

Book of Reports 2020

**For Annual Meeting
February 7, 2021**



United Church of Christ
Guilford, Connecticut

BOOK OF REPORTS 2020

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CALL TO THE ANNUAL MEETING
Sunday February 7, 2021 11:00am Via Zoom
Zoom instructions below Call

To the members of the First Congregational Church of Guilford, Inc.:

The Annual Meeting of the First Congregational Church of Guilford, Inc., will be held on Sunday, February 7, 2021 at 11:00 am via Zoom (See below) to:

- Receive and act upon the reports and recommendations of the Boards, Committees, and Organizations of the Church;
- Act upon the proposed 2021 Ministry Budget as submitted by Church Council;
- Receive the report of the Nominating Committee and act upon their recommendations for Officers and Members of Boards and Committees of the Church;
- Approve the change of title as recommended by the Board of Deacons from Minister of Faith Formation to Associate Minister;
- Approve the Creation Justice Church Covenant;
- Receive and act upon the reports and recommendations of the Ministers.

Respectfully submitted,
Barbara Catlin, Clerk

Topic: Annual Meeting of First Church Guilford Time: Feb 7, 2021 11:00am Eastern Time (US/Canada)

Join Zoom Meeting:

<https://us02web.zoom.us/j/81739114162>

Meeting ID: 817 3911 4162

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Find your local number: <https://us02web.zoom.us/u/kbrKNLGeSz>

If you have not utilized Zoom before, please download the zoom app to your device prior to the meeting to be sure you can join us.

Procedures for Zoom Annual Meeting

- All participants will be muted except the presenters.
- Any individual who wishes to be recognized shall either use the “raise your hand “ function or type in the chat box
- At the conclusion of each agenda item, those who have requested the ability to speak will be unmuted and statements, questions and comments will be addressed.
- All votes shall be by a show of hands on the screen.

Procedure for Participating by Phone: time will be made at the end of each agenda item to ask whether phone-only participants wish to discuss it. Voting by phone will be done orally.

FIRST CONGREGATIONAL CHURCH OF GUILFORD, INC
Annual Meeting Minutes February 2, 2020

The Annual Meeting of the First Congregational Church of Guilford, Inc was called to order by Keith Bishop, Lay Moderator, at 11:20 am. There were 120 in attendance. Keith read the Call to the Annual Meeting:

CALL TO THE ANNUAL MEETING

To the members of the First Congregational Church of Guilford, Inc.: The Annual Meeting of the First Congregational Church of Guilford, Inc., will be held on Sunday, February 2, 2020 at 11:00 am in the Sanctuary, directly following the 10:00 am service to:

1. Receive and act upon the reports and recommendations of the Boards, Committees, and Organizations of the Church;
2. Act upon the proposed 2020 Ministry Budget as submitted by Church Council;
3. Receive the report of the Nominating Committee and act upon their recommendations for Officers and Members of Boards and Committees of the Church;
4. Receive and act upon the reports and recommendations of the Ministers.

Respectfully submitted,
Barbara Catlin, Clerk

Receive and Act upon the Reports and Recommendations of the Boards, Committees and Organizations of the Church

- The Book of Reports was emailed to church members and physical copies were made available at the church. A motion to receive and accept the reports was made by Bob Howard, 2nd by George Arnold.

An invitation was made for any of the boards, committees and organizations to expound upon the reports if needed.

Stephen Dudley, Chair of Church Council.

1. Presented 2 slides that demonstrated that the solar panels are performing well, saving the church money and putting energy out into the grid. This has been a very successful endeavor.
2. He extended thanks to Peter and Penelope Rebuzzini for consolidating the last minute information and putting the packets together yesterday.
3. Would like to draw attention to a few points he made in the Church Council Report:
 - Council is trying to come up with a 3 to 5 year plan for all of the committees and boards as to where we think the church needs to be so that we can have unifying goals going forward.
 - We have a full ministry team for the first time in quite some time. He is ecstatic with the staff that we have and the work that they are undertaking.
 - We have a vitality in our church that we need to sustain going into the future.
 - Judi Wallace and Anne Godsey put together some data to show what a blessing PF is to our church and community. In 2019 there were 26,012 hours of involvement by the members of PF and 5,916 hours of involvement by adults and advisors, and 882 hours of involvement by the CE committee. If you take those 26, 012 hours and bill them at minimum wage, it amounts to \$286,000 worth of work!

Keith called for a vote to approve the reports as presented. The motion passed unanimously.

Annual Meeting Minutes, *continued*

Act upon the proposed 2020 Ministry Budget as submitted by Church Council

Larry Backes, Chair of the Board of Finance presented a slide showing the overview of the Budget for 2020. He noted that this is a fully staffed budget now. Going from partial staffing to fully staffed did pose some challenge but the Stewardship Committee did a great job and we are all to be commended for pledging. Larry invited any questions or comments regarding the budget to be voiced.

- Mark Gothberg: Why would we start the year with a budget where expenses exceed the income?
- Larry explained that with an organization this size it is virtually impossible to end with a perfectly balanced budget. This budget overview is just a snapshot. As we speak, Stewardship is continuing to make a few more phone calls. Things are dynamic and changing. In fact, this overview was redone yesterday because it changed from where it was on Friday. As such, the Board of Finance has adopted a +/- 2% differential to call the budget balanced.
- Stephen Dudley added that we did end the year with a surplus which was the result of a combination of the generosity of church members and friends plus the reduced expenses of the first 8 months. Our 2020 budget now incorporates full staffing, funding for additional office assistants and meets the requests of the boards and committees. We have also tried very hard to keep our expenses as close to flat as possible which included a redistribution of duties with Judi as our acting CE director resulting in a single position covering CE and PF. With regard to being out of balance, achieving perfect balance has been impossible but the generosity of the congregation always comes through in the end. In addition, there are a number of regular pledges from last year that have not yet come in. Cautions: looking at the income side, there are 3 numbers that we always have concerns about:
 1. The Surplus: only happens when we are careful with how we expend our funds and we are lucky enough to receive generous contributions that exceed what we expend. This number will not be anywhere near that value next year.
 2. The Transition Fund: at the end of 2018 we had a substantial surplus which was divided equally between 2019 and 2020. This won't be there next year.
 3. The Other Income: which includes income other than pledges. We have had very generous members who have allowed our pledged income to increase slightly every year. But there has been a slowly decreasing number of pledge units each year - this is a national trend but this makes it increasingly difficult for church leaders to balance the budget.
- Debbie Peluse: Will the office staff include staff coverage to fulfill the intent to accept calls after hours?
- Stephen replied that this will most likely be worked out between the clergy and office staff.

Keith called for a motion to approve the budget as presented. A motion to approve was made by Mary Jane Potter and 2nd by Larry Proctor. The motion passed unanimously.

Receive the report of the Nominating Committee and act upon their recommendations for Officers and Members of Boards and Committees of the Church

Peter Rebuzzini, represented the Nominating Committee. The list of boards and committees with current members and recommended new members was handed out for all to review.

Ginger explained the changes regarding the Welcome and Inclusion Committee. Many of the duties of this committee have been shifted about. Someone in the office now makes the name tags for members. The Hospitality folks are now primarily the "food group" and will be preparing food for coffee hours and picnics and cleaning up after.

Annual Meeting Minutes, *continued*

Nominating Report, *continued*

Peter read through the list of recommended new members on the committee list. On the Memorial Committee, Dianne Hughes is also recommended but she was not added until after the list was printed.

Motion to approve by Bob Howard and 2nd by Barbara Johnson.

Questions?

- Sandy Nicholas asks for an explanation of the new Community and Global Justice Board.
Craig Mullet: Over the past 6 months there has been careful deliberation between the Peace Affirmation and Justice Committee(PAJ), the Environmental Ministry Team, a sub-team of Community and World Concerns, as well as the newer team which is the Immigration and Refugee group. The goal being to bring all of the social justice issues that our church is involved with into an integrated committee that can help the church grow in each of the areas that are important to its members. This will be the new Board of Community and Global Justice. The PAJ committee, the environmental ministry team and the immigration team will all operate under the auspices of that board and there is a hope that more teams will form over time. The team will meet once a quarter. Probably on the 3rd Wednesday of the month. The format will be an open meeting from 5:30 to 6:30 where everyone is welcome to attend and then after that each of the separate teams will all meet. The sharing of ideas between teams is encouraged so we can get this cross pollination. This plan was seen in action during the planning involved around FCCG becoming a sanctuary church.
- Nancy Mann: What is the impact of this in terms of finances for each to the teams?
Craig Mullet: This is somewhat still to be decided mainly because of the timing of the budget process and the start of the new church year. The new board is only coming into existence now after this vote and as such, the committee has not had time to discuss or finalize their budget. There are line items in the budget for each of the different teams and committees from last year. The new board will figure out how to work this. The basic idea is not to change the expenditures, but perhaps to recategorize them.
Ginger: often in this church the By-laws are not followed exactly, and it is our hope that going forward that this team will help with the By-law changes by looking at the different ways to combine groups just at the CT Conference has joined with the RI and MA Conferences to form the new Southern New England Conference of the UCC. Similarly, our combination of Becky's and Judi's positions into a single position.
- Martin Ewing: Regarding the Board of Trustees: When the board learned that a new member was coming on to the board, no one on the board knew who was coming off. Martin only realized looking at the list that he was the one.
Peter Rebuzzini: he apologized by the breakdown in communication.
Sandy Nicholas: she explained that the nominating committee goes by the term limits preset for each committee when deciding when a committee needs new members.
Keith relinquished control over the final slate for Trustees to Church Council and will withdraw his name to avoid any problems.
- Larry Proctor: is ready to serve on a committee.

Vote to approve the report and recommendations from the Nominating Committee: all approved.

Annual Meeting Minutes, *continued*

Receive and act upon the reports and recommendations of the Ministers

Ginger: One thing has become very clear to her lately: we have been in transition for 10 years! We have had 2 Children and Youth Ministers and 2 Ministry Interns and this is just within the programming of worship and the church team. One person has been consistent during this entire time, Penelope Rebuzzini, who has her M.Div from Duke. A round of applause for her! Standing ovation. And on a musical note, Bill Speed has also been a constant presence. Standing ovation for him as well. Ginger offered to answer any questions on her report. There were none.

Jake: Recommends all read his report of page 12 of the Book of Reports. One year ago this week, he heard from a search committee who informed him that they were operating by unanimous consensus. He had never heard this from any other search committee before. This spoke volumes to him about the volunteer spirit of First Church. And thus began his journey to FCCG. As a Minister of Faith Formation working with various committees, with the confirmands and their mentors, with the Trustees and Community and Global Justice now and several other committees and with volunteers to merge 13 data bases and communication systems into one and of course, the website, he is inspired by the volunteer spirit and optimistic for this next year. Any questions? There were none.

Stephen Dudley, Chair of Church Council: We need to be looking at how we move forward, united toward our goal and what are those goals? This was discussed at Council last month and they set goals for themselves. We are looking for a phrase or catchword that describes the vitality, warmth, love, service and all of the other pieces that make First Church what it is. Members are encouraged to consider this and contribute ideas for this phrase or catchword. Ginger asked us to dream together, think wonder, imagine slogans or mottos. One of her favorites “We are the heart **of** the community with the heart **for** the community.”

Sue Jones: as a senior, not being computer savvy, she misses the membership directory book. Ginger replied that we will have some printed out for those individuals.

Cindy Magee noted that we need more people to upload pictures into the directory.

Gay Harter shared that one of her dreams is that we would have closer connections with the new conference and with our national church. We do not utilize those connections and resources very well.

Motion to approve and act upon the reports and recommendations of the Ministers: Jennifer Willcox and 2nd by Susan Arnold. The motion passed unanimously.

Keith offered a closing prayer.

Meeting adjourned at 12:02pm

Respectfully submitted,
Anita Soucy, Recording Secretary.

CHURCH COUNCIL 2020 REPORT

While it is a substantial understatement, 2020 was a year like no other. The coronavirus pandemic hit our area in March, just a few weeks after our Annual Meeting.

Our worship services were suspended, committee meetings cancelled and most activities ground to a halt. Yet, our excellent staff worked on, under great pressure and strain, to try and provide our members with some level of worship and support. Videos, Zoom meetings and enhanced electronic communication became the norm.

The Church applied for and obtained a forgivable federal Payroll Protection Program to help steady our finances. Yet, our members, in spite of the lack of worship services and activities, continued to support First Church throughout the year. With reduced expenses and the PPP loan, we are able to look to 2021 with a good financial start. We have work to do on our finances for the future but, I am convinced, once we can start meeting again, we will meet those challenges.

My deepest thanks to our staff for their herculean efforts to keep us spiritually together while being forced to be physically apart.

We all look forward to a better 2021!

Stephen Dudley
Chair, Church Council

**FIRST CONGREGATIONAL CHURCH
2020 CLERK REPORT**

Total Membership January 1, 2020: **833**

Members Admitted 2020

Confirmation	10
Affirmation	0
Reaffirmation	0
Transfer	0
Associate Member	0
Total	10

Members Deceased **11**

Members Transferred **0**

Total **11**

Total Membership December 31, 2020: **832**

Members Deceased (11): Sarah Brown McCulloch (2/4), Lucy Brady Farrar (3/22), William E. Wallner (4/3), Joan Munson Anderson (4/24), Marilyn K. Smith (4/25), Patricia Holsenbeck Russell (7/30), Elizabeth Campbell Pugh (8/1), David Bryant Smith (10/25), Martha Davis Rebuzzini (10/26), Wilton O. Holliday, (12/21), Edith Carlson Zabel (12/26).

Members Transferred Out: 0

New Members: 0

June 14, 2020 Confirmation: 10 Mainey DePetris, Brooke Feldman, Alyssa Grimm, Ella Hopfner, Liam Ledwith, Harrison Loyd, Isabel Matthews, Emma Meglin, Sands Pascucilla, Luke Waehner.

Baptisms: 0

Respectfully submitted,
Barbara Catlin, Clerk

LEAD MINISTER'S REPORT

Highlighting the Past Year: 2020

May we hold dear our church members and loved ones who have gone before us. . . . We have entrusted unto God's care: Sarah McCulloch, Sarah Honsberger, Lucy Farrar, Bill Wallner, Joan Anderson, Marilyn Smith, Rafael Font, Pat Russell, Elizabeth Pugh, Natali Angok, Bonnie Lamberton, Jason Plyer, David Smith, Martha Rebuzzini, Bill Holliday and Edie Zabel. Many of our church family have experienced the death of non-local family members. We pray for all family and friends who begin a new year without their loved ones.

Field Education Intern (Seminarian)

Just as we have walked with and nurtured one another, our congregation has continued empowering students. They have both learned from us and taught us. They have enriched our lives and enhanced our ministries. In March as the pandemic changed our way of gathering. Caryne Eskridge creatively finished her time with us in virtual arenas, even preaching periodically through the summer. Former First Church intern Kristie Rubendunst offered several sermons as well.

With gratitude we celebrate our divinity students, retired clergy, and clergy who serve beyond First Church; they continue to help lead in worship, teach classes, and support our ministries.

The Rev. Jake Miles Joseph had served First Church for six months when news of COVID 19 came. He had already begun feeling pulled to assist First Church in updating our forms of communication and our program management system. During the rest of the year this call was profound. *The Steeple*, our weekly newsletter, became an important communication tool. He also compiled the full worship service into a weekly video for almost five months. Thank you, Jake. During that time First Church Deacon Stephen Hegedus filmed the service each week. What an amazing gift of love and time. Thank you, Stephen! Laura Clapp Davidson picked up filming in the fall and assisted us in finding permanent recording equipment. Thank you, Laura. During these days of transitions, we have advanced from audio recordings of our Sunday services to video of scripture, sermon, and song.

Director of Children and Youth Ministries Judi Wallace has embodied her ministry in profound and creative ways. We have witnessed her bring new life to our programs. Every week, she Zooms with Pilgrim Fellowship and offers 10:16 Moments (time for children) on Facebook Live. She has met with parents, teachers, assisted with confirmation, and provided outside programs. Judi has continued to embrace roles in worship and discover her ministerial identity.

Bill Speed, Director of Music Ministries fostered multiple avenues of connecting our congregation with music. He brought us *Thirty Minutes of Joy* on Facebook Live every Thursday and Christmas carols throughout Christmastide. He has recorded music and been flexible in discovering ways for the congregation to hear and offer music. Bill has strategically planned how to involve choir and congregants in musical reflections while following safety protocols.

Sandra Wiens has continued to reach out to those who are incarcerated and newly released. She has worked with a faithful team to ensure backpacks of supplies reach all who re-enter the wider society. During these isolating days Sandra and many First Church individuals and committees have stocked the food banks, supported immigrants and cared for needs beyond the church doors.

Our Bookkeeper/Data Manager, Annemarie Alexa, has worked with church members Paul Kuehn, Mary Jane Potter, Debbie Peluse, Bill Bailey, and others to implement a new financial program. This church management system was first introduced to First Church through our former staff member Becky Stambaugh and current Director of Children and Youth Ministries Judi Wallace. Associate Minister Jake

Lead Minister's Report, *continued*

Miles Joseph empowered the financial team to utilize the wider church program to expand beyond youth and children.

Office Manager Penelope Rebuzzini has exemplified resilience under overwhelming situations. She has assisted in financial matters, worship, with the COVID Response Team, and most every need of the church! Please tell her she is a superstar.

The Deacons and the Parish Care Team have worked diligently to help us reach our church members during our separated days. They have called and written cards to all our members. The support they offered extended our pastoral care to the wider faith community. Their help reminded me that no one has to, or can do, everything. I am thankful!

Just before the pandemic sent us into lockdown, almost thirty First Church travelers heading to Memphis, Tennessee for our Civil Rights History Trip. The lessons we brought home empowered us yet again to venture into wider conversations about structural racism. As our country watched the murder of George Floyd on the news, and as we watched him lose his life at the knee of another, we too gasped with the realization of how many times black and brown bodies have been killed. However, the pandemic caused people to be quieter and to be at home. The pandemic gave way for school-aged children to ask parents who were working at home if they saw the murder. Somehow a shift happened with a greater number of white people in America. The urgency of the call to action and to seek equity was fueled by Mr. Floyd's murder. In the midst of the trauma of 2020, our tears have brought a tenacity of truth telling and time traveling toward a more equitable nation.

In our somewhat protected bubble of the world, more people had dinner with their families. Cleaning out our homes and the church have made room for the Spirit to enter in new ways. First Church Sexton Mark has built cabinets, remodeled restrooms, rebuilt walls, put in new lights, and a host of projects to improve our campus. The Memorial Garden has served as a new meeting spot and Zoom has sustained our wider meeting schedules.

The First Church COVID Response team implemented our safety plan. For services, we opened registration for sixty people plus clergy, staff, and the COVID Response Team, with all the church windows open, masks always worn, distance maintained, and members ushered to seats and exited. The rotating "reservation schedule" that began in September (online worship only from the end of March to early September) afforded us opportunity to worship together and remain safe. We have lost a great deal of personal connection during the pandemic. Through worship, outside or Zoom meetings, cards, calls, and prayers we have continued to build community to the best of our ability.

Through all the changes of the past five years, our staff has continued to become a team, even as we have had three bridge ministers and two other full-time clergy! When assessing my years at First Church, I am aware that the first two and a half were more like "unintentional interim ministry." Somewhere along the way that changed into a more solid relationship, for which I am grateful.

