


First
Congregational
Church /
United Church of Christ
Burlington, Vermont

214th

Annual Meeting

May 31, 2020



May 1, 2019 – April 30, 2020

Annual Meeting Documents

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Agenda
214th Annual Meeting
First Congregational Church Burlington
May 31, 2020

Theme: Celebrating the Promise

Included in 10 a.m. morning worship service

State of the church (sermon)	Rev. Elissa Johnk
Remembrance of deceased members	Rev. Elissa Johnk
Honoring golden members	Rev. Elissa Johnk

Business agenda after 10 a.m. service (11:30 a.m.)

Call to order	Robert Backus
Declaration of quorum	Robert Backus
Invocation	Rev. Elissa Johnk

“Speaking the truth in love, we must grow up in every way to him who is the head, into Christ, from whom the whole body, jointed and knit together by every ligament in which is it equipped, as each part is working properly, promotes that body’s growth in building itself up in love.” – Ephesians 4: 15-16

Old Business

a. Approval of Minutes from the 213 th annual meeting	Linda Elrick
b. Final Treasurer’s report	Bob Wolf
c. Highlights of the last year	Simon Jorgenson

New Business

a. Adoption of May-December 2020 budget	Bob Wolf
b. Discussion and vote on the sale of the parsonage	Amy Mellencamp
c. Discussion and vote on proposed bylaw changes	Robert Backus
d. Election of Officers	Caroline Crawford
e. Pastor’s Report	Rev. Elissa Johnk

Passing the Gavel	Robert Backus
Closing Prayer and Benediction	Rev. Elissa Johnk
Adjournment	

In Memoriam

May 1, 2019 - April 30, 2020

Edward "Ned" Austin

Loren Barr

Joanna Boyle

Paul Bruhn

Gladys Cook

Lewis Gordon

Ray Harwick

Ida McNamara

June Southall

William "Bill" Stouch



Our Golden Members

January 1 – December 31, 2020

50 Years

Janet Austin

Hilah Clarke

Charlie Wolf

Mary Ann Wolf

David Bahrenberg

55 Years

Tony Hall

Kay Ryder

Richard Ryder

60 Years

Helen Park

65 Years

Janet Green

70 Years

Jackie Comstock

Ann Drennan

Betsy Isham

Membership Report

Active Membership 300

Baptisms

2019

Graham Miles Stowell

Elijah David Royer

2020

Clarke King-Wagar

Simon Elijah Michael White

Deaths

2019

Edward “Ned” Austin

Loren Barr

Joanna Boyle

Paul Bruhn

Ray Harwick

June Southall

2020

Lewis Gordon

Ida McNamara

William “Bill” Stouch

Weddings

2019

Margaret E. Elder Connors and Zachary Kelly

Victoria “Tori” Morris and Andrew Sherman





Rev. Elissa Johnk
Lead Minister

Dear Fellow Congregants,

This past year I have had the pleasure and joy of serving as the President of our congregation. For 28 years this church has been my spiritual home and its members have been especially important in my life. You have been there for me and my family in times of great joy and great sorrow. I am committed to and love the people who fill this place with life. I have been honored and happy to serve as President.

My term as President began at the annual meeting last year, shortly after Elissa started, and concludes at the annual meeting this year. It is tempting to say that the biggest event of my term has been the COVID-19 epidemic, but that is not true.

For me, the biggest event of my term is how we have grown and changed as a congregation. My term started with a positive, convivial, and sociable Annual Meeting. Elissa was brand new to us and we greeted her warmly and with open arms. In the year since, I have seen our receptiveness to her ministry and her message only increase. I find that under her spiritual guidance and teaching, we are becoming more of who we want to be. Under the current leadership, we have seen our new bylaws put into practice. I have become aware that under our new bylaws the Deacons are responsible for the work of the church and that a critical role for the Trustees is to support the Deacons. These are new roles for the Deacons and Trustees, ones that your leadership has become increasingly aware of over the last year.

COVID-19 has been a major event in my term, presenting difficulties as well as gifts. I have been thrilled to see how we have adapted to the challenges posed by this disease and how we have maintained vital, meaningful, and fully engaging worship services. I have been delighted to see how we have stepped forward to fill these virtual gatherings with our presence. I have been amazed at how we have managed, in these times of social distancing and isolation, to be a presence in the life of our greater community. I know that once we resume worshipping in the sanctuary, the lessons we have learned these last months will change how we function going forward. Already, with our new online presence, we are meeting the needs of people from Australia to California and beyond.

I believe that our existence as a church community is fundamentally important. We carry to each other and to the world a message of Christian faith and love. This message is founded in a deep respect for each individual and recognizes our preciousness as children of a living God. We also carry a message of humility in the face of the awesomeness of the world and the complexity of its problems. We do not demand that others adhere to the creeds and doctrines of which we approve, but encourage others to see the world and God's presence in it as a vision of love, embracing all of creation with the same love with which Jesus has embraced us. I am confident that for many years to come we will continue to be beacons of God's love in a world in need of that love.

Yours in thanksgiving for this chance to serve, grow and learn,

A handwritten signature in black ink that reads "Robert Backus".

Robert Backus

Annual Meeting Warning:

Pursuant to Articles VII and X, Sections 2, 4, and 5, of the BY-LAWS OF THE FIRST CONGREGATIONAL CHURCH, UNITED CHURCH OF CHRIST, Burlington, Vermont:

The Annual Meeting of the Congregation will be held following worship on Sunday May 31, 2020 at 11:30 a.m. for the purpose of:

- electing all officers, boards and committees;
- voting to accept the budget for fiscal year May 1, 2020 thru December 31, 2020, as presented by the Board of Trustees;
- limited by-law changes to accommodate the changing fiscal year; and,
- any other business which may properly come before the members assembled.

Pursuant to Article X, Section 3, a special congregational meeting will be held (at the same time) to discuss and vote on the sale of the parsonage.

**Minutes
FIRST CONGREGATIONAL CHURCH
Burlington, Vermont
213th Annual Meeting
May 19, 2019**

President Amy Mellencamp called the 213th Annual Meeting to order at 11:45 a.m.

A quorum was declared, after a meal provided by Deacons and Trustees.

Senior Minister Elissa Johnk led the group gathered in a “sung” invocation.

Ava Kelly, Director of Programs and Development, led the gathering in “Here Comes the Sun”, accompanied by Simon Jorgenson on guitar.

Topic: Approval of minutes from the 212th Annual Meeting

A motion was made by Donal Dugan to approve the minutes of the previous annual meeting. Judy Gray seconded the motion. There was no discussion. The motion passed unanimously.

Actions needed: Archive and post <http://firstchurchburlington.org/governance/>

Topic: Treasurer’s Report

Summary and Discussion:

Bob Wolf began the discussion with a quiz regarding the current status of church finances. The church had a surplus of \$4800. Pledging represents 73% of church income. 93% of pledges were paid. Other income included rentals, Pick a Party income, special holiday offerings and memorial gifts. Total operating income was

\$556,000. Salaries total 62% of income. The largest expense this year was our heating system. The Possibility Shop deserves a big “thank you” for giving \$30,000 towards this expense. “In Kind” donations (given free, e.g. Pos Shop vouchers) amounted to \$253,000.

All financial details, including the 2019-2020 budget, may be found in the “Annual Meeting Documents” handout.

Treasurers Report and Other Business:

Simon Jorgenson recited the member generated “Top Ten” list of accomplishments, including Sacred Spaces gatherings (added ten new members), increased Pick and Party income, new boilers, new coffee makers and new tenants, successful Puerto Rico and India trips, Story Slam, Carrie Bail’s Hawaiian themed farewell party, Peace Camp (coming up again this year), Fifth Sundays, very successful Senior Minister search and continued excellence in leadership, youth voice and music.

Bob Wolf presented the 2019-2020 budget. It is similar to last year’s budget. Bob mentioned REALM, our newish software system.

We have a pledging goal of \$380,000.

We are assuming an increase in rental income, a lower I & T draw, and a proposed income of \$557,000.

Staffing will remain the same, as will personnel expenses. A cost of living increase has been given to all staff.

Family leave for Elissa had to be added. The cost of hiring a full time replacement (twelve weeks) will be \$12,000. Elissa is communicating with possible candidates. This figure may be lower, depending upon whether a full time replacement is necessary.

The proposed budget deficit is approximately \$10,000.

A motion was made by Janice Claypoole to accept the proposed 2019-2020 budget. Judy Gray seconded the motion. The motion passed unanimously.

Rob Backus then presented the slate of officers.

The Board of Trustees is requesting authority to ask for delegate candidates later in the year, because of timing of conferences and meetings. A member commented that this delegate should also be attending VT Association meetings. This is one way to build connections! At present only one delegate is attending. We currently have three delegates.

Donal Dugan made a motion to allow Trustees to assign Conference delegates by August 1, 2019. Current delegates will serve until this date. The motion was seconded, and passed unanimously.

Ava Kelly spoke of church teams, and the importance of being in a relationship with team and group members. How are we best able to serve our church? She passed out sheets containing a checklist that included all the areas where help was needed. She asked that we think about this creatively, with insight into how we are

best suited to help. She asked that members check at least three boxes, and assured us that someone will get in touch. She emphasized that no team is an exclusive club.

The main focus during 2019-2020 is “welcoming”.

Senior Minister Elissa Johnk then asked for member’s thoughts about a “healthy church”, and what that consists of. Those thoughts included:

- Children
- Attractive facility
- Open door
- Smiling faces
- Activity
- Joy
- Lively music
- Flowers
- Noise!
- Coffee
- Multigenerational activities

She then talked about her ideas for a healthy church:

- Good leaders as mentors
- Participating in activities where member’s gifts are used
- Passionate spirituality
- Effective structures
- Inspiring worship
- Holistic small groups where there is connection
- Needs oriented outreach (evangelism)
- Loving relationships (encouragement, mood, trust, vulnerability).

She said that 75% to 80% of new attendees come within six months of a major life event, such as divorce, death, or a major move. We need to be welcoming and supportive. We should be walking the journey of life together!

Ava Kelly spoke about REALM, and how useful this system has become. She encouraged members to participate in REALM and discover its advantages for pledging and other online payments, as well as an easy way to join groups and look up member information. Questions? Call the Church Office.

Passing of the Gavel: Amy thanked all for their help during the past year. She then passed the gavel to Rob Backus.

“Here Comes the Sun” was sung again as the benediction.

The meeting was adjourned at 1:00 p.m.

Linda Elrick, Clerk

Treasurer's Report as of April 2020 for Operating Budget

Dear Friends,

I'll be stepping down as Treasurer of FCC this year. Thank you for allowing me to serve for the past 5 years, it's been a very rewarding experience! Mike Knauer will be taking over next year as Treasurer and I know he will do a fine job. I will miss working with leadership, a very fine staff and especially Heather Pipino who has done a fantastic job keeping the finances and me in order! She works quietly behind the scenes yet is crucial to the day to day operations of FCC in so many ways.

As I look back over the past 5 years, some of the things I'm proud to have accomplished are a more transparent budget and reporting process. You, as members, deserve a full and clear accounting of how your money is spent. Our budgets have been built in full view and our Treasurer's Report accounts for most of our income and expenses (we have a few small things to still clean up). We switched to REALM, a more powerful yet user friendly church management software system two years ago and are very pleased with its performance. We enhanced our electronic giving options knowing that this is the future of pledging and need to embrace it as COVID-19 has shown us. Operationally, we upgraded other church software platforms to Microsoft 365, a new cloud server and a new copier/printer as the other vendors were sources of frustration to staff. And as an added benefit, all of these upgrades resulted in cost savings!

So how did we do last year financially? First, let me thank you all for your generous pledging and continued support of FCC. Without your support the church wouldn't exist. As usual, finances continue to be tight yet I'm pleased to report we were able to finish the year with a slight \$14K surplus vs. a budgeted -\$17K loss due to increased Christmas and Easter giving and ½ year salary savings since Ava left....not bad considering the impact COVID-19 had on the final two budget months. Total pledges were \$350K vs. budgeted \$380K, total income was \$554K and total expenses \$540K. We didn't have any major expense surprises this year (like new furnaces!) and were able to build a beautiful new office space for Elissa too. Balance sheet-wise cash is always tight but we received an unexpected \$63K Paycheck Protection Program loan this spring which really helps us bridge our liquidity gap until the Ronald McDonald House is sold and generates investment income for us.

Next year's budget will be transitioning to a much needed calendar year model. Our current fiscal year of May 1st- April 30th doesn't work well and puts our Stewardship season awkwardly in Lent. Moving our fiscal year to January-December offers Stewardship in the more appropriate fall season and is much easier to manage bookkeeping-wise. Our budget plans for a shorter 8-month bridge-year of May 1, 2020 – December 31, 2020 so comparing next year's budget to this year is confusing. The proposed -\$25K deficit is a bit misleading due to timing differences of the 4 shorter months specifically property insurance payments/reimbursement income and Easter giving is not included to name a few, but I have confidence it will work! I am happy to say it includes a full staff including the addition of Hannah Sachs and solid funding of our programs. See you around!

