



United Church of Christ
Burlington, Vermont

216th

Annual Meeting

February 6, 2022



January 1, 2021 - December 31, 2021

Annual Meeting Documents

Published on January 28, 2022
Republished on February 4, 2022

Table of Contents.

Table of Contents.....	p. 2
Agenda.....	p. 3
In Memoriam.....	p. 4
Golden Members.....	p. 5
Membership Report.....	p. 6
Letter from President Paul Hobbs.....	p. 7
Minutes of 215 th meeting.....	p. 8
Treasurers' Report January-December 2021.....	p. 13
Balance Sheet January-December 2021.....	p. 17
Report from Minister.....	p. 18
Report from the Director of Creative Ministries.....	p. 20
Report from the President and Chair of the Board of Trustees.....	p. 21
Proposed Slate of New Officers.....	p. 22
Thank you to Members Who Have Been Serving on Teams.....	p. 23
Proposed Budget: 2022.....	p. 24
Personnel Team Report.....	p. 26
Pastor Parish Relations Report.....	p. 26
Building and Grounds Team Report.....	p. 27
Sale of Parsonage to the Ronald McDonald House Report.....	p. 28
Stewardship Report.....	p. 29
Visioning Report.....	p. 29
Deacons Report.....	p. 30
Worship Team Report.....	p. 30
Music Report.....	p. 31
Austin Handbell Choir Report.....	p. 32
Faith Formation Team Report.....	p. 32
Connections Team Report.....	p. 34
Women's Fellowship (WOTC) Report.....	p. 34
Partners in Pastoral Care Report.....	p. 35
Outreach Team Report.....	p. 36
Investments and Trusts Report.....	p. 38
Directory of Staff.....	p. 45
Investments and Trusts Portfolio.....	p. 46

Agenda
216th Annual Meeting
First Congregational Church Burlington
February 6, 2022

Included in 10 a.m. 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 at 12 p.m. on Zoom

Call to Order	Paul Hobbs
Declaration of Quorum	Paul Hobbs
Invocation	Hannah Sachs

“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, joined 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 – 215 th Annual Meeting	Dawn Plante
b. Final Treasurer’s Report	Mike Knauer
c. I&T Presentation	Tony Hall
d. 2021 Highlights	Hannah Sachs
e. Pastor’s Report	Rev. Elissa Johnk
f. Building & Grounds Report	Doug Viehmann & Dave Grace
g. Visioning Report	Rob Backus

New Business

a. Discussion and Vote on Visioning Resolution	Paul Hobbs
b. Discussion and Vote on Resolution of RMH Funds	Paul Hobbs
c. Adoption of 2022 budget	Mike Knauer
d. Election of Officers	Paul Hobbs

Closing Prayer and Benediction	Rev. Elissa Johnk
Adjournment	

In Memoriam

January 1, 2021 - January 15, 2022

Janet Brown-Wolff

Ann Drennan

Betsy Isham

Don Jackson

Priscilla Kim

Joan Kreech

George Passage

Tom Taylor

Sandy Wooster



Our Golden Members

2022

50 Years

Bev Austin

Karan Dewar

Paul Turmelle

55 Years

Jeffrey Comstock

Dorothy (Bunty) Davies

Hubert Davies

Penelope Rieley

Sheldon Rieley

60 Years

Marcia Conner

65 Years

Charles Church, Jr.

Janice Claypoole

70 Years

Richard Remick

Everett Stebbins

75 Years

Beverly Remick

Membership Report for January 1, 2021 - December 31, 2021

Active Membership

318

Baptisms

Caroline Catlin Johansson
Wheeler Morrissey
Elijah Wilson
Harper Wilson

New Members

Tim Berger
Caroline Catlin Johansson
Bill Crawford
Jill Crawford
Joan Goodell
John Goodell
Dianne Griffiths
Justin Hudson-Sabens
Nolwenn Madden
Theresa Mazza-Anthony
Bill Neil
Faith Neil
Bob Phillips
Nellie Stidham
Sara Wilcoxson

Deaths

Janet Brown-Wolff
Ann Drennan
Betsy Isham
Don Jackson
Priscilla Kim
Joan Krech
George Passage
Sandy Wooster



Letter from President Paul Hobbs

Dear Fellow Members,

We start each Board of Trustees and Executive Committee meeting with a prayer. I expect all of the committee and team meetings do as well. Of course, it sets the tone to have a moment of meditation, common thought, and peace. The following is a prayer I offered in January and I'd like to share it with you:

"God, on this beautiful day may we greet each other as companions on a shared journey. We acknowledge that we and others have carried gratitude and sadness, excitement and anxiety, private struggles and collective hopes. As we take this next step forward, may we do so in the knowledge that we do not walk alone."



Perhaps ironically, given the persistent separation, I really feel the "shared journey" part of this prayer these days and I continue to be grateful that this leadership opportunity came along at just this point in my journey. The deeper connection I have enjoyed with the First Church Board of Trustees, our Church Staff, and with many of you, has been a blessing.

In thinking and planning for 2022, our board and staff have maintained an intention of community, optimism, and expectation. The social activities of the church continue to be held back, but we are ready to return to them as soon as COVID is under control. We have asked all teams and committees to plan for next year with anticipation that things will improve sometime this year! The teams have developed *aspirational* budgets, plans and goals for 2022 that reflect this. We have funds budgeted for a YETS (Youth Experience in Travel and Service) Trip! Who knows!? We feel strongly that this is the time to continue forth and to maintain connections with our "companions on this shared journey" and confront the isolation that we have experienced.

Lastly, I would like to welcome all of the new members to First Congregational Church! It has been joyful and amazing to watch this develop over the past year. Our focus on hospitality, in this year of separation, seemed such a challenge, but clearly, we have done a great job and have much to be thankful for. There is nothing better for our community than new members, new voices, new personalities. I hope that in 2022 we will keep our focus on hospitality while planning aspirationally.

We do not walk alone.

Peace,

Paul

Paul Hobbs
Church President

Annual Meeting Official 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 216th Annual Meeting of the Congregation will be held on Zoom on Sunday, February 6, 2022, at 12pm for the purpose of:

- electing all officers, boards and teams;
- voting on the budget for fiscal year January 1 – December 31, 2022;
- any other business which may properly come before the members assembled.

- *Dawn C. Plante, Clerk*

Minutes

FIRST CONGREGATIONAL CHURCH

Burlington, Vermont

215th Annual Meeting

February 7, 2021

The meeting unofficially started with the 10:00 a.m. worship service at which time Rev. Elissa Johnk addressed “The State of the Church” during her sermon. The sermon was followed by the commissioning of boards and teams which involved agreeing to a covenant for leaders read by Rev. Johnk after which she suggested that the covenant be read at the start of all First Church affiliated meetings. She also offered appreciation for the contributions of “retiring” team members, and honored new, golden and deceased members as follows:

Baptisms: Taylor Sophia Newman and Helen Worden

New members by confirmation: Emma Barker, Maggie Barlow, Ethan Hobbs, Galen Moore, Helen Worden

Golden Members: 50 years – Jan Byington, Donna Hawley, Bob Wolf

55 years – David Jenkins, Susan Jenkins, Bill Ward, Mary Ward

60 years – Heather Ashline, Win Whitney

70 years – Charles Lord

Deceased members: May 1, 2020 – January 31, 2021: Jean Bing, Janet Brown-Wolff, Joan Krech, Linda Lees, Betty Moser, Betty Taylor

CALL TO ORDER

The meeting was officially called to order by Caroline Crawford, President, at 11:30 a.m. A quorum (>50 members) was determined by counting 74 persons present via ZOOM and 2 persons present via phone. Rev. Johnk spent a few minutes advising those present how to participate by raising hands using the reaction button and how to vote by completing forms on the screen and clicking [**SUBMIT**].

INVOCATION

Hannah Sachs read the invocation from the words of Ephesians 4: 15-16.

APPROVAL OF MINUTES

A motion was made to approve the minutes of the 214th Annual Meeting by Donal Dugan (2nd by Janice Claypoole). No discussion. Motion approved with 1 abstention.

Action needed: Minutes to be archived with other governance documents.

TREASURER'S REPORT

Michael Knauer presented the report as printed in the Annual Report. Total liabilities and net assets as of December 31, 2020 = \$1,232,746.87. Net income for FY 2020 = \$109,570 vs. a budgeted deficit of \$25,563. This was due to increased pledge income, the PPP loan of \$63,000 and ~\$50,000 lower expenses than budgeted. End of year Cash on Hand = \$147,000. Other aspects noted by M. Knauer referenced I+T positive returns of ~\$168,000 and the Sanctuary AV Upgrade expense of ~\$27,000 which is split between FY 2020 and FY 2021. He also noted that 28% of our total income is received online and 40% of our income from members is online. Responding to a question Mike stated that the PPP loan will be forgiven. Delay in the processing is due to Key Bank prioritizing work needed for phase 2 of the loan program. Paperwork will hopefully be completed by the end of February. Mike offered appreciation to his fellow members of the Finance Team.

INVESTMENTS & TRUSTS STRATEGY

Tony Hall gave a power point presentation explaining "Sustainable Investing", an investment discipline that considers environmental, social and corporate governance criteria (ESG) investing to generate long term competitive financial return and positive social impact. This strategy was approved by the Board of Trustees at their 11-17-2020 meeting. Discussion was invited, but there was none.

HIGHLIGHTS OF FY 2020

Simon Jorgenson presented a "Top Ten List" which included

- Learning to worship online
- Drive Through Backpack Blessing, a baptism in the lake, and virtual BYO coffee Fellowship Hours
- Arrival of Hannah Sachs as Director of Creative Ministries
- Prayers on the Porch
- Raised bed gardens built by our youth to donate to the community
- "Be The Church" mural painted on the back wall of church by our youth
- Wonderous Walks
- Racial Justice Vigils
- New parking lot signage
- Awesome Advent with daily devotionals, daily video clips of our children as an Advent Calendar, portico column lights, interactive virtual Christmas Eve worship service for children, and the Christmas Eve candlelight worship service

PASTOR'S REPORT

Rev. Johnk referred the membership to her report as written in the Annual Report. She then offered her sincere appreciation for the work done this past year by the staff, officers, leaders and members of teams and members of the congregation for their patience and grace. She asked that we all move ahead gently, speak kindly and act with patience, grace and humility as we are all functioning at near capacity due to the ongoing pandemic. She asked members to contemplate what we have learned from our worship experiences during the pandemic this past year, to consider what differences we want to keep moving forward and to not expect that all will be as it was in the past. She continued by asking that we contemplate what God is asking of us.

She then deferred to Rob Backus for a summary of the Visioning Team's activity thus far. He reported that Rev. Dr. Claire Bamberg has been hired as a consultant and gave a brief summary of the team's work.

PROPOSED RESOLUTIONS

Caroline Crawford offered the following resolutions:

RECOGNITION OF THE DEDICATED SERVICE OF OUR STAFF

Rev. Elissa Johnk, Hannah Sachs, David Neiweem, Hilah Clarke, Lucy Samara, Caroline Catlin, Ana Ruesink, Laura Elder-Connors, Jennifer Coleman, Heather Pipino, Derik Breen, Spencer Hobbs.

WHEREAS, starting in March, 2020, First Congregational Church has not been open for worship services, meetings and events due to the Coronavirus Pandemic, and in spite of needing to comply with the restrictive guidelines for combating the pandemic, First Congregational Church has continued to be committed to providing worship services, pastoral care, Bible studies, prayer time and educational series for its members and friends; and

WHEREAS, the staff of First Congregational Church has needed to learn new forms of technology and work significantly more hours in order to prepare for and support worship and other events; and

WHEREAS, starting in March 2020 the church staff members have needed to work virtually to accomplish most of their duties; and

WHEREAS, due to the staff's dedicated work ethic and creative abilities, First Congregational Church has remained a vital resource for our members, friends and the greater community;

NOW, THEREFORE, BE IT RESOLVED, that on February 7, 2021, at the Annual Meeting of the First Congregational Church of Burlington, VT, all of the above-named staff members are formally recognized with sincere appreciation for their dedication, service and creative endeavors by the Board of Trustees of First Congregational Church.

A motion was made to accept this resolution by Doris Ogden (2nd by Carol Tandy).

Questions were asked about giving a bonus to staff in addition to this resolution.

C. Crawford responded that a bonus was given to staff last summer.

The motion passed with 77 affirmative votes.

N.B. Later in the meeting Caroline Crawford informed those present that she had checked her previous notes that reported that bonuses were given to only 3 part-time staff who started working full-time last Spring.

Visioning Team Funding

Be it resolved that First Congregational Church will use a portion of the down payment received by the church monthly from the Ronald McDonald House toward the purchase of the former parsonage to fund the visioning process at First Church and that the amount for the 2021-2022 budget year will not exceed \$15,000.

A motion was made to accept this resolution by Amy Mellencamp (2nd by Judy Gray).

Appreciation for the work being done by the Visioning Team was verbalized.

The motion to accept this resolution was approved with 75 affirmative votes.

2021 BUDGET

M. Knauer presented the proposed budget for FY 2021. He highlighted that the budget –

- maintains staff and programs;
- assumes a resumption of in-person services and meetings (and the corresponding spend rates for programs and utilities) at some point in 2021;
- supports key infrastructure projects;

He also noted that one of the deficit drivers is a 21% (~\$6,000) increase in our property insurance, for which we have budgeted, but will work hard to reduce. He reported that the number of pledge units decreased from 142 in 2020 to 125 for 2021, that there were 5 new pledge units this year and that the decreased number was accounted for by the number of deceased members and those with significant health and or hardship issues. He then thanked the Budget Task Force.

A motion was made by Susan Saunders (2nd by Louise Brewster) to approve the FY 2021 budget.

Discussion:

- It was noted that expenses could be reduced by \$4,000 if all members paid their UCC Vermont Conference Dues (previously called “Per Capita”).
- It was proposed that the budget item for the Pastor’s Fund be doubled and that members use part of their next stimulus checks to donate to the church with the stipulation that the donation be used for the Pastor’s Fund. Rev. Johnk suggested that this topic be referred to the Outreach Team to deliberate how to fund this mission. She also noted that the Pastor’s Fund has assisted eleven church families with monies for rent and utility expenses this past year.
- It was noted that many donations are earmarked for specific uses and that donations can be made easily online through REALM.
- Two persons expressed concern re. the deficit budget and asked for how many years we are expected to approve a deficit budget. M. Knauer acknowledged that deficit budgets have been approved several years in the past and that the church has Cash on Hand to cover the deficit. He stressed that this is not the time to cut staff and programs.
- It was asked how much of “online giving” is from new members. M. Knauer responded that online donations are not analyzed in this way.
- It was asked if last year’s surplus is to be rolled into the 2021 income budget and for the cost of the AV upgrade and the roof repair. M. Knauer explained that the COH should not be specified as 2021 income but that it may be used to offset the deficit; and that half of the cost of the sanctuary AV upgrade was paid in FY 2020 and that the remaining ~\$10,000 is to be paid at completion, probably by the end of February. A member of Buildings & Grounds Team reported that roof repairs, which should last at least 10 yrs., will cost slightly more than \$5,000.

