communities such as Whitcomb Woods or Town Meadow. Dish soap, shampoo, deodorant, toothpaste and toothbrushes are purchased at local stores to stock the shelves. Pantry items such as flour, sugar and jelly are bought for the pantry. On the day of the pantry, volunteers deliver food to families unable to visit. In 2022, this amounted to almost 200 deliveries! Val Gabert, our stocking coordinator, checks the Vermont Food Bank website on a regular basis to check to see what is available for purchase. She meets each Monday morning with volunteers who sort, rotate and restock items, noting expiration dates. She also meets a Vermont Food Bank truck once a month to get additional food for the pantry. Most days will see her visit the pantry to keep things going. Many thanks to her for her continued dedication!

The Food Pantry Committee is currently in the process of documenting its policies and procedures, ensuring that reporting is accurate and funds are used in the most efficient way. Plans are being made to purchase and place a walk-in cooler near the parking lot entrance. This will enable the pantry to have more space for refrigerated items, and should free up kitchen refrigerator shelves for groups using the space.

As the Heavenly Food Pantry completes its 25th year of operation, anyone interested in helping with providing nutritious food to families struggling in our neighborhood is welcome to contact the Church office. Surely there are ways you can help!

Respectfully Submitted,

Mary Richer, Suzanne Reardon, Valerie Gabert, Anita Guild, Mary-Ellen Grove, Elaine Raymond, Lisa Clark, Elizabeth Weischedel, Mark Mendes, Josh Simon

SCOUTS BSA TROOP 624 - 2022 YEAR IN REVIEW

Scouts BSA Troop 624 had an awesome year. Troop members participated in many community service projects, such as Spring and Fall conservation at Indian Brook Reservoir among other community service opportunities. A contingent of the troop has been working hard on fundraising for an upcoming high adventure trip to Sea Base Bahamas in the summer of 2023. The large dining fly continues to get use from the troop, pack, and the church for events such as vacation bible camp, the craft fest, and for the Heavenly Pantry Food Shelf. The troop assisted the Pack with a flag retirement ceremony in honor of Veteran's Day. Troop 624 was excited to return to Mount Norris Resident Camp where we share a site with troop 778 out of Bradford. Youth members earned multiple merit badges and obtained rank advancement. We had one youth achieve their Eagle Scout rank and continued with the troop as an Assistant Scoutmaster. Youth members took on new leadership roles and have helped the troop grow. Adventures are upon us as we navigate through 2023.

Respectfully Submitted,

Clint Kilpatrick

Scoutmaster Troop 624

ANNUAL REPORT OF THE NOMINATIONS COMMITTEE - 2022

We want to thank all outgoing, incoming, and existing committee members. We still have some vacant positions and will continue seeking people for those positions. The bylaws allow 8 to 12 members in Christian Education and Missions. Both want to fill their committees. Please contact Nominations if you have interest in committee work (member or non-member).

Respectfully, Dick Harris

Church Officers for 2023

President- Cathy Shearer
Vice President – Judy Pomainville
Clerk – Brenda Dawson
Assistant Clerk – Alison Wermer
Finance Secretary – Ann Gray
Assistant Finance Secretary – Pam Blake
Assistant Finance Secretary – Linda Bogardus
Treasurer – Dan Petherbridge
Assistant Treasurer – Matt Clark
Internal Auditor – Betsy Weischedel
Internal Auditor – Steve Wood

Christian Education (8-12)

Jessica Moos*, Kevin McCullen*, Whitney Noel*,
Terry Livak*, Erna Deutsch, Derek Lyman - C,
Terry Stein, Judy Roy

Communications (4)

Geoff Brown**, Hannah Tracy**,
Francis Gravel - C, Andrea Sharp

Deacons (12)

Bob Driver*, Maureen McKenzie, Alison Wermer** - C,
Judy McCullen - C, Donna Burnett*, Betty Busciglio,
Rusty Sargent**, Gary Hartman, Jonah Moos,
Mary McHugh*, Amy McIntyre,
Allison VanSteensburg

Hospitality

Sue Conti*, Cindy Longwell*, Jim Glatz, Beth Porratti,
Jill White, Jen Dooley - C

Missions (8-12)

Marie Benway*, Sharon Dettenrieder*, Gail Cromie*,
Paula Sargent** - C, Monica John, Mary Winslow,
Jane Schneider, Marty Hopkins, Ann Marie Sullivan,
Peter Schmalz*

Music (6)

Laura Cunningham-Firkey*, Amanda Palmer**,
Mindy Bickford*, Denise Keating - C,
Joanne Irwin, Ed Owens

Nominations (6)

Dick Harris** - C, Elaine Raymond, Mary Ann Warren,
Janne Giles, Lauren Starkey, Sandy Tallman

Pastoral Relations (5)

Judy Pomainville (VP) - C, Carolyn Rushford*,
Myrna Doney*, Stephanie Field, Brenda Dawson

Planned Giving (6)

Stewardship Chair, Treasurer, Finance Chair,
Matt McGeary**, Darryl Koch, Dave Johnson

Stewardship (6)

Heather Stein, Emily Guziak, Kathryn Brennan - C,
Alex John, Beth Volker*

Trustees (6)

Frank Smith**, Art Winslow, John Burnett,
Dennis Conti, Kaki McGeary - C, Phil Bourn*

Ushering (6)

Carl Wermer*, Judy Allen, Aimee Koch, Justin King,
Melisa Gibson-King, Marlene Frank - C, Open Position

Vermont Conference Delegates

2023 – Laurie Chipman, Open Position (4)

Church Association Delegates

2023 – Clint Russell*, Open Position (1)

**new member*

***re-up member*

() number allowed by the bylaws

C – current chair

ANNUAL REPORT OF THE STEWARDSHIP COMMITTEE - 2022

This year the Stewardship Committee consisted of four members: Kathryn Brennan (chair), Alex John, Emily Guziak, and Shannon McCullen. Mark Ferrara and Jon Roddy were able to join us for the first six months of 2022. We were strongly supported by Dan Petherbridge (treasurer), Ann Gray (financial secretary), Josh Simon (Associate Pastor), and Mark Mendes (Senior Pastor).