Peace,
Bob Wolf

Income			
Accounts	Actual FY20	Budget	%
Revenues			
Tithes and Offerings			
Pledged Offerings	\$ 350,853	\$ 380,000	92%
Committed Gifts	\$ 4,000	\$ 8,000	50%
Donations-Unpledged	\$ 9,626	\$ 17,000	57%
Donations-Unpledged	\$ 6,224	\$ -	-
Flower	\$2,117	\$ 1,300	163%
Memorial Garden	\$ 1,605	\$ 2,000	80%
Music	\$ 100	\$ 1,400	7%
Plate Offerings-Tithes	\$ 5,334	\$ 5,000	107%
Communion Offering	-	\$ 500	-
Christmas Offering	\$ 12,169	\$ 7,000	174%
Christmas Mission	\$ 632	\$ 4,200	15%
Easter Offering	\$ 7,275	\$ 3,322	219%
Easter Mission	-	\$ 1,000	-
Per Capita Income	\$ 994	\$ 600	166%
Unrestricted Memorial Gifts	\$ 200	\$ 1,000	20%
Total-Tithes and Offerings	\$ 401,129	\$ 432,322	93%
Earned Income			
Pick-A-Party, AmazonSmile, etc.	\$ 2,711	\$ 4,980	54%
WOTC Yard Sale	\$ 1,874	\$ 2,500	75%
Gift Card Fundraisers	\$10,450	\$ 12,000	87%
Rental Income	\$ 30,075	\$ 32,598	92%
Funeral and Committal Fees	\$ 1,705	\$ 1,600	107%
Wedding Fees	\$ 1,585	\$ 200	793%
Reimbursed Income - Fees	\$ 1,325	\$ 900	147%
Insurance Reimbursement	\$ 6,300	\$ 5,700	111%
Meal Income F&H	\$ 384	\$ 1,320	291%
Parking Income	\$ 810	\$ 960	84%
Registration Fees	\$925	\$500	185%
Total-Earned Income	\$ 58,378	\$ 67,058	87%
Distributions & Transfers Income			
UCC Income – Johnk Installation	\$ 926	\$ 0	-
Poss Shop Distributions-Transfer Income	\$ 15,000	\$ 25,000	60%
I&T Distributions-Transfer Income	\$ 35,000	\$ 35,000	100%
Total-Distributions & Transfers Income	\$ 50,926	\$ 60,000	85%
Restricted Building			
Capital Campaigns (B&G)	\$27,198	\$ -	-
Capital Campaigns (Possibility Shop)	\$ 17,000	\$ -	-

Total-Restricted Building	\$ 44,198	\$ -	-
Total Revenues	\$ 554,631	\$ 559,380	99%

Expenses			
Accounts	Actual FY20	Budget	% Used
Salaries & Consultants			
Ministry Salaries	\$ 71,333	\$ 93,800	76%
Ministry Housing	\$ 26,500	\$ 26,500	100%
Ministry FICA	\$ 6,044	\$ 6,044	100%
Administration Salaries	\$ 44,152	\$ 36,530	121%
Building Salaries	\$ 17,421	\$ 30,003	58%
Music Salaries	\$ 41,207	\$ 44,542	93%
Faith Formation Salaries	\$ 21,695	\$ 31,440	69%
Consultants (1099)-Bookkeeping	\$ 27,338	\$ 39,000	70%
Consultants (1099)-Janitorial	\$ 18,135	\$ 19,240	94%
Total-Salaries & Consultants	\$ 273,825	\$ 327,099	84%
Benefits			
Health Insurance	\$ 6,222	\$ 10,482	59%
Dental Insurance	\$ 638	\$ 1,020	63%
Vision Insurance	\$ 100	\$ 200	50%
Retirement	\$ 12,005	\$ 16,772	72%
Life-Disability	\$ 1,086	\$ 1,785	61%
Total-Benefits	\$ 20,051	\$ 30,259	66%
Taxes & Insurance			
FICA Employer	\$ 10,487	\$ 13,289	79%
Workers' Comp. Insurance	\$ 3,005	\$ 3,000	100%
Total-Taxes & Insurance	\$ 13,852	\$ 16,289	85%
Professional Development			
Senior Minister Prof. Development	\$ 676	\$ 2,000	34%
Non-Clergy Professional Development	\$ 505	\$ 1,500	34%
CMC Professional Development	\$ 423	\$ 1,000	42%
Total-Professional Development	\$ 1,604	\$ 4,500	36%
Ministry Expenses			
Ministry Expense	\$ 1,263	\$ 1,500	84%
Worship Expense	\$ 1,500	\$ 1,700	88%
Flower Expense	\$ 2,382	\$ 1,200	199%
Music Expense	\$ 3,801	\$ 3,400	112%
Deacons Expense	\$ 82	\$ 150	55%
Plaques & Memorial Garden	\$ 532	\$ 2,000	27%
Stewardship Expense	\$328	\$ 500	66%

Per Capita Expense	\$ 4,079	\$ 4,200	07%
Total-Ministry Expenses	\$ 13,968	\$ 14,650	95%
Building & Grounds			
Electricity	\$ 8,650	\$ 9,000	96%
Repairs and Maintenance	\$ 16,241	\$ 20,000	81%
Natural Gas-Fuel	\$ 12,148	\$ 13,900	87%
Property Insurance	\$ 28,391	\$ 27,018	105%
Snow Removal-Lawn Care	\$ 4,499	\$ 3,600	125%
Trash and Recycling	\$ 2,720	\$ 1,670	163%
Water	\$ 3,853	\$ 3,000	129%
Total-Building & Grounds	\$ 76,503	\$ 79,188	97%
Administrative			
Postage	\$ 1,872	\$ 2,700	69%
Printing and Copying	\$ 3,742	\$ 3,700	101%
Supplies			
Office Supplies	\$ 3,477	\$ 2,700	129%
Janitorial Supplies	\$ 3,178	\$ 3,000	106%
F&H Supplies	\$ 1,164	\$ 600	194%
FF-Middle School	\$ 244	\$ 250	98%
FF-High School	\$ 13	\$ 250	0.05%
Technology	\$ 8,459	\$ 9,000	94%
Telephone	\$ 5,736	\$ 6,700	86%
Advertisements	\$ 409	\$ 500	82%
Background Checks	\$ 230	\$ 400	58%
Total-Administrative	\$ 28,524	\$29,800	96%
Programmatic Expenses			
F&H Meals-Food	\$ 3,561	\$ 2,130	167%
FF-Middle School-Food	\$ 1,102	\$ 1,000	110%
FF-High School-Food	\$ 449	\$ 770	58%
General-Mileage	\$ 683	\$ 1500	46%
FF-Middle School-Mileage	\$ 0	\$ 500	0%
FF-High School Mileage	\$ 350	\$ 3,500	10%
Book Periodicals	\$ 1,599	\$ 500	320%
UCC Delegates	\$ 0	\$ 1,000	0%
Total-Programmatic Expenses	\$ 7,926	\$ 12,400	64%
Credit Card Fees	\$ 1,739	\$ 1,900	92%
Payroll Fees	\$ 2,380	\$ 1,900	125%
Equipment and Furniture	\$ 969	\$ 2,000	49%
Miscellaneous Expense	\$ 396	\$ 500	48%
Outreach-Miscellaneous Expense	\$ 1,173	\$ 0	-
Share Christmas-Miscellaneous Expense	\$ 2,478	\$ 0	-

I&T-Miscellaneous Expense	\$ 500	\$ 500	100%
Gift Card Expense	\$ 10,978	\$ 11,400	96%
UCC-Transfer Expense	\$ 926	\$ 0	-
Mission-Transfer Expense	\$ 728	\$ 8,350	9%
UCC-OCWM Transfer Expense	\$ 15,500	\$ 15,500	100%
Neighbors in Need-Transfer Expense	\$ 898	\$ 0	-
OGHS-Transfer Expense	\$ 1,016	\$ 0	-
JUMP Transfer Expense	\$ 8,000	\$ 8,000	100%
IBUTWA-Transfer Expense	\$ 0	\$ 200	0%
Special Project Expense-General	\$ 9,707	\$ 12,000	81%
Special Project Expense-B&G	\$ 46,968	\$ 0	-
Bank Reconciliation Expense	\$ 1	\$ 0	-
Total-Other Expenses	\$ 104,357	\$ 62,250	168%
Total Expenses	\$ 540,609	\$ 576,435	94%
Net Total	\$ 14,021	(- \$17,055)	

Balance Sheet as of April 30, 2020

Accounts	Amount
Assets	
1100-Current Assets	
01-1110 General Operating Account	\$128,232.38
02-1120 Program Account	\$46,723.48
07-1140 Possibility Shop	\$78,206.32
08-1130 Pastoral Care	\$1,569.44
09-1150 Investment & Trusts Accounts	\$754,140.66
Total 1100-Current Assets	\$1,008,872.28
Total Assets	\$1,008,872.28
Liabilities & Net Assets Liabilities	
2100-Current Liabilities	
01-2110 Deferred Pledge Income Liability	\$19,585.55
Total 2100-Current Liabilities	\$19,585.55
2200-Credit Cards	
01-2200 Credit Cards-Key Bank	\$3,068.60
02-2200 Credit Cards-Key Bank	\$45.00
08-2200 Credit Cards-Key Bank	\$30.00
Total 2200-Credit Cards	\$3,143.60
2400-Long Term Liabilities	
01-242- Loans	\$63,342.00
Total 2400-Long Term Liabilities	\$63,342.00
Total Liabilities	\$86,071.13
Net Assets	
01-3100 Unrestricted Net Assets	\$1,008,872.28
02-3100 Unrestricted Net Assets	\$39,165.48
02-3200 Restricted Net Assets	\$4,892.00
07-3100 Unrestricted Net Assets	\$78,206.32
08-3100 Unrestricted Net Assets	\$1,539.44
09-3300 Unrestricted I&T Assets	\$189,171.32
09-3400 Restricted I&T Assets	\$564,074.84
Total Net Assets	\$922,801.13
Total Liabilities & Net Assets	\$1,008,872.28

Report from Lead Minister, the Rev. Elissa Johnk

Did you know that some variation of the words “wilderness” or “desert” occur nearly 300 times in scripture? Few places – whether they are physical or spiritual – are as central to Christian and Jewish understandings of how faith develops and grows. It is set aside as a place *between* – between leaving and arrival, between regret, anticipation, and realization. It is a place of transition, of intensity, of scarcity, longing, and hope, where God’s presence is palpable, and choices and changes are profound.



As you will see in the pages that follow, it has been a wilderness year at First Church – in the truest possible sense, but also the best. Our year of transitions began not only with my own arrival (starting as I did only a month before our Annual Meeting last year) but also by my own departure(!) for my parental leave in August. Over the summer we were blessed (and I don’t say that lightly) that Hilah Clarke agreed to become our new director of Faith Formation and, during the incredible, joyful, tenure of the Rev. Dr. Gary Lewis (Parental Leave Pastor), we said goodbye to Ava Kelly, our Director of Programs and Development. Shortly upon my return, we said goodbye to our Office Manager, Amara Devino, and after a short search welcomed Caroline Catlin (our Early Childhood Ministries leader) to the role. In late winter we said goodbye to Caroline Sheehan, our Elementary Ministries leader, and undertook an exhaustive, but incredibly fruitful search for a new Director of Creative Ministries. We look forward to welcoming Hannah Sachs to the position in just a few weeks!

To be done well, each of these transitions required significant and careful consideration – not just of potential candidates, but also of the roles themselves. With our bylaw changes and restructuring not yet in the distant past, and as we move into a new phase in our life together, we found ourselves asking, each time, is this the best way to meet our needs? How might our staffing better suit our structure, not just at this time, but as we hope to be in the future? In addition to these staffing changes, we are proposing a change to our fiscal year, to better match our programmatic and financial goals. These have been rigorous and consuming processes, but like most wilderness experiences, I believe we are emerging on the other side better for it. We will begin this next year not only with an excited and talented staff, but also with a better understanding of who we are and how to meet the needs of the church and community.

Of course, perhaps the largest transition has been that of the past few months. We held our last in-person worship on Sunday, March 15, before taking the extraordinary step of closing the church’s doors in response to the novel Coronavirus. As far as I can tell, the last time this happened was in the fall of 1918, during the outbreak of the Spanish Flu. Yet, unlike in 1918, we have had the remarkable capacity to continue to worship together – online! I have been amazed, but not surprised, by First Church’s creativity and adaptability in this regard. While it may have been our first-ever Easter celebrated in our own homes, I am pleased to report that by most metrics our attendance and vitality have been maintained, even as we are, to this day, physically separated from one another. The two exceptions to this are, as they often are, to our youngest and oldest populations. The older populations are inevitably more disconnected than they would otherwise be because of technology and visitation limits, and our youth, while connected, will face a postponement of their YETS

plans. It is difficult to state the impact this has on not only their lives, but also on our life together. Yet throughout this time, I have been impressed

with our resiliency. Leading this charge has been the ever-faithful Partners in Pastoral Care under the leadership of the ever-organized(!) Janice Clements. The past two months would simply not have been possible without their leadership in ensuring that each member of the congregation is contacted and remains connected with the community.