The motion passed with 67 affirmative votes.

BYLAWS CHANGES

N.B. Bylaw changes need a 2/3 affirmative vote of members present to be approved.

Rob Backus presented and explained the rationale for two bylaw changes:

Article 8 – Section 2

(e) Special Election Rules – To accommodate the change of the fiscal year which was approved at the May 2020 Annual Meeting. the terms and election of the officers of the church shall be changed as follows: At the May 2020 Annual Meeting each officer will be elected to a term expiring on September 30, 2021. At the February 2021 Annual Meeting each officer will be elected to a term commencing October 1, 2021 and

expiring at the 2023 Annual Meeting. No officers will be elected at the 2022 Annual Meeting unless a position is vacant. Any officer elected at the 2022 Annual Meeting will serve until the 2023 Annual Meeting. Beginning with the 2023 Annual Meeting officers will be elected at each Annual Meeting as provided in the preceding paragraphs.

Article 10 – Section 2

Annual Meeting: Starting in **2022** the annual meeting shall be held in the church building each year in **January or February**. The Board of Trustees shall designate the **day**. Notice shall be given from the pulpit at the Sunday service preceding or in such manner as the Board of Trustees may direct. All officers, boards, committees and such organizations as designated by the Board of Trustees are to submit a report of the previous year's activities. Except where otherwise provided, all officers, boards and committees shall be elected at the Annual Meeting.

A motion was made by David Grace (2nd by Thea Knight) to approve these two bylaw changes. No discussion. The motion passed by >2/3 majority (73 affirmative votes and 1 abstention).

ELECTION OF OFFICERS

The Slate of Officers for 2021, as printed in the Annual Report was presented by Caroline Crawford. New members for the Board of Trustees are: President-elect – Susan Ellwood, Trustees at Large – Elise Polli and David Lightbody.

A motion was made to approve this slate by Dawn Plante (2nd by Judy Gray). No discussion. The motion passed with 69 affirmative votes.

COMMUNITIES MINISTRY CHARGE

Hannah Sachs charged all present to each invite 5 people not currently involved with the church to our Easter Sunday Worship service.

Rev. Johnk asked all present to unmute themselves and to speak out loud one word of how we feel at this moment.

She then offered a benediction.

The meeting was adjourned by Caroline Crawford at 1:00 p.m.

Respectfully submitted,
Dawn Plante, Clerk

Treasurer's Report as of December 2021 for Operating Budget

It has been an honor to continue my service as Treasurer this past year! I thank Heather Pipino, our bookkeeper, who not only does a great job year after year but is also very patient as I continue to learn our financial systems and processes.

2021 was another unique year in the life of our congregation. As the church remained closed the first half of the year, many of us were apprehensive about how the financial health of the church would continue to fare during the prolonged pandemic. At the Annual Meeting in February, the congregation passed a proposed budget that contained a projected deficit of -\$25,803. We felt strongly that the only way we would emerge strong from the pandemic and thrive was to continue to maintain staff and programs.

In the end, we came through 2021 in good financial health. In fact, we finished the year with a healthy net income rather than a deficit! This was due to two main factors: 1) higher than budgeted pledge income, which is a real tribute to the congregation and its commitment to the church; and 2) lower than budgeted expenses in several areas such as programs and utilities. Our lower expenditures reflected the fact that our re-opening did not occur as soon or as completely during the year as hoped for when the budget was made. We therefore couldn't spend as much programmatically since in-person meetings and events were not feasible or allowed to the extent that was hoped for due to health safety concerns. Overall income for the fiscal year was \$589,124 vs. \$555,246 budgeted. Overall expenses were \$548,963 vs. \$581,049 budgeted. This resulted in net income of \$40,161 vs. the budgeted deficit of -\$25,803.

I want to thank every member of our church community for your generous and continued support of First Congregational Church! I also want to thank all staff, committees, and teams for your judicious use of resources during this time, which helped tremendously with our expenses savings.

The work of the church resumed or continued in many ways, as reflected in some of our key expenditures in 2021:

- Completed a significant audio-visual technology upgrade project, which had begun in late 2020. Total cost was a little over \$20K. This has allowed us to livestream our services since reopening and can be used for other events and meetings, both during and after the pandemic.
- Repaired the sanctuary and education wing roofs.
- Replaced sanctuary furnace and Possibility Shop sump pumps.
- Maintained our support to UCC OCWM (Our Church's Wider Mission) and JUMP (Joint Urban Ministry Project).

Throughout 2021 we continued receiving money from Ronald McDonald House (non-refundable monthly payments towards the down payment) per the purchase and sale agreement that was approved in 2020. These funds are set aside in a separate account and are not counted in our Operating Budget income or cash balance. A limited amount of these funds (\$10,500) was used to pay for Visioning Team expenses during 2021 as approved at the Annual Meeting in February.

Looking forward to 2022, we start our new fiscal year January 1st with an Operating Cash on Hand balance of \$190,500 vs. \$150,338 a year ago. This will enable us to get through 2022 with the proposed budget, which contains a planned deficit of -\$34,733. The reasons for planning a deficit rather than strictly balancing the budget are to enable us to maintain strong ministry and mission programs throughout the remainder of the

pandemic and emerge from this trying time in as strong a staffing and programming position as possible as we continue the reopening process.

Key highlights of the proposed 2022 budget are:

- Maintains staff and programs, including our new Music Director starting in February.
- Assumes full reopening (and the corresponding spend rates for programs and utilities) at some point in 2022.
- Supports key infrastructure projects: accessibility improvements for memorial garden; exterior trim, window, column, and steeple painting.
- One of the deficit drivers is a 15% (over \$5K) increase in property insurance, for which we have budgeted but will explore options to reduce.

Before I close, one key trend I want to highlight that continued during 2021 was the move towards more online giving. As you know, online giving has become more popular each of the last several years since it was introduced as an option on our church website. In the 2018-2019, 2019-2020, and 2020 (May-December) fiscal years, online giving for the operating budget as a percent of overall individual giving (primarily pledges, special offerings, and fundraisers) was \$41K (9%), \$103K (21%), and \$109K (32%), respectively. In 2021 online giving totaled \$169,286 or 34% of overall individual giving. 2021's more modest year-over-year percent increase maintains the upward trend and is understandable given the large percent increases of the last few years.

In closing, I want to thank the Budget Task Force for the great job they did throughout the fall pulling together the 2022 proposed budget!

I look forward to 2022 and continued progress towards our full reopening!

Sincerely,

Michael D. Knauer, Treasurer

Account	Dept # Dept	TOTAL	Annual Budget
Pledged Offering	101 General Dept	\$419,046	\$401,000
Committed Gifts	101 General Dept	\$3,000	\$4,000
Donations-Unpledged	101 General Dept	\$15,077	\$5,000
Donations-Unpledged	105 Flower Dept	\$3,815	\$1,000
Donations-Unpledged	106 Memorial Garden	\$1,475	\$500
Donations-Unpledged	301 Faith Form Dept	\$1,140	\$0
Donations-Unpledged	601 Music Dept	\$0	\$500
Plate Offerings	101 General Dept	\$2,462	\$1,500
Communion Offering	101 General Dept	\$0	\$200
Christmas Offering	101 General Dept	\$17,110	\$10,000
Christmas Offering	201 Mission Dept	\$0	\$400
Easter Offering	101 General Dept	\$5,629	\$4,000
Easter Offering	201 Mission Dept	\$0	\$200
Per Capitas	101 General Dept	\$1,193	\$846
Memorial Gifts	101 General Dept	\$6,701	\$500
Subtotal Donations		\$476,648	\$429,646
Fundraisers	103 Deacons Dept	\$2,147	\$2,400
Fundraisers	112 Connections Dep	\$120	\$0
Fundraisers	203 NiN Dept	\$681	\$900
Fundraisers	204 OGHS Dept	\$880	\$1,000
Fundraisers	207 Share Christmas	\$5,080	\$4,000
Fundraisers (Non Tax-Deductible)	108 Gift Card Dept	\$6,974	\$6,000
Fundraisers (Non Tax-Deductible)	112 Connections Dep	\$2,850	\$0
Fundraisers (Non Tax-Deductible)	301 Faith Form Dept	\$2,590	\$5,000
Rental Income	102 B&G Dept	\$13,255	\$23,940
Funeral / Wedding Fees	101 General Dept	\$960	\$2,000
Reimbursed Income	101 General Dept	\$2,931	\$400
Book-Supply Income	101 General Dept	\$206	\$200
Insurance Reimbursement	102 B&G Dept	\$6,489	\$6,500
Meal Income F&H	104 F&H Dept	\$0	\$200
Parking Income	102 B&G Dept	\$245	\$560
Registration Fees	301 Faith Form Dept	\$354	\$200
Subtotal Earned Income		\$45,763	\$53,300
Transfer Income	101 General Dept	\$1,156	\$0
Transfer Income	102 B&G Dept	\$10,500	\$0
Transfer Income	603 Special Music	\$0	\$7,300
Transfer Income	701 Poss Shop Gen	\$23,458	\$25,000
Transfer Income	901 I&T General	\$30,000	\$30,000
Subtotal Transfers		\$65,113	\$62,300
Bank Reconciliation Discrepancy	101 General Department	\$0	\$0
Restricted Music Donations	601 Music Dept	\$1,100	\$0
Capital Campaign (Tech)	102 B&G Dept	\$500	\$0
TOTAL INCOME		\$589,124	\$545,246
Staff Salaries	101 General Dept	\$240,408	\$275,620
Consultants	101 General Dept	\$46,683	\$42,600
Benefits	101 General Dept	\$45,904	\$39,663
FICA Employer	101 General Dept	\$11,758	\$14,188
Professional Development	101 General Dept	\$0	\$3,000
Sen Minister Prof Dev	101 General Dept	\$1,563	\$3,500
Subtotal Professional Development		\$1,563	\$3,500
Minister's Discretionary Expense	101 General Dept	\$194	\$750
Worship Expense	103 Deacons Dept	\$2,560	\$650
Flower Expense	105 Flower Dept	\$1,557	\$1,000
Music Expense	601 Music Dept	\$7,033	\$7,300
Plaques & Memorial Garden	106 Memorial Garden Dept	\$3,690	\$2,000
Deacons Expense	103 Deacons/Outreach Dep	\$593	\$1,010

Account	Dept # Dept	TOTAL	Annual Budget
Deacons Expense	112 Connections Dep	\$2,237	\$2,010
Stewardship Expense	111 Stewardship Dep	\$150	\$300
Per Capita Expense	101 General Dept	\$4,092	\$4,230
Subtotal Ministry Expenses		\$22,106	\$19,250
Electricity	102 B&G Dept	\$6,377	\$7,525
Repairs and Maintenance	102 B&G Dept	\$18,341	\$20,000
Natural Gas-Fuel	102 B&G Dept	\$11,734	\$11,994
Property Insurance	102 B&G Dept	\$36,720	\$35,393
Snow-Lawn	102 B&G Dept	\$3,600	\$4,200
Trash and Recycling	102 B&G Dept	\$1,118	\$1,464
Water	102 B&G Dept	\$2,720	\$3,000
Subtotal Building & Grounds		\$80,610	\$83,576
Postage	101 General Dept	\$2,175	\$2,445
Printing & Copy	101 General Dept	\$4,429	\$3,500
Supplies	101 General Dept	\$2,060	\$2,325
Supplies	102 B&G Dept	\$2,626	\$3,000
Technology	101 General Dept	\$5,971	\$6,660
Technology (AV Project)	102 B&G Dept	\$11,731	\$10,000
Telephone	101 General Dept	\$6,102	\$7,200
Advertisements	101 General Dept	\$2,142	\$500
Background Check	101 General Dept	\$147	\$100
Subtotal Administration		\$37,382	\$35,730
Meals-Food	104 F&H Dept	\$722	\$600
Meals-Food	301 Faith Form Dept	\$619	\$1,000
Meals-Food	302 Children's Dept	\$26	\$300
Travel-Mileage	301 Faith Form Dept	\$0	\$5,500
Books & Curriculum	101 General Dept	\$44	\$0
Program Expenses	301 Faith Form Dept	\$4,373	\$1,325
Program Expenses	304 High School Dept	\$537	\$2,000
UCC Delegates	101 General Dept	\$125	\$1,000
Subtotal Programmatic		\$6,446	\$11,725
Credit Card Fees	101 General Dept	\$3,066	\$2,400
Payroll Fees	101 General Dept	\$2,264	\$2,098
Other Fees	101 General Dept	\$110	\$0
Equipment & Furniture	101 General Dept	\$1,470	\$5,000
Misc Expense	201 Mission Dept	\$4,807	\$2,100
Misc Expense	207 Share Christmas	\$2,755	\$4,000
Misc Expense	901 I&T Dept	\$500	\$500
Misc-Gift Card	108 Gift Card Dept	\$7,387	\$5,700
Transfer Expense	202 UCCMission OCWM	\$10,500	\$10,500
Transfer Expense	203 NIN Dept	\$681	\$900
Transfer Expense	204 OGHS Dept	\$880	\$1,000
Transfer Expense	210 JUMP	\$8,000	\$8,000
Transfer Expense	301 Faith Form Dept	\$213	\$0
Transfer Expense	901 I&T Dept	\$1,100	\$0
Special Projects	102 B&G Dept	\$12,370	\$10,000
Subtotal Fees and Transfers		\$56,104	\$52,198
TOTAL EXPENSES		\$548,963	\$581,049
NET INCOME (LOSS)		\$40,162	-\$35,803
Retained Earnings: Operating Acct		\$150,338	\$150,338
Cash on Hand: Operating		\$190,500	\$114,535

Balance Sheet as of December 31, 2021

First Congregational Church Balance Sheet

As of: Dec 31st 2021 | Includes Open Transactions

Assets

1100-Current Assets	
01-1110 General Operating Account-Key Bank	243,523.22
02-1120 Program Account-Key Bank	49,679.55
07-1140 Possibility Shop-Key Bank	57,027.68
08-1130 Pastoral Care-Key Bank	3,687.72
09-1150 Investment & Trusts Account (Fidelity)	1,152,676.06
09-1155 Ameritrade Account	152,550.51
Total 1100-Current Assets	1,659,144.74

Total Assets

\$ 1,659,144.74

Liabilities & Net Assets

Liabilities	
2100-Current Liabilities	
01-2110 Deferred Pledge Income Liability	49,176.00
Total 2100-Current Liabilities	49,176.00
2200-Credit Cards	
01-2200 Credit Cards-Key Bank	3,842.65
07-2200 Credit Cards-Key Bank	467.58
08-2200 Credit Cards-Key Bank	1,821.20
Total 2200-Credit Cards	6,131.43
Total Liabilities	55,307.43
Net Assets	
01-3100 Unrestricted Net Assets	190,504.57
02-3100 Unrestricted Net Assets	49,679.55
07-3100 Unrestricted Net Assets	56,560.10
08-3100 Unrestricted Net Assets	1,866.52
09-3300 Unrestricted I&T Assets	471,435.05
09-3400 Restricted I&T Assets	833,791.52
Total Net Assets	1,603,837.31
Total Liabilities & Net Assets	\$ 1,659,144.74

Report from Lead Minister, the Rev. Elissa Johnk

Without a doubt, one date stands out in my mind as I look back over this year – July 4, 2021. Not, of course, because of the fireworks, but because this was the date that our doors officially opened again, to allow in anyone who was able to worship in the physical space of our beautiful sanctuary. It was the culmination of more than a year of hard work on several fronts: researching, purchasing, installing, and learning how to use the new live-streaming A/V equipment. Learning how to adapt our space to the safety requirements of the pandemic: masking, distancing, singing, sterilizing, air and traffic flow (all of this remains a constantly moving target, with each new wave or variant). And, of course, crafting our liturgy and style to fit a hybrid congregation: digital ushering and participation, offering, communion, prayers, fellowship.