Here are a few specifics of my daily life at First Church:

- Implementing and leading worship.
- Providing pastoral care and visitation.
- Mentoring students.
- Supervising and assisting staff.
- Being available for boards, committees, and groups.
- Connecting with denominational programs.
- Meeting with new members.

Lead Minister's Report, *continued*

- Keeping First Church's name in the community.
 - Be attentive to interpersonal interactions and the unspoken.
 - Online, social media and Facebook updates.
 - Ginger and Jake Unfiltered (reflections on scripture and life) on Facebook Live
- And other things that arise...

My Wider Community Service Includes:

- Serving as Chair Church and Ministry for Eastern New Haven Consociation of the CT Conference of the UCC/ Southern New England Conference of the UCC.
- Serving as board member on state Church and Ministry Committee.
- Board member of CT Conference UCC Racial Justice Committee.
- Supervisor of Field Education Student through Yale Divinity School.
- Participant in and speaker for service supporting parents who have experienced the death of a child.
- Speaker for community services for peace, racial equality, and gun safety.
- Member of interfaith clergy group.
- Member of Search Committee for six new regional ministries for the newly formed Southern New England Conference which was the former three conferences of Connecticut Massachusetts and Rhode Island.

Five years at 19 Church Street Update

The first project: cleaning out, remodeling, painting, and adding storage space in the barn was completed the first spring. Milton, a few church members, and I enjoyed creating an extra gathering space. Milton and I have purchased new washer and dryer, new counter tops, cabinets, shower fixtures to change the tub to shower, kitchen faucets, new light fixtures, blinds, bathroom shelving, closet dividers, and new replacement windows for the barn. Our First Church sexton installed them. We also commissioned Mark to build a table. Each year Milton and I have purchased new trees, bushes, and plants and Milton has planted them. The Business Committee paid for new roof on 19 Church and barn as well as repaved the patio.

A few concluding words: Even in 2020, I close my lengthy report with gratitude. The early days of the pandemic were incredibly stressful. I would wake every night, read all I could find on safety protocols, consult with our denomination, health department, and meet with staff to build a safe plan for our particular church, set in our community. I continue to be thankful for the last and numerous windows in First Church sanctuary. Our sanctuary has an open-air pavilion space atmosphere that has allowed us to safely meet during these dangerous days. I appreciate Andrew Tucci who asked me if a COVID Response Team would be helpful. We as staff were growing even more weary and the Team continues to be a great support! I am encouraging all our staff to take off all their vacation time in 2021 because no one did in 2020.

May God empower us with awareness and strength as we support equity for all, strive for health, and live in faith.

Peace,
Ginger

MINISTER OF FAITH FORMATION (NOW ASSOCIATE MINISTER) 2020 REPORT

What a year 2020 was for Church! It has been the greatest honor of my life and a joy to work with The Rev. Dr. Ginger Brasher-Cunningham and the staff and volunteers of First Church. Ginger has been brave, visionary, and filled with the creativity of the Holy Spirit through this time. As the staff has problem-solved and innovated, she has supported us and offered a clear vision for First Church. Days have been complicated and hard, but God has been with us as we shared the Gospel of Jesus Christ in 2020 here in Guilford. We made important progress in many areas, had to let go of many things, and found God in all of it. We are surviving in this pandemic and have found ways to thrive. I know this is where I am called for this time and for this team!

Because of the wide variety of tasks this past year, it is actually difficult, to summarize the work of a minister in 2020 in prose. For this reason, I return to the Purpose Statement for First Church as found in our Constitution: Article 2: PURPOSE

“The avowed purpose of this church shall be to worship God, to preach the gospel of Jesus Christ, and to celebrate Sacraments; to realize Christian fellowship and **unity** within this church and the Church Universal; to render loving service and to strive for righteousness, justice and peace.”

My Calling at First Church has been to forward the unity and service described in the Constitution through programs, administration, preaching, and practices that deepen our relationship with God individually and collectively - connecting members of our church family across the church family. Here are some of the areas where I have been engaged in 2020:

Worship Online: In mid-March with the lockdown, we abruptly stopped in-person worship and adapt to a new reality. Ginger, Bill, Judi, volunteers, and I would record various parts of worship and on Thursdays I edited them into a final full online service video which we would email out on Sunday, as well as post to YouTube and our new website. The whole record of this time at First Church is now available to witness under “Sermons” on the website. In September with the start of the limited in-person RSVP worship option, we consolidated the long weekly videos into a now permanent practice of recording the Scripture, sermon and a song to be sent out electronically, and made available on our website on Sunday. This will continue even after the pandemic as an ongoing resource to our community and the world beyond our pews.

Worship In-Person: Our in-person worship was vibrant and affirming from January through mid-March. Preaching at First Church in normal times before the pandemic was a great experience filled with interesting after worship conversations and good questions. **Every single time I preach from the pulpit on a full Sunday, I am still in awe of having been called here.** As I discussed in my July sermon, “Historical Preservation as a Spiritual Practice,” I believe our campus and landmark building is a partner of hope in ministry. I am called to help preserve this place. Beginning in September, I set-up an online RSVP system on the website (two weeks at a time) from which our worship attendance/contact tracing list is generated. Thank you to our COVID team of volunteers making this safe in-person option possible.

Facebook Live Offerings: With the need to be creative in staying connected as a congregation, we began three weekly Facebook-live offerings: a Wednesday half hour of theological conversation called, “Unfiltered with Ginger and Jake,” at noon; Bill Speed’s “30 Minutes of Joy” organ/piano recital on Thursdays at noon, and Judi Wallace’s Sunday School offering at 11:00am on Sundays. We plan to continue these indefinitely.

Communications: *The Steeple Newsletter*, First Church’s first weekly online news source, started in late 2019 as a way for me to encourage people to connect more deeply to each other and to God. It is designed to accompany *The Landmark*, our monthly newsletter, with the information needed weekly to stay current, and provide devotional materials. Little did I know what an important part of our communications portfolio it would be! Interfacing with Amanda Patrick and the Social Media ministry and my work with the website, the *Steeple* has become a central online touchstone for our community in this year of physical separation. Copy is received weekly from across the church or online by noon on Tuesday.

Minister of Faith Formation/Associate Minister Report, *continued*

Certain groups, like the Environmental Ministry Team, have provided weekly devotional material to create continuity. I love the “In the Garden with Tom Finnegan” segment every week with an image and a theological quote. Others send updates or a gratitude or images. The Rev. Nancy Leckerling and Gay Harter are regular contributors of excellent photography! The *Steeple* is sent out by cloud-based email system to our growing email list and Social Media outlets. Make sure to check out our Instagram presence. I convert the main articles into website blogs that have driven exceptionally high traffic to our website and content sharing. Thank you to all of the countless authors and contributors to *The Steeple*.

Website: The history of First Church’s website comes from many volunteers over the years dedicating countless hours to its inception and maintenance. Thank you to everyone, especially Chuck Ramsey, Bill Bailey, and Martin Ewing, for their dedication to creating a website in the first place and maintaining it. This year, I took over the design of a new website for First Church bringing us over to a new system called Ekklesia360. EK360 is part of the Ministry Brands package that came with the new Church Management System/ Database F1Go. We pay one price for all of the systems which now interconnect and communicate. Chuck Ramsey supported this transition as our longtime webmaster and walked with me through the design phase. As part of the design phase, we had a graphic designer take our existing logo and refresh it with the brighter turquoise and white color (representing the beauty of our church standing out against the sky) and made the logo a more accurate rendition of our meetinghouse—complete with the numbers on the clock if you look closely. I spent a good amount of March and into April moving pages into the new website, updating the copy, and designing the webpages. The website is the most current to the marketing best practices and information of any UCC church in Connecticut. I will work to continue to improve it every day.

Supervision and Finance Office: We had a staff transition when Terri King left at the end of June. The supervision of the Finance Office Manager then moved from Ginger to me and I led the Zoom-Committee that created a new job description, changed the title, recruited candidates, interviewed and finally hired Annemarie Alexa as our Bookkeeper/Data Manager. Many thanks to the team of volunteers who works so hard to make this hire possible: Anne Godsey, Mary Jane Potter, Debbie Peluse, Paul Kuehn, Bill Bailey, and Marti Carlson. Annemarie has taken flight with her role and responsibilities and done incredible work with Paul and the team in completely reorganizing, streamlining, and modernizing our account structure, database systems, and accounting systems and processes. None of this would have been possible without Paul’s tireless help. Zoom has enabled a team to be in constant motion of addressing issues and improving our systems. For all of its shortcomings, 2020 really was a year of true problem solving and systems change for our Finance Office.

Work with Boards and Committees: At First Church, the clergy serve as resource for our many boards and committees. This year, I worked most closely *with Church Council, Trustees, Stewardship, Deacons, and Adult Education.*

Church Council is a great group of dedicated members. It has been my joy to facilitate their meeting needs through Zoom this year.

The Trustees worked on a Mission Statement (something I would like every board, ministry, and committee to produce in the coming years) and have changed their name slightly to reflect this mission-alignment to *Trustees of Enduring Gifts*. We have worked hard on managing the endowment, and 2021 will be the year of a true and comprehensive implementation of Planned Giving that will sustain us into the future. This is a fundamental task of modern churches and will include enduring print and website resources, videos, information sessions and more on how to support First Church long-term. New Mission Statement approved in January 2021: “The Committee’s Mission is to inform the congregation on the benefits of planned giving, and manage the church Endowment with the objective of long-term growth while providing steady income to support Church ministries.”

Minister of Faith Formation/Associate Minister Report, *continued*

Stewardship: This has been a joy! With fewer face-to-face opportunities for hearing testimony from our Stewards, the committee and I worked on a series of videos and postcards for the congregation. The video series, featuring a theme song from The Rev. Milton Brasher-Cunningham, is entitled, “Testimony of Hope.” It can be found under playlists on our YouTube Page, and the videos from across the congregation were shared on Social Media as well as our Weekly Steeple Newsletter. I reworked the website to include an online pledge form which was widely used. The Stewardship Committee joyfully participated in video creation, postcard design, wrote a great letter, followed-up with pledgers, and successfully raised the needed funds for our 2021 budget. The committee members’ energy, optimism, and joyful participation resulted in a very successful campaign in the midst of a pandemic. Thanks to Annemarie Alexa who provided clear and clean tracking of the campaign for the committee. Thank you to everyone who has pledged to keep our ministry alive and financially viable.

Education and Faith Formation: In 2020, I had the unique challenge of leading a **Confirmation** Class during a pandemic. The last pre-pandemic activity was leading the Silver Lake Retreat for the Confirmation 1 Class in late February. With the help of amazing mentors, parents, and confirmands, we persisted by Zoom in April, May and June. Our first year class completed their assignments and the second year class worked hard to complete their Faith Statements and Faith Expressions resulting in a very unique 2020 Confirmation Blessing and Service online in June. If you missed it, please go online and watch it now. Thank you to Judi Wallace for her help in making this possible, recruiting the new 2021 mentors and class which we launched last month, and truly being the logistics backbone that made all of this possible. We are excited to see where God takes this innovative Spring 2021 Semester. I worked with **Adult Education** to offer some in-person education opportunities in January and February and by Zoom after that. The Rev. Bob Raines offered on “Life in Your 90’s.” Starting again this autumn, we offered regular Zoom classes and programs recruited by a great team lead by The Rev. Dr. Shannon Clarkson. This concluded in December with a book study on Zoom run by The Rev. Milton Brasher-Cunningham on metaphors. The group became very close and discussed many deeply important themes in their lives and theology. This is the goal.

Deacons: The Board of Deacons had a historic year here at First Church with responsibilities shifting when the pandemic struck. From March through September, the filming of a complete online worship service was provided by Deacon Stephen Hegedus. Thank you, Stephen, for that amazing and enduring work! The Board of Deacons continued to connect us through their writings and communication with the congregation. They were also an essential source of brainstorming support, problem solving, and support for your clergy meeting monthly by Zoom. **The Board of Deacons also enabled the formation of the COVID-19 Response Team, which has made our safe, RSVP in-person worship possible and life giving for so many through these lonely months.**

Pastoral Care: The Rev. Dr. Ginger Brasher-Cunningham, Lead Minister, is the heart of the pastoral care at First Church. She inspires me every day with her care and love for this congregation and creative pastoral care. Ginger and I pivoted our Office Hours in March to phone from in-person, and we weekly field calls from across the congregation and wider community. From accompanying families through socially distanced Memorial Services this summer to sitting in the garden and listening to someone’s story, to the many phone calls and emailed prayers, it is a great honor to be one of the pastors of this congregation for such a time as this and to offer pastoral care.

Title Change: Upon arriving in the Southern New England Conference, it became apparent that the title of Minister of Faith Formation was problematic. It was assumed by others to be a lay (not-ordained) staff position, rather than an a ministerial one. In conversation with the Deacons, it was decided that the title of Associate Minister is simpler, more flexible, and makes clear and visible the nature of my role without changing any of the substance of the role or job description. It also reflects that my role at First Church has

Minister of Faith Formation/Associate Minister Report, *continued*

evolved from Faith Formation into what is known as a Generalist Associate Minister covering a wide range of areas in partnership with a visionary Lead Minister.

With a deep sense of place here in Connecticut, in the history of First Church, and in the faith we share, I am honored to serve as your Associate Minister alongside The Rev. Dr. Ginger Brasher-Cunningham. We made it by the grace and love of God. I give thanks for the many gifts of 2020.

With Hope,
Jake

DIRECTOR OF MUSIC MINISTRIES 2020 REPORT

On shelves in the church vault stand dusty bound volumes of annual reports. Some reports are no longer there; the originals were moved to the Connecticut State Library for safe archive, though they can be viewed on microfilm. Originally handwritten, then typewritten, then printed on mimeograph, then dot-matrix printer — our current versions are printed by laser, or even lack any physicality, only read electronically as an emailed pdf. The reports are all similar in their content: financial numbers, accompanied by summaries of church events during the year, with much gratitude: thanks to a specific member for running a coat drive or teaching children, thanks to a minister for leadership, thanks to a singer for providing music at a worship service.

In a year shaped by pandemic, I think it important for the record, especially for readers in the far future looking at our laser-printed report as a dusty archaic oddity (the way we currently regard rotary phones and floppy disks), to contextualize our experience in 2020 from our Guilford perspective as a faith community. As I write this report, over 700 people in Guilford have tested positive for SARS-Cov2; over 6500 in Connecticut have died from COVID, including several members of our congregation. Once the danger of this new infectious organism was realized in early 2020, our weekly worship in the First Church sanctuary was determined to be unsafe for a large part of the year. When worship resumed, it was for a congregation that all were wearing masks, sitting far apart from one another, with disinfectant by each door for people to spray their hands to minimize any chance of person-to-person viral transmission. Most singing was discouraged by state guidelines; brass / woodwind playing, which also involves breath, required measured distances from others. Without in-person gatherings, the building changed: it began to smell more like a museum instead of a home. Dust began to gather in places normally disturbed by a whirlwind of choirs or Pilgrim fellowship teenagers or Women's Fellowship and Outreach. The church, often lit up by evening meetings, stood darker than normal. The normal sounds of windows and doors opening and closing, cars coming in and out of the parking lot, footsteps in the halls, laughter and boisterous conversations — an eerie silence fell.

Officially, the UCC has two sacraments: Baptism and Communion. In this pandemic, shared homemade bread and cup in worship was transformed to small plastic cups of juice, with a wafer sealed under the lid, left on tables set up in the Memorial Garden, so that people could have Communion in a socially-distanced manner. As we learned that aerosols from breath were the major source of transmission of this disease, our normal human interactions all became exercises in avoidance: maximize inter-personal distance; no large groups or parties. We as a church began to realize by their absence that there are many things that are just as divinely sacramental as Baptism and Communion: hugging someone in the narthex, coffee hour conversations, rehearsing in the choir room, smiling at someone across the room, holding the hand of someone after a memorial service. Each of these human actions provide some communion, some healing, some outreach to others. This 2020, even as we found new ways to be distantly human, was marked by a dull grief: grief for those sickened who couldn't be visited in the hospital, grief for those who died and for those who mourned in isolation, grief for the simple things lost to pandemic necessity. Two of my esteemed colleagues, Mark Miller and Adam Tice, wrote this 2020 song:

My heart is breaking, my fury shaking,
my soul is tired, my breath is gone.
I cry, "how long, Lord, this evil season?"
Unending pain and tears.
Use our anger to melt the swords of hate.
Use our tears to water thirsty ground.
Give us courage to love all you create.
Come to us and turn your world around.

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Director of Music Ministries, *continued*

Mark Miller's text, using images from Micah and Isaiah, tangentially touches on the other tragedies of this 2020: emboldened white racism and a collapse of our federal government, which turned our national response to a medical threat into a political tool that continues to divide us.

Normally, our sabbath worship of God is a setting where we as a community are able to hear the Word and together, in covenant, are sent out into the world to respond to everything going on, nurtured by what we have experience in worship. Our ability to deal with grief, with pandemic, with racism, with political divides – our Christian response is nurtured by our covenantal communion and worship. Our choirs learn anthems that are chosen to be a part of our response to scripture and the world around us. In March, shortly before we had to close the sanctuary doors for months, our choirs all sang together in a festive service with strings and harp and woodwinds. The Senior Choir sang an anthem with text by E. E. Cummings, “i thank you God”:

how should tasting touching hearing seeing
breathing any—lifted from the no
of all nothing—human merely being
doubt unimaginable You?

Suddenly, we found ourselves worried about tasting (as restaurants closed), touching anything, breathing indoors with other humans. Unimaginable. Cumming's question, “how should . . . any human doubt?” felt slightly less rhetorical. Yet somehow, the sound of this anthem has helped sustain me and many of the choir singers through these months apart. The text and melodies remind me of the faith I had when singing it before; the lyrics reassure me that I need not doubt during these times walking through the valley of the shadow of death. Like many favorite hymns, sometimes you might not be at a point in your life where you feel like “Now Thank We All Our God,” but you remember that time when you faithfully sang that hymn, and it sustains you through the time when you find it harder to be thankful.

In response to 2020, ministers and staff began experiments in new ways to help sustain the congregation's faith and covenant while apart. How do you minister well to someone in the hospital, when no visits by clergy or family are permitted? How do you gather a group like Pilgrim Fellowship, when you need to cancel the annual Mission Trip? How can you find fulfillment in your ministry, when you spend more time dealing with video formatting for our online worship than you do interacting with congregation members? My music ministry has always been focused on ensemble music making. It is the ethos I believe is required for liturgical music: coming together with others, to harmonize together, to listen to one another and find a way to be in tune, to sit with lyric and melody that might not be familiar to you and let them become part of you as you intone them into experience in worship. I found myself often paralyzed by 2020: medical data detailing the rising or falling infection rate in our area, recommendations from the UCC and from the insurance companies warning us about legal liability for in-person gatherings, regulations changing weekly from state and local officials, assertions by colleagues that varied from “if you close the church doors, people will be worse off” to “if you have in-person worship, you might as well call it ‘The Slaughter of the Innocents’, because you’ll be as guilty as Herod.”

Some of our experiments worked; others didn't. Judi Wallace tried several events that had very low attendance, and would go back to the drawing board every week to find things, both in-person and virtual, that people felt comfortable doing while being socially distanced. The youth choirs had fun doing some ‘virtual choir anthems’ recorded at their homes; the adult singers weren't as enthusiastic about getting themselves on video. Yet the Senior Choir did come together to record Christmas music: bundled up and masked in the sanctuary by open windows, in front of individual microphones spread 10 feet apart. For Christmas Eve, music was provided by Liam Melvin on trombone; Sydnie Schlagheck on cello; a string

Director of Music Ministries, *continued*

trio of Patti Smith-Romanski, Laura Smith, and Sydney Smith-Romanski; Christine Gill, soprano; Debbie Peluse, flute; and Don Johnson, saxophone: all socially distanced, making music for only one of the three services, to minimize the musicians' exposure to multiple crowds.

