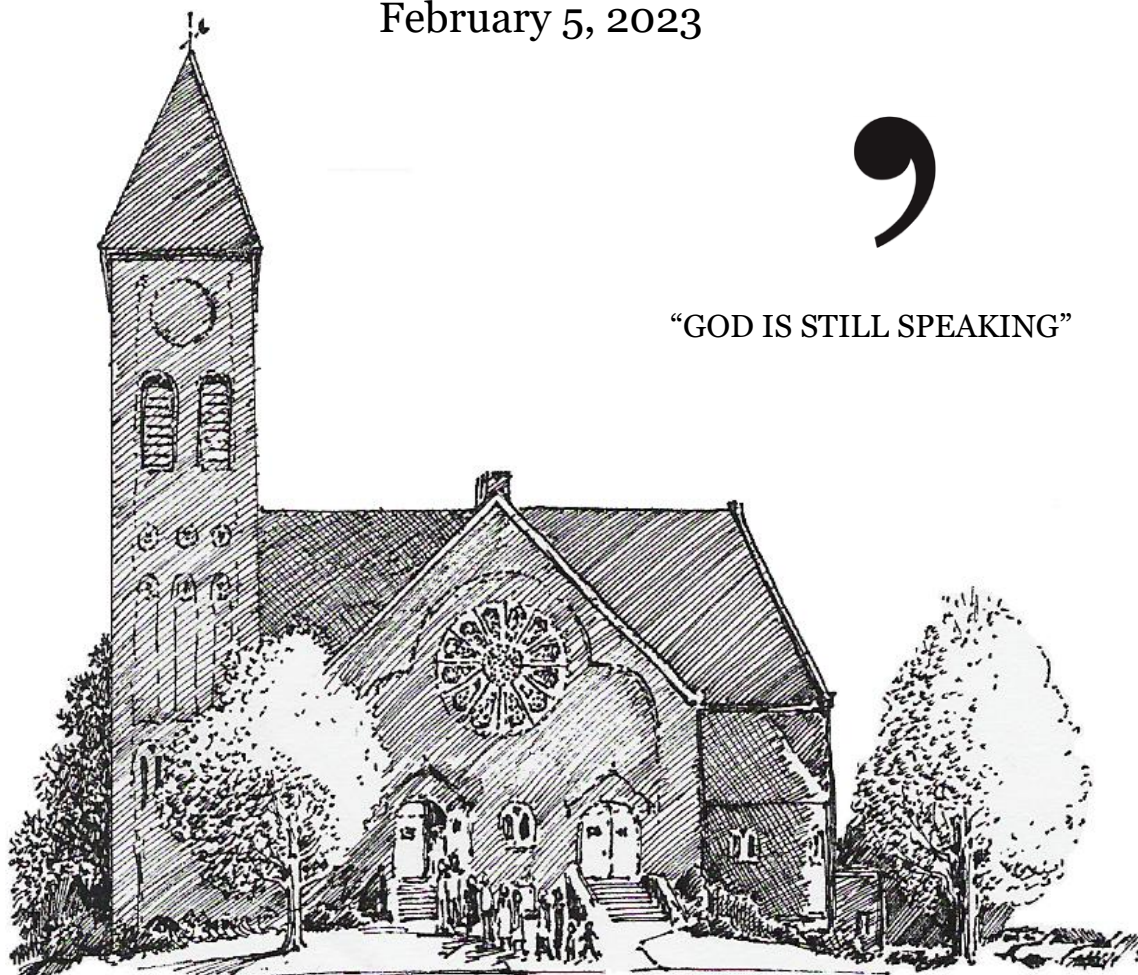


2022 ANNUAL REPORT

ANNUAL MEETING

February 5, 2023



“

“GOD IS STILL SPEAKING”

ALL ARE WELCOME AT CENTER CHURCH ON THE COMMON, AN OPEN AND AFFIRMING UCC CONGREGATION, WHERE THE SPIRIT OF GOD STIRS US TO EMBRACE OUR DIVERSITY, DEEPEN OUR FAITH IN JESUS, SHARE OUR TEARS AND LAUGHTER, AND EXTEND GOD'S ABUNDANT LOVE AND JUSTICE INTO THE WORLD.



FIRST CONGREGATIONAL CHURCH

United Church of Christ

One Church Street

South Hadley, Massachusetts 01075

413-532-2262

Email: centerchurch@verizon.net

Facebook: Center Church of South Hadley MA

Website: <https://centerchurchsouthhadley.org/>

Instagram: @centerchurchsouthhadley

The Ministry at Center Church

Ministers Senior Minister Faith Formation Children Youth Music Program Organist Choir Director Associate in Music Church Administrator Custodian	All Church Members Rev. Lori J. Souder Kate Hoffman and Chelsea Korzeniowski Kayla Scott-McDowell and Clare Messina Fitzgerald Larry D. Schipull Gilbert Wermeling Cynthia J. Morrell Cynthia H. Jubinville Robert Farman
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AGENDA

Annual Meeting – February 5, 2023

*First Congregational Church, UCC
South Hadley, Massachusetts 01075*

Call to Order - Call for quorum_____	Moderator
Opening Devotions_____	Rev. Lori J. Souder
Presentation of the Annual Report_____	Moderator
Minutes of the 2022 Annual Meeting _____	David Morrell, Clerk
Sr. Minister’s Report _____	Rev. Souder
Team Reports Review _____	Review Chairs
Nominating Team Report _____	David Morrell
Financial Reports _____	John Hoffman, Treasurer
Acceptance of Annual Report _____	Moderator
Budget for 2023_____	Eliot Chartrand
Acceptance of Budget _____	Moderator
Brainstorm Fundraising Ideas _____	Moderator
Other Business_____	Moderator
Closing Summary _____	Rev. Souder
Closing Devotions _____	Don Sibley
“Blest Be the Tie That Binds” _____	Cynthia J. Morrell
	and all members of the 2023 Annual Meeting

Blest Be the Tie That Binds
Blest be the ties that bind, our hearts in Christian Love;
The fellowship of kindred minds, is like to that above.

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MINUTES OF THE ANNUAL MEETING

February 6, 2022 (via Zoom)

The 289th Annual Meeting was called to order virtually on Zoom by acting moderator Brian Lapis at 11:05 a.m. After determining a count of 44 voting members and two non- members, we verified and met the need for a quorum of 26 voting members. Brian explained that he and two others are to be acting moderators. They are: himself, Anita Sarro and Bobbie Ayers. Each will moderate separate portions of the meeting. Brian then called on Reverend Souder for an opening prayer. She asked God to spread His grace and glory on us as we turn to Him to guide us through our Annual Meeting. Brian then went over the agenda and how, through Zoom, we are to proceed.

It was **MSV** to accept the minutes of the March 7, 2021 Annual Meeting as printed.

Pastor's Report:

- Reverend Souder added comments to her report. She stated that we had another year with promises, new dawns, and discouraging setbacks. Lori is so grateful for the staff and leaders who rose beyond expectation and limitations! Worship, pastoral care, issues of justice and peace, administrative work, and fellowship grounded her as she worked among us. The COVID-19 Pandemic certainly took extra efforts to maintain our community. Technology was her biggest exasperation. She heartily thanked Gretchen LaBonte and John Anz for their continued expertise. In 2022 we need more teachable tech “volunteers”. At this point, we are working toward an improved audio/video system. Lori reported that, six months ago, she was interviewed to be in a “Time Capsule Project.” The purpose is to provide “special emphasis placed on church experiences related to COVID-19 and the racial justice wildfire that swept the nation.” Thirty churches were identified out of 615 that area Conference ministers felt would be good candidates as contributors, of which 24 were selected. Center Church was one of the 24! Lori is to be videoed and she is going to send photos of the various ministries within our church. Lori asked that we send her pictures we might have taken during this “unique time.” The produced video is to be a memorial of the challenging time we all lived through. It’s also to inspire future leadership. Lori is to take her sabbatical this year. She will be developing a “life-story template” and also work on worship planning. The “life story” portion is to record participants about their life story. Too often loved ones die and we have missed the opportunity to know more about them. Also during the sabbatical, she’s attending her daughter’s wedding and that of her niece. A trip to Scotland is planned. Lori stated that she has every confidence that Center Church will use her time away wisely. Her goals for 2022 are: to seek conversations, studies and ways to relate which will deepen our faith and engage in “new life” and move us to embrace efficient and effective technology. Lori declared that she is forever grateful to be our servant!

Brian thanked Lori for her report. He then turned the next portion of the meeting over to Anita Sarro. Anita asked any teams if they had any additional information they wished to add to their reports.

Team Reports:

- Karen Hyvonen added to the Outreach report that a sub-committee has been working with the Food for Friends volunteers. They are hoping to move forward in support of the program. Their major concern is the eventual replacement of the chef and overall coordinator due to upcoming retirements.

- Brian thanked all those who so generously pledged during the Stewardship Campaign. He thanked the Team for their continued efforts and the “Thank You for Supporting Center Church” card they produced. The feedback has been overwhelmingly supportive! He reiterated that pledge amounts had increased but there are less pledging units. One example he used was the pledge from a recently deceased member. It would have been \$2,500-\$3,000. He’s not sure if any of it will be received.
- Eliot Chartrand added for the Trustees. He recognized the staff and reiterated how adaptive they have been throughout the COVID-19 pandemic which is beyond expectations! From “leftover” operating reserve fund money, they agreed to provide a “gratitude” bonus for the staff. In the future, the trustees are considering a major expansion to the fire alarm system. Grants will be sought to help with the expensive costs. Trustees hope to have the replacement kiosk, now approved by the Town, installed in April.

Anita thanked those who added to their reports. She then called upon the Clerk to present the Nominating slate. David Morrell stated that it was again difficult due to COVID-19 to personally contact members about joining or staying with the teams. Much of the interaction was through emails. He thanked those who graciously came forward and agreed to serve. Anita then called for a vote to accept the slate as printed in the Annual Report. It was **MSV** to accept the Nominating slate as printed. Anita called on the treasurer and John Hoffman summarized his report.

Financial Report:

- Treasurer John Hoffman summarized his report. He thanked Thia Jubinville for her professional expertise and keeping the books in order! He also thanked Sandy Belden for his steadfast help with the Investment Committee. He praised the late Bob Russell for guiding us through the establishment of the endowment and other investments. He is sadly missed by our congregation. The endowment stands at \$1.4 million dollars at present. It earned us \$247,000 in interest! This was the highest we gained in the last six years! Pledges came in at \$164,000. User donations added up to \$16,000 mainly due to the new Tree of Life program. We spent \$250,000 on payroll, upkeep, utilities, etc. \$44,000 was used for the operating budget.