After many years of discussion, the music concert series, Community Concerts @First got off the ground with four terrific concerts in 2022! Alex John recruited Gretchen and Ed Owens, Joanne Irvin, and Eric Lindholm to form the music concert series committee. They selected the musicians, worked with missions to pick the charities, organized volunteers to sell tickets, recruited folks to help with day-of-concert tasks, and created a workflow process for future concerts. They were strongly supported by Emily Guziak, Ann Gray, Jen Kelly, Josh Simon, and others who worked on marketing, banner and poster design, tickets, Facebook postings, and much more. We welcomed pianist Claire Black, the Ray Vega Jazz QuARTet, Cricket Blue with Trio Arco, and jazz pianist Tom Cleary for the inaugural 2022 concerts. Net profit was \$4,574 (half was donated to Spectrum Youth and Family Services, Dismas House, Doctors without Borders for Ukraine relief, and the Essex Community Justice Center). There will be six concerts in 2023. Plans include recruiting sponsors for each concert.

The theme for our fall Stewardship campaign was "Growing in Faith." In October we delivered pledge packets (including letter, pledge card and a financial trifold) to the congregation. 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 2023.

But our biggest accomplishment this year was the performance of the skit "Stewardship... It Never Ends!" Emily Guziak discovered and re-wrote the script, recruited the actors (Bill and Mindy Bickford, Beth Volker, Betsy Weischedel, Pete Schmalz, and Jen Kelly), and directed the skit. Everyone involved had a good time and the audience loved it!

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/2022	Current year/2023
Number of pledging units:	171	155
Total amount pledged:	\$327,063	\$315,640

- 69 people increased their pledge this year - THANK YOU!
- 15 decreased or ceased to pledge [some due to death]
- 21 Pledges from last year are still outstanding, if they pledge the same as last year this will total an additional \$23485.

Thanks to everyone who not only kept up paying their pledge in 2022, but also continued to pledge in 2023. Our church will continue to thrive with your generosity.

Respectfully Submitted,
Kathryn Brennan, Stewardship Chair

FINANCE COMMITTEE REPORT - 2022

2022 was a challenging year in many ways but FCCEJ managed to end the year with some very positive news! We ended the year with a surplus of \$8,156.50, without needing to use our endowment distribution as originally budgeted. Our balance sheet is healthy and our cash reserves are sufficient.

The Finance Committee meets monthly to review the status of the budget, oversee the endowment, and address the emergent financial needs of the church. Please see the Treasurer's Report for a detailed look at our revenue and expenses for 2022.

This year, the Finance Committee recommended substantial changes to our Financial Policies and Procedures to reflect new financial positions, add policies to address confidentiality and conflict of interest, update check signer controls and clarify a number of financial processes including money counting, deposits, credit card use, Pastor Fund cash, gift receipts and more. The changes were approved by Council at the April meeting. A copy of the current approved Financial Policies and Procedures is available upon request.

We enhanced our ability to do credit card processing at events. The insurance policy has been reviewed and coverage updated to better match the value of the building. A new copier has been installed at a significant cost savings. Special thanks to Rob Evans for arranging to have his employer donate the copier along with the office furniture for the Marvin Lounge.

Endowment

Our Endowment Fund closed the year with a market balance of \$599,717.33 and a book value of \$655,457.58. In April, our investment firm retired the fund where our endowment was held, and our endowment was transferred to two funds with similar risk categories.

Although the 2022 Budget included revenue from a projected \$20,000 endowment distribution, the actual amount available for distribution would have been \$15,314.26 based upon our Endowment Policy. The good news is that our increased revenue and lower expenses meant that we did not need any distribution after all. Rather than take the distribution and make it available for other uses, the Finance Committee recommended, and Council approved, that we leave the money in the endowment due to the sharp downturn in the market last year.

Memorial Fund

The Memorial Fund ended the year with a balance of \$19,990.46. Thank you to all who made gifts to honor the memory of a loved one. With these generous gifts, the Memorial Fund made possible the following improvements in 2022:

\$1,500 – Paper Folder for Office (approved 4/5/22)

\$800 – Memorial Tree Replacement & Planting (approved 4/5/22)

\$620 – Sponsor Josh Sharp's Pastoral Career Development Assessment (approved 5/3/22)

\$500 – Walkie Talkies for CE Program (approved 9/6/22)

Up to \$15,500 – Sanctuary Live Stream and A/V Improvements (approved 9/6/22)

Up to \$2,000 – Cyber Security Protection/New Firewall (approved 9/6/22)

Continued on next page...

FINANCE COMMITTEE, cont...

2023 Budget

Looking ahead to 2023, there have been several recent unexpected changes with significant implications for revenue. Rev. Josh Simon has accepted a senior pastor position in Wisconsin, providing him with a great opportunity to lead his own parish closer to home. The line items for Associate Pastor have been adjusted to allow for whatever staffing model the church membership deems appropriate for the future. Trustees will be looking at the parsonage to make any repairs and improvements so that it can be leased.

In late December, the daycare gave notice that they would be vacating the space and moving to another location that gives them room to expand. The church will explore other opportunities for how to use that space. The potential rental income is unknown at this point.

The proposed budget for 2023 includes our best estimate of income and expenses, with all of the unknowns we are presenting a deficit budget. As we greatly value our staff, we did recommend a salary increase for them reflective of the inflation figures. We are exploring different staffing models going forward to enhance the growth and development of our church and ministry.