In addition to our weekly virtual worship, with guest musicians coming in to record music as the pandemic permitted, a weekly virtual recital, "30 Minutes of Joy" began, which has gained a loyal following of listeners, many from areas far away from Guilford (one regular listener tunes in from Belgium). During December, since we couldn't have our normal Christmas caroling, nor our Lessons & Carol service, nor host the high school Christmas concerts, we posted a "Christmas Carol Countdown", 25 carols recorded in our sanctuary to help us get in the Christmas spirit during a particularly bleak Advent. These online videos brought joy to hundreds, sometimes thousands of viewers.

What has kept most of the staff and singers and musicians sane through this 2020 insanity is faith and hope. Faith that our covenant one with another remains strong, through pandemic and politics. Faith that God will heal the trauma we've experienced in isolation. Faith that our congregation will find ways to grow in 2021, learning from this year which felt like an eternal Lent. Hope that our songs and melodies will soon be made together again. Hope that the fear of infection will soon be a memory instead of daily reality. Faith and hope that this congregation continues, through communal worship and song and education and outreach and love one for another, to actively work for justice and peace in this broken, scarred world.

Bill Speed

**COMBINED 2020 REPORT OF
THE DIRECTOR OF CHILDREN AND YOUTH MINISTRIES
AND
THE BOARD OF CHRISTIAN EDUCATION**

I am so grateful to be here in my second year as Director of Children and Youth Ministries! I want to thank the many people who share in serving our Children and Family Ministries. This includes our ministers and staff, as well as many volunteers who teach Sunday School every week and who mentor our teens through Confirmation and those who sit on the Board of Christian Education: Kate Ott as Chair, Nate Jacobson, Daryl Brown, Tara Melvin, and Kristen Dwyer.

Sunday School:

We barely got started with a New Year and Sunday School curriculum when we had to cancel all in-person worship and Sunday School due to the Covid19 pandemic. We have used video recording, live video meet-ups, written communication, and outdoor or small pod events to stay connected with the children and youth.

Our theme for the program year 2020-2021 is “Leaning into God: In our Daily Spiritual Journey.” Our spiritual practices teach us to connect with God and others through discussion, drawing, playing, and so much more. The weekly E-newsletter also includes monthly practices and information about upcoming lessons and events for children and youth.

In March, we continued to record and send out “Chapel time” videos and include 10:16 Moments in the worship videos throughout the late winter and early spring each week. As we moved forward and realized we would not be together in Sunday School for some time, we creatively worked to keep people connected with new programming like a Facebook “LIVE with Judi” each Sunday and a couple of Family events each month (for more on this see below in Family Events). A Children’s Sunday Worship Service included videos from many children and youth families as we recapped our year of learning on June 7, 2020. While we were not able to hold an Appreciation Luncheon for our many wonderful Sunday School volunteers, they each found a poster of appreciation on their front lawn on June 7th! We continue to offer a ‘service’ component of Sunday School by baking cookies for the Community Dining Room in small family pods at church.

In summer and early Fall, our in-person events had a small but steady attendance and the online events continue to have hundreds of views. It is so exciting that we may be reaching people we may not even know! We thank Diane Weidmann, Jamie Mikolay, and Lauren Gunningsmith for writing notes to children and families throughout this time away from one another in an effort to keep us connected!

We are also happy to report that we were able to share our large church school space with Guilford Before and After school Care program to ensure spacing and safety for the Calvin Leete Elementary school children during this time of distanced learning.

Confirmation:

Reverend Jake Joseph and Judi Wallace had to re-organize Confirmation for the 2019-2020 classes due to COVID shutdowns. The Confirmation I group was able to attend their retreat at Silver Lake the last weekend in February. This was the last in-person meeting for Confirmation in 2020. The Confirmation II class were not able to attend Night Watch in New York City. They were still able to complete their class time and mentor meetings using technology. We had a virtual confirmation worship service on June 14, 2020.

We postponed the beginning of new Confirmation classes in hopes of being in person starting in the winter. While that will not happen right away, the new classes met on zoom in December with a virtual Christmas celebration and orientation. Classes will begin on Zoom in January, twice a month instead of once a month, so that we can confirm the Class of 2021 on time and keep the Class of 2022 on track. We look forward to new and meaningful ways for our teens to grow in their faith!

Combined Report of Christian Education and the Director of Children & Youth Ministries, *continued*

Family and Worship Events:

This past year compelled us to create new and wonderful opportunities and events for families to participate in even with COVID rules in place. We look forward to creating more new opportunities for us to be together in community with our families as a new year and new hope allow us to lean into God!

We created a Children's Day as a virtual worship service in June.

In August we painted kindness rocks and placed them around the church and learned about the Labyrinth. In September we invited families to Chalk the Sidewalk around the church with words and pictures of Hope and Love! There was also a Special Children's Prayer Walk created around the church grounds for all to enjoy and pray for our church community.

October was CROP Hunger Walk month and we shared some harvesting from the First Church Community Garden and talked about sharing what we have with those who need it. Over the long weekend in October there was a Family Scavenger Hunt all around town with a zoom finale to share what was found! Julie Fitzpatrick joined us for some storytelling outside on the church lawn, and Birdfeeders were created to ensure nourishment for our fine feathered friends.

In November, Monique Nemarich joined us for some outside stretching and yoga to awaken our bodies and spirit to positive thinking and nature's beauty. All of these events happened outside, masked and distanced. December brought some cold weather and a stop to our outside events.

We ended our year and our Christmas Celebration with a VIRTUAL CHRISTMAS PAGEANT! It was a beautiful collaboration of families, musicians, directors and editors! We thank God for the ability to share the Christmas story with technology and enthusiasm!

Peace be with you all!

Judi Wallace, Director of Children and Youth Ministries
Kate Ott, Chair of the Board of Christian Education

COMBINED COMMITTEE AND DIRECTOR OF PILGRIM FELLOWSHIP 2020 ANNUAL REPORT

"Consider it pure joy, my brothers and sisters, whenever you face trials of any sort. You know that the testing of your faith produces endurance." James 1:2-4

"I am so blessed to be in the middle of my ninth year leading young people to be together in community, and to love the feeling of serving others all around us. I am so very grateful to the support of the staff, adult PF volunteers and the congregation and community! This is truly a ministry of love for the youth in our midst!" Judi Wallace

Pilgrim Fellowship which has long been a vibrant ministry of First Church, looked a lot different in 2020-like EVERYTHING else! In January, 2020, we had a large group of teens attending meetings, learning about each other and making plans to go to Jonesville, Virginia in April to work alongside the people of the Appalachian Service Project doing home repair in this mountainous area of far western Virginia. 107 students and 24 Adult advisors had committed to joining PF on this life-changing journey. We waited until the end of March as we followed the news about the CoronaVirus Pandemic; ultimately, we had no choice but to cancel our trip. Subsequently, we also cancelled our summer service trip to Boston.

Along with so many other Spring and Summer disappointments for the youth in our community, this was heart-wrenching. We no longer met in person, so we tried to remain connected through Zoom and other social media. During the summer months we did organize and plan several volunteer opportunities for small groups, masked and distanced of course! These included a week-long build site right here in Guilford. PF students met in small-group shifts at a local residence to build a handicap ramp, beautifully designed by Russ Campaigne and planned by Brad Hotchkiss.

We also organized many other volunteer efforts in the community: making and sending cards of encouragement, helping with meal prep and baking desserts for Meals on Wheels, chalking our sidewalks and driveways to thank front-line workers, hosting a food drive for Guilford Food Bank, hosting a donation drive for Navajo Nation Covid 19 Relief, volunteering in the gardens at the Catherine Violet Hubbard Animal Sanctuary in Newtown, uplifting our PF and First Church High School Seniors with balloon and gift deliveries, partnering with Chapel on the Green and Trinity Church New Haven to purchase and give out hygiene items for people experiencing homelessness, gardening on the grounds of First Church Guilford, and hosting a small group Glow-in-the-Dark CROP Hunger Walk and collecting almost \$1,000 for purchasing items for 14 Emergency Clean-Up Buckets for distribution by CWS (Church World Service).

In the summer, we did ask any students who were eligible and interested in PF leadership to complete an application, including PF advisor references. Then we conducted individual interviews by phone or Zoom. It was different from being in person, but it was a wonderful way to help the teens practice the skills of interviewing and for us to see who we had as potential leaders! The pandemic did not deter students from applying--we chose 29 seniors and juniors from among the applicants. The leadership team met outside for a scavenger hunt and team building event with temperature checks and masks, staying as distanced as we could!

September did not begin with our annual cookout this year, but with several Zoom meetings, each featuring games and speakers. Julie Fitzpatrick joined us in a video recording to talk about her play "77 U-Turn" and how difficult these times of isolation are for people with mental illness. We talked about ways to work through it and where to reach out for help. Moira McGovern on Instagram LIVE told us all about her Navajo Nation Relief project and her trip driving a UHaul to Arizona with ALL the items she collected!

Combined Report of PF Committee and Director, *continued*

Later in the fall, Teen Challenge came to First Church and we had a LIVE Zoom meeting to hear their stories of faith and courage in the midst of addiction and recovery. In November, we were able to do our annual leaf-raking and yard cleanup in the community by having small groups sign up for specific locations and times. This was a great success due to the real commitment and hard work of the PF students who signed up and showed up to work hard and be volunteers to those in our community.

We also shifted our Annual Santa Breakfast to a 'Drive-By Santa Sighting' Event. We had a very dedicated Santa Claus and 12-15 PF Elves standing in front of the Church delivering Christmas CHEER to all who drove by in the pouring rain! The PF elves also delivered Christmas gifts to some local children and brought huge smiles and great joy!

We say "BRAVO" to the many PF students and parents who have been able to help PF do what PF does so well: SERVE others and gather in community even in the midst of a pandemic and unrest. THANK YOU ALL!

The PF Committee is truly the backbone of this program. So much time and effort goes into this program. We truly appreciate each and every committee member. Thank you all!!

Finally, the Pilgrim Fellowship Committee wishes to thank the First Church community for its tremendous support. The many projects we completed during this challenging past year and the support we were able to share locally were made possible by generous donations from many of our Church Boards and Committees, our giving Congregation, and the financial support of many local businesses and residents. These funds supplemented our own fundraising efforts and make possible a year-long program that serves many communities and enriches the lives of our members.

Pilgrim Fellowship Committee:

Director:	Judi Wallace
Co-Chairs:	Anne Miracle and Steve Leete
Treasurer:	Teresa Buchanan
Secretary:	Doug Magee
Members:	Teresa Buchanan, Russell Campaigne, Susan Laughlin, Doug Magee, Trish Magee, Charlie Melvin, Sue Rollins

Thank you to First Church for the tremendous support of Pilgrim Fellowship and the children, youth and families in our community!

Blessings to all in the New Year ahead as we look forward to many new and wonderful experiences at First Church working with the teens in our community.

Sincerely,
Judi Wallace, Director of Children and Youth Ministries
Anne Miracle and Steve Leete, Co-Chairs of the PF Committee

COORDINATOR OF PRISON AND REENTRY MINISTRY 2020 REPORT

This past year the pandemic Covid 19 caused us to find different ways to communicate, share information and offer support to justice involved communities.

New issues during Covid 19 for which we advocated change by letter writing, demonstrations, phone calls and meetings with policy makers:

- people in prison were in high risk congregate living situations with no way to safely separate with the existing populations sizes inside.
- inadequate PPE in prisons
- statewide shut down for pandemic control, caused services for many returning home, to stop in person meetings and moved online.

Result of advocacy

- a system of compassionate release for reasons of health, and early release for people with less than a year left to serve, was instituted to clear out the prisons to make room for safe distancing.

Since reentry services were no longer offered in person or available by drop in, for newly released people –

- those without a family to return to, needed housing; many needed phones to make appointments, be reached, to attend meetings by zoom etc. Money for hotel rooms became available for newly released persons. First Church provided phones to New Haven Reentry Center and Hartford Welcome center. Reentry centers then wrote grants to provide phones for those who needed them.

Prison Ministry Activities:

- Mentored Yale Divinity School Intern with placement with Sex Workers and Allies Network.
- Hosted Boundary Training workshop for church members to work on awareness and boundary skills when working with reentry population.
- Hosted Smart Justice Film on Legislative work for improvements inside prison and more supportive laws for those released. Educated attendees on usefulness of formerly incarcerated life experience helps get the message out.
- Joined Mayor's Initiative for Reentry Affairs Advisory Committee at the invitation of Earl Bloodworth.
- Participated in Forum on Racism. Many members reported on important books on race useful now in a time of unequal imprisonment, arrests and shootings of black people.
- Member of Guilford Human Services group.
- Throughout the year we represented First Church by participating in the following groups:
New Haven Reentry Roundtable; Bridgeport Reentry Roundtable; New Haven Women Resettlement Working Group; Hartford Reentry Roundtable usually through zoom meetings.
- Worked with Michele Mudrick, UCC legislative advocate on prison conditions during COVID-19.
- Produced a Brochure – Marcia Myhre, Charlotte White, Gini King. This document was used with churches to show how we organized a prison ministry and prepare for a duffle bag collection.
- Developed and scheduled a conference “**The Real Women of Orange is the New Black**” to be held at First Church. This conference had to be cancelled due to COVID-19.

Coordinator of Prison and Reentry Ministries, *continued*

Duffel Bag/Backpack Donations

- We collected and delivered duffel bags and backpacks to reentry centers in New Haven, Hartford and Bridgeport this year. -A total of 80 bags went out from our church, and another 60 from churches who participated through our invitation to join the effort. St Peter and James Episcopal in New Haven, North Madison Congregational Church, UCC, both contributed this year, and First Congregational Church Branford, UCC, has expressed intension to join in the future.

Support for New Lifestyles for Women Transitional House – New Haven

- Total of \$1200 donated to expand Empowerment Lounge online support group for people returned from prison, and those unhoused, run by founder Janice Murray.
- Donations of makeup, PPE, homemade hats for warmth for Christmas. 64 women were recipients of these gifts in New Haven.

Phones, Clothing, PPE, and Christmas donations

- \$600 in phones was donated to Hartford Welcome center for people getting out of prison without them.
- Swan (Sex Workers and Allies Network) was the recipient of clothing, shoes, masks and hand sanitizer during the summer thanks to member donations.
- Christmas Gifts to Marts House in Hartford
 - . Six women in Marts House, plus more through the Reentry Center in Hartford received gifts included gift cards, makeup, PPE, homemade hats for warmth,

Our members and friends of First Church have been incredibly generous during this year of hardship. A personal thank you for all the giving and work from everyone.

Rev. Dr. Sandra Wiens, Prison and Reentry Ministry

ADULT EDUCATION 2020 REPORT

Over two decades ago two members of our church created the Christine and George Wilcox Adult Education Fund. Christine Wilcox was especially interested in religious education for adults. During her lifetime she created and administered the Lay School of Religion which met at the Berkeley Center in New Haven and was open to all. To ensure that adult education remained an important role in the life of their church, the couple left a bequest to the church to fund adult educational endeavors.

Through the years, the fund has enabled theologians, ethicists, and biblical scholars to hold weekend conferences at First Church. The fund has also enabled a variety of speakers to participate in Adult Forums and other special programs. One early endeavor of the committee was to hold an annual World Day of Peace rally on the Guilford green. In 2019 folks were invited to learn more about the Holy Land by joining our second trip to Palestine. Several years ago we sponsored a prison conference entitled “Stigma and Mercy” which filled the sanctuary. Another such conference was planned for 2019, [See Sandra Wiens’ Prison Report for details], but had to be cancelled because of Covid.

The educational opportunities made possible by the Wilcox fund have multiplied through the years, spawning greater involvement in ideas and activities for helping to bring the kingdom of God to earth. The ravages and exigencies of the Covid crisis have forced us to change our educational options but have not deterred us!

We began the year in January with a focus on justice work, covering the environment, the Amistad, and words from Palestine, from those who had recently traveled there. In February the committee helped support the Civil Rights History travel seminar, led by Rev. Dr. Ginger Brasher-Cunningham. In February Charlotte White led a luncheon discussion about “Smart Justice” and Ann West led a program in creating Mandalas, accompanied by Ann playing the cello. Sean Scanlon and Christine Cohen contributed to our understanding of issues in Palestine and Israel by leading a discussion following their presentations of their trip there.

Unfortunately, many of our programs were cancelled mid-March. Fortunately, outdoor programming was still possible, so we were able to continue hosting the annual Guilford International Day of Peace celebration on the steps and sidewalk in front of the Church. Not to be deterred from offering programming, we became acquainted with the possibilities of Zoom, and offered several programs to the church family using that format. Donna Gregory, Pastor Ginger, Jeff Weber, and Milton offered programming on Zoom on varied topics including hospice and white racism.

Let us all hope and pray that the advent of the COVID vaccine will enable us to eventually return to life as “normal” within the year.

Shannon Clarkson, Chair of the Adult Ed Committee

Members: Shannon Clarkson, Ginger Brasher-Cunningham, Bob Howard, Jake Joseph, Gini King, Bob Raines, Jeff Weber, Sandra Wiens.

BUSINESS COMMITTEE 2020 REPORT

Due to the unknowns of the church's financial situation, after the advent of the COVID-19 virus in March we only finished projects previously started, and did the following projects that were deemed necessary for keeping the buildings in good order, or to increase the efficiency of the church ministries and offices.

Completed construction of a second front-of-sanctuary exit door.

Purchased a portable sound system for the chapel and other uses.

Removed the broken Nikko fir tree on the west side of Spencer House.

In conjunction with the Memorial Garden committee and weeded and mulched the gardens around the Church , Spencer House & in the Memorial Garden.

Hired a new Sunday Sexton.

Recoated Spencer House roof and gutters, replaced missing slates, repaired and capped the chimneys and repaired damage from part of the fir tree landing on the dormers.

Rented the Spencer House apartment to a new tenant, putting in minor accommodations for the tenant.

Cleaned and painted the finance office, installed more efficient file cabinets, a bulletin board and clock.

In conjunction with the Church office, sorted out the existing Spencer House outer storage area, and installed a file cabinet and dehumidifier there.

Built shelving in the Spencer House in another outer storage area for holding old financial records.

Rebuilt the 19 Church St patio, releveled and installing a drain and dry well to solve problem of ponding after every rainstorm.

Installed new internet wiring & system in the church and Spencer house and updated and upgraded the system in Spencer House as needed.

Agreed to serve the town through the Guilford Center for Children as a temporary COVID-related child care center for virtual school days and pre and after school. We worked with GCC, local and state officials to meet qualifications.

Installed a KNOX box for Spencer House.

The ramp entrance to Fellowship Hall was repaired - rotted wood replaced, drywall replaced and painted. Damaged floor tiles replaced and the rest of the floor stripped and cleaned.

Helped the Harvest Fair Committee host a Fall Tag Sale

Widened the Spencer House Garage parking area to accommodate two cars.

Many thanks to members J.B.Catlin, Marti Carlson, Bob Howard, Gary Knowles, Alison Linske, and Peter Palumbo, and our Sextons, Mark Twombly and Carlo Pappolla.

