

FIRST CHURCH BURLINGTON

2025

219TH ANNUAL MEETING FEB 2, 2025

JANUARY 1, 2024– DECEMBER 31, 2024

ANNUAL MEETING DOCUMENTS
PUBLISHED ON JANUARY 26, 2025



PHOTO BY CAROL ANN WOOSTER

TABLE OF CONTENTS

Table of Contents	Page 2	Building and Grounds Team	Page 32
Agenda	Page 3	Stewardship	Page 33
In Memoriam	Page 4	Strategic Implementation Team	Pages 34-35
Golden Members	Page 5	Board of Deacons	Page 36
New Members	Page 6	Worship Team	Page 37
Membership Report	Page 7	Music	Pages 38-39
Letter from President Jamie Polli	Pages 8-9	Austin Handbell Choir	Page 40
Minutes from the 218th Annual Meeting	Pages 10-13	Hospitality and Fellowship	Page 41
Congregational Meeting Minutes from May 19, 2024	Pages 14-15	Women's Fellowship	Page 42
Treasurer's Report January - December 2024	Pages 16-19	Faith Formation Team	Page 43
Balance Sheet	Page 20	Youth Ministry	Pages 44-49
Report from the Lead Minister	Page 21-23	Connections Team	Page 50
Report from the Director of Congregational Life	Page 24	Partners in Pastoral Care	Pages 51-52
Report from the President and the Chair of the Board of Trustees	Page 25	Outreach Team	Pages 53-54
Proposed Slate of New Officers	Page 26	Climate Justice	Pages 55-56
Thank You to Members Who Have Been Serving on Church Teams	Page 27	Possibility Shop	Page 57
Proposed Budget 2025	Page 28	Memorial Garden	Page 58
Personnel Team	Pages 29-30	Investments and Trusts	Pages 59-61
Pastoral Parish Relations Committee	Page 31	Church Staff 2024	Page 62
		Investments and Trusts Portfolio	Appendix A

Agenda
219th Annual Meeting
The First Congregational Church of Burlington, VT UCC
February 2, 2025

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
Celebrating New Members	Rev. Elissa Johnk

Business agenda at 11:45 am in-person and on Zoom

Call to Order	Jamie Polli
Declaration of Quorum	Karen Bushey
Invocation and Communion	Rev. Elissa Johnk

Old Business

1. Approval of Minutes – 218th Annual Meeting, May	Karen Bushey
2. Final Treasurer’s Report	Mike Knauer
3. I&T Presentation	Tony Hall
4. 2024 Highlights	
5. Pastor’s Report	
6. Implementation Report	

New Business

1. Discussion and Vote on Draw Policy Resolution	Jamie Polli
2. Adoption of 2025 budget	Mike Knauer
3. Election of Officers	Jamie Polli

Closing Prayer and Benediction	Rev. Elissa Johnk
Adjournment	

In Memoriam

January 1, 2024 - December 31, 2024

Beverly Austin

Brian Bing

Janet Bossi

Wendell Carr

Dorothy “Bunty” Davies

Andrew Davis

David Jenkins

Lyle Remick

Sheldon Rieley

Michael Samara

Ellen Saunders

Carol R. Schoonmaker

Harold Stowe

William “Bill” Wintersteen



Our Golden Members

50 years

Alice Barlow

John Barlow

55 Years

Janet Austin

Hilah Clarke

Mary Ann Wolf

60 Years

Tony Hall

Kay Ryder

Richard Ryder

75 Years

Jackie Comstock



Our New Members

Robyn Courville

Marsha Curtis

Sarah Daring

Carol Johnk

Jim Hughes

Leendert Huisman

Craig Johnsen

Marian Johnsen

Chris Lyons-Dinh

Karen Mahaffie

Leigh McCaffrey

Calvin Nay

Carmen Smith

Stephen Smith

Membership Report for **January 1, 2024 – December 31, 2024**

Active Membership

297

Baptisms

Sarah Daring
Harper Morrissey
Simon North
Bella Scuderi

New Members

Robyn Courville
Marsha Curtis
Sarah Daring
Carol Johnk
Jim Hughes
Leendert Huisman
Craig Johnsen
Marian Johnsen
Chris Lyons-Dinh
Karen Mahaffie
Leigh McCaffrey
Calvin Nay
Carmen Smith
Stephen Smith

Deaths

Beverly Austin
Brian Bing
Janet Bossi
Wendell Carr
Dorothy “Bunty” Davies
Andrew Davis
David Jenkins
Lyle Remick
Sheldon Rieley
Michael Samara
Ellen Saunders
Carol R. Schoonmaker
Harold Stowe
William “Bill” Wintersteen



LETTER FROM THE PRESIDENT

JAMIE POLLI

Dear Members and Friends of First Church,

I am continually excited to be a part of this thriving Congregation and currently, the governing body that serves to operate it. It's not very often you see a Church as active as ours in 2025. Our Church has activity within its walls nearly seven days a week. Our pews are filled with increasingly more guests week after week. Our membership is growing at a time when most Churches are struggling to simply exist. Go us!



I believe this accomplishment to be a team effort; a team made up of dedicated Church members, regular guests, and a dynamic staff of passionate professionals. There is so much going on in the life of our Church and yes, admittedly, it does take time for things to get accomplished. This is one of the FAQs that gets asked most of me as President, and this is why I ask each of you for your continued patience as the many committees, staff members, and the Board of Trustees work to bring ideas and efforts to full fruition.

During a recent Board of Deacons meeting, a member attended and later told me that he didn't realize how much effort goes into running this organization and he thanked me and the entire board for our time and dedication to our Church. Although it was certainly a nice compliment, more importantly, it underscores how many dedicated people it takes for all of this forward momentum to occur.

It reminds me of the Sunday that Elissa asked during worship for folks to stand up if they: 1) Have ever served on a committee, 2) Have ever volunteered their time 3) Have ever attended a church event.... and when she was through with her questions, virtually the whole sanctuary was standing. To all those who currently serve on a board or committee, consider yourself thanked. If you are not yet involved, consider yourself asked. It's people like YOU who give us this forward momentum. Please consider giving your time and talents in any way you see fit. Come find me after Church and I'd love to speak with you about ways you can become involved and make a difference in the life of our community and our Church family.

LETTER FROM THE PRESIDENT

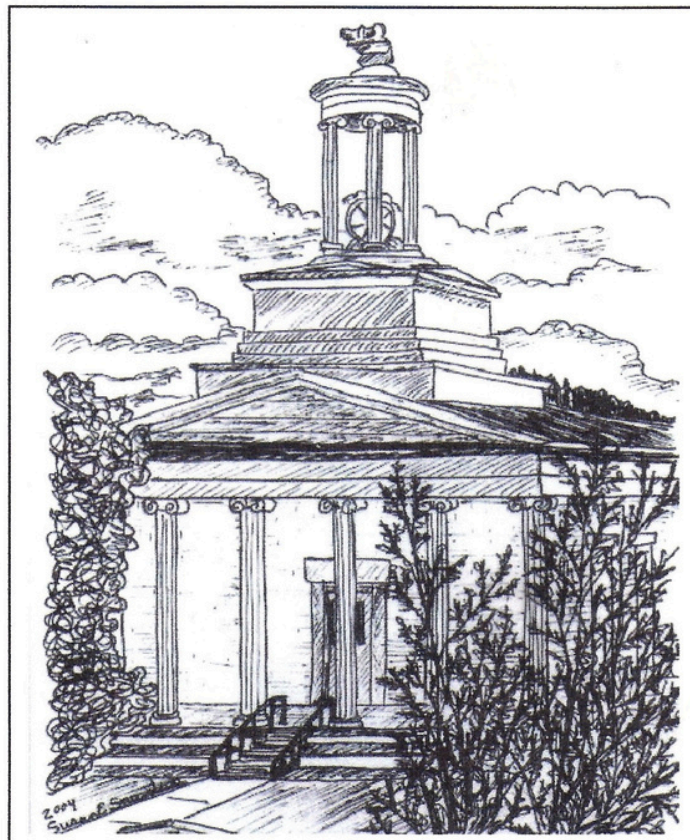
JAMIE POLLI

I'm also excited that, over the past six years, our pastoral staff has turned our Sunday mornings into exciting "interactive" events that challenge our minds and our abilities, rather than mundane weekly services that put us half to sleep. I have seen this interaction come in many forms including: having parishioners bring in Holy Water from home, asking the Congregation, on the spot, which direction they'd like her sermon to take, having us share 'Christmas joy' by bouncing balloons through the sanctuary, showing us how Jesus' love 'goes everywhere' through an Easter confetti drop, and by inviting folks up to select a 'Star word' to inspire each of us throughout the year.

These are just a few of the dozens of examples I can think of that make each Sunday unique. Notice how not one service is the same as another; every Sunday is different. Every Sunday is exciting. What a blessing! Don't miss one week, because people are talking!

Together, we can all make a Joyful Noise,

President Polli



OFFICIAL MEETING WARNING

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

The 219th Annual Meeting of the Congregation will be held at First Church Sunday February 2, 2025, at quarter to noon, with an option to attend via Zoom for those unable to attend in person. The agenda of the meeting will be:

- Election of officers and board members;
- Discussion and vote on the operational budget for fiscal year January 1 –December 31, 2025;
- Any other business which may properly come before the members assembled.

- Karen Bushey, Clerk

FIRST CONGREGATIONAL CHURCH (UCC)

Burlington, Vermont

218th Annual Meeting Minutes

Date: February 4, 2024

Time: 12:00 noon – 1:10 p.m.

The meeting unofficially started with the 10:00 a.m. worship service at which time Rev. Elissa Johnk referred to some of the events of 2023 and recognized persons who were baptized or became members, as well as golden and deceased members.

Baptisms: Alanabeth Cadence, Hallie Newman, Soha Pazoki;

New Members: Paul Bloomhardt, Kelsy Bryson, Alanabeth Cadence, Ken Ostermiller, Soha Pazoki, Julie Cadwallader Staub, Jeff Trussell, Jennifer Trussel;

Golden (>50 years) Members: Barbara Lambert (75 years), Lynn Nalchajian and Maggie Trombley (70 years), Vickie Harlow and Tom Sargent (65 years), Anzi Jacobs (55 years);

Deaths: Neil Carr, Beatrice Gerrish, Pat Heise, Libby Ivy, Charles Wolf, Constance Woolson.

Rev. Johnk also recognized all those who have served the church in any of several ways.

A quorum of 50 members present in person or via ZOOM was determined and reported to Susan Ellwood, President, who then called the meeting to order. Rev. Elissa Johnk offered the invocation.

Approval of Minutes

Summary of Discussion – A motion to approve the minutes of the annual meeting held on Feb. 5, 2023, was made by Dawn Plante, 2nd by Linda Elrick. There was no discussion. Instructions re. voting by members on ZOOM were given.

Actions taken – The motion to approve the minutes was unanimously approved.

Actions needed – Approved minutes to be archived on REALM.

Topic: 2023 Treasurer's Report

Summary of Discussion – A video was played, narrated by Michael Knauer, Treasurer. He noted that as of December 31, 2023, the operating cash on hand balance was \$290,905. Our net revenue was \$43,359.30 vs. a projected budget deficit of \$28K. Higher than budgeted pledged, unpledged and fundraiser income and lower than budgeted salary and benefits accounted for this difference. This was the 7th year in a row with a positive net revenue. The cumulative surplus for the past 3 fiscal years is >\$120K. The proceeds from the sale of the former parsonage have grown to \$1,923,554, an average gain of slightly more than 5%. Mike K. continued by highlighting key expenditures in 2023: Exterior painting, support to UCC, Our Church's Wider Mission, JUMP, Share Christmas, and other mission initiatives. He went on to note the key highlights of the proposed 2024 budget: no staffing vacancies, slight to modest growth in programs, continued collaboration with College Street Congregational church for our youth programs, an assumed fully open status with corresponding spend rates for programs and utilities throughout the year, supporting key infrastructure projects including finishing exterior painting of trim, windows, and steeple, and upgrading the sprinkler system.

Please refer to the 218th Annual Meeting Documents starting on page 13 for the complete Treasurer's Report as well as itemization of 2023 revenue and expenses and the balance sheet which documents our Total Liabilities and Equity at \$3,570,805.03. Nearly \$12K was transferred from investment funds from the sale of the former parsonage to the operating budget for the vision and strategic implementation teams' continued work, and an additional \$3.4K has been transferred since the treasurer's report was written.

A question from the floor was asked re. why the capital budget has not been separated out of the operating budget yet. Mike K. responded that finances are highlighted as such in this year's report and that he hopes to have it totally separate from the operating budget next year.

Actions taken – Susan Ellwood thanked Mike Knauer for his work and knowledge.

Actions needed – None

Topic: I&T Report

Summary of Discussion – A video was played narrated by Tony Hall. He highlighted that the I & T Team has resumed investing in ESG accounts after consultation with experts; that return rate on investments, including ESG investments, have been nearly 14%; and that the seminar for church members has not been presented yet due to other pressing matters on the church calendar, but will hopefully be held in the near future. He continued that current asset allocation equals 69% Equity, 27% Fixed, and 40% Cash. First Church's portfolio grew by 13.97% to a total of \$1,112,604 by \$144,392 in 2023. Tony H. ended that the I & T team would like some new members. Please refer to pages 49 – 50 and the appendix of the Annual Meeting Documents for the full report.

Actions taken – none

Actions needed – none

Topic: Top Ten (10) "events" of 2023

Summary of Discussion – Jamie Polli listed the following events starting with #10 and counting backwards:

10. The music program under the leadership of Amy Short;
9. Peace Camp;
8. Growth in Youth Ministries;
7. Exterior painting and removal of the large, diseased Norway Maple in the front yard;
6. Our letter sent to Gov. Scott and legislators advocating for long-term solutions to the city and state's housing crisis;
5. Our Vision Plan leading to our Strategic Implementation Plan;
4. Connections events;
3. Ava Bilton accepting the new position of "Director of Community Life";
2. "Blessing of the Animals" worship service;
1. The Valentine's Dinner and Auction.

Top 10 continued:

Actions taken – none

Actions needed – none

Topic: Pastor's Report

Summary of Discussion – Rev. Johnk spoke about Ava Bilton starting in the new position this week and that we have excellent interim coverage, until September 2024 for the music director's soon to be vacant position. She went on to say that negotiations with New Alpha Baptist Congregation re. their desire to return to having their worship services at First Church are happening. She spoke of the importance of identity, which includes being purpose driven, offering different types of worship, progress, recruitment, leadership, having children come up front during worship, Sunday school for children and adult education, volunteers who show up, and 30 – 40% of a congregation needing to be involved. Rev. Johnk's full report may be found starting on page 17 of the Annual Meeting Documents.

Actions taken – S. Ellwood offered gratitude to Rev. Johnk for what she does for First Church.

Actions needed – none

Topic: Strategic Implementation Team

Summary of Discussion - A video was once again shown, narrated by Michelle Hobbs. Michelle stated that the team met frequently during the Fall of 2023 and engaged the consulting firm "Partners in Special Spaces" to continue working with the church throughout the Spring. They have encouraged the team to search for grants to help pay for some of our planned projects. Plans are made for an Open House on March 1, inviting significant members of the community to view our space and then to offer their thoughts on how the community might benefit from use of our space. The teams working on childcare and the education hub are moving forward with their work. Michelle H. then presented a motion, 2nd by Judy Gray, for a spending plan for the coming year: "Be it resolved that First Congregational Church will use a portion of the payment received from the Ronald McDonald House toward their purchase of the former parsonage to fund implementation of our congregationally approved vision plan. The amount for the 2024 budget year will not exceed \$100,000 and will be subject to oversight by the trustees."

Questions were asked and answered re. what the \$100 K was spent on this past year and how another \$100 K. will be spent this year. Donal Dugan responded that money has been spent and will continue to be spent on engineering consultation and architecture, renovations in the sanctuary, cleaning out items that we do not use or need and continued relationship with the consulting firm. Susan E. clarified that as with this past year with only ~\$15,000 actually being spent of the \$100 K allotted all proposed expenses will be presented to the Board of Trustees for approval.

Actions taken – The motion was unanimously approved.

Actions needed – The SIT will continue its planning work with frequent conversation with the trustees and with transparency of their spending.