All of this work, and when the day came... I was not there.

I was in quarantine.

My daughter had been a close contact of someone with Covid at school and was showing symptoms, and our test results hadn't come back in. In true hybrid-worship style, I filmed my sermon as I had for the previous 16 months, and worshiped, like so many of us, from the comfort of my living room. The A/V equipment worked flawlessly, the service was joyful, the digital participation enthusiastic, and still I wept.

If there is a single scripture that encapsulates this year for me, it would be the return of the Israelites to Jerusalem. Called back after 70 years of exile, they laid the foundation stone for a new Temple, the center of their life together, and the scripture says the people erupted in shouts of praise. But it also says that "many of the older priests and Levites and family heads, who had seen the former temple, wept aloud," (Ezra 3:12). I think we all know now, in a new way, that for those who were returning home, there must have been joy, relief, gratitude and grief, all at once.

Indeed, it was this same mixture that marked Memorial Day weekend – the final celebration upon the retirement of our Director of Music – Dr. David Neiweem. After more than 20 years with us, coaxing our diverse voices into a single song, David officially retired on May 30. It was a joyful celebration, of course, marking David's unique mixture of pastoral and musical skill and accomplishments. With a zoom party – a bit of a roast, really – on Saturday, and an in-person (masked, distanced and outside) gathering on Sunday, and official vows of release during worship, it was a poignant observance of the fact that our musical life together is, as David phrased it, "the hub around which many spokes of the church services turn." In leaving the community he has so faithfully guided (through 6 ministers!), he repeated his desire that the space of the sanctuary might continue to adapt, as it always has, into a place that better allows "music and musicians [to] flow freely, like water seeking to find its own level." The overwhelming response to the David Neiweem Sanctuary Fund was a sign that, not only was David instrumental in all our lives, but also in shaping our understanding of church as an evolving, vibrant, living organism.

And take up his challenge we did. As you'll see in the music report – our lay musicians went above and beyond to ensure our worship life did not suffer during an interim period. The 7-member search team, comprised of program and musical staff, as well as members selected by the choir and deacons, met almost weekly (often

twice weekly!) for the next 7 months, prayerfully discerning who our next Music Director might be. With input from the choirs and wider congregation through our visioning program, it would be an understatement to say that we are all excited for what the next Director – Amy Shortt – will be able to do with the strong foundation David laid for us all. Perhaps most fulfilling for me, however, is the flexibility and commitment we all have shown throughout this process. Not only has the music we have made together been beautiful, it has been joyful, and we have all displayed great grace with one another throughout the process.

This is true with both of these two events – the return home, to lay the new foundation-stone of hybrid worship, and the transition in musical leadership and management of our musical life together. Both took enormous amounts of staff and volunteer energy. It took all of us. From Personnel, to Search, Worship, Tech, Covid Response and Buildings teams, to musicians and ushers (and bears, oh my!), 2021 has asked something of every single member of this church. And all, of course, while we are each individually struggling with a global trauma.

And yet we really do remain strong. 2021 has revealed a resilience in this congregation that is remarkable to experience. We welcomed new members, baptized babies, participated in book groups and multiple discussion and study groups. We re-launched our pulpit swap with the Ohavi Zedek congregation and strengthened our relationship with College Street church. We made great headway on our Visioning project and continued to support our core missions in new ways. Most importantly, however, our attendance at worship – remotely and in the sanctuary – remains high. When it comes time to worship, like the Israelites before us, we are eager to gather and sing our praises.

This, for me, is what I hope the history books remember of these years in our life together. That in the face of overwhelming personal trauma, this church has gathered together to support one another in entirely new ways and on entirely new levels. For much of my career, the story of the mainline church has been one of institutional decline. And that very well may be. But what I have experienced here over the last 24 months – well, that has felt more like laying a new foundation stone. Which is almost enough to make you cry. But certainly enough to make us lift shouts of praise.

In gratitude, and faith,

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

Report from the Director of Creative Ministries

Dear Friends,

When reflecting on the past year, I am in awe of how this congregation has grown and thrived, despite a global pandemic! We experienced God's faithfulness and this body's creativity as we embraced new forms of worship and community online. Since our building reopened, we have continued to lean into the gift of hybrid worship, thanks to our new A/V system, our A/V team, and everyone who has recorded readings from home! I personally have enjoyed creating graphics and videos that enhance both in-person and virtual worship each week, as well as occasionally crafting liturgy and preaching. We are grateful for your continued openness as we follow the Spirit's leading and seek to create vibrant, accessible worship experiences!



While we may encourage physical distancing, it has been beautiful to see First Church embrace social connection! This year I enjoyed supporting a wide range of Connection Team events and collaborations, such as the Valentine's Day Auction and Bazaar, Yard Sale, and the Chicken and Biscuit Dinner. Small groups have been another wonderful source of fellowship, including our 7 activity-based Summer Life Groups and our numerous sermon discussion groups. Special deliveries for Advent, Lent, and Homecoming and two art shows in our new Midway Gallery further strengthened our communal ties. It has been a joy to collaborate with the Worship Team and Faith Formation on special opportunities for connection through worship, including Journey to the Cross, the Youth Advent Service, and the Christmas Pageant.

I want to celebrate all the amazing things God has done in the lives of our children and youth this year! This past fall we launched a new, combined youth group for our middle schoolers with College St. Congregational Church. We have been averaging 20 students a week for a range of fun events, including Messy Olympics, a fall retreat, pumpkin carving, movie and game nights, and several awesome service projects! The YES (Youth Experiencing Service) Week and Peace Camp provided additional opportunities to grow in friendship and faith.

Our willingness to embrace change and transformation in this season has brought countless blessings to our church, including 15 new members and many first-time visitors! I believe our new Welcome Team and the New Visitor Pathway (which ensures that all visitors receive timely follow-up and get connected) have played a particularly significant role in helping our church grow, even in this challenging time. I was also blessed to serve on the Music Director Search Committee this year, and I believe that Amy will help us to continue to attract new members!

Beloved ones, I am grateful for each one of you and so proud of your hopeful resilience! As we mourn the losses of this time, I pray that we might also dare to see the gifts that this season of transformation has given us. God is doing a new thing here at First Church! May we all learn to perceive it and celebrate it together.

With love,

Hannah Sachs

Report from the President and Chair of the Board of Trustees

The mission of the First Congregational Church Board of Trustees is to manage church resources and operations effectively. The Board includes the church officers, as well as five members who serve as trustees at large. We meet monthly over Zoom throughout the church year, and our meetings are open to any members who would like to attend.

We are truly blessed, friends, that despite the ongoing profound challenge of COVID-19, we are thriving as a church community, with increased attendance, increased pledging, renewed enthusiasm, and an overall feeling of joy. The work of the trustees this year reflects our stability and the commitment and resilience of our members. Highlights of the work of the Board of Trustees since February 2021 include:

Supporting of Our Vision and Our People: Trustees have continued to support the work of the Visioning Task Force and the funding of a consultant to guide that work. We also supported the hire of our new music director, Amy Shortt, whose arrival we greatly anticipate. We have increased our effort to ensure our staff is properly compensated appreciated for their work.

Supporting of Our Presence in Downtown Burlington: Our physical location is one of our great gifts and also presents challenges. The trustees supported the work of our dedicated staff in compassionately managing the presence of regular visitors to the porch and lawn, some of whom are unhoused, and some of whom face physical and mental health challenges. We also supported the Buildings and Grounds team as they put together a list of future-focused projects that will improve the physical space we have been entrusted to care for.

Supporting Fiscal Health: The Board of Trustees supports the work of the Stewardship Committee and Budgeting Team. The Stewardship team has done a remarkable job in helping us meet, and perhaps even exceed our pledge goal for the new fiscal year. The Budget team has worked with staff and church teams to build a prudent and forward-looking budget.

Supporting “Church Where You Are”: This year we were able to return to in-person worship, made possible by the diligence and thoughtfulness of our Regathering Team. But, another year of COVID means that our online worship experience also remains important. Our new audio-visual equipment and the hire of Max Johnson have allowed us to dramatically improve the quality of our online worship events. Supporting the work of the Deacons, Connections, and the Regathering Team have allowed us to continue to provide meaningful options for worship at First Church.

Respectfully submitted,

Caroline E. Crawford, Past President

Paul Hobbs, President

First Congregational Church

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. **Votes are needed to approve those officers in Bold.**)

President: Paul Hobbs

President Elect: Susan Ellwood

Past President: Caroline Crawford

Treasurer: Mike Knauer

Clerk: Dawn Plante

Trustees at Large:

Jeff Comstock	2020-2023	Elise Polli	2021-2024
Kirsten Worden	2020-2023	David Lightbody	2021-2024
Carol Hauke	2020-2023	Bob Phillips	2022-2025

The Board of Trustees are responsible for: finance and budget matters, maintenance of buildings and grounds, stewardship, personnel and staffing and nominating and church involvement.

Current teams/task forces the Board of Trustees assist are: Administration (Personnel, IT, & Tech), Building & Grounds, and Stewardship.

Board of Deacons:

Donal Dugan (chair)	2018-2024 (second term)	Linda Elrick	2022
Eric Davis (chair)	2018-2024 (second term)	Amy Young	2022-2024
Betsy Freeman	2019-2022	Karl Doerner	2022-2025
Susan Ellwood	2020-2023	Mary Hyde	2022-2025
Amy Mellencamp	2020-2023		

The Board of Deacons is responsible for: worship, spiritual life, music, outreach, justice, mission, community connections, pastoral care, fellowship, discipleship, faith formation, nurturance and development of children and youth. Current teams/task forces the Board of Deacons assist are: Worship, Faith Formation, Connections, Outreach, and Partners in Pastoral Care (ad hoc).

Authorizing Motion:

Delegates to the Vermont Conference: The Board of Trustees is authorized to appoint the appropriate number of Church Delegates (as determined by the membership size of the church) by March 2022.

Thank you to Members Who Have Been Serving on Church Teams:

Administration Teams (Personnel, I&T, Tech): Bob Wolf, Tony Hall, Betsy Shuey, Bob McKearin, Carl Herzog, Michelle Hobbs, Stan Schmidt, and Mike Knauer

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

Buildings and Grounds Team: Dave Grace, Doug Viehmann, Scott Newman, Mary Hyde (Poss Shop Representative), and Peter VonDoepp

Stewardship Team: Steve Hyde, Leader; Dawn Plante, Eric Davis, Bruce Hewitt, Pam Meaker and Janice Claypoole

Worship Team: Ann Vivian, Leader; Members: Cyndy Hall; Deacon Liaison: Lou Rochford

Faith Formation Team: Jen Jorgensen, Leader; Faith Formation Director: Hilah Clarke; Caroline Catlin, Hannah Sachs

Connections Team: Bob Wolf, Leader; Linda Elrick, Jennifer Jorgenson, Baki Nelson, Patty Thomas, and Carol Schoonmaker

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

Outreach Team: Reid Willis, Leader; Louise Brewster, Bobbi Holzel, and Charlotte Safran

Visioning Team: Rob Backus, Trustees Liaison, Susan Saunders, Tony Hall, Jennifer Jorgenson, Kipene Tabu, Mandy Grace, and Charlie Smith

First Congregational Church Proposed Budget

<u>2022 BUDGET</u>	<u>Total</u>
Pledged Offering & Committed Gifts	\$419,000
Donations-Unpledged	\$18,000
Plate Offerings	\$1,500
Communion Offering	\$200
Christmas Offering & Xmas Mission	\$10,500
Easter Offering & Easter Mission	\$5,500
Per Capitas	\$1,813
Memorial Gifts	\$5,000
Subtotal Donations	\$461,513
Fundraisers	\$19,200
Rental Income	\$12,000
Funeral / Wedding Fees	\$2,000
Reimbursed Income	\$10,300
Registration Fees	\$200
Subtotal Earned Income	\$43,700
Transfer Income - Poss Shop	\$25,000
Transfer Income - B&G (RMH)	\$10,420
Transfer Income - Music	\$7,300
Transfer Income - I&T	\$30,829
Capital Campaign	\$45,000
Subtotal Transfers	\$118,549
TOTAL INCOME	\$623,762
Staff Salaries	\$289,476
Consultants	\$52,540
Benefits	\$53,059
Taxes	\$16,184
Professional Development	\$3,500
Subtotal Staff & Consultants	\$414,759
Minister's Discretionary Expense	\$750
Worship Expense	\$1,600
Flower Expense	\$1,000
Music Expense	\$7,300
Plaques & Memorial Garden	\$2,000
Deacons Expense	\$1,000
Connections Expense	\$3,000
Stewardship Expense	\$300
Per Capita Expense	\$4,350
Subtotal Ministry Expenses	\$21,300

2022 BUDGET	Total
Electricity	\$8,000
Repairs and Maintenance	\$20,000
Natural Gas-Fuel	\$15,000
Property Insurance	\$40,702
Snow-Lawn	\$5,400
Trash and Recycling	\$3,000
Water	\$4,000
Subtotal Building & Grounds	\$96,102
Postage	\$2,400
Printing & Copy	\$4,200
Supplies - Admin	\$2,400
Supplies - B&G	\$3,000
Technology	\$6,660
Telephone	\$6,500
Advertisements	\$750
Background Check	\$100
Subtotal Administration	\$26,010
Meals-Food	\$2,900
Travel-Mileage	\$6,000
Program Expenses - Faith Formation	\$2,500
UCC Delegates	\$1,000
Subtotal Programmatic	\$12,400
Credit Card & Payroll Fees	\$4,700
Equipment & Furniture	\$5,000
Misc Expense & Gift Cards	\$6,500
Transfer Expense-Mission	\$28,200
Special Projects	\$45,000
Subtotal Fees and Transfers	\$89,400
TOTAL EXPENSES	\$659,971
NET INCOME (LOSS)	-\$36,209

Personnel Team Report 2021

Greetings to everyone, from your First Church Personnel Team. We “meet” via Zoom on the 4th Wednesday of each month.

