



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

# **2025 ANNUAL REPORT**

*158th Annual Meeting*

*Sunday, February 1st, 2026*

*11:15 a.m.*

# INDEX OF ANNUAL REPORTS

Warning for the Annual Meeting.....	3
Agenda for Annual Meeting.....	4
Church Clerk.....	5
Senior Pastor w/ Pastor's Discretionary Fund.....	6, 7
Children's Ministry Coordinator .....	8
Music Director, Church Administrator .....	9
Visitation Pastors.....	10
President & Council Update.....	11
Human Resources, Pastoral Relations, Deacons.....	12
Christian Education/Formation .....	13
Communications .....	14
Trustees.....	15
Heavenly Cents Thrift Shop.....	16, 17
Hospitality .....	17
Heavenly Food Pantry .....	18, 19
Ushering, Music .....	20
Men At First, Currier Bell Choir .....	21
Montana Service Trip, Missions.....	22
Missions Treasurer's Report.....	23
Scouts .....	24, 25
Planned Giving.....	26
Nominations .....	26, 27
Finance.....	28
Stewardship.....	29
Treasurer, Internal Auditors.....	30
2024 Income & Expense Statement w/ 2024 Proposed Budget .....	31-36
2024 Income & Expenses for Restricted Funds.....	37
2024 Balance Sheet.....	38, 39

**WARNING FOR THE ANNUAL MEETING**  
**FIRST CONGREGATIONAL CHURCH OF ESSEX JUNCTION**  
**Sunday, February 1st, 2026**  
**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 link: <https://us02web.zoom.us/j/82433264153> ) on *Sunday, February 1, 2026 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 2026.
- Article III:** To act and vote upon the proposed by-laws revision.
- Article IV:** To elect all church officers and committees required by the by-laws of the Church and others as may be necessary.
- Article V:** 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 VI:** To transact any other business which may properly be brought before this Annual Meeting.

On behalf of the Church,  
Brenda Dawson, *Church Clerk*

# AGENDA FOR THE ANNUAL MEETING

**Call to Order**..... Judy Larrabee Pomainville, President  
Opening Prayer by Deacon Bob Driver  
The Appointment of a Parliamentarian  
Annual Meeting & Robert’s Rules of Engagement

**Declaration of Quorum** ..... Brenda Dawson, Clerk

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

**Staff Reports**..... Elizabeth O’Beirne, Children’s Ministry Coordinator  
Andrea Sharp: Digital Marketing & Communication’s Specialist  
Bob Driver: Commissioned Lay Minister  
Jen Kelly: Church Administrator  
Bethany Blake: Organist / Music Director  
Mary McHugh: Minister of Visitation  
Rev. Ron Faux: Minister of Visitation  
Kul Dahal: Cleaning Person  
Rev. Mark Mendes: Senior Pastor

## The Meeting

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

## Handing over the Gavel

Exiting President Judy Larrabee to Incoming President Terry Stein

**Closing Prayer**..... Rev. Mark Mendes

# ANNUAL REPORT OF THE CHURCH CLERK - 2025

Active Membership as of January 1, 2025: **394**

Received by Letter of Transfer .....	0	Removed by Death .....	10
Received by Rite of Confirmation.....	0	Removed by Request .....	0
Received by Reaffirmation of Faith .....	10	Removed by Letter .....	0
Reactivated by Deacons .....	0	Removed from Membership by Deacons .....	2
		Changed to Affiliate Member .....	0
<b>Total Added: .....</b>	<b>11</b>	<b>Total Subtracted:.....</b>	<b>12</b>

Active membership as of December 31, 2025: 393

Inactive membership as of December 31, 2025: 418

Non-member participants (adults & youth): 284

*Total members/participants: **677***

## SERVICES

Regular: 86	Weddings: 2	Special/Holiday: 7
Funerals: 12	Off Site: 57	Baptisms: 2

## MEMBERS RECEIVED

Patty Geiger	Bill Nedde
Lara Kalix-Crisafi	LouAnn Pioli
Matt Kalix-Crisafi	Cathy Stroeher
Mike Lawrence	Sallie Wager
Suzanne Lawrence	Tobe Zallinger

## COVENANT MEMBERS LOST BY DEATH

Bruce Blackman	Arthur LaGrange
Jed Cilley	Betty Moody
Duke Ehler	Judy Moreau
Nancy Hayes	Bruce Parker
Elaine Helmstutler	Toni Taylor

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

# SENIOR PASTOR'S REPORT - 2025

By Rev. Mark Andrew Mendes

Let me begin by saying what a pleasure it is to come to work and spend my days living into the Gospel of Jesus Christ with all of you. I am always amazed that people pay me to follow my call to work for the Lord. The bread and butter of the work is the day-to-day interactions of people who flow in and out of our church and her many ministries. Discussions of faith and personal growth, envisioning new and or improved ways of doing ministry as we look to the future with hope, rolling up our sleeves on committee work or projects or outreach activities where we help relieve the suffering and anguish in people's lives, or applying Jesus' extravagant love to a populace imploding with division, self-doubt, apathy, or self-destructive behaviors. To see the presence of God's Spirit move in and out of our lives as individuals or as a faith community is simply delightful for your pastor and it is a great privilege. Thank you.

Despite the great joy experienced in doing ministry here and other churches for forty years, I have submitted my resignation as your Senior Minister effective in August 2027 [1 ½ years from now] as per the VTCUCC's required notice when a church minister resigns and a church uses the *succession model* for its pastoral transition. Naturally, I have mixed feelings, but am confident that FCCEJ will remain strong and find a candidate that will serve you well for years to come. As I have told Church Council and the VTCUCC, I will abide by the professional boundaries required by FCCEJ and will fervently support your next pastor. One of the things that means is that I will not be officiating at services or doing any ministry among you after my departure. Know that not doing so will be just as hard for me as it will be for some of you. However, until I retire, I will continue to do my best to lead this vibrant, diverse and healthy congregation with every ounce of my fiber and faith. This new reality will continue to shape our ministry for the next year and a half.

Despite my departure and hopefully not because of it, there are all sorts of incredible things happening at FCCEJ these days. It seems like we have finally shaken off the COVID dust and gotten back to the normal flow of church life. We had a pretty respectable number of people at our recent new member's class with more ready to join, a Christmas Pageant that had 15-20 children in it, a Christmas Eve with over 400 people attending services which does not include those watching from home, our youth group has begun to stabilize with some great lay leaders, new people are coming a bit more regularly, the confirmation class is one of our biggest yet with nine young folks enrolled, our quarterly Concerts at First had the best turnout ever this month, pledges went up this year, we had a \$65,000 surplus this year, and our young family free dinner was well attended and accomplished exactly what we had hoped. Our outreach and mission to spread Christ's word of love and justice through the gift of free food, Christmas gifts and inexpensive clothing all continue to expand and do fantastic ministry. FCCEJ is alive with God's Spirit in some incredibly fruitful ways.

It is my hope that this time will allow the members of FCCEJ to claim their own theology, practice and tenor as they look to the future. Claiming your own faith, remaining energized with activities and committee life, maintaining and even improving weekly worship attendance, staying focused on outreach and mission, remaining extravagantly inclusive, being financially secure, and being a fun place in which to work will attract the very best candidates to come and want to work with you. In this day and age when most churches are worried about closing their doors or meeting their budget, we should feel incredibly blessed by God.

All aspects of FCCEJ's ministry are doing great! Our physical plant is well maintained and our Trustees are planning on continuing to invest tens of thousands of dollars and plenty of volunteer hours to ensure that it continues to be the case, our children and youth ministry with Elizabeth's growing wisdom is stable and attracting new families, our music program is phenomenal with Bethany, Rick, Bill, Mindy, and Alison continuing to produce supernal music for our delighted souls, our financial giving to the church is strong, our membership is growing, our staff is happy and pleased to be here, our worship attracts people whose numbers are slowly returning to pre-pandemic figures, and our members continue to step up to support all sorts of both established ministries and new initiatives. But perhaps the most rewarding aspect of church life for a pastor to see is the joy and meaning participation brings to lives touched by some aspect of our multifaceted ministries.

*Continued on next page...*

Knowing how important mission and outreach is to our members, I like to add up the many ways that our church gives financially to the wider church and community. Not all gifts can be measured financially but I do my best to share the financial piece knowing that the total is actually much larger [actual food given or Giving Tree gifts for example]. In 2025, FCCEJ gave away through our many different facets of ministry \$102,906 or 22% of our actual budget. All of us should be incredibly proud of that percentage and the accompanying good it does in the wider community and world.

Lastly, let me also thank our staff, all of whom do incredible work to make this great old boat sail smoothly. Bethany Blake continues to empower our Sanctuary Choir to sing magnificently and with her new ideas and energy, she continues to attract new members to the choir and church. Elizabeth O' Beirne has really come into her own in overseeing the Christian Education of our children and is beginning to put her own unique mark on our program as new families and their children come to our church. Kul quietly and consistently keeps our incredibly busy facility clean and has the grounds looking great. Mary McHugh has shifted her role into a more programmatic position by offering a grief support group and bible study as well as helping in worship every now and then. Ron Faux, even in his slowing down, visits folks and helps each month with our service at Mansfield Place and he helps with worship too. Andrea Sharp has temporarily taken on the role of keeping our webpage and Facebook Discussion group up to date and relevant and she does it with such proficiency that one barely needs to ask. It is also a great benefit to the church to have just brought on another volunteer pastoral staff position in the person of Bob Driver who has already been helping with our worship services at Mansfield Place as well as filling in with worship responsibilities. I look forward to flushing out his role as the future unfolds. And Jen with aplomb keeps all the myriad balls from falling as she resources, organizes and orchestrates all the staff, committees, activities, and outside groups that use the church. It will be a great blessing and a much-needed change to have her working full time. I could not do my job without her devoted time and effective work.

FCCEJ has tremendous members who through generous giving support our ministry, dedicated volunteers who donate countless hours to accomplish many of the tasks of the church, committees who administer much of the work that keeps our church flowing smoothly, and a staff that tirelessly tries to keep up and expand the good things going on in our family of faith. We are blessed by God's Spirit in this time and place for the output of our congregation is significant and all of us are blessed through the effort.

May God continue to guard and guide us through these tumultuous days. Thrilled to be your Senior Pastor, I am, as always,

Yours in Christ,

Mark Mendes

<b>First Congregational Church - Income &amp; Expense Statement</b> <b>PASTOR DISCRETION FUND 02 - January 2025—December 2025</b>		
<b>INCOME</b>	4000	
Transfer from Pastor Fund	4031	\$ 6,402.46
<b>TOTAL INCOME</b>		\$ 6,402.46
<b>EXPENSES</b>	5000	
Emergency Housing	5401	\$1,000.00
Direct member care/support	5405	\$1,902.23
Electric/Gas	5506	\$1,123.92
Miscellaneous	5510	\$1,847.25
<b>TOTAL EXPENSES</b>	5400	\$5,873.39
<b>EXCESS INCOME\EXPENSES</b>		\$529.07

# **ANNUAL REPORT OF THE CHILDREN'S MINISTRY COORDINATOR - 2025**

Another year to reflect on the joys of Faith Formation at FCCEJ! This past year has brought me more peace and confidence as the Children's Ministry Coordinator. It's wonderful to see families return and welcome new families to the faith formation community. My hope continues to have the children and their families want to grow and share their faith within the comforts of the FCCEJ community.

## **Peer Groups**

For the 2025-2026 program year, Faith Formation at FCCEJ is using a new curriculum, Mini Revolutions by Illustrated Ministry. It is similar to the Growing in Grace and Gratitude curriculum, however it's lectionary based. Although not every Sunday's peer group curriculum coincides with the scripture readings in worship, there is more consistency.

Bible Sunday is a highlight of Faith Formation! This special Sunday is a precious time to present the 3rd graders with their own Common English Bible (CEB).

Volunteers are essential to the heart of the Children's Ministry! Many thanks to the volunteers who share their valuable time and faith with the children in their peer groups. As a reminder, it's an open invite to be a Faith Formation volunteer. If you are interested, please reach out to Elizabeth at [ChildrensMinistry@fccej.org](mailto:ChildrensMinistry@fccej.org).

## **Summer Faith Formation**

A small table was set up in the Narthex for children to sit with a parent, and still be a part of the service during the summer. Children's Worship Bulletins, offered by Illustrated Ministry, were on the table each Sunday that included activities based on the lectionary for the week.

## **Vacation Bible Weekend**

A new twist to VBC! The children and youth prepared a skit based on Jeremiah 1:4-10, "God is calling you, just as you are!" They also enjoyed decorating canvas tote bags, and making creative plant presses. Much appreciation to all the volunteers and those who supported the CE Committee to continue this summer Faith Formation event.

## **Faith Formation Offering**

The Heart to Heart Program through the Humane Society of Chittenden County was selected for the 2025-2026 faith formation offering. The Heart to Heart program allows a contributor to symbolically sponsor an animal in HSCC's care while they wait for their new family. This is a great option for those who have room in their heart, if not in their home, to support HSCC and the more than 1,300 animals we care for each year.

Please continue to use the white envelopes in the Narthex for the faith formation offering, or write "faith formation" on the memo of your check.

## **Acolyte Program**

There was no formal Acolyte training in 2025 for the children and youth of FCCEJ. Please encourage your children to consider greeting, ushering as a family and or ringing the church bell. The Ushers are always willing to help any child or family who is interested in serving on a Sunday morning. You may also sign up on the FCCEJ website; select the Serving Others tab, Get Involved, and select a date on the Sign-Up Genius.