Topic: 2024 Budget

Summary of Discussion – Once again Mike Knauer walked attendees through the details of the proposed budget that plans for revenue of \$705,403 and expenses of \$768,626 ending with a budgeted deficit of <\$63,000>. He explained that almost \$433K of the budgeted \$440K has been pledged, with 15 new pledging units. He continued that the year started with a COH balance of >\$290K of which half is invested, a \$122K cumulative surplus. He then named some highlights of the budget, those being: a new staff position, ongoing support of mission / outreach, maintaining our established spiritual community, assuming normal spend rates for partner programs, completing exterior painting (partly funded by the Slocum bequest), He then made a motion, seconded by Baki Nelson, to accept the proposed budget for 2024. Discussion from the floor asked to have the congregation be kept informed of the income and expenses throughout the year. A question was asked re. what was included in “Consultant and Professional Fees”. The response was “bookkeeping and janitorial services and the salary for Jason who works with the youth program. Another question was asked re. how Amy Short’s departure might affect the operating budget. Mike K.’s response was that it could, but that there are variables to consider before being able to give an accurate answer.

Actions taken – The motion passed unanimously. Susan E. thanked Mike K. for his continued service on the Board of Trustees as Treasurer. Michael K. offered thanks to the budget team, our bookkeeper, Heather Pipino, and the Trustees,

Actions needed – none

Topic: Approval of Slate of Officers and members of the Boards of Trustees and Deacons

Summary of Discussion – Susan Ellwood moved, 2nd by Judy Gray, to accept the slate of officers as submitted. There was no discussion.

Actions taken – The motion passed with only one “NO” vote being cast. At this time Susan Ellwood passed the president’s gavel to Jamie Polli.

Actions needed – none

Topic: Thanksgiving

Summary of Discussion / Action Taken – Susan Ellwood stated that it had been a privilege and a pleasure to serve as president and thanked all who supported her this past year. She also offered thanks to the outgoing board members. Rev. Johnk offered appreciation to Susan E. for her strong work and support this past year.

Closing prayers – Rev Johnk gave the benediction.

Topic: Adjournment

Summary of Discussion – Dawn Plante moved, 2nd by Doris Odgen, that the 218th Annual meeting of First Church Burlington be adjourned. There was no discussion.

Actions taken – The motion passed unanimously.

Meeting adjourned at 1:15 p.m.

Submitted by: Dawn Plante, Clerk

FIRST CONGREGATIONAL CHURCH (UCC)
Burlington, Vermont
Congregational Meeting Minutes
Date: May 19, 2024
Time: 11:25 – 11:58 AM

The meeting was called to order by Jamie Polli, President, at 11:25 AM

- 72 people attended in person.
- 11 voters attended online.

Jamie Polli declared that there were enough congregants for a quorum.

Rev. Elissa Johnk offered an opening prayer.

Jamie Polli gave an introduction and background:

The Board of Trustees and Strategic Implementation Team (SIT) have worked to discern what to do with the gift of funds from the sale of the parsonage. They met with the congregation in late April to introduce a plan, and since then Trustees and SIT members have been available before and after church to talk and answer questions. One question that has come up is “What is taking so long?” The answer is that this is a big deal and it takes time because we want to do it right, be transparent, to listen, gather input, and make certain that input is part of the plan going forward. We’re hoping the resolution answers all of the questions that have come up. We’re about to plant the seed so we can grow, and we can move forward.

Reading of the Resolution:

Be it resolved that the First Congregational Church will apportion the funds from the sale of the former parsonage into the following framework:

- \$180,000 which is a tithe of the net funds at sale, will be given to special mission projects, to be distributed in the next two years. Proposals and processes for determining the beneficiaries and gift amounts will be established and held by the Deacons.
- Half of the remainder - approximately \$880,000 - will be placed into a Capital Fund.
- Projects whose total cost exceeds \$150,000 and/or involve significant structural changes will be brought to the congregation for approval.
- Approximately \$500,000 will be dedicated to current Strategic Vision projects, as put forward by our Strategic Implementation Team (SIT) and approved by Trustees.
- The remaining funds will be dedicated to capital projects, will not be comingled with I&T, but governed by a separate draw policy, to be established by a Trustees-appointed team and presented to the congregation for approval.
- The other half of the remainder - approximately \$880,000 - will be placed into a “Growth Fund”. The intent of this fund will be to preserve principal and fund staffing and other non-capital needs for implementing our Strategic Vision. The Growth Fund will not be comingled with I&T, and will be governed according to separate draw policies, to be established by a Trustees-appointed team and presented to the congregation for final approval.

A motion to accept this proposal was made by Rob Backus and seconded by Susan Saunders.

The following discussion occurred:

Question - Joan Goodell: Clarification of “I&T”.

Response - Doug Viehmann: I&T is Investments and Trusts. A three-member group is managing it now.

Question - John Floyd: Are we authorizing Trustees to begin the process of creating plans and soliciting bids with this vote?

Response - Jamie Polli: Yes, they can move forward after this vote.

Question - Bob Wolf: After many conversations with SIT and Trustees, feels that the Growth Fund apportion is too vague and doesn’t assure that there will be a future generation that will have support. It’s a very building project-focused plan. He can’t support it at this time because it’s too vague.

- a. **Response** - Susan Elwood: To have the ability to facilitate the programs we want to run we need staff and infrastructure. This building is important to the community, and it needs to work better so we can continue expanding programs and outreach.
- b. **Response** - Rev. Johnk: To do the programmatic things that the congregation has identified over the next several years, it wouldn't be possible without these capital updates. There are still many questions and things not yet defined - it's a seed, a framework. The draw policy still needs to come back to the congregation for final approval and that could be an opportunity to ask for more specificity. Rev. Johnk voiced appreciation for the desire that these fund allocations are working toward program goals.

Question - Thea Knight: Projects whose total cost exceeds \$150k (stated in the Resolution) probably includes most projects planned due to the high cost of things.

Response - Doug Viehmann: The hope is that our infrastructure costs won't be the majority of the total cost of the projects (Childcare, Ed Hub) and that there will be grants and the partner organizations will contribute. This is seed money.

Question - Carl Herzog: Question about staffing being included in Growth Fund description.

Response - Jamie Polli: The intent is to preserve the principal and earnings could cover staffing and other expenses.

Question - Karan Dewar: Preserve principal vs. use earnings is somewhat confusing language.

Response - Jamie Polli: Earnings will be used.

Question - Carol Tandy: Why will there be another layer of approvals needed after this stage? How can it not delay things by more time?

a. **Response** - Doug Viehmann: For the Capital Fund, we need to make plans, sign on partners, agree on plans. For the Growth Fund, if we are adding a staff person, we will need a job description and search process. All of this will take time. This vote will let things proceed and become reality, but plans are already underway.

b. **Response** - Rev. Johnk: Congregational process takes a long time. Draw policies can be created quickly over the summer or include a rider amendment that we can use interest until draw policy is designed - to cover programming staff expenses.

Question - Stan Schmidt: For Growth Fund, unclear why we aren't using the resources that have been in place - the I&T committee.

Response - Rev. Johnk: We're only saying that it will have a separate draw policy. It could be the same group that manages it.

Question - Dave Grace: How will the 3rd bucket (Growth Fund) be invested? Are the funds currently invested?

Response - Mike Knauer: Yes, all the funds are currently invested in short term treasury bills, 0-12 months, earning an average of 5% currently.

Mike Knauer proposed a friendly amendment that states: "The growth fund will be allowed to be drawn from not to exceed earnings until such time as a permanent draw policy can be formalized."

Jamie Polli asked if the mover and the seconder accept that amendment. The reply was yes. The friendly amendment was accepted by a raise of hands, and there was no further discussion.

Jamie Polli called the resolution to a vote:

- 52 in person + 10 online = 62 in favor
- 2 opposed in person
- 1 abstaining online

The motion passed by majority vote.

The meeting was closed with singing the doxology and a prayer offered by Rev. Elissa Johnk.

A movement to adjourn was made by Kristen Connors, 2nd by Ann Vivian. A majority of hands were raised, and the adjournment was approved.

Meeting adjourned at 11:58 am.

Respectfully submitted by: Kirstin DiPietro Worden, Trustee at Large and Karen S. Bushey, Clerk

TREASURER'S REPORT AS OF DECEMBER 2024 FOR OPERATING BUDGET

It is definitely an honor to have served as your Treasurer for another year! I thank Heather Pipino, our bookkeeper, who continues to do a great job year after year managing and improving our financial systems and processes.

2024 was another year of change, growth, and discernment in the life of our congregation. Some of us were still a little apprehensive about how the financial health of the church would fare during our second year of being fully re-opened after the pandemic. At the annual meeting in February, the congregation passed a proposed budget that contained a projected deficit of -\$63,224. We reaffirmed by passing the budget our belief that the only way to thrive and stay financially healthy was to grow staff, programs, and membership.

In the end, we came through 2024 in excellent financial health. In fact, we finished the year with a net income rather than a deficit for the 8th fiscal year in a row! The much better than expected results were due to two main factors: 1) higher than budgeted unpledged donations (+\$22K!); and 2) lower than budgeted staffing costs (-\$30K), primarily due to not being fully staffed for much of the year. See the year-end financial report for these and other details. Overall income for the fiscal year was \$681,836 vs. \$661,735 budgeted. Overall expenses were \$665,771 vs. \$724,959 budgeted. Operational income and expenses were more than 3% and 8% better than budgeted, respectively. This resulted in net income of \$16,065 vs. the budgeted deficit of -\$63,224. (Note: Both the budgeted income and budgeted expenses shown here do not include \$43,668 of originally budgeted capital project work that did not occur in 2024. Therefore, neither the expenses nor the planned matching (transfer) income for the work is included in the above operational budget figures. Starting in 2025, capital projects accounting will be totally separate from the operational budget.)

I 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 managing our expenses within budget while continuing the work of the church, our growth, and transformation.

TREASURER'S REPORT AS OF DECEMBER 2024 FOR OPERATING BUDGET

All funds received from the sale of the parsonage to Ronald McDonald House continue to be set aside in a separate account and are not counted in our Operating Budget income or cash balance. A limited amount of these funds (\$52,054) was used to pay for Visioning Team and Strategic Implementation Team expenses during 2024 as approved at the annual meeting in February and the special congregational meeting in May. The year-end balance of the Ronald McDonald House funds is \$1,970,185. As approved at the special congregational meeting in May, these funds have been allocated to a Tithe Fund, a Capital Fund, and a Growth Fund. The balances of these funds at the end of 2024 were \$186,397, \$, \$891,992, and \$891,796, respectively. The funds are invested in a money market fund as well as short-term treasury bills and earned an average of almost 5% during 2024. Going forward, the investment, management, and use of these funds will be according to draw policies that will be presented to the congregation for approval at the annual meeting in February, 2025. A special Draw Policy Team discerned and drafted proposed policies during the 2nd half of 2024. They did inspired work and a tremendous thank-you goes out to Stan Schmidt, Susan Saunders, Jeff Trussell, and Lucy Samara for their dedication to this task.

Looking forward to 2025, we started our new fiscal year January 1st with an Operating Cash on Hand balance (including checking account, Money Market, and CDs) of \$336,701 vs. \$290,905 a year ago vs. \$228,640 two years ago vs. \$191,725 three years ago and \$150,338 four years ago. This will enable us to get through 2025 with the proposed budget, which contains a planned deficit of -\$57,338. The reasons for planning a deficit rather than strictly balancing the budget are to enable us to maintain and grow strong ministry and mission programs throughout this pivotal year as we make major progress in implementing the Strategic Implementation Team initiatives.

TREASURER'S REPORT AS OF DECEMBER 2024 FOR OPERATING BUDGET

Key highlights of the proposed 2025 operational budget are:

- Achieves full staffing level as we fulfill our new music staffing plan
- Maintains and grows programs, with modest increases to Deacons Expense, Connections Expense, contracted expenses (music, security), and overall payroll & benefits costs
- Budgets for continued collaboration with College Street Congregational Church for Youth Ministries staffing
- Expands worship options, including continued growth and evolution of The Table worship offering

In closing, I want to thank Heather, our bookkeeper, Trustees, and all teams and committees who manage a budget for the great job they did helping pull together and review the proposed budget for 2025!

I look forward to a wonderful 2025 for our church and the communities we serve as we continue our progress towards fulfilling our mission and ministry!

Sincerely,

Michael D. Knauer, Treasurer



First Congregational Church Budget to Actuals: January - December 2024			
	Actual	Budget	% of Budget
Revenue			
Pledged Offerings	435,391.99	440,000.00	98.95%
Donations-Unpledged	61,604.27	40,200.00	153.24%
Per Capita Income	1,277.50	1,812.50	70.48%
Fundraisers & Events	23,861.91	27,200.00	87.73%
Unrestricted Memorial Gifts	6,750.00	2,500.00	270.00%
Grants	2,500.00	2,500.00	100.00%
Rental & Parking Income	19,462.50	25,840.00	75.32%
Wedding & Funeral Fees	4,600.00	2,000.00	230.00%
Reimbursed Income, Registration Fees & Misc	10,656.81	4,350.00	244.98%
Special Projects Income	52,332.42	96,000.00	54.51%
Transfer Income	50,795.00	55,000.00	92.35%
Interest & Dividends	12,603.44	8,000.00	157.54%
Total Revenue	\$ 681,835.84	\$ 705,402.50	96.66%
Expenditures			
Payroll Salaries & Wages	262,836.22	303,346.49	86.65%
Payroll Taxes & Benefits	68,651.13	77,150.63	88.98%
Consultants & Professional Fees	81,208.94	70,900.00	114.54%
Total Staff and Consultants	\$ 412,696.29	\$ 451,397.12	91.43%
5500 Ministry Expenses			
5510 Minister's Discretionary Expenses	2,227.29	3,000.00	74.24%
5520 Worship Expense	4,035.33	1,600.00	252.21%
5530 Deacons Expense	542.80	600.00	90.47%
5540 Connections Expense	856.79	3,800.00	22.55%
5545 Outreach Expenses (Transfers)	26,249.61	31,800.00	82.55%
5550 Stewardship Expense	1,040.00	500.00	208.00%
5555 Per Capita Expense	5,100.72	4,350.00	117.26%
5560 Music Expense	5,145.71	9,750.00	52.78%
5570 Flower Expense	2,537.00	1,000.00	253.70%
5590 Plaques & Memorial Garden Expense	1,380.54	2,000.00	69.03%
Total 5500 Ministry Expenses	\$ 49,115.79	\$ 58,400.00	84.10%
5600 Buildings & Grounds Expenses			
5610 Electricity	10,664.63	9,500.00	112.26%
5620 Repairs & Maintenance	12,326.29	20,000.00	61.63%
5630 Natural Gas-Fuel	14,322.43	17,000.00	84.25%
5640 Property Insurance	40,943.25	39,939.00	102.51%
5650 Snow Removal & Lawn Care	1,710.97	5,400.00	31.68%
5660 Trash & Recycling	4,356.16	3,000.00	145.21%
5670 Water & Sewer	4,663.53	3,500.00	133.24%
Total 5600 Buildings & Grounds Expenses	\$ 88,987.26	\$ 98,339.00	90.49%
5700 Administrative Expenses			
5710 Postage	1,088.17	1,800.00	60.45%
5720 Printing & Copying	6,136.19	4,400.00	139.46%
5730 Supplies	6,985.06	5,200.00	134.33%
5740 Technology	6,666.17	9,990.00	66.73%
5750 Telephone	5,037.42	5,500.00	91.59%
5760 Advertising	4,357.49	1,500.00	290.50%
5770 Background Checks	56.50	100.00	56.50%
Total 5700 Administrative Expenses	\$ 30,327.00	\$ 28,490.00	106.45%
5800 Programmatic Expenses			
5810 Food & Meals	4,412.43	4,800.00	91.93%
5850 Conference & UCC Delegates	617.00	1,000.00	61.70%
5890 Program Expenses			
5891 Faith Formation Expenses	8,428.85	7,500.00	112.38%
5892 Nursing Home Ministry	0.00	200.00	0.00%
5897 Share Christmas Expenses	3,298.24	4,000.00	82.46%
Total 5890 Program Expenses	\$ 11,727.09	\$ 11,700.00	100.23%
Total 5800 Programmatic Expenses	\$ 16,756.52	\$ 17,500.00	95.75%
5900 Other Expenses			
5910 Fees and Fines	34.00	0.00	
5911 Payroll Fees	2,421.66	2,500.00	96.87%
5915 Credit Card Fees	4,095.76	3,000.00	136.53%
5920 Equipment & Furniture	2,724.29	2,500.00	108.97%
5930 Miscellaneous Expenses	9.98	500.00	2.00%
5935 Gift Card Expenses	6,270.00	10,000.00	62.70%
5970 Special Project Expenses	52,332.42	96,000.00	54.51%
Total 5900 Other Expenses	\$ 67,888.11	\$ 114,500.00	59.29%
Total Expenditures	\$ 665,770.97	\$ 768,626.12	86.62%
Net Revenue	\$ 16,064.87	-\$ 63,223.62	-25.41%