Our basic mission is to support the administration of our church’s human resources. The scope of this mission encompasses assisting staff with decisions involving hiring decisions and procedure, pay and benefit issues, equipment purchases and employee reviews and more. We also provide recommendations to and respond to requests from the Trustee and Deacons about matters related to personnel.

During 2021:

- We assisted with job descriptions, selection and on-boarding (particularly challenging for staff when done virtually) of new employees for positions in audio/video coordination, security, elementary ministries and middle school ministries;
- provided salary and benefit assistance to the music minister search committee;
- continued support of employee reviews and updated job descriptions;
- continued to encourage and facilitate training opportunities for staff;
- provided information and recommendations to Trustees regarding salaries and benefits for staff to help achieve fair and equitable compensation for all staff;
- made substantial progress on our 2021 goal to update our personnel handbook;
- we bid adieu to valued personnel team members Betsy Shuey and Carl Herzog and welcomed Michelle Hobbs as our newest member.

We are looking forward to 2022, to finish the works in progress and to assist our terrific staff dealing with the expected and unexpected in the coming months.

If you have an interest in joining our Team, please let one of us know.

Peace,

Bob McKearin, Bob Wolf, Michelle Hobbs, Mike Knauer and Rev. Elissa Johnk

Pastor Parish Relations Report 2021

To review, the Pastor-Parish Relations Committee (PPRC) 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.

PPRC continued to meet using Zoom due to the rise in covid positivity numbers in Chittenden County. PPRC has met every other month this year and continued to discuss possibly moving to quarterly meetings. We also have discussed the length of terms and how to transition members in and out. Due to the nature of the

work for PPRC, having people move in and out each year, as has been the process for committees in the past, may not serve the minister or the congregation appropriately. This discussion will continue into the new year.

While PPRC is not the body within the church to evaluate our minister, we are charged to listen to the positive or negative views or questions of the congregation and honestly and accurately represent those views to the minister. It is important to recognize both the time, effort, and quality of Rev. Johnk's work for us during another challenging year as we moved to a hybrid of in-person and online worship. We are a grateful congregation for all Rev. Johnk, and our staff have done to keep us together and to meet our spiritual needs. Our growing membership, anticipation of a successful stewardship campaign and consistent expectations for excellent worship and sermons week in, and week out, are all indications of the church's health and momentum under difficult pandemic circumstances.

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

Building and Grounds Team Report 2021

In this "hybrid" year, the Buildings and Grounds Team had a good mix of projects to support our partial return to our historic home as well as much-needed repairs and maintenance to its infrastructure. In support of our partial return to in person worship, B&G managed the purchase, installation and training on the new A/V system used for livestreaming our services. We also purchased and set up video conferencing equipment for hybrid meetings and fellowship hours. Finally, in support of those who are not able to physically be present in the building, we installed a Prayer Box on the front lawn for church members and the public to leave prayer requests. The unit we installed this year is unfortunately already becoming damaged by abuse and the weather, so we will be installing a sturdier version in the spring.

As far as maintenance and infrastructure, we made significant repairs to the membrane roof over the Sanctuary and Ed Wing, replaced the furnace that heats the Sanctuary, and installed new sump pumps to end the frequent flooding of the Possibility Shop. There were also a few projects done simply to spruce up our space and make it more welcoming. These included a makeover to the midway, removing the old bulletin boards, setting up a system for hanging art in the hall, and cleaning up our grounds on the fall workday.

Looking to 2022, we will continue to support our home with continual maintenance and repair as needed (something always comes up!), and we plan on some more significant projects as well, assuming we can get funding for them. At an expected cost of around \$20,000, we are in the design phase of a project to provide improved accessibility from the parking to the gate of the Memorial Garden, which is much needed and long overdue. Another long overdue item, which will be a minimum of \$25,000 is a project to repaint the wood surfaces of our sanctuary and chapel, including trim, windows, columns, and the steeple. While both of these projects are on the "expense" side of the 2022 budget, there is also spot on the "income" side of the same value. This means we need to raise the funds to cover these projects for them to happen. We'll be putting together an Ad Hoc Team to organize the fundraising but let this be the first pitch – please make a separate donation designated for "2022 B&G projects!"

Finally, we are looking at some long-term projects that won't necessarily happen in 2022, but we may kick off some planning and quoting to be well prepared when it is time. The first project is to redesign the Sanctuary entrance from the porch – the huge white doors. While these are beautiful antique parts of our home, when

they are closed it is hard to be a welcoming space. The concept for the new design is to build a small breezeway with new glass exterior doors that can remain closed while the existing doors are moved inward and left open while worship is in session. This project will require much discernment and input from the church to ensure we are all happy with the outcome. The anticipated cost will easily be in excess of \$30,000, so we want to get it right! The other project is to add accessibility to the 2nd floor classrooms and offices. Currently, there is a small set of stairs between the Cake Room and the Education Wing. In order to make this accessible, we want to install a small wheelchair lift next to the stairs. This is an expensive project including major structural elements to the building but provides some very interesting benefits. Once the Education Wing is accessible, JUMP's operations can move to the classroom space, freeing up the Dining Room and Stage for rentals. This is a valuable space for potential rentals as well as our own use and strongly desired within the various church Teams. More to come on both of these projects!

Thanks for reading this report and thank you to all of you who are able to pledge your support for our beautiful home.

The B&G Team: Dave Grace, Doug Viehmann, Scott Newman, Mary Hyde (Poss Shop Representative), Mike Knauer (Treasurer), Derik Breen, Hannah Sachs, & Peter VonDoepp

Sale of Parsonage to the Ronald McDonald House

In 2020, the First Congregational Church members approved the sale of the parsonage building to the Ronald McDonald House to serve as a "home away from home" for families whose seriously ill children are being treated at the UVM Children's Hospital. The sales agreement provided an 18-month period for the Ronald McDonald House to raise the required \$1.9 million in funds.

I am happy to report that the Ronald McDonald House is well on its way in raising these funds. As stated in the sales agreement, when an initial \$1.0 million was raised towards the purchase, the Ronald McDonald House would then provide the church a check for \$100,000. That has now happened, and we are in receipt of that check. Furthermore, we anticipate closing on the sale as planned with the total amount raised by this summer, if not before.

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 of Burlington. We thank you for your support and your participation in the church's visioning work to understand how best to use these funds in the years ahead.

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

Stewardship Campaign Report 2021

The Stewardship Team, comprised of Steve Hyde, Dawn Plante, Eric Davis, Bruce Hewitt, Pam Meaker and Janice Claypoole, gathered to begin its work on the 2021 Stewardship campaign in late September. We selected the theme, "How is God Calling You?" and a compass as the symbol for the campaign.

The team created a beautiful brochure that included the voices and thoughts of many members of the congregation. The brochure was complemented by wonderful multi-media presentations by the Building and Grounds Team, the Faith Formation Team, the Worship Team and the Connections Team during Sunday worship. Finally, several members: Scott Newman, Dawn Plante, Steve Fuchs, and Sara Wilcoxson offered witness statements explaining why they pledge FCC.

At the end of November every FCC member was sent a stewardship packet with which they could make their pledge in support of the 2022 FCC operating budget. As of mid-January, more than \$417,500 has been pledged, exceeding our original goal. It has been an honor and a pleasure to lead this team and I am grateful that so many have responded with such generous hearts.

Steve Hyde, Chair

Visioning Team Report 2021

The Visioning Team was formed in October 2020. The members are Kipene Tabu, Tony Hall, Mandy Grace, Charlie Smith, Susan Saunders, Rob Backus, and Jennifer Jorgenson. Initially Pastor Elissa acted as chair of the team, but we soon contacted Rev. Claire Bamberg to work with us. She accepted this call and became our strategic planning consultant and mentor in early 2021. Our ultimate charge from the Trustees is to prepare a written, formal Strategic Plan that is able to clearly elucidate, based on research, how we believe we, as a congregation, are being called to live our faith. We were formally commissioned before the congregation and truly began our work at that point.

Our research started with soliciting wide congregational input. This was done through a series of meetings, mostly remote, but some in-person. Most of you have participated in one of these meetings. At the meetings, which consisted of up to six individuals, the same four questions were asked of each of the participants. What brought you here, why have you stayed, what is your vision for first church three to five years from now, and what do you think it will take to get from where you are today to your vision of our future. A facilitator led the meetings, and a scribe recorded the answers. We are now in the process of compiling those answers into a format for distribution to the congregation.

We have completed the congregation phase of asking these four questions except for talking with youth and New American members of the congregation. We will soon be reaching out to community groups and members to engage in a similar discussion with them. The members of those meetings will be asked questions tailored to our needs in consulting with folks who are active in the Burlington community but are not part of the congregation.

As you can imagine, the team members have devoted a great deal of time to hosting the meetings with congregation members and to meeting with each other to continue developing and implementing our plan for this team. It remains our goal to complete the strategic plan by this summer.

We are grateful to Reverend Bamberg for her devotion, skill, and guidance and to all those people in the congregation whose commitment to the visioning work will bring life to our congregation for years to come.

Sincerely,

Your Visioning Team

Deacons Report 2021

Acting as servants of God, we nurture the spiritual life of the church. That is the mission statement of the deacons, and it guided our actions and deliberations in 2021 as we grappled with how to cultivate the life of the church in a time of pandemic. Working with the Regathering Team, Buildings & Grounds, and many others, we oversaw the physical reopening of the church in July and enacted new safety measures for major events such as monthly communion and the Christmas Eve services. We also added digital ushers to the online services to better integrate the digital with the physical and ensure that the voices and prayers of those who worship with us online are heard. The church's responsibility to keep our members safe from illness has been and will continue to be a top priority.

Aside from COVID-19, the deacons spent a large amount of time this year listening to feedback, with a great emphasis placed on the need for the deacons and staff to explain decisions better even when changes to church programs and the placement of people and items in the church seem minor in context. Reasons that might be clear to one person can be opaque to another, and transparency for everyone is important. We also took steps to update the church's lists of volunteers, committee representatives, and team members. All of them—especially the volunteers—have been invaluable to the church and its ability to continue our ministries during this challenging time, and we are tremendously grateful. We have been working on a formal process to recognize volunteers that we hope to officially reveal soon.

Finally, we also welcomed new members to our ranks while saying good-bye to others. James LaPierre, Ellen Pine, Lou Rochford, Hilah Clarke, and Susan Ellwood all completed their terms as deacons while Karl Doerner, Linda Elrick, Amy Young, and Mary Hyde will be joining us. We are deeply thankful to the retiring deacons who have done so much for us, and we look forward to working with our new deacons to continue our mission of nurturing the spiritual life of the church.

Respectfully, Donal Dugan and Eric Davis, Co-Chairs of the Board of Deacons

Worship Team Report 2021

For the first 6 months of 2021 the Worship Committee continued to support online worship and provide in-person experiences when appropriate. Throughout this time, we created visual stimulus in the sanctuary to enhance worship as it appeared online. Our greatest effort went into providing in-person activities for Maundy Thursday and Good Friday. We planned and set up contemplation stations with a visual or auditory prompt to encourage attendees to reflect on the many familiar aspects of Holy Week. As covid numbers dropped we looked forward to offering worship in-person and streamed online. We coordinated with the Regathering Team to provide the correct safe seating arrangements as well as safe musical offerings.

With the Delta surge, plans for even more “normal” worship experiences were put on hold and the remainder of the year required careful adherence to the latest suggestions from the Regathering Team. We gladly decorated for Advent with blue bows on wreaths and blue lights on the tree to represent dawn; bows were changed to red for Christmas Eve and tree lights to white symbolizing the birth of Jesus.

All of this happened under the leadership of Elissa and Hannah. They are experts at floating ideas which spark more ideas, questions, discussion, and finally a plan. This was particularly true of the Maundy Thursday experience.

Cyndy Hall, Ann Vivian, Lou Rochford (Deacon Liaison)

Music Report 2021

Youth Choir: Through music we share God's light with each other and the world. Despite the challenges of the pandemic, online worship, and shifting church demographics, the Youth Choir found a few joyful opportunities to sing together in 2021. Highlights for me included our collaborative recording of "Thuma Mina" with Kipene Tabu during Lent, and a return to in-person singing with "Love Came Down at Christmas" on Pageant Sunday. Huge thanks to the youth who sang this year: Christina Adolphe, Tess Barker, Tara Brown, Aven Jorgenson, Mathias Mmunga, Celia Polli, Lincoln Safran, and Maria Worden. And a special shout-out to Andy Barker and Simon Jorgenson whose skilled guitar accompaniment and jovial spirits lifted us all.

Summer Music: This year, the summer music program landed in a time of real transition -- as we moved from online to hybrid in-person worship, after David Neiweem's retirement but before the selection of a new music director. But with challenge comes opportunity! Together, we tried to create a program of simple, joyful music to enhance our worship together. More than 2 dozen members contributed their musical talents, supported by guest artists such as Patti Casey and Eclectica. Our sanctuary rang with the sounds of organ, piano, bells, cello, ukulele, trumpet, viola, guitar, djembe, box drum, and more. Thank you all!

Fall Music: Transition continued as vocalists at microphones (singing through masks, of course) were added to support congregational hymn singing and enhance the live-streamed worship experience. Though not rehearsing weekly due to the pandemic, many thanks to the members of the Sanctuary Choir who have helped meet this need. The Austin Handbell Choir has been able to rehearse safely this fall and ring several times in worship. A number of youth shared their voices and a variety of instruments for the annual youth-planned evening Advent Service and on Pageant Sunday. We've also enjoyed the instrumental gifts of several accomplished adult members, and during fall, Advent, and Christmas we were treated to guest musicians including harpist Heidi Soons, organists Fred DeHaven, Joel Ramseyer and Cameron Brownell, and the Onion River Jazz Band. On the first Advent Sunday, a string quartet with vocalist Mary Bonhag presented a very special Mini Handel's Messiah.