Underneath all of these transitions have been the more routine, but perhaps most meaningful aspects of our life together. We celebrated my Installation joyfully in February, thanks to the indefatigable work of our hospitality team, including (but in no way limited to) Jennie Coleman, Ellen Pine, Lucy Samara, Linda Elrick and Karan Dewar. We held a feedback session on Worship in August, went on our first Confirmation retreat in February, and undertook an ambitious Adult Education and Sermon series on creating Faithful Relationships in January. To better engage with our transient populations, this spring we constructed garden boxes on the front lawn, and to work collaboratively with New Alpha, we partnered to host an Adult-Education series on confronting and combatting racism this winter. All of these have been part of my goal, as outlined last year, to spend significant time this year concentrating on strengthening our own relationships within the congregation. This work would not have been possible without the unseen and oft-unsung work of your dedicated and talented Executive Council, led by the Presidents – Amy Mellencamp, Rob Backus, and Caroline Crawford. And while he is stepping down at the end of this year, I know you will see from Treasurer Bob Wolf's report that he has done remarkable work to simplify and ensure that our financial leadership is mission-driven. Their faith and leadership is inspiring.

Driving much of this visioning work has been the negotiations with the Ronald McDonald House for the potential sale of the Parsonage – again led by the inspired Amy Mellencamp. Should we vote to go ahead with the sale, we will be in an extraordinary position as a church – able to dream and envision who it is we want to be and how we want to go about living into God's Realm in the next century. This is a truly liminal time for First Church – when we are able to take the best of what has been, and use it to throw open the doors of possibility. To this end, I have been working with a consultant – the Rev. Andrew Nagy-Benson of Middlebury, on constructing a plan for this unique visioning work. While plans have certainly changed now, in the time of Covid, I do expect that this will remain the focus of much of our work in the next year.

The gospels tell us that, having committed himself to ministry, Jesus rose from the waters of his baptism to the proclamation of his – and our – belovedness. Immediately following, however, we are told that the Spirit "drove him out into the wilderness." We began our year together wrapped in the belovedness of a new time of ministry – the *Hallelujah Chorus* fresh on our lips from our second Sunday of worship together (Easter). But as you can see, we were quickly driven from that place into the wilderness space of new beginnings. I have no doubt that this, too, was the work of the Spirit, driving us out. And I have no doubt that in this driving out, we will arrive at a new, and more profound, understanding of our communal home.

In faith,

A handwritten signature in cursive script, appearing to read "Elisa".

Report from Director of Programs and Development

Dear Friends,

One night last June, I came running from the chapel shouting to Lucy to come quick, and bring her camera! My excitement was sparked by an incredible display of love- Peace Camp participants washing each others' feet on the front yard of the church. Just a month later, I was sitting on a farm in Iowa engaging in the same sacrament, tenderly washing my now-husband's feet as we prepared to be married. At the same moment, miles away in Puerto Rico, our high school students were dancing and singing with children as they taught and learned about peace and community. Not long after that, we were welcoming little Carolyn and (not so little) Gary, and learning how to engage our neighbors and guests with radical hospitality.

As I reflect back on our time together, these moments of love in service are what I hold most dear. Love in service is what the First Church community exemplifies and has exemplified for generations. Even now, as I join you on Sundays from down here in Australia, I am heartened by your love of each other and neighbor- the gardens you're building, the way you show up for each other even in the midst of quarantine, the communion we share with Pringles and whiskey (ok maybe that's just me... it's 10pm here!)- all of it comes as no surprise to me.

From the moment we first met, I could tell service and mission were foundational to the identity of this church. What I learned in our time together is that if service and mission are the body, the love poured through them is the breath of life. We spent much of our time exploring who we were and who God was calling us to be, and I think it is clear that She is calling us to be the loving servant of our neighborhood- reaching out and ever so gently, one foot at a time, washing the feet of our community.

Everything we did together, from Peace Camp and Noohra to Washington DC and Puerto Rico, from 10 Days of Radical Hospitality to updating every single faith formation space, from 8am worship in the chapel to 4pm hikes through the forest trails - all of it was done with great love. Now as you continue on your journey with Elissa, Hannah, and each other, I am so excited to see how this tradition of love in service will be transformed and restored again and again as you live into the church God is and has always been calling you to be.

With great love and gratitude,

Ava Bilton



Foot washing and conversation at Peace Camp in 2019.

Report from the President and Chair of the Board of Trustees



As I reviewed last year's report, so ably prepared by Amy Mellencamp, I saw that the major topic was the reorganization of the congregation's governing structure. We had just moved from a system with 22 standing committees, created in the bylaws, to having only three permanent bodies. Generally speaking, the spiritual and worship life of the congregation is entrusted to the Deacons. Finances necessary to running First Church and supporting congregational life are given to the Trustees to manage. The Pastor Parish Relations Committee is responsible for maintaining open channels of communication between our pastor and our congregation. We have created teams to help the Deacons and Trustees carry out their functions.

There are eight teams. Four teams: the Administrative Team, Buildings and Grounds, Stewardship and the Parsonage Study Group are under the umbrella of the Trustees. Four other teams: Worship, Faith Formation, Connections and Outreach work with the Deacons. These teams can be created and changed with the changing needs of our congregation. The Parsonage Study Group is a good example. It was called into being for a specific purpose and when that purpose is accomplished it will be dissolved. We have achieved stability, flexibility, and accountability.

Last year an important function of the Board of Trustees was supporting the Search Committee. This year Trustees have been supporting Pastor Elissa in her new call and helping her as she gets to know the members of this wonderful congregation and as she reaches out and invites new people into this sacred gathering.

One thing that the Board of Trustees was not involved in last year was First Church's response to the Covid pandemic. At last year's annual meeting we were many months away from even hearing about Covid. Covid has been a lesson teaching, yet again, how interconnected we are, and how small the world has become. Since Covid hit we, the Trustees, have become quite adept at using Zoom for conducting our business. That experience is what led to our deciding that this year's annual meeting must be on Zoom. Our role in meeting the challenges of Covid has been mostly supportive. The lion's share of the work has been done by Elissa, supported by Caroline Catlin, Lucy Samara and Hilah Clark as they worked together to create a meaningful worship life for us. David Neiweem has managed, despite the difficulties, to fill our services with beautiful music. Many thanks to them. Of course, critical to their success has been the involvement of so many members of our congregation in creating those worship opportunities.

A central theme for the Trustees this year was coming to understand what our new governing structure means for us and how it works. We realized that under this new structure the Deacons have a greatly expanded role. For the first time in memory functions related to our faith lives, faith development, worship, Bible study, youth and children, and others, are gathered together in one group. This helps to create a more coordinated and cohesive approach to worship, faith development and our common religious life.

During the year, the Trustees and Deacons have met as a body regularly. The meetings have helped each of these bodies know what the other is doing. They have helped us get to know each other better as individuals. I expect joint meetings will continue to be a regular part of church life. Throughout her time Elissa has stressed that committees, boards, and teams are our essential small groups. She has helped us use them as vehicles for knowing each other better, for building bonds of trust and intimacy and defining our common purposes in our lives together.

As always, we, as a congregation, depend upon the volunteer work of our members to keep the building and grounds working and running. I want to mention three (of the many) projects undertaken by volunteers. Much work was put into creating a new office for our pastor in the Stone Room and redoing the Stone Room itself as part of that work. We desperately needed a new office that is accessible and not hidden away behind narrow winding stairs. Ann Vivian and Doug Viehmann provided professional design services and coordinated the many volunteers who made that job possible. In the front yard of the church, Ann and Doug designed raised garden beds and coordinated volunteers to build them. Conspicuous in the pictures I saw of the work being done were Linda Elrick and the youth of the congregation. These boxes are part of an effort to take back control of our space in a way that is positive. The last project I want to address is the new mural that was painted by our youth and designed by the talented Elizabeth Emmett. The area covered by the mural has been frequently tagged. I anticipate that taggers will respect this artwork and leave it alone. Elizabeth will be leaving us soon for graduate school in Italy. She will be studying art. We will miss her. I wish her the best and thank her for her service. I thank all the volunteers whose work makes our lives together possible.

This past year has been one of growth and change for our congregation. We have absorbed a new governing structure. We have grown in our relationships with Elissa and each other. We have adapted to Covid. We have greatly increased lay participation in worship and are becoming a congregation lay led but guided and taught by our highly educated, competent and creative minister. We, as a congregation, have shown a remarkable commitment to First Church's mission in the world and I am confident that for many years to come we will be part of God's unfolding story.

Rob

Robert Backus, Church President



The Rev. Elissa Johnk was installed as Lead Minister on February 8, 2020.

Proposed Slate of New Officers

(Officers of the Church, Trustees at Large, Board of Deacons, and Delegates to the Vermont Conference are to be approved at the Annual Meeting per the By-Laws of the First Congregational Church)

President: Caroline Crawford

President Elect: Paul Hobbs

Past President: Robert Backus

Treasurer: Mike Knauer

Clerk: Dawn Plante

Trustees at Large: Carol Hauke, Jeff Comstock, Kirstin Worden

Board of Deacons: Amy Mellencamp, Susan Ellwood

Thank you to Members Serving on Church Teams:

Administration Team: Bob Wolf, Leader; Tony Hall, Susan Saunders, Betsy Shuey

Pastor Parish Relations: Susan Saunders, Chair; Michael Knauer, Dawn Plante, Michael Samara

Buildings and Grounds Team: Doug Viehmann, David Grace, Bobbi Holzel, Mary Hyde, Bob Wolf

Stewardship Team: Steve Hyde, Leader; Eric Davis, Thea Knight, Janice Claypoole, Dawn Plante

Worship Team: Ann Vivian, Leader; Members: Wendy Whaples Scully, Cyndy Hall; Deacon Liaisons: Gail Compton, Danielle Rochford

Faith Formation Team: Jen Jorgensen, Leader; Faith Formation Director: Hilah Clarke; Caroline Catlin, Elizabeth Emmett, Becky Johnston

Connections Team: Jennie Coleman, Steve Hyde

Partners in Pastoral Care Team: Janice Clements, Leader; Barbara Carter, Janice Claypoole, Judy Gray, Tony Hall, Carlanne Herzog, Lucy Samara, Michael Samara; Susan Saunders (Associate Member), the Rev. Elissa Johnk

Outreach Team: Louise Brewster, Steve Dumas, Betsy Freeman, Reid Willis

Parsonage Study Group: Amy Mellencamp, Chair; Bruce Hewitt, Bobbi Holzel, Elissa Johnk, Elise Polli, Kay Ryder, Doug Viehmann, Al Weldon

First Congregational Church Proposed Budget

Income		
Account #	Account Name	FY20
Donations		
4110	Pledged Offerings	\$260,000
4120	Committed Gifts	\$4,000
4130	Donations / Unpledged	\$10,000
4131	Plate Offerings / Tithes	\$5,000
4132	Communion Offering	\$0
4133	Christmas Offering	\$10,000
	Christmas Mission Offering	\$600
4134	Easter Offering	\$0
	Easter Mission Offering	\$0
4135	Per Capita Income	\$650
4140	Unrestricted Memorial Gifts	\$100
SUBTOTAL DONATIONS		\$289,150
Earned Income		
4210	Fundraisers and Events-General	\$2,000
4210	Fundraisers and Events-Deacons	\$2,600
4210	Fundraisers and Events-Mission	\$6,200
4210	Fundraisers and Events-WOTC	\$1,500
4211	Fundraisers (Non Tax Deductible)-Gift Cards	\$7,300
4211	Fundraisers (Non Tax Deductible)-High School	\$7,500
4220	Rental Income	\$21,000
	Book-Supply Income	\$200
	Meal Income-F&H	\$300
	Parking Income	\$500
	Registration Fees-Faith Formation	\$900
4252	Insurance Reimbursement	\$0
4250	Reimbursed Income	\$1,000
SUBTOTAL EARNED INCOME		\$51,000
Transfers		
4500	Disbursements / Transfer Income-Poss Shop	\$10,000
4500	Disbursements / Transfer Income-I&T	\$23,333
4500	Special Music	\$8,100
SUBTOTAL TRANSFERS		\$41,433
TOTAL INCOME		\$381,583