BALANCE SHEET AS OF DECEMBER 31, 2024

First Congregational Church
Statement of Financial Position
As of December 31, 2024

	Total
ASSETS	
Current Assets	
Bank Accounts	
1110 General Operating	76,548.70
1120 Program Account	45,575.87
1130 Pastoral Care Account	5,746.73
1140 Possibility Shop Account	101,670.36
1150 Investments & Trust Account (Fidelity)	1,226,780.28
1151 Fidelity-RMH	0.00
1152 Fidelity-RMH Growth	891,796.61
1153 Fidelity-RMH Capital	891,992.16
1154 Fidelity-RMH Tithe	186,396.70
Total 1151 Fidelity-RMH	\$ 1,970,185.47
1155 Schwab Account	17,085.66
1160 Money Market Account	79,652.58
Total Bank Accounts	\$ 3,523,245.65
Accounts Receivable	
1300 Accounts Receivable (A/R)	11,250.86
Total Accounts Receivable	\$ 11,250.86
Other Current Assets	
1400 Undeposited Funds	67,037.79
1421 Certificate of Deposit (10 month-7449)	64,547.93
1422 Certificate of Deposit (13 month-7456)	51,703.74
1423 Certificate of Deposit (11 month-7654)	64,247.61
Total Other Current Assets	\$ 247,537.07
Total Current Assets	\$ 3,782,033.58
TOTAL ASSETS	\$ 3,782,033.58
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2300 Accounts Payable (A/P)	23,752.39
Total Accounts Payable	\$ 23,752.39
Credit Cards	
2310 Key Bank Credit Cards	3,168.27
Total Credit Cards	\$ 3,168.27
Other Current Liabilities	
2350 Deferred Pledge Income Liability	67,326.00
Total Other Current Liabilities	\$ 67,326.00
Total Current Liabilities	\$ 94,246.66
Total Liabilities	\$ 94,246.66
Equity	
3100 Retained Earnings-Unrestricted	162,609.79
3201 Restricted Mission	3,700.35
3301 Restricted Faith Formation	14,251.35
3501 Restricted WOTC	12,947.17
3602 Restricted Austin Chimers	14,477.00
3603 Restricted Special Music	200.00
3901 I&T Unrestricted Not Endowed	96,355.47
3902 I&T Unrestricted Endowed	279,145.62
3903 I&T Unrestricted Cash	2,066,923.71
3911 I&T Restricted Not Endowed	429,722.37
3912 I&T Restricted Endowed	406,162.59
3914 I&T Restricted-Scholarships	15,394.23
Net Revenue	185,897.27
Total Equity	\$ 3,687,786.92
TOTAL LIABILITIES AND EQUITY	\$ 3,782,033.58

REPORT FROM LEAD MINISTER, THE REV. ELISSA JOHNS

Dear Friends,

259 formal meetings (related to Board and Team work and Staff). 108 scheduled pastoral visits (not counting calls, etc.). 65 small group gatherings. 62 worship services. 23 congregational letters. 61 community meetings (Conference, other Clergy events, Vermont Interfaith Action, the Mayor's Safety Group, press conferences, and events). 4 major staff transitions. Plus: funerals, weddings, Peace Camp, retreats, work with our neighbors and on the porch, a Visioning Open House, and an extra Congregational Meeting. And that's just my calendar! By the numbers, friends, it's been a busy year. By **any** account[ing], it's been an incredible one.



This year's Stewardship campaign says it all. Not only has it been our most successful Stewardship year – I believe ever, but it also quite literally says it all.

Why are we here? Why do we give? This is the only place I feel fully seen, known, and loved · Actually acting from faith · The message we carry to a world that needs to hear it · To bear witness to the extravagant love of Jesus · Helps me open my heart to see peace and kindness · Joy!

And, for me, most importantly: *Here, I found Jesus.*

Every week I stand behind a pulpit that is carved with the words, “I wish to see Jesus.” To know that this is happening? To be a part of an active, growing community, rooted in the gospel, willing to do the work and bear witness, with joy? For a clergy person, it doesn't get any better than this.

And, to be quite frank, it simply wouldn't have been possible without Ava Bilton. After several years short-staffed, Ava arrived and was instantly able to see which of our supports were flagging. She immediately set about shoring up our systems. How do we make sure our lay leaders have what they need – training, resources, capacity? How do we make sure folks are serving in ways that don't just support the church, but also their own spiritual lives? How can we keep from burning out our volunteers? How do we make our world, and the church more beautiful? And this was all in addition to leading beautiful worship, piloting a second service, working on our website and, oh yeah, *finishing her divinity degree as a final step towards ordination.* Incredible.

And then, of course, taking on a whole second job within the church. Music Director Amy Shortt's leaving last January was a major part of this past year. While no one could begrudge her a full-time job near family, we dearly missed Amy's joyful, faithful spirit and gifted musicianship. For several months, we were absolutely blessed to have Chris Lyons-Dinh take over seamlessly. (God is so, so good, friends.) And on his departure, Ava put on another hat, and stepped in. Not only did the choir sound beautiful (and have fun!), she was able to coordinate multiple musicians, and create an Emerging Musicians program at UVM that has brought in incredible young talent (including Mike Dyke, a drummer/Audio-Visual tech extraordinaire). Again – this was not her job! And she still somehow managed to show up, every day, with a big smile and grace abounding.

REPORT FROM LEAD MINISTER, THE REV. ELISSA JOHNS

*It is just the
Best!*

*For moral
teachings for
the kids*

*Weekly
reminders of
Jesus' love
through
scripture and
fellowship*

*Building God's
Beloved
Community*

*Being part of a
growing
progressive faith
feels radical*

*Accepting no
matter where
we are on our
journey*

*Actually acting
from faith*

*Time for
silence*

One of my favorite things about First Church has always been the staff. It's a dream team, y'all. I've never worked with a Faith Formation director more skilled with children, or more grounded in her faith. Even through this year, when she lost her best friend, Ann, and we all lost her sister, Carol, Ms. Hilah Clarke has still, somehow, shown up every week in a way that makes our children and youth feel like they are the most important in the world. (Which is good, because they are!). Caroline Catlin was a machine in the Office, with a kindness and commitment you almost can't imagine. Her loss was a blow – but she's still around (and set to become a Trustee next year!). Will Gunger has been a joyful, beautiful 'replacement'. He's still learning the ropes, of course, but his spirit is part of the reason it's so much fun to come in to work each day. Will is doing wonderfully in serving First Church and College Street Church as our new Youth Ministry Leader. It was sad to say goodbye to Jason Vanderlaan, who did such an inspired creating the program, before moving away last summer to begin seminary in Michigan, but we wish him well! Nothing would function half as well without Lucy Samara – she knows just who to call, just what to do, and just how to make something happen. And this somehow managed to be true even during this season after the devastating loss of her husband, Michael. Jesse O'Gorman's transition out of his security role was bittersweet. Bitter, of course, at his leaving, but sweet in that we see him in worship and volunteering at church events(!), and we're grateful that Michelle Mraz, Ethan Hobbs, and Kristen Elder-Connors so graciously stepped in, and we now have a roster of security back-up that was missing before.

There are others, of course, who have made all of this possible. We have the most gifted group of lay-leaders you can imagine. Your Executive Council this year – Susan Ellwood, Jamie Polli, Cyndy Hall, Donal Dugan and Mike Knauer are simply incredible. They have shepherded this congregation like it's their second job. For Mike, it really has been a full-time labor of love. Ann Vivian and the Worship Team have brought extraordinary, faithful creativity and ingenuity to our worship services and space. Jennie Coleman, Karan Dewar and Nancy Pichiotino have worked quietly in the background to make fellowship into the joyful celebration it is each and every week (along with other events, memorial receptions, Bell Choir, and, for Karan, Poss Shop work). Bob Wolf and the Connections team worked overtime on most of the events you see listed in my opening paragraph. The problem with listing folks is that you always leave a ministry out – and there are so many important ones. Outreach has stepped up in new and creative ways for our houseless and addicted neighbors.

The Climate Justice group is going strong. We had a fabulous crew of folks who worked with us to care for and clean up outside this year. The Building and Grounds team, with Donal Dugan, have been hard at work organizing our capital Strategic Visioning work. The Childcare team – tasked with making childcare in the building happen – has made great headway. The choirs have made beautiful worship, and our Partners in Pastoral Care have been doing the invisible work, knitting our congregation together during our hardest times. And please do look at the Stewardship page for a report on the work Jeff and Jen Trussell undertook on our behalf.

REPORT FROM LEAD MINISTER, THE REV. ELISSA JOHNS

*Helps me open
my heart to see
peace and
kindness*

*Inspiration to
live a better
life*

*"All are welcome"
aren't just words
here - they are
lived out*

*Supporting this
church is a tangible
way of undermining
the grip of our
materialistic
society*

*I can do in
community
what I can't do
alone*

*This is the only
church where I
have felt
welcome as I am*

*I come to be re-
vaccinated
against cruelty
and blame*

Loving Christ

But I would be remiss if I didn't point out that the single greatest influence on our year together has been the skyrocketing rates of homelessness and addiction in the city (and country), and the many affected individuals who have landed on our porch. Like all of downtown Burlington, we have spent much of the year wrestling with how to best care for individuals, while also maintaining safety boundaries on the property. We have advocated tirelessly for better care and more housing, at both the city and state levels, and I am so incredibly proud to serve a congregation who refuses to lose sight of the humanity of those affected. But as we begin a new year, we'd also be wise to remember the individuals on our porch are, most likely, just the first victims of climate change and rising inequality. We must find ways to respond that are sustainable, and that address the larger issues as well.

Indeed, perhaps the most revelatory event of the year happened on its very last day, with the incredible concert by Flamy Grant – whose music is about the church's ability to wound, and God's ability to love and heal. The event was clearly momentous for several families in the crowd, but it was also, I think, a turning point for us – at least for me. In preparation for the event, we discovered just how widespread the distrust of "Church" is in downtown Burlington. In attempting to hang posters and advertise, we were repeatedly refused – not because of Ms. Grant, the chart-topping, Christian Drag Queen, but because we are a church. The meteoric rise of Christian Nationalism has (for very good reason) increased the skepticism that a church can be a force for inclusivity and love in the world – especially in Vermont.

All of this makes our work – and the gospel's insistence on the lost and the least – even more critical. I firmly believe our ministries with the vulnerable are a large part of our congregational growth. God has laid a mission at our doorsteps, and we have responded, I believe, faithfully and well. This next year will be a continued journey to ensure the lost and the least – and the gospel itself – aren't surrendered on the altar of national politics and local anxiety. Let us not hand over the sacrificial, loving gospel of Jesus Christ to the false gods of division, hatred, exclusion, war, profit, and pride. I, for one, cannot wait to offer to the community, instead, our very real vision of actual (not imagined) safety. I cannot wait to pour out yet more love to those most in need. I cannot wait for others to experience the things we all listed during Stewardship – sanctuary, transformation, belonging, hope. In a turbulent time, you are a steady rock of faith, friends. And I could not be more grateful to be your pastor.

In great faith,

The Rev. Elissa Johns, Lead Minister

*To be reminded
of God's
greatness and
power to help us
overcome*

*Empowerment
to live out
God's Word*

*This church
gives me
purpose for
my life*

*The gift of love
that washes
over and
through me*

REPORT FROM THE DIRECTOR OF CONGREGATIONAL LIFE, AVA BILTON

Dear Friends,

In 2019, I remember asking Elissa: is there any church you know of that is really a church like the one in the Gospel? Are there any Christian communities in America that have the radical inclusivity, the intentional equity, and the depth of compassion that those first followers of Jesus demanded of one another?

In my past year I have come to realize that the answer is yes. It is you. It is here. It is us. Together, we are building the Kindom of God right here in Burlington, Vermont, and it is real, and it is necessary, and it so good. I hope we can all take a moment to realize how phenomenal that is. For me, this past year has been non-stop. We launched the Table in my second week back at the church last February. With a generous grant from the Hope Fund, we collaborated with different musicians and new community members to experiment with different ways of worship that culminated in an incredibly moving Good Friday. Our learnings from that have paved the way for a second Sunday morning service this coming Lent from which we hope to gain even deeper insight as to how we might reach those who aren't currently worshipping with us, but are still hungry for spiritual nourishment and a faith community in which to belong.



In the fall, we received a second grant from the Hope Fund to embark on Vitality work with the consultant Paul Nickerson. He led our Church in a vitality retreat last fall and invited us to think differently about evangelism. We are now developing a Vitality Team of our own to create a strategic growth plan invested in the wellbeing of not just our church, but of our entire community. Speaking of our community, the most profound of my experiences this past year have been those with our neighbors. As I shared with you in November, being with the people who find a way to survive on the margins of our broken system day in, day out, through summer heat and humidity and the freezing winter snow has changed me, and I think it has changed most of us. Elissa's leadership has inspired us to act with courage and compassion, continuing a legacy of service this church established long ago. We know that what is happening on our porch and in our city is not okay, and we are working together to change this unacceptable reality one cup of coffee, one prayer, one letter at a time. This is Kin-dom work.

Quite frankly, there are more than 10,000 Reasons why this church needs to exist, but I think for me, this church needs to exist because it is the only place I know of where the Gospel is being truly lived, where the people are being deeply loved, and where the world is being transformed. So, as we look forward to 2025, I cannot wait to continue building this Kindom with you.

In faith, hope, and love,
Ava

REPORT FROM THE PRESIDENT AND THE CHAIR OF THE BOARD OF TRUSTEES

Some folks may not know that our Church operates under a Board of Directors, voted upon by its members, consisting of three Presidents (past, current and President-elect), three at-large seat holders, a clerk, and a representative from both the Board of Deacons and Buildings and Grounds. Trustees meetings are traditionally held on the second Tuesday of each month and are open to any member of the congregation.

In any organization, growth and implementation can feel like a slow process, especially when the governing body is comprised of volunteer members, most of whom have full-time "day jobs" to also attend to. As someone who likes to get progress completed quickly, patience can sometimes be a strong weakness of mine and so I would ask that you remain patient with our Church Leaders and know that forward movement does take time. regardless, highlights of work completed by the 2024 Board of Trustees includes:

Strategic Implementation continues:

Our appointed members of our SIT (Strategic Implementation Team) have continued to work hard to bring the vision of our congregation to fruition. Researching and preparing our building for tenants is thoroughly underway and plans for a childcare center

Supported our staff as they developed new strategies for growth and capacity building:

No organization can successfully grow without first growing its capacity to do so. Several new strategies were created and implemented this year to allow ourselves a successful path forward with new ideas and programs to grow our Church. One immediate example of capacity growth is the creation of an event worksheet (replace with official name). This process helps save staff time and informs us what is necessary to host and/or create an event within our Church family and outlines what our desired outcome is and why.

Implemented another great Stewardship campaign:

Through the help of our dedicated Stewardship Committee, Jeff and Jennifer Trussell (and family) professionally illustrated "10,000 Reasons to Give" through expertly edited video shorts, during the weeks of Stewardship last fall.

Advocated for the vulnerable and homeless around us:

Staff and volunteers continue to professionally attend to issues that surround us and our community in regard to our visitors. This process takes up a great deal of time and the "juggling" staff has been faced with has been nothing short of a challenge, but our Church has certainly illustrated that we care.