## **NEAUCE (New England Association of United Church Educators)**

I continue to attend monthly NEAUCE meetings via ZOOM with other UCC educators. This provides opportunities to obtain valuable support and insight to incorporate within my ministry at FCCEJ.

## **Gratitude**

I appreciate the continued support and involvement of volunteers to make the Children's Ministry a successful program at FCCEJ. The CE Committee continues to support programs for the children, youth and their families to put our faith in motion. Welcome Back Sunday, Pretzel Sunday, Easter Sunday Breakfast, and the Ice Cream Social remain cherished events. And a special thank you to the volunteers who kept the Christmas Pageant Sunday torch burning! The past year has been a beautiful year of changes, coming together and letting our light shine brighter!

Elizabeth O'Beirne, *Children's Ministry Coordinator*



## **ANNUAL REPORT OF THE MUSIC DIRECTOR - 2025**

2025 was a very active year for worship music. The Currier Bell Choir participated in several services, including a music extravaganza on Sunday 12/21 that also involved our Joyful Noise children's choir and a performance of an Advent themed cantata by the Sanctuary Choir. Our Community Concerts @ First series continues to generate interest with diverse genres, most recently hosting concert pianist Diana Fanning. Summer music featured youth instrumentalists, family performers, and a vocal quartet. This tradition has continued into the calendar year. Please let me know if you would like to provide music for a prelude or introit- I can accompany if needed.

We continued the "Drop-in Choir" tradition, providing an opportunity for parishioners to occasionally sing with the Sanctuary Choir, without the weekly rehearsal commitment. This year we extended the tradition to Finally at First, who hosted a very successful drop-in day. The dates for 2025 will continue to be on first Sundays, with a brief rehearsal at 9:30am just prior to the 10am service. All are welcome, including youth.

This year, instead of presenting a cantata during Lent we did one during Advent that incorporated advent wreath candle lighting. Also during the Advent season (on 12/20), a group of FCCEJ folks and community members went caroling at Mansfield Place, Maple Ridge, and Williston Place, where several of our parishioners reside. The residents were thrilled to have us. We hope you can join us in 2026!

The huge project of reorganizing the entire choral music library is nearly complete! Music is being filed in archival boxes housed on bookshelves instead of file cabinets. The final set of boxes recently arrived. It is so much easier to locate music now! Thanks to all of the choir members who have been working diligently on this project.

Credit is due to Rick Dooley and the musicians of Finally at First, Bill Bickford and the Men At First, and Mindy Bickford and Marie Johnson for leading the Joyful Noise choir. Thanks to everyone who consistently help "behind the scenes," including Ed Guild, Doug Olufsen, and the entire AV streaming crew. I am looking forward to another year of meaningful worship enhanced by music.

Bethany Blake, Music Director

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## **ANNUAL REPORT OF THE CHURCH ADMINISTRATOR - 2025**

October 2025 was my fourth anniversary working at FCCEJ. My primary objective continues to be strengthening the mission of our church through support of our committees, groups, and community at large.

A quick overview of my current responsibilities are:

- Preparing for Sunday worship—this involves formatting the order of worship for the bulletin, updating the prayers, announcements, and calendar, printing, posting to the website, creating graphics of the responses and songs for the streaming file, and programming & scheduling the streaming service.
- Preparing and sending our weekly "E-Connection" which includes links to the upcoming worship bulletin and live-stream, information on upcoming events, a communication from Children's Ministries, and the weekly calendar.
- Managing the master calendar. FCCEJ is known for being a welcoming place and in addition to our internal groups, we have several community organizations that use the facility on a regular basis and for special events.
- Creating and distributing our monthly "Spirit @ First" newsletter—this is sent 11 times a year via email and post as well as posted onto our website.
- Accounts payable—entering invoices and printing checks
- Maintaining the Church Office—answering the phone, ordering office supplies, working with vendors and contractors and whatever else comes up. I understand that a big part of this role is representing FCCEJ and I take very seriously the responsibility of providing a welcoming and caring presence.
- Providing administrative support to the FCCEJ committees and groups—making copies, formatting documents, creating posters & postcards, assisting with mailings.
- Attending the meetings of the Communications Committee.

In 2025, I took a more active role in assisting with Craft Fest, particularly in the Silent Auction. I helped maintain the "master list", create bid sheets, and compile final bidder information. With the departure of Elaine and Francis Raymond, our Giving Tree Program was needing more support. Along with Linda Bogardus, Jen Dooley, and an amazing team of volunteers, we were able to assist over 80 families with Christmas support. So cool!

I continue to feel quite blessed to be part of the staff at FCCEJ. I appreciate the support, grace, and love that you provide to the staff, our faith community, and beyond.

Jen Kelly

# VISITATION PASTORS REPORTS 2025

## Rev. Ron Faux

First, I need to say "Thank you", to Mary McHugh and others for doing much of the visiting as I am now 88 and am slowing down.

Thanks for the opportunity to have great joy-filled visits with many of you. I have very much appreciated your sharing your stories with me.

There are quite a few of our church members that have difficulty getting out or are unable to get out. You may have heard, "Getting old is not for sissies." I encourage you to consider assisting us by visiting one or two of our church members. We are a great church because of the large number of volunteers. However, there is always a need for more help. Help keep our church great! Thank You.

Now, that I have attempted to recruit you to assist with the visiting of our church members I need to say a word of caution to some of our fellow members. From a recent devotional reading in "Our Daily Bread", author Amy Wilson suggests an alternative to making New Year's resolutions. "Instead of adding commitments, we see the New Year as an opportunity to do less, to finally start saying no to some of the oversized and ongoing commitments that take our time and energy without giving us much in return."

I am retiring from being a visitation pastor. I am not retiring from being involved in FCCEJ. What is God calling you to do during 2026?

May God continue to guide, bless and use you.

Rev. Ron

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## Mary McHugh

**Called to Care:** we have had 12-13 team members serving 11+ Congregation members plus folks who come regularly to the monthly service at Mansfield Place. Our group has also sponsored a presentation this past fall on hospice/palliative care. We also delivered flowers at Easter and Christmas with the help of our church members.

I am resigning as the leadership of this group and from being a staff Visitation Minister as of December 31, 2025. I am remaining as a participant in Called to Care.

**Grief Support:** Sharon Dettenrieder and I continue to offer monthly meetings except over the summer. We have regularly had between 2 to 5 participants at each session. We continue to occasionally have a participant from the outside community.

Mary McHugh

## PRESIDENT & COUNCIL UPDATE - 2025

At First Congregational Church of Essex Junction we are so blessed to gather and Praise God From Whom All Blessings Flow!

The United Church of Christ organization establishes a governance that includes the whole congregation. Yes, regular members are the voting body, but there are so many participants. Church Council is the governing body of the church. Church Council includes the chair (or designee) of each of the Standing Committees. FCCEJ Committee members use each day to create a safe building environment, a myriad of activities for people to participate in, a variety of missions to help people in need and a spiritual focus and guidance for all. The Standing Committees include: Christian Education Formation Committee, Communications Committee, Deacons Committee, Hospitality Committee, Missions Committee, Music Committee, Nominating Committee, Pastoral Relations Committee, Planned Giving Committee, Stewardship Committee, Trustees Committee, and Ushering Committee. These committees are incredibly. There are also dynamic ad hoc committees that report to the Standing Committees and FCCEJ Recognized Groups that report to and attend Council meetings. Reach out to people you see in and around the church, say hello, ask how they participate in the church. If they are participating in any one of the organizations or committees that use the church building, they are an important part of this community. We can show our gratitude to each other and love one another. Just say Hello. The kindness displayed by someone saying hello is priceless.

This past year, Laurie Chipman, long serving Children's Education Director, retired. She was given a positive and energetic send off. She left with best wishes for her next adventure and retirement.

We received and accepted a letter of retirement from the Reverend Mark Mendes. His intended retirement date is August of 2027. This is a monumental change; we want it to be positive for Rev. Mark and for our congregation. A great Pastoral Search Committee has been organized: Cathy Shearer (HRC), Laura Marthaler (Music), Betty Marthaler (Youth), Jen Dooley (Regular Member), Marian Lawler (Missions), Micah Heaney-Forbes (Christian Formation), Matt Clark (Finance), Bob Driver (Deacon), Judy Allen (Regular Member), Kaki McGear (Trustee Emeritus), Amy McIntyre (alternate). They will provide updates as they progress through this search process.

We introduced the staffing model that included part-time positions for Social Media and Youth Ministry. Hiring for these part-time positions has been challenging. Human Resources Committee has been advertising and promoting our cause and open positions. Andrea Sharp has agreed to fill the part-time Social Media position. We are finalizing the job description. Elizabeth O'Beirne continues to lead the Children's Ministry in a meaningful, fun direction. The most positive recruiting comes from word of mouth; we would love for everyone to talk about the Youth Ministry open position.

We wish the staff at FCCEJ a positive and loving environment for the upcoming year and beyond.

Peace and Good Will To All,  
Judy Larrabee Pomainville, President

## **HUMAN RESOURCES COMMITTEE YEAR END REPORT 2025**

HRC is always dedicated to maintaining a positive mindset for staff and the congregation.

HRC dedicated significant time to creating a revised job description for the Office Administrator position at FCCEJ. Considering the changes in staffing, no longer having a full time Associate Pastor or a full time Christian Education Director, there are many tasks that are delayed or not being addressed. HRC decided to recommend to Council that the Office Administrator become a full-time position. The full-time Office Administrator position is included in the 2026 budget for FCCEJ.

The Social Media position has been in transition. Andrea Sharp has agreed to fill this part-time position. HRC has modified the job description to enable this position to be more effective. It is truly important for all Committees and staff to communicate with the Social Media staff whenever there is an event or special notice to be posted.

The new staffing model has been a challenge for the FCCEJ staff and for HRC. It is difficult to find individuals interested in part time positions. HRC agreed that we need to begin advertising for the Youth Ministry position again in 2026, bringing some unique wording to the advertisement. Word of mouth is the best form of communication! We have a great church, so if you know someone who could be interested, please let them know.

HRC is the one more thing for several committee chairs. Thank you to all who are committed to the success of our staff.

“No act of kindness, no matter how small, is ever wasted.” AESOP

Peace,

Judy Pomainville, FCCEJ President

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## **PASTORAL RELATIONS ANNUAL REPORT - 2025**

Pastoral Relations Committee (PRC) consists of 5 regular members of the Church, one of whom is the Vice President of Council. The Vice President serves 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, with additional meetings at the request of the Pastor.

In general, PRC meetings are closed to persons not on the Committee. During the 2025 church year, PRC did not meet. Despite not meeting formally, the committee remains an open forum to hear candid concerns and issues from Rev. Mark Mendes. We appreciate this seasoned group of Church members that remain assembled and ready to support our Pastor.

Respectfully submitted,

Terry Stein, Vice President

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## **ANNUAL REPORT OF THE DEACONS 2025**

Your Deacons had another busy and productive year in 2025. We have continued to try and make worship more accessible to all. This year included continuing the online streaming of the second service on select Sundays and the summer services. We have modified the service schedules at times to better align with our musical groups and other unique services. We believe that having two services is still fitting nicely with the needs and desires of the congregation as the two services have a different feel and style. This also allows those who volunteer with the youth to attend a full service. This year we changed our Lenten celebrations and hosted a Seder Meal (rather than the usual Maundy Thursday meal). That was well received and we will look at doing it again in 2026. There have been multiple new member classes and we've had great people (11) join our congregation. We continue to reach out to Church members via phone calls, visits and cards. We successfully filled the pulpit when Rev. Mark was on vacation and have encouraged our Deacons and congregants to share their Spiritual Journeys during worship. We will be represented on the New Pastor Search Committee by Bob Driver as Rev. Mark announced his plan to retire in August 2027. We will continue to reach out to the congregation and other committees to improve our services during 2026. Your Deacons are here for you – please reach out to us. We look forward to helping all along your spiritual journey in 2026.

Respectfully Submitted,

Judy McCullen, Co-Chair

# **ANNUAL REPORT OF THE CHRISTIAN EDUCATION/FORMATION COMMITTEE - 2025**

The 2025 has been a busy and challenging year for the Christian Education/Formation Committee. With Laurie Chipman's retirement, and a small number of committee members, we have worked hard to maintain programs for our children, youth, and families.

We continue to work with the Human Resources Committee to find a person to lead our youth ministry program. In the meantime, members of the committee, along with a dedicated group, the Youth Ministry Team, have gone above and beyond in continuing to keep our youth engaged both in Faith Formation and in having a safe place to connect within the church.

Our committee again this year hosted Pretzel Sunday, the Shrove Tuesday pancake supper, and Easter breakfast. None of these events would be possible without the help of many volunteers from all corners of the church. We recognized and celebrated our Faith Formation volunteers and the entire Faith Formation year with the annual Ice Cream Social in June. We began the new program year with a truly wonderful "Welcome Back Sunday" barbecue that featured the first Committee Dessert Challenge. A beautiful late summer day made that celebration something truly special, to say nothing of the wonderful desserts offered up!

Our Children's Ministry Coordinator, Elizabeth O'Beirne, continues to work with our PreK to grade 5 children, as well as helping with programs for all youth. Together with Jen Kelly and Jordan Verasamy, she oversaw our Vacation Bible Camp weekend, which allowed us to offer a limited camp experience this past summer. We continue to be blessed to have her doing this in addition to her full-time job.