Expenses		
Account #	Account Name	FY20
Personnel		
5100	Salaries and Consultants	\$213,132
5200	Benefits	\$23,829
5310	FICA Employer	\$9,172
5350	Workers' Compensation Insurance	\$3,005
5411	Staff Professional Development	\$2,999
SUBTOTAL PERSONNEL		\$252,137
Ministry		
5511	Worship Expense	\$750
5512	Flower Expense	\$1,700
5513	Music Expense	\$8,100
5515	Plaques & Memorial Garden	\$500
	Committee Expenses	\$5,850
5540	Per Capita Expense	\$4,000
SUBTOTAL MINISTRY		\$20,900
Building & Grounds		
5610	Electricity	\$6,000
5620	Repairs & Maintenance	\$15,000
5630	Natural Gas-Fuel	\$5,000
5640	Property Insurance	\$22,359
5650	Snow Removal-Lawn Care	\$2,000
5660	Trash and Recycling	\$2,200
5670	Water	\$2,000
SUBTOTAL BUILDING & GROUNDS		\$54,559
Administration		
5710	Postage	\$2,000
5720	Printing and Copying	\$2,600
5730	Supplies-General	\$2,700
5730	Supplies-B&G	\$2,500
	Supplies-F&H	\$600
	Supplies-Faith Formation	\$3,925
	Supplies-Faith Formation- High School	\$1,200
5740	Technology	\$4,000
5750	Telephone	\$3,700
5760	Advertisements	\$2,300
5770	Background Checks	\$300
SUBTOTAL ADMINISTRATION		\$25,725
Programming		

5810	Meals/Food-Fellowship & Hospitality	\$3,500
5810	Meals - Faith Formation	\$1,000
	Meals - Faith Formation Middle School	\$200
	Meals - Faith Formation High School	\$300
5820	Travel - Operating (mileage)	\$500
	Travel- Middle School	\$300
	Travel- High School	\$7,500
5840	Book Periodical Expense	\$500
5891	UCC Delegates	\$1,000
SUBTOTAL PROGRAMMATIC		\$14,800
Fees & Transfers		
5912	Fees	\$2,600
5920	Equipment and Furniture	\$1,000
5930	Miscellaneous Expense – I&T	\$500
5931	Miscellaneous Expense-Gift Cards	\$7,300
5930	Transfer Expense-B&G Expense	\$2,000
5930	Transfer Expense-Mission Dept.	\$4,025
5940	Transfer Expense-Mission (pass thru)	\$6,200
5940	Transfer Expense-UCC Mission	\$10,000
5940	Transfer Expense-JUMP	\$5,400
SUBTOTAL FEES AND TRANSFERS		\$39,025
TOTAL EXPENSES		\$407,146
NET INCOME (LOSS)		(\$25,563)

Administration Team Report 2019-2020

Our Administrative Team is designed to bring together representative of our Trustees and Teams that work in the areas of church finance and personnel. In 2019-2020 we worked with staff to select a new cloud-based file storage and sharing system with software licensing (Microsoft 365) that was implemented, resulting in both reduced costs and improved efficiency. The congregation and staff are utilizing our still relatively new Realm database system in new ways and we look for use to increased use of this valuable tool in the year ahead.

- *Bob Wolf*, Chair; Tony Hall, Susan Saunders, Betsy Shuey

Pastor Parish Relations Report 2019-2020

This was a year of new beginnings for our committee. We welcomed our new minister, the Rev. Elissa Johnk, and began, in May, the process of getting to know each other and how our meetings would best work during this transition time. Each month, Elissa prepares a thorough report for Deacons about her work which she shared with us. This greatly added to our understanding of how Elissa's time and complete engagement with our church was working. Our meetings continued monthly through August, after which time Elissa left for her parental leave.

The Rev. Gary Lewis served as our Parental Leave Minister. The PPRC was made known to him and was available any time for him should he need us. Members of this committee checked in with Rev. Lewis weekly, but no formal meetings were held.

Upon the Rev. Johnk's return, regularly scheduled meetings resumed in January, with a change in meeting time to the first Tuesday of each month before Board of Deacons meetings to accommodate Elissa and baby Carolyn's new schedule!

We discussed feedback from congregants and PPRC members, as well as Elissa's increased workload due to Director of Programs and Development Ava Bilton's departure and until Hannah Sachs, new Director of Creative Ministries, arrives in June.

We also spent time discussing the kind of feedback from the congregation that should be encouraged. Communication between Parish and Pastor should be about more substantial concerns rather than small details. It is important that congregants feel they may personally approach our minister with joys or concerns, but know that PPRC members are also available to hear from them. As a result of our conversations, slight adjustments were made to the committee's description on REALM.

That statement follows:

The PPRC - Pastor-Parish Relations Committee - is a standing committee of the church that seeks to support and maintain an open and healthy relationship between the clergy and members of the congregation. Direct communication with clergy is always desirable. However, committee members may serve as a channel for feedback, whether positive or negative. The committee serves in two primary ways: As support and as a sounding board for the clergy and as a vehicle to communicate the support and concerns of the congregation to the minister. We hope that by inviting your thoughts and concerns, we might prevent misunderstanding between congregants and clergy. Our goal is to facilitate communication in hopes of reaching understanding and/or resolution. The PPRC exists in the spirit of the Great Commandment so that we may together, love God and love one another.

New beginnings, indeed. With the coming of our “new normal” during the Coronavirus pandemic, PPRC has not met, but members are available to the Rev. Johnk and the congregation to offer support via phone, Zoom, cards and letters, emails...to ensure that our church remains as vibrant and active as possible. Please feel free to reach out to any of us with your joys or concerns. Stay safe and healthy, stay involved.

Blessings to all,

Susan Saunders, Chair, Michael Knauer, Dawn Plante, Michael Samara

Building and Grounds Team Report 2019-2020

One year ago our team was focused on completing improvements to the second floor of the Education wing and the Possibility Shop kitchen. We set goals for the year of providing an accessible pastor’s office, adding members to our team, digitizing a maintenance calendar, updating our rental and building use policies, updating children’s education spaces and developing a long term building use plan. There was also discussion about security and alarm systems. I am pleased to be able to write that most of these goals have been accomplished with discussion still continuing about security and alarm systems. Turns out these electronic systems are temperamental! Elissa’s office now occupies a first floor day-lit accessible space, our maintenance calendar is managed by Derik (our building maintenance guru), we completed revised building use and insurance policies, and all three youth spaces have had facelifts.

Other work has filled our time this year, supported by a long list of volunteers. We purchased a new portable sound system, added film on the office work room windows for a more tidy appearance, had the large maple tree professionally trimmed and stabilized, created and prioritized a building project list, added a security camera on the front steps, implemented a composting system, relocated Pastor portraits to the sanctuary narthex, installed an electronic message monitor in the Midway, AND added a private office for a new tenant on the third floor.

The Covid-19 epidemic then entered our lives and demanded quick responses to policies such as social distancing and disinfection. The building has been closed for the last 2 months but your team has been hard at work responding to alarms, cleaning, fixing items, and most recently installing raised bed planters for growing vegetables to be distributed to those in need later this summer. When we are all allowed back into the building you will find refinished floors, sparkling windows, and the warm, welcoming church home we have all missed.

Doug Viehmann, David Grace, Bobbi Holzel, Mary Hyde, Bob Wolf

Ronald McDonald House

The Ronald McDonald House (RMH) has leased the First Church Parsonage for \$1 a year since 1984 to support their mission of serving as a “home away from home” for families whose seriously ill children are being treated at the UVM Children’s Hospital. In July 2018, the Ronald McDonald House expressed an interest in terminating their current lease and purchasing the Parsonage. (The lease would otherwise continue until 2033 at the \$1 per year rate.) The Board of Trustees established a study group to: evaluate their purchase offer; explore a wider range of potential options for use of the church parsonage; and, present a recommendation to the Trustees and then the Congregation for discussion and approval.

On June 2, 2019 at a special Congregational Meeting, the Parsonage Study Group reviewed the results of its work to date and recommended that First Church sell the Parsonage to the Ronald McDonald House. The congregation approved moving forward with negotiations with the Ronald McDonald House. In March 2020, the Parsonage Study Group was pleased to report back to the Board of Trustees that an agreement had been reached.

The following motion was approved to put forward to the congregation at the 2020 Annual Meeting:

Approve the sale of the Parsonage of the First Congregational Church of Burlington, Vermont to the Ronald McDonald House Charities of Burlington, Vermont for the amount of \$1.9 million, with a closing to be set within 18 months or after \$1.4 million is raised, and restricting any future use of the parsonage building and land to charitable uses only. Upon congregational approval of the agreement, the church will receive \$3,500 per month until closing, credited against the purchase price, to cover costs related to the sale with other uses to be approved by the Board of Trustees.

Key terms of the agreement as follows:

- A purchase price of \$1.9 million for the parsonage building and land. The current church property will be divided formally into two parcels, following the boundary lines in effect with the Ronald McDonald House for the past 35 years.
- A period of 18 months for the Ronald McDonald House to raise the required funds.
- A \$20,000 initial deposit, plus an additional \$100,000 deposit after \$1.0 million is raised. Both amounts will not be returned if the purchase and sales agreement does not close as expected.
- A closing after \$1.4 million is raised by the Ronald McDonald House. The Ronald McDonald House will seek financing for the remaining \$500,000, either with a third party or potentially with the church holding a mortgage for this amount.
- Amendment of our current \$1 annual lease with the Ronald McDonald House (otherwise in effect for at least 13 more years) to provide a monthly rental of \$3,500 to the church until the closing, with all such payments credited against the purchase price. Initially, these funds will pay any legal, surveyor/engineer, filing, and permit costs associated with the sale of the parsonage, expected to total \$10,000-12,000. The Board of Trustees will authorize other use of payments thereafter. The rent payments to the church are non-refundable in the event that the property sale does not occur.
- Use of the parsonage building and land restricted to charitable uses only, with rights for the church to approve any changes to the building and land in the future. The one exception to this provision is for the possible expansion (no plans at this time) of the Ronald McDonald House to serve more families. In addition to the kitchen and new family wing built in 2004, a second wing to serve even more families was envisioned at that time. The second wing was not built due to funding limitations.
- The right of first refusal for the church if for any reason the Ronald McDonald House wishes to sell any part of the property in the future.
- Use of the parsonage land in the future for playgrounds, gardens, and projects of mutual interest.

Negotiations inherently result in a compromise agreement between what is offered and the values attributed to the land. We believe that we have arrived at the best opportunity for the church given our understanding of the monetary value of the property, the value of the restrictions that we are placing on future use of the property, the value that mission and outreach holds in our church, and the value of preserving an historical building and green space.

It is important to note that the approval of the sale of the Parsonage is separate from the decision about how best to use and invest the funds received. The Boards of Trustees and Deacons will be organizing a congregational process later this year to set a vision and series of goals for the next five or more years for First Church. The vision and goals will serve to guide a representative group of members, with input from the whole congregation as well as financial expertise from the UCC and area advisors, in developing a plan for how best to use and invest the funds from the sale of the Parsonage.

We have been pleased to serve the church and believe that the sale of the Parsonage to the Ronald McDonald House provides an important legacy of stewardship and mission for the future of the First Congregational Church in Burlington. Thank you for your support, your input and feedback, and your prayers during this time of study and deliberation.

The Parsonage Study Group: Bruce Hewitt, Bobbi Holzel, Elissa Johnk, Amy Mellencamp (Chair), Elise Polli, Kay Ryder, Doug Viehmann, and Al Weldon

Stewardship Report 2019-2020

The Stewardship team of Dawn Plante, Thea Knight, Janice Claypoole, Eric Davis, and Steve Hyde (Chair) began working on this year's stewardship campaign in late January. The team selected the theme, "Celebrating the Promise, Past and Present". The team put together a beautiful brochure that highlighted worship, youth, mission and outreach and connections as essential and enduring elements of First Church. Pictures reflecting the past and the present were featured in the brochure. Quotes from members as to the impact these four elements have had on spiritual life at First Church added the desired exclamation point we were hoping for.

The campaign was introduced in April and included moments of witness during worship services from Susan Saunders, Jeff Comstock, Charlie Church and Caroline Crawford. They beautifully shared what First Church has meant to them and why they joyfully support their church.

The budget task group had prepared a budget for May through December that set a pledging goal of \$264,000. As of May 23rd \$265,000 has been pledged by 121 members and friends for the coming fiscal year ending December 31st.

Deacons Report 2019-2020

Our Deacon calendar began early last August 2019 at a summer meeting designed to get an organizational plan in place before Elissa went on parental leave. We surprised her with a small baby shower. Al Weldon ended his Deacon term and we welcomed one new Deacon, Betsy Freeman. The Rev. Gary Lewis was due to begin his brief tenure with us shortly. Ava Bilton was still to be with us until late September.