New Music Director named: In late fall, it was announced that Amy Shortt will be joining staff in mid-February as our new Director of Music! We are so excited and looking forward to the gifts she will bring. This has been another year of feeling at sea and experiencing change in every facet of our lives; thank you for your support and expressions of appreciation for music in worship.

Ana Ruesink & Ann Vivian

Austin Handbell Choir 2021

2021...where do we begin? We've all been praying a little harder, a bit more frequently, and a lot more religiously as our second year of Covid rolls along. All of us have scheduled and rescheduled our to do lists multiple times. If nothing else, these past two years have shown all of us that being flexible is as important as humility and patient.

The Austin Handbell Choir has continued to rehearse practice and play throughout the past year. We have showcased solos, duets, small ensembles and of course, the full participation of our choir. Our choir members are very blessed to have individuals like Carlanne Herzog and Sylvia Stebbins available to assist us with our accompaniment when needed. It truly is a blessing to have such talented musicians as part of our music family.

2021 has also brought us five (5) new ringers. In the midst of this pandemic, we have been so lucky to be able to increase our choir numbers. Four (4) are ringing full time with the choir and the 5th has become our "go to" substitute. This has allowed us once again to ring with multiple octaves of bells and chimes...oh what a delightful sound!

The choir is always looking for new ringers, and our newest additions have been such a blessing. We are looking forward to the Austin Handbell Choir turning 60 in 2023. So, we do have our work cut out for us throughout this coming year. We are hoping to have a 60th Anniversary concert, and with the new musicians we now have, it should be a wonderful experience. We'll keep you posted! As our choir grows, we look forward to what lies ahead; new music, the addition of our new church music director, additional ensembles to spread our music to more services, and most of all a happy, healthy, and blessed 2022.

God bless you All!

Sincerely,

Jennifer Comstock Coleman, Director of the Austin Handbell Choir

Faith Formation Report 2021

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.

Faith Formation's overarching goal for each age group are 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 2021 year.

Nursery/Preschool

- Our nursery and preschool rooms were reopened in July. We were able to be outside most Sundays utilizing the Ronald McDonald House play space.

Elementary School Age Children

- We began the year continuing with the *Illustrated Ministries* curriculum on Zoom.
- We were able to meet in person again in July.
- We played and had prayer circle and a Bible verse outside at the Ronald McDonald House play space.

Middle School Youth

- The Haven had a successful kickoff with the Messy Olympics at Oakledge Park. Hannah Sachs and College Street Congregational church youth leader, Jason Vanderlaan, joined forces to create a joint youth group.
- In August 2021 our youth participated in a four day YES (youth experience in service) program led by Hannah Sachs and the Rev. Elissa Johnk. Here are a few highlights: helping to cook a meal for Dismas House, gardening at Dismas House, completing the mural on the back of the church building, Bible study, helping at the Ronald McDonald House, a car wash, and putting together toiletries bags to be distributed through JUMP. The Joint Urban Ministry Project.
- The Haven met 1-3 times a month during the first semester for service and fun including: a fall retreat, pumpkin carving, Movie Night, and a Christmas party at the Rev. Ken White's home.
- Led the congregation in an interactive, multi-generational Christmas Pageant.

High School Youth

- The Haven was led by Hannah Sachs, our Creative Ministries Director, and Jason Vanderlaan.
- The Rev. Elissa Johnk began a confirmation class for high school students and went on a retreat.
- Our high school youth, with the guidance of our Creative Ministries Director, Hannah Sachs created a beautiful and meditative Advent service.

We once again partnered with College Street Congregational church for a very successful Peace Camp in July. We had over 70 participants and many skilled volunteers. Together we made Peace Camp happen. It was a labor of love, and we were so grateful to be able to rejoice, pray, learn and play together.

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

Connections Team Report 2021

Greetings Friends from the Connections Team,

First let us thank all our Connections Volunteers who helped make 2021 a successful year! We appreciate your time and talents! Without your help, Connections Team activities and collaborations wouldn't be possible...and we hope you enjoyed yourselves and had some fun too!

2021 was our first full year for the Connections Team after forming in late 2020. Our team said goodbye to member Caroline Edmunds and hello to Carol Schoonmaker!

Connections falls under Deacon's oversight with our mission of: "Seeking to connect visitors, congregants and the greater Burlington community with the people and work of First Church". Sounds simple enough...but how did we practice this in 2021?

Realizing Connections can offer a lot of important work for FCC, we decided to focus on a few needed areas. Here's a short report of our accomplishments thanks to you:

Connecting to New Visitors by providing a warm welcome for our new guests and visitors. Did you know a New Visitor takes only 30 seconds to form a good first impression of FCC? And within 7-10 minutes people decide whether to return or not! Our team decided this was to be our #1 goal in 2021 and developed our New Visitor program. We attended a (virtual) Radical Hospitality seminar in April and WOW did we learn a lot! You can see some of our new ideas in practice from our Sunday Welcoming Team and a New Visitor Pathway program. Did you know someone new comes to our church every week? Over the past year we've welcomed over 50 new visitors through our pathway with many joining FCC! We ask for everyone's help too by intentionally welcoming New Visitors through Passing of the Peace each Sunday.

Connecting to Congregants through Advent, Lent and Homecoming bags delivered to over 180 member homes! And we collaborated on fun events like the Valentine's Day Bazaar, Summer Yard Sale, Small Group Activities, and Chicken & Biscuit dinner providing a record 215 meals!

And Connecting to our local Community through a new Prayer Box and collaboration on special outreach events.

If you are interested in fostering connections and helping our church grow, we welcome new team members who would like to participate in our monthly meeting and ongoing projects. We also welcome volunteers who would like to be involved on an as-needed basis for specific projects...so please think about it!

Peace,

Linda Elrick, Jennifer Jorgenson, Baki Nelson, Patty Thomas, Carol Schoonmaker, Bob Wolf, Leader and Hannah Sachs, Director of Creative Ministries

Women's Fellowship (WOTC) Report 2021

The Women's Fellowship involvement with our local community services was dramatically reduced this past year. Covid restrictions and fluctuating guidelines kept us pretty close to home during 2021.

The two large events we were able to host this year: the Annual Summer Yard Sale and our *TO GO* version of the Chicken and Biscuit dinner. All of us would like to extend a heartfelt THANK YOU to the Connections Team for assisting us with both successful ventures.

The yard sale raised just over \$2,150.00 and the Women's Fellowship team donated the total amount to the church's operating budget. One of the nicest components of the yard sale is watching at the end of the day as EVERYTHING, gets boxed, packed, stacked, loaded on carts and shelves and then gets delivered down to the Possibility Shop. Once there, all these remaining items have a chance to find a new home, while restocking the shelves for the summer operations. Many thanks to ALL who participated before, during and after this multi-level event.

Our Chicken and Biscuit dinner certainly showed all of us how adapting to new circumstances and being flexible with our original (or concrete) game plan can prove to be a delightful and outstanding success. I recall Bob Wolf asking: "*How many dinner tickets do we need to sell to make this work?*" My response was a minimum of 80-85 orders. We sold 212 dinners!! WOW this was amazing. Many thanks to Jamie and Elise Polli for donating all of the *TO GO* containers. They worked perfectly 😊! Of the 54 dinners donated by our Chicken & Biscuit customers, 36 were delivered on the night of the event. Together we provided dinner for all of the guests at Burlington's ANEW Place and Dismas House, as well as to each member of five households! The funds given for the remaining 18 donated dinners (\$216) will be transferred to the Pastoral Care Fund, allowing the church to assist people in need. The Chicken & Biscuit Dinner raised much good will in our community and \$1,435 for the Women of the Church Fund!

A new year begins yet again. We are all hoping to build on our previous successes and create new ones. I look forward to reconnecting with friends and church family. I am eager to meet all the new faces that enter through our open doors.

"There are no strangers here, only friends we have yet to meet!"

God Bless,

Jennifer Comstock Coleman, On Behalf of Women's Fellowship (WOTC)

Partners in Pastoral Care Report 2021

The pastoral care team, known as **Partners in Pastoral Care** (PIPC), was formed nine years ago. Members include, Rev. Elissa Johnk, Senior Minister, and committed church members Barbara Carter, Janice Claypoole, Janice Clements, Carlanne Herzog, Tony Hall, 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 and events, participate in our church prayer tree and make home visits. 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. COVID restrictions have

led to phone or virtual visits on many occasions. Both Michael Samara and Carlanne Herzog have Master's degrees in counseling. Lucy Samara brings long experience from her prior role as Director of Outreach Ministries, and a wide network of connections with members and the wider community. 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 a personalized note. PIPC maintains the 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. This list is displayed virtually and on-screen during worship. An up-to-date list of community resources is maintained and PIPC can link those requiring some assistance with the appropriate agency.

Recognizing an evolving demographic and comfort level with digital communication, PIPC has begun using *Meal Train* for the occasions when someone is in need of meals. This has proved very successful and facilitates communication among the recipient of meals and those providing the meals.

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
- communicate with "snow-birds" during the winter months
- 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 2021

The 2021 year was a challenging one for Outreach since Covid-19 restrictions changed many of our usual operations. We focused on keeping members informed and encouraging financial support even though in-person activities were limited. Our awareness and support of racial justice work continued. We continued to meet each month online to plan and do business.

Our **GOALS** continue to be:

- Respond to significant local needs such as poverty, homelessness, hunger, and refugee assistance;
- Promote awareness and support of local national, and international ministries of the United Church of Christ;
 - Offer opportunities for members to share their time, talents, and resources;
 - Coordinate special offerings;

- Advise the Trustees on the Church's budget.

BUDGET

Member pledges, through the operating budget, fund two core Outreach efforts: the Our Church's Wider Mission Fund of the VT Conference UCC, and the Joint Urban Ministry Project (JUMP). In 2021, we contributed \$10,500 to the UCC OCWM Fund. The UCC allocates 70% of this fund to support VT congregations and 30% to national UCC efforts. Support from the 2020 operating budget for JUMP was \$8000 in addition to office space, access to parking, and volunteer participation. On-site operations for JUMP continued to be restricted under Covid-19 precautions.

Beyond the two core efforts, the operating budget gives some support for staff travel and supplies related to Outreach activities. Congregation members support Outreach work directly with donations of time, talent, and funds outside of the church budget.

PROGRAMS

The Outreach Team promotes four special offerings:

- The Easter Offering (March) from which the Outreach Team tithes 10% to a local agency. In 2021, we donated \$550 to Vermont's Racial Justice Alliance.
- One Great Hour of Sharing (June) to support UCC Disaster, Refugee and Sustainable Development Ministries - \$880 collected in 2021.
- Neighbors in Need special offering (October) to support UCC ministries of justice and compassion - \$681 collected in 2021.
- Christmas Mission Offering (December) - which is comprised of the mission portion of the Poinsettia & Mission Offering plus 10% of the end-of-year FCCB Christmas Offering – is used to support a local service agency selected by the Outreach Team. In 2021, we donated \$4,050 to New Alpha Missionary Baptist Church.

Other 2021 work continued to be limited in 2021 because the pandemic. To promote member involvement, we started a monthly "Mission Minute" during worship when a member describes their own participation in Outreach work. The **Possibility Shop** re-opened in June for restricted on-site operations. The **Pro-Bono Legal Clinic** shifted to virtual operations and served over 30 clients.

We continued to sponsor a monthly **Silent Vigil for Racial Justice**. These 30-minute events typically drew about 15 participants and significant attention from passing cars and pedestrians. We also accepted food donations for Feeding Chittenden (formerly known as the Burlington Food Shelf).

A number of First Church members joined Vermont Interfaith Action Local Organizing **Committees on Public Safety and Housing/Economy**. These groups meet regularly to learn about and promote local reform in policing and housing equity.

We collaborated with College Street Congregational Church for a September **Service Service Sunday** with a shortened worship time followed by service activities at church and in the community. During a lull in the pandemic, we attracted participants and got involved in new outreach with Anew Place and Elmwood Cemetery.

We coordinated our Share Christmas tradition of supporting local service agencies and families in need. Covid-19 conditions affected agency operations and family needs, and we shifted our response. We collected over \$5600 from 41 donors. We provided gifts or supplies to Dismas House, King Street Center, and Small

Potatoes and assisted 7 families with rent, utilities, and/or gifts. Church members generously support this beloved tradition.

Also in December, we promoted the Christmas Mission Offering designated for New Alpha Missionary Church.

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 in the church to address various needs of low-income Vermonters

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

Small Potatoes – weekly interfaith, free community breakfast/bag lunch program.

Dismas House – monthly dinner preparation for recently-released inmates

Meals on Wheels – deliver prepared meals to shut-ins and others

The Outreach Team gives deep thanks for the continued support to enable us all to be the “hands of the church” in the community.

Respectfully,

The 2021 Outreach Team: Louise Brewster, Bobbi Holzel, Charlotte Safran, Reid Willis

Investments & Trusts 2021

What we do with our money is of critical importance. As the saying goes, “show me your checkbook, and I’ll show what’s important to you.”

Love at work

Clearly the “checkbook” of First Church is packed with many examples of faithful stewardship of our resources. Our reach has depth and breadth. It resides within the church, within our community and extends, indeed, globally.

Investments & Trusts plays a supporting role through its annual pledge to the church operating budget. As faithful stewards of donor gifts, we seek not to bury those gifts in the sand but to choose investments wisely, which balance both risk and reward. Our mission is to express love in action by making investments which address the injustices of this world. That mission is yielding fruit on many fronts.

ESG emphasis/ focus

There is a growing awareness of and need for investments which address Environmental, Social and Governance injustices (ESG). I&T has integrated the systematic and explicit inclusion of ESG factors into its financial analysis.

We champion these outcomes by migrating more investments to companies which focus on Environmental, Social and Governance challenges. ESG values stakeholders not just shareholders. A stakeholder is an interested party in the company’s performance for reasons other than capital appreciation. This year we invested \$80,000 in ESG investments and, with the Trustees approval, will continue that same migration of money in 2022.

These investments reflect our values. Our investments produce a ripple effect like a rock dropped in a pond. The impact reaches beyond our shores. Our dollars, invested in hundreds of companies, have positive impact on corporate boardrooms, corporate governance, collaborative labor relations, workplace safety, human rights and diversity, climate change and the natural environment.

This focus leverages our resources to impact personal and community needs and broadens our footprint in the world.

Review of ESG investments and performance.

In November of 2020, based on recommendations from the Investments & Trusts Team, the Trustees approved a migration of up to 10% of the fund's investments (up to \$80,000 in the first year) to socially responsible (ESG) funds. The initial tranche of these purchases was made in early March (March 4th).

In order to be able to report to the congregation on the impact of these investments upon portfolio performance, an analysis was undertaken of the performance from March 4, 2021 – December 31, 2021.