The annual Christmas pageant was the highlight of our program year, under the able direction of Jenny Bourn, along with Gretchen Owens and musical help from Mindy Bickford, and so many others behind the scenes. We all received a delightful education of the familiar story told in a new way by our children and youth. The committee is thrilled to have such an active group.

Prior to the start of each program 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.

The CE/F Committee continues to operate the nursery with high school youth as paid staff for young families attending worship in person. Mary Ann Phelps is currently serving as a coordinator of the calendar for this program. There is a continuous need for adults to serve as a Nursery Support Person 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.

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

As we look forward to the coming year, we continue to examine our programs to make them truly what our church and families want. This may mean that some changes will be happening, and we welcome input from our church as we do this.

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

Respectfully submitted by Terri Livak and Derek Lyman, co-chairs, on behalf of the Christian Education/Formation Committee: Kevin McMullen, Jessica Moos, Micah Heaney-Forbes, Lorinda Elliott, Mary Ann Phelps, Elizabeth O'Beirne, and Rev. Mark Mendes.

# COMMUNICATIONS COMMITTEE ANNUAL REPORT 2025

**Committee Members:** Amy McIntyre, Beth Warren (Co-Chair), Francis Gravel (Co-Chair), Jen Kelly - staff  
Key collaborators included Munroe Shearer and Andrea Sharp.

**Meeting Cadence:** The Communications Committee met monthly throughout 2025.

## **Purpose:**

The Communications Committee supports clear, timely, and engaging communication within FCCEJ and with the wider community through the church website, social media, email newsletters, and other outreach channels.

## **2025 Highlights & Accomplishments**

### **Strategic Planning**

- Developed and presented a Communications Plan to the Church Council.
- Regularly incorporated Council priorities and congregational needs into communications.
- Supported transparency around governance topics, including bylaw changes.

### **Website Infrastructure & Analytics**

- Completed critical website backend upgrades (PHP, plugins).
- Implemented Google Analytics (GA4) to establish a foundation for measuring website traffic and engagement.
- Improved website stability and editing functionality despite aging theme limitations.

### **Website Content & Design**

- Identified and updated priority pages and event content.
- Began a structured homepage redesign effort, informed by peer church websites.
- Established a direction toward clearer layouts, more color, improved imagery, and more frequently updated content.

### **Communications Workflow**

- Launched a Google-based Communications Request Form for staff and committees.
- Clarified processes for quick updates versus larger content projects.
- Improved coordination among staff, volunteers, and technical support.

### **Social Media Foundations**

- Defined FCCEJ's primary communication channels and posting goals.
- Created a social media calendar framework, posting guidelines, and Canva templates.
- Increased community visibility through event promotion and partnerships (e.g., Craft Fest).
- Prepared documentation and templates to support staffing transitions.

### **Visual & Video Storytelling**

- Initiated plans for short-form video and photo-based storytelling to better reflect church life.
- Identified video as a key future tool for engagement on the website and social platforms.

### **Key Challenges Identified**

- Aging website theme and technical debt.
- Limited staffing capacity for ongoing content creation.
- Need for consistent content contributions from committees.
- Need to further integrate analytics into decision-making.

### **Priorities for 2026**

- Complete the homepage redesign and clarify long-term website direction.
- Use analytics to guide communications and outreach decisions.
- Establish stable ownership and cadence for social media.
- Develop a visual style guide to ensure consistency.
- Strengthen documentation and onboarding to support sustainability.

## **Closing**

In 2025, the Communications Committee focused on **building a strong foundation**—modernizing systems, clarifying workflows, and setting a clear strategic direction. These efforts position FCCEJ to expand engagement, improve visibility, and communicate more effectively in 2026 and beyond.

# ANNUAL REPORT OF THE TRUSTEE COMMITTEE - 2025

The Trustees are responsible for the upkeep and maintenance of the buildings and grounds, including our 150+ year church building, and two adjacent properties, the Sawyer House and the Parsonage.

We'd like to start by thanking the Trustees whose terms will be ending: John Burnett and Phil Bourn have been valuable members of the committee and have graciously shared their time and talents in keeping the buildings running smoothly. We would also like to thank the volunteers who work with the Trustees and share their specific expertise. Ed Guild watches after our boilers and other major mechanical systems. Dennis Conti teams up with Ed and has helped with our lead-based paint IRC practices, Art Winslow tracks our Internet firewall and other electrical and electronics systems. Mike Bottamini can often be found tending the gardens and mowing the front lawn. Donna Burnett helps John with projects around the church. Kaki McGeary has continued to meet with the Trustees which has been extremely helpful in maintaining continuity. And many of you have helped by volunteering when asked or during our Spring and Fall Cleanup days.

## **Major projects that were completed in 2025 include:**

- Parsonage basement waterproofing (vapor barrier, sump pump, and dehumidifier).
- Replacement of the AV projector in Fellowship Hall (thanks, Doug Olufsen).
- Installation of new refrigerator for Heavenly Food Pantry and upgraded electrical to support AC in storage room.
- Installation (Thanks to Mike Sullivan) of cubbies near the front door to store gift bags for home insecure people.

## **Major projects that are underway are:**

- West wing lease to Bluebird Montessori of Vermont. Fit up is underway and occupancy is expected to start in September 2026.
- Parsonage siding: Contract has been awarded and work expected to begin in January 2026.
- Lift repair or replacement. Art Winslow has been leading this effort, and we are hoping that repair will be possible rather than having to replace the entire unit.
- Repair of brick lintels over windows in office wing.
- Zone valve replacement.
- Exploration of heat pumps / heat splits and solar electricity storage.

## **Significant maintenance and repair items:**

- Approved a mural to be painted in the gym by one of our youth, Robin Miller.
- State mandated, lead-based paint Inspection, Repair and Cleaning (IRC) practices for both rental properties.
- Creation of two additional handicapped parking spaces, along with re-striping existing spaces.
- Ordered a replacement of the under-counter freezer in kitchen.
- Annual preventive maintenance and inspections for major systems.
- Approved installation by tenants of back yard fence at Sawyer House.
- Gutter cleaning (all buildings).
- Spring and Fall clean-up days.
- Removal of deteriorated stockade fencing behind Parsonage. Will be replaced as part of the fit-up for Montessori school lease.
- Carpet and Marvin Lounge upholstery cleaning.

Just like at your home, there are enumerable small repairs that "just get taken care of" by the Trustees and the friends of the Trustees.

Respectfully Submitted,

Rob Gibson and John Burnett, co-chairs

# ANNUAL REPORT OF THE HEAVENLY CENTS THRIFT SHOP - 2025

*"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 and continue to improve 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 continue donating inventory to Safe Harbor in Burlington, the Humane Society and other "in kind" donations as they arise. We continue to open the shop the first Sunday of the month for Church members who attend the joint service to shop or drop off donations.

Due to our loyal and new customer traffic, generous community donations, and the many hours volunteers provide to keep our shop, neat, clean and organized, we were able to support the following organizations in 2025 with \$1,000:

- Age Well Meals on Wheels
- Building Bright Futures
- Champlain Family Services
- Essex Rescue
- EWSD Dept of Equity and Inclusion
- Hunger Free Vermont
- Janet S. Munt Family Home
- Jenna's Promise
- JUMP
- Katie Currier Fund at VSAC
- National Alliance of Mental Health VT
- Outright Vermont
- Pathways Vermont
- Steps to End Domestic Violence
- The Josh Pallotta Fund
- VT Children's Trust Fund
- VT Community Fund

We continue to partner with Heavenly Food Pantry to support the Milk Voucher Project with \$3,000 annually, which enables the Pantry to buy other items such as butter around the Holidays in addition to the milk. The project is a success! We also contributed \$500 to the Church Giving Tree and \$500 to the Mission Committee for wildfire relief. We gave \$3,000 to Essex Junction Recreation Parks Scholarship Fund to enable more students to attend the ADL 8th Grade Trip to Washington, DC in the spring. In August we held an All Volunteer Pot Luck to wish our long time volunteer, Elaine Raymond, well on her move to New Hampshire to be closer to family. In the Fall we switched from Wednesday to Thursday, which resulted in an increase in sales. Wreaths were purchased for the pastor and the front doors of our church. In total over \$26,000 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 2026 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, Mary Gratton, Maureen Evans, Terry Potvin, Dianne Arthur, and Gail Cromie



## HEAVENLY CENTS THRIFT SHOP 2025 FINANCES

Cash Balance (January 1, 2025) .....	\$7896.00
<b>INCOME</b>	
Sales.....	\$40773.00
Total Cash Available.....	\$48669.00
<b>EXPENSES</b>	
Contribution to Church.....	\$6,420.00
Electricity .....	\$715.00
Telephone .....	\$511.00
Philanthropic Donations .....	\$26390.00
Holiday Wreaths.....	\$106.00
Miscellaneous (Bank Fees & Supplies).....	\$429.00
Shop Upgrade .....	\$128.00
Total Expenses .....	\$34699.00
Cash Balance (December 31, 2025).....	\$13970.00

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## ANNUAL REPORT OF THE HOSPITALITY COMMITTEE - 2025

The Hospitality Committee worked hard in 2025 to provide refreshments for meaningful Fellowship gatherings. A big thank you to our committee, Beth Poratti, Jill White, Cindy Longwell, Joyce Peipert, and Gorden Starkey for their donations and commitment to this task. We also ministered to many families this year with funeral receptions. A big thank you to Jill White, who organized these receptions, and to Mary Anne Warren and Mary Phelps for their dedicated help with this mission.

Our committee has embraced our commitment to offer Fellowship and Hospitality in a user-friendly environment. If anyone would like to guest host or offer baked donations for Fellowship or Funeral Receptions, please reach out to myself or any of our committee members for more information. Our committee recognizes the importance of growing together in Fellowship, which I feel we achieved this year with hearty treats and big hearts!

Respectfully submitted by Sue Conti, Chair, Hospitality Committee

# ANNUAL REPORT OF THE HEAVENLY FOOD PANTRY 2025

The Heavenly Food Pantry had another busy year serving almost 1000 families in Essex, Essex Junction, and Westford in 2025. Economic hardships hit families severely this year with many people availing themselves of food assistance for the first time. 2025 saw federal subsidies drop which significantly impacted many families' food budgets. The pantry saw the need to tighten belts as well, updating policy to conserve resources by restricting families to one visit a month. We were fortunate the community showed up in earnest with food and monetary donations when families saw an interruption in SNAP benefits. As a result, the pantry was able to absorb the increase in visit volume which continues even now. The last six months of the year saw a 30% increase in visits over the same period in 2024. The pantry also provides food for senior housing in the community, helping roughly 75 families with additional food for their tables. Thanks go out to all who have contributed food, time and talent to the pantry proving the strength in the community!

The Essex Rotary was a formidable force this year, providing volunteers and financial assistance at every pantry, as well as several food drives. The Rotary also was integral in procuring grant support for a new cooler, storage racks, and feminine hygiene products, previously unavailable at the pantry. Thank you very much, Essex Rotary!

Two additional grants were procured from the Vermont Food Bank for fresh local vegetables from Jericho Settlers Farm throughout the summer. These grants also provided families with an assortment of prepping and cooking utensils.

Several other groups, organizations, and businesses helped the pantry continue to thrive. Food drives and monetary donations came in from the Postal Workers Union, Holy Family/St. Lawrence, the Lions Club, the Essex Junction Recreation Department, and Soma VT. Dental supplies were donated by Associates in Orthodontics, Advanced Dentistry, and Timberlane Dental Group. Heavenly Cents Thrift Shop continues to sponsor milk vouchers for pantry clients, allowing them to get a free gallon of milk from Central Beverage each time at each visit!

Hannaford remains an essential partner, providing meats, bakery goods and other foods that the families visiting the pantry enjoy. They have also collected money through their reusable bag program which has been directed to the Heavenly Food Pantry a few times this year. Costco gives produce, baked breads and desserts to the pantry on a monthly basis. We thank both for their generosity!

Special recognition and appreciation goes out to Hiawatha first graders, who continued the tradition of raising money, shopping for food, coming to deliver the food to the pantry, and getting a chance to see how the pantry works. They alone were able to bring 550 pounds of food to the pantry, which will help feed the community in the coming winter months.

The pantry held its own food drives on Town Meeting Day in Essex Junction, and at the FCCEJ lawn sale in August. In November, the pantry held a drive-up food drive at a time when SNAP benefits were in jeopardy. Thanks go out to Mindy Pariser-Schmidt and her friends who helped to make this happen! A few individuals held their own food drives, including one young man who collected food during a haunted forest he had set up during October!

The pantry was blessed with many contributions from Church and community members and groups. With the help of many in our community, over 75,000 pounds of food helped nourish families who needed food assistance. This was the perfect example of neighbors helping neighbors!

One of the biggest changes the pantry experienced was its evolution into the digital age, computerizing the registration process for its families and streamlining its reporting process. While the system is still in its infancy, it has already proved to be instrumental to shortening the time it takes to prepare a family to shop for food. We will be purchasing a second laptop and upgrading the software to enable multiple users to access the system for registration and distribution. The pantry is hoping to bring inventory into the process soon, making ordering and organizing a lot easier!

*Continued on next page...*

It is an exciting time in the life of the pantry! If getting involved is of interest to you, please let us know. Volunteers who pick up food at local suppliers, sort and stock the pantry between distributions, help families shop for food, and help with food drives are always welcome. Leave your name and phone number on the food pantry phone line at (802) 878-5745 Ext. 4 and we will get back to you. It's a great group of people making a huge difference in people's lives!