Despite these changes, FCCEJ remains financially strong. We are blessed with a vibrant and growing membership, with strong pledge support and loose offering giving to help sustain our church operations. Our new Music Director is a wonderful addition. We have all watched the progress of the Capital Campaign and the constant flow of repairs and improvements over the past few years. The benefits of all this dedicated work and contributions from so many individuals will continue to be felt for decades to come. The dollars contributed have been faithfully and honestly administered and allocated. Thanks to all the volunteers who have worked on the Campaign and the many projects. And thank you to all who help sustain our operations and make our ministry flourish.

Change is a constant and we look forward to the future.

Respectfully,

Judy Larrabee-Pomainville, Vice President

Written contributions by,

Dan Petherbridge, Treasurer

Kaki McGeary, Chair of Trustees

TREASURER REPORT 2022

A complete account, by line item, including the 2022 budget, may be found in the statements on the following pages. We did end the year with a \$8,156.50 surplus and did not have to use any endowment distribution.

Last year, the Finance Committee recommended a balanced budget which was approved by Church Council and subsequently the congregation. Income and expenses were projected at \$440,197.00. The income projection included a \$20,000 distribution from the endowment. Our total actual income for 2022 was \$440,264.94 which was less than a hundred dollars from budget. On the expense side, our total expenses were \$432,108.44 which was under budget by \$8,156.50 mostly due to savings gained by a lower insurance bill (\$3,674.00), a prior year correction on the Associate Pastor annuity (\$4,727.84), \$1,500 in deacon savings, ~\$1,000 from communications, and other less significant savings from a variety of categories. On the income side we had a much larger loose offering collection, almost \$14,000 higher than forecast and other less significant increases. This allowed us to avoid dipping into the endowment, which is financially beneficial due to a tough year in the market.

For 2023, the Finance Committee presented a deficit budget of \$21,117.59. This deficit was created by the child care center notifying us at the end of the year that they would not be renewing the lease for 2023. This deficit seems large, but we continue to have surpluses at year end and we believe with the departure of the Associate Pastor, we won't spend all that was set aside for his replacement(s). and hope to be able to regain some revenue from the former child care space. We have forecast renting the parsonage for nine months at +/- \$3,000 a month. For detailed information on the proposed budget, please see the Finance Committee report and the financial statements at the end of this annual report. The Finance Committee, as always, will closely monitor income and expenses throughout 2023 and make adjustments/recommendations as necessary.

Dan Petherbridge, Treasurer
Matt Clark, Assistant Treasurer

ANNUAL REPORT OF THE INTERNAL AUDITORS - 2022

January 18, 2023

The Income and Expense Statement for the year ended December 31, 2022 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.

Additionally, we undertook an internal review of the Church's insurance policies as part of our 2022 annual audit. The policies and related documents were available, well organized, and current. It was determined that coverage is in-place, that required premium payments were made when required. Evidence of required forms and schedules pertaining to an insured party in Vermont are part of the policy documents. The Church's insurance company is Church Mutual Insurance Company, S.I. of Merrill, Wisconsin. Church Mutual is rated "A (excellent)" with a stable outlook by A.M. Best, a leading rating company."

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

FIRST CONGREGATIONAL CHURCH - INCOME & EXPENSE STATEMENT

GENERAL FUND 01, January 2022 - December 2022

		2022 Actual	2022 Budget	Difference	Budget %	2023 Budget
INCOME	4000					
CONTRIBUTION INCOME	4010					
Pledges	4030	\$ 341,166.34	\$ 340,076.41	\$ 1,089.93	100%	\$ 340,000.00
Initial offering	4035	\$ 400.00	\$ 500.00	\$ (100.00)	80%	\$ 500.00
Loose Offering	4040	\$ 28,800.51	\$ 15,000.00	\$ 13,800.51	192%	\$ 20,000.00
Special Appeal	4045	\$ 1,718.30	\$ -	\$ 1,718.30		\$ 1,000.00
Fund Raisers	4050	\$ 11,652.28	\$ 8,500.00	\$ 3,152.28	137%	\$ 10,000.00
Fund Rrs - Hannaford Tsfr	4051	\$ 1,275.00	\$ -	\$ 1,275.00		\$ -
CC & amazon Rebates	4055	\$ 1,549.95	\$ 800.00	\$ 749.95	194%	\$ 1,200.00
Rent	4070	\$ 40,428.84	\$ 40,462.00	\$ (33.16)	100%	\$ 20,820.00
Parsonage Rental	4072	\$ -	\$ -	\$ -		\$ 27,000.00
Per Capita Offering	4075	\$ 1,690.31	\$ 3,000.00	\$ (1,309.69)	56%	\$ 2,000.00
Building Use - Regular	4080	\$ 5,700.00	\$ 5,000.00	\$ 700.00	114%	\$ 5,000.00
Endowment Fund Dist	4085	\$ -	\$ 20,000.00	\$ (20,000.00)	0%	\$ -
Building use - Misc	4090	\$ 1,322.00	\$ 1,000.00	\$ 322.00	132%	\$ 1,000.00
Christmas Offering	4095	\$ 683.00	\$ 2,100.00	\$ (1,417.00)	33%	\$ 2,100.00
Wedding income	4100	\$ 500.00	\$ 400.00	\$ 100.00	125%	\$ 400.00
Funeral income	4105	\$ 500.00	\$ 1,000.00	\$ (500.00)	50%	\$ 1,000.00
Misc income	4107	\$ 1,939.04	\$ 1,939.04	\$ -	100%	\$ 1,745.38
Total		\$ 439,325.57	\$ 439,777.45	\$ (451.88)	100%	\$ 433,765.38
INTEREST INCOME	4500					
Banking Interest	4510	\$ 20.47	\$ 10.00	\$ 10.47	205%	\$ 15.00
Investment Interest	4520	\$ -	\$ 10.00	\$ (10.00)	0%	\$ 10.00
Money market int	4540	\$ 918.90	\$ 400.00	\$ 518.90	230%	\$ 700.00
Subtotal Interest Income	4500	\$ 939.37	\$ 420.00	\$ 519.37	224%	\$ 725.00
Total Income		\$ 440,264.94	\$ 440,197.45	\$ 67.49	100%	\$ 434,490.38