Created a Draw Policy team and supported their work:

As voted upon at our May Congregational meeting, the Trustees appointed a very capable Draw Policy Team that you will hear from at Annual Meeting, which outlines a path and rules moving forward, surrounding the RMH funds.

Held an open house and invited notable members of our community to visit our space and discuss community needs:

Trustees invited community leaders, business owners, and other community members into the building in March to tour our facility and discuss ways our building can be utilized as a major downtown resource for our city and organizations within.

Respectfully submitted,
Jamie Polli

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: Cyndy Hall

President Elect: Donal Dugan

Past President: Jamie Polli

Treasurer: Mike Knauer

Clerk: Karen Bushey

Trustees at Large:

Kirsten Worden	2/2024-1/2027 (2nd term)	Paul Hobbs	2/2024-1/2027 (2 nd term)
Caroline Catlin	2/2025-1/2026 (vacancy)	Scott Newman	2/2025-1/2028
John Floyd	2/2025-1/2028 (2nd term)		
Karan Dewar	2/2025-1/2028		

*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:

Susan Ellwood	2/2025-1/2028	Jennifer Trussell	2/2024-1/2027
Jennifer Jorgenson	2/2025-1/2028	Amy Mellencamp	2/2024-1/2027 (2 nd term)
Caroline Crawford	2/2025-1/2028	Linda Elrick	2/2023-1/2026 (2 nd term)
Tony Hall	2/2025-1/2028		

*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, Climate Justice, 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 2025.

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

Board of Trustees: Jamie Polli, President; Susan Ellwood, Past President; Cyndy Hall, President-Elect; Paul Hobbs, Mike Knauer, Treasurer; Karen Bushey, Clerk; Kirstin Worden, John Floyd, Bob Phillips, Caroline Crawford, Donal Dugan (Deacons Rep), Doug Viehmann (Buildings Rep)

Board of Deacons: Donal Dugan and Eric Davis, Co-Chairs; Amy Mellencamp, Karl Doerner, Jennifer Trussell, Mary Hyde, Linda Elrick, Baki Nelson

Administration Teams (Personnel and I&T): Tony Hall, Michael Knauer, Bob McKearin, Stan Schmidt, Matthew Smith, Bill Whitman, and Bob Wolf, Matthew Bushey

Pastor Parish Relations: Elissa's PPRC: Susan Saunders, Caroline Crawford, Michael Knauer (completed term in 2023), Dawn Plante (completed term in 2023), and Michael Samara. Ava's PPRC: Betsy Freeman, Louise Brewster, Donal Dugan, Amy Mellencamp, Julie Cadwallader-Staub

Buildings and Grounds Team: Dave Grace, Doug Viehmann, Mary Hyde (Poss Shop Rep), and Mike Knauer

Stewardship Team: Jennifer and Jeff Trussell, Ava Bilton

Worship Team: Ann Vivian, Leader; Faith Neil, Lou Rochford, Cyndy Hall, and Karl Doerner (Deacon Rep), Mandy Grace

Faith Formation Team: Jennifer Jorgenson, Leader; Caroline Catlin, Will Gunger, Faith Formation Director: Hilah Clarke

Connections Team: Bob Wolf, Leader; Linda Elrick (Deacons Rep), Lucy Samara, Jennie Coleman, and Carol Schoonmaker

Partners in Pastoral Care Team: Barbara Carter, Tony Hall, Lucy Samara, Michael Samara, Rebecca MacDonald, Karl Doerner, Susan Saunders (Associate Member)

Outreach Team: Louise Brewster, Reid Willis, Dianne Griffiths, Bobbi Holzel, Mary Hyde (Deacons Rep), and Laurie Nelson

Strategic Implementation Team: Doug Viehmann, Charlie Church, Kristen Elder-Connors, Michelle Hobbs, Bob Phillips, Donal Dugan

Climate Justice: Paul Bloomhardt, Leendert Huisman, Joan Goodell, Bob McKearin, Nancy McClellan, Bill Neil, Doug Viehmann, Ann Vivian, Julie Cadwallader-Staub



FIRST CONGREGATIONAL CHURCH PROPOSED BUDGET 2025

	Total 2025 Budget	2024 Comparison
Pledged Offerings	\$480,000.00	\$440,000.00
Donations-Unpledged & Plate Offerings	\$40,200.00	\$40,200.00
Per Capita Income	\$1,812.50	\$1,812.50
Fundraisers & Events	\$20,000.00	\$17,200.00
Gift Card Fundraiser	\$6,500.00	\$10,000.00
Memorial Gifts	\$2,500.00	\$2,500.00
Grants	\$0.00	\$2,500.00
Rental & Parking Income	\$25,840.00	\$25,840.00
Wedding & Funeral Fees	\$2,000.00	\$2,000.00
Reimbursed Income, Registration Fees & Misc	\$17,365.00	\$4,350.00
Special Projects	\$0.00	\$96,000.00
Transfer Income	\$105,200.00	\$55,000.00
Interest Income (CDs, Money Market Fund)	\$6,400.00	\$8,000.00
Total Revenue	\$707,817.50	\$705,402.50
Salaries & Wages	\$348,081.66	\$292,346.49
Payroll Taxes & Benefits	\$91,514.00	\$77,150.63
Consultants and Professional Fees	\$92,480.00	\$70,900.00
Ministry Expenses		
Minister's Discretionary Expenses	\$6,000.00	\$3,000.00
Worship Expense	\$2,500.00	\$1,600.00
Deacons Expense	\$4,000.00	\$600.00
Connections Expense	\$5,775.00	\$3,800.00
Outreach Expense (Transfers)	\$31,800.00	\$31,800.00
Stewardship Expense	\$500.00	\$500.00
Per Capita Expense	\$4,350.00	\$4,350.00
Music Expense	\$20,750.00	\$20,750.00
Flower Expense	\$1,000.00	\$1,000.00
Plaques & Memorial Garden Expense	\$2,000.00	\$2,000.00
Total Ministry Expenses	\$78,675.00	\$69,400.00
Buildings & Grounds Expenses		
Electricity	\$9,500.00	\$9,500.00
Repairs & Maintenance	\$10,000.00	\$20,000.00
Natural Gas-Fuel	\$17,000.00	\$17,000.00
Property Insurance	\$43,940.00	\$39,939.00
Snow Removal & Lawn Care	\$5,400.00	\$5,400.00
Trash & Recycling	\$3,000.00	\$3,000.00
Water & Sewer	\$3,500.00	\$3,500.00
Total Buildings & Grounds Expenses	\$92,340.00	\$98,339.00
Administrative Expenses		
Postage	\$1,800.00	\$1,800.00
Printing & Copying	\$4,800.00	\$4,400.00
Supplies	\$5,200.00	\$5,200.00
Technology	\$9,990.00	\$9,990.00
Telephone	\$5,500.00	\$5,500.00
Advertising	\$1,500.00	\$1,500.00
Background Checks	\$100.00	\$100.00
Total Administrative Expenses	\$28,890.00	\$28,490.00
Programmatic Expenses		
Food & Meals	\$4,800.00	\$4,800.00
Conference & UCC Delegates	\$1,000.00	\$1,000.00
Program Expenses		
Faith Formation Expenses	\$8,250.00	\$7,500.00
Nursing Home Ministry	\$500.00	\$200.00
Share Christmas Expenses	\$4,000.00	\$4,000.00
Total Program Expenses	\$12,750.00	\$11,700.00
Total Programmatic Expenses	\$18,550.00	\$17,500.00
Other Expenses		
Fees & Miscellaneous	\$12,175.00	\$16,000.00
Equipment & Furniture	\$2,500.00	\$2,500.00
Special Project Expenses	\$0.00	\$96,000.00
Total Other Expenses	\$14,675.00	\$114,500.00
Total Expenditures	\$765,205.66	\$768,626.12
Net Revenue	-\$57,388.16	-\$63,223.62

PERSONNEL TEAM

Personnel's Mission Statement is "To provide guidance, To provide standards, To support a framework for staff the church needs for consistence & equity, To update and maintain the Handbook, To facilitate hiring and professional development, To recruit and retain staff, and To advocate for the staff."

We do what we do because "The staff are the **leaders**, the **messengers**, and the **shepherds** of the church."

To say 2024 was a busy year for the Personnel Team is an understatement! The year brought many challenges, changes and successes. Our team said hello to Matt Bushey as a new member and goodbye to Bob McKearin, who led our team with wise counsel and experience. Our church said goodbye to key staff members: Amy Shortt, Music Director; Caroline Catlin, Office Manager; Max Johnson, AV Coordinator; Jason Vanderlaan, Youth Ministry Leader; and Jesse O'Gorman, Security. We welcomed Ava Bilton, Director of Congregational Life; Will Gunger, Office Manager and Youth Ministry Leader; and Grace Raines, Elementary Ministries.

While this list briefly describes our staffing changes, behind-the-scenes required tireless work by Elissa and staff, several laity search teams and the Personnel Team. Open positions needed coverage, new employees needed training and existing employees needed support. We also found the post-covid employee market had shifted, particularly with regard to housing affordability. The Music Director position was restructured to maintain quality music program goals in light of the shifting job market. All of this hard work paid off and most FCCB staff positions are now filled.



PERSONNEL TEAM

Our Personnel Team's mission seeks to follow FCCB's vision to be a fair and supportive employer where people want to come to work. We strive to provide a fair wage, offer benefits, paid sick time, encourage training opportunities, and seek out opportunities supporting student internships with local colleges.

Administratively, our Personnel Team regularly collaborates with staff, encouraging annual performance discussions and up-to-date Job Descriptions. We work to ensure compliance with Vermont State Regulations and advocate for maintaining fair wages at market rates through regular COLA & merit pay reviews. We assist with interviews and exit interviews, and we maintain the Employee Handbook. Our staff deserves the best practices we can provide.

Our small team consists of Matt Bushey, Bob Wolf and Mike Knauer with staff support by Elissa. If you're interested in supporting our wonderful staff, we are seeking new team members! Who knows, you might even meet someone new from FCCB!

With Appreciation,

The Personnel Team
Matt, Bob & Mike



PASTOR PARISH RELATIONS COMMITTEE

The Pastor-Parish Relations Committee is a liaison between parishioners and the ministerial staff, and as support for the ministerial staff. Our members are always available as a resource to both the ministerial staff and the members of First Church.

The Committee met once in 2024. In February, we discussed changes with the resignation of our Music Director and how we would manage to fill the position while in search for a new director. We also discussed the Friday night Table services and Rev. Johnk's upcoming 2025 sabbatical, and how to support both pastor and congregation.

Members of the team have met with members of the congregation as well.

We are grateful for the service of Susan Saunders, Michael Knauer, and Dawn Plante, each of whom completed their term of service with PPRC, and we hold in our hearts the memory of Michael Samara, who served with his signature sensitivity, compassion, and insight.

Team members: Caroline Crawford, Steve Hyde, Susan Ellwood



BUILDING & GROUNDS TEAM

This year, Heritage Environmental was able to complete more work on the painting project, resulting in fresh paint on the chapel building windows and trim. This work involved scraping and cleaning all of the wooden surfaces, repair of damaged wood, and repainting with highly durable exterior paint.

Next summer, Heritage plans to complete the remainder of the painting project including all remaining woodwork and windows around the building including the East side and the Choragic Tower base. B&G also replanted a new tree (a Tupelo) in the place of the old Norway Maple.

Additional projects this year included some volunteer days to clean and repaint parts of the dining room, installing two Automatic External Defibrillator (AED) systems, and managing a spring workday.

Finally, our team is quite small and would greatly appreciate some new people joining the fun!

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

God Bless – the Buildings and Grounds Team
David Grace, Doug Viehmann, Steve Hyde, Mike Knauer



STEWARDSHIP



Hopefully, by now, you've heard how this year's Stewardship theme, *10,000 Reasons to give* came about. Working out on the porch, Ava and volunteers were cleaning up outside when the song "10,000 Reasons" came on. The Folks who were on the porch, First Church staff, and volunteers cranked it up and sang along, all while cleaning together. It was a moment of recognition. Of peace and solidarity. It was a moment where the Kingdom was not only possible, but visible.

From there, it was clear. We had at least this many reasons to celebrate and to give, and Deacon Jennifer Trussell, and her husband, Jeff, were brought in to make it happen. In their real life, Jeff and Jen run Lot 7 Media, and their skills were used to help folks tell their own stories, in print, and in video. Over the course of the campaign, Ava and the Trussells gave folks several opportunities to name their reasons to give. It was a beautiful campaign, and we are so grateful to the Trussells for their expertise. Folks will remember it for years.

At the time of this printing, we have 128 pledges, totaling more than \$453,000. It is one of our most successful campaigns ever. We also asked folks to make pledges of service in-lieu of or in addition to a financial commitment; the number of hours that people pledged to serve inspiring and affirming. This year's pledge campaign was truly a stewardship campaign – not just of the church's finances, but of our faith.

STRATEGIC IMPLEMENTATION TEAM

The first and last quarters of 2024 have been the most active time for our SIT Team. We made significant progress on some aspects of our Vision, in particular our Child Care vision and the fiscal management of Ronald McDonald funds.

We started to engage with Partners for Sacred Spaces, consultants who specialize in reimagining places of worship, in late 2023 and began 2024 diligently planning for and ultimately hosting an Open House for our larger Burlington/Chittenden County non-profit community on March 12. The purpose of Open House was to connect with possible partners and listen to the ideas of community leaders for how the church might fully live into our Vision after they have had an opportunity to tour the full space. We had 14 leaders attend across public and non-profit organizations including the Burlington Police Department and Fire Department, City of Burlington, COTS, CVOEO, Main Street Landing, and Ronald McDonald House, Let's Grow Kids, and Turning Point Center.

We facilitated group conversations where we shared our Vision in more detail, answered questions, and exchanged information regarding community needs and resources. Partners confirmed that the Open House increased general awareness of space that key community leaders had not previously known nor understood. This is a critical first step to work towards our Child Care and Ed Hub visions. Some of the recommendations from Partners included:

- Maintain momentum with these community leaders and keep communication channels open and share frequently
- Resolve wayfinding challenges with enhanced signage
- Consider a dedicated building manager to maintain and facilitate relationships with partners who want to use our space
- Consider green space as a community space

The open house required us to do some deeper “housecleaning” which led to a quick yet thoughtful purging and repurposing of items and artifacts in the library, chapel, and other spaces that no longer serve us or have a practical use, particularly as we prepare these spaces for more community use. We are keeping in mind that this should be a continuous process.



STRATEGIC IMPLEMENTATION TEAM

In April we deliberated with Trustees and presented to the congregation a recommended allocation of Ronald McDonald's funds. Of approximately \$1.4M, we recommended and the congregation approved \$180K to implement now (similar to a tithe), \$880K moving to capital planning, and the remainder to be invested in a Growth Fund. Trustees have now taken up fiscal management. We also presented an itemized list of capital spending estimates and recommendations specifically connected to the Vision projects while reinforcing that we expect to pursue and secure additional external funds from grants and other sources in order to support the Vision work.

We had a flurry of activity in late summer/fall in the pursuit of building and integrating a Child Care facility. We brought together some of the original members of the Child Care visioning team to collaborate and interact with Let's Grow Kids. This led to the application and receipt of a \$30,000 grant from First Children's Finance in Vergennes, VT. The VT Planning Grant Project will support prospective child care businesses and community agencies by providing in-kind services, business assistance, and financial stipends for planning capital construction projects. Ann Vivian of GVV Architects has been contracted to create design drawings for the space and is actively working with the Child Care committee.

Didi Harris of Let's Grow Kids and Rebecca Reese of Burlington City Government have worked on our behalf to bring in prospective Child Care programs and we are actively engaged with at least one organization at the time of this writing. We anticipate deeper conversations to happen and are optimistic about securing a partner to enable this part of our vision work this year.

As we stated in our report last year, work ahead of us is large, complex, and deep. Community needs are urgent. We look forward to the year ahead as we continue to gradually accelerate the progress of implementing the Strategic Vision of First Church.