Respectfully Submitted,

Mary Richer, Suzanne Reardon, Valerie Gabert, Anita Guild, Lisa Clark, Elizabeth Weischedel, Mark Mendes

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## **HEAVENLY FOOD PANTRY 2025 RECEIPTS & DISBURSEMENTS**

### **Receipts**

Contributions & Bequests Received .....	\$28,866.52
Contribution from Heavenly Cents Thrift Shop.....	\$3000.00
Contribution from Holy Family/Knights of Columbus .....	\$851.18
Contributions from the Lions Club .....	\$1300.00
Contributions from Rotary.....	\$1300.00
Contributions from Essex Town & Essex Junction .....	\$9500.00
VT Food Bank Capacity Grant .....	\$1656.88
<b>Total Receipts.....</b>	<b>\$46,474.58</b>

### **Disbursements**

Contribution to FCCEJ Operating Budget .....	\$1000.00
Equipment Repair & Maintenance-Freezers.....	\$7506.81
Operations Items - Bags, etc.. .....	\$957.70
Pantry Items (Food).....	\$12,307.08
Pantry Items (Personal Hygiene) .....	\$4246.31
VT Food Bank Capacity Grant - PantrySoft.....	\$1543.00
VT Food Bank Capacity Grant - Vermonters Feeding Vermonters.. .....	\$3245.35
VT Food Bank Capacity Grant - VT Fresh.. .....	\$556.74
Vermont Food Bank.....	\$3121.17
<b>Total Disbursements .....</b>	<b>\$35,631.31</b>

Net Receipts (Disbursements).....	\$10,113.27
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## USHERING COMMITTEE'S ANNUAL REPORT 2025

The ushers and greeters play an important role in helping members and visitors feel welcome at each service, taking collection, and helping to address any concerns which arise before the service. We are thankful for the many people who have volunteered to usher and/or greet at the services over the last year and for those who step in when ushering has been unable to schedule coverage. Thank you to the office staff who have worked to improve the use of the Sign-up Genius. We are happy to see more members using this feature! If you are interested in acting as an usher or greeter on Sunday, please see a member of the Ushering committee or use the Sign-up Genius. It can be accessed from the Church website: Serving others -> Get involved. From there, you can select the "SignUpGenius" Icon on the right of the page .

Carl Wermer, for the Ushering Committee

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## MUSIC COMMITTEE ANNUAL REPORT—2025

2025 has been a wonderfully busy year for music at First Church! All six of our choirs have been active this year, Sanctuary Choir, led by Bethany Blake; Men At First, led by Bill Bickford Jr.; The Currier Bell Choir, led by Allison Wermer and Laura Marthaler; Finally at First Praise Band, led by Rick Dooley; Joyful Noise, led by Mindy Bickford and Marie Johnson; and Heavenly Harmony, led by Bethany Blake! Please see reports from several of these busy choirs facing page.

Along with the necessary work of keeping the pianos and organ tuned and in good repair, the committee also hosted the 40th Anniversary of the Organ Concert, and coordinated Music Appreciation Sunday. After the long-awaited repair and tuning of our beautiful organ, the church was blessed with an organ concert featuring past FCCEJ organists, Wayne Schneider and Catherine McMaster, our own Bethany Blake, along with two young organists from area churches. The one-hour concert was followed by a lovely reception downstairs with food coordinated by Betty Busciglio and Terry Potvin. We honored all our choirs, singers, and musicians at Music Appreciation Sunday on June 1. It was a rousing Sunday with Men At First, the Sanctuary Choir, Finally at First, Heavenly Harmony, and Joyful Noise all singing. If there had been room for the bell tables, the Currier Bell Choir would have also performed! All adult choir members and musicians were given a lovely plant and Joyful Noise singers were given seed packets. Denise Keating and Marie Johnson were recognized for their heroic subbing for Bethany last Christmas.

The music library has had a major overhaul which began last year and will continue into 2026. Doug Olufsen, with the help of Judy Pomainville and Beth Volker, has been instrumental in carrying out the work of sorting the music, boxing it in special choral music boxes, and organizing the boxes on shelves for easy retrieval.

There are several projects planned for 2026 including a Coffee House Cabaret. Stay tuned for more information and how to participate!

Many thanks to the Music Committee: Steph Fields, Heather Stein, Laura Marthaler, Whitney Noel, Terry Potvin, Bethany Blake, and Keeper of the Organ, Ed Guild. Also many thanks to the choir directors, we are blessed to have such a variety of beautiful and meaningful music every Sunday!

Respectfully Submitted,

Mindy Bickford, Music Committee Co-Chair

## **MEN AT FIRST—2025**

Men At First has been living the dream of life in showbiz this year.

We have been busy with our Live Tour 2025, both in-house and on the road. We performed at FCCEJ, Congregational Church of South Hero, Congregational Church of Jeffersonville, Williston Place Independent Living, EastView Assisted Living in Middlebury, and Residence At Shelburne Bay. Everywhere we go, we make it clear we are from the mighty First Congregational Church of Essex Junction, UCC!

We enjoyed warm welcomes, and have fond memories of all these events:

- June 1 - Music Appreciation Sunday at FCCEJ
- June 28 - Service honoring Bruce Blackman at FCCEJ
- June 29 - Worship service at South Hero Congregational Church
- August 10 - Worship service at FCCEJ
- August 24 - Worship service at Jeffersonville Congregational Church
- October 12 - A Cappella Sunday at FCCEJ worship service
- October 19 - A Cappella Sunday at FCCEJ (back to back Sundays)
- November 14 - Show at Williston Place
- November 21 - Show at EastView Middlebury
- December 12 - Show at Shelburne Bay
- December 24 - MAF to sing at the 9pm service, and at the preconcert

Submitted by Bill Bickford, Jr, Men At First Director

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## **CURRIER BELL CHOIR—2025**

After an absence of several years, 4 intrepid bell ringers got back together in 2025 to start ringing once again. Our quartet members are Laura Marthaler, Alison Wermer, Paula Sargent and Linda Hasan. Linda is a member of Bells of Ascension at the Ascension Lutheran Church in South Burlington and shares her talents with Currier Bells.

We rang in church at Easter, Thanksgiving, and Christmas. We were very pleased to have Bethany Blake, our music director, join us on piano for one of our Christmas pieces. Laura, Alison, and Linda also rang with Bells of Ascension at their Christmas Eve service.

We participated in the annual Spring Ring at St. James Episcopal Church in April 2025. This is a gathering of bell choirs from all around the area. It is thrilling to hear music played by dozens of bells in all octaves. Some choirs also do “solos” of just their own choir.

Our goals for 2026 are to recruit more people to join our choir so we can ring pieces using more bells; have a director so we can successfully ring pieces with more bells; and play more often in church.

Ringling hand bells is a team sport with much fun and camaraderie. It is a great way to let go of the concerns of your day and concentrate on making beautiful music. We invite anyone with a sense of rhythm to join us. No need to know how to read music. We will teach you what you need to know!

Alison Wermer, for the Currier Bells

# ANNUAL REPORT OF THE MISSIONS COMMITTEE 2025

This year we added new members to our Committee, Marian Lawlor and Betty Busciglio and Elizabeth O'Beirne.

We also saw 2 changes in projects. Our main budget item #6015 was separated from the 2 sub committees of 6020 Service Trip and 6030 for Racial Justice. The Service Trip separate budget line makes clear that the trip has separate funding from our congregation for spreading our mission outside of our local community.

The Racial Justice subcommittee has spearheaded setting funds aside to acknowledge use of non-copywritten African spirituals that are used without reimbursement paid to enslaved people. The funds will be transferred to Rev. Thomas's Gospel Choir currently in progress of becoming a nonprofit organization. In our bulletins these songs are designated with small dove symbols.

A second major project has been our unhoused care packs that are available in the cubbies in our entry way. The cubbies were repurposed and attached by Mike Sullivan. We have had 3 LIFT (Living In Faith Together) Sunday services in January, April and December, during which time the whole congregation was invited to participate in packing the bags and then encouraged to put the packs into their cars and hand them out to people asking for help. Members have reported how the care packs are received with much gratitude and appreciation for our church. This project was 25% of our generous church budget.

Other projects of the Mission Committee have been an informational day in May in collaboration with Age Well, where all the services available though Age Well were presented. We plan on setting up more Age Well presentations in 2026. We also donated funds to JUMP, VIA and the Josh Pallotta House.

We sponsored and attended a pizza luncheon at the Josh Pallotta House, where veterans can find support. Help is offered in PTSD care, a gym is available for physical health, and there are many other support groups, including ones specifically for female veterans and partner support. The organization was started by the mother of Josh Pallotta, a veteran who took his own life, in the hopes of preventing more heartbreak and loss.

Our Mission Committee this year, under the organizational skills of Linda Bogardus, took over the Christmas Giving Tree after many, many years of this project being run by Francis and Elaine Raymond. We also used some of our funds to purchase Hannaford Gift Cards for families requested support though our church.

Our committee believes that our funds have been well used to support our mission driven church and community.

Respectfully submitted,

Ann Marie Sullivan, Missions Chair

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## MONTANA SERVICE PROJECT—2025

In June of 2026, FCCEJ will once again send an intergenerational service team to the Blackfeet Reservation in northwestern Montana to work on projects identified by the Blackfeet community. We are continuing to partner with Global Volunteers, an organization that coordinates service trips both nationally and internationally, attending to many of the on-site details. Global Volunteers works with local leaders to identify areas where the community would like assistance.

This service project trip is funded from three sources – individual team members, the church, and team fundraising. Our team will be hosting a chili-to-go fundraising event on Sunday, February 8, 2026, Super Bowl Sunday. We also encourage you to join us Saturday, March 14, 2026, for our annual Cabin Fever Calcutta. On a generally chilly night in March, it is a great opportunity for a night of connection, fellowship, and prizes, all while supporting our service trips.

Our intergenerational team is looking forward to the opportunity to learn about the Blackfeet Tribe and to work on various service projects there. Our 14 team members include Lisa Clark, Brenda Dawson, Danielle Charlebois, Cathy LaPierre, Derek & Isaac Lyman, Laura, Betty & Lilly Marthaler, Rev. Mark Mendes, Bill Nedde, Andrea Sharp, Wendy Wark, and Betsy Weischedel.

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

Respectfully submitted,

Betsy Weischedel and Lisa Clark, Montana Service Project Team Leaders

# TREASURERS REPORT – MISSIONS COMMITTEE 2025

December 17, 2025

	Budget	Balance
6015 Main Budget	\$8,000.00	\$1,941.43
6020 Service Trip	\$6,000.00	\$0.00
6030 Racial Justice	\$1,000.00	\$1,000.00

## Balance Fund Investments

CD-Missions	\$8,072.92
Missions Reserve	\$2,197.05
Service Trips	\$38,161.17

Funds in bold are those whose balance is part of the Monthly offerings.  
Mission Committee is responsible for these 7 of the annual 12 offerings.

## FCCEJ Missions-Donations YTD

Feb	<b>Outdoor Ministry Program</b>	
Mar	<b>One Great Hour of Sharing</b>	\$360.00
Jun	<b>Strengthen the Church</b>	\$365.00
Sept	<b>Seminary Offering</b>	
Oct	<b>Neighbors in Need</b>	\$50.00
Nov	<b>Heavenly Food Pantry</b>	
Dec	<b>Christmas Fund Offering</b>	
January	Health Kits	\$679.51
March	Red Cross from Mama Tried Bluegrass	\$150.00
April	Hygiene Kit	\$538.75
May	Ann Marie Sullivan (Age Well)	\$74.45
	Age Well	\$250.00
	Age Well	\$331.22
August	Bake Sale for JUMP	\$380.80
	JUMP from 2024 + \$136	\$744.80
	Vermont Interfaith Action	\$500.00
September	Michael Sullivan for cubbies	\$300.29
	Homeless Kits	\$248.73
October	Peter Schmalz	Pizzas \$406.75
	Care Kit supplies – Capital One	\$84.99
	Ann Marie Sullivan Care Kit Supplies	\$312.88
November	Transfer to Giving Tree for Candy for gifts	\$200.00
	Transfer to Pastors Fund for gift cards	\$2,000.00
December	Items for Blessing Bags	
		\$7,978.17

# CUB SCOUT PACK 630 - 2025 YEAR IN REVIEW

Dear Members of the First Congregational Church of Essex Junction,

On behalf of Cubmaster Paul Wolf and our 42 Scouts permit me to share our appreciation for your continued support as our Charter Partner. You've continued to help us prepare young people for life through hands-on learning activities and adventures.

## Service Projects and Community Involvement



Our Pack continues to be enthusiastic about serving our community and participating in meaningful service projects throughout the year. In May, we joined forces with other volunteers for the statewide Green Up Day Good Turn, demonstrating our commitment to environmental stewardship. November saw us proudly marching in the Scouting Salute to Veterans Parade, honoring those who have served our country. In December families donated non-perishable food items to Heavenly Pantry and spread holiday cheer at Mansfield Place visiting residents and singing carols. In total the Pack members logged 80 Community Service Hours.

We had a strong participation in the Annual Scout Sunday service at First Congregational Church of Essex Junction, following a memorable overnight "camping" trip on the church grounds.

## Welcoming New Families and Transitioning them to the Troop

At the conclusion of our spring campout, Calvin Kelly received the Arrow of Light Award and crossed over into BSA Troop 624. We have 6 active fifth graders and a dozen fourth grade Scouts following close behind. The Pack

participated in a statewide Rocket into Scouting initiative and welcomed 5 new kindergarten families and 4 new second graders this fall.