Let us start with a caveat: a ten-month period is generally far too short a time to make any meaningful decisions about the efficacy of an investment. Secondly, funds must be compared on an apples-to-apples basis. In other words, domestic equity mutual funds need to be compared against a benchmark of the S&P 500 and balanced funds need to be compared to a balanced index.

	3/4/21 Actual Price	12/31/21 Actual Price	3/4/21 Adj. Px*	12/31/21 Adj. Px*	Return	FCC Portfolio Return
Standard & Poor's 500					27.93%	27.93%
FCC Domestic & Global Equity						
Fidelity Contrafund	\$16.05	\$18.76	\$16.05	\$18.76	16.88%	27.16%
Vanguard 500 Index Admiral	\$348.69	\$439.83	\$343.97	\$439.83	27.87%	27.86%
Vanguard Windsor II	\$41.04	\$46.15	\$38.00	\$46.15	21.45%	21.68%
Washington Mutual Investors Fund	\$51.60	\$60.49	\$49.53	\$60.49	22.13%	24.92%
ESG Funds						
Fidelity US Sustainability Index	\$16.38	\$21.20	\$16.38	\$21.20	29.43%	31.44%
Parnassas Mid Cap Fund	\$39.41	\$45.20	\$38.34	\$45.20	17.89%	20.44%
Pax Global Environmental Fund	\$20.91	\$25.22	\$20.88	\$25.22	20.79%	23.87%
Balanced Index					14.56%	14.56%
(50% S&P/50% AGG)						

FCC Balanced Funds						
American Cap Inc Builder A	\$64.08	\$70.16	\$62.96	\$70.16	11.44%	12.97%
American Income Fund of America	\$24.09	\$25.85	\$22.53	\$25.85	14.74%	14.66%
ESG Funds						
Green Century Balanced Fund	\$33.13	\$37.35	\$33.13	\$37.35	15.21%	17.55%

The table above shows the performance of our existing funds compared to the ESG funds which were added during this period. The columns titled “Adj. Px.” represent the theoretical price of the funds adjusted for any dividends, short term gains and long-term gains that were realized by the funds, distributed to investors, and reinvested. As such it gives a truer snapshot of the fund’s performance than a look at share prices alone would indicate.

On this basis, the best performing domestic equity fund was the ***Fidelity Sustainable Index Fund***, which was up 29.43% during the period. The actual performance of our holdings in this fund was slightly higher, +31.44%, due to value added in the timing of the second tranche purchase of this fund.

Two of the ESG funds in this category, the ***Parnassus Mid Cap Fund*** and the ***Pax Global Environmental Fund***, underperformed the S&P, but each should probably be compared to a separate index. The Mid-Cap index had a return of +18.68% during this period, indicating that the ***Parnassus Mid Cap Fund*** slightly underperformed by (0.79%). The ***Pax Global Environmental Fund*** also slightly underperformed the MSCI World Index (up +21.16%) by (0.37%) during the period.

Among our balanced funds, the ESG fund ***Green Century Balanced Fund*** was the best performing balanced fund, outperforming both the other two funds we own, as well as the balanced index.

In the aggregate, it would appear, at this early juncture, that the inclusion of ESG funds in the portfolio had an overall moderately positive impact on the portfolio’s performance for the ten-month period. We will continue to monitor these and other holdings and report on an ongoing basis.

Portfolio performance over the past 31 years.

Portfolio performance over the past 31 years (1991-2021) reveals a 7.28% annualized rate of return (ARR). However, it is important to note that within that span there has been a significant diversity of experiences reflecting a number of bull and bear markets, including the dot.com bubble of the late 90's, the aftermath in 2000-2002, the financial crisis of 2008, the current pandemic and the monetary and fiscal easing which it triggered.

Presenting these figures is done from the point of view of increasing transparency for the church Trustees and the congregation, but it is also done with the caveat that budgeting based on an assumption of what returns are likely to be over the next three or five years, based on past history, is going to ultimately lead to significant difficulties vis-à-vis future spending decisions. Markets will fluctuate, and periods of high returns are inevitably followed by a return to the mean realized through significant periods of below average returns.

Below is a summary which highlights important portfolio statistics.

FCC Investments & Trusts Portfolio Analysis 1991-2021

Year	Annual ROR	Pos Returns	Neg Returns	Avg Port Value	3 YR ARR	5 YR ARR	10 YR ARR
1991	8.54%	8.54%		\$200,732			
1992	3.99%	3.99%		\$221,182			
1993	4.81%	4.81%		\$254,761	5.76%		
1994	-0.49%		-0.49%	\$272,644	2.74%		
1995	16.52%	16.52%		\$557,209	6.71%	6.52%	
1996	9.29%	9.29%		\$819,856	8.21%	6.67%	
1997	15.71%	15.71%		\$850,883	13.79%	8.97%	
1998	13.93%	13.93%		\$996,843	12.94%	10.81%	
1999	6.35%	6.35%		\$1,080,980	11.92%	12.29%	
2000	5.13%	5.13%		\$1,050,321	8.40%	10.00%	8.25%
2001	-3.74%		-3.74%	\$953,696	2.48%	7.25%	6.96%
2002	-11.13%		-11.13%	\$816,414	-3.47%	1.73%	5.29%
2003	21.56%	21.56%		\$798,103	1.31%	3.06%	6.86%
2004	12.10%	12.10%		\$804,355	6.59%	4.15%	8.14%
2005	7.66%	7.66%		\$774,179	13.63%	4.65%	7.29%
2006	15.95%	15.95%		\$812,888	11.85%	8.62%	7.93%
2007	8.49%	8.49%		\$858,550	10.64%	13.04%	7.24%
2008	-28.74%		-28.74%	\$708,337	-3.58%	1.59%	2.32%
2009	21.29%	21.29%		\$570,650	-2.12%	3.20%	3.67%
2010	10.44%	10.44%		\$599,629	-1.54%	3.73%	4.19%
2011	0.82%	0.82%		\$635,883	10.53%	0.87%	4.67%
2012	10.89%	10.89%		\$677,578	7.28%	1.31%	7.01%
2013	17.50%	17.50%		\$720,035	9.52%	11.97%	6.65%
2014	6.74%	6.74%		\$746,643	11.62%	9.14%	6.13%
2015	0.37%	0.37%		\$700,867	7.97%	7.07%	5.39%
2016	6.85%	6.85%		\$691,039	4.61%	8.32%	4.53%
2017	18.84%	18.84%		\$759,091	8.42%	9.84%	5.49%
2018	-4.49%		-4.49%	\$737,190	6.64%	5.38%	8.62%

2019	22.90%	22.90%	\$731,658	11.73%	8.39%	8.76%
2020	18.87%	18.87%	\$838,019	11.74%	12.12%	9.57%
2021	16.23%	16.23%	\$1,021,811	19.30%	14.02%	11.14%

Historical Returns (1991-2021) *

Annualized Rate of Return (1991-2021)		Yrs	7.28%
Highest Return		2019	22.90%
Lowest Return		2008	-28.74%
Average Return			8.17%
Median Return			8.54%
Number of Years With Positive Return			26
Number of Years With Negative Return			5
Average Positive Year			11.61%
Average Down Year			-9.72%
# Positive Trailing 3 Year Periods			25
# Negative Trailing 3 Year Periods			4
Best positive 3 Yr Period	2019-2021	ARR/yr	19.30%
Worst Negative 3 Yr Period	2006-2008	ARR/yr	-3.58%

Inflation effects the portfolio as it reaches record value.

With both gratefulness and caution, we note that the I&T portfolio reached an all-time high of \$1,114,208.85 on September 30, 2021. This portfolio value will potentially generate more income, but that will be offset by rising inflation which increases cost of goods and reduces the purchasing power of the dollar.

To put this in perspective, according to the Bureau of Labor Statistics consumer price index, today's prices are 1.81 times higher than average prices were in 1995. A dollar today only buys 55.10% of what it could buy in 1995, 62.11% of what it could buy in 2000 and 72.46% of what it could buy in 2006.

A sense of complacency around the size of our portfolio is immediately confronted with how little a dollar buys when adjusted for inflation. Pledges as well as planned giving gifts are still needed to support the mission of First Church.

Gifts to I&T

I&T distributes a percent of its income to support the church operating budget. When these I&T distributions don't match the donor intent of our restricted funds, it drives withdrawals from unrestricted not endowed funds, as has been the case for several years. These funds are therefore being depleted.

In last year's report we asked the congregation to make gifts to our Unrestricted Not Endowed Fund. Gratefully, we acknowledge the following new gifts:

Unrestricted Not Endowed Fund-

Janet Brown-Wolf-	\$10,000.00
Betty Taylor-	\$ 5,000.00
Ray Harwick -	\$ 2,263.80

Restricted Not Endowed

David Neiweem Sanctuary Fund - \$21,121.80

Unrestricted Endowed Funds

Linda Lees- \$89,500.49

Grand Total new gifts to the I&T portfolio this year are \$127,886.09

Even with these new gifts, overreliance on the Unrestricted Not Endowed Fund continues. Without these funds, I&T's pledge support to the operating budget may be reduced. Therefore, when you make a gift to I&T, please consider making it payable to the Unrestricted Not Endowed Fund.

Editing our Gift Funds Statement of Policy

The Trustees and the I&T Team suggest the following edits to the **Gift Funds Statement of Policy**.

1. Declare that the portfolio is invested primarily in mutual funds.
2. Update Gift Administrative and Wiring instructions.
3. Adopt Calendar Year references. Investment performance of both the Endowed and Non-Endowed Gift Funds shall be for the previous fiscal year January 1 through December 31.
4. The term "investment return" or "interest" shall be interpreted as a combination of interest, dividends, and capital gains not to exceed the current spending limit %.

Succession Planning

We have begun to think about strategies to identify and develop new, potential leaders who can move into key I&T roles when they become vacant. The vacancies may arise due to retirement, resignation, death, creation of new posts and new assignments.

The I&T Team will devote time to assess its status and plans. Models to characterize succession and development practices include these fundamentals:

- Identify key roles for succession or replacement planning
- Define the competencies and motivational profile required to undertake those roles.
- Assess people against these criteria - with a future orientation
- Identify pools of talent that could potentially fill and perform highly in key roles
- Develop people to be ready for advancement into key roles - primarily through the right set of experiences.

We will be proactive in the assessment process as we recruit potential successors.

The challenges of the past year have kept us focused on the task of wisely investing the gifts entrusted to us. The addition of ESG investments to our portfolio has made us more aware of the work still yet to be performed to eradicate environmental, social and governance injustices.

We are grateful for your interest in what we do and for your generosity. We share your devotion to First Church and the work it does in God's name.

Respectfully,

Stanton C. Hall, CLU, ChFC

For the I&T Team: Stan Schmidt, Gloria Flinn and Matthew Smith.

Treasurer, Mike Knauer

First Congregational Church Staff

Minister

Rev. Elissa Johnk

Lead Minister

Administrative/Operations Staff

Heather Pipino

Finance Consultant

Caroline Catlin

Office & Nursery Administrator

Derik and Carole Breen

Facilities & Janitorial

Max Johnson

A/V Coordinator

Music Staff

Ana Ruesink

Youth Choir Director/Music Coordinator

(Summer)

Laura Elder-Connors

Children's Choir Director

Jennifer Coleman

Director of Austin Chimers Bell Choir

Ann Vivian

Music Coordinator (Fall/Winter)

Program Staff

Hannah Sachs

Director of Creative Ministries

Lucy Samara

Communications Coordinator

Hilah Clarke

Faith Formation Director

Security Staff

Ian Rock-Jones

Elizabeth Crawford

PERFORMANCE REPORT
NET OF FEES
First Congregational Church of Burlington
From 09-30-21 to 12-31-21

Portfolio Value on 09-30-21	1,114,200.91
Contributions	0.00
Withdrawals	-23,333.00
Realized Gains	1,403.93
Unrealized Gains	4,730.23
Interest	16.30
Dividends	54,557.69
Portfolio Value on 12-31-21	1,151,576.05
Average Capital	1,109,889.37
Total Fees	0.00
Total Gain after Fees	60,708.15
IRR for 0.25 Years	5.47%

PERFORMANCE REPORT
Discounted Cash Flow Method Net of Fees
First Congregational Church of Burlington
From 12-31-20 to 12-31-21

Portfolio Value on 12-31-20	892,045.64
Contributions	133,458.09
Withdrawals	-26,333.00
Realized Gains	3,308.06
Unrealized Gains	78,196.80
Interest	147.10
Dividends	70,753.37
Portfolio Value on 12-31-21	<hr/> 1,151,576.05
Total Fees	0.00
Total Gain after Fees	152,405.32
IRR for 1.00 Years	16.23%

FIRST CONGREGATIONAL CHURCH
PERFORMANCE ANALYSIS

INDEX	ESG Funds	October 1, 2021 - December 31, 2021	Since March 4, 2021	October 1, 2021 - December 31, 2021	Jan 1, 2021 - December 31, 2021	December 30, 2018 - December 31, 2021
Standard & Poors 500		11.03%	27.93%	11.03%	28.71%	26.07% per year
FCC Domestic & Global Equity Mutual Funds	Fidelity Sustainability (FITLX) Parnassus Mid-Cap (PARMX) Pax Global Envo (PGRNX)	12.02% 8.82% 8.62%	31.44% 20.44% 23.87%	9.57%	26.82%	25.61% per year
Balanced Index (50% S&P/50% AGG)		5.36%	14.56%	5.36%	12.62%	15.30% per year
FCC Balanced Funds	Green Century Bal (GCBLX)	6.01%	17.55%	6.71%	16.57%	12.65% per year
iShares Core US Aggregate Bond Index (AGG)				-0.20%	-1.87%	4.58% per year
FCC Fixed Income Mutual Funds & Bonds				-0.45%	-0.91%	4.85% per year
EAFE				2.40%	8.78%	4.95% per year
FCC International Equity Mutual Funds				-2.80%	-0.66%	20.78% per year
Benchmark Return				6.96%	18.19%	17.33% per year
Total Portfolio Return IRR				5.47%	16.23%	19.35% per year

PORTRFOLIO ALLOCATION SUMMARY AS OF DECEMBER 30, 2021

	MARKET VALUE	06/30/21 ALLOCATION	CURRENT TARGET ALLOCATION	LONG TERM TARGET ALLOCATION	COMMENTS
Domestic Equity Mutual Funds & Stocks	\$604,426.35	52.49%	50.00%	60.00%	
International Equity Mutual Funds & Stocks	\$125,801.29	10.92%	15.00%	15.00%	
Total Equity Funds & Stocks	\$730,227.64	63.41%	65.00%	75.00%	
FCC Balanced Funds	\$173,584.42	15.07%	10.00%		
Fixed Income Mutual Funds	\$90,251.55	7.84%	10.00%	10.00%	
Corporate & Government Bonds	\$0.00		5.00%	10.00%	
Total Fixed Income Funds & Bonds	\$90,251.55	7.84%	15.00%	20.00%	
Cash & Equivalents	\$157,512.45	13.68%	10.00%	5.00%	
Total Portfolio	\$1,151,576.06	100.00%	100.00%	100.00%	

