



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

2023 ANNUAL REPORT

156th Annual Meeting

Sunday, February 4th, 2024

11:15 a.m.

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WARNING FOR THE ANNUAL MEETING
FIRST CONGREGATIONAL CHURCH OF ESSEX JUNCTION
Sunday, February 4th, 2024
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/89231667553>) on *Sunday, February 4, 2024 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 2024.
- 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 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 V:** 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..... Catherine Shearer, President
Opening Prayer by Minister of Visitation, Mary McHugh
The Appointment of a Parliamentarian
Annual Meeting & Robert’s Rules of Engagement

Declaration of Quorum Alison Wermer, Assistant 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..... Elizabeth Miller, Children’s Ministry Coordinator
Andrea Hickey, Digital Marketing & Communication Specialist
Jen Kelly: Church Administrator
Bethany Blake: Music Director
Mary McHugh: Minister of Visitation
Rev. Ron Faux: Minister of Visitation
Kul Dahal: Cleaning Person
Laurie Chipman: Christian Education Director
Rev. Mark Mendes: Senior Pastor

The Meeting

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- Article V: To transact any other business which may properly be brought before this Annual Meeting.

Handing over the Gavel:

Exiting President Catherine Shearer
to Incoming President Judy Larrabee

Closing Prayer..... Rev. Mark Mendes

ANNUAL REPORT OF THE CHURCH CLERK - 2023

Active Membership as of January 1, 2023: **394**

Active membership as of December 31, 2023: 356

Received by Letter of Transfer	2	Removed by Death	5
Received by Rite of Confirmation.....	0	Removed by Request	0
Received by Reaffirmation of Faith	6	Removed by Letter	0
Reactivated by Deacons	0	Removed from Membership by Deacons	33
		Changed to Affiliate Member	0
Total Added:	8	Total Subtracted:.....	38

Inactive membership as of December 31, 2023: 20

Non-member participants (adults & youth): 348

*Total members/participants: **724***

SERVICES

Regular: 86	Weddings: 1	Special/Holiday: 7
Funerals: 10	Off Site: 53	Baptisms: 4

MEMBERS RECEIVED

Ruth Casey	Anna Izzo
Gail Cromie	Jennifer Kelly
Patricia Giroux	Nancy Parker
Wayne Hall	Devon Thomas

COVENANT MEMBERS LOST BY DEATH

Norma Edwards	Marilyn Powell
Nadine Hoffman	Robert Vincent
June Nadeau	Alma Wilson

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

REVEREND MARK MENDES' SENIOR PASTOR'S REPORT - 2023

The very nature of life is grounded in change: everything changes. This is true for the church as well, despite the beautiful cross stitch that sits in the parlor of many a church that reads, "But we've always done it this way." Studies from all types of churches report that 7% of church members will leave for one reason or another each year. Membership loss is common even among our fundamentalist and Catholic churches. Denominations are struggling to survive with giving down and intense conflicts ripping them apart. Every critical thinker across the church knows that we are in the midst of a great paradigm shift not only in the church, but also in our country and world [politics, economics, technology, education, etc.].

Change is at the heart of who we are as a people of God at FCCEJ. Our entire administrative system is based on officers and committee members rotating on and then off after a term of three to six years; every year a third of each committee is lost and then replaced with new committee members. This enlivens our church on a regular basis with new energy, ideas, relationships and workers. On top of this, we have a regular turnover of employees; since I arrived, we have averaged at least one every other year. Our Faith Formation program has changed dramatically due to Sunday morning sports, irregular church attendance and the ability to attract volunteers to work with our young folks. And let us not forget how the Pandemic turned us into change agents out of necessity with significant changes occurring from week to week and season by season.

With the only constant being change, it is a good thing that out of necessity our church has embraced change, not for the sake of change, but to adapt our outreach and programming to meet the ever-changing needs of our members and to remain relevant to the changes going on in the wider society. Last year we voted to have a new staffing model and we have added two staff members to our team to meet our new needs: a Social Media person and a new CE person to take on Laurie's responsibility for our younger children as she transitions toward retirement. The Deacons voted to join the two services together for communion Sundays so that we can build our community up a bit. The Deacons also voted to begin to stream our 2nd Service so that the wider community can see that we not only have young kids and families in our church, but a band that rocks. The Jamaica Team is transitioning to a new partnership with Global Ministries as we begin to form a relationship with the Blackfeet Native Peoples. Stewardship set a goal this year for our church's giving; something that had never really been done before and it helped increase our giving this year to the point of reaching their goal! Our President, Catherine Shearer, is transitioning off after two and a half years of great work, and we welcome Judy Pomainville to that role and Terry Stein to the Vice President's position. Without going through every committee and volunteer group, let me just say that almost every one of them is making changes as they shape their ministry to our current circumstances: technology, outreach, education, building upkeep, member care, finances, theological stances, etc. And these changes have been thoughtful and thorough. The pandemic helped us adapt to change, but I also think we have learned that change can be good and lead us into places where God is leading.

One of the tasks I perform as your pastor is to attend as many of our committee meetings as possible. Overall, our lay leadership is tremendous. Our church officers and committees all take their jobs seriously and are more than proficient in accomplishing their tasks set out for them in our by-laws. There are gaps that arise now and again, but when that occurs, folks brainstorm ways to overcome them and move forward in a new way. Let me personally thank all of you who volunteer in some capacity in our church: committees, officers, musicians, youth and children's ministries, grounds and building upkeep, community outreach, feeding and clothing people and of course the ever important responsibility of our members to simply come to church. I'd estimate that we have over 50 % of our members volunteering in some capacity!

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It is also vitally important to our numerical growth as a congregation, and our faith development, to partner with other churches, religions and civic organizations in striving to live into the gospel's call to spread Jesus' love around liberally! I can honestly say that there has never been a time in my ministry here where we have been so engaged with wider community groups. And joyfully, this great work feeds on itself and so there are a host of ideas being dallied about and incorporated into our community that would continue to expand our reach. With all of our giving through all of our various aspects of our organization, we gave out \$86,361 which is 21% of 2023's Annual Budget. We should all be proud of this amount and know that we are partnering with other organizations in building the very kingdom of God in our midst.

Another way in which FCCEJ gives of itself is in the way we mentor students and young ministers in their pastoral educations. Rev. Ryan Gackenheimer is now pastoring The First Congregational Church in Bethel, Connecticut, Rev. Sally May is now pastoring the Second Congregational Church in Jeffersonville, Vermont, Rev. Devon Thomas is now pastoring Ascension Lutheran Church in South Burlington Vermont, Rev. Josh Simon is pastoring Emanuel UCC in Greendale Wisconsin, and Josh Sharp is on the verge of completing his ordination paper, scheduling his Ecclesiastical Council and getting ordained. All have done extremely well once they left our congregation and all of us should be proud of being a significant part of their growth and pastoral maturation.

Part of the time you give me each week to do ministry includes maintaining denominational, pastoral, and civic relationships. In this regard, I attend a weekly lectionary group where we discuss the week's scripture; I regularly attend the meetings, serve on the Executive Committee, and act as Treasurer of the Champlain Association of the VTCUCC. I attend the VTCUCC's Annual Meeting and have started this year preparing for our church to host the VTCUCC's Annual Statewide meeting where we will host 200 UCCers from across the state to conduct the business of the church. I am also a Rotary Member in good standing and regularly reach out to other clergy for mutual support and guidance.

It is also a great pleasure to work with such a dynamic and gracious staff. Laurie Chipman and I have been working and building up FCCEJ for 14 years and it is a great gift to have her as our Christian Education Director. Jennifer Kelly works closely with me in the office and she is an outstanding addition to our team and gets both the tasks of ministry AND the pastoral way in which we conduct business. After two years, she is beginning to come into her own and brings a tough but gracious presence into the front office. Kul Dahal continues to quietly keep our church clean and looking good as well as the grounds mowed and raked. Bethany Blake has kicked up the level of quality to our music program and attracted four new members to our choir as well as a re-engaged Currier Bell Choir. She is working with our new CE person to get a cherub choir going again as well. Our new Social Media person is Andrea Hickey and although many of you have never met her, you can see her in our stepped up presence on social media platforms and our increased attendance and success in our many offerings to the community: Craft Fest, Community Concerts, Social Justice Speakers, and the like. Our newest member on staff is Elizabeth Miller who is slowly taking on our ministry to the youngest children as Laurie continues her multi-year process of retiring. This gracious act on Laurie's part will better enable us to keep our solid program going during the time of staff transition. We also have two great Ministers of Visitation: Rev. Ron Faux enjoys visiting folks and helps me conduct the services at Mansfield Place once a month, and Mary McHugh, who visits folks but is also expanding her pastoral reach with a Grief Support Group and starting this year, a lay visitation program. Both assist in worship when asked and bring a wealth of experience to our church. The last person I wanted to mention is Rick Dooley, who in his unpaid position as the leader of the Finally @ First Praise Band, leads music at Second Service. We all work well together and are grateful for your support and encouragement.

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I would be remiss if I did not mention the tremendous work of our Church Officers who put in tireless effort and endless hours volunteering for key positions in our church. Catherine Shearer has brought her down to earth and practical personal characteristics to bear on our church that have been transformative in unbelievably positive ways. Judy Pomainville, our Vice President, has brought her pragmatic Vermont farmgirl mindset to the running of our church to positive effect. She and Cathy have been a tremendous team in handling difficult issues and situations. Our financial team of Dan Petherbridge, Matt Clark, Ann Gray, Pam Blake, and Linda Bogardus have all kept track of our spending and continue to streamline and safely care for our money and the way we account for it. We should applaud these people for all the time and effort spent keeping our church running smoothly.

Lastly, I wanted to thank everyone who makes an effort to get to church for worship. Coming together as a community to worship and praise God is the heart blood of our faith community. Supporting friends, caring for those struggling, exchanging hugs and smiles, praying together, singing together and the give and take of preaching all make for a strong and healthy church. Let me encourage everyone to make an extra effort to come to church and share in the one distinctive aspect of our shared life that actually makes us a church. Come with a friend. Come and meet your friends. Come and make new friends. It's more important than you might think for you to simply show up and commune with God and neighbor a bit.

It is a blessing to be entrusted to be your pastor and to partner with you in our work to make the First Congregational Church of Essex Junction a great place to be and a church that follows in the footsteps of our Friend, Savior, and God, Jesus Christ. It is in his name I pen these words to you.

Respectfully Submitted,
Rev. Mark Mendes

First Congregational Church - Income & Expense Statement		
PASTOR DISCRETION FUND 02 - January 2023—December 2023		
INCOME	4000	
Transfer from Pastor Fund	4031	\$ 4,500.00
TOTAL INCOME		\$ 4,500.00
EXPENSES	5000	
ADMINISTRATIVE EXPENSE	5400	
Emergency Housing	5401	\$ -
Direct member care/support	5405	\$ 3,355.00
Electric/gas	5506	\$ 1,270.00
Phone	5507	\$ -
Miscellaneous*	5510	\$ 175.00
Subtotal Administrative Expense	5400	\$ 4,800.00
TOTAL EXPENSES		\$ 4,800.00
EXCESS INCOME\EXPENSES		\$ -300.00

ANNUAL REPORT OF THE CHRISTIAN EDUCATION DIRECTOR - 2023

2023 brought changes, new possibilities, and fun ways to be in community together. For me it was a year full of ministry, leading all the programs from our children and youth. First Church is a vibrant church with a lot going on. One staff person doing it all was very draining and exhausting. I had to let go of some things and dropped the ball on others, for which I apologize. This is not my style of ministry. It felt like running on a treadmill with no speed control. I enjoy the planning and organizing leading up to an event, knowing every piece is in place and ready to go. I can fly from one event to the next, but prefer not to, and the children, youth and families deserve better. So, when our new Children's Ministry Coordinator, Elizabeth Miller, was hired in November, I was excited and thrilled. Elizabeth is off to a great start and the faith formation program is in good hands with a caring, compassionate person who will lead it by example with her strong faith. I am enjoying sharing this office with her.

This year, 21 families participated in our Faith Formation program for PreK through 8th grade, which brought a total of 30 regular children and youth. Our Nursery (which serves up to 3 year olds) had 4 little ones from our regular families use the space, along with 4 little new ones from visiting families (mostly at Easter and Christmas). There was a wide range of attendance and no two Sundays were the same. Our volunteers were wonderful with the need to be flexible with the peer groups sizes, combining peer groups as needed on some Sundays and then in November moving from 4 peer groups to 3.

Our J.A.M. group (Jesus and Me - previously Youth Apostles) of 3rd - 5th graders met 4 times in 2023, switching from late afternoon to after 2nd service in the fall. They put Homeless Care Kits together, met Janne Giles and her large floor map of Vermont, and had an acolyte training, practicing lighting and extinguishing worship candles and learning the colors/seasons of the church year. They are a fun and growing bunch.