Anita thanked John and then called for a vote to accept the Annual Report. It was **MSV** to accept the Annual Report as presented. She then called on Eliot Chartrand to present the budget.

Budget for 2022:

- Eliot reported that there was an increase of \$5,000 in investment income. We have received \$15,000 to date from the Tree of Life school. The school’s yearly donation should be \$24,000. The Activities Team is expecting to have two major fundraisers which will help the operating budget. The recently deceased member’s pledge of \$2,500-\$3,000 will be deducted from the income. He is hoping for the miscellaneous income line to increase which would help to offset losses. The staff did not get any raises. The future fire alarm system upgrade has to be addressed. A preliminary amount so far is \$32,000 plus electrical work and could bring the overall cost to \$50,000. For insurance purposes, our Center Church home is worth \$4.8 million dollars. The total budget to be voted on is: \$261,154 with a projected deficit of \$18,354. It was **MSV** to accept the budget as presented. Anita then called upon Bobbie Ayers to moderate the next portion of the Annual Meeting.

Voices of Resilience Exhibit:

- Bobbie recognized Anita Sarro. Anita explained that three very determined area women spent three years putting together this exhibit. She showed slides of examples of what will be in the exhibit. It opened at the Springfield Museum just before the COVID-19 pandemic hit. It was then closed before the public had a chance to view it. This is a museum quality exhibit. Center Church is planning to install this “teaching tool” for a month using the Chapel space and any other needed space. The date is sometime in the Fall of 2022. There’s no admission cost. Expenses are to be covered by various sponsors and grants. \$4,000 has been committed so far. The exhibit aligns with the mission of Center Church for racial equality. More information is forthcoming.

The Sanctuary Hanging Cross:

- Discussion had been held within the Council about having a dialogue concerning the hanging cross. Should we take it down? It is not quite suitable for Congregational churches to display such overwhelmingly huge crosses. Congregational/UCC congregations don’t ordinarily embrace such large symbols. Such symbols were seen as idolatry starting as far back as the 1600s. We already have a brass cross on our altar along with the candlesticks. Bobbie opened the floor for discussion. She emphasized that NO VOTE is going to be taken today. Corrine Chartrand showed pictures of area Congregational churches that did not prominently display large crosses. Kate Hoffman asked if we really needed such a huge cross. Mary Nelson felt that this particular cross is “ugly!” Emily Carle stated that it is “out of the ordinary” and resembles a “phallic symbol.” Ruth Cowan felt that we certainly need this discussion. She’s not sure it is a distraction from the altar. She feels that a cross should be displayed. Randy Hyvonen said a “subtle” cross would be more fitting. He relayed a passage he once read about Jesus “chopping down crosses!” Betty Innocent said the brass cross on the altar is not as prominent. She prefers a bigger cross because the cross is a part of her faith. Peter McAvoy stated that a cross does project an “image.” He wanted a vote. Bobbie informed him that the congregation needs a two-week notice for such a vote. Bobbie asked if a vote should be taken now? There was an overwhelming display of hands to NOT have a vote at this time. It was agreed that further deliberation should go back to the Council, Deacons and Trustees. It was noted that the Trustees have jurisdiction over the church’s property. Ruth Cowan asked that something be written up by the Council and then passed to the Deacons and Trustees.

New Business:

- Peter McAvoy spoke about racism and said that we should fight for justice in Jesus’ name. We should do everything we can.

Bobbie called on Lori and Emily to do closing devotions. Lori stated that she is emotionally moved by the passing of our beloved choir director Cheryl Cobb and long-time respected member Bob Russell. Their passing was a huge loss to our congregation. She is grateful for the transparency and conversations we as a congregation respectfully put forth. What we deal with day to day and what we do on our street corner shows that Center Church cares! Emily offered a prayer of thanks for technology so that we are able to gather as one! Our passion and love shows a strong and generous Center Church. She prayed for guidance as we move forward and live out the justice of Jesus!

There being no further business, Bobbie adjourned the meeting at 12:35 p.m.

Respectfully submitted, **David C. Morrell**, Clerk

REPORT OF THE SENIOR MINISTER

I've got a story to tell...and so do you I imagine. It's a story of faith and dedication during challenging times. It's a story of adaptation, renewed hope, resilience and joy. It's about what God did in our lives in 2022.

Adapt Worship. If we kept doing what we did five years ago, we would be dying. Not only has COVID touched us but so has the Holy Spirit to nudge us to continue to grow and respond in *different ways*. After the marathon of COVID since March 2020 and having opened and closed worship in between, in 2022 we opened our worship with masks and no congregational singing with two lead singers. *Adapt. Be resilient.* Larry Schipull led the choir and played the organ with Cindy Morrell on the piano.

The Phase Forward Task Force (Brittany Bryan, Al Duffy, Kate Hoffman, Gretchen LaBonte, Anita Sarro and Lori Souder) decided to slowly introduce congregational singing and asked the choir to sing with masks as a new variant was emerging.

Our music is essential and greatly valued at Center Church. We hired Gil Wermeling in May who began in September. He has gifted us between his voice, direction, and cello.

The Stewardship Team took on the responsibility of continuing to record the service using Facebook. We thank John Anz, Gretchen LaBonte, and Brian Lapis, who filmed the hybrid worship. They need a break *so we are looking for additional volunteers* and have placed money aside to pay a dedicated person to film 1.5 hours on Sunday.

I view worship as our center. Worship is to cast light on how we interact with God and God's world. Worship brings us together while it comforts, nudges, us, and inspires us to work toward justice and peace. Worshipping together builds community.

Renews. Pastoral care is a priority along with worship. I emerge blessed from visiting you in your home or in the hospital. God's Grace is evident. Officiating at memorial services and baptisms are significant. The cycle of life is rich. How can someone's lived life or new life not touch us?

We returned for the Loomis Bible Studies with 9-16 folk in attendance. It is a safe group to be curious and share joys and concerns. And we are grateful for the Fowler Fund that provides transportation from Loomis to Center Church on Sunday mornings. The Loomis folk bring a vibrant and committed community into our midst.

From Jun 7-Sept 7 Sabbatical time hit. I thank the Rev Dr Susan Grant-Rosen for leading worship and being present in Center Church, for leading Bible study at Loomis, providing pastoral calls and officiating at a member's memorial service. Trusted presence she provided. Honestly, as I entered the sabbatical, I was exhausted. Two and a half years into COVID and three years after when my sabbatical was to begin, I read books, attended webinars, planned worship for fall, reviewed confirmation curriculum, officiated and attended family weddings, and exercised. Our journey to Scotland was a dream as we encountered God's creation.

I learned a few lessons on sabbatical. 1)when it doesn't seem right, don't push it 2) create boundaries for myself so I have something to offer 3) members and friends of Center Church have great ingenuity! Essentially, I decided not to assume what the four confirmands wanted to learn, but to ask them what they are curious about (How do we know it is God's will? Who was Jesus, really?) I am dedicated to ensuring I take 1.5 days off a week (Monday and partial Fridays). Time off is healthy. And while I knew members and friends are dedicated, you kept things more than afloat with two huge events looming in the fall.

Resilience. Voices of Resilience Exhibit has been a highlight in my life in 2021 and 2022. I thank Anita Sarro, Randy Purinton, Brian Lapis, John Anz, Jane, Beckie and Audrey Markarian, the volunteers who hosted plus the committed three women who curated the exhibit (Janine Fondon, Lucie Lewis and Dee Shabazz). Walking passed the exhibit poster in Thia's office reminds me how I was humbled by the women's stories and to never cease doing justice with Center Church.

Joy. We hired educator Kate Hoffman to replace Martha Guild as Director of Faith Formation. I am thankful for both of them as they truly focus(ed) on the children and their development in the Promised Land (Sunday School). We hired church experienced Clare Messena-Fitzgerald to co-direct the youth along with Kayla Scott-Mcdowell. Both engage the youth in a variety of conversations/activities. It's been a challenge to re-capture the interest of both the children and youth as well as their families as we regain footing from the initial blast of COVID. Determined we are!

There is a group of members and friends who joyfully support our seminarian, Emily Carle (Ruth Cowan, Lorain Giles, Claire Houston, Thia Jubinville, & Lori Souder). What an exciting ride Emily is on, as she navigates seminary in Louisville, KY; different cultures, class loads, and her many part-time positions, keep her learning. She is an inspiration to us. We met via zoom about 3-4 times in 2022.

I wouldn't trade doing anything else or anywhere else. Being your minister daily changes, offering variety, self-motivation and discipline, and sheer delight. In addition to work centered around CC, I am involved as a SH Town Meeting Member and am involved in other civic groups, facilitate a UCC clergy women's group and sit on the Board of Directors for Cathedral in the Night. For half the year I supported our Area UCC Conference Minister (and church member), Rev Terry Yasuko Ogawa in organizing and sometimes facilitating a clergy luncheon group. Center Church was involved with the SNEUCC Time Capsule that highlighted congregations who addressed racial justice during COVID. Looking at our church from the outside-in reminds me how compassionate you are. And I began interviewing town partners to ask them how we may partner. Leslie Hennessey, the Director of the Council on Aging asked us to help deliver 33 stockings they provided. We will turn to each other in the future.

I thank the staff who step up to be their best during the week and on Sundays. We have fun together but also are serious about being accountable in providing a vibrant base for ministry. And I celebrate the Teams and the incredible Chairs whose lay leadership are as dedicated as they come and are willing to think outside the box and beyond the box.

Visions for 2023. Encourage us all to communicate more effectively. This means not to hide under the bushel with our good news in outreach. Our vigils sent out a loud message beyond SH. How can we utilize our front lawn more in addition to the new sign? Many more non-members attended Christmas Eve service than members. Was it the sign or our vigils for racial and social justice? The Council will invite the church to review the structure of how we do ministry at Center Church for the next five years. How can we run meetings sharing the necessary information while encouraging sub groups to handle the details? Less members are attending and actively participating on Teams. What will serve to be more inviting and work within members and friends' lives? We face a deficit. Let's be creative in fundraising by sharing what is organic/natural/and fun to us.

"But those who hope in the Lord will renew their strength. They will soar on wings like eagles; they will run and not grow weary they will walk and not be faint."(Isaiah 40).

With joy and courage, *Lori*

REPORT OF THE BOARD OF DEACONS

Deacons facilitate worship and worship planning with Senior Pastor, Lori Souder. The diaconate for 2022 included Gretchen LaBonte, Julie Burke, Karen Anderson, Martha Guild (who joined in August 2022), along with Ushers, Randy Hyvonen and Bill Giles, and Rev. Souder as our advisor. Gretchen LaBonte served as chair of deacons.