BOARD OF DEACONS

At First Congregational Church, the Board of Deacons is charged with nurturing the spiritual life of the church and liaising with the Connections, Faith Formation, Outreach, Pastoral Care, and Worship teams. We pursued the first half of our charge in many ways in 2024, some of which included authorizing a ministerial call to discernment for a member in January; approving steps and proposals focusing on how the church can be an agent for eco-justice; supporting a Parents Circle – Families Forum dialogue along with the Ohavi Zedek Synagogue that discussed the ongoing Israel/Palestinian conflict; and the incredibly important task of meeting with prospective new members and making them feel welcome. We also took actions to nurture our own spiritual practices and talents with a spiritual retreat for deacons in June, exercises to help us better discern our spiritual gifts and where we're being called to use them, and educational workshops on church vitality and other topics.

Regarding the second half of our charge and the teams we liaison with, the Board helped with finalizing team budgets and with goal setting. More specifically, we identified a need to focus on capacity building to bring and welcome new people into the church while also deepening existing relationships within the congregation and with our church partners. We also identified a need to improve communication across all boards and teams, and we consequently lent our support to a proposal to consolidate most committee meetings into a single night each month, starting in early 2025. We hope that having most committee meetings take place on the same night will facilitate better conversations and clearer direction.

Furthermore, the Board examined multiple questions currently facing the church. Several of our members attended a multi-church conference earlier in the year that discussed the ongoing and interrelated challenges of homelessness and substance abuse in the greater Burlington area. This conference focused on local resources available to the church and how to balance Christ's spiritual charge to care for those in need with our custodial responsibilities to protect the safety of our members and the property entrusted to the congregation. We also drafted a process to request funding for new projects and initiatives as part of the church's Strategic Vision and hope to finalize this process in 2025.

On a final note, three members of the Board—Eric Davis, Donal Dugan, and Baki Nelson—will be reaching the end of their second 3-year terms in the beginning of 2025. Eric and Donal have been co-chairs of the Board, and Baki has been heavily involved in ushering, the Fellowship Breakfasts, and much more across the entire church while also being the main organizer for the church's Dragonheart Vermont team each year. The Board thanks each of them for their service and will strive to have worthy replacements lined up to be confirmed by the congregation at the next annual meeting.

WORSHIP TEAM



It has been our pleasure to provide support to our shared worship life throughout the last calendar year, beginning with transition just past from Christmas to the new year and Epiphany - Star Sunday. Thanks to all who helped with preparation and pick up through the season, including with last Sunday's task of escorting our lovely (really large!) Christmas Tree back to nature. (Note: The really large paper peace cranes have been saved to return in another year.)

Throughout the year we change pulpit paraments to follow the traditional colors of the liturgical seasons and feast days, as well as for a few special days particular to our First Church congregation such as red for Jazz Sunday in June and multi-color for Pride Parade Day in September. For Pentecost 2024 the Worship Team installed very long swags of translucent red and orange fabric draped as though carrying the colors of Pentecostal fire from Cross out into the congregation. For Pride Parade Day we draped the Cross with a cascade of Pride colors; for Advent blue and silver fabric reached out from Chancel to congregation.

As suggested by Ava, we helped prepare a community art project this year during Advent fellowship time where everyone was invited to color in areas of an almost life-size nativity scene. Areas were labeled by words to think about while coloring (instead of by number). More areas of color were filled in each week until the result blossomed to resemble a beautiful stained glass window!

Other Worship Team duties through the year include changing the Sanctuary gilded cross to a large bare wood cross draped in purple for Lent, and then changing back to the gilded one now draped in white for Easter. During the year the Team also lines up lay readers for Sunday worship and periodically invites crew to help move pulpit and other furniture as needed to accommodate worship activities and to help install and remove Christmas wreaths, tree and other decorations. Thank you to all who've said or will say 'yes' when tagged!

The Worship Team continues to find joy working with Elissa and Ava to respond to their fresh idea seeds!

In faith: Lou Rochford, Faith Neil, Amanda Grace, Ann Vivian

MUSIC

The Music program is finishing 2024 in a strong place. While we were sad to hear, in February, that Music Director Amy Shortt was leaving, we were glad for her to have found a full time position close to home. The Music Director Search Committee was thoughtfully pulled together in March, and they found that they were aptly named! When we began our work, we did not realize what a search it would be! Not only did we need to consider candidates who applied for our positions, but we had to consider what type of music director would best serve our Church's needs going forward. There has been an expressed interest in broadening the variety of music we both hear and participate in during our services, in order to be truly open and welcoming.

During the interim period we have been fortunate to experience that variety and have enjoyed the gifts that guest musicians have brought to us. The Lenten worship "The Table" was a great success under Ava's leadership, and brought us a variety of new musicians. For the 10 am service, first Chris Lyons-Dinh served as interim, until he moved to Williamstown in the summer. Then, we were incredibly fortunate that Ava had wonderful choral skills, to take us through the rest of the search. We could not be more grateful to both of them. Chris re-joined us as Organist throughout Advent and Christmas, and the Choir continued to lead worship in their tradition of excellence.

We finish the year with an update that we have made our first permanent hire in the search process for a professional to join our staff and lead us in spirit-filled music-making! Jeff Bryant, hired as our new Ensemble Director, is a career musician with a wide and varied skillset. As Ensemble Director Jeff will be responsible for working with the ministerial team and lay leaders in establishing a contemporary worship service, beginning with a second worship offering during Lent. He will also be responsible for rehearsing and leading special ensembles in both traditional and contemporary settings.



MUSIC

We had also made an offer of employment to someone to be our Choral Director, responsible for directing and growing our choirs and encouraging the musical gifts of members, as well as helping to plan music for our weekly Sunday worship. Unfortunately, they received some difficult news about her health, and she is no longer able to accept the position. Now that we have Jeff in place, we will continue our search for the Choral Director position with renewed vigor.

While we have not found a permanent organist, we now have a roster of guest organists who are committed to accessing them regularly in worship. In addition, thanks to Ava's outreach, we now have identified a number of emerging musicians from local colleges and universities. Their participation in worship during the interim period has been well received and will continue.

We look forward to a rich and diverse music program at First Church that will entice many of you to lend your talents and join in making a joyful noise!



AUSTIN HANDBELL CHOIR

The 2024 season began with a huge celebration! The 60th Anniversary of the Austin Handbell Choir. We are proud to say that we are the oldest performing bell choir in the state of Vermont. Thanks to the late Rev. George Lawrence, his wife Nancy Lawrence (our first director), the incredible Warren R. Austin, and his beloved family.

This year, after our anniversary performance, our wonderful Sylvia Stebbins fully retired and is no longer ringing with us. After more than 3 ½ decades she can finally sit back and simply enjoy the sounds. She has been such an integral part of this group and will be greatly missed. We wish her every happiness. That kind of loyalty and leadership is impossible to replace.

The Williston School District has been blessed with our own Emy Berger. She has become a substitute ringer for us now that she is teaching full time.

We are delighted that two of our full-time ringers are also ringing with Northern Bronze. Gayle Wilcox and Judy Doerner ring with both choirs and this connection has allowed both groups to share the musical talents of both choirs when substitutes are needed. I would like to thank all of them for their continued assistance.

Our choir held both (semi-annual) bake sales during the year. One on Thanksgiving Sunday and the other on Mother's Day. The funds raised allowed us to purchase new music and replace some of our gloves and music notebooks. We do need to think about having our bells refurbished this coming year. This is a large and costly task. We are reaching out to other groups in the Chittenden County area to see if they are interested in hiring a maintenance technician to come to our region to perform this service. It would save us the cost and insurance of shipping our bells out of state for an unspecified time frame.

The Austin Handbell Choir is always looking for new ringers. If you or someone you know are interested in coming to see what we do and how we do it, please join us on Wednesday evenings at 6:45pm. We looking forward to ringing in the new year with you!

Happy New Year and thank you for all the support.

Blessings,
Jennifer Coleman, Director



FELLOWSHIP AND HOSPITALITY

We have been working very closely with the Connections Team to bring you weekly and monthly fellowship events. Our Sunday fellowship coffee hours have been consistent and well-attended. I would like to personally thank Karan Dewar, Nancy Pichiotino, Robyn Courville, Jesse O’Gorman, Bob Wolf, Linda Elrick, Justin Hudson-Sabens, and many others for all their combined assistance throughout the year.

Our fellowship “hour” is a wonderful communal time to meet and greet old and new church members, those visiting family and friends, and individuals looking for a new spiritual space to call home. This is also a great time for other groups, teams and committees to showcase their events and services they offer to the greater community.

We have a small donation jar on our Sunday morning table and these monetary donations allow us to purchase milk, half and half, tea, sugar, hot chocolate, marshmallows, lemonade, iced tea, napkins, small paper plates and a variety of snacks throughout the church seasons. As always, we still put out a little something extra on those special Sundays throughout the year.

In 2025, we are looking into purchasing some additional coffee dispensers, another beverage roll cart for our green coffee mugs, and a few new dishwasher cup racks. This will hopefully be done in conjunction with the Women’s Fellowship’s attempt to reorganize and restock both kitchen facilities.

If you would be interested in lending a hand or helping to host coffee hour, please reach out to any of us on Sundays. We are always looking for people to join our team and share with our church family. Come join us, the coffee is always hot, and the conversation is even better!

Many shared blessings.
Jennie Coleman



WOMEN'S FELLOWSHIP

Women's Fellowship has been working behind the scenes at the First Congregational Church for as long as I can remember. Growing up in this church, they were such an integral part of so many events and functions. From year round and seasonal dinners, celebrations, theater productions, gift drives, food donations, scholarships, grants, maintaining and operating the kitchen; Women's Fellowship is embedded into this organization. For those that have come before me and became mentors, those who still serve in so many ways, and for those who follow in our footsteps, I thank you from the bottom of my heart!

In 2024, our Women's Fellowship group sponsored two individuals with seminary scholarships, and sponsored our own First Congregational "Pull Together" dragon boat team! We also purchased a popcorn machine for the church. This was christened during our annual Christmas Holiday Fair. Alice Barlow was a professional popcorn vendor by the end of the event. Plans are to utilize this for church picnics, outside events, Trunk or Treat, summer concerts on the green, Peace Camp, youth group happenings, or just anytime the smell of fresh popped corn wafting through the air is a good idea.

Due to some scheduling conflicts, the All-Church Yard Sale did not occur this past summer. We are hoping with the right volunteer staffing this will occur in 2025. It's been a great way to meet some of our neighbors and connect with the returning college crowds that move into our area each year. It also helps to restock the Possibility Shop for the up-coming fall and winter seasons.

Women's Fellowship did host the Chicken and Biscuit Dinner and the Christmas Holiday Fair. The funds raised allow us to make spending decisions for the kitchens, other scholarships, community outreach projects, and for other equipment that needs to be replaced or upgraded. We need items like new coffee pots, dish and cup racks along with new roll carts for transport, tables and chairs for the dining room. Women's Fellowship is planning on holding a meeting on February 16, 2025 after church to vote for officers, discuss our future plans, goals and desires for service, and where we would like to see ourselves as our church community grows. ALL ages are welcome as the young participants are part of our bright future, and we want to hear from them too! I hope to see you there.

God Bless and thank you for all your support,

Jennie Coleman,
Chair of Women's Fellowship



FAITH FORMATION

The Faith Formation Team has had many changes in 2024. 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.

Below is a list of the highlights from each area of Faith Formation during 2024 year.

Nursery/Preschool

- Our nursery and preschool were able to be open under the loving, capable hands of Caroline Catlin and volunteers from our congregation, Louise Brewster, Jill Crawford, Kristen Elder-Connors, Faith Neil, Jen Trussell and Sara Wilcoxson.

Elementary School Children

- We began the year as Kidz Lab with an illustrated compassion, learning to love like God.
- We welcomed Grace Raines as a teacher in the elementary room, and she is marvelous!
- Children enjoyed our elementary classroom and each other's company as we explored God's Word and participated in the annual Christmas Pageant.

Middle School Youth

- In June our youth participated in a 5 day YES (youth experience in service) in Philadelphia, PA with Jason Vanderlaan, Ken White and Ava Bilton.
- We said farewell to Jason Vanderlaan, and welcomed Will Gunger as our Youth Leader.
- The Youth Group met Wednesday evenings for service and fun including: a fall retreat, bowling, meal preparation for Dismiss, pumpkin carving, "Trunk or Treat," Movie Night, and a Christmas party at Rev. Ken White's home.
- Our youth helped write and participated in the annual Christmas Pageant, and held the wreath sale in December.

We once again partnered with College Street Congregational Church for a very successful Peace Camp in July.

We had over 60 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 Director, Hilah Clarke



YOUTH MINISTRY

Vision & Overview

The combined Youth Ministry of First Congregational Church of Burlington and College Street Congregational Church is dedicated each year to playful and engaging opportunities, embodied in three main aspects: service, faith formation, and relationships. The shared partnership of these two churches as one combined youth group continues to be a joyful and rewarding experience. We meet every Wednesday from 6:00-8:00pm, starting with a meal together (usually pizza!) for the first 30 minutes, before moving into our activities for the night, which vary from week to week, but include combinations of: games, service opportunities, Scripture and prayer, and discussions.

Additionally, we will have one or two weekend events per semester, often an overnight gathering like the Fall Retreat or the Spring Lock-In.

As always, it is a gift to work with such amazing leadership from both churches. Hilah Clarke is the heart and soul of our youth group, supplying not only pizza, drinks, and snacks, but also spiritual and relational nourishment as well. Our two pastors, Elissa and Ken, also lead a youth group once a month, and took on even more of a role during my (Jason's) parental leave, which was a huge gift to me, as well as to our youth.

I'm filled with gratitude for these connections and for churches that prioritize the youth and empower me to make space for our youth and their connection with other youth and adult leaders, as well as those in our larger community. These opportunities provide the youth with continually growing glimpses into the God whose image dwells in us all.



YOUTH MINISTRY



Youth Group Gatherings & Volunteer Opportunities

With our combined youth group (and friends/neighbors), we've been grateful to have around 40 youth within our circle throughout the year, with individual gatherings ranging from 10! to 20+ youth at a time.

Some of the highlights from 2024 include:

- Jimmy Fallon's Box of Lies
- Black Light Olympics
- Retro Night (80s & a little bit of 90s)
- Penumbra Lock-in (Island Adventure Chapter)
- Bowling and Game Room at St. Mark's
- Pictionary Air
- Jackbox Games
- Ghosts in the Graveyard
- Board Game Night
- Volunteering at ANEW (meal prep)
- Capture the Flag
- Messy Olympics
- Photo-video Scavenger Hunt



And of course, lots of Grog, tag, and hide & seek
I'm so grateful for our Faith Formation Boards from CSCC and First Church, as well as our staff leaders: Hilah Clarke, Elissa Johnk, and Ken White. And thank you to everyone else who supports us in any of the many ways you all do!

YOUTH MINISTRY

Faith Formation, Confirmation, and Peace Camp

Our faith formation time during Wednesday Night gatherings has been primarily focused on the curriculum Echo the Story, where we've been traveling through the Bible, alternately between stories from the Old Testament and the life and teachings of Jesus (including the end of Jesus' ministry on earth, and some of his key encounters with people like the Rich Young Ruler, Nicodemus, the Woman at the Well, and when Jesus cleared the temple).

Last but not least, Peace Camp! It was an exciting week of faith formation, creative/crafting projects, and fun games! The theme for the week was "Digging In & Growing Deep" in which we focused on stories from the Bible (and our own lives) like Jesus & Thomas, Blind Bartimaeus, Feeding the 5,000+, and the Widow's Oil. We explored questions of doubt & faith, speaking up for yourself and others, how we can give to those in need, and how to live as a community. Thank you so much to all the volunteers who helped make Peace Camp such an enriching and fun experience. I (Jason) am especially grateful for Will Gunger, who co-led a cabin with me, and always does such an amazing job engaging the youth in questions and discussions, and for Jessica Titcomb, who led the creative activities and always gives us something special to take home (physically and spiritually).



YOUTH MINISTRY

Mission/Service Trip

It was so wonderful being able to spend a week in Philadelphia, PA for our mission/service trip this year! At the end of June, we hopped on board an Amtrak train and made our way down to the Old First Reformed Church in Philly. They gave us a place to stay and coordinated our service opportunities throughout the week. We volunteered at various organizations like Philabundance, Chosen 300, MANNA, Breaking Bread on Broad, Whosoever Gospel Mission Thrift Shop, Children's Mission Summer Camp, and St. Francis Inn. We had opportunities to serve meals, tutor children, and distribute food, diapers, clothes, and other necessities.