The Junior High Youth, 6th - 8th grade, had a total of 7 participants this year. From January to May, they met once a month, and when fall started up they started gathering twice a month again. This group had a great time decorating a haunted room on the 3rd floor and giving tours during the Halloween party that was held in Fellowship Hall after the second service. Four of them participated in the Christmas pageant that was presented on December 17 with an intergenerational cast for its second year, along with 8 adults. It was so wonderful to have 2 live baby Jesus' this year, one at each service, and several of the children participate as sheep, shepherds, and angels. Many thanks to the volunteers who stepped forward and made it possible for a bunch of the children to rehearse and sing *Go Tell It on the Mountain* during the second service, bringing back the Joyful Noise Singers.

Our Nursery staffing program with mostly senior high youth, a couple college students, continues to go well. A total of 9 staff participated for 2023. The parents were very happy with the program, especially our Music Director's family who uses it most every Sunday. A key piece to this program running smoothly is the adult support volunteers who greet the youth ahead of service and are there to step in as needed. These adults, like our other volunteers, are background checked. The youth are getting to know others in the congregation and vice versa. I was able to gather a few of the youth, so they could connect as a larger group, in March and treat them to coffee and a bagel. For 5 weeks in the spring, 3 senior high walked over from school on Wednesdays to hang and work on a project. Starting this fall, thanks to parent support and feedback, we got the Senior High Youth gathering started again. On October 4, Bart & Paulette Frisbee joined us to paint the two doors off the Gym, hang up a white board on the third floor, and enjoy lunch and great fellowship. In November, we had 3 youth who joined Pastor Mark and me as we finished painting the doors, moved some items around, and got to see the inside of the barn. As we continue to introduce the SHY to more adults in the congregation, we strengthen their connections to church, their faith, community, and participation through outreach and mission in many ways. In the spring and fall I was able to find some time to support the youth out in the community, doing what they love. Many thanks to those who reached back to me, letting me know when and where their events were (4 senior high youth and 1 junior high youth). Their pictures are on the 'Our Youth' board outside my office.

Our 14th year for Vacation Bible Camp came with expanding the program, after hearing the request for a full day option. With the help of the CE committee, we worked through logistics of how to make this happen, then in the spring hired 4 high school youth to work the afternoon session (funded with camper enrollment fees and camp scholarship funds). Adult volunteers provided support in the afternoons. The morning session ran as it had in the past with 16 campers attending this year (6 of which were with us for the full day), 13 adult volunteers, and 4-6 youth helpers.

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An evaluation of the program was done at the end of the week with the volunteers during our Friday pizza lunch, as well as afternoon check ins with our youth staff and volunteers. A paper and online survey went out to parents and volunteers which helped us figure out 2024 dates (August 6-10) and finalize plans for a theme and get our online registration up and running before the end of 2023. This will help our attendance grow.

The Youth Ministry Team helps support the youth programs by meeting with staff, planning and brainstorming activities, and participating with junior high gatherings so that two adults are present. There continues to be a goal of growing this group so our youth feel the support of the church, have more opportunities to build relationships with other adults which in turns helps them to grow in their faith, stay connected to church and has a better chance of returning to church into their college and young adult lives.

My continuing education event, N.E.A.U.C.E. (New England Association of United Church Educators) was in person this year! Alleluia! We were thrilled to finally see each other again in person for fellowship and renewal. It was a small turn out, but wonderful connections were made with colleagues across NE and beyond. I also met with the smaller state group - V.A.U.C.E. (Vermont Association of United Church Educators) monthly on Zoom.

Many thanks to the junior and senior high youth this year who continued to fill my cup, lift my spirits, passing along their energy from one gathering to the next. May you continue to participate and feel the Spirit move you on your journey. Next year will bring more changes as I transition (sometime in the fall) to very part-time work and continue to do the administrative pieces of this ministry that will allow the program staff more time to plan. Please join me in praying for the right person for our youth to come along and join the team. Thank you as well to all of you who continue to support the children and youth programs. Keep it up. Participate. Give feedback. Ask questions. Help the church stay vibrant in these ever-changing times.

Blessed to be in ministry with you,
Laurie Chipman

ANNUAL REPORT OF THE CHILDREN'S MINISTRY COORDINATOR - 2023

As of January 19, 2024, I have prepared curriculum for two Spiritual Friends and two Faith Formation Sundays. I am finding the Growing in Grace & Gratitude Multiage curriculum to be suitable for the PreK to 5th graders. I have created an outline to attach to my weekly e-mail to assist the volunteers to easily prepare for class, whether ahead of time during the week, or on Sunday morning.

On Sunday, January 21, 2024, Laurie and I reintroduced a song to the program room time. It's exciting to see the kids' interest in music, and we plan to continue this throughout the rest of the 2023-2024 program year.

I am getting to know the volunteers and children more each week we gather. On Sundays during Faith Formation and Spiritual Friends' time, I get a sense of the energy of the class by helping and observing. I am also asking for feedback from the volunteers, which is allowing me to better create a curriculum that's fun and meaningful.

I am excited to continue to grow and share my faith with the children's ministry community!

Elizabeth Miller, Children's Ministry Coordinator

ANNUAL REPORT OF THE DIGITAL MARKETING & COMMUNICATION SPECIALIST - 2023

My first day at FCCEJ was Monday, August 21st, 2023. My two main point people for assignments are Jen Kelly (Church Administrator) and Rev. Mark Mendes. I have met with Andrea Sharp and the Communications Committee to understand their duties and learn how to make changes to the website. I have also worked with Bethany Blake and Laurie Chipman to create content.

Most of my time thus far has been spent creating and publishing social content for FCCEJ's Facebook page, Facebook discussion group, and Instagram page. The Facebook and Instagram pages serve as public-facing sources of information on church events and membership. Content meant for the church community specifically, such as links to service livestreams and member updates, are posted in the discussion group.

One tool I have been using to promote upcoming events is "boosting" them, which allows us to pay for more people to see the promoted content on Instagram and Facebook. We boosted the first post for Craft Fest 2023. The boost lasted one week and ultimately reached 1,000 people, with 62 engagements (shares, reactions, saves, etc.) I will be boosting more events going forward to get the word out on FCCEJ happenings!

Andrea Hickey, Digital Marketing & Communication Specialist

ANNUAL REPORT OF THE MUSIC DIRECTOR - 2023

Music in 2023 continued to be “instrumental” in inspiring a connection with the divine during worship. Our concert series continues to welcome community members into our church through diverse, intergenerational programming. The music library adjacent to the organ loft was painted, and bookshelves were installed to update the music storage system. Electrical outlets in the loft and library were added or improved. After a long hiatus, choir robes were laundered and worn for special services. New mic stands were purchased for Finally @ First. Summer music featured youth instrumentalists, and those types of performance opportunities were extended into the fall season.

One of the highlights of this year was the Palm Sunday/Easter Sunday cantata. The Sanctuary choir put in extra hours to prepare this musical account of Christ’s Passion and Resurrection and grew as musicians throughout the process. Another highlight was the return of not one, but TWO of our musical groups: the Currier Bell Choir, under the direction of Amy Dandurand, and the Joyful Noise choir, under the direction of Mindy Bickford. The youth sang “Go Tell It on The Mountain” on pageant Sunday, and the bell ringers performed three selections at the 12/24 am service. We are working on having both groups continue in 2024 and are always seeking new members (no prior experience required).

The first “Drop-in Choir” day occurred on 11/5, providing an opportunity for parishioners to sing easier music with the Sanctuary Choir, without the weekly rehearsal commitment. The “Drop-in Choir” dates for 2024 are all on first Sundays, with a brief rehearsal at 9:30am just prior to the 10am service: 2/4, 4/7, 5/5, 10/6, and 11/3. All are welcome, including youth.

On December 30th a group of FCCEJ folks went caroling at Mansfield Place, Maple Ridge, and Williston Place, where several of our parishioners reside. The residents were thrilled to have us, and we sang for about seventy-five people total. We hope you can join us in 2024!

Many thanks to Rick Dooley and the musicians of Finally @ First, and to Bill Bickford and the Men at First. Additional thanks to Doug Olufsen for his assistance with recording midi and mp3 practice tracks for multiple songs. Finally, thanks to all of you for your enthusiastic participation in the music during worship!

Bethany Blake, Music Director

ANNUAL REPORT OF THE CHURCH ADMINISTRATOR - 2023

October 2023 was my second anniversary of working at FCCEJ. When I started, we were just barely emerging from the COVID bubble. People were starting to get more comfortable gathering together and in-person events and outside groups like Craft Fest, Wednesday Night Searchers, Scouts, and Blue Spruce Grange, all geared up again.

Now it’s safe to say that our sequestering/quarantine/isolation time is mostly behind us. Our facility is in use every day of the week. Scheduling and maintaining the Master Calendar takes quite a bit of my time and I do my best to stay on top of it and communicate the schedule through several different means.

2023 also was the year we said farewell to Rev. Josh. When he left, I took over scheduling the worship live-stream as well as the creation of the slides. I was very happy he left detailed instructions!

I continue to generate worship bulletins, weekly emails and monthly newsletters, as well as process and print checks. I upload our bulletins and newsletters to our website and provide the links on Facebook and via email. I keep our membership database updated, order supplies, and am the liaison for several of our contract vendors. I work with our leadership, committees, and members to provide information as requested and appreciate the grace they show me when I (occasionally) make a mistake.

This year saw a significant uptick in requests for assistance from the Essex community and beyond. I keep handy a list of organizations that can provide resources, based on the type of need, and now can also offer the bags of supplies/necessities that were assembled by our kids.

I take particular joy in working with our faith family and surrounding community. I am happy when I’m able to provide assistance to our groups and committees, as well as people that call the office or walk in from the street. I take the calls for Food Pantry delivery requests and relay them, and have gotten to know several of the people that call regularly. I feel blessed to be able to provide our community with a warm and loving connection to FCCEJ.

Jen Kelly

PRESIDENT & COUNCIL UPDATE - 2023

*"I am the church, you are the church, we are the church together.
All of God's people, all around the world, yes! We're the church together "*

Our January 2023 began with Pastor Josh Simon "fledging" to Emmanuel Church in Wisconsin. He had arrived at FCCEJ fresh out of seminary. It was a pleasure to watch his pastoral voice grow and learn with us. We wished him well in his new role as Senior pastor (and uncle!).

We also began 2023 with a vacancy in the west wing of our building. This space offers many possibilities for revenue, or for one of our important missions to grow. After several months of consideration and logistical planning, the Heavenly Food Pantry elected to not move into that space. We are continuing to consider options for a Wellness Center, or supporting a local nonprofit in need of space.

FCCEJ adopted a different model of staffing to help fill the various roles and duties of the Associate Pastor. Instead of hiring a new Associate Pastor, we elected to hire part-time staff people in dedicated roles. We welcomed Andrea Hickey as the new Digital Marketing and Communications Specialist, and Elizabeth Miller as the Children's Ministry Coordinator. These new employees bring a fresh set of perspective and skills to our staff and we are delighted to have them here joining our capable staff: Pastor Mark Mendes, CE Director Laurie Chipman, Music Director Bethany Blake, Church Administrator Jen Kelly and Custodian Kul Dahal. We also are grateful to have Rev. Ron Faux and Mary McHugh acting as visitation pastors.

Our committees continue to do great work in helping us grow, and serve our world, community, and each other. Dedicated committee members have worked this past year to create new programming, keep our building safe, care for our children, keep our books balanced, provide beautiful music, promote visiting and hospitality, care for our neighbors in need, usher us into church, and help us share our resources in time and talent. Each of these committee members, the church officers, and the many hands who serve in countless other ways is a volunteer. I can't begin to calculate the total hours of care and service that are so generously given to our church. **You make our lives together possible and are faith in action.**

For people who still may be feeling disconnected from church, or are looking to deepen your faith journey, I'd encourage you to dive in - attend an education program or Sermon Talk Back, sign up to be an Usher, sing at the Choir Drop-In Sunday, volunteer at the Craft Fest, Food Pantry, or Thrift Shop, help at Faith Formation, or any one of the countless opportunities. There are many ways you can be involved - from small to large. We want to help you find the right fit.

As my time as President wraps up, I'm truly humbled to have been in this role. It's been wonderful to work with and get to know so many people in this church. I'm particularly grateful to Judy Pomainville for the support, counsel, and good humor she has provided for the past two years. You will be in good hands under her guidance!

I'm very excited about the growing programs in the church for the next year including, among others, the Montana Mission Trip, the Racial Equity Series, and the Music Series. I'm grateful to the leaders who served before me, and the ones who will come after. The song quoted at the top this page lives in my head from a long-ago Sunday School class. Yes, we're the church - together.

Respectfully submitted,
Catherine F. Shearer, President

VOLUNTEER VISITATION PASTORS REPORTS 2023

For the year 2023 most of my visits were to FCCEJ members and to residents of Williston Place. They were at UVM Hospital or one of the following care facilities: Mansfield Place, Williston Place, Maple Ridge. Each of these facilities has five to seven members of FCCEJ. I visited Elder Wood about once a month, where one of our members has been for more than two years. Other facilities I visit are: Green Mountain (at old air base Ethan Alan), Ethan Alan Rehab (on North Avenue, Burlington), and Birchwood Rehab (Star Farm Road).

I had many visits with residents of Williston Place in their apartment and at several of the above-mentioned locations. I had a graveside service in Barre, and one visit at a rehab in Saint Albans.