## Activities and Adventures

Our calendar has been brimming with engaging activities and adventures that have fostered camaraderie, skill-building, and fun. The Pinewood Derby showcased the creativity and competitiveness of our Scouts, our Egg-Drop Challenge got our STEM gears turning, and our summer activities brought youth and adults closer together. Summer was particularly eventful as we sent 18 Scouts to Day Camp at Champlain Valley Exposition and had 6 Scouts attend the summer resident camp at Mount Norris Scout Reservation in Eden.

Our adventures continued into the autumn as 45 Scouts and parents participated in the Cub Scout Autumn Adventure weekend at Mt. Norris Scout Reservation in October. We have already planned an exciting calendar of activities for 2026, ensuring that the spirit of Scouting continues to thrive.



## Fundraising and Achievements

Thanks to the dedication and hard work of our Scouts and their families, Pack 630 not only exceeded it's Popcorn & Nuts fundraising goal, but was the most successful Unit in Vermont – selling \$16,570 to power our adventures. We also completed our annual charter renewal on time, ensuring that our Pack remains vibrant and active.

Scouts earned a total of 253 Adventure Belt Loops and 25 Ranks in 2025.

*Continued on next page...*



## Looking Ahead

As we look forward to 2026, we are filled with anticipation for the many adventures and opportunities that lie ahead.

Our commitment to service, community, and the development of our Scouts remains unwavering. We are grateful for the support of the First Congregational Church, which has been instrumental in our success.

Thank you for your continued partnership and for being an integral part of the Cub Scout Pack 630 family. Together, we are shaping the leaders of tomorrow and making a positive impact on our community.

With heartfelt gratitude and best wishes,  
Mark Saxon Committee Chair, Cub Scout Pack 630



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## SCOUTS BSA TROOP 624 - 2025 YEAR IN REVIEW



We remain a small but active troop. In 2025, the troop met weekly, working on Scout skills and service projects. We participated in the Essex Junction Parks and Rec pumpkin carving, the Statewide Veteran's Day Parade, worked on First Aid skills, bonded with Cub Scouts, and held a Cross-over from the Pack. One of our Eagle Scouts held his Court of Honor.

The troop does face challenges, as do many others. The troop needs more Scouts, parental involvement, and leaders. In recent years many troops around the country have closed due to a lack of participation. However, we have a very active and thriving Pack, and again this year we are expecting a group of Cub Scouts to cross-over into the Troop. While we are a small troop, we have good energy and a tight-knit group of Scouts.

Respectfully Submitted,  
Kevin McCullen (Chartered Organization Representative)



## **ANNUAL REPORT OF THE PLANNED GIVING COMMITTEE 2025**

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 of 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, an annual Wills Clinic/Estate Planning seminar, and newsletter articles about the benefits of planned giving. In February 2025, another church-wide mailing was sent 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. In December 2024, there were four members of the Legacy Circle. One year later, there are thirteen members. THE PLAN IS WORKING. 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
- Elizabeth Warren
- Paulette & Bart Frisbee
- Jane Piper
- Betty Busciglio
- Heather & Terry Stein
- Maureen McKenzie

In February 2026, the first annual recognition event will be held for Legacy Circle members. To join the Legacy Circle, one needs to make as planned gift to FCCEJ.

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,

David Johnson, Chair Planned Giving Committee

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## **ANNUAL REPORT OF THE NOMINATIONS COMMITTEE - 2025**

The Nominating Committee wishes to extend our heartfelt thanks to everyone who has 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. They include our own Elaine Raymond, who served faithfully on the Nominating Committee, and Judy Pomainville, who is joining us in 2026 after completing her term as President.

This year, we continued our shift away from the traditional “cold call” process to a more proactive and collaborative model. Dedicated liaisons from our committee work closely with the other committees to confirm terms of service and identify suitable new members as needed, fostering stronger connections and ensuring continuity. In September, we hosted a second successful Committee Fair, Together We Serve, Together We Thrive, which highlighted the impactful work of each committee and energized the congregation around the value of serving. As we look ahead to 2026, we will continue refining this process to make committee service a meaningful and seamless experience for all.

Our work for 2026 is not complete, though, so we will continue to seek a few more volunteers to fill a couple of remaining open positions. Please send a note or call one of us on Nominating if you feel called to serve.

Respectfully submitted,

Lauren Starkey

## **FCCEJ Officers for 2026**

President .....	Terry Stein	Assistant Finance Secretary .....	Linda Bogardus
Vice President .....	Kathryn Brennan	Treasurer.....	TBD
Clerk .....	Alison Wermer	Assistant Treasurer.....	TBD
Assistant Clerk .....	Brenda Dawson	Internal Auditors.....	Alan Kinney, Dan Petherbridge
Finance Secretary .....	Ann Gray		

## **Committees for 2026**

### **Christian Education (8-12)**

<b>Name</b>	<b>Date</b>
Derek Lyman	2026
Micah Heaney-Forbes	2026
Lorinda Elliott	2026
Kevin McCullen	2028
Terry Livak	2028
Lara Kalix-Crisafi	2028

### **Communications (4)**

<b>Name</b>	<b>Date</b>
Francis Gravel	2026
Amy McIntyre	2026
Beth Warren	2028

### **Deacons (12)**

<b>Name</b>	<b>Date</b>
Bob Driver	2028
Emily Guziak	2028
Donna Burnett	2028
Judy McCullen	2026
Maureen McKenzie	2026
Jim Glatz	2026
Andrea Sharp	2026
Gary Hartman	2027
Allison VanSteensburg	2027
Paula Sargent	2027
Riley Elliot	2027

### **Hospitality**

<b>Name</b>	<b>Date</b>
Beth Porratti	2026
Jill White	2026
Gorden Starkey	2027
Mary Ann Phelps	2028
Sue Conti	2028
Terry Potvin	2028
Sally Turner	2028
Lou Ann Pioli	2028
Kim Taylor	2028

### **Missions (8-12)**

<b>Name</b>	<b>Date</b>
Peter Schmalz	2026
Linda Bogardus	2026
Marty Hopkins	2027
Ann Marie Sullivan	2027
Marian Lawlor	2027
Betty Busciglio	2027
Marie Benway	2028
Sharon Dettenrieder	2028
Gail Cromie	2028

### **Music (6)**

<b>Name</b>	<b>Date</b>
Laura Marthaler	2026
Whitney Noel	2026
Carol Daigle	2027
Alison Wermer	2027
Steph Fields	2027
Heather Stein	2028

### **Nominations (6)**

<b>Name</b>	<b>Date</b>
Lauren Starkey	2027
Mary Ann Warren	2027
Sandy Tallman	2027
Kaki McGeary	2027
Judy Pomainville	2028

### **Pastoral Relations (5)**

<b>Name</b>	<b>Date</b>
FCCEJ Vice President	N/A
Brenda Dawson	2026
Riley Elliot	2027
Carolyn Rushford	2028
Myrna Doney	2028

### **Planned Giving (6)**

<b>Name</b>	<b>Date</b>
Stewardship Chair	N/A
Treasurer	N/A
Dave Johnson (C)	2026
Darryl Koch	2027
Matt McGeary	2028

### **Stewardship (6)**

<b>Name</b>	<b>Date</b>
Alex John	2027
Beth Volker	2027
Heather Stein	2028

### **Trustees (6)**

<b>Name</b>	<b>Date</b>
Bill Coddington	2026
Rob Gibson	2027
Ciaran Brennan	2028
John Haywood	2028

### **Ushering (6)**

<b>Name</b>	<b>Date</b>
Justin & Melisa Gibson-King	2026
Aimee Koch	2027
Cathy Shearer	2027

### **Vermont Conference Delegates**

<b>Name</b>	<b>Date</b>
Brenda Dawson	
Open Position (3)	

### **Church Association Delegates**

<b>Name</b>	<b>Date</b>
Brenda Dawson	
Open Position (1)	

*( ) number allowed by the bylaws*

# FINANCE COMMITTEE REPORT - 2025

We continue to be blessed financially to carry out the ministry and mission of FCCEJ! Despite starting the 2025 Church year with a deficit budget, we finished with a surplus of \$65,024.78 that Church Council voted to move to the Capital Reserve Restricted Fund. The Church continues to be busy every day, supporting a multitude of internal and community projects. Our local mission is impactful, and the eclectic Community Concert Series consistently attracts attendees, alongside our other church programs.

In January of 2026, Church Council approved a deficit budget with total expenses of \$524,854.55, exceeding projected income by \$518,570.00. This was arrived at after thoughtful consideration of how committees and staff carry out the work of the Church.

The Stewardship Committee availed us with another humorous skit driving home the importance of pledging to support the Church. We had another successful pledge drive with 145 pledge units pledging a total of \$347,342.00 for 2026.

We continued to be fortunate to have a dedicated Treasurer and Assistant Treasurer as well as Financial Secretary and Assistant Financial Secretary. While these are volunteer positions, they could effectively be part time jobs, spent tracking and monitoring the Church's finances. The value of this group to keep things running smoothly is hard to quantify.

## Endowment

Our Endowment Fund has continued to grow over the past several years as the broader markets continued to trend up. In December, Church Council voted to support the Giving Tree Project with an Endowment distribution of \$1500.00 along with \$2300.00 for the Trustees to purchase a new video projector for the Fellowship Hall.

Total account market values over the past years for the 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

12/31/2024 - \$800,220.62

12/31/2025 - \$947,895.99

## Memorial Fund

Thank you to all who made gifts to honor the memory of a loved one. The year end Memorial Fund balance is \$12,985.28. During the fiscal year 2025, the Memorial Fund gifts allowed us to contribute \$2466.00 toward new audio-visual equipment and the installation of a new water bottle filling station.

Money and finance, as much as ever, continue to add stress and worry to the lives of most. We are fortunate to have a skilled team responsible for overseeing and managing the Church's finances, supported by generous members, enabling us to fulfil our ministry and mission.

Respectfully submitted,

Terry Stein, Chair, Vice President

Dan Petherbridge, Treasurer

Matt Clark, Assistant Treasurer

Ann Gray, Financial Secretary

Kathryn Brennan, Stewardship

John Burnett/Art Winslow/Rob Gibson, Trustees

Rev. Mark Mendes

# ANNUAL REPORT OF THE STEWARDSHIP COMMITTEE - 2025

This year the Stewardship Committee consisted of six members: Kathryn Brennan (Chair), Emily Guziak, Alex John, Heather Stein, Beth Volker (Scribe), and Lorrie Driscoll. 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 with three concerts in 2025. Alex John, Gretchen Owens, Joanne Irwin, Bill Bickford Jr., Beth Volker, and Kathryn Brennan formed the music concert series committee this year with Marian Lawlor joining in the fall as our Missions liaison. Several volunteers also provided help with additional facets of the concerts. We welcomed Mama Tried, an all-gal foot stomping bluegrass, country folk and blues string band, Joe's Big Band, a 17-piece ensemble performing Swing Era classics to modern Jazz, Blues, and Funk, and pianist Diane Fanning for the 2025 concerts. The church received \$1039—half of which will be donated to the Red Cross Disaster Relief Fund. There will be five concerts in 2026 including the rescheduled Tracy Grammar concert.

The theme for our fall Stewardship campaign was “Nutrition = Healthy Body, Giving = Healthy Church.” In October we delivered pledge packets (including letter, pledge card and a financial trifold) to the congregation via both USPS mail and email. 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 to narrow the list of people who pledged last year but did not submit pledges for 2026. Our marketing campaign included a physical thermometer showing our progress, a banner, newsletter articles, and updates to the website and Facebook page. We relied on additional support from Jen Kelly and Andrea Sharp.

We once again used drama as a lighthearted way to encourage folks to pledge with Emily Guziak's original skit “It's a Blunderful Life.” Am and Tristan Stein, Bill Bickford Jr., Cathy Shearer, Judy Larrabee, and Jen Kelly joined regular Stewardship committee members Alex John, Heather Stein, Lorrie Driscoll, and Beth Volker for a look at what would happen to the church if Stewardship was left out of the bylaws. Everyone involved had a good time and the audience loved it!

In our non-pledge drive months, we wrote newsletter articles about other Stewardship topics including asking folks to remember the church in their will, special offerings, per capita dues, and questions about pledging.

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/2025	Current year/2026
Number of pledging units:	<b>156</b>	<b>142</b>
Total amount pledged:	<b>\$349,680</b>	<b>\$345,972</b>

- 48 people increased their pledge this year - THANK YOU!
- 11 people decreased or ceased to pledge
- 9 people pledged for the first time this year
- 74 people pledged the same amount as 2025
- 21 Pledges from last year are still outstanding, if they pledge the same as last year this will total an additional \$29,740

Thanks to everyone who not only kept up paying their pledge in 2025, but also continued to pledge in 2026. Our church will continue to thrive with your generosity.

Respectfully Submitted,  
Kathryn Brennan, Stewardship Chair

## TREASURER REPORT 2025

A complete accounting of the 2025 finances, including the 2026 budget, may be found in the statements on the following pages. We ended the year with a huge \$73,613.86 surplus which the Church Council voted to move to the church reserve, specifically the Capital Reserve restricted fund. There was a small endowment distribution of less than \$4,000 which supported a new projector in the Fellowship Hall and the Giving Tree Program.

Income and expenses for 2025 were budgeted at \$505,426. Income came in higher at \$535,892.74 and expenses \$462,278.88. The surplus was achieved primarily due to loose offerings being higher than anticipated and a generous individual year-end contribution of over \$20,000 contributing to higher income than budgeted. Under spending was generally from staff expenses due to unmet hiring goals (~\$38,000) and committees spending less than their budgets (~\$10,000).