Peter Rebuzzini and Susan Leete, Co-chairs

BOARD OF COMMUNITY AND GLOBAL JUSTICE 2020 REPORT

2020 was the first year of the new Community & Global Justice Board, with responses to the COVID-19 pandemic being the unplanned for focus from March onwards. The various causes supported by the Board are grouped by themes below, with volunteers (listed in italics) being the key church contacts for these missions:

Global Mission

United Church of Christ (UCC):

The Church continued to support the UCC through “Our Church’s Wider Mission (OCWM) (with a \$60,000 donation from the main Church budget) and “One Great Hour of Sharing” (\$1,322). These funds are used by UCC to support the work of the national and regional conferences to fund local and global missions. An additional donation was made by the Board to UCC Disaster Ministries for \$2,500 for COVID-19 and hurricane relief efforts.

Church World Service

The Board and Congregation continued to support two key outreach programs of Church World Service: Blankets program and CROP Hunger Walk.

Food

Guilford Food Bank & Community Dining Room

The Congregation continued to collect food and gift cards for donations, with Guilford Food Bank and Community Dining Room receiving these donations for people in need.

Meals on Wheels

We supported this Guilford Interfaith Volunteers program to provide meals at home for the elderly through the increased demand due to COVID-19 (\$1,500 donated).

Columbus House

Nathalie Hegedus and Margaret Opatrny

At the beginning of the year, volunteers prepared monthly Thursday dinners for New Haven shelter residents, then transitioned to both financial and food assistance after COVID-19 lockdown period (\$600 budget for food costs plus \$2,000 for support).

Shelter

Raise the Roof - Habitat for Humanity

Nancy Leckerling

2020 reached the milestone of raising over \$1,000,000 while building 17 homes over 17 years. The online Gala of Stars in November, where church members Becca and Mark Mitchell were among 18 brave-hearted dancers who competed to raise dollars for Habitat, raised \$101,000. Part of the gala celebration honored the Hernandez family who moved into their new home in New Haven. The Board also contributed \$1,000 towards the initiative.

Fellowship Place

Nancy Leckerling

The Board provided \$500 to support this New Haven based mission to serve adults with mental illness by offering a full range of therapeutic support and rehabilitation services that promote independence, wellness, and a meaningful life. The campus is open 365 days a year and serves over 800 people annually. Fellowship Place also provides supportive housing for 45 individuals who live in the agency’s apartment buildings.

Shelter, *continued*

Christian Community Action

Kirk Laughlin

The Board donated \$500 towards transitional housing and support for families in need in Greater New Haven.

Immigrant Assistance - ULA

Gini King

Several donations totaling \$2,000 were made to support assistance for new immigrants in the Greater New Haven area who were struggling due to job losses from COVID-19.

New Lifestyles Transitional Housing for Women

Sandra Wiens

The Board donated \$1,000 towards internet access for this women-powered community (based in New Haven) that uses peer mentorship and skill-building workshops to support women facing drug and alcohol addiction, homelessness, reentry into society, and other challenges.

Community Partners in Action

Sandra Wiens

Phone cards (in total for \$600) were donated to this program for supporting the needs of people re-entering society after completing their prison sentences.

Youth

Covenant to Care & Guilford Youth & Family Services

Betsy Schwammburger

The Board supported back-to-school programs with backpack supplies for students in need - Covenant to Care (\$500) and Guilford Social Services (\$200). The annual Giving Tree outreach ministry of FCC (which is conducted prior to the Christmas holiday) also supported families in both programs with donated gift cards, with an additional \$1,300 contributed by the Board.

Environment

Environmental Ministry Team (EMT)

Nancy Leckerling

EMT continued its energetic local environmental actions and national advocacy efforts (refer separate EMT report for details).

I would like to thank the Board for their commitment and quick responses in 2020 to what has been a challenging year both for our community and the wider world. Hopefully 2021 will be a year filled with actions towards our mission of global justice.

Craig Mullett, Chair

ENVIRONMENTAL MINISTRY TEAM 2020 REPORT

Guided by our church leadership and the Environmental Ministry Team over the past few years, our church has progressed through the three levels of action steps to become an historic Connecticut Conference UCC-designated “Green Congregation.” By completing the three levels of Connecticut’s Interreligious Eco-Justice Network (IREJN) environmental awareness program, our church has also recently received the designation as a “Green House of Worship” from this local branch of Interfaith Power and Light, the national faith-based environmental advocacy group. Three years ago, the EMT worked with Waldo Renewable Electric of Old Saybrook to install 74 solar panels on the roof of the Moore Education Building, which this year produced almost 30 MWh of clean electricity, some of which is fed back into the electric utility “grid”. The organic garden, planted four years ago behind the parsonage and dedicated to church member, the late Rev. Raymond Jones, continues to produce, across three seasons, hundreds of pounds of fresh vegetables, most of them donated to the Guilford Food Bank, the Community Dining Room in Branford, Teen Challenge in New Haven and to local needy families. EMT members built the raised garden beds, and member Tom Finnegan built a composter where coffee grounds and table scraps from Coffee Hour are deposited and turned to produce fertilizer for the gardens. The Pilgrim Fellowship fundraiser each fall where PF members rake and pick up leaves from homeowners are used to cover the garden in winter and some are used in the composting process. This year, the garden was expanded by a third, managed by a dedicated group of church members, under Tom’s able direction, and a new group of flower gardeners planted a variety of beautiful annuals to attract pollinators. These colorful flowers “dressed up” the garden, and they were used for worship service arrangements. Tom registered the garden on the local “Pollinator Pathway”. Seeds are saved from the garden every fall and used the following year for spring planting to avoid the cost of buying commercial seeds.

COVID-19 curtailed a lot of our activity this year, but before the pandemic, Rev. Shannon Clarkson and Rev. Nancy Leckerling led a five-week study of UCC Minister, Rev. Dr. Jim Antal’s book, Climate Church, Climate World and steps were taken to reduce our church use of plastic, polystyrene (Styrofoam) and other non-biodegradable and non-compostable materials. EMT member Sue Jones spearheaded the compilation of a Meatless Mondays cookbook, which was distributed free to any church members who requested a copy. The EMT presented its first Appreciation Award in December to Cynthia Magee for her leadership organizing the church rummage sale since the early 1980s and for modeling for our church members recycling, reusing and repurposing. The EMT members write a monthly column, the ECO Echo, in the Landmark newsletter, about Creation care and occasional articles for the weekly Steeple. Members of our EMT also participate in the Environment Committee of the Southern New England UCC (SNEUCC) and with the IREJN Board of Directors.

These last two years, the EMT has led the church to work toward becoming a UCC-designated Creation Justice Church per the action protocol of the UCC Environmental Justice Committee. The national UCC in Cleveland awards this distinction after a “Green church” has moved from the “nuts and bolts” type of environmental action to critical thinking about the socioeconomic dimensions of environmental justice, such as race, class, and inequality. Consciousness-raising was done in our church about Creation care public advocacy as a spiritual discipline and about the intersectionality of environmental, social, racial and economic injustices. Along with the Peace Affirmation and Justice Committee, the Adult Education Committee, and the Board of Community and Global Justice, the EMT has sponsored speakers at Adult Fora, advocacy actions, marches, and outreach and visits to our elected legislators about humankind’s highest calling- to care for Creation and to seek environmental justice at the local, state and national levels. Recently, our church signed on to the SNEUCC’s Congregation Voter Challenge to encourage our members to take the Creation Care Voter Pledge and to think about Creation care whenever they vote in local, state and national elections.

Environmental Ministry Report, *continued*

In anticipation of our church 2021 Annual Meeting, the EMT drafted a Creation Justice Church covenant, which was presented to the Church Council in December after being refined by church members' suggestions. The Council agreed to place the covenant on the agenda to be voted upon at the Annual Meeting. The signing of such a covenant is a requirement to be sent to Cleveland with the application to become a Creation Justice-designated church.

Further goals the EMT hopes to work on after the pandemic are: to further reduce waste by using the church kitchen ceramic dinnerware and stainless steel utensils, rather than paper and plastic, at fellowship events; to use fair trade coffee at Coffee Hour; to involve the Pilgrim Fellowship more deeply in Creation care efforts; to increase advocacy (by church members) for Creation/climate justice in the public square; to sponsor environmental educational events with other local UCC congregations and with UCC-partner 350CT.org; to become a zero-waste church; and to become a carbon-neutral church by 2030. The EMT meets on the second Thursday of the month, except for the months of July, August, January and February, to give members time to do their own reading about climate justice and to do advocacy around important environmental justice legislation. We gladly welcome members to the EMT who are interested in any of the above areas. And we thank our loyal current and former EMT members, Susan and George Arnold, Lisa and Tom Finnegan, Barbara Johnson, Sue Jones, Gini King, Jon Leckerling, Ed Meyer, Mary Stevens, and Phyllis and David Whitin, for their tireless work and passion about Creation care and justice, and Ginger and Jake, Judi Wallace and the PF, Shannon Clarkson, Stephen Dudley, Gay Harter, Craig Mullett, and Gail Tomsich, for their moral support.

Respectfully submitted,
Rev. Nancy Leckerling
EMT Co-Chair

IMMIGRATION AND MINISTRY TEAM 2020 REPORT

First Congregational Church voted to be a Sanctuary Congregation on September 30, 2018. During 2020 the Immigration Ministry Team gave a number of presentations on the plight of immigrant families:

- In January we presented CT Attorney General William Tong our Immigrant Rights and Safety Petition with over 700 signatures.
- In March we presented the petition to the Representative Vincent Candelora. He was appreciative of the work we had done and supports the safety and fair treatment of undocumented immigrants
- Marcia Myhre, Kathy Westgard, David Koncz and Gini King presented a workshop, *Focus on Justice*, at the Southern New England UCC Conference in March.
- Susan Leete, Holy Langewisch, and Gini King gave a presentation to the confirmation class on the experiences of immigrant children finding their way from Central America to the US border.
- A Lenten program was presented by Robin Baslaw and Susan Smith of Temple Beth Tikvah on the sponsorship of an asylum mother from Mexico and her four children who now live in New Haven with the children attending school and the mother working.
- Susan Leete, Claudia Buzzi and Gini King gave a presentation to Pilgrim Fellowship on the hardships of immigrant teens and families as they travel to our border seeking safety from violence, hunger and abuse by authorities.
- We work with the Immigration Sanctuary Team of Church World Services by asking people to sign letters to President-elect Biden and Vice President-elect Harris requesting they grant relief from deportation of the 40 people who remain in Sanctuary.

Our church was able to donate \$2,000 to Unidad Latina Acción of New Haven for their work and support of undocumented immigrants by expanding the ULA radio station to four times a week, delivering medical supplies to 29 families with COVID, preparing grocery baskets for 125-200 families per week, providing cash assistance to 705 immigrants who lost wages because of COVID, helping 250 families registered for the rental relief fund provided by the Governor Lamont and the CT Housing Commissioner, increasing the weekly Zoom ULA meetings to over 150 immigrants.

Children's Library: In response to the plight of immigrant children and families, Black Lives Matter, and care for the environment, a major project of the year was the formation of a Children's Library with a focus on multiracial, multicultural, environmental, and anti-racial books. This is a joint effort with the Christian Education Committee which has a particular interest in having books that are by or about children and teens who have been active in peace and justice efforts. We now have over 90 books for pre-schoolers to 8th graders. The books will be available at coffee fellowship on Sunday mornings to children, teens, parents and grandparents. They will also be used by teachers in the church school program. We are waiting for the return of regular worship and church school for the books to be introduced.

Gini King

PEACE, AFFIRMATION AND JUSTICE COMMITTEE 2020 REPORT

Middle East Ministry: In January Marcia Myhre gave a presentation on her trip to Palestine with the Pilgrims of Ibillin. Gay Harter spoke about the arrest and abuse of children by the Israeli military and the bill in Congress that would withhold funds that support such abuse, for which PAJ advocated. With the use of maps Shannon Clarkson provided background of the disappearance of Palestinian lands.

In the fall PAJ studied and endorsed a new resolution proposed by the UCC Palestine Israel Network, entitled, "A Declaration on the Requirements for a Just Peace Between Palestine and Israel." This resolution was also endorsed by the Community and Global Justice Board and by the Church Council. First Church is now one of six churches nation-wide that will be bringing this resolution before the virtual General Synod in July 2021.

Gay participated in advocacy by Zoom with CT Congressional aides in a program sponsored by American Muslims for Palestine and was joined by representatives from Jewish Voice for Peace and Tree of Life Education Fund. The focus was on bills which would withhold funds from Israel because of its abuse of children by the military and a request to restore funding to UNRWA, which supports Palestinian schools, hospitals and social programs.

PAJ gave a donation to 1for3.org, an organization in the Aida Refugee Camp in Bethlehem which teaches Palestinians to test their water quality, build roof gardens and is building a kindergarten.

United Nations International Day of Peace: This year Peacemaking Awards were given to GHS student, Moira McGovern, for her compassion and determination to deliver much needed COVID supplies to the impoverished Navajo Nation Reservation in Arizona; and to founders of the Guilford Human Rights Commission, Judith-Pritchard Keogh, Clarice Yasuhara, Andy Gottlieb and Maureen Raucci who established the Commission to promote understanding and respect among all residents regardless of race, ethnicity, gender, sexual orientation, age and ability. Because of restrictions due to COVID, it was held on Broad Street in front of the church. The United Nations Peace Pledge was said by all:

I believe that my own thoughts, words, and actions make a difference.

I believe we can build peace in our families, schools, communities, and the world.

I will RESPECT all people, REJECT violence, SHARE with my neighbors,

PRESERVE the planet, and WORK with others to bring PEACE ON EARTH.

Other activities:

- Self-guided Garden Tour provided by Kathy Westgard at her home in honor of her sister, Sally Hartsell, as a fundraiser for PAJ. Open to the community for three weeks, over 50 people attended with information pamphlets provided on the peace and justice ministries of First Church.
- In response to George Floyd's killing by police two Black Lives Matter signs were placed on the lawn of the church. The church hung a large Black Lives Matter flag in front of the church.
- Book Reviews and Prayers for the Steeple: Marcia Myhre presented a number of book reviews on anti-racial children's books that are available at the newly formed Children's Library. Gay Harter, Jill Benton and other committee members submitted book reviews and prayers of peace.
- Organized by Shannon Clarkson, church members responded generously with the needed furniture, clothes, toys and funds for a welfare woman in New Haven. Peter Palumbo and Julie Fitzpatrick delivered the items and were shocked by the level of poverty and deprivation they observed.

Prison and Reentry Ministries - see report by Sandy Wiens

Immigration Ministry Team - see report by Gini King

Submitted by Gini King, Gay Harter and Sally Koslik

BOARD OF DEACONS 2020 REPORT

The Board of Deacons is charged with overseeing the spiritual life of the church and works in close collaboration with our ministers. We provide pastoral care and work with our ministers to provide for special needs through the Deacon's Fund. We pray for and are in contact with church members and friends of First Church as we become aware of their needs. A "Deacon of the Month" is available to receive feedback from the congregation and be a listening ear for personal prayers. Deacons meet monthly, September through June, either in-person or via Zoom. In non-pandemic times, we serve communion on the first Sunday of each month, serve home communion as requested, and serve communion at special services throughout the year. Deacons serve on other church committees as well, including Church Council, Human Resources, and others. We are available to assist the ministers in worship services through weekly scripture readings and in other roles as requested.

This past year has been unique due to the COVID-19 pandemic. Starting in the Spring, our board met via Zoom calls, supported the ministers as they came up with new and creative ways to reach and support our congregation such as with pre-recorded emailed services, and made ourselves available (virtually) to church members as requested. During the first 5 months of the pandemic, the board called every church member at least twice to check in, remind them that they are loved and not alone during these hard times, and remind them about how to access the pre-recorded Sunday services or have printed versions mailed to them. When smaller in-person services started up again, various deacons helped the COVID-19 team in the garden and sanctuary as the entire church carefully provided the safest spaces possible to come together while being properly socially-distant.

Throughout 2020, the Deacons discussed many issues and topics. In all cases, we tried to respectfully listen to diverse perspectives, consider the best interests of the church, and listen for the Spirit to guide our discernment and decisions. Reviewing safety protocols, supporting our ministers and church staff, and helping with member communications were our priorities. Also prioritized this year was supporting Jake and the technology team as they readied the new F1Go program which will streamline and bring all email, financial, membership, and communications data under one umbrella program.

This year, the deacons had to skip our annual deacon retreat, coordinating new member meetings and Sunday new member receptions, and meeting with confirmands on their faith statements. The Deacon Membership Committee looks forward to holding new member meetings and receptions in person, hopefully by next fall. In the meantime, new ways of reaching out (such as with virtual tours of our church buildings and grounds) are under consideration. We also continued to support the younger part of our church family through our financial support of the Pinchbeck Scholarship Program in 2020.

We look forward to welcoming at least one new board member who will be voted in at the Annual Meeting in February. Jean Gresham and Sarah Beres will continue to serve as co-chairs of the Board in 2021.

Respectfully submitted,

Jean Gresham and Sarah Beres
Co-Chairpersons

BOARD OF FINANCE 2020 REPORT

2020 was a challenging year because of the COVID 19 pandemic with its disruption to congregant worship and the transition to on-line programs and activities. Financially, the church ended the year on a relatively positive financial note, benefiting from the solid and continuing support of members honoring pledges and tight management of expenses. The church lost projected income with the cancellation of special events and the Harvest Fair as well as the fact that the Neighborhood Music School put its programs on hiatus. Significantly, the church benefited from the federal 2020 Paycheck Protection Program (PPP) and 2020 Economic Injury Disaster Loan (EIDL) under the CARES Act which provided grants and loans to help businesses and organizations keep their workforce employed during the pandemic shutdowns. Applications for the funding were submitted when the programs were first announced, and First Church received funds for \$86,225 under the PPP program and \$8,000 under the EIDL program in early May.

Members of the Board of Finance and clergy note that the General Counsel of the UCC issued a memorandum dated May 4, 2020 assuring UCC churches that there was no constitutional problem with churches receiving CARES Act funding because: "The CARES Act does not promote religion; it treats religion the same way it treats other organizations and it does not prefer one religion over another. The purpose of the Act, which is limited in time and by funding, is to stimulate the economy as a whole in response to a national emergency." During 4th quarter 2020, First Church applied for and received maximum forgiveness of the PPP/EIDL funds and was required to repay only \$8,047.34. In December, First Church repaid all loan/debt obligations under the PPP and EIDL, and so received a net benefit of \$86,177.66 from these two programs.

With the grant, First Church was able to keep all staff and handle certain essential projects, especially the repair of the Spencer House roof. It is clear that the funds greatly assisted First Church in 2020 and sets up the 2021 budget well. While First Church has a year-end surplus for 2020 of \$116,000, it is important to note that without the PPP/EIDL funds, this surplus would have been reduced to approximately \$30,000. This amount, combined with the results of the pledge campaign, would not be enough to meet the expenses projected in the 2021 budget, and so we would have faced very difficult choices. So, while the budget for 2021 looks achievable *with* the \$116,000 surplus, First Church still faces a major issue: without great focus on managing expenses in 2021 and increasing pledging, First Church will be facing shortages in 2022.

Looking to 2022, it is important to note that First Church, along with many other churches, is seeing a change in how members fund their churches and their ministries. The numbers of pledge units have been declining over the past decade, and lately we have seen a static stewardship result, while the unpledged income has increased year over year, offsetting some reductions of pledged income. This phenomenon presents a challenge for the Board of Finance so the Board will be meeting with the Stewardship committee to address pledging education and what long term actions are required to maintain and increase pledging. The Board requests that all Church members who are able to, prayerfully pledge every year.