I planned and conducted a worship service at Williston Place, planned and conducted three worship services at Mansfield Place and assisted Rev. Mendes in the other monthly worship services at that location.

Recently, Joan and I moved from Williston place to back to Essex Junction, thus I will be more available (good Lord willing and the creek don't rise). I am 86 now and have a few medical challenges that come with the age.

Please let me know if you would care for a short visit and a prayer. Both Pastor Mark and I enjoy visiting with you.

May God continue to guide, bless, and use you in the work you do!

Pastor Ron Faux

This past year I have enjoyed meeting and visiting with people in our church community. I have also been working with Sharon Dettenrieder to start Grief Support offerings.

I serve on the Deacons Committee, and occasionally assist in worship services, offering the pastoral prayer and reading scripture.

I look forward to continuing to connect with the FCCEJ community. If you would like a visit, please feel free to reach out.

Mary McHugh

HUMAN RESOURCES COMMITTEE YEAR END REPORT 2023

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 created new job descriptions to accommodate the new staffing plan which addresses some of duties previously carried by the associate pastor. We interviewed candidates for the two new roles and were pleased to welcome Andrea Hickey as Digital Marketing & Communications Specialist and Elizabeth Miller as Children's Ministry Coordinator.

HRC also evaluates the Senior pastor twice yearly, and hears reports of staff evaluations.

PASTORAL RELATIONS ANNUAL REPORT - 2023

Pastoral Relations Committee (PRC) consists of 5 regular members of the church, one of whom is the Vice President of Council. The VP will serve as Chair of PRC.

The PRC meets at the request of the Senior Pastor, the primary purpose being to support the needs and concerns of the Pastor. PRC should meet with the Pastor at least two times per year, additional meetings at the request of the Pastor. During the 2023 church year PRC met only one time.

In general, PRC meetings are closed to persons not on the Committee. Other individuals can be invited to the meeting in extraordinary circumstances.

PRC members are greatly appreciated for their insight and guidance.

Respectfully,

Judy Larrabee Pomainville

Vice President.

ANNUAL REPORT OF THE CHRISTIAN EDUCATION COMMITTEE - 2023

The Christian Education Committee continued to adapt in 2023 with its program offering and structure. The committee said thank you and farewell to several members and welcomed a fresh group to ensure our committee is vibrant and whole. Our committee was happy to have a return to the new normal in 2023, increasing our ability to keep children, youth, young adults, and families engaged.

Faith Formation utilized classroom space and remained flexible throughout the year; relocating as necessary to support other church initiatives. Faith Formation had varying attendance depending on the season and grouped as needed to keep the children engaged. The committee hosted a successful Pretzel Sunday. Faith Formation attendance grew to 16 on Pretzel Sunday, and everyone was happy to make and eat pretzels. The committee hosted a Lenten scavenger hunt again this year. Families moved from place to place and collected their prize in the Fellowship Hall. On Easter Sunday, CE was once again able to host a wonderful pancake breakfast that served 90 attendees. In June, the CE committee held the Ice Cream Social to wrap up the Faith Formation program year.

In summer, Vacation Bible Camp increased its offering to include a paid afternoon session to provide a full day option. The committee thought this might provide better access for working families. The traditional morning session ran by volunteers returned to the building and had 16 active participants. The committee utilized four paid youth to assist with the afternoon program. Thank you to the staff and many volunteers that made this program a success. Once again, the summer was bookended with two weekends of outdoor family fun at Vermont state parks including Button Bay and Branbury. 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 continues to review and update 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 young families attending in person, the CE committee operates the nursery with high school youth as paid staff. There are currently eight high school youth staffing the Nursery and there is room for more if anyone is interested. There is also a Nursery Support person (adult volunteer) who checks in with the youth and ensures that they have what they need. This continues to be a success and families of our youngest children appreciate the nursery being open and available.

To kick off the new program year, our committee was happy to host "Welcome Back Sunday." In the spirit of the rainy 2023, the choice was made to move the event inside, including the bouncy house which was set up in the gym. Despite the weather, it was a perfect fall day for families to enjoy hamburgers, hot dogs, fruit, chips, desserts, and bouncing! In late October, the Youth Groups set up the Fellowship Hall for the Halloween party, another activity that saw many families participate.

In December, the congregation enjoyed another intergenerational Christmas pageant. This was the second year adding adults to the cast along with the youth. Special thanks to Jenny Bourn for leading a great group of elementary kiddos to perform a riveting rendition of "Go Tell it on the Mountain" at second service on pageant Sunday. A great success!

Other Fellowship activities continuing to go strong are Sermon Talk Back, Searchers, Book Groups, Friday Coffee Clatter, and Bridge Group.

Lastly, a major initiative of the committee this year was to develop job duties and to recruit for new positions to support the Church's new staffing model. After much discussion and fine-tuning, job descriptions were submitted to HRC. After some time, the Church was lucky enough to recently bring on Elizabeth Miller to support CE as our new Children's Ministry Coordinator.

Thank you to all 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 time you give is greatly appreciated.

Respectfully submitted by Derek Lyman, Chair, on behalf of the Christian Education Committee; Terri Livak, Kevin McCullen, Jessica Moos, Erna Deutsch, Judy Roy, Terry Stein, Laurie Chipman, CE Director, and Senior Pastor, Mark Mendes.

ANNUAL REPORT OF THE DEACONS 2023

2023 was another busy but great year for the Deacons. We've continued to try and make worship a more inviting and interesting experience for all which has included special services, candle lighting to remember loved ones and using the single pulpit for some services. We've kept a close eye on the COVID front and luckily, we've been able to do Communion using both the passing of the bread and juice, and intinction options. We discuss the kind of Communion service each month and choose the method based on comfort level with each style. There have been multiple New Member Classes, and some great people have joined our congregation.

We continue to reach out to Church members via phone calls, visits and cards. We continue to evaluate the Sanctuary, discussing ways to use that space effectively and in the most welcoming manner that we can. We successfully filled the pulpit when Rev. Mark was on vacation, including a Sunday where our visiting person was ill – all the Deacons pulled together and the service was beautiful. We have encouraged our Deacons and congregants to share their Spiritual Journeys during worship – learning that others have had the same path to faith binds us closer together. We were excited to showcase our baking skills and provide many different forms of bread for World Communion Sunday and plan to do so again for 2024. We will continue to reach out to the congregation and other committees to improve our services during 2024. Your Deacons look forward to serving your spiritual needs in 2024.

Respectfully Submitted,
Judy McCullen, Co-Chair

USHERING COMMITTEE'S ANNUAL REPORT 2023

The Ushering Committee has the responsibility for seeing that there are people to greet and usher at our services, an important component to our strategic plan, which asks that we provide a welcoming presence in our church.

We are thankful for the many people who have signed up to cover serve during worship over the last year, for those who step in when ushering has been unable to find coverage, and for some recent volunteers who have not served yet.

Being an usher/greeter is a great chance to say hi to both the many friendly faces one recognizes and to new visitors. Even when we can't remember names right away, a friendly smile and hello count for a lot. The church also has name tags downstairs that members can wear to help out with this.

Despite how rewarding serving as an usher/greeter can be, the Ushering Committee is significantly struggling to fill the slots for many services. We continue to reach out to members by phone, e-mail and Sign-Up Genius (1). We are back to working on an internal list to track people at church who are willing to serve or have not been contacted, along with those who have covered recently so we do not call anyone too often. We will also be making more of an effort to connect with families attending on Family Worship Sundays to see if they are interested.

In 2023, the Ushering Committee had only 4 of the expected 6 members. Each of us is recruiting for 3 months instead of the usual 2. Given the difficulty of finding people to cover services, we have been mostly focused on recruiting ushers, and they now are effectively the greeters as well for most services. This has been reviewed with Council.

In closing, we thank Judy Allen who will complete her term on Ushering at the Annual Meeting. She has not just been contacting people to help, but also covering as usher at many services in the last years.

(1) One can get to the ushering link on Sign-Up Genius from near the bottom of the home page on our website: www.fccej.org. Instructions for Ushers/Greeters/Acolytes are linked from both the Sign-Up Genius page and a link in the brief Ushering section elsewhere on the web site.

Carl Wermer, for the Ushering Committee.

ANNUAL REPORT OF THE MUSIC COMMITTEE - 2023

“Make a joyful noise unto the Lord”

Psalm 100

2023 was one of the busiest and most productive year for the committee. Our goals for this year were:

- Tune and maintain our instruments. We will be having our organ cleaned in 2024.
- Revive our Bell Choir. How wonderful to hear them “ring out” this past Christmas. Thank you to Bethany and our Bell members for getting this going!
- Revive Heavenly Harmony women’s chorus. Under the direction of Bethany Blake, the ladies are back!
- We heard our sweet Youth Chorus sing this Christmas and hope to continue into 2024.
- We purchased 2 pieces of Black Lives Matter music and the Sanctuary Choir will be performing these pieces in 2024.
- We continued to support the concert series.
- We introduced the “Drop In” choir and from that event we gained new members to the choir and hope to carry over into 2024.

We are blessed to have wonderful musicians leading our groups as well as our faithful parishioners and clergy that continue to support the church's music ministry. Special thanks to Bethany Blake - Music Director, Ed Guild, who watches over our organ, Rick Dooley- Finally at First Praise Band leader, and FF@F members, Bill Bickford - Men at First leader and the ever faithful Sanctuary Choir.

If you would like to join our musical groups please contact Bethany Blake – Music Director.

Respectfully submitted,
Denise Keating-Music Chair

ANNUAL REPORT OF THE HOSPITALITY COMMITTEE - 2023

As we close out 2023, we are again so encouraged by how our FCCEJ Hospitality Committee has spent this year maintaining safe and meaningful Fellowship activity. We spent 2023 experiencing our new normal with the recognition that safety and health are paramount. We were gratefully able to offer fellowship in the form of Coffee Hour on almost all Sundays and also were able to minister to more families with funeral receptions. As we move into 2024 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 reach out to any one of our committee members.

Our committee would like to thank all the FCCEJ members for the beautiful and functional updates & renovations to the main kitchen. This year we have experienced the space much more user friendly and have been able utilize it more fully and efficiently! Also a huge thank you to our committee members, Sue Conti, Jim Glatz, Beth Poratti, Cindy Longwell, 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 Jim as he moves on from our committee after two amazing three year commitments. He has been an integral member for many years and we will miss him greatly!

Respectfully submitted by Jen Dooley, Chair, Hospitality Committee

CAPITAL CAMPAIGN REPORT - 2023

We did it! On April 16, 2023, we celebrated the successful completion of the *Our Home, Our Future, Our Time* Capital Campaign. The Campaign raised more than \$1.15 million dollars – far exceeding our base goal of \$822,000 and even surpassing our \$1.09 million stretch goal! A complete financial report of campaign revenue and expenses, including a list of expenses by project, is provided in this annual report. The final project of the campaign – the structural work and flooring in Fellowship Hall – was completed in February 2023 (see Trustee report for details).

We want to thank the congregation one last time 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. Our hope was that this campaign would preserve and restore our facility, make our church more accessible and welcoming, and prepare us to expand our ministries in new ways. We look forward to seeing the ongoing impact of our investment, and we pray that **Our Home** continues to provide a warm, welcoming and caring community for you and your loved ones.

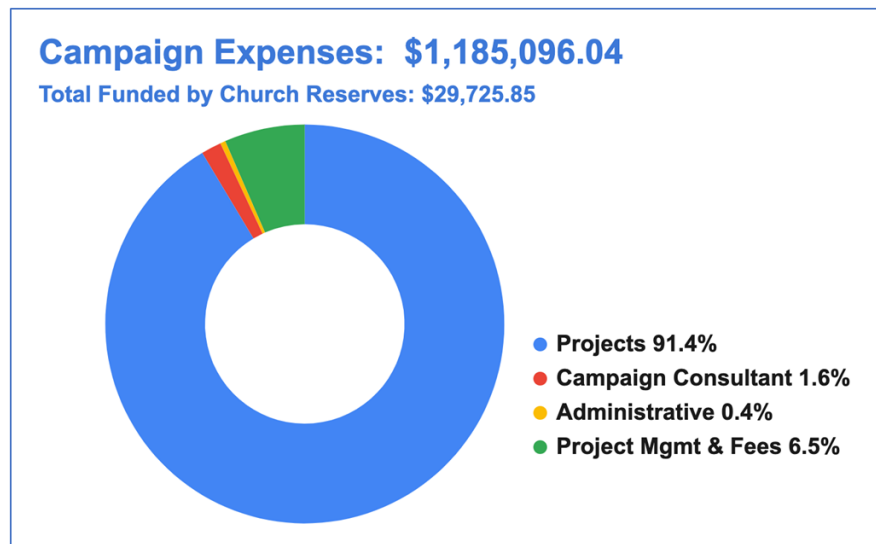
Respectfully Submitted,

Kaki McGeary and Dave Johnson, Co-Chairs

2018 – 2023 CAMPAIGN FINANCIAL REPORT (as of 4.11.23*)

**Minor pledge revenue and expense after this date not reflected.*

Our Home, Our Future, Our Time



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. This year, we had the unexpected expense of significant renovations and repairs to the parsonage to get it ready for rental. We welcomed a new refugee family as our tenant at the beginning of April. We had several repair bills from 2022 that were not paid until 2023, so we were over budget on maintenance for this year.