The focus of early fall was connection. "Connection" cards were placed in the pews for Sunday use. All congregants are asked to fill them out, as it provides a place for visitors and guests to make themselves known. A welcome team was being formulated to best address ways to welcome visitors. Ava worked hard to implement the "extravagant welcome" training before her departure and held several trainings on this subject as a way to kick off the connections theme. These workshops were well attended and Gary added one more in the month of October. We said goodbye to Ava in late September.

It was difficult to keep a trajectory going not knowing what Elissa's focus would be when she returned in November. Each Deacon is assigned to a particular team and most continued to stay in touch with those teams offering help and guidance. The teams connected to the Board of Deacons are: Worship Team, Faith Formation Team, Connection Team and Outreach Team. These teams, being part of the spiritual life of the church, match with the deacon's mission statement "*Acting as servants of God, we nurture the spiritual life of the church.*" The Connections Team has struggled without Ava or Elissa, and Al Weldon. Our hope is that this effort will be revitalized by the arrival of Hannah Sachs, the new Director of Creative Ministries in June.

Elissa returned in November and was greeted with great delight. Immediately, the focus turned toward Advent. As has been the custom of the last several years, the Board of Deacons assisted the Worship Team with Advent preparation of the Sanctuary. The Deacons appreciated the beautiful High School Advent Worship service led by our high school youth working closely with of High School Ministries Coordinator Elizabeth Emmett. Blue Christmas was changed from a weekday, so as to encompass the 8:00 service on Sunday December 22. The three Christmas Eve services were each very well attended. Overall, Advent was successful and full of joy.

The new year brought its own challenges, but we began January with a wonderful communion Sunday. The elements were served to the Deacons by the Rev. Johnk, all in a circle at the front of the Sanctuary, illustrating her ability to successfully *change it up*. At the time we did not understand how much we would have to change our way of worship. Our first meeting of the year made clear that the next months would be busy; the "I and Thou" sermon series on relationships and conversation groups would begin, the installation of the Rev. Johnk on February 8, and Lent shortly after that. We also worked on the definition of what it means to be a Deacon.

Deacons and Trustees continued to stay connected through two very productive joint meetings. Topics included revisioning of our celebration of the past, reclaiming our front lawn, candidates for officers of the church, deacons and trustees, and bylaw changes. We then broke out into groups to discuss;

- One new way to be the church;
- One way to prioritize connecting with folks during "Stay at Home:"
- One new thing we have been doing differently that we hope to keep.

During a time of stay in place, and social distancing, as Deacons, we joined with PIPC to reach out to each of our members at least once a week. We did this to connect to our congregation, make sure needs were being met, and help in any way possible. This helped to forge new bonds as well as connecting with old friends.

As we look forward to being able to be together as a congregation in the sanctuary, we are thinking about what that will look and feel like. The Board of Deacons is here to serve and nurture the spiritual life of the church.

Respectfully,

Hilah Remick Clarke, Chair of the Deacons

Worship Team Report 2019-2020

Our team met monthly from August until the Covid-19 Pandemic response required everyone to stay at home beginning in mid-March. We planned and provided leadership for lay-led worship services in September and December. We planned and installed festive and seasonal additions to the Sanctuary for Reformation Sunday, Advent, Christmas, Epiphany, Transfiguration Sunday, Lent, and Easter.

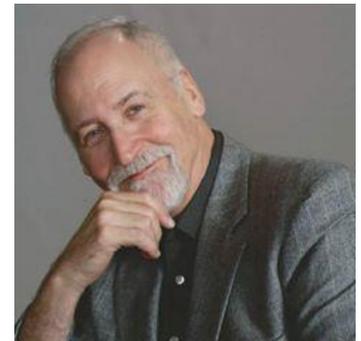
We provided support for farewell Sundays celebrating Ava Bilton's and the Rev. Gary Lewis' ministries among us, and of the Rev. Johnk's return from maternity leave in November. In January we provided leadership for the Martin Luther King Sunday worship and support to guest preacher the Rev. Mark Hughes.

During the continuing Pandemic individual members of the Worship Team have participated in and helped Elissa prepare weekly worship. We are so fortunate and grateful that Elissa has been willing and more than able to pull together high quality and meaningful digitally streamed worship every week during the continuing shut down! Conversation is now beginning on how to safely re-open the church building and again offer in-person worship in the Sanctuary as well as daily access to services while we continue online worship for those remaining at home. The Worship Team looks forward to a time when we can again greet people and worship together in person, but we are also excited to help incorporate many of the new opportunities to reach beyond the physical walls of our building that technology now makes possible.

Worship Team - Staff: Rev. Elissa Johnk; Members: Wendy Whaples Scully, Cyndy Hall; Deacon Liaison: Gail Compton, Danielle Rochford; Team Leader: Ann Vivian

Music Report 2019-2020

To paraphrase the Psalm: Praise God for mighty deeds; praise the surpassing greatness of God. Praise God with iPhone and iPad. Praise God with Zoom and cameras. Praise God with the internet. Praise God with "volume up" and "mute my microphone" buttons. Praise God with FaceTime. Let all who have breath make inanimate instruments praise God!from the "new Psalms of David" ;-)



Last year at this time, I wrote "The music program at First Church is very different from the program that was offered in 1805, 1905 or 2005". This year, I would like to convey that the more things change, the more they stay the same. What a year, dominated by the rapid shift to new modes of forming and nurturing community through worship!

Each new semester at the local college where I teach, I begin the work with student singers with the phrase "the real instrument we are playing is the heart of the listener". (Honestly, even *I* think that phrase is kinda corny). However, every semester more than one student throws that phrase back at me somewhere along the way – and I keep it in my repertory. This season, of all seasons, I have benefitted greatly from the meaning and intention of those words every day in my interactions from afar with people who seek community, discipline, comfort, solace and meaning through music.

The greatest love triangle is the one between us, our Creator and Creation itself. Whether we are banging a cymbal, blowing a horn, playing a timbrel, guitar or organ, or pushing buttons, recording sound, using instruments of technology, it is we who are trying to connect from our hearts to others nestled in the heart of God.

At the core of our experience is connection and praising what can be done through Christian community. We need “us”. Never has this been more clear than in this time of social distancing. This year while we embrace the excitement of new leadership in our church family, we are challenged to keep together in ensemble and find the voice to tell the world of our abundant joy. To continue to comfort and support the needy, and extol the virtues of disciplined and harmonious community.

It is easy to see what we miss. We miss human touch, we miss the sounds and sights, smells and tastes of our regular gatherings. What we have in abundance, however, is the one thing we really need: heart. The musical offerings during the past year have been great, but the musical offerings since mid-March when we went “on-line” with worship have inspired so many of our members to delight our hearts through guitar solos, family bands, children’s choir events, bells, piano, organ, singing and JOY. The emotional connection we seek in our church family has never been more poignant than in these worship services.

My word is gratitude.

- To all my colleagues on the staff, but particularly to Ana Ruesink, Jennie Coleman, and Laura Elder Connors.
- To each and every singer or instrumentalist who has moved me over the past few months as I have been home in my pajamas watching worship on the internet.
- To the wonderful members of this community who have devoted hours of writing notes, checking in, making meals, making masks...the list goes on.

A sacrament, said St. Augustine in the 5th century, is “an outward and visible sign of an inward and invisible grace”. With each note sung, chord played, meal made, phone call, we display in our hearts the sacramental love that we have learned from each other. Invisible, inward grace. In harmonious community. The essence of music – the playing of the heart of the listener – has never been more glorious at First Church as it has been this year.

- *David Neiweem*, Director of Music

Austin Handbell Choir 2019-2020

This past year has been one to put in the history books. Our handbell choir started the year out strong, but as the months progressed changes certainly came about. Less rehearsals, less church appearances... and finally coming to a temporary halt.

We were delighted to have Judy and Karl Doerner grace us with their solo and duet ringing on multiple occasions. More recently we have been lucky enough to be a part of the online church service. It’s a blessing to be a part of this fantastic church family. The time, treasures and especially the talents within this community are truly never ending!!

This past year the Austin Handbell's lost an important figure to our bell and church family. Edward "Ned" Austin passed away this past fall. Our choir had the honor of playing at Ned's funeral. We were delighted when his family members had an opportunity to see and try playing the handbells. Some of them for the first time. We take pride in knowing that their family legacy will continue to bring musical enjoyment to our church community for many years to come.

A delightful note... we had the opportunity to work with the younger children during the Christmas season. Their first performance was on Christmas Eve. I am looking forward to working with our children once our church school programs begin again.

As always, we would love to have new ringers join our ranks or here's hoping some of our older ringers might return. Thank God spring is eternal... we are all looking forward to being back together, sharing our stories of being apart, and making music together once again.

God Bless you!

Jennifer Coleman, Director, Austin Handbell Choir

Faith Formation Report 2019-2020



The Faith Formation Team has had many changes this year.

The Faith Formation team's mission is: To encourage spiritual growth and curiosity, To foster Christian community and connection, To nurture faith, hope and love for all... so all will feel supported on their journey towards one beautiful and joyful creation.

This year's Faith Formation Goal was to develop cohesive programming between the different age groups within Faith Formation. We also developed an overarching goal for each age group, listed below:

- Nursery (0-2 yrs): To see to their physical needs, and to ensure that they know God's love through God's family.
- Preschoolers (3-5 yrs): To engage their imagination and sense of wonder at God's creation.
- Elementary (K-5th grade): To engage their interests, to encourage their trust in God's character and to experience God's family.
- Middle School (6th-8th grade): To affirm their personal journey, to own their own faith and to value a faith community.
- High School Children (9th-12th grade): To mobilize their passion, to keep pursuing authentic faith and to discover a personal mission both in the community and in the world.

Below is a list of the highlights from each area of Faith Formation during the 2019-2020 year:

Nursery/Preschool

1. Caroline Sheehan added birch tree murals to the preschool keeping with our creation theme.
2. We welcomed 3 new infants to our nursery.

Elementary School Age Children

1. We began the year continuing with the Orange curriculum exploring the themes of God's Love, Patience, Putting Others First, and Perseverance.
2. And SUDDENLY! We participated in the 2019 Christmas pageant as shepherds giving gifts to the baby.
3. Covid-19 arrived and we switched up our curriculum to include Zoom Storytime and worship videos.
4. We said goodbye to Caroline Sheehan and wished her well in her new role at the Lund Home.

Middle School Youth

1. In Sunday School, Middle School youth looked at the Bible and what it means to us today. Ava Bilton kept writing the curriculum for the middle schoolers from Australia.
2. They wrote (with Ava's help) and performed the Christmas Pageant. A time travel tale of a world in need, looking for a way to save our troubled Earth, that led Lincoln to Bethlehem and the Holy Family.
3. Youth Group met monthly for service and fun. Here are a few highlights: helping to cook and serve meals for the Chicken and Biscuit Luncheon and Advent Dinner; wreath decorating; making sandwiches for Small Potatoes. Our service projects were cut short by the onset of Covid-19/

High School Youth

1. In June 2018, eight high school youth, adult leaders Andy Barker and Elizabeth Emmett, went to Puerto Rico for our annual Youth Experiences in Travel and Service (YETS) trip. While there they worked with kids around the island teaching them about Peace and Ubuntu through creative and active activities.
2. In December, we used scripture from the book of Luke to lead our annual Advent service, connecting the apocalyptic hope of Jesus' time to the fear and hope of our world today.
3. Youth Sunday 2020 was centered around the theme "We are together even though we are apart." We broke down individual sections of the service, questioning old traditions to find new understandings of purpose.

Peace Camp Peace Camp successfully kicked off in July of 2019 with many participants from First Church. We met for five nights of intergenerational meals, storytelling, faith-based creative and active activities, and music. Peace Camp 2020 is on hold until we can gather safely.

Faithfully submitted by the Faith Formation Team Leader, Jennifer Jorgenson, and Faith Formation Director, Hilah Clarke

Connections Team Report 2019-2020

In 2019 our team began operating on the premise that We, as a church, wanted to become more open and hospitable to our current and new members; as well as any new individuals or families entering our doors. Focusing on the *meet and greet* was our plan!

Taking a page from our older operating style, we began to re-implement some of those face to face practices the church had stepped away from. With the assistance of Fellowship and Hospitality team we were able to bring back our coffee hour, now with new "green" mugs, to aid with the church's green initiative. Our various

teams had representatives available to assist with questions or concerns for our new member and visitors. We reintroduced our new updated communication clip boards in the church pews. These allow both first time visitors and members to sign in, get to know who is sitting around them, and sign up for lectures, meetings, group activities or request specific information.

This is only a small piece of what we hope to accomplish. We are still building our team, testing the waters for new projects, trying to improve on our one to one communications skills and become a more open and loving community both inside our church walls and beyond.

We look forward to working together again. Once we can gather and share ideas... I'm sure there are going to be a lot of creative ideas coming out of what we have all been experiencing recently. "Ways to connect with one another...that's right up our ally"! Thank you all for the willingness to grow, share and offer what we have so graciously with others.