In February, Gretchen will be concluding her 6th year as part of the Deacons Team. I would like to take this opportunity to thank all of the Deacons I have gotten to know over the last 6 years and have appreciated the dedication the team has to supporting Lori in creating meaningful and spirit-filled worship each week.

Our team has continued to meet via zoom throughout the year. Our team members contributed to discussions about how to provide meaningful worship to our congregation and incorporate different elements such as the addition of the Peace Candle. We have had on-going discussions about what pieces of worship are most important to us. We have appreciated being able to return to a full year of gathering together at the communion table once again.

We have continued with in-person worship throughout the year, in addition to providing a livestream of services shared via Facebook. The Deacons wish to thank all those participants for the wonderful and moving services provided. We would like to share our sincere thanks to the Stewardship Team's John Anz who has made the Facebook livestream services possible in addition to back-up provided by Gretchen LaBonte and Brian Lapis.

We want to thank Pastor Lori for her leadership at Center Church, and in particular to the deacons. We want to thank our Sabbatical Minister Susan Grant-Rosen who provided leadership for worship throughout the summer months. And we want to thank our guest preachers – Emily Carle and Lorain Giles. We would also like to thank all the scripture readers, Kate Hoffman who provided Messages for All, as well as all of our fabulous musicians and choir members who significantly contributed to the beautiful worship that we get to enjoy each week. We would also like to share a special thank you to Sharyn Kovalesky who has provided leadership in procuring greeters over the last year. Lastly, we would like to thank the many members who continue to provide important behind the scenes dedication to worship including updating paraments, organizing flowers, and decorating our beautiful sanctuary for the Advent season.

In the year ahead, our team will strive to provide moments of peace and reflection during a challenging time for our world. We wish for our congregation to reflect on their faith journey and look forward to a meaningful year ahead.

Gretchen LaBonte for the Deacons

REPORT OF THE BOARD OF TRUSTEES – 2022

The Board of Trustees has had a very active year. While some projects like painting, repairing and organizing is usually done by volunteers. The larger projects involving the heating and electrical system, replacement and repairs, has to be done by licensed and insured professionals.

We continue to repair and upgrade the heating systems. The boiler which heats the main church building and a separate furnace which heats the Fellowship Hall and the Education wing needs constant attention. In addition to the furnaces, we have to repair and replace items in the electrical system. We have two main electrical panels. One services the main building and one services both the main building and the Education wing. When we add electrical devices to either circuit, we have to make sure we have adequate electricity supply. There is also natural gas which is piped into the building, not only for heating but also for heating the water for the bathrooms and Fellowship Hall kitchen. The hot water heater is located in the basement on the East end of Fellowship Hall. The hot water has to travel from the east end of the Hall to the kitchens and the first and second floor of the building.

We have initiated several projects this year. In March, we began the evaluation of the fire alarm system in the building. Since the construction of Center Church in 1895, there has not been a fire alarm system covering the furnace room or kitchens or any part of the building other than the area around the elevator. The fire alarm project was to install a fire code compliant alarm system which will cover the entire structure and particularly, the Nursery School where there are children from 7 am to 5 pm 5 days a week. At the time of this report, the project is about 2/3 complete. We are working on the installation of smoke and heat devices in the attic, above the sanctuary and the sanctuary itself. The project has many moving parts, the most significant is the issue of the essential equipment and devices needed for the installation.

We are also working on solving the acoustic problems in the sanctuary. Acoustical panels have been added to the back wall in the space. Next, we have to improve the microphone and audio equipment to reduce the reverberation and improve the listening experience for the members attending the service and others listening to the service, remotely.

The other project that was started and completed this year was the installation of the electronic sign in front of the church. The sign was made possible through a gift from Linda Laderach who has been a member of Center Church since before 1988. We are thankful for her donation and plan to build on this improvement to attract new activities to our church buildings.

We also have an Endowment Fund which is a working asset for the church. This year one of our deceased member's estate gave a gift to the Endowment Fund which will be meaningful source of funds to balance our budget in coming years. We have withdrawn over \$40,000 from the portfolio annually in the last few years and this is very important in order for us to balance the budget. The estimated budget for 2022 anticipated a loss of \$18,854.00. We actually had a loss of \$24,348. The budget was balanced by using an anonymous gift received in 2021, the Operating Surplus we created in 2017 and additional funds from our Temporary Restricted Fund created from church and community member gifts over the years.

The trustees and all the Team members work diligently to provide the Center Church programs and serve our greater community. It is getting more difficult to balance our budget from the annual

pledges and plate offerings. We have to rely more on miscellaneous income and unrestricted annual gifts. The miscellaneous income and user donations come from building users and the Activity Team projects. This source of income will be significantly more important if we continue to experience lower pledges and plate offerings.

The solution to income and expense issue is obvious, we need more income producing activities. We can achieve balanced budgets in the future if we work together to solve the challenge of a balanced budget.

We are grateful for the volunteers who assist us in the spring and fall yard clean up and the snow removal team in winter. These contributions save the church significant expense and help in a small way toward reducing our operating expenses. Thank you.

Respectfully submitted by,

Eliot Chartrand
Trustee

REPORT OF THE CLERK

December 31, 2021

<u>NEW MEMBERS UNITED BY:</u>	<u>INACTIVE STATUS</u>
Reaffirmation of Faith	Nancy Johnson*
June 5, 2022	Jeremy Kenneson*
Lynda Pickbourne and Preston Smith	Paula Lonergan*
	Peter McAvoy*
Letter of Transfer	Kayla Narey*
June 5, 2022	Tyler Narey*
Laura Berzofsky	Sydney Phoenix*
Dianne Clinton	Roland (Jay) Roberts*
	Chloe Sabbs Asselin*
	Ellen Shaw Smith
	Melissa Thornton*
<u>BIRTHS:</u>	Pamela Thornton*
	Lisa Wray*
	* continuing status
<u>BAPTISMS:</u>	
December 24, 2022	
Bernard Raymond Procter	
Son of Kathryn and Arthur Procter	
	<u>TO BE MOVED TO HISTORICAL RECORDS</u>
	<u>BY REQUEST</u>
<u>MARRIAGE:</u>	
June 4, 2022	July 31 Christina and Christopher Remie-Kibler
Lisa Wray and Kevin Schechterle	December 14 Arthur and Karol Coffin
	December 22 Audrey Heinrichs
<u>DEATHS:</u>	
January 26 Elizabeth (Betty) Hetherington Odell	
March 12 Richard D. Manuel	
April 22 Elizabeth (Becky) Dimock McArthur	
August 10 Barbara Jean Hatch	
November 9 Jean L. Lacoste	
December 2 [James (Jamie) Clauson]	
Brackets - non-members	
	<u>TOTAL MEMBERSHIP DECEMBER 31, 2022</u>
	Active 170
	Inactive 13
	<i>David C. Morrell, Clerk</i>

REPORT OF CHURCH COUNCIL

The Church Council meets on the first Tuesday of each month except the month of July. Team reports are brought before the Council. With no moderator, the Council is led by a Lead Pro-tem each month. The designated Lead meets with Rev. Souder to review pertinent topics and prepare an agenda. Due to various COVID-19 restraints, the Council has met virtually through Zoom. Below are monthly summaries (minus Team reports) of each meeting.

January Council met Tuesday the 4th. Kate Hoffman of Faith Formation led. The Council approved unanimously to appropriate \$71 from the Peterson Scholarship Fund to help with Emily Carle's \$500 Spring 2022 semester scholarship to Louisville Seminary. The Sabbatical Pastor Agreement ad-hoc committee agreed upon \$400 per week for an interim pastor. In-house worship was closed due to the Omicron virus.

February Council met Tuesday the 1st. Corinne Chartrand of Activities led. A new fire alarm expansion system for the church buildings was proposed. The Council agreed that unrestricted funds from the Promised Land and Youth Group provide scholarship money for the "Silver Lake Camperships." Dialogue and a lengthy discussion were held pertaining to the large hanging architectural cross in the sanctuary.

March Council met Tuesday the 1st. Bobbie Ayers of Membership led. The "reverberation" spoken sound issue in the sanctuary was discussed. It was decided to find a way to resolve this problem. Council also decided to maintain a mask requirement throughout the church buildings. The Deacons informed the Council that they approved the decision to remove the oversized hanging cross from the sanctuary. The Council appointed Bobbie Ayers, Elizabeth Griffin and Sarah Smith to the Peterson Memorial Fund ad-hoc committee.

April Council met Tuesday the 5th. Anita Sarro of HR led. It was decided that mask wearing should be optional in the church buildings. The Trustees had a new electronic kiosk sign installed in front of the church. It was fully paid for by donated funds!

May Council met Tuesday the 3rd. Corinne Chartrand of Activities led. The Odyssey Bookshop folks requested through the Trustees, use of our sanctuary space for future large audience book signings. The Council agreed. Rev. Susan Grant-Rosen was hired as our interim Sabbatical Pastor.

June Council met Tuesday the 7th. Bobbie Ayers of Membership led. Gil Wermeling was hired as our new choir director. It was voted unanimously to appoint Martha Guild to the Deacons Team.

July had no Council meeting.

August Council met Tuesday the 2nd. Kate Hoffman of Faith Formation led. It was reported that the area above the sanctuary still needs the new fire alarm system. It was requested that masks still be worn throughout the church buildings until further notice.

September Council met Tuesday the 6th. Bobbie Ayers of Membership led. Council congratulated Kate Hoffman as the new Director of Faith Formation for Children. Council bid farewell to Rev. Susan Grant-Rosen for a job well done as she filled in for Rev. Souder who was on sabbatical.

October Council met Tuesday the 4th. Anita Sarro of HR led. Council revisited the use of electronics when Center Church broadcasts our Sunday worship service. It was agreed that we need a better infrastructure system for that and that a professional be hired to oversee and facilitate the system.

November Council met Tuesday the 1st. Corinne Chartrand of Activities led. Council discussed the nominating and filling of slate positions for Center Church. It has become increasingly more difficult to find members who will commit to three-year terms. We need to revisit this issue and resolve some church constitution restraints. The “reverberation sound” panels have been installed in the sanctuary. It was requested that persons entering the church should still sign in.

December Council met Tuesday the 6th. Corinne Chartrand of Activities led. Council discussed plans for the February 5, 2023, 290th Annual Meeting. Council will decide who will moderate the meeting.