We have also been working to respond to the sudden departure of our daycare tenant at the end of 2022. We worked with architects to develop plans for making former daycare space accessible and to get possible floorplan concepts. We worked with Food Pantry representatives to determine if the space would be adequate for their operations, and we met with contractors to get ballpark quotes so that we could develop a renovation budget.

The other major project of 2023 was the completion of structural work and flooring in Fellowship Hall... the final project of the Our Home, Our Future, Our Time Capital Campaign! A structural engineer advised that structural work was needed to increase the live load capacity of our floor, which was far below modern building codes. We then installed a new subfloor and durable wood-look vinyl plank surface, and we gave the room a facelift with a fresh coat of paint. All remaining capital campaign funds were used to pay for this project, along with a generous grant from the Hoehl Family Foundation for \$22,500, and some funding from general church reserves, as approved by Council.

2023 Key Infrastructure & Maintenance Projects:

- Fellowship Hall structural work & flooring (last Capital Campaign project - see above)
- Parsonage renovations and repairs, including electrical work, water tank replacement, safety railing on 2nd floor, additional insulation, fire safety updates, fence gate repair, gutter repairs & bathroom renovation and painting
- Added boiler low-water cut-off and alarm that is tied into the existing alarm system (important risk-management and safety measure)
- Cleaning and junk removal in former daycare space, playground and barn
- Installed fire-rated glass windows for stairwell doors in admin wing
- Sanctuary ceiling fans replaced
- Major elevator piston repair identified; work planned for early 2023
- Solicited competitive bids for snow removal; council approved fixed-price contract with the low bidder, SD Landscapes (previous/current vendor). Fixed-price contract provides certainty around expenses with the benefit of keeping clear emergency egress lanes, maintaining parking spaces, and not damaging the lawn.
- Continued lawn fertilization and weed control program, including fall aeration by Dan Petherbridge, to help lawns withstand heavy use by all our ministries.
- Slate roof inspection and repairs
- Purchased new LED tube bulbs for phased retrofit of all overhead lights (good rebate; current fluorescent tubes will not be sold anymore)
- Completed required annual inspections and maintenance for boiler, elevator, lift, alarm systems, fire extinguishers and kitchen fire suppression system.
- Routine maintenance and minor repairs for main church, Parsonage and Sawyer House
- Completed lead inspections for all rental properties (state requirement)

Continued on next page...

None of these projects could have been accomplished without a fantastic group of volunteers and staff. Our Trustees spend countless hours overseeing contractors and doing many projects themselves, 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, Dennis Conti, John Burnett, Art Winslow and Phil Bourn. Thank you Barb Smith, Sue Conti, Donna Burnett and Mary Winslow for helping too! Special thanks to Ed Guild for continuing to look after our heating systems. Special thanks to Mike Bottamini for helping maintain our lawn and gardens, to Dan Petherbridge for doing fall aeration, and to everyone who helped spruce up the landscaping in the spring and fall.

As we look to the future, we know the church will incur several big expenses, including the renovation of the former daycare space, replacement of a water line in the basement, resealing the parking lot, and eventual replacement of siding on the parsonage and barn, to name a few. Council determined that the daycare space renovations will be paid for by any surplus funds from 2022. For our long-term sustainability, we believe it is important for the church to set aside some funds from the annual operating budget every year for the Capital Fund, a restricted fund to cover other large, often unexpected, capital expenses.

Respectfully submitted,
Kaki McGeary, Trustee Committee Chair

ANNUAL REPORT OF THE PLANNED GIVING COMMITTEE 2023

The Planned Giving Committee launched a new Planned Giving Plan early in 2023 in order to educate members and friends of FCCEJ regarding the opportunities and long-term benefits of planned giving. Components of the plan implemented in 2023 included a mailing to the church family about the new plan, an updated website, a Wills Clinic/Estate Planning seminar held in May, and newsletter articles about the benefits of planned giving.

Church members were also given the opportunity to notify FCCEJ about their commitment to include FCCEJ in their will or estate plan.

Those who did so are now charter members of the Legacy Circle and include the following:

- Ann Grey
- Cathie Goodheart
- Beth Volker
- Marie & David Johnson

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. To notify the church, please complete the Letter of Intent for Planned Gift available on the FCCEJ website under Fund Raising/Planned Giving.

Respectfully submitted,
Dave Johnson, Chair
Planned Giving Committee

ANNUAL REPORT OF THE MISSIONS COMMITTEE 2023

On behalf of the Missions Committee, it is a pleasure to submit this 2023 annual report. Certainly, 2023 has been an incredible year for our committee. As the year ends, we wish to highlight all that was accomplished this year and to thank all of you who provided your generous support.

The year began with the addition of 4 new and enthusiastic members to our group. After revising our Orientation Book for guidance, we proceeded to identify with each committee member the agencies and activities which they were interested in connecting with in 2023. It has been rewarding to see each member explore many diverse outreach opportunities that exist locally, statewide, nationally, and internationally.

Additionally, we have had the support and expertise of many past committee members, church members, and staff who have embraced our vision. Our financial report is an impressive summary of the wide and diverse group of individuals, families, and organizations we have supported financially. These groups were selected because they have demonstrated their resilience in meeting the challenges of homelessness, food insecurity, trauma, environmental disasters, devastating conflicts, etc. Our connections with them also resulted in FCCEJ providing countless hours of volunteer service to them whenever possible. All these collaborations have resulted in the committee providing ongoing information and education to our church family through such events as Missions Sunday and the monthly church newsletters. This has led to opportunities for the participation in outreach by the entire church community.

Our final financial report summarizes the 2023 list of Missions/Outreach donations. Our sincere thanks to the church for their yearly budget funding. We also received many individual donations, and of course there were many successful fundraisers. This would not have been possible with the dedication of the committee members, our staff members, volunteers, and your generosity. We look forward to continuing this mission with you in 2024.

Respectfully submitted,
Ann Marie Sullivan

MONTANA SERVICE PROJECT—2023

In June of 2024, FCCEJ will send an intergenerational service team to the Blackfoot Reservation in Montana to work on projects identified by the Blackfoot community. The Blackfeet Reservation is in northwestern Montana along the eastern slopes of the Rocky Mountains and is bordered on the north by Canada and on the west by Glacier National Park.

We are partnering with Global Volunteers who coordinate service trips both nationally and internationally, attending to many of the on-site details. Global Volunteers works only with communities where they have been invited and work with local leaders to identify areas where the community would like assistance.

This service project trip is funded from three sources – individual team members, FCCEJ, and team fundraising. Our team hopes to see you on March 9, 2024 for our seventh annual Cabin Fever Calcutta that will be resuming after a three-year hiatus. Proceeds from this event support our service trips.

Our intergenerational team of seventeen is looking forward to the opportunity to learn about the Blackfeet Tribe and to work on a service project there. Our team members are: Ashley, Lisa and Mark Clark; Bill Coddington; Sharon Dettenrieder; Christine, Dave, Sam and Mae Dewey; Catherine Lapierre; Mark Mendes; Gretchen and Isabelle Owens; and Heather, Terry, Addie and Tristan Stein.

We are most appreciative of the support of church members, the Missions Committee, and Church Council for their support of this intergenerational service trip.

Respectfully submitted,
Sharon D. Dettenrieder & Lisa Clark
Montana Service Project Team Leaders

TREASURERS REPORT – MISSIONS COMMITTEE - 2023

December 31, 2023

	Budget	Balance
Operating Fund	\$3,000.00	\$0.00
Balance Fund		
Investments		
CD-Missions		\$7,952.81
Restricted		
Missions Reserve		\$1,183.05
Jamaica Mission		\$52,745.49
Outdoor Ministries		
For FCCEJ Outdoor Ministries	\$500.00 <\$500.00>	\$0.00

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

	Feb	Outdoor Ministry Program		
	Mar	One Great Hour of Sharing		\$395.30
	Jun	Strengthen the Church		\$580.00
	Sept	Seminary Offering		\$595.00
	Oct	Neighbors in Need		\$730.00
	Nov	Heavenly Food Pantry		
	Dec	Christmas Fund Offering		\$802.00
April		Refugee Resettlement		\$250.00
		Call to Care Baskets		\$240.38
		350 Vermont directly to David Feurizig		\$1,350.00
		350 Vermont from checks through FCCEJ		\$120.00
		Ukraine Bread		\$1,065.00
June		VT Pride		\$185.00
		COTS		\$1,000.00
		CHIPS		\$535.00
		* Music Committee		\$50.00
		Outlay for Montana Trip		\$5,950.00
		Project Hope VT UCC		\$5,000.00
		Concert for EDD Adaptive Sports		\$85.50
		Missions for EDD		\$414.50
		Refugee Resettlement – Bake Sale		\$500.00
		Rev Arnold Thomas – honorarium		\$250.00
		Community Justice		\$1,000.00
		Cemetery Association		\$500.00
		Spectrum for Silent auction – car detailing		\$250.00
		Barton United Church		\$675.00
		COTS		\$569.00
		Quilt for Ukraine		\$350.00
		VIA		\$1,000.00
				\$24,441.68

**We voted to help fund the purchase of 2 BLM musical songs at the request of Bethany Blake. The check request has not been received as yet per Dan and so has not been taken from Operating budget as yet.*

COMMUNICATIONS COMMITTEE ANNUAL REPORT 2023

The biggest news in 2023 for the Communications Committee was the creation of a new part-time position for a Digital Marketing & Communications Specialist. Andrea Hickey was hired in August and has been doing a fantastic job of posting to Facebook and Instagram to highlight all of the great things that we have going on at First Church. From the reels for the Stewardship campaign, to highlighting the various artists for the Craft Fest, to giving information about the Christmas Eve services, and so much more, she has been getting the word out and engaging a lot of people both within the church community as well as the larger community.

The website (fccej.org) was continually updated throughout the year with some of the major updates being:

- Updating the "Work with Us" with information for the Digital Marketing & Communications Specialist and Children's Ministry Coordinator positions that were created in 2023.
- Updating the Vacation Bible Camp pages and registration form including information about the addition of the afternoon session.
- Creating Posts for each of the Music Series concerts.
- Updating the Staff page to include Andrea Hickey as Digital Marketing & Communications Specialist.
- Creating Pages with the details of the church offerings for Lent and Advent.

The Communications Committee also

- Worked with the Human Resources Committee to draft the job description for the Digital Marketing & Communications Specialist role
- Participated in interviews for the Digital Marketing & Communications Specialist role
- Drafted responsibilities for technical support for church tech devices (network, pc's, etc.) with a goal to "hire" a company to provide those services as needed

Respectively submitted by the Communications Committee:

Andrea Sharp, Francis Gravel, Geoff Brown, Hannah Tracy

ANNUAL REPORT OF THE HEAVENLY CENTS THRIFT SHOP - 2023

“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 another 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 we continue to receive donations of quality items. We find the “free” and “by donation” days at the end of each season very successful. Volunteers continue to explore new 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 currently have a source for denim jeans. OuterKnown, a recycling, reuse fabric business in St. Albans, accepts denim to recreate a variety of items. In the Spring, were able to brighten the shop with new lighting. We still have plans for a porch/entryway uplift. In March we purchased window shades for the Fellowship Hall. In November we decided to open the shop the first Sunday of the month for Church members who attend the joint service to shop or drop off donations. Also, we were able to donate needed items to the family living in the Parsonage.

Due to our loyal and new customer base, generous community donations, and the many hours volunteers provide to keep our shop, neat, clean and organized, we were able to support the following local organizations with \$1,000 each in November 2023: Age Well Meals on Wheels, Steps to End Domestic Violence, JUMP, Katie Currier Fund at VSAC, COTS, Essex CHIPS, Outright Vermont, Pathways Vermont, The Essex Community Justice Center, SPECTRUM, VIEW (Voices for Inclusion Essex Westford). We contributed \$1,000 to the FCCEJ Montana Service Trip and \$500 to the FCCEJ Giving Tree as well as \$500 to the City of Essex Junction Recreation and Parks Giving Tree. Wreaths were purchased for the pastor and the front doors of our church. In the summer we gave \$1,000 each to the VT Community Fund and World Central Kitchen for flood relief. When there was a need, \$1,000 each was given to JUMP and Essex Community Justice Center. In total over \$17,000 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 our team at the shop in 2024 to help “Make Connections and Nurture Hope” in our community.

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

HEAVENLY CENTS THRIFT SHOP 2023 FINANCES

Cash Balance (January 1, 2023)	\$13645.00
INCOME	
Sales.....	\$30605.00
Total Cash Available.....	\$44250.00
EXPENSES	
Contribution to Church.....	\$6,420.00
Electricity	\$361.00
Telephone	\$463.00
Philanthropic Donations.....	\$18647.00
Holiday Wreaths.....	\$90.00
Miscellaneous (Bank Fees & Supplies).....	\$418.00
Total Expenses	\$21,425.00
Shop Upgrade	\$1251.00
Cash Balance (December 31, 2022).....	\$16,600.00

ANNUAL REPORT OF THE HEAVENLY FOOD PANTRY 2023

2023 proved to be a very busy year for the Food Pantry. The year began with planned construction to the floor of the Fellowship Hall, requiring the pantry to revert to the drive through method for the second food distribution of the year. Since the volunteers had a wealth of experience with this method of feeding the community, there was minimal disruption. Prepacked bags were given to 39 families as they drove into the parking lot.