The Board of Finance thanks its members for their hard work in 2020, and all those who contributed to the Church's financial stability this year. 2020 was a challenging year, and we anticipate more challenges in future years, but with the committed support of our full congregation and the leadership of our pastoral team, the Board believes we can surmount any difficulties to come.

Submitted by Jennifer Willcox and Mary Jane Potter

Board Members: Larry Backes, Bill Bailey, Stephen Dudley, Lou Federici, Anne Godsey, David Koncz, Susan Leete, Mary Jane Potter, Peter Roos, Brian Wiley, Jennifer Willcox

FLOWER COMMITTEE 2020 ANNUAL REPORT

Flowers enhance our worship and adorn the Sanctuary and Chapel every Sunday. Many were given by families in memory of their loved ones, but also donated by those recognizing a life celebration, birth, marriage, anniversary or milestone birthday, etc.

Then the pandemic changed all that! We functioned as usual until mid-March when in-person worship ceased due to COVID. Flowers were not used in worship again until September 13. However, during the summer a section of the Church Organic Garden was planted with flowers to be used in arrangements. These flowers were used in September and October when we resumed limited in-person worship. In November and December the Sanctuary was decorated with natural arrangements which would not be impacted by the open windows in the Sanctuary. We will continue to use the natural arrangements until the spring when the temperatures will allow for fresh flowers.

Special decorations/flowers were arranged for particular Sundays. Poinsettias and Easter flowers were not used as has been customary in other years, but there were festive floral arrangements able to withstand the temperatures.

If you would like to give flowers or have the Flower Committee create an arrangement in memory or honor of someone special in 2020, please contact me at 803-513-9787 or dfbnnickel@aol.com.

Barbara Nickel, Chair

HARVEST FAIR COMMITTEE 2020 REPORT

The 54th Annual Harvest Fair 2020 was cancelled due to COVID-19. This was a great disappointment to our amazing team and I know it was missed in our community as well. This was one of many difficult decisions made to help keep our church family and the community safe.

Harvest Fair team members did join together to put on two small events this year. One being a Rummage Sale on October 10th to help clear out the shed that was filled to capacity with furniture and miscellaneous items being stored for the annual rummage sale and Harvest Fair. That event, while not tremendously profitable, succeeded in clearing out the entire main floor of the shed! The sale made \$1,300.00

The second event was a Christmas Bake Sale. We received a fantastic outpouring of donations with jams and lots of wonderful baked goods from our church family. The sale itself was a great success as we sold out of everything and made \$617.00. This event brought some fun and fellowship and tasty treats prior to Christmas.

In total, the Harvest Fair raised \$1,917.00. Special thanks to Ken Medvetz, Mark Twombly, Judy Anderson, Holly Langewisch, Linda Gebauer, Barbara Nickel, Susan Leete, Bob Howard, Kathy Abbatello, Nancy Johnson, and Debbie Peluse.

We look forward to getting back to business and fellowship and camaraderie with Harvest Fair 2021 in November!

Respectfully Submitted,
Lisa Freund, Chair

HOUSE COMMITTEE 2020 REPORT

As with all other church ministries 2020 altered the way the House Committee operated. Prior to the third week of March and the pandemic lockdown, the Fellowship and Griswold Hall Kitchens were cleaned once a week by a volunteer from the committee to supplement the weekly cleaning done by a service. This was usually on Monday mornings to clean up after weekend events.

Since mid-March few groups or committees used the kitchens, and Mark Twombly would clean up the spaces as needed. The refrigerators were checked for outdated food which was discarded. Once again, we are grateful for Mark Twombly's organizational skills, creative problem solving, and for filling in when we are unable to be there.

Respectfully submitted,
Karen Davidson

HUMAN RESOURCES COMMITTEE 2020 REPORT

This year Covid-19 changed many things about our daily lives but, the dedication and outstanding leadership of our staff kept our faith moving forward! We are blessed to have the committed individuals that we do and I ask all church members to thank them often, for their commitment to enriching our lives and helping change and shape our community!

This year our Minister of Faith Formation, Rev. Jake Miles Joseph, was installed and we saw our Acting Director of Children & Youth Ministries, Judi Wallace, become our Director, after a very successful and creative approach to online youth ministry. We also welcomed a new Bookkeeper and Data Manager. The committee completed the Employee Handbook revision and it was distributed in April to all staff.

We strive to provide the best working environment for the staff and help our fine staff better meet our goals as First Church. The committee thanks all who assisted them in completing their duties this year.

Respectfully submitted,
Anne Godsey, Chair

MEMORIAL COMMITTEE 2020 REPORT

The Memorial Committee is responsible for acknowledging memorial gifts made to First Church and to determine the use of these funds. Gifts are recorded in the Memorial Book located in the Narthex. Funds are given for "items of lasting value" to First Church.

Gifts to the Memorial Committee in 2020 totaled \$245. One gift was in memory of Sarah McCulloch and was personally acknowledged to the donor and to the family.

There were no disbursements in 2020. The balance as of December 31, 2020 was \$3,887.74.

Respectfully submitted,
Kris Sullivan

MEMORIAL GARDEN COMMITTEE 2020 REPORT

The Memorial Garden was created in the year 2000. It is to be used for the interment of ashes, as well as a place for meditation, weddings, receptions, baptisms, church school classes, worship services, and other appropriate activities. A brochure which explains the uses and procedures of the Memorial Garden is available in the pew racks of the Sanctuary as well as in the Spencer House kitchen. This year due to the Covid-19 pandemic, the Garden was well used as a gathering place where people could be together while socially distancing, sitting comfortably on the benches. Also in 2020, there were four interments in the garden, bringing our total to 87.

Anyone who wishes to pre-purchase a plot for future use can do so at any time. Forms are available in the Church Office during normal business hours.

Respectfully submitted,
Peter van der Grinten for the Memorial Garden Committee

MINEAR LIBRARY 2020 REPORT

I had eagerly begun reorganizing our church library when COVID-19 intruded, closing Spencer House. To my knowledge the collection sits as I left it in process. I hope to resume and complete it as soon as it is safe to do so. I appreciate Rev. Jake's support of my effort and his counsel several times. I am grateful for donations from Shannon Clarkson and Penelope Rebuzzini.

Respectfully,
Marjorie Colton

OFFERING COLLECTION COMMITTEE 2020 REPORT

From January through March 9th, the Committee functioned as it always had. Four of the six committee members (Doris Fonicello, Kay Honsberger, Susan Leete, Berdella Zuse, Jane Rowen and Kathy Abbatello) met weekly to organize, process and deposit the monies received through the offering plates, and during the week. When the pandemic forced the lockdown the end of the second week of March, the offering was processed and prepared by Penelope Rebuzzini, Office Manager, the information emailed to Terri Ann King, Finance Office Manager for input, with the deposit made by Mary Jane Potter, Financial Secretary.

In June, we welcomed on staff Annemarie Alexa as Bookkeeper/Data Manager. Mary Jane and Penelope continued to process the offering for deposit which Annemarie input. In the fall, this process shifted once more as Mary Jane and Annemarie processed the offering and donations.

MUSIC COMMITTEE 2020 REPORT

Members: Karen Anderson, Rebecca Bunting, Pamela Dear, Amy Earls, Joan Hickey, Jan Nelmes, Patti Smith-Romanski, Jen Tucci

Director of Music Ministries: Bill Speed

Junior Choir Director: Nancy Kelly

Cherub Choir Director: Dawn Perrotti

Senior Choir Representatives: Aleagia Mercer-Falkoff and Tristan Vroom

Human Resources Representative: Jan Nelmes

“Next to the Word of God, music deserves the highest praise. The gift of language combined with the gift of song was given to man that he should proclaim the Word of God through Music.” ~ Martin Luther

The objective of the Music Committee is to support the music ministry of the church: the Director of Music Ministries; the Senior, Junior, Cherub and Handbell choirs; weekly worship services; special musical worship offerings (i.e. “Lessons and Carols” and Music Sunday); the *Joyful Noise Concert Series*; the Annual Memorial Concert; and caring for all of the instruments in the church, including the H. Philip Dudley Pipe Organ. It is our supreme delight to continue to work with Bill Speed as the Director of Music Ministries. His musical abilities, insights, and ideas make every musical offering a worshipful experience. Bill’s passion is working with diverse groups to make music in the sanctuary. This year really stretched Bill’s imagination and creative abilities for making music with soloists, social distancing, recordings, and live music on Thursdays. His musical threads kept us all connected despite our physical separation. He is a gift to our congregation. Thank you, Bill.

One of the biggest events of the Music Ministries in 2020 was the addition of our Cherub and Junior Choir Directors. Nancy Kelly was hired as the Director of the Junior Choir and was able to rehearse and get to know the Juniors a little bit before the pandemic shutdown. Dawn Perrotti was hired as the Cherub Choir Director just before we shut down and she did not have a chance to meet and work with the Cherubs in 2020.

Luckily, we were able to sneak Music Sunday 2020 in on March 8th, a week before the schools shut down. The Cherub, Junior, and Senior Choirs all participated. The service featured the poems of Susan Palo Cherwin, “SEEING: A SET OF SACRED REFLECTIONS,” interspersed with musical selections by Amidon, Fauré, Forrest, and Wilberg.

The Music Committee planned two and held one fundraiser this year and was able to add \$5,000 to the Organ Repair and Restoration Fund held by the Trustees. We are trying to be good stewards of our amazing instrument and proactively build funds toward our next big restoration in a little over 20 years. We are hoping that we will be able to provide the musical and dining experience extraordinaire at the Scranton Seahorse Inn again, but until that time we will continue to raise funds with the Mother’s Day hanging baskets.

We were only able to host one *Joyful Noise Concert* for the 2020 series. Thankfully, Schuyler Beeman was our artist, and his concert rocked the house!

The *Annual Memorial Concert* is made possible by a generous contribution from the Ellen and Stuart Burt Charitable Trust twelve years ago. The Music Committee is thankful for the continued support from their children, Laurie, John, and Jeff Burt. This year the Annual Memorial Concert featured Bill Speed, Patti Smith-Romanski, Sydney Smith-Romanski, and Laura Seaton-Finn. We rescheduled the concert to be held around All Saints Day and were blessed with a sunny Sunday afternoon in November with the windows open and the joy of experiencing music in the sanctuary again.

In December Aleagia Mercer-Falkoff had to resign from her position as a Senior Choir Representative. We will miss Aleagia’s smiling face, positive attitude, and willingness to volunteer. Thank you, Aleagia!

Submitted with melodies of thankfulness and praise,
Pamela Dear

NOMINATING COMMITTEE 2020 REPORT

The Nominating Committee, in cooperation with clergy and each board and			
committee, fills vacancies in accordance with the Church By-Laws, which dictate the			
number of members, term lengths and number of permitted consecutive terms. The			
Nominating Committee welcome members' inquiries and expressions of interest in			
any opening. Committee Chairpersons are asked to contact all new members inviting			
them to their next meeting.			
Respectfully submitted			
1/27/2021	term	term	
	ends Feb	#	
<u>OFFICERS AND OFFICIALS</u>			
Chairperson, Church Council (1 yr / 3 terms)			
Stephen Dudley	2022	3rd	
Clerk (3 yr / unlimited)			
Barbara Catlin -- Record Keeping	2024	4th	
Anita Soucy -- Meeting Minutes	2022	1st	
Treasurer (2 yr / unlimited)			
* Paul Kuehn	2023	1st	
Assistant Treasurer (2 yr / unlimited)			
* William Bailey	2023	1st	
Financial Secretary (2 yr / unlimited)			
Mary Jane Potter	2022	1st	
Assistant Financial Secretary (1 yr / unlimited)			
<>			
Lay Moderator (1 yr / unlimited)			
* Jennifer Willcox	2022	1st	
Assistant Lay Moderator (1 yr / unlimited)			
Church Council Recording Secretary			
Pamela Dear	2022	3rd	
<u>BOARDS, COMMITTEES and ELECTED POSITIONS</u>			
Auditing (2 yr / 2 terms) 2 members maximum			
<>			

	Business (3 yr / 2 terms) 6-9 members				
	Marti Carlson	2022	1st		
	Peter Palumbo	2023	2nd		
C	Peter Rebuzzini	2023	2nd		
	Alison Linske	2023	1st		
*	Jeff Weber	2024	1st		
*	Barbara Johnson	2024	1st		
C	Susan Leete	2024	2nd		
	Bob Howard	2024	2nd		
	Gary Knowles	adjunct			
	Christian Education (3 yr / 2 terms) 6-9 members				
C	Kate Ott	2022	2nd		
	Kristen Dwyer	2022	2nd		
	Nate Jacobson	2022	2nd		
	Tara Melvin	2022	1st		
	Daryl Brown	2022	1st		
*	Janice Nolan	2024	1st		
	Communion Service (3 yr / unlimited)				
	Pat Rutlin	2024	2nd		
	Barbara Bishop	2022	4th		
	Community and Global Justice (3 yr / 2 terms)				
C	Craig Mullett	2022	2nd		
	Kirk Laughlin	2022	1st		
	Julie Fitzpatrick	2023	1st		
	Nancy Leckerling	2023	2nd		
	Gini King	2023	1st		
*	Gay Harter	2024	1st		
	Sandra Wiens (Prison Ministry)				
	Deacons (3yr / 2 terms) 12 members				
C	Sarah Beres	2022	2nd		
	Dick Harter	2022	1st		
	Mark Mitchell	2022	1st		
	Paul Kuehn	2022	2nd		
C	Jean Gresham	2022	2nd		
	Ellen Edens	2023	2nd		
	Anita Soucy	2023	1st		
	Amanda Patrick	2023	1st		
	John Nelson	2023	1st		
	Peter Palumbo	2023	1st		
*	Gail Etter	2024	1st		

	Parish Call to Care Team				
	Deaconesses (3yr / 2 terms) 12 members				
C	Debora Hess	2022	2nd		
	Pam Harding	2022	1st		
	Jamie Mikolay	2022	1st		
	Debbie Peluse	2022	1st		
	Kathy Abbatello	2023	2nd		
	Diane Grigaitis	2023	1st		
	Barbara Hazall	2023	1st		
	Pam D'Amico	2023	1st		
	Joanna Murphy	2024	2nd		
	Diane Weidmann	2024	2nd		
*	Kathy Nelson	2024	1st		
	Decorating (3 yr / unlimited)				
C	Marjorie Colton	2024	5th		
	Annie Merkle-Ward	2022	5th		
	Rebecca Bunting	2023	2nd		
	Delegates, Church (1yr / unlimited) 5-10 members				
	Twila Skelly	2022	25th		
	David Knapp	2022	14th		
	Dick Harter	2022	6th		
	John Paulson	2022	5th		
	Milton Brasher-Cunningham	2022	4th		
	Environmental Ministry Team				
	Jon Leckerling				
C	Nancy Leckerling				
	Phyllis Whitin				
	David Whitin				
	Sue Jones				
	Susan Arnold				
	Mary Stevens				
	John Keogh				
	Tom Finnegan				
	Lisa Finnegan				
	Finance (3 yr / 2 terms) 4-6 members				
	Stephen Dudley (church council chair)	2021	2nd		
	Peter Roos	2022	1st		
	Jennifer Willcox	2023	2nd		
	Mary Jane Potter	2023	1st		
	Brian Wiley	2024	2nd		
	Flower (3 yr / unlimited) 2-4 members				
C	Barbara Nickel	2024	2nd		

	Harvest Fair (2 yr / unlimited) 4-6 members				
C	Lisa Freund	2021			
	Holly Langewisch, Cynthia Magee, Carin Small,				
	Jan Campaigne, Janet Dudley, Kay Honsberger,				
	Jan Nelmes, Barbara Nickel, Krysten Guarino,				
	Maureen Bransfield, Susan Leete, Nancy Johnson,				
	Rebecca Bunting, Gail Etter, Judy Anderson,				
	Ellen Cretella, Liza Catino, Chuck Ramsey,				
	John Anderson, Ken Medvetz, Bob Howard,				
	Deb Hess, Tracy Vernon, Sandy Nicholas,				
	Mark Twombly, Linda Gebauer, Anne Godsey				
	Hospitality Committee				
	Don Mullen	2023	1st		
C	Milton Brasher-Cunningham	2023	1st		
	Chuck Ramsey	2023	1st		
	Deb Hess	2023	1st		
	Barbara Shulman-Kirwin	2023	1st		
	Holly Bollier	2023	1st		
	House (2 yr / unlimited) 1-2 members				
C	Karen Davidson	2023	4th		
	Human Resources (3 yr / 2 terms) 12 members				
C	Chair: Anne Godsey	2022	1st		
	Church Council: Stephen Dudley				
	Treasurer: Paul Kuehn				
	Business:				
	Christian Education:				
	Deacons: Dick Harter				
	Finance:				
	Music: Jan Nelmes				
	Pilgrim Fellowship:				
	At Large: Marti Carlson				
	At Large:				
	At Large:				
	Members-at-large, church council (3 yr / none) 3 members				
	Karen Kalbfeld	2022	1st		
	Barbara Johnson	2024	2nd		

	Memorial (3yr / 2 terms) 6 members				
	Sue Craig	2022	2nd		
	Yvette Howard	2022	1st		
	Lisa Carlucci Thomas	2022	1st		
C	Kristine Sullivan	2023	2nd		
	Suzanne Paulson	2023	1st		
	Dianne Hughes	2023	1st		
	Memorial Garden (3 yr / 2 terms) 6 members				
C	Peter van der Grinten	2024	3rd		
	John Paulson	2023	1st		
*	Peter Russell	2024	1st		
	Music (3 yr / 2 terms) 6-9 members				
	Patti Smith-Romanski	2022	2nd		
C	Amy Earls	2022	1st		
	open	2022	1st		
	Rebecca Bunting	2023	2nd		
	Karen Anderson	2023	2nd		
	Joan Hickey	2023	2nd		
	Jen Tucci	2024	2nd		
	Jan Nelmes	2024	2nd		
*	Debbie Peluse	2024	1st		
	Tristin Vroom (Sr Choir Rep)				
	Nominating Committee (3 yrs / none) 6 members				
	Peter Rebuzzini	2024	2nd		
	Andrew Tucci	2022	1st		
	Carl J Frano	2022	1st		
C	Gail Tomsich	2023	3rd		
	Sandy Nicholas	2023	2nd		
	Offering Collection (3yr / unlimited) 6 members				
	Berdella Zuse (regular)	2021	4th		
C	Doris Fonicello (regular)	2023	7th		
	Kay Honsberger (regular)	2023	3rd		
	Susan Leete (regular)	2023	2nd		
	Jane Rowen (sub)	2022	6th		
	Kathy Abbatello (sub)	2022	1st		

	Pilgrim Fellowship (3 yr / 2 terms) 6-9 members (term ends in June)				
	Russ Campaigne	2022	2nd		
	Susan Laughlin	2022	1st		
	Trish Magee	2022	1st		
C	Steve Leete	2023	2nd		
C	Anne Miracle Leete	2023	2nd		
	Teresa Buchanan - treasurer	2023	2nd		
	Charlie Melvin	2024	2nd		
	Doug Magee	2024	3rd		
	Stewardship (3 yrs / 2 terms) 9 members				
	Dick Harter	2024	2nd		
	Lou Federici	2022	2nd		
	Carrie Federici	2022	2nd		
	Cindy Caligan	2022	1st		
	Barbara Johnson	2023	1st		
	Deron Schriver	2023	1st		
*	Chuck Ramsey	2024	1st		
	Trustees (5 yr / 2 terms) 5 members				
	Gail Thompson	2024	2nd		
	K J Lee	2024	1st		
	Martin Ewing	2025	2nd		
	Keith Bishop	2025	1st		
*	Preston Maynard	2026	1st		
*	Anne Godsey	2026	1st		
	David Koncz	2022		adjunct	
	Bob Howard	2022		adjunct	
	Usher, head (2yr / unlimited)				
	Jason Killheffer	2022	2nd		
	Usher, Assistant head (2yr / unlimited)				
	* new nominee; C chairperson or co-chair;				

PARISH CARE TEAM 2020 REPORT

(Formerly Deaconesses & Visitors)

Our Board's mission is to reach out to church members in need of support and comfort. Throughout 2020 we continued our long-standing activities in support of this mission, adjusting when needed in order to comply with COVID guidelines.