For 2026, the Finance Committee presented an unbalanced budget to Council with income of \$518,570.00 and expenses of \$524,954.55, resulting in a deficit of about \$6,400. We anticipate level pledge income and higher loose income. The majority of staff will receive a 3.0% pay increase, with normal utility increases and higher building and grounds expenses. The Church Administrator position will be increasing to 40 hours per week which makes it eligible for health benefits. Overall payroll costs are a bit of a moving target due to the unknown timing of hiring for vacant positions. There is one budget caveat, the current Treasurer and Assistant Treasurer are "retiring" and replacements, as of this report, are unidentified. Church Council voted to contract with a bookkeeper to handle some of the work these positions support. As the cost of this position is currently unknown, this was not budgeted other than \$1.00 as a place holder.

Church Council approved this deficit budget to be presented to the congregation.

For more information on the details of the proposed 2026 budget, please see the statements at the end of this annual report. As usual, the Finance Committee will closely monitor income and expenses throughout 2026 and make adjustments/recommendations as necessary.

Matt and I, Dan (the Assistant Treasurer and Treasurer) will be "retiring". We thank you for the years we have been allowed to serve you, the congregation. As we look forward, we think the leadership model should be revisited as hiring for the current model has been difficult. We also want to be sure that pledge units, which have been dwindling each year, be reviewed to find solutions to reverse that trend. As the church population ages, we need to grow the congregation with new members. We recognize the age of our buildings and hope that we sufficiently fund the capital reserve and reserve accounts in general. We have volunteered in 2026 to research other income opportunities besides asking the congregation.

Respectfully,

Dan Petherbridge, Treasurer and Matt Clark, Assistant Treasurer

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## ANNUAL REPORT OF THE INTERNAL AUDITOR - 2025

January 15, 2026

The Income and Expense Statement for the year ended December 31, 2025, 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.

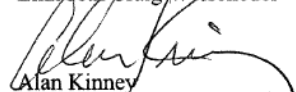
These procedures were substantially fewer than those required for an independent audit, review or compilation. As stated in prior years, this audit is substantially less in scope than an audit in accordance with generally accepted auditing standards.

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

Additionally, the Church's insurance and payroll policies and procedures were examined as part of the 2025 internal audit. The policies and related documents were available, well organized, and current.

Respectively Submitted,

  
Elizabeth Craig Weischedel

  
Alan Kinney

Internal Auditors

# FIRST CONGREGATIONAL CHURCH - INCOME & EXPENSE STATEMENT

## GENERAL FUND 01, January 2025 - December 2025

		2025 Actual	2025 Budget	Difference	Budget %	2026 Budget
<b>INCOME</b>	<b>4000</b>					
<b>CONTRIBUTION INCOME</b>	<b>4010</b>					
Pledges	4030	\$ 375,701.44	\$ 378,000.00	\$ (2,298.56)	99.39%	\$ 378,000.00
Initial offering	4035	\$ 120.00	\$ 300.00	\$ (180.00)	40.00%	\$ -
Loose Offering	4040	\$ 41,583.55	\$ 32,000.00	\$ 9,583.55	129.95%	\$ 36,000.00
Fund Raisers	4050	\$ 10,246.55	\$ 11,000.00	\$ (753.45)	93.15%	\$ 11,000.00
CC & amazon Rebates	4055	\$ 991.70	\$ 900.00	\$ 91.70	110.19%	\$ 900.00
Rent	4070	\$ 21,820.00	\$ 23,220.00	\$ (1,400.00)	93.97%	\$ 26,220.00
West Wing rental	4071	\$ -	\$ -	\$ -	0.00%	\$ 3,000.00
Parsonage Rental	4072	\$ 38,400.00	\$ 38,400.00	\$ -	100.00%	\$ 40,200.00
Per Capita Offering	4075	\$ 2,694.24	\$ 3,000.00	\$ (305.76)	89.81%	\$ 3,000.00
Building Use - Regular	4080	\$ 8,413.00	\$ 7,000.00	\$ 1,413.00	120.19%	\$ 8,000.00
Building use - Misc	4090	\$ 1,057.00	\$ 1,750.00	\$ (693.00)	60.40%	\$ 1,000.00
Christmas Offering	4095	\$ 1,526.00	\$ 2,500.00	\$ (974.00)	61.04%	\$ 2,500.00
Funeral income	4105	\$ 1,500.00	\$ 200.00	\$ 1,300.00	750.00%	\$ 200.00
Misc income	4107	\$ 24,127.40	\$ 1,000.00	\$ 23,127.40	2412.74%	\$ 2,500.00
Subtotal	4020	\$ 528,180.88	\$ 499,270.00	\$ 28,910.88	105.79%	\$ 512,520.00
<b>INTEREST INCOME</b>	<b>4500</b>					
Banking Interest	4510	\$ 30.36	\$ 6.00	\$ 24.36	506.00%	\$ 25.00
CD Main Church Interest	4525	\$ 7,657.41	\$ 6,000.00	\$ 1,657.41	127.62%	\$ 6,000.00
Money market int	4540	\$ 24.09	\$ 150.00	\$ (125.91)	16.06%	\$ 25.00
<b>Subtotal Interest Income</b>	<b>4500</b>	\$ 7,711.86	\$ 6,156.00	\$ 1,555.86	125.27%	\$ 6,050.00
<b>TOTAL INCOME</b>		<b>\$ 535,892.74</b>	<b>\$ 505,426.00</b>	<b>\$ 30,466.74</b>	<b>106.03%</b>	<b>\$ 518,570.00</b>

# FIRST CONGREGATIONAL CHURCH - INCOME & EXPENSE STATEMENT

## GENERAL FUND 01, January 2025 - December 2025

		2025 Actual	2025 Budget	Difference	Budget %	2026 Budget
<b>EXPENSES</b>	<b>5000</b>					
<b>PASTORAL STAFF</b>	<b>5050</b>					
<b>SENIOR PASTOR</b>	<b>5060</b>					
SP Salary	5061-001	\$ 72,649.37	\$ 69,685.65	\$ (2,963.72)	104.25%	\$ 71,776.58
SP Health Insurance	5064-004	\$ 29,750.32	\$ 29,535.90	\$ (214.42)	100.73%	\$ 30,855.90
SP SECA	5065-005	\$ 7,861.86	\$ 7,570.65	\$ (291.21)	103.85%	\$ 7,687.27
SP Professional	5066-006	\$ 868.78	\$ 750.00	\$ (118.78)	115.84%	\$ 900.00
SP Programmatic Expenses	5067-007	\$ 1,380.43	\$ 600.00	\$ (780.43)	230.07%	\$ 750.00
SP Annuity	5068-008	\$ 13,744.18	\$ 13,658.39	\$ (85.79)	100.63%	\$ 14,068.21
SP Life & Disability Ins	5069-009	\$ 1,447.92	\$ 1,400.00	\$ (47.92)	103.42%	\$ 1,400.00
SP Mileage	5070-010	\$ 881.72	\$ 750.00	\$ (131.72)	117.56%	\$ 750.00
SP Other	5072-012	\$ 684.06	\$ 500.00	\$ (184.06)	136.81%	\$ 750.00
SP Housing Allowance	5073-002	\$ 28,920.28	\$ 27,874.26	\$ (1,046.02)	103.75%	\$ 28,710.63
SP Salary - misc	5074-200	\$ 275.52	\$ -	\$ (275.52)	0.00%	\$ -
<b>Subtotal Senior Pastor</b>	<b>5060</b>	<b>\$ 158,464.44</b>	<b>\$ 152,324.85</b>	<b>\$ (6,139.59)</b>	<b>104.03%</b>	<b>\$ 157,648.59</b>
<b>PASTOR OTHER</b>	<b>5080</b>					
Pastor trans/sabbatical	5091-011	\$ 500.00	\$ 500.00	\$ -	100.00%	\$ 500.00
<b>Subtotal Pastoral Staff</b>	<b>5050</b>	<b>\$ 158,964.44</b>	<b>\$ 152,824.85</b>	<b>\$ (6,139.59)</b>	<b>104.02%</b>	<b>\$ 158,148.59</b>
<b>SUPPORT STAFF</b>	<b>5150</b>					
Administrative Assistant	5165	\$ 38,940.22	\$ 34,511.75	\$ (4,428.47)	112.83%	\$ 35,568.00
Soc Med Mrktg Spec	5170	\$ 4,261.69	\$ 16,250.00	\$ 11,988.31	26.23%	\$ 13,000.00
Education Director	5175	\$ 13,057.88	\$ 11,315.85	\$ (1,742.03)	115.39%	\$ -
Child Ministry Coordinator	5176	\$ 14,893.89	\$ 16,900.00	\$ 2,006.11	88.13%	\$ 17,407.00
PT Youth Coordinator	5177	\$ -	\$ 24,200.00	\$ 24,200.00	0.00%	\$ 12,500.00
Nursery Staff	5180	\$ 1,133.10	\$ 2,500.00	\$ 1,366.90	45.32%	\$ 1,500.00
Custodian	5185	\$ 21,149.24	\$ 20,332.00	\$ (817.24)	104.02%	\$ 20,941.96
Music Director	5195	\$ 37,667.20	\$ 36,185.58	\$ (1,481.62)	104.09%	\$ 37,271.58
<b>Subtotal Staff Salaries</b>	<b>5151</b>	<b>\$ 131,103.22</b>	<b>\$ 162,195.18</b>	<b>\$ 31,091.96</b>	<b>80.83%</b>	<b>\$ 138,188.54</b>
<b>BENEFITS</b>	<b>5250</b>					
Staff Annuity	5260-008	\$ 1,828.10	\$ 1,584.22	\$ (243.88)	115.39%	\$ 1,779.00
Benefits - other	5270-005	\$ -	\$ -	\$ -	0.00%	\$ 13,933.00
<b>Subtotal Benefits</b>	<b>5250</b>	<b>\$ 1,828.10</b>	<b>\$ 1,584.22</b>	<b>\$ (243.88)</b>	<b>115.39%</b>	<b>\$ 15,712.00</b>
<b>EMPLOYER EXPENSES</b>	<b>5300</b>					
Payroll Taxes	5305	\$ 9,954.44	\$ 12,586.35	\$ 2,631.91	79.09%	\$ 10,571.42
Workers Comp Insurance	5310	\$ 2,109.24	\$ 3,000.00	\$ 890.76	70.31%	\$ 3,000.00
Payroll Charges	5315	\$ 2,304.88	\$ 1,800.00	\$ (504.88)	128.05%	\$ 2,000.00
<b>Subtotal Employer Expenses</b>	<b>5300</b>	<b>\$ 14,368.56</b>	<b>\$ 17,386.35</b>	<b>\$ 3,017.79</b>	<b>82.64%</b>	<b>\$ 15,571.42</b>
<b>Subtotal Support Staff</b>	<b>5150</b>	<b>\$ 147,299.88</b>	<b>\$ 181,165.75</b>	<b>\$ 33,865.87</b>	<b>81.31%</b>	<b>\$ 169,471.96</b>



# FIRST CONGREGATIONAL CHURCH - INCOME & EXPENSE STATEMENT

## GENERAL FUND 01, January 2025 - December 2025

		2025 Actual	2025 Budget	Difference	Budget %	2026 Budget
<b>ADMINISTRATIVE EXPENSE</b>	5400					
<b>OFFICE EXPENSES</b>	5410					
Other Advertising	5414	\$ 108.00	\$ 500.00	\$ 392.00	21.60%	\$ 500.00
Offering Envelopes	5421	\$ 291.61	\$ 300.00	\$ 8.39	97.20%	\$ -
Contribution fees	5423	\$ 368.04	\$ 250.00	\$ (118.04)	147.22%	\$ 250.00
Office Supplies	5430	\$ 2,597.80	\$ 2,500.00	\$ (97.80)	103.91%	\$ 3,000.00
Postage - First Class	5440	\$ 943.36	\$ 1,400.00	\$ 456.64	67.38%	\$ 1,000.00
Printing	5450	\$ 541.00	\$ 300.00	\$ (241.00)	180.33%	\$ 300.00
Mileage Reimbursements	5470	\$ 121.31	\$ 400.00	\$ 278.69	30.33%	\$ 200.00
Professional Services	5490	\$ 10.00	\$ -	\$ (10.00)	0.00%	\$ 1.00
ED - Programmtic expense	5492	\$ 311.79	\$ -	\$ (311.79)	0.00%	\$ -
Admin. Miscellaneous	5496	\$ 269.00	\$ -	\$ (269.00)	0.00%	\$ 300.00
Church leadership expense	5500	\$ 168.13	\$ 150.00	\$ (18.13)	112.09%	\$ -
Special event	5501	\$ 462.26	\$ -	\$ (462.26)	0.00%	\$ 500.00
Bank Charges	5513	\$ 10.00	\$ 100.00	\$ 90.00	10.00%	\$ 100.00
<b>Subtotal Office Expenses</b>	<b>5410</b>	<b>\$ 6,202.30</b>	<b>\$ 5,900.00</b>	<b>\$ (302.30)</b>	<b>105.12%</b>	<b>\$ 6,151.00</b>
<b>PHONES</b>	5515					
Church Phones	5517	\$ 2,043.17	\$ 1,704.00	\$ (339.17)	119.90%	\$ 2,100.00
Cell Phones	5525	\$ 247.79	\$ 300.00	\$ 52.21	82.60%	\$ 300.00
<b>Subtotal Phones</b>	<b>5515</b>	<b>\$ 2,290.96</b>	<b>\$ 2,004.00</b>	<b>\$ (286.96)</b>	<b>114.32%</b>	<b>\$ 2,400.00</b>
<b>INTERNET</b>	5550					
Website	5555	\$ 233.93	\$ 290.00	\$ 56.07	80.67%	\$ 320.00
Internet Access	5560	\$ 1,296.00	\$ 1,296.00	\$ -	100.00%	\$ 1,296.00
<b>Subtotal Internet</b>	<b>5550</b>	<b>\$ 1,529.93</b>	<b>\$ 1,586.00</b>	<b>\$ 56.07</b>	<b>96.46%</b>	<b>\$ 1,616.00</b>
<b>COMPUTER EXPENSES</b>	5570					
Computer Hardware	5572	\$ -	\$ 1,000.00	\$ 1,000.00	0.00%	\$ 2,500.00
Computer Software	5574	\$ 470.90	\$ 1,000.00	\$ 529.10	47.09%	\$ 1,252.00
Support Contracts	5576	\$ -	\$ 2,000.00	\$ 2,000.00	0.00%	\$ 2,000.00
<b>Subtotal Computer Expenses</b>	<b>5570</b>	<b>\$ 470.90</b>	<b>\$ 4,000.00</b>	<b>\$ 3,529.10</b>	<b>11.77%</b>	<b>\$ 5,752.00</b>
<b>EQUIPMENT</b>	5580					
Copier Contract	5583	\$ 3,722.96	\$ 7,000.00	\$ 3,277.04	53.19%	\$ 5,000.00
Parking lot use	5590	\$ 500.00	\$ 500.00	\$ -	100.00%	\$ -
<b>Subtotal Equipment</b>	<b>5580</b>	<b>\$ 4,222.96</b>	<b>\$ 7,500.00</b>	<b>\$ 3,277.04</b>	<b>56.31%</b>	<b>\$ 5,000.00</b>
<b>Office Equipment</b>	<b>5595</b>	<b>\$ 624.90</b>	<b>\$ -</b>	<b>\$ (624.90)</b>	<b>0.00%</b>	<b>\$ -</b>
<b>Subtotal Administrative Expense</b>	<b>5400</b>	<b>\$ 15,341.95</b>	<b>\$ 20,990.00</b>	<b>\$ 5,648.05</b>	<b>73.09%</b>	<b>\$ 20,919.00</b>