At the same time, the Food Pantry Committee began to think about preparations for the 25th anniversary, to be celebrated in October. Discussions around promotion for the event, to be held during the Sunday worship services as well as at the pantry's food distribution, began to take shape. Reusable bags were printed for promotion and began to be distributed with the anniversary recognition in October. FCCEJ celebrated the 25th anniversary with Pantry Committee members speaking of their experience and vision of Heavenly Food Pantry. A slide show highlighted the many notable events in the life of the group.

Families visiting the Food Pantry are now encouraged to bring reusable bags, helping the environment, as well as the Food Pantry budget. There has been a noticeable increase in families bringing their own bags for their food.

The committee discussed the moving to the former daycare space, which was vacated in late 2022, as a possible permanent location for the Food Pantry. Initial thoughts were that concerns about the cost of construction and space limitations made the idea less attractive; however, the Space Committee, a committee appointed by Church Council, researched possible uses for the space and suggested that the Food Pantry may be the best fit. The Food Pantry Committee then spent the next several months, with the assistance of Kaki McGeary and the Trustees, looking deeper into the space and getting plans made for a possible layout including a ramp to enable the space to be ADA compliant. A budget for the move was generated, and, with assistance from Kaki McGeary, an application for a grant from the Vermont Food Bank was submitted, which was unfortunately denied. Research into the ergonomic safety of a 20-foot ramp was conducted. Concerns over the reduction in space, safety of the ramp to volunteers, flow of families through the Food Pantry, as well as the cost to renovate the space and provide furnishings were expressed. Discussion with Church leadership around financing the construction with a community appeal began, and after several special meetings with various people involved in the construction process, the Food Pantry Committee voted in November to respectfully decline the offer of the space and continue operations in its current location. The Food Pantry Committee appreciates the time and effort by everyone involved in this discussion.

Looking at the financial position of the Food Pantry, it became clear that continuing the monthly distribution of \$25 Hannaford cards to families was putting a drain on the reserves, and it was decided to "put a pause" on this practice beginning in July. During the pandemic, food from the Vermont Food Bank was available free of charge, but in 2023, they began charging again, using resources that had been given to the Hannaford card program. While the families accessing the Food Pantry really appreciated the ability to use these cards to purchase items not available at our food distribution, it was obvious that the cards couldn't continue to be given out without jeopardizing our economic health. Response to this change from the families visiting the pantries was quite positive, with appreciation being given for the program.

Volume seen at the Food Pantry increased this year. 2022 saw 65-75 families per month, with the numbers jumping to 85-95 families for several months in 2023. The number of families coming to the Food Pantry increased by over 7% in 2023, with the number of individuals represented by these families increasing by over 24%. The Food Pantry now sees several families of 6 or more members on a regular basis. Several families are visiting twice a month, showing that food insecurity in our community is a real concern. The Food Pantry distributed more almost 80,000 pounds of food and non-food items in 2023!

Continued on next page...

Once again, volunteers play an crucial role in providing this service to our community. Val Gabert, who is responsible for ordering food from the Vermont Food Bank as well as organizing food donations, has a reliable crew appear each Monday morning to sort, date, and stock. Others pick up donated food from stores in the area. Volunteers sign up by email each month to attend the Food Pantry distribution days, and serve as greeters, registrars, shoppers, delivery drivers, and personal food porters, carrying food to cars for families. Anyone with a desire to make a difference is encouraged to contact the church office to get involved.

As always, the Heavenly Food Pantry is thankful to all who contribute to its continued operations. We would like to especially thank all the businesses and organizations which provide food, financial and volunteer support, such as Rotary, Lions Club, Boy Scouts, area schools, Freihofer Bakery Outlet, Hannaford, and Costco. The Food Pantry gives thanks for all the food and financial donations from FCCEJ and community members that keep the shelves full for our families. A great deal of gratitude also goes to all the individuals who put in their time and effort to ensure that our neighbors who need food assistance have a reliable place to go where they are treated with the utmost respect.

Respectfully Submitted,

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

HEAVENLY FOOD PANTRY 2024 BUDGET

Receipts

Contributions & Bequests Received..... \$20,750.00

Disbursements

Contribution to FCCEJ Operating Budget..... \$2600.00

Equipment & Supply Purchases..... \$5,000.00

Equipment Repair & Maintenance-Freezers\$750.00

Operations Items\$750.00

Pantry Items (Food)\$9500.00

Pantry Items (Personal Hygiene).....\$3,000.00

Vermont Food Bank.....\$3,600.00

Total Disbursements \$25,200.00

Net Receipts (Disbursements)..... (\$4,450.00)

ANNUAL REPORT OF THE NOMINATIONS COMMITTEE - 2023

Many thanks to all who have agreed to serve on a committee and to those whose terms are expiring—the work it takes to keep our church thriving for its members and the larger community requires the efforts of many people. Looking ahead, we plan to revise our process and consider new ways to involve more of our members and friends. Our work for 2024 is not complete, though, so we will continue to seek volunteers to fill the remaining open positions on three committees during the first few weeks of the new year. Please send a note or call one of us on Nominating if you feel called to serve.

Respectfully submitted,
Lauren Starkey

Church Officers for 2024

President- Judy Pomainville	Assistant Finance Secretary – Linda Bogardus
Vice President – Terry Stein	Assistant Finance Secretary – Open
Clerk – Brenda Dawson	Treasurer – Dan Petherbridge
Assistant Clerk – Alison Wermer	Assistant Treasurer – Matt Clark
Finance Secretary – Ann Gray	Internal Auditors – Betsy Weischedel, Alan Kinney

Committees for 2024

Christian Education (8-12)

Name	Date
Jessica Moos	2025
Kevin McCullen	2025
Terry Livak	2025
Derek Lyman	2026
Judy Roy	2024
Myrna Doney	2024
Open Position (3—including Chair)	

Communications (4)

Name	Date
Francis Gravel	2026
Geoff Brown	2025
Hannah Tracy	2025
Amy McIntyre	2027
Jonah Moos	2027

Deacons (12)

Name	Date
Alison Wermer - C	2025
Judy McCullen - C	2026
Bob Driver	2025
Maureen McKenzie	2026
Donna Burnett	2025
Betty Busciglio	2024
Rusty Sargent	2025
Gary Hartman	2024
Mary McHugh	2024
Allison VanSteensburg	2024
Jim Glatz	2027
Andrea Sharp	2027

Hospitality

Name	Date
Jen Dooley - C	2024
Sue Conti	2025
Cindy Longwell	2025
Beth Porratti	2026
Jill White	2024
Becky Beerwald	2027

Missions (8-12)

Name	Date
Marie Benway	2025
Sharon Dettenrieder	2025
Gail Cromie	2025
Paula Sargent	2025
Monica John	2026
Mary Winslow	2026
Jane Schneider	2024
Marty Hopkins	2024
Ann Marie Sullivan - C	2024
Linda Bogardus	2027
John Boyd	2027
Lori Gianuzzi	2027

Music (6)

Name	Date
Laura Cunningham-Firkey	2025
Amanda Palmer	2025
Mindy Bickford - C	2026
Joanne Irwin - C	2024
Ed Owens	2024
Whitney Noel	2027

Nominations (6)

Name	Date
Lauren Starkey - C	2024
Elaine Raymond	2025
Mary Ann Warren	2026
Janne Giles	2026
Sandy Tallman	2024

Planned Giving (6)

Name	Date
Stewardship Chair	N/A
Treasurer	N/A
Finance Chair	N/A
Matt McGeary	2025
Darryl Koch	2024
Dave Johnson	2026

Pastoral Relations (5)

Name	Date
Terry Stein (VP) - C	2026
Carolyn Rushford	2025
Myrna Doney	2025
Brenda Dawson	2024
Riley Elliot	2027

Stewardship (6)

Name	Date
Kathryn Brennan - C	2026
Heather Stein	2025
Emily Guziak	2025
Alex John	2026
Beth Volker	2024
Beth Warren	2024

Trustees (6)

Name	Date
Kaki McGeary - C	2027
Frank Smith	2025
John Burnett	2026
Dennis Conti	2024
Phil Bourn	2025
Open Position (1)	

Ushering (6)

Name	Date
Carl Wermer	2025
Aimee Koch	2024
Justin King	2026
Melisa Gibson-King	2026
Open Position (2—including Chair)	

Vermont Conference Delegates

Name	Date
Laurie Chipman	
Open Position (4)	

Church Association Delegates

Name	Date
Open Position (2)	

*() number allowed by the bylaws
C – current chair*

ANNUAL REPORT OF THE STEWARDSHIP COMMITTEE - 2023

This year the Stewardship Committee consisted of six members: Kathryn Brennan (chair), Emily Guziak, Alex John, Heather Stein, Beth Volker (scribe), and Beth Warren. We were strongly supported by Dan Petherbridge (Treasurer), Ann Gray (Financial Secretary), and Mark Mendes (Senior Pastor).

The music concert series, Community Concerts @ First, continued to flourish with five terrific concerts in 2023! Alex John, Gretchen and Ed Owens, Joanne Irwin, and Eric Lindholm formed the music concert series committee this year. Several volunteers also provided help with additional facets of the concerts. We welcomed guitarist Paul Asbell, pianist David Feurzeig, singer and songwriter Jon Gailmor, our own Bethany Blake on organ and harpsicord, and the Cantiamo Choral Ensemble for the 2023 concerts. The church received \$1283 and \$1265 was donated to Essex CHIPS afterschool programs, 350Vermont, EDD Adaptive Sports, Committee on Temporary Shelter (COTS), and Vermont Flood Relief. There will be four concerts in 2024.

The theme for our fall Stewardship campaign was "Gratitude. So Many Ways to Give." 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 Ann Gray to narrow the list of people who pledged last year but did not submit pledges for 2024. Beth Warren and Beth Volker spearheaded a marketing campaign which included videos, committee visits, updates using thermometer and balloons, testimonials, a banner and fliers, and updates to the website. We relied on additional support from Jen Kelly, Andrea Hickey, and Andrea Sharp.

We once again used drama as a lighthearted way to encourage folks to pledge with Emily Guziak's original skit "*Fintech at First*." Emily recruited the actors (Bill and Mindy Bickford, Pete Schmalz, Jen Kelly, Heather and Addie Stein), and directed the skit. Everyone involved had a good time and the audience loved it!

In our non-pledge drive months, we wrote newsletter articles about larger Stewardship topics, including how to practice Stewardship of the earth in our church home, the history of Stewardship campaigns over the years, and interviews with folks making a difference here at FCCEJ.

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/2023	Current year/2024
Number of pledging units:	157	157
Total amount pledged:	\$317,289	\$333,753

- 63 people increased their pledge this year - THANK YOU!
- 26 decreased or ceased to pledge [some due to death]
- 8 Pledges from last year are still outstanding, if they pledge the same as last year this will total an additional \$8,700.

Thanks to everyone who not only kept up paying their pledge in 2023, but also continued to pledge in 2024. Our church will continue to thrive with your generosity.

Respectfully Submitted,
Kathryn Brennan, Stewardship Chair

FINANCE COMMITTEE REPORT - 2023

What an incredible year for FCCEJ! We started the year by approving a deficit budget at Annual Meeting. The Capital Campaign exceeded its budget due to unforeseen structural issues in the church. And now, at year end, we have a small surplus. This is a great testament to the generosity of our membership and other contributors.

Our church building is busy every day of the week. Many community groups meet, our committees meet, choirs practice, Food Pantry opens regularly, Heavenly Cents Thrift Store opens regularly; this is an active church! We have a concert series that is successful. So many activities support our church that are not mentioned here. We are so blessed.

The budget for 2024 is a balanced budget. Every Committee considered priorities for 2024, and 2025. The proposed budget stands balanced at \$473,539.00. Every Committee is encouraged to consider future needs and plan for the future.

The Stewardship Committee has dedicated humor, time, and effort to the pledge drive this year. They have been very successful and pledges have continued to come in through December. Pledges are very helpful when planning a budget for the upcoming year. If we know the pledged amount, the budget projections are not as random and subject to change. So, thank you all who pledge. The loose offering was generous for 2023, helping to offset some of the expenses.

We added two staff this year; one 10 hour per week for Communications, one 10 hour per week for Christian Education. Their enthusiasm and ideas are welcome!

We are fortunate to have a dedicated Treasurer and Assistant Treasurer. Their knowledge of the church finances and years of experience with unexpected expenses, assist us through the difficult financial times. The Financial Secretary and Assistant Financial Secretary carefully track and deposit monies coming to the church. So, thank you to all of these individuals volunteering time and expertise.