After consultation with clergy, we decided to change our name from Board of Deaconesses to Parish Care Team. Our reasoning was that this title more clearly names our goals and mission, and would be more understandable to the congregation.

2020 and current challenges

The biggest challenge this year has been adjusting our ministry to COVID 19 safety guidelines. Our first meeting was in person in the Sanctuary. All meetings since have been held via Zoom. We remain shy one member. Current members include: Debora Hess, moderator; Kathy Abbatello, Pam D'Amico, Diane Grigaitis, Barbara Hazall, Pam Harding, Jamie Mikolay, Joanna Murphy, Kathy Nelson, Debbie Peluse, and Diane Weidmann.

We are no longer able to visit in person for the most part, but continue to call and write notes to those in need. Some of us have left little gifts outside of doors or said "hi" through glass. We continue to bring people prayer shawls. We have made an effort to be in touch with members who may be feeling especially isolated during this time. We also continued our support of One Church, One Budget.

Long-standing activities

1. With guidance from the Ministers, we reached out to members of the congregation who were homebound, ill, recovering from an injury or surgery, or grieving loss.
2. We sent notes of sympathy and encouragement.
3. We arranged to visit and deliver prayer shawls, following COVID safety guidelines.
4. We assisted at the 10am worship service on Sundays by cleaning and putting out hearing assist headsets, then collecting them and cleaning them once the service was over.
5. We listened for any special prayer requests that clergy made, as well as making sure to respond to prayer requests that were listed in the e-bulletin.
6. When a family welcomed a new baby, we placed a rose on the Communion Table for Sunday worship.
7. In a "normal" year we would deliver both Christmas and Easter flowers to about 60 members of the congregation. This year we sent cards in lieu of flowers.
8. When coffee hour is resumed, we are responsible for the month of November.

New Activities This Year:

A church-wide meal ministry has been a part of our church community for the past couple of years. Many meals have been provided for individuals and families who need that help. This year the meal ministry has been brought under the umbrella of Parish Care, although the making and delivery of meals is open to anyone who is willing and able to do so. There is no expense incurred by the church for these meals. We have delivered over 60 meals to individuals and families over the past several months.

As your Parish Care Team, and under the care of our ministers, we are committed to responding to the needs of the individuals who make up the community that is First Church.

Respectfully submitted,
Diane Weidmann

Debora Hess, moderator; Kathy Abbatello, Pam D'Amico, Diane Grigaitis, Barbara Hazall, Pam Harding, Jamie Mikolay, Joanna Murphy, Kathy Nelson, Debbie Peluse, and Diane Weidmann.

STEWARDSHIP COMMITTEE 2020 REPORT

The Stewardship Committee would like to thank all who have pledged and supported the church in this difficult year (2020) during the Corona virus pandemic. At the end of December, we have reached our goal of \$565,000. in pledges promised. With this done we can approach the Church Council and the congregation with confidence that First Church can move into the 2021 with full funding of church programs and capital budgets.

First Church of Guilford has many active congregants who give generously of their time, treasure, and talent to support the programs and mission of the church as well as our historic church structures. This year has tested our resolve as the pandemic stymied in-house worship, forced us to limit or cancel many important programs, and created more significant needs as congregants experienced economic hardships as well as social and spiritual isolation. On top of that we have had a badly fractured political system which has caused a great deal of angst and torment for many of our members. These factors could have weakened our church and the pledge level for 2021. Instead just the opposite happened.

Our committee embarked on its 2021 calling with important back-up from Annemarie in the finance office, and our wonderful clergy. We implemented a straight forward appeal in early October. Because of the limitations of in-house worship, we created a new video appeals (directed by our own Jake Joseph) that were embedded in our website, Facebook and the Steeple newsletter.

What impressed those of us on Stewardship was the immediate response by members and generosity of pledges. Many members pledged above and beyond the 2020 year. Our newer members (those who joined in last three years) have been key to our success as they have jumped in with generous amounts and have helped stem any losses caused by moves, deaths, and the pandemic. We cannot thank our existing members and new pledge donors enough for getting us through this “tough” year.

In the next few weeks, Stewardship will be working to make follow-up phone call reminders to ask members for help to reach beyond our goal by the Annual Meeting in February. Thank you for your dedication to our church which creates the vibrancy and community that blooms when you give of your time, talent, and treasure. Thank you for pledging, and for those who have not, please consider making a pledge now. Your support makes a big difference!

Stewardship Committee

Linda Weber, Preston Maynard, Lou and Carrie Federici, Dick Harter, Barbara Johnson, Cynthia Caligan

BOARD OF TRUSTEES

Report on the Endowment

Despite the tumult of 2020, your Endowment continued to thrive and to play a vital role in supporting our Church's myriad missions.

Before going into specific numbers, let us step back and revisit exactly what an endowment is. Simply put, an endowment is a culmination of memorial gifts that generations past have given to be held and invested so the *income* from these gifts can be paid perpetually. (Some of our endowment gifts date back well over a hundred years.) Often a gift has been earmarked to a specific ministry or mission, such as music, Christian education, or the historic preservation of our buildings. Whether specifically earmarked or not, endowment gifts are never to be consumed. In fact, one of the charges to the trustees of any endowment is to grow the fund(s) in a way that ultimately paces inflation, net of income paid.

In 2020 alone, your Endowment generated \$122,012 for various committees and missions. Of that \$29,599 was allocated to "current expenses". To put that in perspective, despite its vitality, income from the Endowment generated only about 15% of our overall budget.

Said another way, the fact that those who came before us set up funds to support specific missions, should not cause us to conclude that our support is not vital as well. Memorial gifts from others should not preclude our individual responsibilities to support our Church via pledges or other donations.

So to those who so generously gave in the past, we are forever grateful. And to those who might consider living or testamentary Endowment gifts, please do not hesitate to contact your trustees to discuss ways that a charitable gift annuity through the CT UCC can result in tax advantages and higher life-long income to you.

Respectfully submitted,

C. David Koncz, Chair
Martin Ewing
Gail Thompson
Robert Howard
K. J. Lee, MD
Keith Bishop

TABLE OF EXHIBITS

- I. Summary of 2020
- II. List of Endowment-Supported Funds
 - A. List of named funds
 - B. & C. Committees said funds support
- III. Five Year Summary of Values and Distributions
- IV. 2021 Projection of Distributions

EXHIBIT I

SUMMARY OF 2020

Endowment Starting Point (1-1-20)	:	\$ 2,918,910
Gifts	:	\$ 10,000
Distribution / Withdrawals	:	\$ (97,790)
Investment Return through 12/31/2020	:	\$ 328,094 (11.2%)
Ending Value through 12/31/20	:	\$ 3,159,214

Congratulations! Your Endowment crosses the \$3 million threshold!

Funds List

Proceeds to Fund Current Expense

BRADLEY & LEILA BARNES FUND
CHARLOTTE E. BENTON FUND
MARTHA SEWARD BENTON FUND
HARRY W. CARTER FUND
ANNE R. CONOVER FUND
MARTHA G. CORNELL FUND
MARGARET CORWIN FUND
MARY E. DOWD FUND
KATHERINE B. DUDLEY FUND
RUTH C. DUDLEY FUND
ERNEST G. DUDLEY FUND
JOHN FISCHER FUND
LAMBERT H. FOWLER FUND
CHARLOTTE FREY BEQUEST
ELIZA S. GRAVES FUND
JOHN GRAVES FUND
ELLEN GRISWOLD FUND
MOE KNOWLES FUND
CHARLES S. LEE MEMORIAL FUND
EDWARD L. LEETE FUND (1/2 INCOME)
EDITH P. MAYNARD FUND
REV. WM. HENRY HARRISON MURRAY FUND
BETSY PARMALEE FUND
WILLIAM H. PARMELEE BEQUEST
WILLARD F. ROBB FUND
FREDRICK L. & JANET WHITE ROWLAND FD
ANNE DAVIS SLOCUM & MARY SLOCUM SEWARD FUND
EMILY V. SNOW FUND
ROBERT B. & ELIZABETH KIMBERLY FUND
ANNA C. THAYER FUND
THIRD CHURCH FUND
LUCY E. TUTTLE FUND
EMMA MITCHELL FUND
EDWIN QUICK FUND
FLORENCE BENTON FUND
GEORGE N. MISCHLER FUND
WILLIAM & ELIZABETH NORTH FUND
ROBERT T. CAMPAIGNE FUND
HERMAN W. BASKIN BEQUEST
GERTRUDE W. CORWIN
LOUISE & LOUIS KEMP MEMORIAL FUND
WILLIAM RUSSELL MEMORIAL FUND
ELLEN BURT MEMORIAL FUND
GRETCHEN S. MERKT MEMORIAL FUND

NOTE: Since this list was prepared, another fund was added: The Peluse Family Fund to support Pilgrim Fellowship.

(A.)

II B.

Proceeds to fund Christian Ed

MARY CRUTTENDEN FUND

PHILO BLATCHLEY FUND

ALBERT H. LEETE FUND (1/2 INCOME)

BILLY PINCHBECK FUND

Proceeds to fund Adult Ed

CHRISTINE & GEORGE WILCOX FUND

Proceed to fund Alpha Club

ALBERT H. LEETE FUND (1/2 INCOME Alpha Club, 1/2 BCE)

JANET S. DOUDEN FUND (1/2 INCOME)

Proceeds to fund CWC

SARAH McKEON FUND

AMANDA A. STONE FUND

Proceeds to fund Childrens Gift Fund Acct

NIANTIC PRISION 'TOYS' (Children's fund)

Proceeds to fund Deaconesses

DOROTHY E. BAHNSON FUND

Proceeds paid to Pastor

CLARA B. HOTCHKISS FUND

Paid to the Organ Fund

SARAH B. CONE ORGAN FUND

Paid to Clara I. Sage Organ Fund

CLARA I. SAGE ORGAN FUND INCOME

Paid to Pastor's Spouse

SIMEON BALDWIN CHITTENDEN &

MARY HILL CHITTENDEN FUND

Paid to Deacons Fund

CHURCH (DEACONS FUND)

FREDERIC E. DAVIS MEMORIAL FUND

Paid to Flower and Grounds Upkeep Comm

SOTTERY FLORAL FUND (2/3 INC TO FLOWER & GROUNDS)

Paid to Scholarship Fund

WILLIAM E. & HARRIETT W. PINCHBECK FUND

Added to Principal

EDWARD L. LEETE FUND (1/2 REINV)

JANET S. DOUDEN FUND (1/2 TO REINV)

SOTTERY FLORAL FUND (1/3 TO REINV.)

Paid to Ministerial Trust Fund

MINISTERIAL TRUST FUND

Paid to Major Maintenance Fund

GUSTAF H. & JESSIE M. BODIN FUND

LIDIA D. CHITTENDEN FUND

FRED & MATILDA EDMUNDS FUND

JAMES ELY ROLSTON & MARGARET HALL ROLSTON FUND

GEORGE F. WALTER

B.

II c.

GEORGE F. WALTER MEMORIAL FUND
350TH MEMORIAL FUND (INCLUDE 100%)
MARTHA M. SHATTUCK TRUST FUND (2005)
THOMAS & KIM BECKETT FUND (2012)

Paid to Pilgrim Fellowship

ANONYMOUS (P.F. MISSION WORK)
PELUSE PF MISSION WORK FUND
ELLEN BURT MEMORIAL FUND

Paid to Memorial Garden Fund

LESLIE PRUETT MEMORIAL GARDEN FUND
ELLIE LEFFINGWELL FUND

Paid to Melita House Annuity

MELITA HOUSE MISSION FUND

Paid to Thomas Mitchell Chior Music Fund

THOMAS MITCHELL CHIOR MUSIC FUND

C.

EXHIBIT III

FIVE YEAR SUMMARY - Values and Distributions -

Values -	2020	\$ 3,159,214
	2019	\$ 2,918,910
	2018	\$ 2,566,503
	2017	\$ 2,833,692
	2016	\$ 2,535,970
Distributions -	2021	\$ 136,758 (Projected)
	2020	\$ 122,012 (@ 4.5%)
	2019	\$ 121,503 (@ 4.5%)
	2018	\$ 121,947 (@ 4.5%)
	2017	\$ 115,943 (@ 4.5%)
	2016	\$ 121,654 (@ 4.75%) *

* Years before 2016 paid out at a 5% rate.

EXHIBIT IV

FIRST CONGREGATIONAL CHURCH OF GUILFORD INC. ENDOWMENT DISTRIBUTION

Rev 0

DATE

1/10/2020

TO BE PAID May and Nov 2021

ENDOWMENT VALUE PREV YEAR	12/31/2019	\$2,918,909.77
ENDOWMENT VALUE CURR YEAR	12/31/2020	\$3,159,213.65

AVERAGE VALUE		\$3,039,061.71
Percent of Average value	4.500%	\$136,757.78

TOTAL AMOUNT TO BE DISTRIBUTED		\$136,757.77
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CHECK TO FINANCIAL SEC	May	Nov	TOTALS
CURRENT EXPENSE	\$16,408.67	\$16,408.68	\$32,817.35
SOTTERY FLORAL FUND	\$502.91	\$502.92	\$1,005.83
ALPHA CLUB (Formerly IMPROVEMENT SOC)	\$468.21	\$468.21	\$936.42
BOARD OF C.E.	\$1,049.14	\$1,049.14	\$2,098.28
NIANTIC PRISON CHILDRENS FUND	\$258.05	\$258.05	\$516.10
COMMUNITY & WORLD CONCERNS	\$37.63	\$37.63	\$75.26
DEACONESS	\$2,875.07	\$2,875.08	\$5,750.15
MEMORIAL GARDEN FUND ..	\$408.12	\$408.12	\$816.24
MINISTERIAL TRUST FUND .	\$269.30	\$269.31	\$538.61
PASTOR	\$73.16	\$73.17	\$146.33
PASTOR'S WIFE	\$192.56	\$192.56	\$385.12
PAYMENT TO ORGANISTS	\$755.82	\$755.83	\$1,511.65
DEACONS FUND	\$1,269.62	\$1,269.63	\$2,539.25
F.E.DAVIS MEM. FUND	\$1,049.27	\$1,049.28	\$2,098.55
SCHOLARSHIP FUND	\$1,064.73	\$1,064.73	\$2,129.46
P.F. MISSION WORK	\$4,777.80	\$4,777.81	\$9,555.61
ADULT EDUCATION	\$3,687.07	\$3,687.07	\$7,374.14
MITCHELL MEMORIAL CHOIR MUSIC FUND	\$798.22	\$798.23	\$1,596.45
PAYMENT TO MELITA HOUSE ANNUITY	\$6,000.00	\$6,000.00	\$12,000.00
Amount over \$12,000 from Carlton Annuity	\$1,180.98	\$1,180.99	\$2,361.97

	May-21	Nov-21	
TOTAL CHECK TO FINANCIAL SEC.	\$43,126.33	\$43,126.44	\$86,252.77

DISTRIBUTION TO MAJOR MAINT.FUND	\$44,106.30
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DISTRIBUTION TO ORGAN FUNDS	\$3,770.73
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REINVESTMENT TO PRINCIPAL	\$2,627.09
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TOTAL AMOUNT DISTRIBUTED	\$136,756.89
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WOMEN'S FELLOWSHIP AND OUTREACH 2020 REPORT
(formerly known as Alpha Club)

WFO is a social and service group of women associated with First Congregational Church, Guilford. There is no need to be a member of FCCG and no dues are required; all are welcome.

In a normal year, we hold monthly meetings, except in July and August. These meetings are informative, with a speaker, or social, with a meal. We voted this year to hold our meetings on the 4th Tuesday of the month with a few exceptions, from 2:00 to 4:00pm.

We serve the church by hosting funeral receptions, and holding spring and fall rummage sales. These are our only fund raisers. The money raised goes toward our charitable donations and to aid the church.

In 2020, we held the following meetings: January- Marta Slatterly from Guilford Interfaith Volunteers spoke about their missions, Charlie's Closet, Meals on Wheels, Friendly Visitors, and Guilford Food Bank which we support. In February- Soup and Bread Supper with Terri Koziell, a physical therapist, speaking on "Move it or Lose it". September- Picnic at Benton's Beach hosted by Lynne Ott. October- Terri Koziell "Move it or Lose it part 2."

We're hoping to start having meetings again when COVID-19 is history.

Kathy Abbatello, President

WOMEN'S FELLOWSHIP AND OUTREACH FINANCIAL REPORT

Balance on hand January 1, 2020		\$ 316.44
Income 2020		
Reception:	\$200.00	
Flowers	\$ 75.00	
Janet Douden Fund	\$389.44	
Refund on Supplies	<u>\$ 22.32</u>	
Total	\$686.76	\$1003.20
Disbursements 2019		
Supplies	\$ 92.55	
Ken Medvetz	\$ 20.00	
Speaker	\$ 35.00	
Total:	\$147.55	\$ 147.55
Balance on hand December 31, 2020		\$ 855.65

Treasurer's Report for 2020

This year ended with a surplus of **\$116,058.11** in the Ministries Fund. This fund has all the income and spending accounts for salaries, church programs & committees and operating expenses for the Church buildings. The surplus can be applied to the 2021 budget if the Board of Finance recommends it and Council approves. The Church has **\$363,781.43** available to the church treasurer, mostly in the Webster Bank accounts. This does not include the value of the grocery cards of **\$4095.00**, the Spencer house rental deposit, or the equity in the 19 Church St parsonage. The holdings of the Trustees are **not** reflected in this report. We have transitioned the church finance management program from Church Windows to Fellowship One (F1) Financial in order to better integrate the finances with the other church services such as the directory, the web page, and giving options. It has been no mean task and the reports have different names and will look different this year.

Statement of Financial Position (Balance Sheet)

The Statement of Financial Position shows the overall picture of the Church finances, except for the Trustees' holdings and property equities.

The **Assets section** shows the Cash Assets in our checking & savings accounts and the Alpha Club checking account. The Vanguard Fund account used in previous years has been closed and the principle and appreciation value of **\$26,575.08** has been rolled into the Webster account. The sections are the Non-Cash assets of grocery cards, and the deposit the church is holding for the Spencer house apartment.

The **Liabilities section** shows the escrow figures reflecting money given in 2020 for 2021 pledges for the Ministries Fund and the Spencer House rental deposit. The annuity & health accounts are before tax money from employees eligible for pensions & insurance until bills are received from the Pension Board.

The **Fund Balance section** shows the End of Year balances for each of the Church Funds with balances (there are others but they have zero balances), **Ministries Fund Balance being the first one, showing 2020 calendar year surplus.** The balance sheet does **not** include the Trustees' Funds.