We had 9 youth join us and were very grateful to have Ken White and Ava Bilton as the primary adult leaders. We volunteered over four days and also got to explore some of the great food in Philly, as well as some of the important historical landmarks and museums that intersected with the questions we were holding around systems, justice, and faith.

We learned so much about what it meant to break down the walls of “us” and “them” and instead see how we’re all a part of broken systems of this country (and world) and how we have the opportunity and responsibility to care for each other when needs arise. We also talked about how we can avoid being conformed to the systems of injustice and inequality and can instead have our minds renewed and transformed by God’s Spirit and the love of Christ, and that as we do, we have the power to make a difference - in the systems, yes, but also importantly in the lives of real people we meet every day.

Please check out the video of our experience here: <https://youtu.be/npw7pT6wbL0>

—Respectfully Submitted, Jason Vanderlaan



YOUTH MINISTRY

A Letter from Will Gunger

I began working with the combined youth group from First Congregational Church and College Street Congregational Church in September, 2024. I came to my role as Youth Ministry Leader after having previously worked as a middle grades social studies teacher, a paraeducator, and a political organizer. From my time as a member of First Church, and two years of volunteering for Peace Camp, I had a preview of how special this youth group truly is.

With a personal focus on inquiry-based learning, I noticed quickly that these young people have a deep understanding of the values that we wish to see in our community, and valuable insights into our shared faith. Our conversations as a group this past fall centered on similarities and differences between First Church and College Street, the nature of prayer, the relationship between the election and our churches' mission, and the dreams that they have for a better world.

Our youth group includes 15 regular participants, who are between 11 and 18 years old, and their friends who they bring as guests. As a group that spans both middle and high school, I have been impressed by their ability to have productive and meaningful conversations, and their fair and inclusive play.

I have been working to sustain a volunteer base, with the help of Rev. Elissa Johnk, Rev. Ken White, Hilah Clarke, and both churches Faith Formation teams and staffs. Consistently, I have had two volunteers from our congregations every Wednesday night. This has been crucial for our group, as it gives the youth an opportunity to see how adults engage with their faith outside of Sunday worship. Our volunteers have led activities for the youth and contributed to group discussions



YOUTH MINISTRY

Having a class-sized Wednesday night group is a testament to this church's investment in faith formation of the youth in this community. I look forward to continuing my work with this exceptional group and our gracious volunteers. My goal is for the group to grow in size and for the current group to help facilitate that growth.

Here is a list of some of the events and activities that we enjoyed this September, October, November, and December:

- Neighborhood cleanup for Service Service Sunday
- Trunk-or-Treat at First Church
- A spooky Halloween movie night
- A meaningful and restorative post-election discussion
- Assembling and baking lasagna for Dismas House
- Glow Night! A night of glow in the dark games
- Bowling at Saint Mark's
- An overnight fall retreat
- A successful wreath sale
- Two wonderful pageants at College Street and First Church
- Many classic youth group games played, and thoughtful, prayerful evening discussions

I am so grateful to First Church for choosing me as your Youth Ministry Leader. Please feel free to email me with any questions or ideas at youthministry@firstchurchburlington.org.

Thank you,
William R. Gunger



CONNECTIONS TEAM

Connections Mission “Seeks to connect visitors, congregants and the greater Burlington community with the people and work of First Church because belonging is essential to building the Kingdom of God.”

During 2024 we continued developing programs offering more than 40+ Connections events! So first of all – a big thank you to all Connections Volunteers who helped make 2024 a successful year! We appreciate your time, talents, generous donations and support! Without your help, Connections activities wouldn't be possible...we hope you enjoyed yourselves and had some fun too!

Our small team consists of Bob Wolf and Linda Elrick. We want to remember Carol Schoonmaker who was our third member until her passing this year. Carol is missed. And Bob has stepped down (2024) from Connections after 4 years of service. A special thank you to staff members Lucy Samara, Communications Director and Ava Bilton, Director of Congregational Life have been very helpful behind the scenes providing valuable support as well as our “super volunteers”, Baki & Laurie, Amy, Theresa, Justin, Paul, Jesse, Bill & Faith, Louise, Sevda & Mehdi, Rebecca, Cyndy & Tony, Jennie, Karan, Nancy, Ann, Jamie, Nancy & Elliot and many more.

Connecting new Visitors by providing an intentional warm welcome for our new guest and visitors continues to be one of our top priorities. Did you know someone new comes to our church every week? Did you know a New Visitor takes only 30 seconds to form a good first impression of FCCB? And within 7-10 minutes people decide whether to return or not! Over the past year we've welcomed many new visitors with several joining FCCB! We ask for everyone's help by intentionally welcoming New Visitors through Passing of the Peace each Sunday and at Coffee Hour. Take a moment to introduce yourself to people you don't know. It makes a difference! You can help with a simple gesture...please, please wear a Name Tag so everyone gets to know each other!

Or if you want to take it a step further, become a “Welcomer”. A special thank you to our team of Sunday Welcomers, Patty, Dawn, Leendert, Amy and Sara. This team is out there each Sunday providing a smile and a sign. If you're interested in fostering connections and helping our church grow, we are seeking new team members and Welcome volunteers. Say YES to volunteering and attending one event (or more!) in 2025. Who knows, you might even meet someone new from FCCB!

Appreciation,
Bob Wolf & Linda Elrick



PARTNERS IN PASTORAL CARE

As we start 2025, the FCCB Partners in Pastoral Care (PIPC) Team members include, the Rev. Elissa Johnk, Lead Minister, and committed church members Barbara Carter, Tony Hall, Rebecca MacDonald, Bill Neil, Lucy Samara, and Susan Saunders. Our PIPC Team is committed to the values of caring, compassion, concern, competence, collaboration, and creativity. PIPC meet bi-monthly and serves as a clearing house for identified care or concern needs within our congregation. Confidential communication is shared among the team members between formal meetings. 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.

Our PIPC Team brings many gifts and a variety of skills, backgrounds and training to this ministry. Rev. Johnk, Tony Hall, Lucy Samara and retired clergy, Rev. Bill Neil, visit those in hospitals or in-care facilities on request from individuals or family members. Bill Neil brings decades of experience as a pastor in church settings; Tony Hall has served in volunteer pastoral care role at First Church for decades. Susan Saunders and Rebecca MacDonald are long-time members with deep connections in our faith community. Susan moved from serving with PIPC as an associate member to full participation in PIPC's ministries in 2024. Lucy Samara brings much experience from her prior roles in Outreach Ministries and Youth Ministries at First Church along with a wide network of connections within both the First Church and wider communities. Barbara Carter is a trained Stephen Minister and former Parish Visitor. Rebecca MacDonald serves with PIPC, reaching out in support to members in bereavement by sending a series of 4 booklets about the grief journey accompanied by personalized notes. In addition to calls, visits and written communications, PIPC maintains the weekly printed list of Celebrations and Prayers which is displayed on-screen during worship.

PIPC is enhanced by a network of other member volunteers, known as Friends at First, who provide meals, make phone calls, write notes, and offer rides to medical appointments and to church for worship and events and make home visits. Thank you to all who have participated in this ministry – your good works are appreciated by many.



PARTNERS IN PASTORAL CARE

At the beginning of 2024 we celebrated and thanked founding member, Janice Clements, who retired from serving with PIPC but continues as a member of Friends at First. Her gifts of leadership, organization, counsel, presence and knowledge of community and state resources have been invaluable. In April we grieved the death of valued PIPC member Michael Samara. Michael was a long time member and leader at First Church and served as a per diem Chaplain at the UVM Medical Center; he brought much thoughtful experience and faithful wisdom to our PIPC ministry.

PIPC continues to seek those in the First Church Community interested in supporting others through Friends at First. If you are interested in learning more, please contact PIPC member Lucy Samara at lsamara@firstchurchburlington.org

Finally, if you are in need of care, anticipate being or are hospitalized, or want to make a referral to PIPC, please reach out to us by contacting Rev. Johnk or any of our members by email, in person or call and leave a message at the Church Office: 802.862.5010.



OUTREACH TEAM

MISSION

The mission of the Outreach Team is to provide opportunities to the congregants and friends of FCCB to put their faith into action beyond our church walls.

Our GOALS continue to be:

- Respond to significant local needs such as affordable housing, hunger, and public safety;
- 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: Our Church's Wider Mission (OCWM) Fund of the Vermont UCC Conference, and the Joint Urban Ministry Project (JUMP). We donated \$10,500 to OCWM, of which the UCC allocates 70% to Vermont congregations and 30% to national efforts. We donated \$8,000 to JUMP along with office space, parking, and member volunteers. Beyond these two efforts, the operating budget supports some staff travel and supplies related to Outreach work. Outside of the budget, church members support Outreach work with donations of time, talents, and funds.

PROGRAMS

The Outreach Team promotes four special offerings each year:

- The Easter Offering (March) from which the Outreach Team tithes 10% to a non-profit. In 2024, we donated \$1200 to the UCC Hope Fund and \$1200 to the Racial Justice Alliance.
- One Great Hour of Sharing (June) to support UCC Disaster, Refugee and Sustainable Development Ministries. In 2024 we collected and donated \$960.
- Neighbors in Need (October) to support UCC ministries of Justice and Compassion. In 2024 we raised \$985.
- Christmas Mission Offering (December) which includes the mission share of the Poinsettia & Mission Offering plus 10% of the Christmas Offering. This year we designated this collection for the UCC Hope Fund in payment toward our pledge of \$9000 over three years.



OUTREACH TEAM

Other long-time Outreach work is ongoing. The **Possibility Shop** run by our dedicated volunteers provides low-cost housewares to our community, and \$2000 per month in vouchers for **JUMP** clients to use in the shop. The **Pro-Bono Legal Clinic** staffed by several attorney members offered free legal counsel to those in need. First Church members continue to work with **VIA** on Public Safety, Housing, and Immigration issues. Others prepare sandwiches for **Small Potatoes**, dinners for **Dismas House**, deliver **Meals on Wheels**, support the **VT Street Dog Coalition** and contribute snacks for the **Elmwood Community Shelter**.

The Outreach Team continues to sponsor our monthly **Silent Vigil for Racial Justice**, assembly of harm reduction kits for the **Howard Center**, and we again collaborated with College Street Congregational Church for an October **Service Service Sunday**.

The finale of the year is always **Share Christmas**. The Outreach Team solicits member donations to provide assistance or gifts to families in need, and for King Street Family Center and two Dismas House locations. This year we also assembled wound care kits for The Howard Center. If funds are sufficient, we contribute to the Pastor's Discretionary Fund for emergency needs. In 2023, Share Christmas received donations of \$6,140 and assisted 8 families (20 people) with rent, utilities and /or gifts. Recipients always are sincerely grateful for our church's interest and generosity.

The Outreach Team thanks and applauds all those who participate with or support our church's work to address broader community needs. We offer many opportunities for members to join in being the Hands of the Church at work in our world.

Respectfully, The 2024 Outreach Team:

Louise Brewster,
Dianne Griffiths,
Mary Hyde,
Laurie Nelson,
Reid Willis



CLIMATE JUSTICE TEAM

The Environmental Team has a new name! We're now the Climate Justice Team.

Some may wonder whether "Climate Justice" is too restrictive. After all, earth's "climate" is just one component of the larger, all encompassing "environment" that we humans and all life on earth depend on.

We chose the name Climate Justice not to restrict our focus, rather, in recognition that of all the many ways that humans have changed our environment over the last two centuries or more, changing the climate poses the gravest and most imminent threat to our environment. The consensus among experts is that adding CO₂ and methane to the atmosphere by burning fossil fuels, is causing the large-scale droughts and deluges, wild fires, melting icebergs and rising ocean levels that occur unpredictably and with alarming frequency.

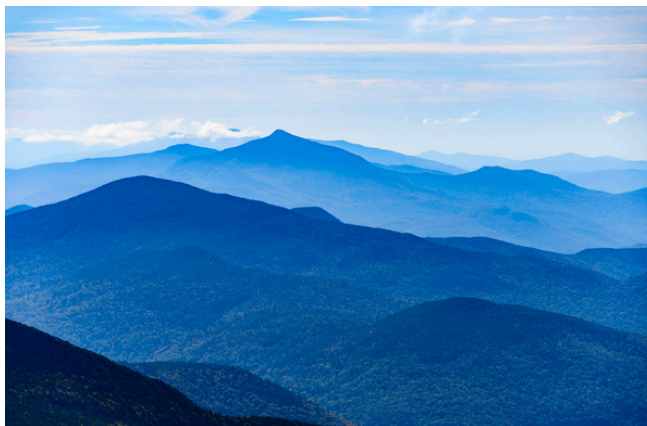
For these reasons our primary focus is on climate change and the actions we can take as individuals and collectively, to mitigate damage, support legislation to protect the environment as a whole and to help the vulnerable.

But not to the exclusion of numerous threats to the environment: plastic pollution, chemical pollution of air and water among other harms.

Last May we introduced the Climate Corner into the church newsletter as a way to share ideas about protecting our environment. The articles cover a wide range of subjects such as sustainable holiday ideas, climate anxiety, considering solar power in your home, driving to save money, climate change and Christianity and more. You can find these and others under Climate Corner on the church website.

Vote for Climate Hope. Last October our Team signed on to the UCC national Climate Hope Campaign urging everyone to vote in the November election and to keeping mind the importance of supporting political representatives who acknowledge the importance of protecting our environment.

We expect to continue future Climate Hope campaigns in pace with election cycles.



CLIMATE JUSTICE TEAM

Becoming a Climate Justice Church: We are also in the process of applying for recognition as a Climate Justice Church in the United Church of Christ. The process begins with a Covenant which our Team has drafted and which will be submitted to our congregation for vote of approval.

Once approved we will submit an application for recognition to the UCC national. The application is lengthy, detailed and will take time to complete but we believe that getting recognition as a Climate Justice Church will be worth the effort.

We meet the first Wednesday of each month at 1 p.m. Please join us if you can, let us know if you have any questions, suggestions or experiences to share. You can contact us through the Office Administrator email address, office@firstchurchburlington.org, and please take look at the Climate Corner.

Climate Justice Team: Paul Bloomhardt, Leendert Huisman, Joan Goodell, Bob McKearin, Nancy McClellan, Bill Neil, Doug Viehmann, Ann Vivian



THE POSSIBILITY SHOP

Here is a review of 2024 from the Possibility Shop. This past year, we are proud to report:

- Continued increases in the number of donations received each week
- An influx of customers including high school and college students interested in thrifted items
- Fourteen faithful volunteers. We always have a new for additional staff, especially on the cash register. We are very interested in someone taking over our Ebay sales!
- That we outfitted the unhoused in our community with blankets, sleeping bags, duffle bags, and backpacks to hold belongings. We are often asked on Sundays to clothe someone in need.
- That our earnings contributed to two new AEDs and a fence on the Buell Street side of the Memorial Garden. We expect a request of \$70,000 for painting and a sprinkler system for this coming year
- A goal of re-opening for two Saturdays per month. For this to happen, three volunteers are needed, along with a paid shift for our security personnel.
- That in 2026, the shop will be celebrating 50 years.

Look for special events throughout 2025. Visit us to learn more about the mission of the shop.

Respectfully Submitted,

Karan Dewar
Brenda Frazer



MEMORIAL GARDEN

No major projects were undertaken in the Memorial Garden this past year. Nevertheless, maintenance and upkeep of the garden kept the team busy from late April through late October.

In addition to routine maintenance (i.e. mowing, weeding, pruning, and watering), the team focused on repairing one of the internal peony beds, reseeding parts of the lawn damaged by the painters the previous year, and the bi-annual mulching of the entire garden.

Ours is a small, tight-knit team. We bade farewell to Bob Shattuck, who after 20+ years working faithfully in the gardens, relocated to FL. And, happily, we added a highly experienced gardener in Marsha Curtis, who one day walked into the garden and asked whether she could be of help. Our answer was a resounding “yes”. Marsha has been a most welcome addition to the team.

As we look toward 2025, we hope to re-energize parts of the garden by thinning out overgrown and less vigorous plants, especially iris, daylilies, and phlox which have spread beyond their bounds and by introducing a few, new perennial plantings.