Endowment

Our Endowment Fund has varied over the past few years as the market rose and fell. We elected not to take a distribution to allow the value to build. We will wait to determine if a distribution will be taken this year. Note the 2023 value was calculated November 28. December is not yet available. The market values for the past few years for Endowment Fund:

12/21/2021 \$732,008.04
12/31/2022 \$599,717.33
1/31/2023 \$639,792.24
11/28/2023 \$636,000.00

Memorial Fund

Thank you to all who made gifts to honor the memory of a loved one. The year end Memorial Fund balance is \$8649.43. During the fiscal year 2023 the Memorial Fund gifts allowed the following improvements:

\$6341.00-Approved for Tech/AV
 \$2349.21-Cameras for the balcony, Tech/Av, February 2023
 \$600.00 – Outlets for Tech/Av in the choir loft, February 2023
\$4000.00 – Restricted Fund for Organ cleaning, approved April 2023
\$1000.00 – Deacons to purchase Communion Intinction set, approved September 2023

The surplus for the year has been designated to fund part of the West Wing (former daycare space) improvements and renovation.

Thank you to all contributors to the finances of this church. We are so blessed.

Miracles happen everyday, change your perception of what a miracle is and you'll see them all around you.

Jon Bon Jovi

Respectfully,

Judy Larrabee Pomainville, Vice President

Dan Petherbridge, Treasurer

Matt Clark, Assistant Treasurer

SCOUTS BSA TROOP 624 - 2023 YEAR IN REVIEW

Scouts BSA Troop 624 had an amazing year. Some of the 2023 highlights include gaining a scout who is doing great and getting a lot out of the scouting program. Additionally, troop members participated in many community service projects again this year. Some of those projects include Spring conservation at Indian Brook Reservoir. Pumpkin carving at Essex Parks and Rec, as well as participating for the 2nd year in the Haunted "Tent or Treat" in the park. Troop members staffed the council recruitment tent at the Champlain Valley Fair for a 2nd year.

A contingent led by our troop, including scouts from several other area troops, had a wonderful experience at Sea Base in Florida Keys. Our time there was filled with fishing, snorkeling, exploring, educational opportunities, camping, sea kayaking, and lots of fellowship. Our large dining fly continues to be used by the troop, pack, and the church for outdoor events such as the yard sale.

Troop 624 attended Mount Norris Resident Camp this past summer and again shared a site with troop 778 out of Bradford. We have two youths that are working hard to finish their Eagle Scout rank requirements and projects in the coming year. Youth members continue to take on leadership roles and have helped the troop grow. Looking ahead to 2024 the troop plans to expand its membership and continue providing a program that youth can learn leadership and life skills.

Respectfully Submitted,

Clint Kilpatrick, Scoutmaster Troop 624

CUB SCOUT PACK 630 - 2023 YEAR IN REVIEW

Summary: Pack 630 had a great year!

Membership - By the end of 2023 membership has rebounded after the COVID years, which were a struggle. There are several new, younger kids and families joining, with a total of 28 Cub Scouts registered with the Pack now. New leadership has also been found to support the Dens and they are taking turns working on Pack meetings until a new Cub Scoutmaster volunteers. We hope to work on retention of Cub Scout to cross over to the Scouts BSA Troop 624 and the new Troop for girls in the area in the coming years.

- Lion Den (kindergarten) – 6
- Tiger Den (1st grade) – 6
- Wolf Den (2nd grade) – 10
- Bear Den (3rd grade) – 6

Cub Scouting Fun - Each Pack meeting focuses on one principle of the Scout Law to help teach more about being brave, thrifty, loyal, kind, cheerful, etc. Pack and Den meetings are held on Thursday evenings at FCCEJ and we appreciate the space provided to the Pack. The Pack had a Raingutter Regatta in the Spring during a pack meeting where they raced little catamarans that they created with paper sails using their own wind power. In June, the Rank Advancement ceremony had the Cub Scouts getting awarded their new ranks and the adventures that they earned. The traditional Halloween Pack meeting was amazing with a cider press and decorating mini-pumpkins. The Holiday party had the Cub Scouts decorating their parents and the kids were in high spirits!

Community Service and Outreach - During 2023, the Pack did community service, including partnering with the Lions Club for the "Food from the Heart" event collecting food for the Heavenly Pantry at Kinney Drug in February. In May, the Pack supported the Essex Junction Little League opening ceremony with a Color Guard. This is a great synergy amongst these youth programs and exposure for the Pack to other kids. The Pack also participated in the Essex Junction Memorial Day Parade and provided a Color Guard at Summit Street School before Memorial Day as they remembered those who gave all.

Outdoors - Opportunities to get out and explore the great outdoors included a hike at Mills Riverside Park in May and the year-end Cookout at Maple Street Park in June. There was strong participation by the Pack in the Green Mountain Council's Three Rivers District Day Camp - which was a theme of "Off to the Races" at the Champlain Valley Expo Center at the end of June.

Fundraising - The Pack has a solid budget plan and resources to support our activities. We appreciated the community's support for their Popcorn Sales during September-October 2023 as the proceeds support these many activities.

We thank our Charter Organization, our Leaders, our Parent Volunteers, and most of all our Cub Scouts for keeping the Scouting fun going during 2023. We hope that 2024 will bring new opportunities to engage in service for our community, get outdoors, live the Scout Oath and Law, and to DO OUR BEST!

Respectfully Submitted,

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

TREASURER REPORT 2022

A complete accounting of the 2023 finances, including the 2024 budget, may be found in statements on the following pages. We ended the year with a \$25,509.69 surplus and did not use any endowment distribution. That surplus was subsequently moved, per Council direction, to the Capital Restricted Fund to be used toward the remodeling of the "West Wing" (former daycare space).

Last year the Finance Committee recommended a deficit budget which was approved by Church Council and subsequently the congregation. The deficit was, in part, deemed low risk as it was unlikely that the new positions replacing the departure of the Associate Pastor would come to fruition as quickly as desired thus deferring those employment expenses. Income and expenses were projected at \$434,490.38 and \$455,707.97 respectively. The surplus was achieved primarily due to pledges and loose offering coming in much higher than anticipated and expenses coming in about \$9,000 under budget. Even though we were under budget overall, we did spend extra money to improve the Parsonage for renting, contributed \$5,000, via the Vermont Conference, for the Hope Fund (entered under "Special Events"), and due to the departure of the Associate Pastor, extra hours were provided to the Christian Education Director.

For 2024, the Finance Committee presents a balanced budget with income/expenses of \$473,935. Most committees came in around their 2023 budget figure, the majority of staff will receive a 3.2% pay increase, normal utility increases, and we added a modest \$1,000 to build our reserve account. We also anticipate an increase in both pledge and loose income. For more information on the proposed budget, please see the Finance Committee report and the statements at the end of this annual report. As usual, the Finance Committee will closely monitor income and expenses throughout 2024 and make adjustments/recommendations as necessary.

Dan Petherbridge, Treasurer
Matt Clark, Assistant Treasurer

ANNUAL REPORT OF THE INTERNAL AUDITORS - 2023

January 16, 2024

The Income and Expense Statement for the year ended December 31, 2023 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, and analyzing several income and expense categories 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 stakeholders 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, the Church's insurance and payroll policies and procedures were examined as part of the 2023 internal audit. The policies and related documents were available, well organized, and current.

Respectively Submitted,
Elizabeth Craig Weischedel
Internal Auditor

FIRST CONGREGATIONAL CHURCH - INCOME & EXPENSE STATEMENT

GENERAL FUND 01, January 2023 - December 2023

		2023 Actual	2023 Budget	Difference	Budget %	2024 Budget
INCOME	4000					
CONTRIBUTION INCOME	4010					
Pledges	4030	\$ 345,432.79	\$ 340,000.00	\$ 5,432.79	102%	\$ 358,000.00
Initial offering	4035	\$ 418.00	\$ 500.00	\$ (82.00)	84%	\$ 500.00
Loose Offering	4040	\$ 41,182.71	\$ 20,000.00	\$ 21,182.71	206%	\$ 26,000.00
Special Appeal	4045	\$ 1,681.00	\$ 1,000.00	\$ 681.00	168%	\$ 1,000.00
Fund Raisers	4050	\$ 9,954.94	\$ 10,000.00	\$ (45.06)	100%	\$ 11,300.00
CC & amazon Rebates	4055	\$ 890.54	\$ 1,200.00	\$ (309.46)	74%	\$ 800.00
Rent	4070	\$ 22,540.00	\$ 20,820.00	\$ 1,720.00	108%	\$ 22,020.00
Parsonage Rental	4072	\$ 32,600.00	\$ 27,000.00	\$ 5,600.00	121%	\$ 38,400.00
Per Capita Offering	4075	\$ 1,425.00	\$ 2,000.00	\$ (575.00)	71%	\$ 1,500.00
Building Use - Regular	4080	\$ 6,964.00	\$ 5,000.00	\$ 1,964.00	139%	\$ 6,500.00
Building use - Misc	4090	\$ 1,215.00	\$ 1,000.00	\$ 215.00	122%	\$ 1,000.00
Christmas Offering	4095	\$ 1,915.14	\$ 2,100.00	\$ (184.86)	91%	\$ 1,000.00
Wedding income	4100	\$ 250.00	\$ 400.00	\$ (150.00)	63%	\$ 500.00
Funeral income	4105	\$ 250.00	\$ 1,000.00	\$ (750.00)	25%	\$ 200.00
Misc income	4107	\$ 2,064.58	\$ 1,745.38	\$ 319.20	118%	\$ 2,700.00
Subtotal Contribution Income		\$ 468,783.70	\$ 433,765.38	\$ 35,018.32	108%	\$ 471,420.00
INTEREST INCOME	4500					
Banking Interest	4510	\$ 12.25	\$ 15.00	\$ (2.75)	82%	\$ 15.00
Investment Interest	4520	\$ -	\$ 10.00	\$ (10.00)	0%	\$ -
Money market int	4540	\$ 2,934.19	\$ 700.00	\$ 2,234.19	419%	\$ 2,500.00
Subtotal Interest Income	4500	\$ 2,946.44	\$ 725.00	\$ 2,221.44	406%	\$ 2,515.00
TOTAL INCOME		\$ 471,730.14	\$ 434,490.38	\$ 37,239.76	109%	\$ 473,935.00

FIRST CONGREGATIONAL CHURCH - INCOME & EXPENSE STATEMENT

GENERAL FUND 01, January 2023 - December 2023

		2023 Actual	2023 Budget	Difference	Budget %	2024 Budget
EXPENSES	5000					
Contract services	5015	\$ -	\$ -	\$ -	0%	\$ 3,750.00
PASTORAL STAFF	5050					
SENIOR PASTOR	5060					
SP Salary	5061-001	\$ 65,714.73	\$ 65,878.19	\$ 163.46	100%	\$ 67,986.10
SP Health Insurance	5064-004	\$ 26,924.90	\$ 26,856.50	\$ (68.40)	100%	\$ 27,673.00
SP SECA	5065-005	\$ 6,784.25	\$ 7,055.55	\$ 271.30	96%	\$ 7,281.31
SP Professional	5066-006	\$ 1,068.58	\$ 650.00	\$ (418.58)	164%	\$ 750.00
SP Programmatic Expenses	5067-007	\$ 161.14	\$ 200.00	\$ 38.86	81%	\$ 400.00
SP Annuity	5068-008	\$ 12,572.15	\$ 12,912.13	\$ 339.98	97%	\$ 13,325.27
SP Life & Disability Ins	5069-009	\$ 1,294.20	\$ 1,383.44	\$ 89.24	94%	\$ 1,400.00
SP Mileage	5070-010	\$ 903.23	\$ 600.00	\$ (303.23)	151%	\$ 600.00
SP Other	5072-012	\$ 526.85	\$ 250.00	\$ (276.85)	211%	\$ 400.00
SP Housing Allowance	5073-002	\$ 26,285.84	\$ 26,351.28	\$ 65.44	100%	\$ 27,194.44
Subtotal Senior Pastor	5060	\$ 142,235.87	\$ 142,137.09	\$ (98.78)	100%	\$ 147,010.12
ASSOCIATE PASTOR	5080					
AP Salary	5081-001	\$ 3,854.81	\$ 30,000.00	\$ 26,145.19	13%	\$ -
AP Housing Equity Allow	5082-002	\$ 281.70	\$ 237.41	\$ (44.29)	119%	\$ -
AP Health Insurance	5084-004	\$ (620.77)	\$ -	\$ 620.77	0%	\$ -
AP SECA	5085-005	\$ 254.28	\$ 3,366.00	\$ 3,111.72	8%	\$ -
AP Annuity	5088-008	\$ (142.66)	\$ -	\$ 142.66	0%	\$ -
AP Mileage	5090-010	\$ -	\$ 250.00	\$ 250.00	0%	\$ -
Sabbatical/Pastor Transition	5091-011	\$ -	\$ -	\$ -	0%	\$ 500.00
AP Other	5092-012	\$ -	\$ 500.00	\$ 500.00	0%	\$ -
Subtotal Associate Pastor	5080	\$ 3,627.36	\$ 34,353.41	\$ 30,726.05	11%	\$ 500.00
Subtotal Pastoral Staff	5050	\$ 145,863.23	\$ 176,490.50	\$ 30,627.27	83%	\$ 147,510.12
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 2023 - December 2023