Respectfully submitted,
David C. Morrell, Clerk

REPORT OF THE DIRECTOR OF FAITH FORMATION FOR CHILDREN

January-June Promised Land Sunday School

The Promised Land Sunday School delivers a thriving and progressive Christian faith formation curriculum for PreK-5th Grade each Sunday during the school calendar year. The curriculum is prepared and taught by the Director of Children's Education, and supported by a nursery care person. The Promised Land Sunday School program is supported by the Children and Youth Faith Formation Team. The classrooms are located on the third floor of the education wing of Center Church.

Curriculum: The curriculum in 2022 from January to June continued with theme based lessons that followed the church calendar. Still in the Coronavirus Pandemic, Sunday school classes were held in person with safety protocols in place including masks and hygiene routines. Lessons focused on the Growing in God's Love curriculum (Presbyterian Publishing) and were adapted to address children's unique learning needs.

Staff: Mount Holyoke College student Maddie Drake co-taught for the winter and spring. Chelsea Korzeniowski led the nursery care. Martha Guild was the lead teacher and the Director of Children's Education. Martha resigned from her post in June, after 6 years in the position, and joined the Deacons Team.

Worship/Outreach: Two Sundays a month, a Message for All was prepared and delivered in the sanctuary during the service. On Communion Sundays, deacons brought a communion platter up to the classrooms for the teachers and students and served us communion. Cards were sent out to families who had not attended church in a while.

Submitted by:
Martha Guild
Former Children's Education Director

September - December Promised Land Sunday School

I was delighted to begin the position as Director of Children's Christian Education and Faith Formation in early September, and was excited to welcome children back to the Promised Land Sunday School. I quickly began preparing for opening day on September 11th, and mailed welcome back postcards to all previously attending children. I have been happy to welcome many old and new friends to the Promised Land throughout the fall.

We started the semester with a curriculum unit called "Tell Me About God". The first several sessions focused on stories of God's many names, such as "Creator" and "Source of Light". We discovered that although God has many names, there is one God. We painted a mural to reflect various representations of God's name.

Our next unit was “Who is God?” We shared the beautiful book “Images of God” by Marie Helene Delval, and discussed our personal concepts of God. We made collages using images of God that we hold close to our hearts.

Advent brought the season of Hope to the Promised Land. We discussed things that give us hope, and how we bring hope to others. During a mid-December “Message for All” we shared our messages of hope and lit candles to represent the light that shines when we are hopeful. Several others in the congregation shared what hope means to them, and a candle was lit for each idea. The candles were set inside luminary bags and placed around the crèche – enhancing the hope in our hearts while waiting for the arrival of Baby Jesus.

Assisting in the Promised Land this fall were: Chelsea Korzeniowski, Sarah Smith, and Cassandra Wu.

Respectfully Submitted,

Kate Hoffman

Director of Children’s Christian Education and Faith Formation

REPORT OF THE YOUTH LEADERS

Youth Group in 2022 kicked off with in-person youth group, with director of youth group, Kayla Scott-McDowell, a Junior at Mount Holyoke College. We started the year discussing parts of the Bible and discussing "what makes the Bible the Bible." We then went into depth about each book in the Bible.

In October, we welcomed Clare Messina-Fitzgerald, a Senior at Mount Holyoke College, as Co-Director of youth group! We also did community service by making sandwiches for the Cathedral in the Night of Northampton, which turned out with great success, and a field trip to the Voices of Resilience exhibit.

In November, we switched lenses and focused on "Who am I" and "Leadership." We took a break and did some arts and crafts for youth to gather and have fun before starting the series of Advent in December.

The first week of December started with talking about Hope. The following week, we had our first Youth Group Christmas party, where the youth played games, made gingerbread houses, and ate food. We ended the year by talking about peace and having the youth participate in Secret Santa. We look forward to 2023 with more opportunities to gather together for community.

Respectfully submitted,

Clare Messina-Fitzgerald and Kayla Scott-McDowell

REPORT OF THE ASSOCIATE IN MUSIC

I have been playing the organ at Center Church, since 1971, for the summer and also serving as the “resident” substitute covering Sundays during the year when first Barbara “Susie” Conant and now Larry Schipull had to be away. It seems like only yesterday that I began this “work” and I have now completed my 51st year doing this. I just rediscovered two older “log” books from 1970 on in a cupboard in the Music Room that I’ve been looking for for quite a long time. They contain lists of all the times I’ve played at Center Church plus other churches as well as wedding and funerals in the Valley. They also list soloists and what they sang and preludes and postludes.

In 2022, we returned to in-sanctuary services but we did not have a fulltime choir director yet. Larry continued to lead the choir whenever we sang, but not on a regular every Sunday basis. Larry and I continued our piano/organ duets for six of the late winter/spring Sundays. I subbed for Larry in late May and early June and before we went into our usual “summer” mode for two Sundays in June and then all of August including Labor Day. In September, we welcomed Gil Wermeling as our new choir director. A graduate student in choral conducting at UMass-Amherst, Gil has led us back to regular Sunday choral singing since then. Because of the slightly shortened hybrid services, the choir is now singing only an introit and an offertory anthem but no additional anthem. We began choir again using masks until it was determined that the choir, at least, could sing without masks - a happy choice for us. Singing for you all, instead of just singing the hymns for ourselves, is not an easy thing to do. For this option, the choir is most thankful!

Over the summer, my thanks for serving as soloists go to Sharyn Kovalsky who sang twice, Randy Purinton who sang alone twice and in a duet with David, Gretchen LaBonte who also sang alone, and David Morrell who sang alone and in a duet with Randy. This summer David was able to sing solos again which was a nice return for me. My thanks to all of them! Once the choir returned in September, Larry and I have done nine piano/organ duets including one for the Facebook Christmas Day service.

As always, I thank Larry for being a willing partner in our duets and playing either organ or piano, whichever I feel less comfortable with on a particular piece. And it is such a pleasure to be able to play our lovely sanctuary piano, thanks to Larry, which has such an amazingly rich tone!

I have also continued writing backgrounds on two, three or four hymns that we sang from the previous month for our monthly CACs. This year, you have learned about some 32 hymns from our two hymnals (including many which I had talked about previously)! I actually began these articles back in November 2004 – whew, that seems like a very long time ago! In a non-musical category, I have continued to tell you a little about different members of the congregation in the CAC, although again given the continuing COVID issue, there were only three bios written – covering our three new staff members.

I thank you all for the privilege of letting me take part in the very rich musical life of Center Church. Folks comment a lot about how blest we are. So, most especially in the years of COVID-19, I hope that music has helped us get through this very tough time. As we enter a new calendar year, I urge you all to let music into your life anytime, whenever you can. I know listening to music always helps, consoles, and uplifts me. Music continues to bring me a lot of joy every day and I hope it does the same for you.

Cynthia J. Morrell,
Associate in Music

REPORT OF THE ACTIVITIES TEAM

On the heels of a quiet 2021, with continued sheltering and protecting members and our community, we planned a return to our Fall Fair and Holiday Bazaar during Advent, in 2022.

Activities changed the date of our Fall Fair, highlighting our Tag Sale, to early September and not our usual 3-day weekend, formerly Columbus Day weekend, in October. The reason for the date change was, our volunteers responded to us in previous years that they needed more time between projects to recover and we needed enough prep time to manage the Holiday Bazaar. Our buying public shifted, in the new date change for the Fall Fair, to many Mount Holyoke College students and their recent arrival on campus. We need to continue to promote the new Fall Fair timing to our community in South Hadley and Granby to increase buyers. The net income, after expenses, from the fair was strong at \$4,753.19. We transferred \$3,168.80 to the operating income of the church.

The Holiday Bazaar was also a return to presenting gently used, repurposed gift items and Christmas decorations. Lunch items were prepared for serving in Fellowship Hall on the day of the bazaar or take out. We offered a children's craft table, fresh Christmas wreaths, and the popular holiday cookie selection for purchase. The project had a net income of \$3,008.06 and again, \$2,076.04 was transferred to the church operating account.

The total we turned over to the church operating account was \$5,244.84 in 2022.

The Activities Team income, kept out of the fair proceeds, covers our expenses, such as advertising, banners, paper products, and all food purchases. We continue to upgrade kitchen equipment and in 2022, new card tables, items as needed, and make sure our commercial kitchen is operating smoothly for our team and Food for Friends. Without our volunteers and contributors, who gave countless hours to help make the fairs a success, we would not have had such a great year of fellowship, success for our efforts and income to support our church. Thank you!

Corinne Chartrand

Annual Report for the Faith Formation Team – 2022

The Faith Formation Team supports the programs and staff of the Promised Land Sunday School and Youth. Some of the special projects of 2022 include:

- Arrangements were made for a new laptop for youth leaders
- Palm Sunday Easter Egg Hunt – hosted by youth for the younger children, held in the Promised Land
- First Table Communion was hosted for several older elementary children
- Farewell recognition was given for Martha Guild, who retired from serving as the Faith Formation Director for Children, after six years.
- Special Thanks were also given to Emily Carle, who served as Youth Leader for several years.
- Three high school graduating seniors were recognized with a candle gift
- Participated in a successful search for a new Faith Formation Director for Children, and a Youth Co-Leader
- Supported staff during the opening of Sunday School and Youth Group, and recommended the purchasing of resources and materials with budgeted money.
- Hosted Fellowship time during the month of October. Hosted an open house in the Promised Land on the last Sunday in October.
- Collaborated on an Advent presentation based on the theme of Hope.
- The Faith Formation Programs for Children and Youth are currently staffed by: Kayla Scott McDowell and Clare Messina-Fitzgerald – Youth Co-Leaders, Kate Hoffman – Director of Christian Education for Children and Promised Land Sunday School Teacher, Chelsea Korzeniowski- Assistant Teacher for young children. In addition, we welcomed Cassandra Wu, a Mount Holyoke College Student who volunteered in the Promised Land during the fall semester.

Respectfully Submitted,
Kate Hoffman,
Faith Formation Team Leader

**REPORTS OF THE
HUMAN RESOURCES TEAM
AND
PASTOR-CONGREGATION RELATIONS TEAM**

HR supports our Pastor in her responsibilities managing the staff. With the Pastor, we review job descriptions and responsibilities and policies affecting employees. Together, we make recommendations to Trustees on adjustments in hours and compensation adjustment and interview and hire staff as needed.