Our hope is that the garden will continue to be a welcoming and beautiful space for reflection and worship.

Respectfully submitted,

MG Team members: Charlie Church, Marsha Curtis, Dianne Griffiths, Bobbi Holzel, Al Weldon, and Bill Whitman



INVESTMENTS & TRUSTS

There's an English expression, often mistakenly referred to as a Chinese curse, "may you live in interesting times." Indeed, we have found that to be true for 2024. As a Team, we have confronted the fact that we will not be around forever, and that change will drive our future ability to serve. In short, we have faced our own mortality.

The aging software systems we're using are becoming outdated and make it more difficult to collect the data necessary to report our progress to you. It takes more time to both manage our portfolio and monitor the various gifts and bequest funds for which I&T is responsible. Attempts to recruit more I&T volunteers have been unsuccessful.

This has prompted our search for third party investment management options. Our research led us to the United Church Funds (UCF).

UCF is the official investment management arm of the United Church of Christ (UCC), providing investment services specifically designed for UCC churches and ministries, focusing on socially responsible investing aligned with the church's values; essentially, it acts as the financial ministry of the UCC, managing funds for its congregations while adhering to their ethical guidelines. [1]

Stan Schmidt indicated that he had thoroughly reviewed the materials provided by United Church Funds (UCF) and found on their website. [2] He was impressed by UCF's people, process, and performance. He was most interested in their Domestic Core Equity offerings (an S&P Index with ESG screens) and the Cash and Equivalents Fund. He judged that they were a good fit for our church and its values. He was impressed that UCF advocated for positive change at companies included in their portfolios, had lessened their fees as they grew their accumulated assets, and were time tested as they've been providing fiduciary services for their clients since 1909. [3]

The Team agreed with Stan's assessment of UCF and decided to invite Stacey Pettice, UCF's Institutional Relationship Executive, to discuss both our needs and their capabilities regarding the specifics of administering an account. [4]

We believe UCF is a competent, skilled, third-party investment manager we can rely on as we transition from "in house" management.

We will pursue further discussion with UCF, acquaint the Trustees with information about UCF and, at the appropriate time, submit a motion to choose UCF as the manager of the I&T Portfolio.

INVESTMENTS & TRUSTS

Under potential UCF portfolio management, the following division of responsibilities is envisioned:

1. UCF assumes investment execution and management of the I&T Portfolio.
2. I&T Team will continue to perform both strategically (e.g., determine overall asset allocation) and tactically, to administer the handling of gifts/bequests and the allocation of funds to various church tasks and budgetary line items. [4]

Our commitment to socially responsible investing remains firm. In 2024 we were able to make sales and purchases within the portfolio resulting in an additional \$122,500 of new ESG investments. This brings the balance of sustainable funds in the portfolio to \$368,734.98 or 30% of our \$1,228,829.63 total holdings.

U.S. stock markets experienced a second straight year of over 20% growth in 2024, driven by moderating Fed policies, declining inflation rates, solid earnings growth, and optimism about the effect spending on artificial intelligence (AI) may have on future productivity and earnings growth. It is important to recognize that only seven stocks, all very large technology-oriented companies, accounted for more than 50% of the total returns for the S&P 500 for the year. Bond market returns, on the other hand, were subdued as total returns from an aggregate bond index eked out a less than 2% return.

The FCC I&T portfolio grew by 13.91%, an increase of over \$153,000, and outperforming a balanced index (50% stocks/50% bonds) by over 1%. The portfolio benefited from funds that had significant exposure to growth stocks, which offset somewhat weaker performance from the funds that have a value-driven orientation.

Over the course of the year, the committee continued the process of increasing our investment in ESG (socially conscious) investments. As a result, at year-end ESG funds represented 30% of the total portfolio value, versus 19% at YE 2023 and 9.6% at YE 2022.



INVESTMENTS & TRUSTS

We envision the following 2025 tasks for the I&T Team:

- With Trustee approval, continue to transition to third party management of the I&T portfolio.
- Monitor our ESG investment opportunities.
- Create an I&T operations manual with our Finance Director. This will provide a smoother transition should a vacancy arise in that position.
- Discuss individual I&T fund "draw policies".

During 2025 we will circulate more information about UCF to the Board of Trustees and seek ratification of a motion to select UCF as the I&T portfolio manager.

Seeking God's will helps us fulfill the promises of good stewardship.

Respectfully,

The I&T Team
Tony Hall
Mike Knauer
Stan Schmidt
Bill Whitman

Citations:

1 UCFunds.org

Growth of ESG investing -file:///C:/Users/pc/Downloads/Growth-of-ESG-Investing.pdf
Link to "follow-up first church burlington vt investments and trusts" (See Download PDF).
UCF Client Portal tutorials -<https://ucfunds.org/news/category/client-portal-innovue/>

2 UCFunds.org

UCF management of the portfolio will trigger an annual fee of between .05-0.75 % of the portfolio value. For example, the management fee for the Core Equity Fund is 0.54% of our total portfolio value of \$ 1,228,829.63 or \$6,636 per year.

3 UCFunds.org

4 I&T minutes December 11, 2024 -Bill Whitman

FIRST CONGREGATIONAL CHURCH STAFF 2024

Minister

Rev. Elissa Johnk

Lead Minister

Administrative & Operations Staff

Ava Bilton

Director of Congregational Life

William Gunger

Office Administrator

Youth Ministry Leader

Heather Pipino

Finance Consultant

Lucy Samara

Communications Coordinator

Derik and Carole Breen

Facilities & Janitorial

Max Johnson, Emerson Grow,

Michael Dyke

A/V Coordinator

Security Staff

Jesse O’Gorman

Michelle Mraz

Ethan Hobbs

Music Staff

Amy Shortt

Director of Music

Chris Lyons-Dinh

Interim Director of Music

Laura Elder-Connors

Children’s Choir Director

Jennifer Coleman

Director of Austin Chimers Bell Choir

Program Staff

Hilah Clarke

Faith Formation Director

Caroline Catlin

Early Childhood Coordinator

Grace Raines

Elementary Ministries Coordinator

APPENDIX A

FIRST CONGREGATIONAL CHURCH PERFORMANCE ANALYSIS

INDEX	ESG Funds	October 1, 2024 - December 31, 2024	January 1, 2024 - December 31, 2024	January 1, 2021 - December 31, 2024
Standard & Poors 500		2.41%	25.02%	8.94% per year
FCC Domestic & Global Equity Mutual Funds		0.36%	21.63%	6.70% per year
Balanced Index (50% S&P/50% AGG)		-0.35%	12.89%	3.52% per year
FCC Balanced Funds		-2.61%	10.19%	3.28% per year
iShares Core US Aggregate Bond Index (AGG)		-3.10%	1.63%	-2.25% per year
FCC Fixed Income Mutual Funds & Bonds		-2.53%	2.68%	-0.41% per year
EAFE		-8.36%	3.49%	1.60% per year
FCC International Equity Mutual Funds		-4.26%	11.35%	-5.75% per year
Benchmark Return		-0.38%	15.91%	5.20% per year
Total Portfolio Return IRR		-0.52%	13.91%	3.93% per year

PORTFOLIO ALLOCATION SUMMARY AS OF DECEMBER 31, 2024

	MARKET VALUE	12/31/24 ALLOCATION	CURRENT TARGET ALLOCATION	
Domestic Equity Mutual Funds & Stocks	\$713,159.20	58.04%	50.00%	
International Equity Mutual Funds & Stocks	\$54,161.22	4.41%	15.00%	
Total Equity Funds & Stocks	\$767,320.42	62.44%	65.00%	
FCC Balanced Funds	\$191,211.62	15.56%	10.00%	
Fixed Income Mutual Funds	\$89,136.81	7.25%	10.00%	
Corporate & Government Bonds	\$172,240.76	14.02%	5.00%	
Total Fixed Income Funds & Bonds	\$261,377.57	21.27%	15.00%	
Cash & Equivalents	\$6,920.03	0.73%	10.00%	
Total Portfolio	\$1,228,829.64	100.00%	100.00%	

PERFORMANCE REPORT
Discounted Cash Flow Method Net of Fees
First Congregational Church of Burlington
From 09-30-24 to 12-31-24

Portfolio Value on 09-30-24	1,253,108.95
Accrued Interest	445.99
Contributions	0.00
Withdrawals	-18,295.00
Realized Gains	-1,442.93
Unrealized Gains	-55,155.43
Interest	812.22
Dividends	47,752.46
Change in Accrued Interest	1,603.37
Portfolio Value on 12-31-24	1,226,780.28
Accrued Interest	2,049.36
Total Fees	0.00
Total Gain after Fees	-6,430.31
IRR for 0.25 Years	-0.52%

PERFORMANCE BY SECURITY INCLUDING ACCRUED INTEREST

First Congregational Church of Burlington

Discounted Cash Flow Method

From 09-30-24 To 12-31-24

Security	09-30-24 Market Value	Realized Gains	Unrealized Gains	Interest Dividends	IRR +Fees	12-31-24 Market Value	Pct. of Assets
MUTUAL FUNDS							
MUTUAL FUNDS - FIXED INCOME							
Dodge & Cox Income Fund	60,479.57	0.00	-2,618.82	607.60	-3.33	58,468.35	4.76
Federated Short-Intermediate Government Tr	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fidelity Government Income Fund	5,960.61	0.00	-266.75	75.77	-3.20	5,769.62	0.47
Vanguard Short Term Federal Investor Shs	25,006.21	0.00	-317.39	210.01	-0.43	24,898.83	2.03
	91,446.39	0.00	-3,202.96	893.38	-2.53	89,136.81	7.25
MUTUAL FUNDS - BALANCED							
American Cap Inc Builder A	80,880.11	-378.68	-3,891.13	2,149.27	-2.77	58,759.57	4.78
American Inc FD of America A	91,418.14	-38.60	-4,292.20	2,881.58	-1.66	69,968.92	5.69
Dodge & Cox Balanced Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Green Century Balanced Fund (ESG)	24,016.53	0.00	-5,505.19	3,971.79	-4.73	62,483.12	5.08
	196,314.78	-417.28	-13,688.53	9,002.64	-2.61	191,211.62	15.56
MUTUAL FUNDS - DOMESTIC EQUITY							
Fidelity Contrafund	168,608.99	0.00	-926.53	6,932.85	3.56	174,615.31	14.21
Fidelity US Sustainability Index Fund(ESG)	99,299.33	0.00	-1,066.64	1,290.35	0.20	149,523.04	12.17
Parnassus Mid Cap Fund (ESG)	18,310.95	0.00	-2,374.94	1,625.86	-4.09	17,561.86	1.43
Parnassus Core Equity Investor (ESG)	90,356.77	0.00	-9,425.52	8,235.71	-1.18	139,166.96	11.33
Pax Global Environmental Markets (ESG)	17,809.73	-698.15	0.00	0.00	-4.98	0.00	0.00
Vanguard 500 Index Admiral	2,799.98	0.00	58.26	9.16	2.41	2,867.40	0.23
Vanguard Index 500 Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Vanguard Windsor II	115,793.85	0.00	-11,448.97	10,040.98	-1.22	114,385.86	9.31
Washington Mutual Invs Fd Inc	114,988.51	0.00	-4,958.93	5,009.20	0.04	115,038.78	9.36
	627,968.11	-698.15	-30,143.29	33,144.11	0.36	713,159.20	58.04
MUTUAL FUNDS - INTERNATIONAL EQUITY							
Vanguard Windsor International Growth	87,614.89	-327.50	-7,908.05	4,781.88	-4.26	54,161.22	4.41
	87,614.89	-327.50	-7,908.05	4,781.88	-4.26	54,161.22	4.41
MUTUAL FUNDS Total	1,003,344.17	-1,442.93	-54,942.83	47,822.01	-0.85	1,047,668.85	85.26
GOVERNMENT BONDS - U.S. DOLLARS							
US Treasury Note SER AK-2025 1.500% Due 02-15-25	49,538.75	0.00	380.00	187.50	1.15	50,106.25	4.08
United States Treasury Series BH-2025	70,689.50	0.00	-324.10	884.62	0.79	71,250.02	5.80
5.000% Due 09-30-25							
US Treasury Note SER AW-2026	50,621.74	0.00	-268.50	531.25	0.52	50,884.49	4.14
4.250% Due 01-31-26							
	170,849.99	0.00	-212.60	1,603.37	0.81	172,240.76	14.02
CASH AND EQUIVALENTS							
		[Fees]					
Fidelity Cash Reserves	29,800.92	0.00		294.20	1.13	8,821.43	0.72

PERFORMANCE BY SECURITY INCLUDING ACCRUED INTEREST

First Congregational Church of Burlington

Discounted Cash Flow Method

From 09-30-24 To 12-31-24

Security	09-30-24 Market Value	Realized Gains	Unrealized Gains	Interest Dividends	IRR +Fees	12-31-24 Market Value	Pct. of Assets
Fidelity Government Money Market	49,547.05	0.00		448.32	1.23	85.64	0.01
Vanguard Federal Money Market Fund	12.81	0.00		0.15	1.17	12.96	0.00
	79,360.78	0.00		742.67	1.19	8,920.03	0.73
TOTAL PORTFOLIO	1,253,554.94	-1,442.93	-55,155.43	50,168.05	-0.52	1,228,829.63	100.00

PERFORMANCE REPORT
NET OF FEES
First Congregational Church of Burlington
From 12-31-23 to 12-31-24

Portfolio Value on 12-31-23	1,111,505.61
Accrued Interest	1,098.42
Contributions	11,381.82
Withdrawals	-48,795.00
Realized Gains	9,481.16
Unrealized Gains	72,771.78
Interest	10,107.42
Dividends	60,327.49
Change in Accrued Interest	950.94
Portfolio Value on 12-31-24	1,226,780.28
Accrued Interest	2,049.36
Average Capital	1,103,820.80
Total Fees	0.00
Total Gain after Fees	153,638.78
IRR for 1.00 Years	13.92%

PERFORMANCE BY SECURITY INCLUDING ACCRUED INTEREST

First Congregational Church of Burlington

Discounted Cash Flow Method

From 12-31-23 To 12-31-24

Security	12-31-23 Market Value	Realized Gains	Unrealized Gains	Interest Dividends	IRR +Fees	12-31-24 Market Value	Pct. of Assets
MUTUAL FUNDS							
MUTUAL FUNDS - FIXED INCOME							
Dodge & Cox Income Fund	57,174.20	0.00	-1,121.99	2,416.14	2.26	58,468.35	4.76
Federated Short-Intermediate Government Tr	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fidelity Government Income Fund	5,733.44	0.00	-176.12	212.30	0.63	5,769.62	0.47
Vanguard Short Term Federal Investor Shs	23,906.84	0.00	140.78	851.21	4.15	24,898.83	2.03
	86,814.49	0.00	-1,157.33	3,479.65	2.68	89,136.81	7.25
MUTUAL FUNDS - BALANCED							
American Cap Inc Builder A	71,247.22	1,697.06	2,203.85	3,611.44	10.70	58,759.57	4.78
American Inc FD of America A	80,849.53	1,906.59	2,559.58	4,653.21	11.43	69,968.92	5.69
Dodge & Cox Balanced Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Green Century Balanced Fund (ESG)	21,434.79	0.00	-2,969.88	4,018.22	4.47	62,483.12	5.08
	173,531.54	3,603.65	1,793.55	12,282.87	10.19	191,211.62	15.56
MUTUAL FUNDS - DOMESTIC EQUITY							
Fidelity Contrafund	128,420.84	0.00	39,157.86	7,036.61	35.97	174,615.31	14.21
Fidelity US Sustainability Index Fund(ESG)	81,850.69	0.00	16,382.00	1,290.35	20.98	149,523.04	12.17
Parnassus Mid Cap Fund (ESG)	15,966.36	0.00	-30.35	1,625.86	9.99	17,561.86	1.43
Parnassus Core Equity Investor (ESG)	76,517.53	0.00	4,287.05	8,362.37	16.03	139,166.96	11.33
Pax Global Environmental Markets (ESG)	15,621.91	1,419.75	0.00	69.92	10.11	0.00	0.00
Vanguard 500 Index Admiral	2,294.11	0.00	538.15	35.14	24.99	2,867.40	0.23
Vanguard Index 500 Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Vanguard Windsor II	100,152.48	0.00	3,289.21	10,944.17	14.21	114,385.86	9.31
Washington Mutual Invs Fd Inc	96,662.41	0.00	7,604.67	10,771.70	19.01	115,038.78	9.36
	517,486.32	1,419.75	71,228.59	40,136.12	21.63	713,159.20	58.04
MUTUAL FUNDS - INTERNATIONAL EQUITY							
Vanguard Windsor International Growth	75,740.52	3,782.76	-143.94	4,781.88	11.35	54,161.22	4.41
	75,740.52	3,782.76	-143.94	4,781.88	11.35	54,161.22	4.41
MUTUAL FUNDS Total	853,572.87	8,806.16	71,720.88	60,680.52	16.50	1,047,668.85	85.26
GOVERNMENT BONDS - U.S. DOLLARS							
United States Treasury Series AW-2024	50,004.90	177.00	0.00	36.85	5.34	0.00	0.00
0.875% Due 01-31-24							
U.S. Treasury Note Ser AL-2024	49,538.74	498.00	0.00	25.76	5.34	0.00	0.00
0.250% Due 03-15-24							
US Treasury Note SER AK-2025	0.00	0.00	1,073.50	417.24	5.44	50,106.25	4.08
1.500% Due 02-15-25							
United States Treasury Series BH-2025	71,593.78	0.00	-348.60	3,504.83	4.52	71,250.02	5.80
5.000% Due 09-30-25							