		2023 Actual	2023 Budget	Difference	Budget %	2024 Budget
SUPPORT STAFF	5150					
Administrative Assistant	5165	\$ 32,545.20	\$ 32,625.88	\$ 80.68	100%	\$ 33,670.03
Social Media Marketing Specialist	5170	\$ 3,492.50	\$ -	\$ (3,492.50)	0%	\$ 11,440.00
Education Director	5175	\$ 48,444.03	\$ 44,036.39	\$ (4,407.64)	110%	\$ 44,176.00
Children's Ministry Coordinator	5176	\$ 718.40	\$ -	\$ (718.40)	0%	\$ 10,400.00
Nursery Staff	5180	\$ 2,010.00	\$ 3,640.00	\$ 1,630.00	55%	\$ 2,500.00
Custodian	5185	\$ 16,685.68	\$ 16,380.00	\$ (305.68)	102%	\$ 16,904.16
Music Director	5195	\$ 34,123.02	\$ 34,208.00	\$ 84.98	100%	\$ 35,303.00
Subtotal Staff Salaries	5151	\$ 138,018.83	\$ 130,890.27	\$ (7,128.56)	105%	\$ 154,393.19
BENEFITS	5250					
Staff Annuity	5260-008	\$ 6,883.36	\$ 6,165.09	\$ (718.27)	112%	\$ 6,184.64
EMPLOYER EXPENSES	5300					
Payroll Taxes	5305	\$ 10,688.55	\$ 10,013.11	\$ (675.44)	107%	\$ 11,811.05
Workers Comp Insurance	5310	\$ 2,829.00	\$ 3,000.00	\$ 171.00	94%	\$ 3,200.00
Payroll Charges	5315	\$ 1,499.30	\$ 1,900.00	\$ 400.70	79%	\$ 1,600.00
Subtotal Employer Expenses	5300	\$ 15,016.85	\$ 14,913.11	\$ (103.74)	101%	\$ 16,611.05
Subtotal Support Staff	5150	\$ 159,919.04	\$ 151,968.47	\$ (7,950.57)	105%	\$ 177,188.88
ADMINISTRATIVE EXPENSE	5400					
OFFICE EXPENSES	5410					
Other Advertising	5414	\$ 522.00	\$ 400.00	\$ (122.00)	131%	\$ 500.00
Offering Envelopes	5421	\$ 277.96	\$ 275.00	\$ (2.96)	101%	\$ 300.00
Contribution fees	5423	\$ 359.67	\$ 150.00	\$ (209.67)	240%	\$ 250.00
Office Supplies	5430	\$ 1,767.41	\$ 2,500.00	\$ 732.59	71%	\$ 2,000.00
Postage - First Class	5440	\$ 925.52	\$ 1,200.00	\$ 274.48	77%	\$ 1,200.00
Printing	5450	\$ -	\$ -	\$ -	0%	\$ 300.00
Mileage Reimbursements	5470	\$ 414.36	\$ 400.00	\$ (14.36)	104%	\$ 400.00
Professional Services	5490	\$ 1,945.00	\$ -	\$ (1,945.00)	0%	\$ -
ED-Professional development	5491	\$ 473.16	\$ 500.00	\$ 26.84	95%	\$ 500.00
ED - Programmtic expense	5492	\$ 11.50	\$ 110.00	\$ 98.50	10%	\$ 110.00
Staff Training	5495	\$ 15.69	\$ 100.00	\$ 84.31	16%	\$ 100.00
Admin. Miscellaneous	5496	\$ 502.46	\$ 450.00	\$ (52.46)	112%	\$ 450.00
Church leadership expense	5500	\$ 100.22	\$ -	\$ (100.22)	0%	\$ 150.00
Special event	5501	\$ 5,107.70	\$ -	\$ (5,107.70)	0%	\$ 100.00
Bank Charges	5513	\$ 284.00	\$ 10.00	\$ (274.00)	2840%	\$ 100.00
Subtotal Office Expenses	5410	\$ 12,706.65	\$ 6,095.00	\$ (6,611.65)	208%	\$ 6,460.00
PHONES	5515					
Church Phones	5517	\$ 2,681.32	\$ 2,500.00	\$ (181.32)	107%	\$ 2,900.00
Cell Phones	5525	\$ 296.24	\$ 500.00	\$ 203.76	59%	\$ 300.00
Subtotal Phones	5515	\$ 2,977.56	\$ 3,000.00	\$ 22.44	99%	\$ 3,200.00

FIRST CONGREGATIONAL CHURCH - INCOME & EXPENSE STATEMENT

GENERAL FUND 01, January 2023 - December 2023

		2023 Actual	2023 Budget	Difference	Budget %	2024 Budget
INTERNET	5550					
Website	5555	\$ 343.13	\$ 260.00	\$ (83.13)	132%	\$ 270.00
Internet Access	5560	\$ 1,126.06	\$ 1,440.00	\$ 313.94	78%	\$ 1,300.00
IT expenses	5565	\$ -	\$ -	\$ -	0%	\$ 580.00
Subtotal Internet	5550	\$ 1,469.19	\$ 1,700.00	\$ 230.81	86%	\$ 2,150.00
COMPUTER EXPENSES	5570					
Computer Hardware	5572	\$ 27.99	\$ -	\$ (27.99)	0%	\$ 1,000.00
Computer Software	5574	\$ 419.11	\$ 500.00	\$ 80.89	84%	\$ 500.00
Subtotal Computer Expenses	5570	\$ 447.10	\$ 500.00	\$ 52.90	89%	\$ 1,500.00
EQUIPMENT	5580					
Copier Contract	5583	\$ 3,014.18	\$ 2,500.00	\$ (514.18)	121%	\$ 3,000.00
Parking lot use	5590	\$ 500.00	\$ 500.00	\$ -	100%	\$ 500.00
Subtotal Equipment	5580	\$ 3,514.18	\$ 3,000.00	\$ (514.18)	117%	\$ 3,500.00
Subtotal Admin Expense	5400	\$ 21,114.68	\$ 14,295.00	\$ (6,819.68)	148%	\$ 16,810.00
BUILDING MAINT CHURCH	5600					
Building Insurance	5610	\$ 13,364.00	\$ 12,000.00	\$ (1,364.00)	111%	\$ 14,000.00
UTILITIES	5630					
Electricity - Church	5635	\$ 7,412.98	\$ 8,000.00	\$ 587.02	93%	\$ 8,000.00
Water & Sewer - Church	5645	\$ 927.69	\$ 1,100.00	\$ 172.31	84%	\$ 1,000.00
Fuel/Gas - Church	5655	\$ 8,431.71	\$ 8,200.00	\$ (231.71)	103%	\$ 8,500.00
Waste	5665	\$ 2,076.28	\$ 2,000.00	\$ (76.28)	104%	\$ 2,060.00
Subtotal Utilities	5630	\$ 18,848.66	\$ 19,300.00	\$ 451.34	98%	\$ 19,560.00
BUILDING MAINTENANCE	5700					
Cleaning Supplies	5710	\$ 1,487.50	\$ 1,250.00	\$ (237.50)	119%	\$ 1,300.00
Snow Plowing - sand/salt	5730	\$ 11,798.31	\$ 11,550.00	\$ (248.31)	102%	\$ 12,000.00
Mowing/Landscape	5731	\$ 1,483.65	\$ 1,685.00	\$ 201.35	88%	\$ 1,871.00
Elevator Maint/Inspection	5732	\$ 4,076.20	\$ 2,020.00	\$ (2,056.20)	202%	\$ 4,500.00
Capital Projects	5733	\$ -	\$ 5,000.00	\$ 5,000.00	0%	\$ 4,000.00
Lift Mainte/Inspection	5734	\$ 467.50	\$ 600.00	\$ 132.50	78%	\$ 650.00
Repairs/Maintenance	5740	\$ 9,129.97	\$ 6,000.00	\$ (3,129.97)	152%	\$ 6,000.00
Routine Main/Contracts	5745	\$ 6,504.82	\$ 3,850.00	\$ (2,654.82)	169%	\$ 4,320.00
Subtotal Bldg. Maintenance	5700	\$ 34,947.95	\$ 31,955.00	\$ (2,992.95)	109%	\$ 34,641.00

FIRST CONGREGATIONAL CHURCH - INCOME & EXPENSE STATEMENT

GENERAL FUND 01, January 2022 - December 2022

		2023 Actual	2023 Budget	Difference	Budget %	2024 Budget
BUILDING MAINT SAWYER	5800					
Water/Sewer - Sawyer	5810	\$ 591.67	\$ 500.00	\$ (91.67)	118%	\$ 500.00
Fuel/Gas - Sawyer	5830	\$ 2,179.64	\$ 2,000.00	\$ (179.64)	109%	\$ 2,200.00
Routine Maint. - Sawyer	5840	\$ 352.58	\$ 2,000.00	\$ 1,647.42	18%	\$ 2,000.00
Capital Exp - Sawyer	5845	\$ -	\$ -	\$ -	0%	\$ 1,000.00
Subtotal Building Maint Sawyer	5800	\$ 3,123.89	\$ 4,500.00	\$ 1,376.11	69%	\$ 5,700.00
BUILDING MAINT PARSONAGE	5900					
Water/Sewer - Parsonage	5910	\$ 750.90	\$ 450.00	\$ (300.90)	167%	\$ -
Electricity - Parsonage	5920	\$ 607.47	\$ 1,700.00	\$ 1,092.53	36%	\$ -
Fuel/Gas - Parsonage	5930	\$ 1,557.42	\$ 1,550.00	\$ (7.42)	100%	\$ -
Parsonage Property tax	5935	\$ -	\$ -	\$ -	0%	\$ 4,000.00
Routine Maint. Parsonage	5940	\$ 10,693.38	\$ 2,000.00	\$ (8,693.38)	535%	\$ 3,400.00
Capital Exp - Parsonage	5941	\$ 1,178.00	\$ -	\$ (1,178.00)	0%	\$ 1,000.00
Subtotal Building Maint Parsonage	5900	\$ 14,787.17	\$ 5,700.00	\$ (9,087.17)	259%	\$ 8,400.00
Subtotal Building Maint Church	5600	\$ 85,071.67	\$ 73,455.00	\$ (11,616.67)	116%	\$ 82,301.00
CAPITAL RESERVE	5960					
Capital Reserve	5961	\$ -	\$ 1,000.00	\$ 1,000.00	0%	\$ 2,000.00
Subtotal Fixed Expenses	5010	\$ 411,968.62	\$ 417,208.97	\$ 5,240.35	99%	\$ 429,560.00
DEPARTMENTS/COMMITTEES	6000					
MISSIONS DEPARTMENT	6010					
Mission A	6015	\$ 3,000.00	\$ 3,000.00	\$ -	100%	\$ 6,000.00
COMMUNICATIONS	6150					
Communications	6160	\$ 798.40	\$ 2,469.00	\$ 1,670.60	32%	\$ 1,500.00
CHRISTIAN EDUCATION	6200					
Curriculum	6201	\$ 366.25	\$ 400.00	\$ 33.75	92%	\$ 800.00
CE Supplies	6204	\$ 1,061.60	\$ 1,000.00	\$ (61.60)	106%	\$ 1,050.00
Junior High Youth Group	6205	\$ 1,027.24	\$ 800.00	\$ (227.24)	128%	\$ 800.00
Senior High Youth Group	6206	\$ 950.67	\$ 1,200.00	\$ 249.33	79%	\$ 1,200.00
Confirmation	6208	\$ 36.98	\$ 550.00	\$ 513.02	7%	\$ 550.00
Adult Education	6209	\$ 313.50	\$ 250.00	\$ (63.50)	125%	\$ 400.00
CE Resources	6210	\$ 87.80	\$ 300.00	\$ 212.20	29%	\$ 300.00
Vacation Bible Camp	6211	\$ 1,518.77	\$ 1,300.00	\$ (218.77)	117%	\$ 1,500.00
CE Program Enrichment	6213	\$ 957.41	\$ 1,000.00	\$ 42.59	96%	\$ 1,300.00
CE - Other	6214	\$ 1,076.86	\$ 1,000.00	\$ (76.86)	108%	\$ -
Young adult group	6216	\$ -	\$ 100.00	\$ 100.00	0%	\$ 100.00
Jesus and Me (J.A.,M.)	6217	\$ 340.60	\$ 400.00	\$ 59.40	85%	\$ 400.00
Subtotal Christian Education	6200	\$ 7,737.68	\$ 8,300.00	\$ 562.32	93%	\$ 8,400.00