PERFORMANCE BY SECURITY INCLUDING ACCRUED INTEREST
First Congregational Church of Burlington
From 09-30-21 To 12-31-21

Security	Average Capital	Realized Gains	Unrealized Gains	Interest Dividends	IRR +Fees	12-31-21 Market Value	Pct. of Assets
MUTUAL FUNDS							
MUTUAL FUNDS - FIXED INCOME							
Dodge & Cox Income Fund	59,819.88	0.00	-921.11	666.06	-0.43	59,564.82	5.17
Federated Short-Intermediate Government Tr	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fidelity Government Income Fund	6,308.55	0.00	-17.82	16.37	-0.02	6,307.11	0.55
Vanguard Short Term Federal Investor Shs	24,534.58	0.00	-314.33	159.36	-0.63	24,379.62	2.12
	90,663.01	0.00	-1,253.26	841.79	-0.45	90,251.55	7.84
MUTUAL FUNDS - BALANCED							
American Cap Inc Builder A	69,265.47	208.81	3,359.44	993.87	6.59	70,403.88	6.11
American Inc FD of America A	78,235.32	227.84	1,617.45	3,637.96	7.01	80,294.86	6.97
Dodge & Cox Balanced Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Green Century Balanced Fund (ESG)	21,589.20	0.00	417.43	879.06	6.01	22,885.69	1.99
	169,089.99	436.66	5,394.32	5,510.89	6.71	173,584.42	15.07
MUTUAL FUNDS - DOMESTIC EQUITY							
Fidelity Contrafund	202,867.07	519.33	-761.76	17,277.66	8.40	216,478.00	18.80
Fidelity US Sustainability Index Fund(ESG)	33,101.12	0.00	3,618.12	361.83	12.02	37,081.07	3.22
Parnassas Mid Cap Fund (ESG)	16,602.38	0.00	625.02	838.99	8.82	18,066.39	1.57
Pax Global Environmental Markets (ESG)	15,947.43	0.00	1,072.48	301.42	8.62	17,321.32	1.50
Vanguard 500 Index Admiral	2,000.08	0.00	212.46	7.72	11.01	2,220.26	0.19
Vanguard Index 500 Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Vanguard Windsor II	147,696.22	0.00	1,792.03	10,843.43	8.56	160,331.68	13.92
Washington Mutual Invs Fd Inc	139,665.22	447.94	12,933.42	3,304.76	11.95	152,927.63	13.28
	557,879.52	967.27	19,491.77	32,935.81	9.57	604,426.35	52.49
MUTUAL FUNDS - INTERNATIONAL EQUITY							
Vanguard Windsor International Growth	129,422.47	0.00	-18,902.60	15,281.42	-2.80	125,801.29	10.92
	129,422.47	0.00	-18,902.60	15,281.42	-2.80	125,801.29	10.92
MUTUAL FUNDS Total	947,054.99	1,403.93	4,730.23	54,569.91	6.41	994,063.60	86.32
CASH AND EQUIVALENTS							
Fidelity Cash Reserves	27,036.07	0.00		0.68	0.00	27,036.75	2.35
Fidelity Government Money Market	135,786.72	0.00		3.40	0.00	130,464.11	11.33
Vanguard Federal Money Market Fund	11.59	0.00		0.00	0.00	11.59	0.00
	162,834.38	0.00		4.08	0.00	157,512.45	13.68
TOTAL PORTFOLIO	1,109,889.37	1,403.93	4,730.23	54,573.99	5.47	1,151,576.05	100.00

PERFORMANCE BY SECURITY INCLUDING ACCRUED INTEREST

First Congregational Church of Burlington

Discounted Cash Flow Method

From 12-31-20 To 12-31-21

Security	12-31-20 Market Value	Realized Gains	Unrealized Gains	Interest Dividends	IRR +Fees	12-31-21 Market Value	Pct. of Assets
MUTUAL FUNDS							
MUTUAL FUNDS - FIXED INCOME							
Dodge & Cox Income Fund	60,112.95	0.00	-2,432.23	1,884.10	-0.91	59,564.82	5.17
Federated Short-Intermediate Government Tr	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fidelity Government Income Fund	6,442.21	0.00	-182.93	47.82	-2.10	6,307.11	0.55
Vanguard Short Term Federal Investor Shs	24,524.30	0.00	-492.84	348.15	-0.59	24,379.62	2.12
	91,079.46	0.00	-3,107.99	2,280.07	-0.91	90,251.55	7.84
MUTUAL FUNDS - BALANCED							
American Cap Inc Builder A	66,437.30	527.12	7,005.74	2,266.72	14.88	70,403.88	6.11
American Inc FD of America A	88,180.48	960.03	6,793.98	5,193.37	17.19	80,294.86	6.97
Dodge & Cox Balanced Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Green Century Balanced Fund (ESG)	0.00	0.00	2,006.63	879.06	21.52	22,885.69	1.99
	154,617.78	1,487.14	15,806.35	8,339.15	16.57	173,584.42	15.07
MUTUAL FUNDS - DOMESTIC EQUITY							
Fidelity Contrafund	227,929.21	626.98	21,038.31	22,717.50	23.82	216,478.00	18.80
Fidelity US Sustainability Index Fund(ESG)	0.00	0.00	6,719.24	361.83	32.77	37,081.07	3.22
Parnassas Mid Cap Fund (ESG)	0.00	0.00	2,227.40	838.99	25.12	18,066.39	1.57
Pax Global Environmental Markets (ESG)	0.00	0.00	2,006.94	314.38	24.69	17,321.32	1.50
Vanguard 500 Index Admiral	1,725.92	0.00	467.12	27.22	28.64	2,220.26	0.19
Vanguard Index 500 Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Vanguard Windsor II	124,314.41	0.00	24,355.13	11,662.13	28.97	160,331.68	13.92
Washington Mutual Invs Fd Inc	123,700.52	947.50	25,043.76	9,068.85	28.47	152,927.63	13.28
	477,670.06	1,574.47	81,857.91	44,990.90	26.82	604,426.35	52.49
MUTUAL FUNDS - INTERNATIONAL EQUITY							
Vanguard Windsor International Growth	129,632.90	246.44	-16,359.48	15,281.42	-0.66	125,801.29	10.92
	129,632.90	246.44	-16,359.48	15,281.42	-0.66	125,801.29	10.92
MUTUAL FUNDS Total	853,000.21	3,308.06	78,196.80	70,891.54	17.89	994,063.60	86.32
CASH AND EQUIVALENTS							
Cash	0.00	0.00		0.68	NA	0.00	0.00
Fidelity Cash Reserves	29,489.09	0.00		2.06	0.01	27,036.75	2.35
Fidelity Government Money Market	9,544.75	0.00		6.19	0.01	130,464.11	11.33
Vanguard Federal Money Market Fund	11.59	0.00		0.00	0.00	11.59	0.00
	39,045.43	0.00		8.93	0.01	157,512.45	13.68
TOTAL PORTFOLIO	892,045.64	3,308.06	78,196.80	70,900.47	16.23	1,151,576.05	100.00

PERFORMANCE REPORT
Discounted Cash Flow Method Net of Fees
First Congregational Church of Burlington
From 12-31-18 to 12-31-21

Portfolio Value on 12-31-18	679,323.46
Contributions	135,408.09
Withdrawals	-113,033.00
Realized Gains	42,446.40
Unrealized Gains	258,315.68
Interest	1,947.51
Dividends	147,085.87
Portfolio Fees	-95.00
Portfolio Value on 12-31-21	<hr/> 1,151,576.05
Total Fees	-95.00
Total Gain after Fees	449,700.46
IRR for 3.00 Years	69.99%
Annualized IRR	19.35%

PERFORMANCE BY SECURITY INCLUDING ACCRUED INTEREST
First Congregational Church of Burlington

Discounted Cash Flow Method

From 12-31-18 To 12-31-21

Security	12-31-18 Market Value	Realized Gains	Unrealized Gains	Interest Dividends	Ann. IRR +Fees	12-31-21 Market Value	Pct. of Assets
MUTUAL FUNDS							
MUTUAL FUNDS - FIXED INCOME							
Dodge & Cox Income Fund	50,051.17	0.00	2,967.16	6,546.49	5.97	59,564.82	5.17
Federated Short-Intermediate Government Tr	0.00	0.00	-37.18	37.18	0.00	0.00	0.00
Fidelity Government Income Fund	5,668.95	0.00	311.23	326.93	3.62	6,307.11	0.55
Vanguard Short Term Federal Investor Shs	22,587.76	0.00	510.51	1,281.35	2.58	24,379.62	2.12
	78,307.88	0.00	3,751.72	8,191.95	4.85	90,251.55	7.84
MUTUAL FUNDS - BALANCED							
American Cap Inc Builder A	59,774.47	1,292.33	13,240.03	7,460.62	11.44	70,403.88	6.11
American Inc FD of America A	75,500.46	3,777.71	14,782.71	12,670.84	13.19	80,294.86	6.97
Dodge & Cox Balanced Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Green Century Balanced Fund (ESG)	0.00	0.00	2,006.63	879.06	21.54	22,885.69	1.99
	135,274.92	5,070.05	30,029.36	21,010.52	12.65	173,584.42	15.07
MUTUAL FUNDS - DOMESTIC EQUITY							
Fidelity Contrafund	180,100.96	32,208.23	73,675.67	47,627.13	29.66	216,478.00	18.80
Fidelity US Sustainability Index Fund(ESG)	0.00	0.00	6,719.24	361.83	32.81	37,081.07	3.22
Parnassas Mid Cap Fund (ESG)	0.00	0.00	2,227.40	838.99	25.14	18,066.39	1.57
Pax Global Environmental Markets (ESG)	0.00	0.00	2,006.94	314.38	24.72	17,321.32	1.50
Vanguard 500 Index Admiral	0.00	0.00	799.59	66.67	22.51	2,220.26	0.19
Vanguard Index 500 Fund	1,109.99	-85.86	139.85	12.98	23.51	0.00	0.00
Vanguard Windsor II	0.00	318.48	36,964.26	30,201.56	21.62	160,331.68	13.92
Vanguard Windsor II Fund Admiral Shares	90,703.32	0.00	9,744.06	0.00	56.70	0.00	0.00
Washington Mutual Invs Fd Inc	103,311.44	3,307.24	45,324.69	20,426.52	20.42	152,927.63	13.28
	375,225.71	35,748.08	177,601.70	99,850.06	25.61	604,426.35	52.49
MUTUAL FUNDS - INTERNATIONAL EQUITY							
Vanguard Windsor International Growth	0.00	1,628.27	38,029.95	19,139.83	24.50	125,801.29	10.92
Vanguard International Growth Fund Admiral	66,100.29	0.00	8,902.94	0.00	74.41	0.00	0.00
	66,100.29	1,628.27	46,932.89	19,139.83	27.91	125,801.29	10.92
MUTUAL FUNDS Total	654,908.81	42,446.40	258,315.68	148,192.36	20.78	994,063.60	86.32
CASH AND EQUIVALENTS							
Cash	16,601.23	[Fees] -95.00		9.04	-1.86	0.00	0.00
Fidelity Cash Reserves	7,664.75	0.00		526.40	0.65	27,036.75	2.35
Fidelity Government Money Market	0.00	0.00		124.83	0.16	130,464.11	11.33
MSLIF Treasury Portfolio Institutional	0.00	0.00		84.14	2.16	0.00	0.00
Vanguard Federal Money Market Fund	148.67	0.00		96.61	2.19	11.59	0.00
	24,414.65	-95.00		841.02	0.44	157,512.45	13.68

PERFORMANCE BY SECURITY INCLUDING ACCRUED INTEREST

First Congregational Church of Burlington

Discounted Cash Flow Method

From 12-31-18 To 12-31-21

Security	12-31-18 Market Value	Realized Gains	Unrealized Gains	Interest Dividends	Ann. IRR +Fees	12-31-21 Market Value	Pct. of Assets
TOTAL PORTFOLIO	679,323.46	42,351.40	258,315.68	149,033.38	19.35	1,151,576.05	100.00

The Total Portfolio realized gains includes a fee of -95.00

PORTFOLIO APPRAISAL
First Congregational Church of Burlington
413-048523-027
December 31, 2021

Quantity	Security	Adj Unit Cost	Total Adjusted Cost	Price	Market Value	Pct. Assets
MUTUAL FUNDS						
	MUTUAL FUNDS - FIXED INCOME					
4,236.474	Dodge & Cox Income Fund	13.06	55,348.54	14.06	59,564.82	5.2
14.305	Federated Short-Intermediate Government Tr	10.59	151.43	0.00	0.00	0.0
593.889	Fidelity Government Income Fund	10.60	6,293.74	10.62	6,307.11	0.5
2,259.464	Vanguard Short Term Federal Investor Shs	10.86	24,533.58	10.79	24,379.62	2.1
			86,327.29		90,251.55	7.8
	MUTUAL FUNDS - BALANCED					
1,003.476	American Cap Inc Builder A	53.41	53,600.30	70.16	70,403.88	6.1
3,106.184	American Inc FD of America A	19.25	59,786.73	25.85	80,294.86	7.0
0.641	Dodge & Cox Balanced Fund	77.84	49.90	0.00	0.00	0.0
612.736	Green Century Balanced Fund (ESG)	34.08	20,879.06	37.35	22,885.69	2.0
			134,315.99		173,584.42	15.1
	MUTUAL FUNDS - DOMESTIC EQUITY					
11,539.339	Fidelity Contrafund	11.08	127,823.81	18.76	216,478.00	18.8
1,749.107	Fidelity US Sustainability Index Fund(ESG)	17.36	30,361.83	21.20	37,081.07	3.2
399.699	Parnassus Mid Cap Fund (ESG)	39.63	15,838.99	45.20	18,066.39	1.6
686.809	Pax Global Environmental Markets (ESG)	22.30	15,314.38	25.22	17,321.32	1.5
5.048	Vanguard 500 Index Admiral	144.43	729.06	439.83	2,220.26	0.2
0.317	Vanguard Index 500 Fund	89.18	28.27	0.00	0.00	0.0
3,474.142	Vanguard Windsor II	33.33	115,789.13	46.15	160,331.68	13.9
2,528.147	Washington Mutual Invs Fd Inc	35.36	89,401.37	60.49	152,927.63	13.3
			395,286.84		604,426.35	52.5
	MUTUAL FUNDS - INTERNATIONAL EQUITY					
2,871.520	Vanguard Windsor International Growth	22.52	64,652.73	43.81	125,801.29	10.9
			64,652.73		125,801.29	10.9
	MUTUAL FUNDS Total		680,582.85		994,063.60	86.3
CASH AND EQUIVALENTS						
	Fidelity Cash Reserves		27,036.75		27,036.75	2.3