This year we welcomed three new employees. Long-time volunteer and church member, Kate Hoffman, accepted the position of Director of Children's Christian Education and Faith Formation. We welcomed Gil Wermling as our Choir Director. And Clare Messina-Fitzgerald became Co-Youth Leader, and will work continue to work with Kayla Scott-McDowell on Zoom, as she continues her Mount Holyoke studies abroad this Spring.

The PCR Team exists to further the covenant relationship. We support our Pastor Lori Souder in her professional and personal development and, with her, identify ways to facilitate that positive relationship. Our Pastor provided wise and consistent guidance as we navigated a return to in-person worship and activities. With our full support and encouragement, Lori took a long-overdue sabbatical. We count among our blessings our good fortune to have such an exceptional spiritual leader.

Submitted for the teams,

Anita Sarro

REPORT OF THE MEMBERSHIP TEAM

This year we welcomed Carol White to our team while thanking Bob Robertson for his years of service on this team.

The Membership Team works closely with the pastor and clerk exercising its responsibility for church membership, including the existing membership and the development and assimilation of new members.

The COVID-19 pandemic continued to influence our church worship and activities. Services were held as usual on Sunday morning while observing social distancing and mask wearing protocols. We also continued to have hybrid Sunday morning worship on Facebook. The Membership Team was, and is, very concerned with the significant drop of in-person worship. In an effort to address this issue, ideas and implementation were, and continue to be, developed.

A survey was developed and sent to all members of the congregation who were determined to be able to attend worship in person. This survey was categorized by age. It covered both worship and activity interest and possible participation. Members could respond either by internet or land mail. A response of 34% was realized. All team chairs and the church staff received a copy of the results as well as a published synopsis in "Church at the Center."

We placed appropriate blurbs in "Church at the Center" that encouraged members to attend worship and subsequent activities in person.

The team continually updates the "All About Us" pamphlets that are in each pew rack. The welcoming of visitors through the giving of recognition continues to be discussed with possible plans to expand it beyond the present offering.

The Membership Team coordinates Fellowship Hour after Sunday morning worship. This continues to be a meaningful way to promote an enjoyable time of fellowship. Each month a different team is the host of this weekly event. We wish to thank each team for their willingness to be such wonderful hosts.

Due to our continued struggle with the COVID-19 pandemic, the Membership Team again made the decision not to send letters of concern to members who have neither attended worship or pledged during the past year. We held two "Getting to Know Our Church" sessions with people who were showing an interest in knowing more about our church with the possibility of joining.

It is hoped that in 2023 more direct contact can be made with both members and visitors as we work to strengthen our congregation ties.

Respectfully submitted,
Barbara (Bobbie) Ayers
Nancy Towne
Carol White
David Morrell, Clerk and ex-officio

REPORT OF THE OUTREACH TEAM

The Outreach Team is responsible for programs that promote human welfare and justice, seek peace, and build community. It exercises this responsibility through research, education and activities that engage the church with its neighbors in surrounding communities and around the world. It raises money and allocates budgeted funds for mission disbursement.

Our team reaffirmed its focus on “Our Front Yard” with particular attention to:

1. Addressing homelessness and hunger in our region
2. Supporting the needs of children and youth
3. Racial Justice
4. Working with New Americans and other immigration concerns

Much of our focus in 2022 was in addressing homelessness and hunger. We provided food and funds to Neighbors Helping Neighbors, the food pantry in South Hadley, as well as the Western Mass Food Bank. We supported Food for Friends on many occasions as well as helping prepare a promotional video – thanks to Charlotte Bujnarowski, Cindy and David Morrell, Bobbie Ayers, Karen Hyvonen, Betty Innocent, John Anz for producing the video! We provided 3 meals to Cathedral in the Night and had great help from the youth group as well as the Girls Scouts who meet at our church. We collected items for the Aster House, a transition home in South Hadley for people in recovery. We also have been strong supporters of Pioneer Valley Habitat for Humanity. There was a quickly organized CROP walk this spring and we expect to have a bigger push April 23, 2023.

In the area of supporting children and youth in the area, we continued our strong support of Girl’s Inc of the Valley. We also have been collecting items for the local School Backpack program and supported the Secret Santa effort organized by the United Methodist Church in South Hadley.

We supported the local Jewish Family Services with their efforts working with Afghan refugees. We provided books to Roca Inc for use in Holyoke and Springfield.

Our world-wide support goes out to 2022 Hurricanes Relief, Ukraine, Church World Service CROP, and Heifer International. Also, we continue to support UCC “Five for Five” initiatives such as Proportional Giving (formally known as Our Church’s Wider Mission), OGHs (One Great hour of Sharing), Strengthen the Church, Neighbors in Need and The Christmas Fund.

Our Church continues to recognize the needs of the World and has been very generous in 2022 giving over **\$17,000!**

I want to thank our team for all their energy, vision and hard work: Betsy Belden, Bob Judge, and Sharyn Kovalesky.

John Hoffman for the Outreach Team

Contributions in 2022 were as follows:

Contribution Recipients	Outreach Budget and Mission Funds	Collections	Total
Wider Church:			\$9,000.00
Proportional Giving (formally Our Church's Wider Mission) plus Association from Church Operating Budget			\$9,000.00
National/International:	\$1,500.00	\$3,528.25	\$5,028.25
One Great Hour of Sharing		\$835.00	\$835.00
Strengthen the Church	\$250.00	\$200.00	\$450.00
Neighbors in Need	\$250.00		\$250.00
Christmas Fund		\$350.00	\$350.00
Ukraine Support		\$1,242.74	\$1,242.74
Hurricanes 2022 Relief	\$1,000.00	\$225.01	\$1,225.01
Heifer International		\$675.50	\$675.50
Local:	\$2,701.29	\$885.00	\$3,586.29
JFS	\$200.00		\$200.00
Neighbors Helping Neighbors (NHN)	\$500.00		\$500.00
Girls Inc	\$500.00		\$500.00
Expanding Our Welcome? TRANScending Gender	\$200.00		\$200.00
CROP		\$135.00	\$135.00
Cathedral in the Night	\$618.29		\$618.29
Pioneer Valley Habitat for Humanity	\$500.00		\$500.00
Secret Santa	\$183.00		\$183.00
Western MA Food Bank		\$75.00	\$75.00
Total Church giving	4,201.29	4,413.25	17,614.54

REPORT OF THE STEWARDSHIP TEAM

The Stewardship team is grateful for the financial generosity of the members and friends of Center Church!

In early 2022 we designed, printed, and mailed thank you cards to our 2022 pledge units.

As Center Church emerged from pre-recorded YouTube worship to live “hybrid” worship, the Stewardship Team took the lead in producing a live video stream of our Sunday worship services to the Center Church Facebook page. This evolved from using a member’s iPhone to a combination of iPhone and Mevo camera.

In spring of 2022, the Stewardship Team began evaluating our church website. We met a few times and made some minor changes to page content and placement. We did not get around to making the major content and format changes that we would like to make.

In 2022 we decided to use the UCC’s denominational stewardship resources to promote our campaign. “From Bread & Cup to Faith & Giving” was our fall 2022 campaign theme. We used assorted resources from the UCC and our own original content to promote financial generosity. We are grateful to church members who were willing to “testify” in worship as to what motivated them to make a financial commitment to Center Church.

As of January 11, 2023:

The campaign has received \$129,085 in pledges for 2023.

There are 73 pledge units. There are 2 new pledge units; including one pledge unit who made a pledge this year after not pledging in recent years.

There are 21 pledge units who increased their pledge from 2022.

There are 14 pledge units who decreased their pledge from 2022.

There are 18 pledge units who pledged for 2022 who have not yet submitted a pledge for 2023.

At the time of the writing of this report, the Stewardship Team was working on follow up with those members and friends who have not yet submitted pledges.

Making a financial pledge enables the Trustees to make a better financial plan for the church over the next year. Donating in the “plate” is appreciated. Making a yearly financial pledge is the best way to express your generosity to Center Church!

Haven't pledged yet? It is never too late to make a financial pledge to Center Church. Please call or email the church office for more information to set up your financial pledge for 2023.

Thank you for your continued financial support of Center Church’s mission & ministry!

The 2022 Center Church Stewardship Team

John Anz

Gretchen LaBonte

Brian Lapis (chair)

Jane Markarian

Voices of Resilience: The Intersection of Women on the Move

For one month this fall, the Chapel was transformed into a community space that lifted up the stories of women, historical and contemporary, primarily women of color, whose lives informed, inspired, and energized everyone who attended.

With our opening on September 18, the sanctuary came alive with music by Dr. Ruth Bass-Green and the Amherst Area Gospel Choir, African drumming, two historical enactors, and presentations by the Curator Janine Fondon and the two scholars who assisted in the development of the exhibit, Dr. Demetria Shabazz and Dr. Lucie K. Lewis.

Over 300 people of all ages viewed the exhibit, consisting of three displays. The primary display were panels containing photographs and texts telling the stories of women, mainly women of color, who lived, worked, and contributed to the vitality of western Massachusetts. They included women who were leaders in Black churches, historical figures such as Elizabeth Freeman, contemporary women of African descent, Native American women, local Latina women in the media, and familiar faces from history, such as suffragette Lucy Stone and recent past, such as local journalist Barbara Bernard. The second component offered original works of art, including a painting by Renee T. Woodard Flowers and five prints created by Cora Swan, a Baypath University student, depicting young women activists inspired by the lives of women who preceded them. Finally, the fabric, batik prints, painting and sculptures made by contemporary Ghanaian artists and craftsmen formed the backdrop to the ancestors of many of the women who trace their roots to West Africa.

The exhibit, open to the public on Wednesday evenings and Saturday mornings and by appointment, reached far beyond our congregation. Attendees included individuals and groups from Bard Microcollege Holyoke, Hampshire Educational Collaborative, Mount Holyoke College, Pioneer Valley Performing Arts School, Interfaith Opportunities Network, Zonta Northampton, South Hadley Democratic Town Committee, Amherst Town Council, and various churches and communities, from Springfield to Greenfield. The reactions were uniformly positive and appreciative.

The exhibit and our church were the subject of several spots on broadcast and print media. Coverage included interviews on Mass Appeal, Amherst Media, Holyoke Media, WHMP Radio's Black in the Valley, and articles in the Hampshire Gazette and Mount Holyoke Student Newspaper.

The costs of bringing Voices of Resilience to our community were met through a generous grant from the South Hadley Cultural Council, as well as donations received from E Ink, Peoples Bank, Mount Holyoke College, Odyssey Bookshop, Sankofa Gumbo, Inc. and Thomson Financial Advisors.