Until we meet again, God Bless You.

Jennifer Coleman

Women's Fellowship (WOTC) Report 2019-2020

The Women's Fellowship once again hosted an ALL CHURCH YARD SALE. This was our third year! Over the last three years, the yard sales have raised \$6400 to be offered towards the operation of the church's budget! We have dedicated the first \$2500 raised each year to be applied to the budget, our first year fell a bit short, but year two we accomplished the full amount. This last summer our event fell on one of the hottest days of the year. We moved almost everything into, and onto, the first floor of the church. Outdoor items, camping, sporting goods, tools, furniture and, believe it or not, our grill were the only items outside. It was enough to let the public know we were still open to having a great adventure!! Our numbers didn't quite match the years prior, but we did raise just over \$1,800 that was then given to the church. We are planning on a July 17th, 2020 sale IF all goes well. We will keep you informed.

In the fall we did host our Annual Chicken and Biscuit Dinner and Harvest Bazaar; this still remains our largest annual fund raiser. The funds from this event allow us to continue to support programs that are near and dear to our hearts. We continue to aid in camp and school scholarships, support the Minister's pastoral care fund, and assist the individual needs that arise for our members and community at large.

Women's Fellowship involves all ages, young and old, and everywhere in between. If you have a special project or person you would like to hear lecture... please bring it to our attention. We are always looking for ways to expand our reach and involve everyone around us. You think something might make a cool trip or adventure... I bet there are others out there that would think so too!!

We look forward to having a new and vibrant season. We'll be looking for you to join us for all the up and coming events!!

Sincerely,

Jennie Coleman

Partners in Pastoral Care Report 2019-2020

The pastoral care team, known as Partners in Pastoral Care (PIPC), was formed seven years ago. Members include, the Rev. Elissa Johnk, Lead Minister, and committed church members Barbara Carter, Janice Claypoole, Janice Clements, Carlanne Herzog, Tony Hall, Judy Gray, Lucy Samara, Michael Samara and associate member, Susan Saunders. Under the oversight of the Board of Deacons, each member has signed a confidentiality pledge and all communications among members of PIPC are kept confidential. We are committed to the values of caring, compassion, concern, competence, collaboration, and creativity. PIPC meet bi-monthly and serve as a clearing house for identified care or concern needs within our congregation. Continuous confidential communication is shared among the team members between formal meetings. PIPC is enhanced by a network of other member volunteers, known as *Friends at First*, who provide meals, phone calls, rides to church worship services and events, participate in our church prayer tree and make home visits. The Rev. Johnk and trained hospital chaplain Michael Samara, along with trained Stephen Minister, Tony Hall, visit those in hospitals or in care facilities on request from individuals or family members. Both Michael Samara and Carlanne Herzog have Masters degrees in counseling, and Judy Gray has a Masters degree in nursing. Carlanne Herzog, Barbara Carter and Janice Claypoole are also trained Stephen Ministers. In addition to calls and visits, we reach out in support to members in bereavement by sending a series of 4 booklets about the grief journey accompanied by personalized notes. PIPC maintains the blue prayer request cards found in the pews, the weekly printed list of Celebrations and Prayers and a list of those who offer prayers in a prayer tree. An up-to-date list of community resources is maintained and PIPC can link those requiring some assistance with the appropriate agency.

In the unprecedented challenges presented to our community by the novel Corona virus (COVID-19), PIPC and the Deacons mobilized 35 volunteers to reach out and call or otherwise contact every known member of the church. This continued on a weekly basis throughout the time of the State of Vermont's orders to Stay Home and Stay Safe. Old friendships were renewed, needs identified and met. Those who were contacted as well as those who made the contacts were gratified by the opportunities for a new kind of community.

PIPC continues efforts to expand opportunities for those who would like to provide rides, meals, prayers, phone calls and other identified needs. Our goal is to link people who wish to help with others who have an expressed need. Each year we invite members of the congregation to stay in touch with (snowbird) members who live elsewhere in the winter.

How can you help? Let us know if you or someone you know would benefit. Join the list of people willing to:

- provide an occasional meal
- donate money to a fund to provide ingredients for others who are able to make meals
- make a phone call to a housebound member
- send notes or cards
- make a home visit
- add your name to the prayer tree
- provide a ride for someone wanting to get to a church event.



Prepared by PIPC Team Leader, *Janice Clements*

Outreach Team Report 2019-2020

During the 2019-2020 year the Outreach Team continued to assess outreach-related efforts to determine continued relevance, member interest, and member support. Adjusting to the departure of staff Ava Kelly and the later arrival of Reverend Johnk, we focused on existing, widely-supported efforts and to responding to special needs when possible. The committee meets monthly to plan, organize, and coordinate our work.

Our **GOALS** continued to be:

- To respond to significant local needs such as poverty, homelessness, hunger, and refugee assistance;
- To promote awareness and support of local national, and international ministries of the United Church of Christ;
- To provide the congregation with opportunities to share their time, talents, and resources;
- To coordinate special offerings;
- To advise the Trustees on the Church's budget;

BUDGET

The church's operating budget, supported by member pledges, funds two core Outreach efforts: the *Our Church's Wider Mission Fund* of the VT Conference UCC, and the Joint Urban Ministry Project (JUMP). In 2019-20, we contributed \$15,000 to the UCC OCWM Fund. The UCC allocates 70% of this fund to support and resource VT congregations and 30% to national UCC efforts. Support from the 2019-20 operating budget for JUMP was \$8,000, in addition to office space, access to parking, and volunteer participation. Beyond these two core efforts, the church operating budget provides some funds for staff travel, food, supplies, and security in support of Outreach activities. Additional Outreach work is supported by member donations of time, talent, and funds outside of the church budget.

PROGRAMS

The Outreach Team promoted four special offerings in 2019-2020:

- One Great Hour of Sharing (June) to support UCC Disaster, Refugee and Sustainable Development Ministries - \$1016 in 2019-2020.
- Neighbors in Need special offering (October) to support UCC ministries of justice and compassion - \$898 in 2019-2020
- Christmas Mission Offering to support a designated local mission partner. In 2019-20 this was \$632 for Vermont Interfaith Action.
- The Easter Offering was set up differently this year due to the timing of the Covid-19 restrictions. The Easter Offering was *tithed* (10%) to the recipient selected by our Outreach Team: Vermont's "Justice for All (JFA)." Our contribution to JFA totaled: \$727.50.

In September, Outreach sponsored a week of *Radical Hospitality*, including a "Do Good – Feel Good" Saturday service day. We organized opportunities for teams to help with projects at Dismas House, Habitat for Humanity, COTS, and Ronald MacDonald House. About 30 church members participated in this work.

The Team sponsored an October Lunch-n-Learn presentation by UVM Professor Nikki Khanna on the topic "White Privilege" which attracted about 30 attendees and prompted lively discussion. We held a second

Lunch-n-Learn in January by UVM Professor Pablo Bose on the topic of Immigration, which also was well attended.

In November and December we coordinated FCCB's Share Christmas tradition of providing gifts through local service agencies and to families in need. This year's effort raised over \$4300 from more than 40 donors. We provided gifts to clients of Dismas House, King Street Family Center, COTS, and Small Potatoes, as well as for eight individuals and families. Church members continue to generously support this long-standing and beloved tradition. Also in December, we promoted a special Christmas Mission Offering designated for Vermont Interfaith Action.

In April, in support of the Covid-19 lockdown and social distancing processes in VT, the Outreach Team organized a mask-making effort. About 10 church members contributed materials and sewing talent to produce nearly 150 masks for senior residences, some church members, and several mission partners.

Throughout the year the Outreach Team continues to encourage members to be involved with a number of long-standing local partners, including:

Possibility Shop – volunteer-run thrift shop located in the church

JUMP – interfaith outreach program located in the church and addressing a variety of needs of low-income Vermonters – www.jumpvt.org

Pro Bono Legal Clinics – free and confidential legal advice from First Church member attorneys.

Small Potatoes – Saturday interfaith community breakfast and bag lunch program for low-income

Dismas House – prepare and share dinner monthly at residence for recently-released inmates

Vermont Ibutwa Initiative – administrative and volunteer support, and periodic use of space for this program for education, health care access, and livelihood opportunities in the Democratic Republic of Congo.

The Outreach Team offers our deep thanks for the continued support of the congregation to enable us all to be the "hands of the church" in the community. The many contributions of generous and talented members strengthen our church and the larger community.

Respectfully, The 2019-20 Outreach Team: *Louise Brewster, Steve Dumas, Betsy Freeman, Reid Willis*



A mural painted on the Orchard Terrace side of First Congregational Church by our high school youth.

First Congregational Church Staff

Minister

Rev. Elissa Johnk
Lead Minister

Administrative/Operations Staff

Heather Pipino
Finance Consultant

Caroline Catlin
Office Manager

Derik Breen
Buildings and Grounds Staff

Music Staff

David Neiweem
Director of Music

Ana Ruesink
Youth Choir Director

Laura Elder-Connors
Children's Choir Director

Jennifer Coleman
Director of Austin Chimers Bell Choir

Janitorial Staff

Derik and Carole Breen

Program Staff

Ava Kelly
Director of Programs and Development
October 2017 – August 2019

Lucy Samara
Communications Coordinator

Hilah Clarke
Faith Formation Director

Elizabeth Emmett
High School Ministries Coordinator

Becky Johnston
Middle School Ministries Coordinator

Caroline Sheehan
Elementary Ministries Coordinator
Fall 2018 – February 2020

Caroline Catlin
Nursery Ministries Coordinator

Security Staff

Brian Bing

Becky Johnston

Caroline Catlin

**FIRST CONGREGATIONAL CHURCH
PERFORMANCE ANALYSIS**

INDEX	Feb 1, 2019 - April 30, 2020	Jan 1, 2020 - April 30, 2020	May 1, 2019- April 30, 2020	May 1, 2017 - April 30, 2020
Standard & Poors	-9.26%	-9.29%	0.86%	9.04% per year
FCC Domestic Equity Mutual Funds	-8.11%	-7.92%	0.81%	9.61% per year
Balanced Index (50% S&P/50% AGG)	-3.29%	-2.32%	4.98%	6.03% per year
FCC Balanced Funds	-10.01%	-10.75%	-3.87%	2.96% per year
iShares Core US Agregate Bond Index AGG) Bonds	2.14%	4.21%	7.84%	2.34% per year
FCC Fixed Income Mutual Funds & Bonds	1.34%	2.69%	7.29%	4.11% per year
EAFE	-15.95%	-17.73%	-12.79%	-2.96% per year
FCC International Equity Mutual Funds	-4.59%	-6.03%	2.61%	9.78% per year
Benchmark Return	-7.50%	-7.37%	0.19%	5.47% per year
Total Portfolio Return IRR	-6.65%	-6.70%	0.80%	7.08% per year

PORTFOLIO ALLOCATION SUMMARY AS OF APRIL 30, 2020

	MARKET VALUE	04/30/20 ALLOCATION	CURRENT TARGET ALLOCATION	LONG TERM TARGET ALLOCATION	COMMENTS
Domestic Equity Mutual Funds & Stocks	\$380,244.08	52.52%	50.00%	60.00%	
International Equity Mutual Funds & Stocks	\$76,345.83	10.54%	15.00%	15.00%	
Total Equity Funds & Stocks	\$456,589.91	63.06%	65.00%	75.00%	
FCC Balanced Funds	\$141,633.67	19.56%	10.00%		
Fixed Income Mutual Funds	\$86,740.78	11.98%	10.00%	10.00%	
Corporate & Government Bonds	\$0.00		5.00%	10.00%	
Total Fixed Income Funds & Bonds	\$86,740.78	11.98%	15.00%	20.00%	
Cash & Equivalent	\$39,042.72	5.39%	10.00%	5.00%	
Total Portfolio	\$724,007.08	100.00%	100.00%	100.00%	

PERFORMANCE REPORT
NET OF FEES
First Congregational Church of Burlington
From 01-31-20 to 04-30-20

Portfolio Value on 01-31-20	783,447.08
Contributions	0.00
Withdrawals	-7,700.00
Realized Gains	0.00
Unrealized Gains	-55,469.87
Interest	130.08
Dividends	3,599.79
Portfolio Value on 04-30-20	<hr/> 724,007.08
 Average Capital	 778,578.19
Total Fees	0.00
Total Gain after Fees	-51,740.00
IRR for 0.25 Years	-6.65%