FIRST CONGREGATIONAL CHURCH - INCOME & EXPENSE STATEMENT

GENERAL FUND 01, January 2023 - December 2023

		2023 Actual	2023 Budget	Difference	Budget %	2024 Budget
MUSIC	6275					
Prof Expense - Music	6277	\$ -	\$ -	\$ -	0%	\$ 150.00
Organ Supply/Substitute	6280	\$ 1,000.00	\$ 1,600.00	\$ 600.00	63%	\$ 1,600.00
Piano Maintenance	6281	\$ -	\$ 300.00	\$ 300.00	0%	\$ 200.00
Organ Maintenance	6282	\$ 990.00	\$ 1,500.00	\$ 510.00	66%	\$ 2,000.00
Music Senior Choir	6285	\$ -	\$ -	\$ -	0%	\$ 1,300.00
Music Junior Choir	6286	\$ -	\$ -	\$ -	0%	\$ 50.00
Special Music Purchase	6291	\$ 470.37	\$ 400.00	\$ (70.37)	118%	\$ 600.00
Music All Ensembles	6292	\$ -	\$ -	\$ -	0%	\$ 500.00
Licensing	6295	\$ 1,289.05	\$ 1,450.00	\$ 160.95	89%	\$ 1,100.00
Music supplies	6298	\$ -	\$ -	\$ -	0%	\$ 100.00
Subtotal Music	6275	\$ 3,749.42	\$ 5,250.00	\$ 1,500.58	71%	\$ 7,600.00
DEACONS	6300					
Communion/Worship Sup	6310	\$ 570.12	\$ 1,000.00	\$ 429.88	57%	\$ 1,000.00
Paraments	6312	\$ 57.81	\$ -	\$ (57.81)	0%	\$ -
Advertising - Deacons	6315	\$ -	\$ 100.00	\$ 100.00	0%	\$ 100.00
Evangelism	6330	\$ 586.53	\$ 500.00	\$ (86.53)	117%	\$ 500.00
Deacons - other	6340	\$ 150.00	\$ 200.00	\$ 50.00	75%	\$ 200.00
Candles	6341	\$ 224.33	\$ 200.00	\$ (24.33)	112%	\$ 200.00
Devotionals	6342	\$ -	\$ 100.00	\$ 100.00	0%	\$ 100.00
Palms	6344	\$ 73.00	\$ 100.00	\$ 27.00	73%	\$ 100.00
Pulpit Supply	6350	\$ 200.00	\$ 400.00	\$ 200.00	50%	\$ 400.00
Subtotal Deacons	6300	\$ 1,861.79	\$ 2,600.00	\$ 738.21	72%	\$ 2,600.00
HOSPITALITY	6400					
Hospitality Supplies	6410	\$ 757.02	\$ 750.00	\$ (7.02)	101%	\$ 750.00
CONFERENCE EXPENSE	6450					
Delegates/Conference	6465	\$ 613.64	\$ -	\$ (613.64)	0%	\$ 700.00
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	\$ 16,013.64	\$ 15,400.00	\$ (613.64)	104%	\$ 16,100.00
STEWARDSHIP	6500					
Stewardship Supplies	6510	\$ 163.15	\$ 450.00	\$ 286.85	36%	\$ 425.00
Planned giving	6511	\$ 170.73	\$ 180.00	\$ 9.27	95%	\$ -
Subtotal Stewardship	6500	\$ 333.88	\$ 630.00	\$ 296.12	53%	\$ 425.00
Subtotal Departments/ Committees	6000	\$ 34,251.83	\$ 38,399.00	\$ 4,147.17	89%	\$ 43,375.00
RESERVE	6710	\$ -	\$ -	\$ -	0%	\$ 1,000.00
Subtotal Expenses	5000	\$ 446,220.45	\$ 455,607.97	\$ 9,387.52	98%	\$ 473,935.00
Net Income		\$ 25,509.69	\$ (21,117.59)	\$ 27,852.24		\$ -
Surplus transferred to Capital Fund		\$ 25,509.69				

FIRST CONGREGATIONAL CHURCH - INCOME & EXPENSE STATEMENT

RESTRICTED FUNDS, January 2023 - December 2023

	Account	Income	Account	Expense	Net
Christmas Fund	4212-104	\$ 952.00	7212-104	\$ 802.00	\$ 150.00
Faith Formation	4215-105	\$ 776.09	7215-105	\$ 540.00	\$ 236.09
Flower Fund	4221-107	\$ 2,555.00	7221-107	\$ 2,300.00	\$ 255.00
Food Pantry	4224-108	\$18,965.88	7224-108	\$ 37,507.77	\$ (18,541.89)
Memorial Fund	4233-111	\$ 150.00	7233-111	\$ 6,949.21	\$ (6,799.21)
Men at First	4236-112	\$ 70.00	7236-111	\$ -	\$ 70.00
Missions Reserve	4239-113	\$ 1,750.00	7239-113	\$ 3,747.77	\$ (1,997.77)
One Great Hour of Sharing	4245-115	\$ 395.30	7245-115	\$ 395.30	\$ -
Music Committee	4248-116	\$ -	7248-116	\$ 590.00	\$ (590.00)
Organ Fund	4251-117	\$ 4,000.00	7251-117	\$ -	\$ 4,000.00
Pastor's Fund	4254-118	\$ 6,440.00	7254-118	\$ 4,984.75	\$ 1,455.25
Combined Youth	4260-120	\$ 643.00	7260-120	\$ -	\$ 643.00
FCCEJ Camp Scholarships	4279-127	\$ 100.00	7279-127	\$ 1,100.00	\$ (1,000.00)
Vacation Bible Camp	4281-128	\$ 1,500.00	7281-128	\$ 1,700.00	\$ (200.00)
Essex Eats Out	4282-129	\$ 167.00	7282-129	\$ 422.18	\$ (255.18)
Missions - service trip	4283-130	\$19,166.00	7283-130	\$ 6,250.00	\$ 12,916.00
Outdoor Ministries	4285-134	\$ 519.00	7285-134	\$ 389.88	\$ 129.12
Music Series	4287-136	\$ 5,277.57	7287-136	\$ 3,994.08	\$ 1,283.49
Jacob Mission Fund	4288-137	\$ 6,500.00	7288-137	\$ -	\$ 6,500.00

FIRST CONGREGATIONAL CHURCH 2023 BALANCE SHEET (UNAUDITED)

Consolidated - For The Year Ending December 2023

		2023	2022	Change in value
ASSETS	1000			
BANK ACCOUNTS	1050			
CHECKING ACCOUNTS	1100			
Thrift Shop Checking	1115	\$ 16,599.88	\$ 13,644.81	\$ 2,955.07
Pastor fund checking	1120	\$ 1,865.06	\$ 2,165.06	\$ (300.00)
Main checking - Church	1130	\$ 65,380.42	\$ 50,302.89	\$ 15,077.53
Subtotal Checking Accounts	1100	\$ 83,845.36	\$ 66,112.76	\$ 17,732.60
SAVINGS ACCOUNTS	1200			
Main Savings		\$ 10,700.05	\$ 65,687.80	\$ (54,987.75)
Money Market Account	1230	\$ 201,921.50	\$ 223,987.31	\$ (22,065.81)
Subtotal Savings Accounts	1200	\$ 212,621.55	\$ 289,675.11	\$ (77,053.56)
Subtotal Bank Accounts	1050	\$ 296,466.91	\$ 355,787.87	\$ (59,320.96)
INVESTMENTS	1300			
Endowment Fixed Inc 2R		\$ 168,973.66	\$ 164,237.92	\$ 4,735.74
Endowment Fixed 2R G/L		\$ (6,911.80)	\$ (10,922.29)	\$ 4,010.49
Endowment Total Equity 4R		\$ 498,691.05	\$ 491,219.66	\$ 7,471.39
Endowment Ttl Eq 4R G/L		\$ 38,956.75	\$ (44,817.96)	\$ 83,774.71
CD-Missions		\$ 7,967.84	\$ 7,925.96	\$ 41.88
CD-Food Pantry	1380	\$ 42,503.24	\$ 42,134.65	\$ 368.59
Subtotal Investments	1300	\$ 750,180.74	\$ 649,777.94	\$ 100,402.80
FIXED ASSETS	1500			
BUILDINGS	1600			
Church property	1610	\$1,217,000.00	\$1,217,000.00	\$ -
Parsonage	1620	\$ 308,200.00	\$ 308,200.00	\$ -
	1630	\$ 257,600.00	\$ 257,600.00	\$ -
Subtotal Buildings	1600	\$1,782,800.00	\$1,782,800.00	\$ -
Subtotal Fixed Assets	1500	\$1,782,800.00	\$1,782,800.00	\$ -
TOTAL ASSETS		\$2,829,447.65	\$2,788,365.81	\$ 41,081.84
LIABILITIES	2000			
CURRENT LIABILITIES	2010			
PAYROLL DEDUCTIONS	2201			
OTHER DEDUCTIONS	2250			
HSA Payable	2265	\$ 909.21	\$ 909.21	\$ -
PASS THRU CONTRIBUTIONS	2300			
Seminary Sunday	2306	\$ -	\$ 595.00	\$ (595.00)
Misc pass through	2308	\$ -	\$ 300.00	\$ (300.00)
Giving tree	2315	\$ 734.14	\$ 551.32	\$ 182.82
		\$ 50.00	\$ 50.00	\$ -
Subtotal Pass Thru Contributions	2300	\$ 784.14	\$ 1,496.32	\$ (712.18)

FIRST CONGREGATIONAL CHURCH 2023 BALANCE SHEET (UNAUDITED)

Consolidated - For The Year Ending December 2023

		2023	2022	Change in Value
OTHER CURRENT LIABILITIES	2400			
		\$ 100.00	\$ 80.00	\$ 20.00
	2415	\$ 4,620.00	\$ 2,440.00	\$ 2,180.00
Subtotal Other Current Liabilities	2400	\$ 4,720.00	\$ 2,520.00	\$ 2,200.00
Subtotal Current Liabilities	2010	\$ 6,413.35	\$ 4,925.53	\$ 1,487.82
TOTAL LIABILITIES		\$ 6,413.35	\$ 4,925.53	\$ 1,487.82
NET ASSETS	3000			
	3110	\$1,956,940.48	\$2,004,141.03	\$ (47,200.55)
DONOR RESTRICTED	3200			
TEMPORARILY RESTRICTED	3201			
Capital Fund	3209-103	\$ 16,910.57	\$ 16,910.57	\$ -
Christmas Fund	3212-104	\$ 150.00	\$ -	\$ 150.00
Faith Formation	3215-105	\$ 450.75	\$ 214.66	\$ 236.09
Flower Fund	3221-107	\$ 959.10	\$ 704.10	\$ 255.00
Food Pantry	3224-108	\$ 17,878.03	\$ 36,419.92	\$ (18,541.89)
Hand Bell Choir	3226-131	\$ 1,450.77	\$ 1,450.77	\$ -
Memorial Fund	3233-111	\$ 13,191.25	\$ 19,990.46	\$ (6,799.21)
Men at First	3236-112	\$ 1,519.63	\$ 1,449.63	\$ 70.00
Missions Reserve	3239-113	\$ 1,183.05	\$ 3,180.82	\$ (1,997.77)
Music Committee	3248-116	\$ 7,759.67	\$ 8,349.67	\$ (590.00)
Organ Fund	3251-117	\$ 11,700.00	\$ 7,700.00	\$ 4,000.00
Pastor's Fund		\$ 19,327.96	\$ 17,872.71	\$ 1,455.25
Sabbatical	3255-133	\$ 3,375.00	\$ 3,375.00	\$ -
Senior Choir Robe Fund	3257-119	\$ 363.12	\$ 363.12	\$ -
Combined Youth		\$ 9,597.85	\$ 8,954.85	\$ 643.00
FCCEJ Camp Scholarship	3279-127	\$ 1,820.62	\$ 2,820.62	\$ (1,000.00)
Vacation Bible Camp	3281-128	\$ 235.18	\$ 435.18	\$ (200.00)
Essex Eats Out	3282-129	\$ 1,936.82	\$ 2,192.00	\$ (255.18)
Mission - service trip	3283-130	\$ 53,045.49	\$ 40,129.49	\$ 12,916.00
Outdoor Ministries	3285-134	\$ 395.55	\$ 266.43	\$ 129.12
	3287-136	\$ 3,283.49	\$ 2,000.00	\$ 1,283.49
Jacob Mission Fund	3288-137	\$ 6,500.00	\$ -	\$ 6,500.00
Subtotal Temporarily Restricted	3201	\$ 173,033.90	\$ 174,780.00	\$ (1,746.10)
PERMANENTLY RESTRICTED	3300			
Endowment - QE		\$ 400,772.58	\$ 400,427.58	\$ 345.00
QE unrealized (gain/loss)		\$ 256,563.54	\$ 256,563.54	\$ -
Endowment		\$ 3,098.00	\$ 3,098.00	\$ -
Endow - unrealized (g/l)	3325	\$ 109.77	\$ 109.77	\$ -
Endow 2R unrealized g/l	3326	\$ (6,911.80)	\$ (10,922.29)	\$ 4,010.49
Endow 4R unrealized g/l	3327	\$ 38,956.75	\$ (44,817.96)	\$ 83,774.71
CD-Missions	3330	\$ (2,032.16)	\$ (2,074.04)	\$ 41.88
CD-Food Pantry	3335	\$ 2,503.24	\$ 2,134.65	\$ 368.59
Subtotal Permanently Restricted	3300	\$ 693,059.92	\$ 604,519.25	\$ 88,540.67
Subtotal Donor Restricted		\$ 866,093.82	\$ 779,299.25	\$ 86,794.57
TOTAL EQUITY		\$2,823,034.30	\$2,783,440.28	\$ 39,594.02
TOTAL LIABILITIES AND EQUITY		\$2,829,447.65	\$2,788,365.81	\$ 41,081.84