# FIRST CONGREGATIONAL CHURCH - INCOME & EXPENSE STATEMENT

**GENERAL FUND 01, January 2025 - December 2025**

		2025 Actual	2025 Budget	Difference	Budget %	2026 Budget
<b>BUILDING MAINT CHURCH</b>	5600					
<b>Building Insurance</b>	5610	\$ 13,071.00	\$ 20,000.00	\$ 6,929.00	65.36%	\$ 18,000.00
<b>UTILITIES</b>	5630					
Electricity - Church	5635	\$ 8,386.30	\$ 8,000.00	\$ (386.30)	104.83%	\$ 8,300.00
Water & Sewer - Church	5645	\$ 1,426.69	\$ 1,200.00	\$ (226.69)	118.89%	\$ 1,200.00
Fuel/Gas - Church	5655	\$ 9,109.96	\$ 8,000.00	\$ (1,109.96)	113.87%	\$ 8,500.00
Waste	5665	\$ 3,193.67	\$ 3,000.00	\$ (193.67)	106.46%	\$ 3,180.00
<b>Subtotal Utilities</b>	<b>5630</b>	<b>\$ 22,116.62</b>	<b>\$ 20,200.00</b>	<b>\$ (1,916.62)</b>	<b>109.49%</b>	<b>\$ 21,180.00</b>
<b>BUILDING MAINTENANCE</b>	5700					
Cleaning Supplies	5710	\$ 1,457.75	\$ 1,365.00	\$ (92.75)	106.79%	\$ 1,500.00
Snow Plowing - sand/salt	5730	\$ 14,498.17	\$ 12,250.00	\$ (2,248.17)	118.35%	\$ 13,070.00
Mowing/Landscape	5731	\$ 506.28	\$ 1,900.00	\$ 1,393.72	26.65%	\$ 1,900.00
Elevator Maint/Inspection	5732	\$ 200.00	\$ 2,780.00	\$ 2,580.00	7.19%	\$ 2,850.00
Capital Projects	5733	\$ 5,568.90	\$ 4,000.00	\$ (1,568.90)	139.22%	\$ 20,000.00
Lift Mainte/Inspection	5734	\$ 990.00	\$ 675.00	\$ (315.00)	146.67%	\$ 675.00
Repairs/Maintenance	5740	\$ 19,976.90	\$ 7,000.00	\$ (12,976.90)	285.38%	\$ 7,500.00
Routine Main/Contracts	5745	\$ 4,986.27	\$ 5,240.00	\$ 253.73	95.16%	\$ 5,740.00
<b>Subtotal Building Maintenance</b>	<b>5700</b>	<b>\$ 48,184.27</b>	<b>\$ 35,210.00</b>	<b>\$ (12,974.27)</b>	<b>136.85%</b>	<b>\$ 53,235.00</b>
<b>BUILDING MAINT SAWYER</b>	5800					
Water/Sewer - Sawyer	5810	\$ 923.23	\$ 500.00	\$ (423.23)	184.65%	\$ 800.00
Fuel/Gas - Sawyer	5830	\$ 2,200.52	\$ 2,600.00	\$ 399.48	84.64%	\$ 2,600.00
Routine Maint. - Sawyer	5840	\$ 1,577.36	\$ 2,000.00	\$ 422.64	78.87%	\$ 2,000.00
<b>Subtotal Building Maint Sawyer</b>	<b>5800</b>	<b>\$ 4,701.11</b>	<b>\$ 5,100.00</b>	<b>\$ 398.89</b>	<b>92.18%</b>	<b>\$ 5,400.00</b>
<b>BUILDING MAINT PARSONAGE</b>	5900					
Water/Sewer - Parsonage	5910	\$ 163.27	\$ -	\$ (163.27)	0.00%	\$ -
Fuel/Gas - Parsonage	5930	\$ 824.92	\$ 700.00	\$ (124.92)	117.85%	\$ 750.00
Parsonage Property tax	5935	\$ 9,699.98	\$ 11,000.00	\$ 1,300.02	88.18%	\$ 11,000.00
Routine Maint. Parsonage	5940	\$ 879.63	\$ 3,400.00	\$ 2,520.37	25.87%	\$ 3,400.00
<b>Subtotal Building Maint Parsonage</b>	<b>5900</b>	<b>\$ 11,567.80</b>	<b>\$ 15,100.00</b>	<b>\$ 3,532.20</b>	<b>76.61%</b>	<b>\$ 15,150.00</b>
<b>Subtotal Building Maint Church</b>	<b>5600</b>	<b>\$ 99,640.80</b>	<b>\$ 95,610.00</b>	<b>\$ (4,030.80)</b>	<b>104.22%</b>	<b>\$ 112,965.00</b>
<b>CAPITAL RESERVE</b>	5960					
Capital Reserve	5961	\$ 2,000.00	\$ 2,000.00	\$ -	100.00%	\$ 5,000.00
<b>Subtotal Fixed Expenses</b>	<b>5010</b>	<b>\$ 423,247.07</b>	<b>\$ 452,590.60</b>	<b>\$ 29,343.53</b>	<b>93.52%</b>	<b>\$ 466,504.55</b>

# FIRST CONGREGATIONAL CHURCH - INCOME & EXPENSE STATEMENT

## GENERAL FUND 01, January 2025 - December 2025

		2025 Actual	2025 Budget	Difference	Budget %	2026 Budget
<b>DEPARTMENTS/ COMMITTEES</b>	6000					
<b>MISSIONS</b>	6010					
Main Mission Budget	6015	\$ 7,525.94	\$ 8,000.00	\$ 474.06	94.07%	\$ 8,000.00
Service Trip	6020	\$ 6,000.00	\$ 6,000.00	\$ -	100.00%	\$ 6,000.00
Racial Justice	6030	\$ -	\$ 1,000.00	\$ 1,000.00	0.00%	\$ 1,000.00
<b>Subtotal Missions</b>	<b>6010</b>	<b>\$ 13,525.94</b>	<b>\$ 15,000.00</b>	<b>\$ 1,474.06</b>	<b>90.17%</b>	<b>\$ 15,000.00</b>
<b>COMMUNICATIONS</b>	6150					
Communications	6160	\$ 685.60	\$ 2,000.00	\$ 1,314.40	34.28%	\$ 2,200.00
Comm equipment	6165	\$ -	\$ 1,000.00	\$ 1,000.00	0.00%	\$ -
<b>Subtotal Communications</b>	<b>6150</b>	<b>\$ 685.60</b>	<b>\$ 3,000.00</b>	<b>\$ 2,314.40</b>	<b>22.85%</b>	<b>\$ 2,200.00</b>
<b>CHRISTIAN EDUCATION</b>	6200					
Curriculum	6201	\$ 119.96	\$ 400.00	\$ 280.04	29.99%	\$ 400.00
CE Supplies	6204	\$ 806.64	\$ 1,100.00	\$ 293.36	73.33%	\$ 1,100.00
Junior High Youth Group	6205	\$ 761.57	\$ 1,050.00	\$ 288.43	72.53%	\$ 1,050.00
Senior High Youth Group	6206	\$ 368.32	\$ 1,500.00	\$ 1,131.68	24.55%	\$ 1,500.00
Confirmation	6208	\$ 279.63	\$ 550.00	\$ 270.37	50.84%	\$ 550.00
Adult Education	6209	\$ 660.45	\$ 400.00	\$ (260.45)	165.11%	\$ 400.00
CE Resources	6210	\$ -	\$ 300.00	\$ 300.00	0.00%	\$ 300.00
Vacation Bible Camp	6211	\$ 458.79	\$ 1,800.00	\$ 1,341.21	25.49%	\$ 1,800.00
CE Program Enrichment	6213	\$ 320.81	\$ 1,400.00	\$ 1,079.19	22.92%	\$ 1,400.00
CE - Other	6214	\$ 688.81	\$ 1,000.00	\$ 311.19	68.88%	\$ 1,000.00
CED Programmatic Expenses	6215	\$ 269.98	\$ -	\$ (269.98)	0.00%	\$ -
Young adult group	6216	\$ (75.00)	\$ 100.00	\$ 175.00	-75.00%	\$ 100.00
Jesus and Me (J.A.M.)	6217	\$ -	\$ 400.00	\$ 400.00	0.00%	\$ 400.00
<b>Subtotal Christian Education</b>	<b>6200</b>	<b>\$ 4,659.96</b>	<b>\$ 10,000.00</b>	<b>\$ 5,340.04</b>	<b>46.60%</b>	<b>\$ 10,000.00</b>
<b>MUSIC</b>	6275					
Prof Expense - Music	6277	\$ -	\$ 150.00	\$ 150.00	0.00%	\$ 150.00
Organ Supply/Substitute	6280	\$ 842.38	\$ 1,000.00	\$ 157.62	84.24%	\$ 1,200.00
Piano Maintenance	6281	\$ -	\$ 300.00	\$ 300.00	0.00%	\$ 400.00
Organ Maintenance	6282	\$ 2,000.00	\$ 2,000.00	\$ -	100.00%	\$ 2,000.00
Music Senior Choir	6285	\$ -	\$ 1,000.00	\$ 1,000.00	0.00%	\$ 1,000.00
Music Junior Choir	6286	\$ -	\$ 100.00	\$ 100.00	0.00%	\$ 50.00
Music Bell Choir	6288	\$ 97.60	\$ 500.00	\$ 402.40	19.52%	\$ 500.00
Music Womens Choir	6290	\$ -	\$ 200.00	\$ 200.00	0.00%	\$ 100.00
Guest Musicians	6291	\$ 150.00	\$ 600.00	\$ 450.00	25.00%	\$ 400.00
Equipments	6292	\$ 212.43	\$ 500.00	\$ 287.57	42.49%	\$ 500.00
Licensing	6295	\$ 1,703.34	\$ 1,500.00	\$ (203.34)	113.56%	\$ 1,500.00
Music supplies	6298	\$ 2,926.98	\$ 450.00	\$ (2,476.98)	650.44%	\$ 500.00
<b>Subtotal Music</b>	<b>6275</b>	<b>\$ 7,932.73</b>	<b>\$ 8,300.00</b>	<b>\$ 367.27</b>	<b>95.58%</b>	<b>\$ 8,300.00</b>