Cash Flow

The top numbers and graph show the Ministries Fund income & expense totals for each month of 2020. The graph shows when our income was highest and lowest. The Trustees distribution was done in July and December this year. The average income for 2020 is \$69,190 per month as compared to \$67,686.98 in 2019. The \$86,225 received in 2020 through CARES act loans which have been forgiven have been left out of the average because it was a one-time cash intake and shouldn't be expected again. The bottom graph shows the total assets (not including the value of church properties or the Trustees' fund) available to the Treasurer by month during 2020.

Ministries Fund Report

The left column details the total 2020 income & expenses of all the accounts in the Operating Expense Fund accounts. These include Salaries, Employee Benefits, and Operating Expenses for the Church, 19 Church St. & Spencer House, and Program expenses for committees for 2020. The other columns show the corresponding lines for 2020 of income and expenses, the 2020 annual budget and, on the far right, how much is left in the 2020 budget for each account or how much extra was received or spent (shown in parentheses). Community and World Concerns (now renamed Community & Global Justice [CGJ]) is included as part of the Ministries fund budget Outreach budget.

Consolidated Fund Activity

The Consolidated Fund Activity report shows the overall activity in each of the Church's funds listed on the Balance Sheet with beginning balance as of January 1, 2020 on the left. The next column is the total for receipts for each fund. Next column shows the total disbursements from each fund. On the far right is the balance as of Dec. 31, 2020. Some of the funds are discussed in more detail in committee reports elsewhere in this Book of Reports.

Respectfully Submitted, William Bailey Treasurer

Statement of Financial Position for Period 12 - December
Company#: 1 Name: First Congregational Church of Guilford
Fiscal Year Beginning 1/1/2020

<u>Account</u>	<u>YTD</u> <u>Current</u>
ASSETS	\$0.00
Cash Assets	\$0.00
110102 Webster Checking Account	\$267,352.08
110104 Webster Money Market	\$95,888.16
110160 GSB Women's Fellowship & Outreach Checking	\$541.19
Total Cash Assets	<hr/> \$363,781.43
Short Term Investments	\$0.00
120140 GSB Rental Deposit Spencer House	\$2,400.00
Total Short Term Investments	<hr/> \$2,400.00
Non-Cash Assets	\$0.00
130100 Grocery Card Asset	\$7,895.00
Total Non-Cash Assets	<hr/> \$7,895.00
TOTAL ASSETS	<hr/> \$374,076.43
LIABILITIES & NET ASSETS	\$0.00
LIABILITIES	\$0.00
200300 Employee Health/Dental Insurance	\$4,656.92
200500 Employee Annuity	(\$13,039.70)
210101 Payroll Taxes & Withholding	(\$1,740.72)
210121 Escrow Ministries Fund	\$20,920.00
211130 Rental Deposit - Spencer House	\$2,400.00
TOTAL LIABILITIES	<hr/> \$13,196.50
FUND BALANCE	\$0.00
301100 Ministries Fund Balance	\$115,223.14
311100 2020 Paycheck Protection Program/EIDL Fund Balance	\$0.00
312100 Audit Fund Balance	\$0.00
312200 Grocery Card Fund Balance	(\$4,419.44)
313100 Reserved for Council/Congregation Fund Balance	\$9,278.37
313200 First Church Fundraising Fund Balance	\$5,350.00
325100 Major Repair Fund Balance	\$3,563.98
327100 Internal Building Escrow Fund Balance	\$5,951.95
332100 Church School Fund Balance	\$374.47
334100 Adult Education Fund Balance	\$21,781.73

Statement of Financial Position for Period 12 - December
Company#: 1 Name: First Congregational Church of Guilford
Fiscal Year Beginning 1/1/2020

<u>Account</u>	<u>YTD</u> <u>Current</u>
334200 Mission Trip Fund Balance	\$0.00
341100 Clergy Professional Development Fund Balance	\$13,311.34
342100 Pastors' Discretionary Fund Balance	\$18,415.92
342200 Guilford Foundation Housing Grant Fund Balance	\$324.11
342300 Special Service Fund Balance	\$15.08
342400 Unrestricted Donation Fund Balance	\$1,616.80
343100 Wedding Deposit Fund Balance	\$1,925.00
352100 Annual Memorial Concert Fund Balance	\$9,036.37
352200 Hymnals Fund Balance	\$735.45
352300 Music Transformation Fund Balance	\$585.94
352400 Myrtha Licht Music Fund Balance	\$9,953.90
352500 Mitchell Memorial Choir Fund Balance	\$2,559.57
353100 Eric & Ann Sandin Organ Repair Fund Balance	\$4,555.00
362100 PF Service Fund Balance	\$51,224.86
362200 PF Escrow Fund Balance	\$4,013.33
372100 Community & Global Justice Fund Balance	\$12,984.94
372200 Children's Gift Fund Balance	\$1,859.98
373100 Peace Affirmation & Justice Fund Balance	\$4,827.38
373200 Asylum Family Fund Balance	\$16,798.68
374100 Refugee Resettlement Fund Balance	\$998.94
381100 Women's Fellowship & Outreach Fund Balance	\$1,376.16
381200 Harvest Fair Fund Balance	\$4,000.56
382100 Parish Care Team Fund Balance	\$1,901.14
383100 Deacons Fund Balance	\$12,642.19
383200 Davis Memorial Fund Balance	\$7,976.24
383300 Scholarship Fund Balance	\$16.56
383400 Sabbatical Fund Balance - Lead Pastor VBC	\$12,000.00
383500 Sabbatical Fund Balance - Pastor JMJ	\$2,400.00
385100 Memorial Committee Fund Balance	\$3,887.74
386100 Memorial Garden Fund Balance	\$1,812.55
389100 Historic Preservation Fund Balance	\$20.00
TOTAL FUND BALANCE	\$360,879.93
TOTAL LIABILITIES & NET ASSETS	\$374,076.43

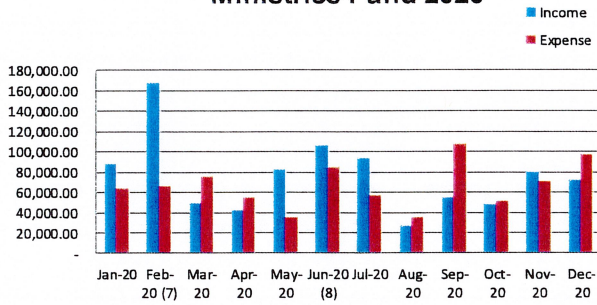
Cash Flow

Data from Treasurer's Reports

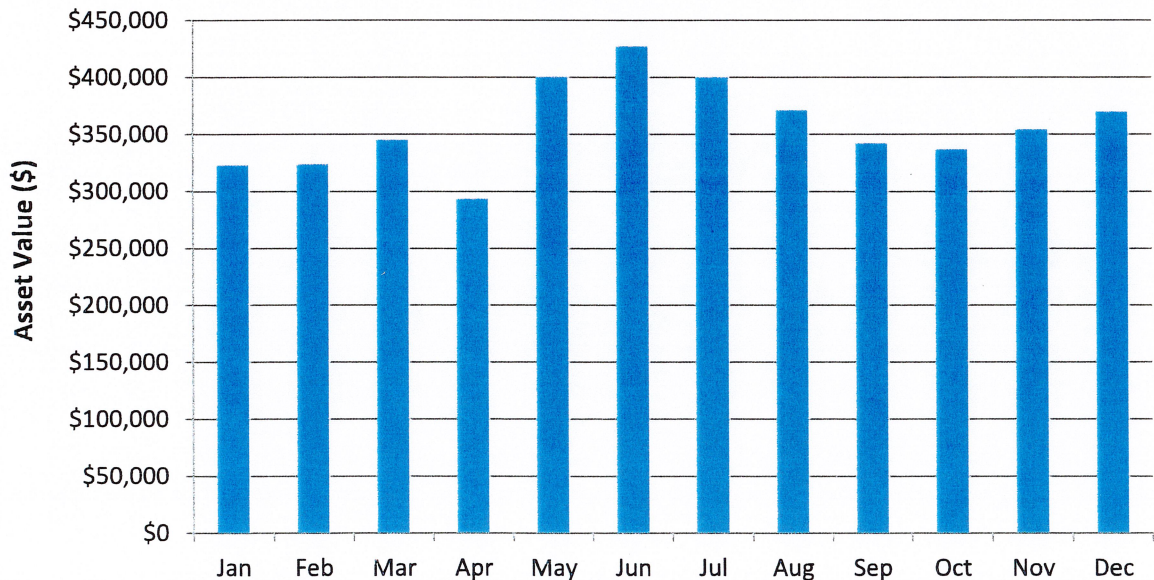
Current Church Cashflow 2020

Date	Income	Expense	***Surplus (Deficit)	(1)Annual Surplus (Deficit)	Prev.Yr Carryover Surplus (Deficit)
Jan-20	88,706.00	64,144.79	24,561.21	24,561.21	
Feb-20 (7)	168,937.40	66,458.36	102,479.04	127,040.25	82,938.47
Mar-20	48,862.45	75,528.54	(26,666.09)	100,374.16	
Apr-20	42,264.23	54,435.91	(12,171.68)	88,202.48	
May-20	82,953.36	34,995.85	47,957.51	136,159.99	
Jun-20 (8)	107,094.25	85,013.98	22,080.27	158,240.26	94,225.00
Jul-20	94,495.64	57,569.74	36,925.90	195,166.16	
Aug-20	26,996.71	35,108.42	(8,111.71)	187,054.45	
Sep-20	55,248.65	107,864.75	(52,616.10)	134,438.35	
Oct-20	48,298.79	51,216.78	(2,917.99)	131,520.36	
Nov-20	80,203.63	71,156.44	9,047.19	140,567.55	
Dec-20	72,447.02	96,956.46	(24,509.44)	116,058.11	
2020 YTD					
Totals	916,508.13	800,450.02		116,058.11	

Ministries Fund 2020



Total Treasurer's Assets, 2020 by Month



Budgeted Financial Statement for Period 12 - December
Company#: 1 Name: First Congregational Church of Guilford
Fiscal Year Beginning 1/1/2020
Department: 0 Default Department

<u>Acct # Description</u>	<u>Actual YTD</u>	<u>Budget Annual</u>	<u>Difference Annual Budget Dollar</u>
Ministries Fund Income			
Pledges to Ministries Fund			
400101 Ministries Fund Pledge Income	\$557,957.00	\$565,000.00	\$7,043.00
400103 Ministries Fund Previous Year Pledge Income	\$2,355.00	\$3,600.00	\$1,245.00
Total Pledges to Ministries Fund	\$560,312.00	\$568,600.00	\$8,288.00
Designated Funds Contributions to Ministries Fund			
400320 Designated Christian Education Committee	\$5,322.15	\$0.00	(\$5,322.15)
400420 Designated Ministers	\$970.05	\$970.00	(\$0.05)
400510 Designated Organist	\$1,257.58	\$899.00	(\$358.58)
400620 Designated PF Committee	\$200.00	\$0.00	(\$200.00)
400720 Designated CGJ	\$536.08	\$1,322.00	\$785.92
400730 Designated PAJ	\$4,056.87	\$2,000.00	(\$2,056.87)
400810 Designated WFO Committee Improvement	\$0.00	\$0.00	\$0.00
400820 Designated Parish Care Team	\$5,212.69	\$5,184.00	(\$28.69)
400840 Designated Flower Committee	\$1,032.31	\$885.00	(\$147.31)
400860 Designated Memorial Garden Committee	\$1,239.94	\$740.00	(\$499.94)
Total Designated Funds Contributions to Ministries Fund	\$19,827.67	\$12,821.00	(\$7,006.67)
Miscellaneous Ministries Income to Ministries Fund			
401101 2020 Paycheck Protection Pgm/EIDL Special Income	\$94,225.00	\$0.00	(\$94,225.00)
401202 Ministries Fund Unpledged Income	\$90,630.07	\$65,000.00	(\$25,630.07)
401203 Operating Fund Bank Interest	\$99.44	\$232.00	\$132.56
401204 Miscellaneous Income	\$1,411.21	\$1,875.00	\$463.79
401205 Miscellaneous Rebates	\$0.00	\$800.00	\$800.00
401206 Grocery Card Net Income	\$3,955.00	\$6,500.00	\$2,545.00
401301 Operating Fund Investment Income	\$548.02	\$0.00	(\$548.02)
401302 Previous Years' Deficit/Surplus	\$82,938.47	\$52,675.00	(\$30,263.47)
401303 Special Bequests & Gifts	\$0.00	\$300.00	\$300.00
401304 Trustee Distribution (General Use)	\$29,824.32	\$30,436.00	\$611.68
401305 Carleton Housing Trustee Distribution	\$12,101.96	\$12,000.00	(\$101.96)
402601 Use of Facilities Income	\$4,015.00	\$5,500.00	\$1,485.00
402602 Neighborhood Music School	\$3,755.00	\$16,000.00	\$12,245.00
402603 Spencer House Rental	\$12,000.00	\$0.00	(\$12,000.00)
403401 Special Events	\$0.00	\$7,500.00	\$7,500.00
406101 PF Contribution to PF Director Wages	\$0.00	\$7,500.00	\$7,500.00
406201 PF Contribution to PF Operating Program Expense	\$0.00	\$7,000.00	\$7,000.00
Total Miscellaneous Ministries Income to Ministries Fund	\$335,503.49	\$213,318.00	(\$122,185.49)
Total Ministries Fund Income	\$915,643.16	\$794,739.00	(\$120,904.16)

Ministries Fund Expense**Administration Expense**

501101 Office Manager's Compensation	\$58,079.36	\$52,961.00	(\$5,118.36)
501102 Additional Office Help	\$0.00	\$13,000.00	\$13,000.00
501103 Finance Office Manager	\$25,715.31	\$32,227.00	\$6,511.69
501104 Staff Appreciation	\$732.24	\$2,500.00	\$1,767.76
501105 Lead Pastor Sabbatical Transfer	\$7,000.00	\$2,496.00	(\$4,504.00)
501106 Minister of Faith Formation Sabbatical Transfer	\$2,400.00	\$0.00	(\$2,400.00)
501107 Staff FICA & Medicare	\$20,969.85	\$25,480.00	\$4,510.15
501108 Staff Life/Disability Insurance	\$5,100.96	\$4,627.00	(\$473.96)
501109 Worker's Compensation Insurance	\$6,328.00	\$6,577.00	\$249.00
501201 Treasurer's Expense	\$292.67	\$396.00	\$103.33
501202 Financial Secretary Supplies	\$1,014.82	\$1,920.00	\$905.18
501203 Bank Charges	\$370.16	\$260.00	(\$110.16)
501204 Payroll Processing	\$1,953.31	\$2,500.00	\$546.69
501206 Credit Card Clearing Account	(\$113.96)	\$0.00	\$113.96
501207 Professional Services	\$0.00	\$2,420.00	\$2,420.00
501208 Audit Fund Transfer	\$3,406.03	\$0.00	(\$3,406.03)
501209 Postage	\$2,804.56	\$2,000.00	(\$804.56)
501210 Administrative Supplies	\$2,912.25	\$3,000.00	\$87.75
501211 Media Platform Services	\$3,848.98	\$1,800.00	(\$2,048.98)
501212 Advertising	\$1,271.39	\$2,000.00	\$728.61
501213 Carleton Housing Allowance	\$12,000.00	\$12,000.00	\$0.00
501214 Credit Card Use Expense	\$1,785.23	\$2,520.00	\$734.77
501217 Loan Repayment	\$8,047.34	\$0.00	(\$8,047.34)
501301 Consociation Dues	\$2,469.00	\$2,250.00	(\$219.00)
501302 UCC Church Assessment Expense	\$0.00	\$5,000.00	\$5,000.00
501303 UCC Proportional Giving	\$60,000.00	\$60,000.00	\$0.00
501304 Staff Development Expense	\$205.00	\$0.00	(\$205.00)
501305 Council Chair Expense	\$0.00	\$50.00	\$50.00
501306 Church Historian	\$0.00	\$300.00	\$300.00
501307 Stewardship Committee	\$69.69	\$2,650.00	\$2,580.31
501308 Human Resources Committee	\$0.00	\$50.00	\$50.00
Total Administration Expense	\$228,662.19	\$240,984.00	\$12,321.81

Buildings & Grounds Expense

502101 Sexton's Compensation	\$69,108.97	\$56,419.00	(\$12,689.97)
502102 Health Insurance - Sexton	\$0.00	\$12,690.00	\$12,690.00
502103 Sunday Sexton	\$4,539.48	\$5,400.00	\$860.52
502104 Night Watchman	\$200.00	\$2,100.00	\$1,900.00
502201 Sexton's Supplies	\$2,344.45	\$2,500.00	\$155.55
502202 Printing/Copier Expense	\$4,695.70	\$5,900.00	\$1,204.30
502204 Telephone	\$4,550.18	\$2,790.00	(\$1,760.18)
502205 Property/Liability Insurance	\$26,756.00	\$24,000.00	(\$2,756.00)
502206 Snow Removal	\$70.00	\$1,000.00	\$930.00
502207 Cleaning Services	\$17,480.00	\$21,710.00	\$4,230.00
502208 Grounds Upkeep	\$2,860.55	\$1,700.00	(\$1,160.55)
502209 Rubbish Removal	\$2,788.08	\$2,520.00	(\$268.08)
502210 Fire Systems Monitoring & Maintenance	\$1,871.50	\$1,200.00	(\$671.50)
502301 Electricity - Church	\$2,284.94	\$3,000.00	\$715.06
502302 Electricity - Spencer House	\$2,027.44	\$2,000.00	(\$27.44)
502303 Electricity - 19 Church Street	\$3,444.49	\$2,750.00	(\$694.49)
502304 Fuel - Church	\$7,902.15	\$7,900.00	(\$2.15)
502305 Fuel - Spencer House	\$2,259.72	\$3,000.00	\$740.28