FIRST CONGREGATIONAL CHURCH - INCOME & EXPENSE STATEMENT

GENERAL FUND 01, January 2022 - December 2022

		2022 Actual	2022 Budget	Difference	Budget %	2023 Budget
EXPENSES	5000					
PASTORAL STAFF	5050					
SENIOR PASTOR	5060					
SP Salary	5061-001	\$ 61,556.94	\$ 61,625.93	\$ 68.99	100%	\$ 65,878.19
SP Health Insurance	5064-004	\$ 24,964.75	\$ 24,795.00	\$ (169.75)	101%	\$ 26,856.50
SP SECA	5065-005	\$ 6,600.16	\$ 6,600.14	\$ (0.02)	100%	\$ 7,055.55
SP Professional	5066-006	\$ 443.12	\$ 650.00	\$ 206.88	68%	\$ 650.00
SP Programmatic Expenses	5067-007	\$ 518.58	\$ 200.00	\$ (318.58)	259%	\$ 200.00
SP Annuity	5068-008	\$ 11,963.16	\$ 12,078.68	\$ 115.52	99%	\$ 12,912.13
SP Life & Disability Ins	5069-009	\$ 1,281.82	\$ 1,259.00	\$ (22.82)	102%	\$ 1,383.44
SP Mileage	5070-010	\$ 726.02	\$ 600.00	\$ (126.02)	121%	\$ 600.00
SP Other	5072-012	\$ 352.03	\$ 250.00	\$ (102.03)	141%	\$ 250.00
SP Housing Allowance	5073-002	\$ 24,622.71	\$ 24,650.37	\$ 27.66	100%	\$ 26,351.28
Subtotal Senior Pastor	5060	\$ 133,029.29	\$ 132,709.12	\$ (320.17)	100%	\$ 142,137.09
ASSOCIATE PASTOR	5080					
AP Salary	5081-001	\$ 38,453.25	\$ 38,496.25	\$ 43.00	100%	\$ 30,000.00
AP Housing Equity Allow	5082-002	\$ 2,691.62	\$ 2,694.74	\$ 3.12	100%	\$ 237.41
AP Health Insurance	5084-004	\$ 7,032.35	\$ 6,985.00	\$ (47.35)	101%	\$ -
AP SECA	5085-005	\$ 4,122.96	\$ 4,122.95	\$ (0.01)	100%	\$ 3,366.00
AP Professional	5086-006	\$ 311.73	\$ 300.00	\$ (11.73)	104%	\$ -
AP Programmatic Expenses	5087-007	\$ 313.05	\$ 250.00	\$ (63.05)	125%	\$ -
AP Annuity	5088-008	\$ 2,817.16	\$ 7,545.27	\$ 4,728.11	37%	\$ -
AP Life & Disability Ins	5089-009	\$ -	\$ 551.00	\$ 551.00	0%	\$ -
AP Mileage	5090-010	\$ -	\$ 250.00	\$ 250.00	0%	\$ 250.00
AP Sabbatical	5091-011	\$ 375.00	\$ 375.00	\$ -	100%	\$ -
AP Other	5092-012	\$ (40.43)	\$ 100.00	\$ 140.43	-40%	\$ 500.00
Subtotal Associate Pastor	5080	\$ 56,076.69	\$ 61,670.21	\$ 5,593.52	91%	\$ 34,353.41
Subtotal Pastoral Staff	5050	\$ 189,105.98	\$ 194,379.33	\$ 5,273.35	97%	\$ 176,490.50