# FIRST CONGREGATIONAL CHURCH - INCOME & EXPENSE STATEMENT

**GENERAL FUND 01, January 2025 - December 2025**

		2025 Actual	2025 Budget	Difference	Budget %	2026 Budget
<b>DEACONS</b>	6300					
Communion/Worship Sup	6310	\$ 658.40	\$ 1,200.00	\$ 541.60	54.87%	\$ 500.00
Advertising - Deacons	6315	\$ -	\$ 100.00	\$ 100.00	0.00%	\$ 100.00
Evangelism	6330	\$ 753.80	\$ 500.00	\$ (253.80)	150.76%	\$ 500.00
Deacons - other	6340	\$ 210.68	\$ 450.00	\$ 239.32	46.82%	\$ 100.00
Candles	6341	\$ 364.79	\$ 200.00	\$ (164.79)	182.40%	\$ 200.00
Devotionals	6342	\$ -	\$ 100.00	\$ 100.00	0.00%	\$ 50.00
Palms	6344	\$ -	\$ 100.00	\$ 100.00	0.00%	\$ 100.00
Call to Care	6345	\$ 62.96	\$ 500.00	\$ 437.04	12.59%	\$ 250.00
Pulpit Supply	6350	\$ 600.00	\$ 800.00	\$ 200.00	75.00%	\$ 800.00
<b>Subtotal Deacons</b>	<b>6300</b>	<b>\$ 2,650.63</b>	<b>\$ 3,950.00</b>	<b>\$ 1,299.37</b>	<b>67.10%</b>	<b>\$ 2,600.00</b>
<b>HOSPITALITY</b>	6400					
Hospitality Supplies	6410	\$ 833.67	\$ 750.00	\$ (83.67)	111.16%	\$ 750.00
Fellowship Meals- Funeral	6420	\$ 8.83	\$ 250.00	\$ 241.17	3.53%	\$ 100.00
<b>Subtotal Hospitality</b>	<b>6400</b>	<b>\$ 842.50</b>	<b>\$ 1,000.00</b>	<b>\$ 157.50</b>	<b>84.25%</b>	<b>\$ 850.00</b>
<b>CONFERENCE EXPENSE</b>	6450					
Delegates/Conference	6465	\$ 1,574.12	\$ 700.00	\$ (874.12)	224.87%	\$ 2,000.00
Per Capita/Association	6470	\$ 400.00	\$ 400.00	\$ -	100.00%	\$ 400.00
Per Capita/Conference	6480	\$ 5,000.00	\$ 5,000.00	\$ -	100.00%	\$ 5,000.00
Basic Support	6490	\$ 10,000.00	\$ 10,000.00	\$ -	100.00%	\$ 10,000.00
<b>Subtotal Conference Expense</b>	<b>6450</b>	<b>\$ 16,974.12</b>	<b>\$ 16,100.00</b>	<b>\$ (874.12)</b>	<b>105.43%</b>	<b>\$ 17,400.00</b>
<b>STEWARDSHIP</b>	6500					
Stewardship Supplies	6510	\$ 63.41	\$ 425.00	\$ 361.59	14.92%	\$ 500.00
Planned giving	6511	\$ 286.00	\$ 460.00	\$ 174.00	62.17%	\$ 600.00
<b>Subtotal Stewardship</b>	<b>6500</b>	<b>\$ 349.41</b>	<b>\$ 885.00</b>	<b>\$ 535.59</b>	<b>39.48%</b>	<b>\$ 1,100.00</b>
<b>Subtotal Departments/ committees</b>	<b>6000</b>	<b>\$ 47,620.89</b>	<b>\$ 58,235.00</b>	<b>\$ 10,614.11</b>	<b>81.77%</b>	<b>\$ 57,450.00</b>
<b>OTHER EXPENSES</b>	6550					
<b>ENDOWMENT EXPENDITURES</b>	6700					
<b>RESERVE</b>	6710	\$ -	\$ 1,000.00	\$ 1,000.00	0.00%	\$ 1,000.00
<b>Total Expenses</b>	<b>5000</b>	<b>\$ 470,867.96</b>	<b>\$ 511,825.60</b>	<b>\$ 40,957.64</b>	<b>92.00%</b>	<b>\$ 524,954.55</b>
<b>Excess income/expenses before transfer to reserve</b>		<b>\$ 65,024.78</b>	<b>\$ (6,399.60)</b>	<b>\$ (10,490.90)</b>	<b>-1016.08%</b>	<b>\$ (6,384.55)</b>
<b>Transfer to capital reserve</b>	<b>6710</b>	<b>\$ 65,024.78</b>				
<b>TOTAL INCOME/EXPENSES</b>		<b>\$ -</b>	<b>\$ (6,399.60)</b>	<b>\$ (10,490.90)</b>	<b>-\$10.16</b>	<b>\$ (6,384.55)</b>

# FIRST CONGREGATIONAL CHURCH - INCOME & EXPENSE STATEMENT

## RESTRICTED FUNDS, January 2025 - December 2025

	Account	Income	Account	Expense	Net
Capital Fund	4209-103	\$ 67,024.78	7209-103	\$ 12,038.73	\$ 54,986.05
Christmas Fund	4212-104	\$ 835.00	7212-103	\$ 735.00	\$ 100.00
Faith Formation	4215-105	\$ 194.22	7215-104	\$ 592.00	\$ (397.78)
Flower Fund	4221-107	\$ 2,947.00	7221-106	\$ 3,065.00	\$ (118.00)
Food Pantry	4224-108	\$ 45,936.50	7224-107	\$ 36,361.31	\$ 9,575.19
Memorial Fund	4233-111	\$ 380.00	7233-110	\$ 2,465.97	\$ (2,085.97)
One Great Hour of Sharing	4245-115	\$ 385.00	7245-114	\$ 385.00	\$ -
Organ Fund	4251-117	\$ 2,237.00	7251-117	\$ 12,975.00	\$ (10,738.00)
Music Committee	4248-116	\$ -	7248-115	\$ 1,110.00	\$ (1,110.00)
Pastor's Fund	4254-118	\$ 10,020.00	7254-116	\$ 6,402.46	\$ 3,617.54
Sabbatical	4255-133	\$ 500.00	7255-133	\$ -	\$ 500.00
Family Camp	4280-128	\$ 50.00	4280-128	\$ -	\$ 50.00
Missions - service trip	4283-130	\$ 32,094.00	7283-130	\$ 13,413.59	\$ 18,680.41
Outdoor Ministries	4285-134	\$ 545.00	7285-134	\$ -	\$ 545.00
Music series	4287-136	\$ 3,719.00	7287-137	\$ 2,680.00	\$ 1,039.00
Jacob Mission	4288-137	\$ -	7288-138	\$ 5,000.00	\$ (5,000.00)
<b>Subtotal Temporarily Restricted</b>	<b>4201</b>	<b>\$ 166,867.50</b>	<b>7000</b>	<b>\$ 97,224.06</b>	<b>\$ 69,643.44</b>

# FIRST CONGREGATIONAL CHURCH 2025 BALANCE SHEET (UNAUDITED)

## Consolidated - For The Year Ending December 2025

	Account	2025	2024	Change in value
<b>ASSETS</b>	1000			
<b>BANK ACCOUNTS</b>	1050			
<b>CHECKING ACCOUNTS</b>	1100			
Thrift Shop Checking	1115	\$13,969.75	\$7,895.56	(\$6,074.19)
Pastor fund checking	1120	1,069.13	540.06	(\$529.07)
Main checking - Church	1130	95,903.02	33,280.64	(\$62,622.38)
<b>Subtotal Checking Accounts</b>	<b>1100</b>	<b>110,941.90</b>	<b>41,716.26</b>	<b>(\$69,225.64)</b>
<b>SAVINGS ACCOUNTS</b>	1200			
Main Savings - Church	1210	60,737.33	60,706.97	(\$30.36)
CD Main Church	1225	203,286.66	195,629.25	(\$7,657.41)
Money Market Account	1230	9,642.21	9,618.12	(\$24.09)
<b>Subtotal Savings Accounts</b>	1200	273,666.20	265,954.34	(\$7,711.86)
<b>Subtotal Bank Accounts</b>	1050	384,608.10	307,670.60	(\$76,937.50)
<b>INVESTMENTS</b>	1300			
Endowment Fixed Inc 2R	1335	5,847.06	5,847.06	\$0.00
Endowment Fixed 2R G/L	1336	-5,847.06	-5,847.06	\$0.00
Endowment Balanced	1337	854,362.34	815,117.67	(\$39,244.67)
Endowment Bal Gsin/Loss	1338	93,533.65	-14,897.05	(\$108,430.70)
Endowment Total Equity 4R	1345	-118,521.42	-118,521.42	\$0.00
Endowment Ttl Eq 4R G/L	1346	118,521.42	118,521.42	\$0.00
CD-Missions	1370	8,088.18	8,027.79	(\$60.39)
CD-Food Pantry	1380	46,474.58	44,581.29	(\$1,893.29)
<b>Subtotal Investments</b>	1300	1,002,458.75	852,829.70	(\$149,629.05)
<b>FIXED ASSETS</b>	1500			
<b>BUILDINGS</b>	1600			
Church property	1610	1,217,000.00	1,217,000.00	\$0.00
Parsonage	1620	308,200.00	308,200.00	\$0.00
Sawyer House	1630	257,600.00	257,600.00	\$0.00
<b>Subtotal Buildings</b>	1600	1,782,800.00	1,782,800.00	\$0.00
<b>Subtotal Fixed Assets</b>	1500	1,782,800.00	1,782,800.00	\$0.00
<b>TOTAL ASSETS</b>		\$3,169,866.85	\$2,943,300.30	(\$226,566.55)
<b>LIABILITIES</b>	2000			
<b>CURRENT LIABILITIES</b>	2010			
<b>PAYROLL DEDUCTIONS</b>	2201			
	2250			
HSA Payable	2265	\$0.00	\$909.21	\$909.21
<b>PASS THRU CONTRIBUTIONS</b>	2300			\$ -
Seminary Sunday	2306	880.00	455.00	(\$425.00)
JUMP	2307	0.00	380.80	\$380.80
Misc pass through	2308	240.00	0.00	(\$240.00)
Giving tree	2315	2,519.52	589.71	(\$1,929.81)
National Youth Event	2318	50.00	50.00	\$0.00
Spiritual Royalties	2319	0.00	1,364.00	\$1,364.00
<b>Subtotal Pass Thru Contributions</b>	2300	3,689.52	2,839.51	(\$850.01)

# FIRST CONGREGATIONAL CHURCH 2024 BALANCE SHEET (UNAUDITED)

## Consolidated - For The Year Ending December 2025

	Account	2024	2023	Change in value
<b>OTHER CURRENT LIABILITIES</b>	2400			\$ -
Building Use Deposits	2410	700.00	700.00	\$0.00
Security Deposits	2415	5,370.00	4,620.00	(\$750.00)
<b>Subtotal Other Current Liabilities</b>	2400	6,070.00	5,320.00	(\$750.00)
<b>Subtotal Current Liabilities</b>	2010	9,759.52	9,068.72	(\$690.80)
<b>TOTAL LIABILITIES</b>		9,759.52	9,068.72	(\$690.80)
<b>NET ASSETS</b>	3000			
<b>UNRESTRICTED</b>	3100			
Unrestricted Net Assets	3110	\$1,989,034.35	\$1,982,431.09	(\$6,603.26)
<b>DONOR RESTRICTED</b>	3200			
<b>TEMPORARILY RESTRICTED</b>	3201			
Capital Fund	3209-103	125,186.20	70,200.15	(\$54,986.05)
Christmas Fund	3212-104	100.00	0.00	(\$100.00)
Faith Formation	3215-105	61.47	459.25	\$397.78
Flower Fund	3221-107	1,181.10	1,299.10	\$118.00
Food Pantry	3224-108	26,775.65	17,200.46	(\$9,575.19)
Hand Bell Choir	3226-131	550.77	550.77	\$0.00
Memorial Fund	3233-111	12,985.28	15,071.25	\$2,085.97
Men at First	3236-112	1,519.63	1,519.63	\$0.00
Missions Reserve	3239-113	2,197.05	2,197.05	\$0.00
Music Committee	3248-116	5,849.67	6,959.67	\$1,110.00
Organ Fund	3251-117	2,962.00	13,700.00	\$10,738.00
Pastor's Fund	3254-118	24,385.16	20,767.62	(\$3,617.54)
Sabbatical	3255-133	4,375.00	3,875.00	(\$500.00)
Senior Choir Robe Fund	3257-119	363.12	363.12	\$0.00
Combined Youth	3260-120	9,781.10	9,781.10	\$0.00
FCCEJ Camp Scholarship	3279-127	1,820.62	1,820.62	\$0.00
Family Camp	3280-127	50.00	0.00	(\$50.00)
Vacation Bible Camp	3281-128	985.18	985.18	\$0.00
Essex Eats Out	3282-129	2,138.33	2,138.33	\$0.00
Mission - service trip	3283-130	46,081.17	27,400.76	(\$18,680.41)
Outdoor Ministries	3285-134	1,656.01	1,111.01	(\$545.00)
Music series	3287-136	3,039.00	2,000.00	(\$1,039.00)
Jacob Mission Fund	3288-137	21,500.00	26,500.00	\$5,000.00
<b>Subtotal Temporarily Restricted</b>	3201	295,543.51	225,900.07	(\$69,643.44)
<b>PERMANENTLY RESTRICTED</b>	3300			
Endowment - QE	3310	404,987.39	365,742.72	(\$39,244.67)
Endowment Balanced	3311	93,533.65	-14,897.05	(\$108,430.70)
QE unrealized (gain/loss)	3315	256,563.54	256,563.54	\$0.00
Endowment	3320	3,098.00	3,098.00	\$0.00
Endow - unrealized (g/l)	3325	109.77	109.77	\$0.00
Endow 2R unrealized g/l	3326	-5,847.06	-5,847.06	\$0.00
Endow 4R unrealized g/l	3327	118,521.42	118,521.42	\$0.00
CD-Missions	3330	-1,911.82	-1,972.21	(\$60.39)
CD-Food Pantry	3335	6,474.58	4,581.29	(\$1,893.29)
<b>Subtotal Permanently Restricted</b>	3300	875,529.47	725,900.42	(\$149,629.05)
<b>Subtotal Donor Restricted</b>	3200	1,171,072.98	951,800.49	(\$219,272.49)
<b>TOTAL EQUITY</b>		3,160,107.33	2,934,231.58	(\$225,875.75)
<b>TOTAL LIABILITIES AND EQUITY</b>		\$3,169,866.85	\$2,943,300.30	(\$226,566.55)