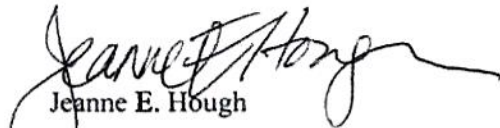
This unique experience would not have been possible without the leadership of our pastor and the hours devoted by members of our church.

Submitted by
Anita Sarro

FINANCIAL REVIEWER'S LETTER

28 December 2022

I have reviewed and audited the calendar 2021 office operational financial records of First Congregational Church and applying generally accepted accounting methods and principals, have found the records to be acceptable and without fault.


Jeanne E. Hough
Church Auditor

FINANCIAL REPORTS

The Treasurers Report for 2022 follows the format appropriate for financial statements for not-for-profit organizations. The terms used are reflective of language used to report for said agencies. Center Church operates with a "fund based" accounting system working with three classes of funds:

Unrestricted Funds: Budget Funds

Temporarily Restricted Funds: Special Purpose Funds

Permanently Restricted Funds: Endowments

The activities of each fund are detailed in the following reports:

THE STATEMENT OF FINANCIAL POSITION (page 29)

An overall summary of the Assets and Liabilities of the Church. Ending balances of the Bank Accounts and Endowment Accounts are listed.

THE FUND BALANCE REPORT (page 30)

A summary of the ending balances of the individual *funds* of the Church with a comparison to the previous year.

Close 2022:	a balance of	\$	0.00	for Unrestricted Funds (Budget)
	a balance of		197,704.12	for Temporarily Restricted Funds
	a balance of		<u>923,668.89</u>	for Permanently Restricted Funds
	for a total of	\$	1,121,373.01	

THE STATEMENT OF ACTIVITIES (page 31)

Summarizes the Changes in Net Assets of the three funds of the church.

For 2022, the bottom line was an **decrease in net assets of \$ 301,576.35** (a net decrease of \$82,059.59 to the Temporarily Restricted Funds; and a net decrease of \$219,516.76 in the Permanently Restricted Funds.)

THE STATEMENT OF ACTIVITIES VS. BUDGET - UNRESTRICTED FUNDS (page 32-33)

A comparison of actual income/expense and budgeted allocations for each of the operating account lines.

For 2022 we **budgeted for a deficit of \$18,354.00**. The year **closed with a deficit of \$24,340.93**.

		<u>Actual</u>		<u>Budget</u>
Income	\$	242,843.43		\$ 242,800.00
Expenses	\$	<u>(267,047.94)</u>		<u>\$ (261,154.00)</u>
NET	\$	(24,340.93)*		\$ (18354.00)

**The deficit was cleared with funds transferred from the Temporarily Restricted: Operating Fund Reserve Fund \$6.800; Benefactions: Anon fund \$10,000; Bequest: Angels fund \$ 7,540.93; before the 2022 books were closed.*

Income information of note:

Pledges: Pledge fulfillment was very good. Trustees had budgeted for \$145,500 (\$142,000 was actually pledged) and \$136,507.00 was collected.

Plate: Plate income was recorded at \$7,7,488.10. well above the \$5,000.00 in the budget

Misc. Income: With the Activities Team, (with help from members and friends) able to hold both the Fall Fair and Holiday Bazaar, we were able to surpass the projected Misc. Income line of \$10,000 by \$5,887.19.

THE SCHEDULE OF CHANGES IN TEMPORARILY RESTRICTED FUNDS (page 34-35)

Delineates the Income, expense and transfers of the Temporarily Restricted Funds of the church

Item of note:

The Outreach Team continued to support the MACUCC collections for Neighbors in Need and Strengthen The Church with budget funds, keeping us a 5 for 5 Church (OCWM, OGHS, NIN, STC and the Christmas Fund) while reducing the number of requests to the congregation. (See spreadsheet in Outreach Report for breakdown of Mission Giving.)

THE SCHEDULE OF CHANGES IN PERMANENTLY RESTRICTED FUNDS (page 36)

Delineates the transfers in and out of the Endowment Funds and shows the market value changes.

This year the net decrease in the Endowment Fund was \$ 219,516.76. The Trustees designated \$49,300 of earnings for the Operating Budget, and \$1,400 for the Peterson Scholarship fund. Yearly management fees totaled \$10,400.31.

We were graced with a Bequest from the estate of Bob and Ginney Russell for which we are most grateful.

Also included is a report of Non-budget Spending (expenses paid from Bequest/Benefaction funds as determined by the Board of Trustees (p. 37).

Respectfully submitted,

Cynthia H. Jubinville
Church Admin.

Statement of Financial Position

December 31, 2022

	<u>2021</u>	<u>2022</u>
ASSETS		
<u>Current Assets</u>		
Checking/Savings		
Peoples Checking Account	24,695.00	120,258.31
Food For Friends Checking Account	3,119.63	5,932.88
Total Checking/Savings	<u>27,814.63</u>	<u>126,191.19</u>
Total Current Assets	<u>27,814.63</u>	<u>126,191.19</u>
<u>Other Assets</u>		
Wells Fargo	<u>1,395,134.73</u>	<u>995,181.82</u>
Total Other Assets	<u>1,395,134.73</u>	<u>995,181.82</u>
TOTAL ASSETS	<u><u>1,422,949.36</u></u>	<u><u>1,121,373.01</u></u>

Fund Balance Report

December 31, 2022

		<u>Decmeber 31, 2021</u>	<u>Decmeber 31, 2022</u>
	Temporarily Restricted		
	Activities Comm.	1,399.61	3,505.45
	Reception	2,086.96	961.05
	Altar Fund	784.39	784.39
	Benefactions	45,655.00	19,754.39
	Bequests	166,513.38	98,180.08
	Building Preservation Fund	1,141.81	1,141.81
	Capital Campaign 2022	-	20,000.00
	Deacons Fund	1,210.31	1,510.31
	Denton Chapel Fund	1,796.29	1,620.15
	Event Inc./Exp.	250.00	100.00
	Concerts	2,906.00	-
	Fair	240.75	-
	Fellowship Hall Store	44.50	-
	Holiday Bazaar	61.00	5.00
	Voices of Resilience Exhibit	-	763.07
	Flower Fund	1,476.63	1,149.35
	Memorial Fund	429.26	899.26
	Mission Fund	7,093.64	4,992.35
	Christmas Eve	890.00	-
	Christmas Fund	630.00	(50.00)
	CROP	-	-
	Equal Exchange	284.99	378.99
	Food for Friends	3,197.59	6,397.85
	Center Church	156.47	156.47
	Heifer	150.00	(25.00)
	Neighbors In Need	-	50.00
	OGHS	-	-
	Other directed gifts	125.00	-
	Strengthen The Church	-	-
	Music Memorial Fund	2,084.79	1,634.79
	Next Year		
	Building Upkeep	(395.50)	-
	Insurance prepay	(792.75)	(5,681.66)
	Misc Income	(80.03)	141.01
	Payroll	3,000.00	-
	Pledges	9,310.50	27,461.35
	User	2,000.00	-
	Worker's Comp	173.00	-
	Operating Reserve Fund	3,925.51	31.51
	Payroll 2022 Bonuses	-	-
	Peterson Fund	268.01	293.01
	Promised Land Fund	1,641.02	2,225.02
	Sabbatical Reserve	6,800.00	1,600.00
	Sr. Minister Study Fund	9,972.63	4,214.69
	Unknown	200.00	-
	Window Restoration	1,967.41	1,967.41
	Women's Club	38.52	-
	Youth Program	1,127.02	1,542.02
	Total TempRest	<u>279,763.71</u>	<u>197,704.12</u>
	Total PermRest	<u>1,143,185.65</u>	<u>923,668.89</u>
	Unrestricted	<u>-</u>	<u>-</u>
	TOTAL	<u>1,422,949.36</u>	<u>1,121,373.01</u>

Statement of Activities

December 31, 2022

<u>Changes in Unrestricted Net Assets</u>		
Results of Church Operations	(24,340.93)	
Transfer fromTempRest: Operating Reserve fund	6,800.00	
Transfer fromTempRest: Benefactions: Anon	10,000.00	
Transfer fromTempRest: Bequest: Angels	7,540.93	
Change in Unrestricted Net Assets	-	-
<u>Changes in Temporarily Restricted Net Assets</u>		
Contributions	89,949.55	
Transfers from Permanently Restricted Net Assets		
Peterson Memorial Scholarship Fund	1,400.00	
Transfers from Unrestricted Net Assets		
Payroll Exp: Sr. Pastor: Study fund	15.00	
Christian Education: Adult	49.99	
Insurance	792.75	
Building Upkeep:Grounds Upkeep	395.50	
Misc. Income	80.03	
Expenditures	(128,473.15)	
Transfers to Unrestricted Net Assets		
Next Year: Pledges to Pledges: Current Year	(9,310.50)	
Next Year: User to: User	(2,000.00)	
Next Year:Workers Comp to: Payroll Exp: Workers Comp	(173.00)	
Benefactions: T. Hazen to Memorial Gifts	(2,000.00)	
Event Inc.: Holiday Bazaar to Misc. Inc: Activities	(2,076.04)	
Event Inc.: Fall Fair to Misc. Inc: Activities	(3,168.79)	
Unknown to Misc. Inc	(200.00)	
Operating Reserve fund(to reduce deficit)	(6,800.00)	
Benefactions: Anon (to reduce deficit)	(10,000.00)	
Bequests: Angels (to reduce deficit)	(7,540.93)	
Payroll 2022 Bonus to Payroll Expense: Other	(3,000.00)	
Decrease in Temporarily Restricted Net Assets		(82,059.59)
<u>Changes in Permanently Restricted Net Assets</u>		
Contributions	59,574.40	
Transfers from Temporarily Restricted Net Assets	-	
Expenditures (fees)	(10,400.31)	
Transfer to Unrestricted: Investment Income	(46,900.00)	
Transfer to Unrestricted: Investment Income:Music	(2,400.00)	
Transfer to TempRest: Peterson Fund	(1,400.00)	
Net decrease in Market Value of Trust Funds	(217,990.85)	
Decrease in Permanently Restricted Assets		(219,516.76)
<u>Decrease in Net Assets</u>		
		(301,576.35)
Net Assets January 1, 2022	1,422,949.36	
Net Assets December 31, 2022	1,121,373.01	