FIRST CONGREGATIONAL CHURCH - INCOME & EXPENSE STATEMENT

GENERAL FUND 01, January 2022 - December 2022

		2022 Actual	2022 Budget	Difference	Budget %	2023 Budget
SUPPORT STAFF	5150					
STAFF SALARIES	5151					
Administrative Assistant	5165	\$ 30,495.00	\$ 30,520.20	\$ 25.20	100%	\$ 32,625.88
Education Director	5175	\$ 41,156.64	\$ 41,193.82	\$ 37.18	100%	\$ 44,036.39
Nursery Staff	5180	\$ 1,250.00	\$ 603.58	\$ (646.42)	207%	\$ 3,640.00
Custodian	5185	\$ 15,395.20	\$ 14,310.82	\$ (1,084.38)	108%	\$ 16,380.00
Music Director	5195	\$ 17,230.77	\$ 21,000.00	\$ 3,769.23	82%	\$ 34,208.00
Subtotal Staff Salaries	5151	\$ 105,527.61	\$ 107,628.42	\$ 2,100.81	98%	\$ 130,890.27
BENEFITS	5250					
Staff Annuity	5260-008	\$ 5,712.26	\$ 5,767.13	\$ 54.87	99%	\$ 6,165.09
EMPLOYER EXPENSES	5300					
Payroll Taxes	5305	\$ 8,072.85	\$ 8,233.57	\$ 160.72	98%	\$ 10,013.11
Workers Comp Insurance	5310	\$ 2,092.00	\$ 3,000.00	\$ 908.00	70%	\$ 3,000.00
Payroll Charges	5315	\$ 1,634.67	\$ 1,200.00	\$ (434.67)	136%	\$ 1,900.00
Subtotal Employer Expenses	5300	\$ 11,799.52	\$ 12,433.57	\$ 634.05	95%	\$ 14,913.11
Subtotal Support Staff	5150	\$ 123,039.39	\$ 125,829.12	\$ 2,789.73	98%	\$ 151,968.47
ADMINISTRATIVE EXPENSE	5400					
OFFICE EXPENSES	5410					
Other Advertising	5414	\$ 439.00	\$ 100.00	\$ (339.00)	439%	\$ 400.00
Offering Envelopes	5421	\$ 260.05	\$ 240.00	\$ (20.05)	108%	\$ 275.00
Donated Stock Fees	5422	\$ (4.32)	\$ -	\$ 4.32		\$ -
Contribution fees	5423	\$ 244.70	\$ 270.00	\$ 25.30	91%	\$ 150.00
Office Supplies	5430	\$ 2,757.45	\$ 1,750.00	\$ (1,007.45)	158%	\$ 2,500.00
Postage - First Class	5440	\$ 1,588.21	\$ 800.00	\$ (788.21)	199%	\$ 1,200.00
Postage - Bulk	5441	\$ -	\$ 200.00	\$ 200.00	0%	\$ -
Palms	5454	\$ -	\$ 50.00	\$ 50.00	0%	\$ -
Mileage Reimbursements	5470	\$ 179.92	\$ 400.00	\$ 220.08	45%	\$ 400.00
Professional Services	5490	\$ 10.00	\$ -	\$ (10.00)		\$ -
ED-Professional developme	5491	\$ 143.62	\$ 500.00	\$ 356.38	29%	\$ 500.00
ED - Programmtic expense	5492	\$ 189.59	\$ 110.00	\$ (79.59)	172%	\$ 110.00
Staff Training	5495	\$ -	\$ -	\$ -		\$ 100.00
Admin. Miscellaneous	5496	\$ 598.33	\$ 450.00	\$ (148.33)	133%	\$ 450.00
Church leadership expense	5500	\$ 176.55	\$ -	\$ (176.55)		\$ -
Special event	5501	\$ 143.05	\$ -	\$ (143.05)		\$ -
Bank Charges	5513	\$ (0.50)	\$ 10.00	\$ 10.50	-5%	\$ 10.00
Subtotal Office Expenses	5410	\$ 6,725.65	\$ 4,880.00	\$ (1,845.65)	138%	\$ 6,095.00
PHONES	5515					
Church Phones	5517	\$ 2,468.99	\$ 2,500.00	\$ 31.01	99%	\$ 2,500.00
Cell Phones	5525	\$ 583.62	\$ 500.00	\$ (83.62)	117%	\$ 500.00
Pagers/headsets	5535	\$ (21.85)	\$ -	\$ 21.85		\$ -
Subtotal Phones	5515	\$ 3,030.76	\$ 3,000.00	\$ (30.76)	101%	\$ 3,000.00

FIRST CONGREGATIONAL CHURCH - INCOME & EXPENSE STATEMENT

GENERAL FUND 01, January 2022 - December 2022

		2022 Actual	2022 Budget	Difference	Budget %	2023 Budget
INTERNET	5550					
Website	5555	\$ 259.68	\$ 170.00	\$ (89.68)	153%	\$ 260.00
Internet Access	5560	\$ 1,630.35	\$ 1,440.00	\$ (190.35)	113%	\$ 1,440.00
Subtotal Internet	5550	\$ 1,890.03	\$ 1,610.00	\$ (280.03)	117%	\$ 1,700.00
COMPUTER EXPENSES	5570					
Computer Hardware	5572	\$ 226.57	\$ -	\$ (226.57)		\$ -
Computer Software	5574	\$ 452.63	\$ 500.00	\$ 47.37	91%	\$ 500.00
Subtotal Computer Expenses	5570	\$ 679.20	\$ 500.00	\$ (179.20)	136%	\$ 500.00
LEASED EQUIPMENT	5580					
Copier Lease	5583	\$ 3,010.66	\$ 2,500.00	\$ (510.66)	120%	\$ 2,500.00
Parking lot use	5590	\$ 500.00	\$ 500.00	\$ -	100%	\$ 500.00
Subtotal Leased Equipment	5580	\$ 3,510.66	\$ 3,000.00	\$ (510.66)	117%	\$ 3,000.00
Subtotal Administrative Expense	5400	\$ 15,836.30	\$ 12,990.00	\$ (2,846.30)	122%	\$ 14,295.00
BUILDING MAINT CHURCH	5600					
Building Insurance	5610	\$ 11,326.00	\$ 15,000.00	\$ 3,674.00	76%	\$ 12,000.00
Church furnishings	5615	\$ 75.00	\$ -	\$ (75.00)		\$ -
UTILITIES	5630					
Electricity - Church	5635	\$ 8,168.23	\$ 7,000.00	\$ (1,168.23)	117%	\$ 8,000.00
Water & Sewer - Church	5645	\$ 1,107.67	\$ 1,000.00	\$ (107.67)	111%	\$ 1,100.00
Fuel/Gas - Church	5655	\$ 7,779.54	\$ 8,000.00	\$ 220.46	97%	\$ 8,200.00
Waste	5665	\$ 1,944.29	\$ 1,800.00	\$ (144.29)	108%	\$ 2,000.00
Subtotal Utilities	5630	\$ 18,999.73	\$ 17,800.00	\$ (1,199.73)	107%	\$ 19,300.00
BUILDING MAINTENANCE	5700					
Cleaning Supplies	5710	\$ 1,235.91	\$ 1,000.00	\$ (235.91)	124%	\$ 1,250.00
Snow Plowing - sand/salt	5730	\$ 10,243.46	\$ 10,200.00	\$ (43.46)	100%	\$ 11,550.00
Mowing/Landscape	5731	\$ 1,164.21	\$ 1,210.00	\$ 45.79	96%	\$ 1,685.00
Elevator Maint/Inspection	5732	\$ 1,723.15	\$ 1,980.00	\$ 256.85	87%	\$ 2,020.00
Capital Projects	5733	\$ -	\$ -	\$ -		\$ 5,000.00
Lift Mainte/Inspection	5734	\$ 375.00	\$ 600.00	\$ 225.00	63%	\$ 600.00
Repairs/Maintenance	5740	\$ 9,902.97	\$ 6,000.00	\$ (3,902.97)	165%	\$ 6,000.00
Routine Main/Contracts	5745	\$ 3,000.44	\$ 3,570.00	\$ 569.56	84%	\$ 3,850.00
Maintenance Equipment	5750	\$ 58.79	\$ -	\$ (58.79)		\$ -
Subtotal Building Maintenance	5700	\$ 27,703.93	\$ 24,560.00	\$ (3,143.93)	113%	\$ 31,955.00