PERFORMANCE BY SECURITY INCLUDING ACCRUED INTEREST

First Congregational Church of Burlington

Discounted Cash Flow Method

From 01-31-20 To 04-30-20

Security	01-31-20 Market Value	Realized Gains	Unrealized Gains	Interest Dividends	IRR +Fees	04-30-20 Market Value	Pct. of Assets
MUTUAL FUNDS							
MUTUAL FUNDS - FIXED INCOME							
Dodge & Cox Income Fund	55,783.14	0.00	-132.97	508.89	0.67	56,159.06	7.76
Federated Short-Intermediate Government Tr	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fidelity Government Income Fund	6,163.96	0.00	300.12	22.04	5.23	6,486.11	0.90
Vanguard Short Term Federal Investor Shs	23,643.78	0.00	329.48	122.35	1.91	24,095.61	3.33
	85,590.87	0.00	496.63	653.28	1.34	86,740.78	11.98
MUTUAL FUNDS - BALANCED							
American Cap Inc Builder A	68,954.16	0.00	-7,426.55	549.44	-9.97	62,077.04	8.57
American Inc FD of America A	88,431.27	0.00	-9,507.39	632.75	-10.04	79,556.63	10.99
Dodge & Cox Balanced Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	157,385.43	0.00	-16,933.94	1,182.19	-10.01	141,633.67	19.56
MUTUAL FUNDS - DOMESTIC EQUITY							
Fidelity Contrafund	192,039.29	0.00	-7,355.99	1,330.56	-3.14	186,013.86	25.69
Vanguard 500 Index Admiral	1,457.62	0.00	-140.83	5.77	-9.27	1,322.55	0.18
Vanguard Index 500 Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Vanguard Windsor II	106,946.37	0.00	-14,647.33	0.00	-13.70	92,299.05	12.75
Washington Mutual Invs Fd Inc	113,337.96	0.00	-13,218.17	488.83	-11.23	100,608.62	13.90
	413,781.24	0.00	-35,362.32	1,825.16	-8.11	380,244.08	52.52
MUTUAL FUNDS - INTERNATIONAL EQUITY							
Vanguard Windsor International Growth	80,016.06	0.00	-3,670.23	0.00	-4.59	76,345.83	10.54
	80,016.06	0.00	-3,670.23	0.00	-4.59	76,345.83	10.54
MUTUAL FUNDS Total	736,773.60	0.00	-55,469.87	3,660.63	-7.03	684,964.36	94.61
CASH AND EQUIVALENTS							
		[Fees]					
Fidelity Cash Reserves	29,440.58	0.00		46.46	0.16	29,487.04	4.07
Fidelity Government Money Market	17,221.36	0.00		22.74	0.18	9,544.10	1.32
Vanguard Federal Money Market Fund	11.54	0.00		0.04	0.35	11.58	0.00
	46,673.48	0.00		69.24	0.17	39,042.72	5.39
TOTAL PORTFOLIO	783,447.08	0.00	-55,469.87	3,729.87	-6.65	724,007.08	100.00

PERFORMANCE REPORT
Discounted Cash Flow Method Net of Fees
First Congregational Church of Burlington
From 12-31-19 to 04-30-20

Portfolio Value on 12-31-19	783,992.65
Contributions	0.00
Withdrawals	-7,700.00
Realized Gains	0.00
Unrealized Gains	-56,076.34
Interest	190.98
Dividends	3,599.79
Portfolio Value on 04-30-20	724,007.08
Total Fees	0.00
Total Gain after Fees	-52,285.57
IRR for 0.33 Years	-6.70%

PERFORMANCE BY SECURITY INCLUDING ACCRUED INTEREST

First Congregational Church of Burlington

Discounted Cash Flow Method

From 12-31-19 To 04-30-20

<u>Security</u>	<u>12-31-19 Market Value</u>	<u>Realized Gains</u>	<u>Unrealized Gains</u>	<u>Interest Dividends</u>	<u>IRR +Fees</u>	<u>04-30-20 Market Value</u>	<u>Pct. of Assets</u>
MUTUAL FUNDS							
MUTUAL FUNDS - FIXED INCOME							
Dodge & Cox Income Fund	54,921.92	0.00	728.24	508.89	2.25	56,159.06	7.76
Federated Short-Intermediate Government Tr	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fidelity Government Income Fund	6,032.35	0.00	421.00	32.77	7.52	6,486.11	0.90
Vanguard Short Term Federal Investor Shs	23,512.31	0.00	460.96	122.35	2.48	24,095.61	3.33
	<u>84,466.57</u>	<u>0.00</u>	<u>1,610.20</u>	<u>664.01</u>	<u>2.69</u>	<u>86,740.78</u>	<u>11.98</u>
MUTUAL FUNDS - BALANCED							
American Cap Inc Builder A	69,580.51	0.00	-8,052.91	549.44	-10.78	62,077.04	8.57
American Inc FD of America A	89,121.54	0.00	-10,197.66	632.75	-10.73	79,556.63	10.99
Dodge & Cox Balanced Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	<u>158,702.05</u>	<u>0.00</u>	<u>-18,250.57</u>	<u>1,182.19</u>	<u>-10.75</u>	<u>141,633.67</u>	<u>19.56</u>
MUTUAL FUNDS - DOMESTIC EQUITY							
Fidelity Contrafund	188,061.33	0.00	-3,378.03	1,330.56	-1.09	186,013.86	25.69
Vanguard 500 Index Admiral	1,458.20	0.00	-141.42	5.77	-9.30	1,322.55	0.18
Vanguard Index 500 Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Vanguard Windsor II	108,616.95	0.00	-16,317.90	0.00	-15.02	92,299.05	12.75
Washington Mutual Invs Fd Inc	114,816.38	0.00	-14,696.59	488.83	-12.37	100,608.62	13.90
	<u>412,952.86</u>	<u>0.00</u>	<u>-34,533.95</u>	<u>1,825.16</u>	<u>-7.92</u>	<u>380,244.08</u>	<u>52.52</u>
MUTUAL FUNDS - INTERNATIONAL EQUITY							
Vanguard Windsor International Growth	81,247.85	0.00	-4,902.02	0.00	-6.03	76,345.83	10.54
	<u>81,247.85</u>	<u>0.00</u>	<u>-4,902.02</u>	<u>0.00</u>	<u>-6.03</u>	<u>76,345.83</u>	<u>10.54</u>
MUTUAL FUNDS Total	<u>737,369.34</u>	<u>0.00</u>	<u>-56,076.34</u>	<u>3,671.36</u>	<u>-7.11</u>	<u>684,964.36</u>	<u>94.61</u>
CASH AND EQUIVALENTS							
		[Fees]					
Fidelity Cash Reserves	29,408.34	0.00		78.70	0.27	29,487.04	4.07
Fidelity Government Money Market	17,203.43	0.00		40.67	0.30	9,544.10	1.32
Vanguard Federal Money Market Fund	11.54	0.00		0.04	0.35	11.58	0.00
	<u>46,623.31</u>	<u>0.00</u>		<u>119.41</u>	<u>0.28</u>	<u>39,042.72</u>	<u>5.39</u>
TOTAL PORTFOLIO	783,992.65	0.00	-56,076.34	3,790.77	-6.70	724,007.08	100.00

PERFORMANCE REPORT
Discounted Cash Flow Method Net of Fees
First Congregational Church of Burlington
From 04-30-19 to 04-30-20

Portfolio Value on 04-30-19	755,603.17
Contributions	0.00
Withdrawals	-37,700.00
Realized Gains	549.52
Unrealized Gains	-31,582.29
Interest	1,563.24
Dividends	35,478.50
Portfolio Fees	-95.00
Portfolio Value on 04-30-20	<hr/> 724,007.08
 Total Fees	 -95.00
Total Gain after Fees	5,913.97
IRR for 1.00 Years	0.80%

PERFORMANCE BY SECURITY INCLUDING ACCRUED INTEREST

First Congregational Church of Burlington

Discounted Cash Flow Method

From 04-30-19 To 04-30-20

Security	04-30-19 Market Value	Realized Gains	Unrealized Gains	Interest Dividends	IRR +Fees	04-30-20 Market Value	Pct. of Assets
MUTUAL FUNDS							
MUTUAL FUNDS - FIXED INCOME							
Dodge & Cox Income Fund	52,167.39	0.00	1,950.47	2,041.20	7.65	56,159.06	7.76
Federated Short-Intermediate Government Tr	0.00	0.00	-37.18	37.18	0.00	0.00	0.00
Fidelity Government Income Fund	5,775.70	0.00	594.87	115.54	12.30	6,486.11	0.90
Vanguard Short Term Federal Investor Shs	22,903.07	0.00	698.57	493.97	5.21	24,095.61	3.33
	<hr/> 80,846.16	<hr/> 0.00	<hr/> 3,206.73	<hr/> 2,687.89	<hr/> 7.29	<hr/> 86,740.78	<hr/> 11.98
MUTUAL FUNDS - BALANCED							
American Cap Inc Builder A	64,995.31	0.00	-5,809.19	2,890.92	-4.49	62,077.04	8.57
American Inc FD of America A	82,344.17	0.00	-7,427.38	4,639.84	-3.39	79,556.63	10.99
Dodge & Cox Balanced Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00
	<hr/> 147,339.49	<hr/> 0.00	<hr/> -13,236.57	<hr/> 7,530.76	<hr/> -3.87	<hr/> 141,633.67	<hr/> 19.56
MUTUAL FUNDS - DOMESTIC EQUITY							
Fidelity Contrafund	188,327.50	480.66	4,723.58	7,482.12	6.99	186,013.86	25.69
Vanguard 500 Index Admiral	0.00	0.00	-50.50	19.05	-3.02	1,322.55	0.18
Vanguard Index 500 Fund	1,312.21	-100.96	-53.51	6.31	-18.59	0.00	0.00
Vanguard Windsor II	100,706.29	152.35	-16,093.33	10,033.73	-5.92	92,299.05	12.75
Washington Mutual Invs Fd Inc	111,559.52	125.07	-11,210.57	7,634.60	-3.21	100,608.62	13.90
	<hr/> 401,905.52	<hr/> 657.13	<hr/> -22,684.32	<hr/> 25,175.81	<hr/> 0.81	<hr/> 380,244.08	<hr/> 52.52
MUTUAL FUNDS - INTERNATIONAL EQUITY							
Vanguard Windsor International Growth	79,355.85	-107.61	1,131.87	965.72	2.61	76,345.83	10.54
	<hr/> 79,355.85	<hr/> -107.61	<hr/> 1,131.87	<hr/> 965.72	<hr/> 2.61	<hr/> 76,345.83	<hr/> 10.54
MUTUAL FUNDS Total	<hr/> 709,447.01	<hr/> 549.52	<hr/> -31,582.29	<hr/> 36,360.18	<hr/> 0.77	<hr/> 684,964.36	<hr/> 94.61
CASH AND EQUIVALENTS							
		[Fees]					
Cash	251.82	-95.00		0.03	-97.97	0.00	0.00
Fidelity Cash Reserves	29,060.67	0.00		426.37	1.47	29,487.04	4.07
Fidelity Government Money Market	0.00	0.00		117.99	1.22	9,544.10	1.32
MSLIF Treasury Portfolio Institutional	9,630.78	0.00		54.79	2.16	0.00	0.00
Vanguard Federal Money Market Fund	7,212.89	0.00		82.38	2.28	11.58	0.00
	<hr/> 46,156.16	<hr/> -95.00		<hr/> 681.56	<hr/> 1.31	<hr/> 39,042.72	<hr/> 5.39
TOTAL PORTFOLIO	<hr/> 755,603.17	<hr/> 454.52	<hr/> -31,582.29	<hr/> 37,041.74	<hr/> 0.80	<hr/> 724,007.08	<hr/> 100.00

The Total Portfolio realized gains includes a fee of -95.00

PERFORMANCE REPORT
Discounted Cash Flow Method Net of Fees
First Congregational Church of Burlington
From 04-30-17 to 04-30-20

Portfolio Value on 04-30-17	746,963.89
Contributions	8,905.00
Withdrawals	-181,558.59
Realized Gains	9,227.08
Unrealized Gains	15,257.31
Interest	4,005.84
Dividends	121,235.39
Portfolio Fees	-270.00
Portfolio Value on 04-30-20	724,007.08
Total Fees	-270.00
Total Gain after Fees	149,455.62
IRR for 3.00 Years	22.77%
Annualized IRR	7.08%