PORTFOLIO APPRAISAL
First Congregational Church of Burlington
413-048523-027
December 31, 2021

Quantity	Security	Adj Unit Cost	Total Adjusted Cost	Price	Market Value	Pct. Assets
	Fidelity Government Money Market		130,464.11		130,464.11	11.3
	Vanguard Federal Money Market Fund		11.59		11.59	0.0
			157,512.45		157,512.45	13.7
TOTAL PORTFOLIO			838,095.30		1,151,576.05	100.0

INCOME AND EXPENSES
First Congregational Church of Burlington
From 09-30-21 Through 12-31-21

<u>Ex-Date</u>	<u>Pay-Date</u>	<u>Security</u>	<u>Amount</u>
MUTUAL FUNDS			
American Cap Inc Builder A			
12-20-21	12-20-21		598.30
12-20-21	12-20-21		395.57
			<hr/>
			993.87
American Inc FD of America A			
12-15-21	12-15-21		2,912.44
12-15-21	12-15-21		488.62
12-15-21	12-15-21		236.90
			<hr/>
			3,637.96
Dodge & Cox Income Fund			
12-21-21	12-21-21		397.96
12-21-21	12-21-21		29.32
12-21-21	12-24-21		238.78
			<hr/>
			666.06
Fidelity Contrafund			
12-10-21	12-10-21		17,277.66
Fidelity Government Income Fund			
09-30-21	09-30-21		3.18
10-29-21	10-29-21		3.64
11-30-21	11-30-21		3.67
12-21-21	12-21-21		4.15
12-31-21	12-31-21		4.91
			<hr/>
			19.55
Fidelity US Sustainability Index Fund(ESG)			
12-03-21	12-03-21		39.82
12-03-21	12-03-21		24.24
12-03-21	12-03-21		297.77
			<hr/>
			361.83
Green Century Balanced Fund (ESG)			
12-31-21	12-31-21		756.21
12-31-21	12-31-21		122.85
			<hr/>
			879.06
Parnassas Mid Cap Fund (ESG)			
11-19-21	11-19-21		834.08

INCOME AND EXPENSES
First Congregational Church of Burlington
From 09-30-21 Through 12-31-21

<u>Ex-Date</u>	<u>Pay-Date</u>	<u>Security</u>	<u>Amount</u>
12-23-21	12-23-21		4.91
			<hr/>
			838.99
Pax Global Environmental Markets (ESG)			
12-23-21	12-23-21		150.54
12-23-21	12-23-21		84.70
12-23-21	12-23-21		<hr/> 66.18
			<hr/> 301.42
Vanguard Windsor International Growth			
12-16-21	12-16-21		13,117.75
12-16-21	12-16-21		1,139.62
12-16-21	12-16-21		<hr/> 1,024.05
			<hr/> 15,281.42
Vanguard 500 Index Admiral			
12-21-21	12-21-21		7.72
Vanguard Short Term Federal Investor Shs			
10-01-21	10-01-21		6.68
11-01-21	11-01-21		6.23
12-01-21	12-01-21		8.06
12-31-21	12-31-21		<hr/> 138.39
			<hr/> 159.36
Vanguard Windsor II			
12-20-21	12-20-21		8,212.41
12-20-21	12-20-21		1,700.41
12-20-21	12-20-21		<hr/> 930.61
			<hr/> 10,843.43
Washington Mutual Invs Fd Inc			
12-20-21	12-20-21		2,723.90
12-20-21	12-20-21		506.71
12-20-21	12-20-21		<hr/> 74.15
			<hr/> 3,304.76
MUTUAL FUNDS Total			<hr/> 54,573.09
CASH AND EQUIVALENTS			
Fidelity Cash Reserves			
09-30-21	09-30-21		0.22

INCOME AND EXPENSES
First Congregational Church of Burlington
From 09-30-21 Through 12-31-21

<u>Ex-Date</u>	<u>Pay-Date</u>	<u>Security</u>	<u>Amount</u>
10-29-21	10-29-21		0.23
11-30-21	11-30-21		0.22
12-31-21	12-31-21		0.23
			<hr/> 0.90
Fidelity Government Money Market			
09-30-21	09-30-21		1.20
10-29-21	10-29-21		1.11
11-30-21	11-30-21		1.09
12-31-21	12-31-21		1.20
			<hr/> 4.60
CASH AND EQUIVALENTS Total			<hr/> 5.50
NET INCOME			54,578.59

CASH LEDGER
First Congregational Church of Burlington
From 09-30-21 To 12-31-21

Trade Date	Settle Date	Tran Code	Activity	Security	Amount
Long Term Capital Gain Distribution					
09-30-21			Beginning Balance		0.00
11-19-21	11-19-21	dp	Dividend	Parnassas Mid Cap Fund (ESG)	834.08
11-19-21	11-19-21	wd	Purchase	Parnassas Mid Cap Fund (ESG)	-834.08
12-03-21	12-03-21	dp	Dividend	Fidelity US Sustainability Index Fund(ESG)	39.82
12-03-21	12-03-21	wd	Purchase	Fidelity US Sustainability Index Fund(ESG)	-39.82
12-10-21	12-10-21	dp	Dividend	Fidelity Contrafund	17,277.66
12-10-21	12-10-21	wd	Purchase	Fidelity Contrafund	-17,277.66
12-15-21	12-15-21	dp	Dividend	American Inc FD of America A	2,912.44
12-15-21	12-15-21	wd	Purchase	American Inc FD of America A	-2,912.44
12-16-21	12-16-21	dp	Dividend	Vanguard Windsor International Growth	13,117.75
12-16-21	12-16-21	wd	Purchase	Vanguard Windsor International Growth	-13,117.75
12-20-21	12-20-21	dp	Dividend	Washington Mutual Invs Fd Inc	2,723.90
12-20-21	12-20-21	wd	Purchase	Washington Mutual Invs Fd Inc	-2,723.90
12-20-21	12-20-21	dp	Dividend	Vanguard Windsor II	8,212.41
12-20-21	12-20-21	wd	Purchase	Vanguard Windsor II	-8,212.41
12-21-21	12-21-21	dp	Dividend	Dodge & Cox Income Fund	397.96
12-21-21	12-21-21	wd	Purchase	Dodge & Cox Income Fund	-397.96
12-23-21	12-23-21	dp	Dividend	Pax Global Environmental Markets (ESG)	150.54
12-23-21	12-23-21	wd	Purchase	Pax Global Environmental Markets (ESG)	-150.54
12-31-21	12-31-21	dp	Dividend	Green Century Balanced Fund (ESG)	756.21
12-31-21	12-31-21	wd	Purchase	Green Century Balanced Fund (ESG)	-756.21
12-31-21	12-31-21	dp	Dividend	Vanguard Short Term Federal Investor Shs	138.39
12-31-21	12-31-21	wd	Purchase	Vanguard Short Term Federal Investor Shs	-138.39
12-31-21			Ending Balance		0.00
Short Term Capital Gain Distribution					
09-30-21			Beginning Balance		0.00
12-03-21	12-03-21	dp	Dividend	Fidelity US Sustainability Index Fund(ESG)	24.24
12-03-21	12-03-21	wd	Purchase	Fidelity US Sustainability Index Fund(ESG)	-24.24
12-16-21	12-16-21	dp	Dividend	Vanguard Windsor International Growth	1,139.62
12-16-21	12-16-21	wd	Purchase	Vanguard Windsor International Growth	-1,139.62

CASH LEDGER
First Congregational Church of Burlington
From 09-30-21 To 12-31-21

Trade Date	Settle Date	Tran Code	Activity	Security	Amount
12-20-21	12-20-21	dp	Dividend	Vanguard Windsor II	1,700.41
12-20-21	12-20-21	wd	Purchase	Vanguard Windsor II	-1,700.41
12-21-21	12-21-21	dp	Dividend	Dodge & Cox Income Fund	29.32
12-21-21	12-24-21	wd	Purchase	Dodge & Cox Income Fund	-29.32
12-23-21	12-23-21	dp	Dividend	Pax Global Environmental Markets (ESG)	84.70
12-23-21	12-23-21	wd	Purchase	Pax Global Environmental Markets (ESG)	-84.70
12-31-21	12-31-21	dp	Dividend	Green Century Balanced Fund (ESG)	122.85
12-31-21	12-31-21	wd	Purchase	Green Century Balanced Fund (ESG)	-122.85
12-31-21				Ending Balance	0.00

Fidelity Cash Reserves

09-30-21			Beginning Balance		27,035.85
09-30-21	09-30-21	dp	Interest	Fidelity Cash Reserves	0.22
09-30-21	09-30-21	dp	Dividend	Fidelity Government Income Fund	3.18
09-30-21	09-30-21	wd	Purchase	Fidelity Government Income Fund	-3.18
10-01-21	10-01-21	dp	Dividend	Vanguard Short Term Federal Investor Shs	6.68
10-01-21	10-01-21	wd	Purchase	Vanguard Short Term Federal Investor Shs	-6.68
10-29-21	10-29-21	dp	Interest	Fidelity Cash Reserves	0.23
10-29-21	10-29-21	dp	Interest	Fidelity Government Income Fund	3.64
10-29-21	10-29-21	wd	Purchase	Fidelity Government Income Fund	-3.64
11-01-21	11-01-21	dp	Dividend	Vanguard Short Term Federal Investor Shs	6.23
11-01-21	11-01-21	wd	Purchase	Vanguard Short Term Federal Investor Shs	-6.23
11-30-21	11-30-21	dp	Interest	Fidelity Cash Reserves	0.22
11-30-21	11-30-21	dp	Interest	Fidelity Government Income Fund	3.67
11-30-21	11-30-21	wd	Purchase	Fidelity Government Income Fund	-3.67
12-01-21	12-01-21	dp	Dividend	Vanguard Short Term Federal Investor Shs	8.06
12-01-21	12-01-21	wd	Purchase	Vanguard Short Term Federal Investor Shs	-8.06
12-03-21	12-03-21	dp	Dividend	Fidelity US Sustainability Index Fund(ESG)	297.77
12-03-21	12-03-21	wd	Purchase	Fidelity US Sustainability Index Fund(ESG)	-297.77
12-15-21	12-15-21	dp	Dividend	American Inc FD of America A	488.62
12-15-21	12-15-21	wd	Purchase	American Inc FD of America A	-488.62
12-15-21	12-15-21	dp	Dividend	American Inc FD of America A	236.90
12-15-21	12-15-21	wd	Purchase	American Inc FD of America A	-236.90

CASH LEDGER
First Congregational Church of Burlington
From 09-30-21 To 12-31-21

Trade Date	Settle Date	Tran Code	Activity	Security	Amount
12-16-21	12-16-21	dp	Dividend	Vanguard Windsor International Growth	1,024.05
12-16-21	12-16-21	wd	Purchase	Vanguard Windsor International Growth	-1,024.05
12-20-21	12-20-21	dp	Dividend	American Cap Inc Builder A	598.30
12-20-21	12-20-21	wd	Purchase	American Cap Inc Builder A	-598.30
12-20-21	12-20-21	dp	Dividend	American Cap Inc Builder A	395.57
12-20-21	12-20-21	wd	Purchase	American Cap Inc Builder A	-395.57
12-20-21	12-20-21	dp	Dividend	Washington Mutual Invs Fd Inc	506.71
12-20-21	12-20-21	wd	Purchase	Washington Mutual Invs Fd Inc	-506.71
12-20-21	12-20-21	dp	Dividend	Washington Mutual Invs Fd Inc	74.15
12-20-21	12-20-21	wd	Purchase	Washington Mutual Invs Fd Inc	-74.15
12-20-21	12-20-21	dp	Dividend	Vanguard Windsor II	930.61
12-20-21	12-20-21	wd	Purchase	Vanguard Windsor II	-930.61
12-21-21	12-21-21	dp	Dividend	Vanguard 500 Index Admiral	7.72
12-21-21	12-21-21	wd	Purchase	Vanguard 500 Index Admiral	-7.72
12-21-21	12-24-21	dp	Dividend	Dodge & Cox Income Fund	238.78
12-21-21	12-24-21	wd	Purchase	Dodge & Cox Income Fund	-238.78
12-21-21	12-21-21	dp	Dividend	Fidelity Government Income Fund	4.15
12-21-21	12-21-21	wd	Purchase	Fidelity Government Income Fund	-4.15
12-23-21	12-23-21	dp	Dividend	Pax Global Environmental Markets (ESG)	66.18
12-23-21	12-23-21	wd	Purchase	Pax Global Environmental Markets (ESG)	-66.18
12-23-21	12-23-21	dp	Dividend	Parnassas Mid Cap Fund (ESG)	4.91
12-23-21	12-23-21	wd	Purchase	Parnassas Mid Cap Fund (ESG)	-4.91
12-31-21	12-31-21	dp	Interest	Fidelity Cash Reserves	0.23
12-31-21	12-31-21	dp	Interest	Fidelity Government Income Fund	4.91
12-31-21	12-31-21	wd	Purchase	Fidelity Government Income Fund	-4.91
12-31-21				Ending Balance	27,036.75

Fidelity Government Money Market

09-30-21			Beginning Balance	
09-30-21	10-01-21	wd	Purchase	Fidelity US Sustainability Index Fund(ESG)
09-30-21	10-01-21	wd	Purchase	Pax Global Environmental Markets (ESG)
09-30-21	09-30-21	dp	Interest	Fidelity Government Money Market
10-01-21	10-04-21	wd	Purchase	Green Century Balanced Fund (ESG)
10-29-21	10-29-21	dp	Interest	Fidelity Government Money Market
11-24-21	11-29-21	dp	Sale	American Cap Inc Builder A
11-24-21	11-29-21	dp	Sale	American Inc FD of America A
11-24-21	11-29-21	dp	Sale	Washington Mutual Invs Fd Inc
11-24-21	11-29-21	dp	Sale	Fidelity Contrafund
11-30-21	11-30-21	dp	Interest	Fidelity Government Money Market

CASH LEDGER
First Congregational Church of Burlington
From 09-30-21 To 12-31-21

Trade Date	Settle Date	Tran Code	Activity	Security	Amount
12-15-21	12-15-21	lo	Withdrawal	from Portfolio	-23,333.00
12-31-21	12-31-21	dp	Interest	Fidelity Government Money Market	1.20
12-31-21			Ending Balance		130,464.11
Vanguard Federal Money Market Fund					
09-30-21			Beginning Balance		11.59
12-31-21			Ending Balance		11.59