Statement of Activities vs. Budget

December 31, 2022

	Jan - Dec 22	Budget	% of Budget
Ordinary Income/Expense			
Income			
Investment Income			
Music	2,400.00		
Investment Income - Other	46,900.00	49,300.00	95.13%
Total Investment Income	49,300.00	49,300.00	100.0%
Memorial Gifts	2,130.00	1,000.00	213.0%
Misc. Income			
Activities Committee	5,244.83		
Misc. Income - Other	10,642.36	10,000.00	106.42%
Total Misc. Income	15,887.19	10,000.00	158.87%
Plate	7,488.10	5,000.00	149.76%
Pledges			
Current year	136,507.14	145,500.00	93.82%
Past year	645.00	2,000.00	32.25%
Total Pledges	137,152.14	147,500.00	92.99%
User Donations	30,886.00	30,000.00	102.95%
Total Income	242,843.43	242,800.00	100.02%
Expense			
Building Upkeep			
Church	22,033.86	15,000.00	146.89%
Cleaning Services	2,163.90	1,000.00	216.39%
Grounds Upkeep	1,845.26	2,000.00	92.26%
Total Building Upkeep	26,043.02	18,000.00	144.68%
Christian Education			
Adult Program	102.58	100.00	102.58%
Children's Program	797.55	1,000.00	79.76%
Youth Program	344.38	350.00	98.39%
Total Christian Education	1,244.51	1,450.00	85.83%
Contingency	74.40	400.00	18.6%
Delegates	0.00	220.00	0.0%
Diaconate			
Pulpit Supply	850.00	1,000.00	85.0%
Diaconate - Other	463.47	800.00	57.93%
Total Diaconate	1,313.47	1,800.00	72.97%
Insurance	5,842.84	6,600.00	88.53%
Membership Team	670.89	400.00	167.72%
MinExp (Milage reimb.)			
Annual Meeting Expenses	0.00	250.00	0.0%
MinExp (Milage reimb.) - Other	644.53	1,000.00	64.45%
Total MinExp (Milage reimb.)	644.53	1,250.00	51.56%
Music Team	184.00	400.00	46.0%
Office			
Copier	2,365.00		
Postage	349.16		
Supplies	782.85		
Office - Other	2,837.97	6,000.00	47.3%
Total Office	6,334.98	6,000.00	105.58%
Outreach Team	2,100.00	2,100.00	100.0%

			Payroll Expenses			
			Associate in Music	1,200.50	1,371.00	87.56%
			Caregivers	814.50	1,731.00	47.05%
			Choir Director	3,955.00	7,772.00	50.89%
			Christian Education			
			Children Director	5,230.58	5,191.00	100.76%
			Teacher	108.75	810.00	13.43%
			Youth Leader	2,747.25	3,585.00	76.63%
			Total Christian Education	8,086.58	9,586.00	84.36%
			Custodial	7,437.50	7,020.00	105.95%
			Office Manager			
			403b	1,035.80	1,036.00	99.98%
			Health Insurance	2,499.14	2,500.00	99.97%
			Office Manager - Other	34,524.32	34,525.00	100.0%
			Total Office Manager	38,059.26	38,061.00	100.0%
			Organist	7,891.88	8,213.00	96.09%
			Payroll Taxes	5,093.04	5,450.00	93.45%
			Sr.Pastor			
			Annuity	10,649.40		
			Compensation	28,066.30		
			Housing	47,999.89		
			MedIns	15,239.08		
			SP Social Security	5,820.00		
			Study Fund	1,600.00		
			Sr.Pastor - Other	0.00	109,380.00	0.0%
			Total Sr.Pastor	109,374.67	109,380.00	100.0%
			Worker's Compensation	1,472.00	1,700.00	86.59%
			Payroll Expenses - Other	0.00		
			Total Payroll Expenses	183,384.93	190,284.00	96.37%
			Proportional Giving - SNEUCC	9,000.00	9,000.00	100.0%
			Stewardship	472.41	350.00	134.97%
			Telephone			
			Cell	780.00		
			Church	1,129.41		
			Telephone - Other	2,007.03	3,400.00	59.03%
			Total Telephone	3,916.44	3,400.00	115.19%
			Upkeep Instruments	1,910.00	1,500.00	127.33%
			Utilities-Church			
			Electric	6,378.36		
			Gas	16,948.78		
			Sewer fee	280.00		
			Water	440.80		
			Utilities-Church - Other	0.00	18,000.00	0.0%
			Total Utilities-Church	24,047.94	18,000.00	133.6%
			Total Expense	267,184.36	261,154.00	102.31%
			Net Ordinary Income	-24,340.93	-18,354.00	132.62%
			Other Income/Expense			
			Other Income			
			Fund Balance Transfer	24,340.93		
			Total Other Income	24,340.93		
			Net Other Income	24,340.93		
			Net Income	0.00	-18,354.00	0.0%

Schedule of Changes in Temporarily Restricted Funds

Fund	Balance 12/31/2021	Contributions	Transfers In	Expenditures	Transfers Out	Balance 12/31/2022
<u>Activities Team</u>	2,086.96			(1,203.93)		
from TempRest:Event Inc/Exp:Fair			1,584.40			
from TempRest:Event Inc/Exp: Holiday Bazaar			1,038.02			3,505.45
Receptions	1,399.61	150.00		(588.56)		961.05
<u>Altar Fund Priestly/Conforti</u>	784.39					784.39
<u>Benefactions</u>						
Anonymous	10,000.00					
to Unrestricted (to reduce deficit)					(10,000.00)	-
T. Hazen	8,520.00	2,000.00				
to Unrestricted: Memorial Gifts					(2,000.00)	8,520.00
Laderach	27,135.00			(15,900.61)		11,234.39
<u>Bequests:</u>						
Angels	137,934.33	10,942.86		(68,005.18)		
to TempRest: Capital Campaign 2022					(10,000.00)	
to UnRest (to reduce deficit)					(7,540.93)	63,331.08
Legacy						
Fowler	17,275.08	3,900.00		(2,250.00)		18,925.08
Graham	11,303.97	8,673.95		(3,880.00)		
to TempRest:Promised Land fund					(174.00)	15,923.92
<u>Building Preservation Fund</u>	1,141.81					1,141.81
<u>Capital Campaign 2022</u>	-	10,000.00				
from TempRest: Bequest:Angels			10,000.00			20,000.00
<u>Deacons Fund</u>	1,210.31	340.00		(40.00)		1,510.31
<u>Denton Chapel Fund</u>	1,796.29			(176.14)		1,620.15
<u>Event Inc/Exp:</u>	250.00	1,468.84		(1,433.83)		
from Unrestricted:Payroll Exp: Sr. Pastor Study fund			15.00			
from Unrestricted: Christian Education:Adult			49.99			
to: TempRest:Event Inc./Exp: Voices Exhibit					(250.00)	100.00
Concerts	2,906.00	411.50				
to TempRest:Mission:Food for Friends					(205.75)	
to TempRest:Mission:Other Directed Gifts					(205.75)	
to TempRest:Operation Reserve fund					(2,906.00)	-
Fall Fair	240.75	4,837.55		(325.11)		
to Unrestricted:Misc. Income:Activities					(3,168.79)	
to TempRest: Activities Team					(1,584.40)	-
Holiday Bazaar	61.00	4,585.50		(1,571.94)		
from TempRest: Fellowship Hall Store			44.50			
to Unrestricted:Misc. Income:Activities					(2,076.04)	
to TempRest: Activities Team					(1,038.02)	5.00
Fellowship Hall Store	44.50					
to TempRest: Holiday Bazaar					(44.50)	-
Voices of Resillience Exhibit	-	6,741.15		(6,228.08)		
from: Temprest: Event Inc./Exp			250.00			763.07
<u>Flower</u>	1,476.63	666.50		(993.78)		1,149.35
<u>Memorial</u>	429.26	895.00		(425.00)		899.26
<u>Mission Outreach</u>	7,093.64			(2,101.29)		4,992.35
Christmas Eve	890.00	1,301.00		(2,191.00)		-
Christmas Fund	630.00	350.00		(1,030.00)		(50.00)
Equal Exchange Products Sales	284.99	284.00		(190.00)		378.99
Food for Friends	3,197.59	6,309.00		(3,314.49)		
from TempRest: Event Inc./Exp :Concert			205.75			6,397.85
Center Church	156.47					156.47

<u>Fund</u>	<u>Balance 12/31/2021</u>	<u>Contributions</u>	<u>Transfers In</u>	<u>Expenditures</u>	<u>Transfers Out</u>	<u>Balance 12/31/2022</u>
Heifer	150.00	25.00		(200.00)		(25.00)
Neighbors In Need	-	50.00				50.00
OGHS	-	835.00		(835.00)		-
Other Directed Gifts from TempRest: Event Inc./Exp :Concert	125.00	1,362.00	205.75	(1,692.75)		-
Strengthen the Church	-	200.00		(200.00)		-
<u>Music Memorial</u>	2,084.79			(450.00)		1,634.79
<u>Next Year</u>						
Building Upkeep:Grounds upkeep from Unrestricted Building upkeep: Grounds upkeep	(395.50)		395.50			-
Insurance pre-pay from Unrestricted: Insurance	(792.75)	(5,681.66)	792.75			(5,681.66)
Misc. Income from Unrestricted: Misc. Income	(80.03)	141.01	80.03			141.01
Payroll to TempRest: Payroll 2022 Bonuses	3,000.00				(3,000.00)	-
Pledges to Unrestricted: Pledges:Current Year	9,310.50	27,461.35			(9,310.50)	27,461.35
User to UnRest: User	2,000.00				(2,000.00)	-
Worker's Comp To Unrestricted: Payroll Exp.:Workers Comp	173.00				(173.00)	-
<u>Operating Reserve Fund</u> from TempRest: Event Inc./Exp: Concerts to Unrestricted (to reduce deficit)	3,925.51		2,906.00		(6,800.00)	31.51
<u>Payroll 2022 Bonuses</u> from TempRest:Next Year:Payroll to Unrestricted: Payroll Expense: Other	-		3,000.00		(3,000.00)	-
<u>Peterson Memorial</u> from PermRest:Peterson Trust	268.01	700.00	1,400.00	(2,075.00)		293.01
<u>Promised Land Fund</u> from TempRest:Bequest:Legacy:Graham	1,641.02	500.00	174.00	(90.00)		2,225.02
<u>Sabbatical Reserve</u>	6,800.00			(5,200.00)		1,600.00
<u>Study Fund</u>	9,972.63			(5,757.94)		4,214.69
<u>Unknown</u> to Unrestricted:Misc. Inc	200.00				(200.00)	-
<u>Window Restoration</u>	1,967.41					1,967.41
<u>Women's Club</u>	38.52			(38.52)		-
<u>Youth Program</u>	1,127.02	500.00	-	(85.00)	-	1,542.02
TOTAL	279,763.71	89,949.55	22,141.69	(128,473.15)	(65,677.68)	197,704.12