502306 Fuel - 19 Church Street	\$1,886.68	\$1,700.00	(\$186.68)
502307 Water - Church	\$729.78	\$950.00	\$220.22
502308 Water - Spencer House	\$563.20	\$720.00	\$156.80
502309 Water - 19 Church Street	\$1,058.66	\$875.00	(\$183.66)
502401 Equipment-New	\$527.99	\$2,500.00	\$1,972.01
502402 Equipment-Repairs	\$248.88	\$1,000.00	\$751.12
502403 Repairs - Church	\$1,792.51	\$1,600.00	(\$192.51)
502404 Repairs - Spencer House	\$2,115.76	\$1,000.00	(\$1,115.76)
502405 Repairs - 19 Church Street	\$419.07	\$1,000.00	\$580.93
502502 Sound System Maintenance	\$62.42	\$150.00	\$87.58
502601 Spencer House Rental Expense	\$2,400.00	\$0.00	(\$2,400.00)
502801 House Committee	\$0.00	\$650.00	\$650.00
Total Buildings & Grounds Expense	\$166,988.60	\$170,724.00	\$3,735.40
Christian Education Expense			
503101 Director CE & PF Ministries	\$46,000.08	\$52,000.00	\$5,999.92
503102 Nursery Care Wages	\$1,708.80	\$5,108.00	\$3,399.20
503103 Health Insurance-Director Child & Youth Ministries	\$0.00	\$1,500.00	\$1,500.00
503201 Library Materials	\$0.00	\$300.00	\$300.00
503202 Church School Materials	\$3,206.96	\$6,000.00	\$2,793.04
503301 Confirmation	\$5,164.93	\$1,404.00	(\$3,760.93)
503302 Vacation Bible School	\$0.00	\$800.00	\$800.00
503401 All Church Event	\$357.86	\$600.00	\$242.14
Total Christian Education Expense	\$56,438.63	\$67,712.00	\$11,273.37
Clergy Expense			
504101 Lead Pastor Compensation	\$106,176.00	\$111,176.00	\$5,000.00
504103 Lead Pastor SECA Adjustment	\$5,000.00	\$5,000.00	\$0.00
504104 Minister of Faith Formation Compensation	\$84,719.04	\$88,019.00	\$3,299.96
504105 Minister of Faith Formation Housing	\$14,300.00	\$0.00	(\$14,300.00)
504106 Minister of Faith Formation SECA Adjustment	\$3,334.00	\$3,334.00	\$0.00
504110 Guest Preachers	\$450.00	\$700.00	\$250.00
504201 Lead Pastor Travel & Professional Development	\$3,876.86	\$4,296.00	\$419.14
504202 Minister of Faith Travel & Professional Development	\$1,228.51	\$4,296.00	\$3,067.49
Total Clergy Expense	\$219,084.41	\$216,821.00	(\$2,263.41)
Music Expense			
505101 Director of Music Compensation	\$79,352.01	\$79,457.00	\$104.99
505102 Cherub Choir Director Wages	\$1,500.00	\$3,000.00	\$1,500.00
505103 Junior Choir Director Wages	\$1,500.00	\$3,000.00	\$1,500.00
505104 Substitute Organists & Musicians	\$1,625.00	\$5,000.00	\$3,375.00
505201 Music Supplies	\$85.22	\$1,000.00	\$914.78
505202 Music Instrument Maintenance	\$2,450.00	\$4,300.00	\$1,850.00
505203 Music Choral/Instrument Purchase	\$957.22	\$3,000.00	\$2,042.78
505204 Music Equipment	\$1,170.21	\$1,500.00	\$329.79
505205 Music Professional Development	\$843.61	\$2,000.00	\$1,156.39
505206 Music Member & License Fees	\$1,220.22	\$1,500.00	\$279.78
Total Music Expense	\$90,703.49	\$103,757.00	\$13,053.51
Pilgrim Fellowship Expense			
506102 Director CE & PF Comp From PF Fund	\$7,500.00	\$7,500.00	\$0.00
506201 PF Operating Expense	\$3,724.90	\$5,520.00	\$1,795.10
Total Pilgrim Fellowship Expense	\$11,224.90	\$13,020.00	\$1,795.10
Outreach Expense			
507101 Prison Ministry Coordinator Wages	\$3,500.00	\$3,500.00	\$0.00
507201 CGJ Outreach	\$14,852.48	\$15,000.00	\$147.52
Report created on 1/26/2021 2:17 PM			

507301 Peace, Affirmation & Justice Committee	\$5,037.46	\$4,800.00	(\$237.46)
508201 Parish Care Team	\$0.00	\$750.00	\$750.00
508401 Flower Committee	\$2,210.06	\$3,275.00	\$1,064.94
508501 Memorial Committee	\$0.00	\$700.00	\$700.00
508601 Memorial Garden Committee	\$474.00	\$1,000.00	\$526.00
508701 Hospitality Committee	\$542.81	\$660.00	\$117.19
508702 Welcome and Inclusion	\$700.99	\$1,000.00	\$299.01
Total Outreach Expense	\$27,317.80	\$30,685.00	\$3,367.20
Total Ministries Fund Expense	\$800,420.02	\$843,703.00	\$43,282.98
Difference	(\$115,223.14)	\$48,964.00	

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FINANCIAL SECRETARY 2020 REPORT

Overview of Giving (01/01/2020 - 12/31/2020)

Category	Amount
101 - Ministries Fund 2020 Pledge Income	\$524,837.00
102 - Ministries Fund Pre Paid Pledge Income	\$1,815.00
109 - Hunger Fund	\$700.00
110 - Current Expense Unpledged	\$87,670.16
111 - Visitors	\$20.00
113 - Loose Offering - Current Expense	\$1,533.68
114 - Easter	\$516.00
115 - Thanksgiving	\$375.00
116 - Christmas	\$630.00
117 - Church School Acct	\$195.23
124 - Misc. Income to Offset Credit Card Fees	\$1,458.21
132 - Christian Education Special Programs	\$125.00
141 - Gift Cards Big Y	\$43,400.00
142 - Gift Cards Bishops	\$11,100.00
143 - Gift Cards Stop & Shop	\$13,000.00
144 - Gift Cards - unallocated	\$2,100.00
145 - First Church Fundraising - Labyrinth	\$5,350.00
161 - Use of Facilities	\$4,015.00
162 - Neighborhood Music School	\$3,755.00
163 - Spencer House Rent	\$12,300.00
173 - Designated PAJ	\$645.26
184 - Designated Flowers	\$260.00
251 - Major Repair Fund	\$1,100.00
342 - Civil Rights Mission Trip	\$3,379.00
343 - Adult/Family Mission Trip	\$3,480.00
411 - Clergy Professional Development Fund	\$3,650.00
421 - Pastor's Discretionary Fund	\$31,508.24
431 - Wedding Account	\$350.00
521 - Memorial Concert Fund	\$610.00
523 - Music & Transformation Fund	\$37.97
524 - Myrtha Licht Music Fund	\$2,776.00
531 - Eric & Ann Sandin Organ Repair	\$4,055.00
621 - PF Service Income	\$1,173.90
622 - PF Escrow Income	\$140,639.00
623 - PF Misc Service Income	\$200.00
643 - PF Fall Cleanup	\$2,795.00
644 - PF Santa Breakfast	\$340.00
645 - PF Soup Dinner	\$110.00
648 - PF Sponsorship Drive	\$13,115.00
649 - PF Family	\$150.00
721 - Blanket Fund	\$1,105.00
724 - One Great Hour of Sharing	\$1,715.00
725 - CGJ Other Pass-through Giving	\$153.48
731 - Peace Affirmation & Justice	\$4,781.61
732 - Asylum Family Fund Income	\$24,029.00

741 - Refugee Resettlement Income	\$100.00
812 - Harvest Fair	\$2,522.47
831 - Deacons Fund	\$1,315.00
834 - Pinchbeck Scholarship Fund	\$10.00
851 - Memorial Fund	\$245.00
861 - Memorial Garden Fund	\$2,350.00
921 - Escrow Ministries Fund	\$20,720.00
933 - Confirmation Trip Expense Credit	\$1,725.00
Total	\$986,041.21

First Congregational Church of Guilford

Budget 2021: Fiscal Year Beginning 1/1/2021

	<u>Prior Budget 2020</u>	<u>Prior Year Actual 2020</u>	<u>Proposed Budget 2021</u>
Ministries Fund Income			
Pledges to Ministries Fund			
400101 Ministries Fund Pledge Income	\$565,000.00	\$557,957.00	\$569,039.00
400103 Ministries Fund Previous Year Pledge Income	\$3,600.00	\$2,355.00	\$5,000.00
Total Pledges to Ministries Fund	\$568,600.00	\$560,312.00	\$574,039.00
Designated Funds Contributions to Ministries Fund			
400320 Designated Christian Education Committee	\$0.00	\$5,322.15	\$2,098.00
400420 Designated Ministers	\$970.00	\$970.05	\$1,070.00
400510 Designated Organist	\$899.00	\$1,257.58	\$1,512.00
400620 Designated PF Committee	\$0.00	\$200.00	\$0.00
400720 Designated CGJ	\$1,322.00	\$536.08	\$591.00
400730 Designated PAJ	\$2,000.00	\$4,056.87	\$2,500.00
400810 Designated WFO Committee Improvement	\$821.00	\$0.00	\$0.00
400820 Designated Parish Care Team	\$5,184.00	\$5,212.69	\$5,750.00
400840 Designated Flower Committee	\$885.00	\$1,032.31	\$1,006.00
400860 Designated Memorial Garden Committee	\$740.00	\$1,239.94	\$816.00
Total Designated Funds Contributions to Ministries Fund	\$12,821.00	\$19,827.67	\$15,343.00
Miscellaneous Ministries Income to Ministries Fund			
401101 2020 Paycheck Protection Pgm/EIDL Special Inc	\$0.00	\$94,225.00	\$0.00
401202 Ministries Fund Unpledged Income	\$65,000.00	\$90,630.07	\$75,000.00
401203 Operating Fund Bank Interest	\$232.00	\$99.44	\$232.00
401204 Miscellaneous Income	\$1,875.00	\$1,411.21	\$180.00

401205 Miscellaneous Rebates	\$800.00	\$0.00	\$0.00
401206 Grocery Card Net Income	\$6,500.00	\$3,955.00	\$2,500.00
401301 Operating Fund Investment Income	\$0.00	\$548.02	\$0.00
401302 Previous Years' Deficit/Surplus	\$52,675.00	\$82,938.47	\$115,223.00
401303 Special Bequests & Gifts	\$300.00	\$0.00	\$300.00
401304 Trustee Distribution (General Use)	\$30,436.00	\$29,824.32	\$32,817.00
401305 Carleton Housing Trustee Distribution	\$12,000.00	\$12,101.96	\$12,472.00
402601 Use of Facilities Income	\$5,500.00	\$4,015.00	\$2,750.00
402602 Neighborhood Music School	\$16,000.00	\$3,755.00	\$8,000.00
402603 Spencer House Rental	\$0.00	\$12,000.00	\$28,800.00
403401 Special Events	\$7,500.00	\$0.00	\$0.00
406101 PF Contribution to PF Director Wages	\$7,500.00	\$0.00	\$0.00
406201 PF Contribution to PF Operating Program Expense	\$7,000.00	\$0.00	\$7,000.00
Total Miscellaneous Ministries Income to Ministries Fund	\$213,318.00	\$335,503.49	\$285,274.00
Total Ministries Fund Income	\$794,739.00	\$915,643.16	\$874,656.00

Designated Funds Income

Ministries Fund Expense

Administration Expense

501101 Office Manager's Compensation	\$52,961.00	\$58,079.36	\$53,491.00
501102 Additional Office Help	\$13,000.00	\$0.00	\$13,000.00
501103 Bookkeeper and Data Manager	\$32,227.00	\$25,715.31	\$29,000.00
501104 Staff Appreciation	\$2,500.00	\$732.24	\$2,500.00
501105 Lead Pastor Sabbatical Transfer	\$2,496.00	\$7,000.00	\$2,400.00
501106 Minister of Faith Formation Sabbatical Transfer	\$0.00	\$2,400.00	\$2,400.00
501107 Staff FICA & Medicare	\$25,480.00	\$20,969.85	\$25,480.00
501108 Staff Life/Disability Insurance	\$4,627.00	\$5,100.96	\$4,627.00
501109 Worker's Compensation Insurance	\$6,577.00	\$6,328.00	\$6,577.00

501201 Treasurer's Expense	\$396.00	\$292.67	\$396.00
501202 Financial Secretary Supplies	\$1,920.00	\$1,014.82	\$1,920.00
501203 Bank Charges	\$260.00	\$370.16	\$252.00
501204 Payroll Processing	\$2,500.00	\$1,953.31	\$2,447.00
501206 Credit Card Clearing Account	\$0.00	(\$113.96)	\$0.00
501207 Professional Services	\$2,420.00	\$0.00	\$500.00
501208 Audit Fund Transfer	\$0.00	\$3,406.03	\$700.00
501209 Postage	\$2,000.00	\$2,804.56	\$3,000.00
501210 Administrative Supplies	\$3,000.00	\$2,912.25	\$3,000.00
501211 Media Platform Services	\$1,800.00	\$3,848.98	\$4,000.00
501212 Advertising	\$2,000.00	\$1,271.39	\$2,000.00
501213 Carleton Housing Allowance	\$12,000.00	\$12,000.00	\$12,000.00
501214 Credit Card Use Expense	\$2,520.00	\$1,785.23	\$2,000.00
501217 Loan Repayment	\$0.00	\$8,047.34	\$0.00
501301 Consociation Dues	\$2,250.00	\$2,469.00	\$2,250.00
501302 UCC Church Assessment Expense	\$5,000.00	\$0.00	\$0.00
501303 UCC Proportional Giving	\$60,000.00	\$60,000.00	\$60,000.00
501304 Staff Development Expense	\$0.00	\$205.00	\$0.00
501305 Council Chair Expense	\$50.00	\$0.00	\$50.00
501306 Church Historian	\$300.00	\$0.00	\$300.00
501307 Stewardship Committee	\$2,650.00	\$69.69	\$2,650.00
501308 Human Resources Committee	\$50.00	\$0.00	\$50.00
Total Administration Expense	\$240,984.00	\$228,662.19	\$236,990.00
Buildings & Grounds Expense			
502101 Sexton's Compensation	\$56,419.00	\$69,108.97	\$56,983.00
502102 Health Insurance - Sexton	\$12,690.00	\$0.00	\$12,737.00
502103 Sunday Sexton	\$5,400.00	\$4,539.48	\$5,454.00
502104 Night Watchman	\$2,100.00	\$200.00	\$0.00

502201 Sexton's Supplies	\$2,500.00	\$2,344.45	\$2,500.00
502202 Printing/Copier Expense	\$5,900.00	\$4,695.70	\$5,900.00
502204 Internet/Telephone	\$2,790.00	\$4,550.18	\$5,100.00
502205 Property/Liability Insurance	\$24,000.00	\$26,756.00	\$29,124.00
502206 Snow Removal	\$1,000.00	\$70.00	\$1,000.00
502207 Cleaning Services	\$21,710.00	\$17,480.00	\$22,230.00
502208 Grounds Upkeep	\$1,700.00	\$2,860.55	\$3,200.00
502209 Rubbish Removal	\$2,520.00	\$2,788.08	\$2,904.00
502210 Fire Systems Monitoring & Maintenance	\$1,200.00	\$1,871.50	\$1,400.00
502212 IT System Maintenance	\$0.00	\$0.00	\$500.00
502213 Office Equipment	\$0.00	\$0.00	\$2,000.00
502301 Electricity - Church	\$3,000.00	\$2,284.94	\$3,000.00
502302 Electricity - Spencer House	\$2,000.00	\$2,027.44	\$2,000.00
502303 Electricity - 19 Church Street	\$2,750.00	\$3,444.49	\$2,750.00
502304 Fuel - Church	\$7,900.00	\$7,902.15	\$7,800.00
502305 Fuel - Spencer House	\$3,000.00	\$2,259.72	\$3,100.00
502306 Fuel - 19 Church Street	\$1,700.00	\$1,886.68	\$1,800.00
502307 Water - Church	\$950.00	\$729.78	\$950.00
502308 Water - Spencer House	\$720.00	\$563.20	\$720.00
502309 Water - 19 Church Street	\$875.00	\$1,058.66	\$875.00
502401 Equipment-New	\$2,500.00	\$527.99	\$2,000.00
502402 Equipment-Repairs	\$1,000.00	\$248.88	\$1,000.00
502403 Repairs - Church	\$1,600.00	\$1,792.51	\$1,600.00
502404 Repairs - Spencer House	\$1,000.00	\$2,115.76	\$1,000.00
502405 Repairs - 19 Church Street	\$1,000.00	\$419.07	\$1,000.00
502502 Sound System Supplies	\$150.00	\$62.42	\$150.00
502601 Spencer House Rental Expense	\$0.00	\$2,400.00	\$0.00

502801 House Committee	\$650.00	\$0.00	\$650.00
Total Buildings & Grounds Expense	\$170,724.00	\$166,988.60	\$181,427.00
Christian Education Expense			
503101 Director CE & PF Ministries	\$52,000.00	\$46,000.08	\$52,520.00
503102 Nursery Care Wages	\$5,108.00	\$1,708.80	\$5,159.00
503103 Health Insurance-Director Child & Youth Minist	\$1,500.00	\$0.00	\$1,500.00
503201 Library Materials	\$300.00	\$0.00	\$300.00
503202 Church School Materials	\$6,000.00	\$3,206.96	\$5,000.00
503301 Confirmation	\$1,404.00	\$5,164.93	\$1,404.00
503302 Vacation Bible School	\$800.00	\$0.00	\$600.00
503401 All Church Event	\$600.00	\$357.86	\$500.00
Total Christian Education Expense	\$67,712.00	\$56,438.63	\$66,983.00
Clergy Expense			
504101 Lead Pastor Compensation	\$111,176.00	\$106,176.00	\$107,238.00
504103 Lead Pastor SECA Adjustment	\$5,000.00	\$5,000.00	\$5,000.00
504104 Minister of Faith Formation Compensation	\$88,019.00	\$84,719.04	\$52,899.00
504105 Minister of Faith Formation Housing	\$0.00	\$14,300.00	\$60,000.00
504106 Minister of Faith Formation SECA Adjustment	\$3,334.00	\$3,334.00	\$5,000.00
504110 Guest Preachers	\$700.00	\$450.00	\$600.00
504201 Lead Pastor Travel & Professional Developmen	\$4,296.00	\$3,876.86	\$4,296.00
504202 Minister of Faith Travel &Professional Develop	\$4,296.00	\$1,228.51	\$4,296.00
Total Clergy Expense	\$216,821.00	\$219,084.41	\$239,329.00
Music Expense			
505101 Director of Music Compensation	\$79,457.00	\$79,352.01	\$80,252.00
505102 Cherub Choir Director Wages	\$3,000.00	\$1,500.00	\$3,000.00
505103 Junior Choir Director Wages	\$3,000.00	\$1,500.00	\$3,000.00
505104 Substitute Organists & Musicians	\$5,000.00	\$1,625.00	\$5,000.00
505201 Music Supplies	\$1,000.00	\$85.22	\$1,000.00

505202 Music Instrument Maintenance	\$4,300.00	\$2,450.00	\$4,300.00
505203 Music Choral/Instrument Purchase	\$3,000.00	\$957.22	\$3,000.00
505204 Music Equipment	\$1,500.00	\$1,170.21	\$1,500.00
505205 Music Professional Development	\$2,000.00	\$843.61	\$2,000.00
505206 Music Member & License Fees	\$1,500.00	\$1,220.22	\$1,500.00
Total Music Expense	\$103,757.00	\$90,703.49	\$104,552.00
Pilgrim Fellowship Expense			
506102 Director CE & PF Comp From PF Fund	\$7,500.00	\$7,500.00	\$0.00
506201 PF Operating Expense	\$5,520.00	\$3,724.90	\$5,500.00
Total Pilgrim Fellowship Expense	\$13,020.00	\$11,224.90	\$5,500.00
Outreach Expense			
507101 Prison Ministry Coordinator Wages	\$3,500.00	\$3,500.00	\$3,500.00
507201 CGJ Outreach	\$15,000.00	\$14,852.48	\$15,000.00
507301 Peace, Affirmation & Justice Committee	\$4,800.00	\$5,037.46	\$5,500.00
508201 Parish Care Team	\$750.00	\$0.00	\$750.00
508401 Flower Committee	\$3,275.00	\$2,210.06	\$3,275.00
508501 Memorial Committee	\$700.00	\$0.00	\$300.00
508601 Memorial Garden Committee	\$1,000.00	\$474.00	\$500.00
508701 Hospitality Committee	\$660.00	\$542.81	\$750.00
508702 Welcome and Inclusion	\$1,000.00	\$700.99	\$1,000.00
Total Outreach Expense	\$30,685.00	\$27,317.80	\$30,575.00
Total Ministries Fund Expense	\$843,703.00	\$800,420.02	\$865,356.00
Designated Funds Expense			
<u>Difference</u>	<u>(\$48,964.00)</u>	<u>\$115,223.14</u>	<u>\$9,300.00</u>