PERFORMANCE BY SECURITY INCLUDING ACCRUED INTEREST

First Congregational Church of Burlington

Discounted Cash Flow Method

From 04-30-17 To 04-30-20

<u>Security</u>	<u>04-30-17 Market Value</u>	<u>Realized Gains</u>	<u>Unrealized Gains</u>	<u>Interest Dividends</u>	<u>Ann. IRR +Fees</u>	<u>04-30-20 Market Value</u>	<u>Pct. of Assets</u>
MUTUAL FUNDS							
MUTUAL FUNDS - FIXED INCOME							
Dodge & Cox Income Fund	48,998.51	0.00	1,922.88	5,237.66	4.65	56,159.06	7.76
Federated Short-Intermediate Government Tr	0.00	0.00	-37.18	37.18	0.00	0.00	0.00
Fidelity Government Income Fund	5,589.43	0.00	553.25	343.43	5.08	6,486.11	0.90
Vanguard Short Term Federal Investor Shs	22,277.39	0.00	535.54	1,282.68	2.65	24,095.61	3.33
	<u>76,865.33</u>	<u>0.00</u>	<u>2,974.50</u>	<u>6,900.95</u>	<u>4.11</u>	<u>86,740.78</u>	<u>11.98</u>
MUTUAL FUNDS - BALANCED							
American Cap Inc Builder A	71,380.08	-204.87	-4,905.83	8,862.91	1.89	62,077.04	8.57
American Inc FD of America A	94,586.63	349.79	-7,020.67	15,379.41	3.51	79,556.63	10.99
Dodge & Cox Balanced Fund	12,891.09	178.41	-67.66	854.09	12.33	0.00	0.00
	<u>178,857.80</u>	<u>323.32</u>	<u>-11,994.17</u>	<u>25,096.41</u>	<u>2.96</u>	<u>141,633.67</u>	<u>19.56</u>
MUTUAL FUNDS - DOMESTIC EQUITY							
Fidelity Contrafund	165,430.18	6,626.21	30,019.67	35,237.80	13.93	186,013.86	25.69
Vanguard 500 Index Admiral	0.00	0.00	-50.50	19.05	-3.02	1,322.55	0.18
Vanguard Index 500 Fund	1,023.59	-81.72	189.28	49.34	9.37	0.00	0.00
Vanguard Windsor II	0.00	318.48	-10,900.54	10,033.73	-0.53	92,299.05	12.75
Vanguard Windsor II Fund Admiral Shares	89,239.56	0.00	-6,037.64	17,245.46	6.44	0.00	0.00
Washington Mutual Invs Fd Inc	100,498.23	962.34	-3,008.71	24,135.05	7.38	100,608.62	13.90
	<u>356,191.57</u>	<u>7,825.31</u>	<u>10,211.56</u>	<u>86,720.43</u>	<u>9.61</u>	<u>380,244.08</u>	<u>52.52</u>
MUTUAL FUNDS - INTERNATIONAL EQUITY							
Vanguard Windsor International Growth	0.00	172.54	5,204.34	965.72	7.93	76,345.83	10.54
Vanguard International Growth Fund Admiral	66,102.63	905.91	8,861.08	4,133.62	10.78	0.00	0.00
	<u>66,102.63</u>	<u>1,078.45</u>	<u>14,065.42</u>	<u>5,099.34</u>	<u>9.78</u>	<u>76,345.83</u>	<u>10.54</u>
MUTUAL FUNDS Total	<u>678,017.34</u>	<u>9,227.08</u>	<u>15,257.31</u>	<u>123,817.13</u>	<u>7.44</u>	<u>684,964.36</u>	<u>94.61</u>
CASH AND EQUIVALENTS							
		[Fees]					
Active Assets Account	0.00	0.00		0.00	0.00	0.00	0.00
Cash	0.11	-270.00		16.10	-2.40	0.00	0.00
Fidelity Cash Reserves	7,515.48	0.00		671.56	1.45	29,487.04	4.07
Fidelity Government Money Market	0.00	0.00		117.99	1.22	9,544.10	1.32
MSLIF Treasury Portfolio Institutional	0.00	0.00		84.14	2.16	0.00	0.00
Vanguard Federal Money Market Fund	61,430.96	0.00		534.31	1.11	11.58	0.00
	<u>68,946.55</u>	<u>-270.00</u>		<u>1,424.10</u>	<u>0.97</u>	<u>39,042.72</u>	<u>5.39</u>
TOTAL PORTFOLIO	746,963.89	8,957.08	15,257.31	125,241.23	7.08	724,007.08	100.00

The Total Portfolio realized gains includes a fee of -270.00

PORTFOLIO APPRAISAL
First Congregational Church of Burlington
413-048523-027
April 30, 2020

Quantity	Security	Adj Unit Cost	Total Adjusted Cost	Price	Market Value	Pct. Assets
MUTUAL FUNDS						
MUTUAL FUNDS - FIXED INCOME						
3,952.080	Dodge & Cox Income Fund	12.97	51,258.46	14.21	56,159.06	7.8
14.305	Federated Short-Intermediate Government Tr	10.59	151.43	0.00	0.00	0.0
578.600	Fidelity Government Income Fund	10.59	6,126.94	11.21	6,486.11	0.9
2,202.524	Vanguard Short Term Federal Investor Shs	10.86	23,911.19	10.94	24,095.61	3.3
			81,448.02		86,740.78	12.0
MUTUAL FUNDS - BALANCED						
1,109.906	American Cap Inc Builder A	50.79	56,368.19	55.93	62,077.04	8.6
3,869.486	American Inc FD of America A	17.42	67,423.04	20.56	79,556.63	11.0
0.641	Dodge & Cox Balanced Fund	77.84	49.90	0.00	0.00	0.0
			123,841.13		141,633.67	19.6
MUTUAL FUNDS - DOMESTIC EQUITY						
13,809.492	Fidelity Contrafund	8.25	113,952.19	13.47	186,013.86	25.7
4.914	Vanguard 500 Index Admiral	138.67	681.44	269.14	1,322.55	0.2
0.317	Vanguard Index 500 Fund	89.18	28.27	0.00	0.00	0.0
2,983.162	Vanguard Windsor II	32.05	95,621.30	30.94	92,299.05	12.7
2,398.870	Washington Mutual Invs Fd Inc	33.33	79,943.68	41.94	100,608.62	13.9
			290,226.87		380,244.08	52.5
MUTUAL FUNDS - INTERNATIONAL EQUITY						
2,513.857	Vanguard Windsor International Growth	19.00	47,767.60	30.37	76,345.83	10.5
			47,767.60		76,345.83	10.5
	MUTUAL FUNDS Total		543,283.62		684,964.36	94.6
CASH AND EQUIVALENTS						
	Fidelity Cash Reserves		29,487.04		29,487.04	4.1
	Fidelity Government Money Market		9,544.10		9,544.10	1.3
	Vanguard Federal Money Market Fund		11.58		11.58	0.0
			39,042.72		39,042.72	5.4
TOTAL PORTFOLIO			582,326.34		724,007.08	100.0

INCOME AND EXPENSES
First Congregational Church of Burlington
From 02-01-20 Through 04-30-20

<u>Ex-Date</u>	<u>Pay-Date</u>	<u>Security</u>	<u>Amount</u>
MUTUAL FUNDS			
		American Cap Inc Builder A	
03-17-20	03-17-20		549.44
		American Inc FD of America A	
03-17-20	03-17-20		632.75
		Dodge & Cox Income Fund	
03-27-20	03-27-20		105.69
03-27-20	03-27-20		11.74
03-27-20	03-27-20		391.46
			508.89
		Fidelity Contrafund	
02-07-20	02-07-20		1,330.56
		Fidelity Government Income Fund	
02-28-20	02-28-20		8.38
03-31-20	03-31-20		7.54
04-30-20	04-30-20		6.12
			22.04
		Vanguard 500 Index Admiral	
03-10-20	03-10-20		5.77
		Vanguard Short Term Federal Investor Shs	
02-03-20	02-03-20		41.63
03-02-20	03-02-20		38.80
03-31-20	03-31-20		41.92
			122.35
		Washington Mutual Invs Fd Inc	
03-19-20	03-19-20		488.83
		MUTUAL FUNDS Total	3,660.63
CASH AND EQUIVALENTS			
		Fidelity Cash Reserves	
02-28-20	02-28-20		29.64
03-31-20	03-31-20		15.95
04-30-20	04-30-20		0.87
			46.46

INCOME AND EXPENSES
First Congregational Church of Burlington
From 02-01-20 Through 04-30-20

Security		Amount
Ex-Date	Pay-Date	
Fidelity Government Money Market		
02-28-20	02-28-20	16.42
03-31-20	03-31-20	6.19
04-30-20	04-30-20	0.13
		22.74
Vanguard Federal Money Market Fund		
02-03-20	02-03-20	0.02
03-02-20	03-02-20	0.01
03-31-20	03-31-20	0.01
		0.04
CASH AND EQUIVALENTS Total		69.24
NET INCOME		3,729.87

CASH LEDGER
First Congregational Church of Burlington
From 02-01-20 To 04-30-20

Trade Date	Settle Date	Tran Code	Activity	Security	Amount
Long Term Capital Gain Distribution					
02-01-20			Beginning Balance		0.00
03-27-20	03-27-20	dp	Dividend	Dodge & Cox Income Fund	105.69
03-27-20	03-27-20	wd	Purchase	Dodge & Cox Income Fund	-105.69
04-30-20			Ending Balance		0.00
Short Term Capital Gain Distribution					
02-01-20			Beginning Balance		0.00
03-27-20	03-27-20	dp	Dividend	Dodge & Cox Income Fund	11.74
03-27-20	03-27-20	wd	Purchase	Dodge & Cox Income Fund	-11.74
04-30-20			Ending Balance		0.00
Fidelity Cash Reserves					
02-01-20			Beginning Balance		29,440.58
02-07-20	02-07-20	dp	Dividend	Fidelity Contrafund	1,330.56
02-07-20	02-07-20	wd	Purchase	Fidelity Contrafund	-1,330.56
02-28-20	02-28-20	dp	Interest	Fidelity Cash Reserves	29.64
02-28-20	02-28-20	dp	Interest	Fidelity Government Income Fund	8.38
02-28-20	02-28-20	wd	Purchase	Fidelity Government Income Fund	-8.38
03-02-20	03-02-20	dp	Interest	Vanguard Short Term Federal Investor Shs	38.80
03-02-20	03-02-20	wd	Purchase	Vanguard Short Term Federal Investor Shs	-38.80
03-10-20	03-10-20	dp	Dividend	Vanguard 500 Index Admiral	5.77
03-10-20	03-10-20	wd	Purchase	Vanguard 500 Index Admiral	-5.77
03-17-20	03-17-20	dp	Dividend	American Cap Inc Builder A	549.44
03-17-20	03-17-20	wd	Purchase	American Cap Inc Builder A	-549.44
03-17-20	03-17-20	dp	Dividend	American Inc FD of America A	632.75
03-17-20	03-17-20	wd	Purchase	American Inc FD of America A	-632.75
03-19-20	03-19-20	dp	Dividend	Washington Mutual Invs Fd Inc	488.83
03-19-20	03-19-20	wd	Purchase	Washington Mutual Invs Fd Inc	-488.83
03-27-20	03-27-20	dp	Dividend	Dodge & Cox Income Fund	391.46
03-27-20	03-27-20	wd	Purchase	Dodge & Cox Income Fund	-391.46
03-31-20	03-31-20	dp	Interest	Fidelity Cash Reserves	15.95
03-31-20	03-31-20	wd	Interest	Fidelity Government Income Fund	7.54
03-31-20	03-31-20	wd	Purchase	Fidelity Government Income Fund	-7.54
03-31-20	03-31-20	dp	Dividend	Vanguard Short Term Federal Investor Shs	41.92
03-31-20	03-31-20	wd	Purchase	Vanguard Short Term Federal Investor Shs	-41.92
04-30-20	04-30-20	dp	Interest	Fidelity Cash Reserves	0.87
04-30-20	04-30-20	dp	Interest	Fidelity Government Income Fund	6.12
04-30-20	04-30-20	wd	Purchase	Fidelity Government Income Fund	-6.12
04-30-20			Ending Balance		29,487.04

CASH LEDGER
First Congregational Church of Burlington
From 02-01-20 To 04-30-20

<u>Trade Date</u>	<u>Settle Date</u>	<u>Tran Code</u>	<u>Activity</u>	<u>Security</u>	<u>Amount</u>
Fidelity Government Money Market					
02-01-20			Beginning Balance		17,221.36
02-25-20	02-25-20	lo	Withdrawal	from Portfolio	-2,700.00
02-28-20	02-28-20	dp	Interest	Fidelity Government Money Market	16.42
03-10-20	03-10-20	lo	Withdrawal	from Portfolio	-5,000.00
03-31-20	03-31-20	dp	Interest	Fidelity Government Money Market	6.19
04-30-20	04-30-20	dp	Interest	Fidelity Government Money Market	0.13
04-30-20			Ending Balance		9,544.10
Vanguard Federal Money Market Fund					
02-01-20			Beginning Balance		11.54
02-03-20	02-03-20	dp	Dividend	Vanguard Short Term Federal Investor Shs	41.63
02-03-20	02-03-20	wd	Purchase	Vanguard Short Term Federal Investor Shs	-41.63
02-03-20	02-03-20	dp	Interest	Vanguard Federal Money Market Fund	0.02
03-02-20	03-02-20	dp	Interest	Vanguard Federal Money Market Fund	0.01
03-31-20	03-31-20	dp	Interest	Vanguard Federal Money Market Fund	0.01
04-30-20			Ending Balance		11.58