FIRST CONGREGATIONAL CHURCH - INCOME & EXPENSE STATEMENT

GENERAL FUND 01, January 2022 - December 2022

		2022 Actual	2022 Budget	Difference	Budget %	2023 Budget
BUILDING MAINT SAWYER	5800					
Water/Sewer - Sawyer	5810	\$ 487.23	\$ 500.00	\$ 12.77	97%	\$ 500.00
Electricity - Sawyer	5820	\$ 39.22	\$ -	\$ (39.22)		\$ -
Fuel/Gas - Sawyer	5830	\$ 1,694.37	\$ 1,800.00	\$ 105.63	94%	\$ 2,000.00
Routine Maint. - Sawyer	5840	\$ 1,719.48	\$ 2,000.00	\$ 280.52	86%	\$ 2,000.00
Subtotal Building Maint Sawyer	5800	\$ 3,940.30	\$ 4,300.00	\$ 359.70	92%	\$ 4,500.00
BUILDING MAINT PARSONAGE	5900					
Water/Sewer - Parsonage	5910	\$ 408.69	\$ 500.00	\$ 91.31	82%	\$ 450.00
Electricity - Parsonage	5920	\$ 1,227.24	\$ 1,500.00	\$ 272.76	82%	\$ 1,700.00
Fuel/Gas - Parsonage	5930	\$ 1,739.11	\$ 1,500.00	\$ (239.11)	116%	\$ 1,550.00
Routine Maint. Parsonage	5940	\$ 2,358.36	\$ 2,000.00	\$ (358.36)	118%	\$ 2,000.00
Subtotal Building Maint Parsonage	5900	\$ 5,733.40	\$ 5,500.00	\$ (233.40)	104%	\$ 5,700.00
Subtotal Building Maint Church	5600	\$ 67,778.36	\$ 67,160.00	\$ (618.36)	101%	\$ 73,455.00
CAPITAL RESERVE	5960					
Capital Reserve	5961	\$ -	\$ -	\$ -		\$ 1,000.00
Subtotal Fixed Expenses	5010	\$ 395,760.03	\$ 400,358.45	\$ 4,598.42	99%	\$ 417,208.97
DEPARTMENTS/COMMITTEES	6000					
MISSIONS DEPARTMENT	6010					
Mission A	6015	\$ 3,000.00	\$ 3,000.00	\$ -	100%	\$ 3,000.00
COMMUNICATIONS	6150					
Communications	6160	\$ 1,280.32	\$ 2,269.00	\$ 988.68	56%	\$ 2,469.00
CHRISTIAN EDUCATION	6200					
Curriculum	6201	\$ 327.05	\$ 400.00	\$ 72.95	82%	\$ 400.00
CE Supplies	6204	\$ 1,067.94	\$ 1,000.00	\$ (67.94)	107%	\$ 1,000.00
Junior Youth	6205	\$ 461.55	\$ 1,200.00	\$ 738.45	38%	\$ 800.00
Senior High Youth Group	6206	\$ 737.78	\$ 1,200.00	\$ 462.22	61%	\$ 1,200.00
Confirmation	6208	\$ 154.76	\$ 550.00	\$ 395.24	28%	\$ 550.00
Adult Education	6209	\$ 438.07	\$ 200.00	\$ (238.07)	219%	\$ 250.00
CE Resources	6210	\$ 152.92	\$ 250.00	\$ 97.08	61%	\$ 300.00
Vacation Bible Camp	6211	\$ 676.50	\$ 400.00	\$ (276.50)	169%	\$ 1,300.00
CE Program Enrichment	6213	\$ 778.62	\$ 700.00	\$ (78.62)	111%	\$ 1,000.00
CE - Other	6214	\$ 957.22	\$ -	\$ (957.22)		\$ -
CE Programmatic Expenses	6215	\$ -	\$ -	\$ -		\$ 1,000.00
Young adult group	6216	\$ 16.96	\$ 200.00	\$ 183.04	8%	\$ 100.00
Young apostles	6217	\$ 107.12	\$ 200.00	\$ 92.88	54%	\$ 400.00
Subtotal Christian Education	6200	\$ 5,876.49	\$ 6,300.00	\$ 423.51	93%	\$ 8,300.00