Statement of Permanently Restricted Funds

December 31, 2022

<u>Fund</u>	<u>Balance</u> <u>12/31/2021</u>	<u>Contributions</u>	<u>Transfers</u> <u>In</u>	<u>Market Value</u> <u>Changes</u>	<u>Expenditures</u> <u>(fees)</u>	<u>Transfers</u> <u>Out</u>	<u>Balance</u> <u>12/31/2022</u>
Wells Fargo fbo So. Hadley FCC	1,037,185.44			(197,783.09)	(9,436.21)		
to UnRest Investment Income						(46,900.00)	783,066.14
Dolly Denton Memorial Fund	20,375.90			(3,880.24)	(185.13)		16,310.53
Music Endowment Fund	53,218.35			(8,644.93)	(484.65)		
to UnRest: Investment Income: Music						(2,400.00)	41,688.77
Peterson Endowment Fund	32,405.96			(7,682.59)	(294.32)		
to TempRest:Peterson Fund	-	-	-	-	-	(1,400.00)	23,029.05
TOTAL	<u>1,143,185.65</u>			<u>(217,990.85)</u>	<u>(10,400.31)</u>	<u>(50,700.00)</u>	<u>864,094.49</u>
Checking - Peoples	-						
Robert and Virginia Russell Bequest		59,574.40	-	-	-	-	59,574.40
	<u>1,143,185.65</u>	<u>59,574.40</u>	<u>-</u>	<u>(217,990.85)</u>	<u>(10,400.31)</u>	<u>(50,700.00)</u>	<u>923,668.89</u>

Investment Team Sub-Committee

In 2022 the investment team members were Eliot Chartrand, Art Coffin, Bill Giles, Mary Nelson and John Hoffman. We met 5 times; twice with Wells Fargo Advisors. We were notified in October that Melody Foti had left Wells Fargo and that our advisor is now Karen Donnelly. The Wells Fargo portfolio consists of comingled funds for the Endowment (Permanently Restricted Funds) and Temporarily Restricted Funds. At present there are four Endowed funds: Undesignated, Music, Denton, and Peterson. The Wells Fargo account opened 2022 at \$1.395 million and closed the year at \$0.995 million. It should be noted that there was a significant loss in 2022 due to market conditions – the loss in value was \$218,000.

The Board of Trustees according to Church Policy determines spending amounts from these funds. Typically, 4 to 4.5% of the Endowment can be made available. In 2022, we pulled \$2400 from the Music fund to support the Music program line items and \$46,900 from the Undesignated to support general line items for a total of \$49,300 support to the operating budget. Similarly, \$1,400 was withdrawn from the Peterson Fund to support scholarships. Funds from the Denton account are withdrawn as necessary to support the Chapel projects. Similar distributions will need to be made in 2023.

In 2023 the investment team will be focused reviewing the investment portfolio for simplicity of monitoring performance and for customer service.

We thank Art Coffin for his stewardship on the investment team.

John Hoffman, Treasurer
Chair of Investment Team

**Non-Budget Spending/Fund Transfers
From Temporarily Restricted Funds
As authorized by the 2022 Board of Trustees**

From Benefactions: Laderach		
Front Sign		10,873.42
Acoustic Panels		1,844.99
Chimes		3,182.20
From Bequest: Angels		
Tree of Life Learning Center Renovations		700.00
Fire Alarm System		67,305.18
From Bequest: Fowler		
Loomis Bus to/from Worship		2,250.00
From Bequest: Graham		
Roof and Chimney work		<u>3,880.00</u>
Total		<u><u>90,035.79</u></u>

2023 Proposed Budget

	<u>2022 Budget</u>	<u>2022 Actual</u>	<u>2023 Proposed</u>
<u>Income</u>			
Investment Income	49,300.00	49,300.00	49,300.00
Misc. Income	10,000.00	15,887.19	13,000.00
Plate	5,000.00	7,488.10	8,000.00
Pledges (current year)	145,500.00	136,507.14	136,000.00
(past year)	2,000.00	645.00	1,000.00
Memorial Gifts	1,000.00	2,130.00	3,000.00
User donation	<u>30,000.00</u>	<u>30,886.00</u>	<u>30,000.00</u>
TOTAL Income	<u>242,800.00</u>	<u>242,843.43</u>	<u>240,300.00</u>
<u>Operating Expense</u>			
Office	6,000.00	6,334.98	6,500.00
Telephone/Internet	3,400.00	3,916.44	4,000.00
Contingency	400.00	74.40	400.00
Insurance	6,600.00	5,842.84	6,000.00
MinExp	1,000.00	644.53	1,000.00
Minister - Annual Meeting	250.00	-	250.00
Operating - Physical Plant			
Bldg upkeep	15,000.00	22,033.86	18,000.00
Cleaning Service	1,000.00	2,163.90	1,500.00
Grounds upkeep	2,000.00	1,845.26	1,500.00
Upkeep Instruments	1,500.00	1,910.00	1,500.00
Utilities-Church	18,000.00	24,047.94	24,000.00
Delegates	220.00	-	220.00
Proportional Giving	9,000.00	8,642.00	8,542.00
Hamp Association Dues		358.00	400.00

<u>Program Expense</u>			
Christian Education Team			
Children's Program	1,000.00	797.55	1,000.00
Youth Program	350.00	344.38	350.00
Adult Program	100.00	102.58	100.00
Diaconate	800.00	463.47	800.00
Pulpit Supply	1,000.00	850.00	1,500.00
Membership Team	400.00	670.89	500.00
Outreach Team	2,100.00	2,100.00	2,100.00
Music Team	400.00	184.00	400.00
Stewardship	<u>350.00</u>	<u>472.41</u>	<u>500.00</u>
TOTAL Programs and Operations	<u>70,870.00</u>	<u>83,799.43</u>	<u>81,062.00</u>
<u>Payroll Expense</u>			
Sr. Minister	109,380.00	109,374.67	113,480.00
Office Manager	34,525.00	34,524.32	36,251.25
403b	1,036.00	1,035.80	1,087.80
Health Insurance	2,500.00	2,499.14	2,500.00
CE Director & teacher/Youth Leader			
CE Director	5,191.00	5,230.58	5,450.55
Teacher	810.00	108.75	1,000.00
Youth Leader(s)	3,585.00	2,747.25	3,660.00
Caregivers	1,731.00	814.50	-
Custodian	7,020.00	7,437.50	7,800.00
Organist	8,213.00	7,891.88	8,624.00
Choir Director	7,772.00	3,955.00	7,350.00
Associate In Music	1,371.00	1,200.50	1,440.00
Payroll Taxes	5,450.00	5,093.04	5,500.00
Workers Comp	<u>1,700.00</u>	<u>1,472.00</u>	<u>1,600.00</u>
TOTAL Payroll	<u>190,284.00</u>	<u>183,384.93</u>	<u>195,743.60</u>
TOTAL Expenses	<u>261,154.00</u>	<u>267,184.36</u>	<u>276,805.60</u>
Projected deficit/Actual deficit	<u>(18,354.00)</u>	<u>(24,340.93)</u>	<u>(36,505.60)</u>

Nominating Team Report

Church Officers, Committee Members and Delegates		
Moderator		
Clerk	David C. Morrell, 135 Woodbridge Street, South Hadley 01075 dmorrell@mtholyoke.edu	532-1864
Treasurer	John Hoffman, 21 Red Bridge Lane, South Hadley 01075 hoffmanje3@gmail.com	535-9754
<u>Church Council Members At-Large</u>		
Open		
<u>Delegates</u>		
Randall Hyvonen	1 Spruce Run South Hadley 01075	538-4674
<u>Board of Deacons</u>		
Julie Burke	244 Greystone Ave. W.Spfld 01089	363-9433
Karen Anderson	13 Wright Place South Hadley 01075	536-0005
William Giles	136 Stony Brook Village South Hadley 01075	538-4958
Randall Hyvonen	1 Spruce Run South Hadley 01075	538-4674
Martha Guild	18 Roundelay Road South Hadley 01075	5346751
<u>Board of Trustees</u>		
William Giles	168 Stony Brook Village South Hadley 01075	538-4958
Randolph Purinton	39 Chapel Road Amherst MA	687-4343
Cynthia Morrell (non-voting)	135 Woodbridge Street South Hadley 01075	532-1864
Elliot Chartrand	114 Woodbridge St. South Hadley 01075	533-2658
Karen Anderson	13 Wright Place South Hadley 01075	536-0005
Arthur Procter	101 Pine Street South Hadley 01075	201-213-1429
Mary Nelson	163 Pleasant Street Holyoke 01040	802-735-5703
<u>Activities Team</u>		
Valerie Bonzek	353 Fuller Street Unit 20 Ludlow 01056	589-9339
Corinne Chartrand	114 Woodbridge Street, South Hadley 01075	533-2658
Patricia Landry	3 Warwick Road Chicopee 01020	356-2252
Nancy Perman	1092 James Street Chicopee 01020	265-5070
Karen Anderson	13 Wright Place, South Hadley 01075	536-0005
David Morrell	135 Woodbridge Street South Hadley 01075	532-1864
Larua Berzofsky	20 Bayon Drive Apt. 305 South Hadley 01075	908-456-3801
<u>Faith Formation Team For Children and Youth</u>		
Blake Bryan	7 Pheasant Lane South Hadley 01075	519-7420
Brittany Bryan	7 Pheasant Lane South Hadley 01075	204-6135
Sarah Smith	27 Chapel Hill Road South Hadley 01075	536-0225
<u>Human Resources Team</u>		
(Trustee Designee)	(not chosen by Nominating Team)	
Katherine Tipton	13 Brittany Road South Hadley 01075	533-4903
Brittany Bryan	7 Pheasant Lane South Hadley 01075	204-6135
Anita Sarro	39 Chapel Road Amherst 01002	374-6761
<u>Membership Team</u>		
(Clerk)	(not chosen by Nominating Team)	
Nancy Towne	6 Young Circle South Hadley 01075	536-8128
Barbara Ayers	12 Roundelay Road South Hadley 01075	533-3833
Carol White	27 Hadley Street South Hadley 01075	533-2705
<u>Outreach Team</u>		
Elizabeth Belden	20 Bayon Drive Apt. 7 South Hadley 01075	538-4057
John Hoffman	21 Red Bridge Lane South Hadley 01075	535-9754
Robert Judge	180 North Main Street South Hadley 01075	315-3179
Sharyn Kovalesky	136 Stony Brook Village South Hadley 01075	650-0049