FIRST CONGREGATIONAL CHURCH - INCOME & EXPENSE STATEMENT

GENERAL FUND 01, January 2022 - December 2022

		2022 Actual	2022 Budget	Difference	Budget %	2023 Budget
DEPARTMENTS/COMMITTEES	6000					
MUSIC	6275					
Prof Expense - Music	6277	\$ -	\$ 150.00	\$ 150.00	0%	\$ -
Organ Supply/Substitute	6280	\$ 6,800.00	\$ 3,600.00	\$ (3,200.00)	189%	\$ 1,600.00
Piano Maintenance	6281	\$ 150.00	\$ 450.00	\$ 300.00	33%	\$ 300.00
Organ Maintenance	6282	\$ 610.00	\$ 1,200.00	\$ 590.00	51%	\$ 1,500.00
Robe Maintenance	6289	\$ -	\$ 100.00	\$ 100.00	0%	\$ -
Special Music Purchase	6291	\$ -	\$ 500.00	\$ 500.00	0%	\$ 400.00
Music All Ensembles	6292	\$ -	\$ 1,000.00	\$ 1,000.00	0%	\$ -
Licensing	6295	\$ 644.00	\$ 1,500.00	\$ 856.00	43%	\$ 1,450.00
Music supplies	6298	\$ -	\$ 120.00	\$ 120.00	0%	\$ -
Subtotal Music	6275	\$ 8,204.00	\$ 8,620.00	\$ 416.00	95%	\$ 5,250.00
DEACONS	6300					
Communion/Worship Sup	6310	\$ 491.94	\$ 1,500.00	\$ 1,008.06	33%	\$ 1,000.00
Paraments	6312	\$ 400.00	\$ 200.00	\$ (200.00)	200%	\$ -
Advertising - Deacons	6315	\$ -	\$ -	\$ -		\$ 100.00
Evangelism	6330	\$ 679.90	\$ 800.00	\$ 120.10	85%	\$ 500.00
Deacons - other	6340	\$ 66.08	\$ 700.00	\$ 633.92	9%	\$ 200.00
Candles	6341	\$ -	\$ -	\$ -		\$ 200.00
Devotionals	6342	\$ -	\$ -	\$ -		\$ 100.00
Palms	6344	\$ 67.00	\$ -	\$ (67.00)		\$ 100.00
Pulpit Supply	6350	\$ -	\$ -	\$ -		\$ 400.00
Subtotal Deacons	6300	\$ 1,704.92	\$ 3,200.00	\$ 1,495.08	53%	\$ 2,600.00
HOSPITALITY	6400					
Hospitality Supplies	6410	\$ 647.83	\$ 500.00	\$ (147.83)	130%	\$ 750.00
CONFERENCE EXPENSE	6450					
Delegates/Conference	6465	\$ 90.00	\$ -	\$ (90.00)		\$ -
Per Capita/Association	6470	\$ 400.00	\$ 400.00	\$ -	100%	\$ 400.00
Per Capita/Conference	6480	\$ 5,000.00	\$ 5,000.00	\$ -	100%	\$ 5,000.00
Basic Support	6490	\$ 10,000.00	\$ 10,000.00	\$ -	100%	\$ 10,000.00
Subtotal Conference Expense	6450	\$ 15,490.00	\$ 15,400.00	\$ (90.00)	101%	\$ 15,400.00
STEWARDSHIP	6500					
Stewardship Supplies	6510	\$ 144.85	\$ 550.00	\$ 405.15	26%	\$ 450.00
Planned giving	6511	\$ -	\$ -	\$ -		\$ 180.00
Subtotal Stewardship	6500	\$ 144.85	\$ 550.00	\$ 405.15	26%	\$ 630.00
Subtotal Departments/ committees	6000	\$ 36,348.41	\$ 39,839.00	\$ 3,490.59	91%	\$ 38,399.00
Subtotal Expenses	5000	\$ 432,108.44	\$ 440,197.45	\$ 8,089.01	98%	\$ 455,607.97
Excess Income/Expense		\$ 8,156.50	\$ -	\$ (8,021.52)		\$ (21,117.59)

FIRST CONGREGATIONAL CHURCH - INCOME & EXPENSE STATEMENT

RESTRICTED FUNDS, January 2022 - December 2022

	Account	Income		Account	Expense	Net
Capital Fund	4209-103	\$ 100.00		7201-103	\$ -	\$ 100.00
Christmas Fund	7212-102	\$ -		7212-102	\$ 865.00	\$ (865.00)
Faith Formation	4215-105	\$ 547.19		7215-105	\$ 491.50	\$ 55.69
Flower Fund	4221-107	\$ 3,071.43		7221-107	\$ 2,714.30	\$ 357.13
Food Pantry	4224-108	\$ 26,545.08		7224-108	\$ 39,526.03	\$ (12,980.95)
Memorial Fund	4233-111	\$ 11,565.00		7233-111	\$ 13,965.88	\$ (2,400.88)
Missions Reserve	4239-113	\$ 185.00		7239-113	\$ 1,248.60	\$ (1,063.60)
One Great Hour of Sharing	4245-115	\$ 630.00		7245-115	\$ 630.00	\$ -
Music Committee	4248-116	\$ 300.00		7248-116	\$ 300.00	\$ -
Other	7269-123	\$ -		7269-123	\$ 581.43	\$ (581.43)
Organ Fund	4251-117	\$ 200.00		7251-117	\$ -	\$ 200.00
Pastor's Fund	4254-118	\$ 14,455.00		7254-118	\$ 8,392.89	\$ 6,062.11
Sabbatical	4255-133	\$ 375.00		7255-133	\$ -	\$ 375.00
FCCEJ Camp Scholarships	4279-127	\$ 738.00		7279-127	\$ -	\$ 738.00
Vacation Bible Camp	4281-128	\$ 100.00		7281-128	\$ 117.66	\$ (17.66)
Essex Eats Out	4282-129	\$ 297.00		7282-129	\$ 205.70	\$ 91.30
Outdoor Ministries	4285-134	\$ 1,375.00		7285-134	\$ 4,235.57	\$ (2,860.57)
Music series	4287-136	\$ 9,046.42		7287-136	\$ 10,546.42	\$ (1,500.00)

FIRST CONGREGATIONAL CHURCH - 2022 BALANCE SHEET

Includes Operating Fund, Pastor's Fund, Thrift Shop, and Capital Campaign

		2022	2021
ASSETS	1000		
CHECKING ACCOUNTS	1100		
Thrift Shop Checking	1115	\$ 13,644.81	\$ 11,434.67
Pastor fund checking	1120	\$ 2,165.06	\$ 1,425.26
Main checking	1130	<u>\$ 50,302.89</u>	<u>\$ 39,525.54</u>
Subtotal Checking Accounts	1100	<u>\$ 66,112.76</u>	<u>\$ 52,385.47</u>
SAVINGS ACCOUNTS	1200		
Main Savings	1210	\$ 65,687.80	\$ 65,667.33
Money Market Account	1230	\$ 223,987.31	\$ 223,068.41
Subtotal Savings Accounts	1200	\$ 289,675.11	\$ 288,735.74
Subtotal Bank Accounts	1050	\$ 355,787.87	\$ 341,121.21
INVESTMENTS	1300		
Endowment - QE	1310	\$ -	\$ 396,365.80
QE unrealized (gain/loss)	1320	\$ -	\$ 335,642.24
Endowment Fixed Inc 2R	1335	\$ 164,237.92	\$ -
Endowment Fixed 2R G/L	1336	\$ (10,922.29)	\$ -
Endowment Total Equity 4R	1345	\$ 491,219.66	\$ -
Endowment Ttl Eq 4R G/L	1346	\$ (44,817.96)	\$ -
CD-Missions	1370	\$ 7,925.96	\$ 7,896.08
CD-Food Pantry	1380	\$ 42,134.65	\$ 42,060.95
Subtotal Investments	1300	\$ 649,777.95	\$ 781,965.07
BUILDINGS	1600		
Church property	1610	\$ 1,217,000.00	\$ 1,217,000.00
Parsonage	1620	\$ 308,200.00	\$ 308,200.00
Sawyer House	1630	<u>\$ 257,600.00</u>	<u>\$ 257,600.00</u>
Subtotal Buildings	1600	\$ 1,782,800.00	\$ 1,782,800.00
OTHER ASSETS	1900		
Note Receivable - MM	1910	\$ -	\$ (102.55)
TOTAL ASSETS		\$ 2,788,365.82	\$ 2,905,783.73
LIABILITIES	2000		
PAYROLL DEDUCTIONS	2201		
HSA Payable	2265	\$ 909.21	\$ 909.21
PASS THRU CONTRIBUTIONS	2300		
Seminary Sunday	2306	\$ 595.00	\$ -
JUMP	2307	\$ -	\$ 1,275.00
Misc pass through	2308	\$ 300.00	\$ 505.00
Giving tree	2315	\$ 551.32	\$ 577.74
PR Service Project	2316	\$ -	\$ (17.89)
National Youth Event	2318	\$ 50.00	\$ 50.00
Subtotal Pass Thru Contributions	2300	\$ 1,496.32	\$ 2,389.85

FIRST CONGREGATIONAL CHURCH - 2022 BALANCE SHEET

Includes Operating Fund, Pastor's Fund, Thrift Shop, and Capital Campaign

		2022	2021
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	\$ 2,520.00	\$ 2,520.00
Subtotal Current Liabilities	2010	\$ 4,925.53	\$ 5,819.06
TOTAL LIABILITIES		\$ 4,925.53	\$ 5,819.06
NET ASSETS	3000		
UNRESTRICTED	3100		
Unrestricted Net Assets	3110	\$ 2,004,141.03	\$ 1,966,722.90
DONOR RESTRICTED	3200		
TEMPORARILY RESTRICTED	3201		
Capital Fund	3209-103	\$ 16,910.57	\$ 16,810.57
Christmas Fund	3212-104	\$ -	\$ 865.00
Faith Formation	3215-105	\$ 214.66	\$ 158.97
Flower Fund	3221-107	\$ 704.10	\$ 346.97
Food Pantry	3224-108	\$ 36,419.92	\$ 49,400.87
Hand Bell Choir	3226-131	\$ 1,450.77	\$ 1,450.77
Memorial Fund	3233-111	\$ 19,990.46	\$ 22,391.34
Men at First	3236-112	\$ 1,449.63	\$ 1,449.63
Missions Reserve	3239-113	\$ 3,180.82	\$ 4,244.42
Music Committee	3248-116	\$ 8,349.67	\$ 8,349.67
Organ Fund	3251-117	\$ 7,700.00	\$ 7,500.00
Pastor's Fund	3254-118	\$ 17,872.71	\$ 11,810.60
Sabbatical	3255-133	\$ 3,375.00	\$ 3,000.00
Senior Choir Robe Fund	3257-119	\$ 363.12	\$ 363.12
Combined Youth	3260-120	\$ 8,954.85	\$ 8,954.85
Other	3269-123	\$ -	\$ 581.43
FCCEJ Camp Scholarship	3279-127	\$ 2,820.62	\$ 2,082.62
Vacation Bible Camp	3281-128	\$ 435.18	\$ 452.84
Essex Eats Out	3282-129	\$ 2,192.00	\$ 2,100.70
Jamaica Mission	3283-130	\$ 40,129.49	\$ 40,129.49
Outdoor Ministries	3285-134	\$ 266.43	\$ 3,127.00
Music series	3287-136	\$ 2,000.00	\$ 3,500.00
Subtotal Temporarily Restricted	3201	\$ 174,780.00	\$ 189,070.86
PERMANENTLY RESTRICTED	3300		
Endowment - QE	3310	\$ 400,427.58	\$ 398,222.29
QE unrealized (gain/loss)	3315	\$ 256,563.54	\$ 342,783.82
Endowment	3320	\$ 3,098.00	\$ 3,098.00
Endow - unrealized (g/l)	3325	\$ 109.77	\$ 109.77
Endow 2R unrealized g/l	3326	\$ (10,922.29)	\$ -
Endow 4R unrealized g/l	3327	\$ (44,817.96)	\$ -
CD-Missions	3330	\$ (2,074.04)	\$ (2,103.92)
CD-Food Pantry	3335	\$ 2,134.65	\$ 2,060.95
Subtotal Permanently Restricted	3300	\$ 604,519.25	\$ 744,170.91
Subtotal Donor Restricted	3200	\$ 779,292.26	\$ 933,241.77
TOTAL EQUITY		\$ 2,783,440.28	\$ 2,899,964.67
TOTAL LIABILITIES AND EQUITY		\$ 2,788,365.81	\$ 2,905,783.73