PERFORMANCE BY SECURITY INCLUDING ACCRUED INTEREST

First Congregational Church of Burlington

Discounted Cash Flow Method

From 12-31-23 To 12-31-24

Security	12-31-23 Market Value	Realized Gains	Unrealized Gains	Interest Dividends	IRR +Fees	12-31-24 Market Value	Pct. of Assets
US Treasury Note SER AW-2026 4.250% Due 01-31-26	0.00	0.00	326.00	1,630.74	5.11	50,884.49	4.14
	171,137.42	675.00	1,050.90	5,615.43	4.92	172,240.76	14.02
TREASURY BILLS - U.S. DOLLARS							
United States Treasury Bill Zero Coupon 0.000% Due 05-16-24	49,041.50	0.00	0.00	958.50	5.35	0.00	0.00
US Treasury Bill Zero Coupon 0.000% Due 07-11-24	0.00	0.00	0.00	1,098.89	5.18	0.00	0.00
	49,041.50	0.00	0.00	2,057.39	5.26	0.00	0.00
CASH AND EQUIVALENTS							
		[Fees]					
Fidelity Cash Reserves	28,710.75	0.00		1,384.37	4.98	8,821.43	0.72
Fidelity Government Money Market	10,129.19	0.00		1,647.48	5.19	85.64	0.01
Vanguard Federal Money Market Fund	12.30	0.00		0.66	5.37	12.96	0.00
	38,852.24	0.00		3,032.51	5.09	8,920.03	0.73
TOTAL PORTFOLIO	1,112,604.03	9,481.16	72,771.78	71,385.85	13.91	1,228,829.63	100.00

PERFORMANCE REPORT
Discounted Cash Flow Method Net of Fees
First Congregational Church of Burlington
From 12-31-21 to 12-31-24

Portfolio Value on 12-31-21	1,151,576.05
Accrued Interest	0.00
Contributions	146,695.28
Withdrawals	-213,445.03
Realized Gains	-27,694.53
Unrealized Gains	18,420.96
Interest	21,432.60
Dividends	129,794.94
Change in Accrued Interest	2,049.36
Portfolio Value on 12-31-24	1,226,780.28
Accrued Interest	2,049.36
Total Fees	0.00
Total Gain after Fees	144,003.33
IRR for 3.00 Years	12.27%
Annualized IRR	3.93%

PERFORMANCE BY SECURITY INCLUDING ACCRUED INTEREST

First Congregational Church of Burlington

Discounted Cash Flow Method

From 12-31-21 To 12-31-24

Security	12-31-21 Market Value	Realized Gains	Unrealized Gains	Interest Dividends	Ann. IRR +Fees	12-31-24 Market Value	Pct. of Assets
MUTUAL FUNDS							
MUTUAL FUNDS - FIXED INCOME							
Dodge & Cox Income Fund	59,564.82	0.00	-7,137.46	6,040.99	-0.62	58,468.35	4.76
Federated Short-Intermediate Government Tr	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fidelity Government Income Fund	6,307.11	0.00	-977.22	439.74	-2.93	5,769.62	0.47
Vanguard Short Term Federal Investor Shs	24,379.62	0.00	-1,439.14	1,958.36	0.70	24,898.83	2.03
	90,251.55	0.00	-9,553.83	8,439.09	-0.41	89,136.81	7.25
MUTUAL FUNDS - BALANCED							
American Cap Inc Builder A	70,403.88	608.06	-429.32	8,176.96	3.83	58,759.57	4.78
American Inc FD of America A	80,294.86	46.31	-2,902.02	12,529.77	3.88	69,968.92	5.69
Dodge & Cox Balanced Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Green Century Balanced Fund (ESG)	22,885.69	0.00	-5,404.37	5,001.81	-0.57	62,483.12	5.08
	173,584.42	654.36	-8,735.71	25,708.54	3.28	191,211.62	15.56
MUTUAL FUNDS - DOMESTIC EQUITY							
Fidelity Contrafund	216,478.00	-14,131.93	24,002.95	23,266.29	6.91	174,615.31	14.21
Fidelity US Sustainability Index Fund(ESG)	37,081.07	0.00	19,428.28	3,013.69	9.94	149,523.04	12.17
Parnassus Mid Cap Fund (ESG)	18,066.39	0.00	-3,118.96	2,614.43	-0.94	17,561.86	1.43
Parnassus Core Equity Investor (ESG)	0.00	0.00	8,260.81	10,906.15	18.56	139,166.96	11.33
Pax Global Environmental Markets (ESG)	17,321.32	-448.65	0.00	238.91	-0.41	0.00	0.00
Vanguard 500 Index Admiral	2,220.26	0.00	548.89	98.25	8.90	2,867.40	0.23
Vanguard Index 500 Fund	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Vanguard Windsor II	160,331.68	-6,627.86	-2,156.32	22,838.36	3.83	114,385.86	9.31
Washington Mutual Invs Fd Inc	152,927.63	-5,056.03	3,811.55	23,355.63	6.25	115,038.78	9.36
	604,426.35	-26,264.47	50,777.20	86,331.71	6.70	713,159.20	58.04
MUTUAL FUNDS - INTERNATIONAL EQUITY							
Vanguard Windsor International Growth	125,801.29	-11,142.85	-15,733.16	10,235.94	-5.75	54,161.22	4.41
	125,801.29	-11,142.85	-15,733.16	10,235.94	-5.75	54,161.22	4.41
MUTUAL FUNDS Total	994,063.60	-36,752.96	16,754.50	130,715.28	4.02	1,047,668.85	85.26
GOVERNMENT BONDS - U.S. DOLLARS							
U.S. Treasury Note 1.750% Due 09-30-22	0.00	-236.00	0.00	461.54	0.84	0.00	0.00
U. S. Treasury Note 2.125% Due 12-31-22	0.00	-185.50	0.00	413.86	1.14	0.00	0.00
United States Treasury Series AV-2023	0.00	684.00	0.00	34.70	2.59	0.00	0.00
0.125% Due 01-31-23 United States Treasury Series AZ-2023	0.00	1,113.50	0.00	50.27	2.94	0.00	0.00
0.125% Due 04-30-23							

PERFORMANCE BY SECURITY INCLUDING ACCRUED INTEREST

First Congregational Church of Burlington

Discounted Cash Flow Method

From 12-31-21 To 12-31-24

Security	12-31-21 Market Value	Realized Gains	Unrealized Gains	Interest Dividends	Ann. IRR +Fees	12-31-24 Market Value	Pct. of Assets
United States Treasury Series BB-2023 0.125% Due 05-31-23	0.00	1,640.80	0.00	71.72	3.06	0.00	0.00
US TSY Bill Ser AP-2023 0.125% Due 07-15-23	0.00	1,535.50	0.00	49.42	4.12	0.00	0.00
United States Treasury Series AT-2023 0.250% Due 11-15-23	0.00	1,539.30	0.00	78.94	5.24	0.00	0.00
United States Treasury Series AW-2024 0.875% Due 01-31-24	0.00	1,105.50	0.00	223.58	5.32	0.00	0.00
U.S. Treasury Note Ser AL-2024 0.250% Due 03-15-24	0.00	1,861.33	0.00	108.02	4.73	0.00	0.00
US Treasury Note SER AK-2025 1.500% Due 02-15-25	0.00	0.00	1,073.50	417.24	5.43	50,106.25	4.08
United States Treasury Series BH-2025 5.000% Due 09-30-25	0.00	0.00	266.96	3,896.92	5.38	71,250.02	5.80
US Treasury Note SER AW-2026 4.250% Due 01-31-26	0.00	0.00	326.00	1,630.74	5.10	50,884.49	4.14
	0.00	9,058.43	1,666.46	7,436.95	4.00	172,240.76	14.02
TREASURY BILLS - U.S. DOLLARS							
U.S. Tsy Bill Zero Coupon 0.000% Due 07-12-22	0.00	0.00	0.00	41.86	0.53	0.00	0.00
US Treasury Bill Zero Coupon 0.000% Due 08-02-22	0.00	0.00	0.00	115.60	0.81	0.00	0.00
United States Treasury Bill Zero Coupon 0.000% Due 11-01-22	0.00	0.00	0.00	198.07	2.11	0.00	0.00
United States Treasury Bill Zero Coupon 0.000% Due 05-16-24	0.00	0.00	0.00	1,275.62	5.45	0.00	0.00
US Treasury Bill Zero Coupon 0.000% Due 07-11-24	0.00	0.00	0.00	1,098.89	5.17	0.00	0.00
	0.00	0.00	0.00	2,730.04	3.52	0.00	0.00
CASH AND EQUIVALENTS							
		[Fees]					
Fidelity Cash Reserves	27,036.75	0.00		3,058.37	3.68	8,821.43	0.72
Fidelity Government Money Market	130,464.11	0.00		9,334.89	3.20	85.64	0.01
Vanguard Federal Money Market Fund	11.59	0.00		1.37	3.79	12.96	0.00
	157,512.45	0.00		12,394.63	3.30	8,920.03	0.73
TOTAL PORTFOLIO	1,151,576.05	-27,694.53	18,420.96	153,276.90	3.93	1,228,829.63	100.00

PORTFOLIO APPRAISAL
First Congregational Church of Burlington
413-048523-027
December 31, 2024

Quantity	Security	Adj Unit Cost	Total Adjusted Cost	Price	Market Value	Pct. Assets
MUTUAL FUNDS						
MUTUAL FUNDS - FIXED INCOME						
4,722.807	Dodge & Cox Income Fund	13.00	61,389.53	12.38	58,468.35	4.8
14.305	Federated Short-Intermediate Government Tr	10.59	151.43	0.00	0.00	0.0
641.782	Fidelity Government Income Fund	10.49	6,733.48	8.99	5,769.62	0.5
2,453.087	Vanguard Short Term Federal Investor Shs	10.80	26,491.94	10.15	24,898.83	2.0
			94,766.38		89,136.81	7.3
MUTUAL FUNDS - BALANCED						
852.082	American Cap Inc Builder A	57.29	48,817.65	68.96	58,759.57	4.8
2,865.230	American Inc FD of America A	20.44	58,576.34	24.42	69,968.92	5.7
0.641	Dodge & Cox Balanced Fund	77.84	49.90	0.00	0.00	0.0
1,828.061	Green Century Balanced Fund (ESG)	36.04	65,880.87	34.18	62,483.12	5.1
			173,324.76		191,211.62	15.6
MUTUAL FUNDS - DOMESTIC EQUITY						
8,303.153	Fidelity Contrafund	13.66	113,450.09	21.03	174,615.31	14.2
5,764.188	Fidelity US Sustainability Index Fund(ESG)	21.40	123,375.52	25.94	149,523.04	12.2
469.443	Parnassas Mid Cap Fund (ESG)	39.31	18,453.42	37.41	17,561.86	1.4
2,336.192	Parnassus Core Equity Investor (ESG)	56.03	130,906.15	59.57	139,166.96	11.3
5.283	Vanguard 500 Index Admiral	156.60	827.31	542.76	2,867.40	0.2
0.317	Vanguard Index 500 Fund	89.18	28.27	0.00	0.00	0.0
2,582.656	Vanguard Windsor II	37.61	97,128.76	44.29	114,385.86	9.3
1,868.119	Washington Mutual Invs Fd Inc	43.66	81,568.37	61.58	115,038.78	9.4
			565,737.89		713,159.20	58.0
MUTUAL FUNDS - INTERNATIONAL EQUITY						
1,695.187	Vanguard Windsor International Growth	27.37	46,399.76	31.95	54,161.22	4.4
			46,399.76		54,161.22	4.4
	MUTUAL FUNDS Total		880,228.79		1,047,668.85	85.3
GOVERNMENT BONDS - U.S. DOLLARS						
50,000	US Treasury Note SER AK-2025 1.500 % Due 02-15-25	99.55	49,774.67	99.65	49,825.00	4.1

PORTFOLIO APPRAISAL
First Congregational Church of Burlington
413-048523-027
December 31, 2024

Quantity	Security	Adj Unit Cost	Total Adjusted Cost	Price	Market Value	Pct. Assets
70,000	United States Treasury Series BH-2025 5.000 % Due 09-30-25	100.06	70,040.45	100.52	70,365.40	5.7
50,000	US Treasury Note SER AW-2026 4.250 % Due 01-31-26	99.62	49,807.86	100.00	50,001.00	4.1
	Accrued Interest				2,049.36	0.2
			169,622.97		172,240.76	14.0
CASH AND EQUIVALENTS						
	Fidelity Cash Reserves		8,821.43		8,821.43	0.7
	Fidelity Government Money Market		85.64		85.64	0.0
	Vanguard Federal Money Market Fund		12.96		12.96	0.0
			8,920.03		8,920.03	0.7
TOTAL PORTFOLIO			1,058,771.79		1,228,829.63	100.0

INCOME AND EXPENSES
First Congregational Church of Burlington
From 10-01-24 Through 12-31-24

		Security	
<u>Ex-Date</u>	<u>Pay-Date</u>		<u>Amount</u>
MUTUAL FUNDS			
American Cap Inc Builder A			
12-20-24	12-20-24		1,361.51
12-20-24	12-20-24		418.50
12-20-24	12-20-24		369.26
			<hr/> 2,149.27
American Inc FD of America A			
12-17-24	12-17-24		1,534.28
12-17-24	12-17-24		879.87
12-17-24	12-17-24		467.43
			<hr/> 2,881.58
Dodge & Cox Income Fund			
12-19-24	12-19-24		607.60
Fidelity Contrafund			
12-06-24	12-06-24		6,829.02
12-06-24	12-06-24		103.83
			<hr/> 6,932.85
Fidelity Government Income Fund			
10-31-24	10-31-24		16.44
11-29-24	11-29-24		16.03
12-18-24	12-18-24		28.03
12-31-24	12-31-24		15.27
			<hr/> 75.77
Fidelity US Sustainability Index Fund(ESG)			
12-13-24	12-13-24		1,290.35
Green Century Balanced Fund (ESG)			
12-31-24	12-31-24		3,357.62
12-31-24	12-31-24		447.57
12-31-24	12-31-24		166.60
			<hr/> 3,971.79
Parnassas Mid Cap Fund (ESG)			
12-06-24	12-06-24		794.72
12-23-24	12-23-24		796.55
12-23-24	12-23-24		34.59
			<hr/> 1,625.86

INCOME AND EXPENSES
First Congregational Church of Burlington
From 10-01-24 Through 12-31-24

		Security	
<u>Ex-Date</u>	<u>Pay-Date</u>		<u>Amount</u>
Parnassus Core Equity Investor (ESG)			
10-01-24	10-01-24		86.21
12-06-24	12-06-24		7,976.60
12-23-24	12-23-24		172.90
			<u>8,235.71</u>
Vanguard Windsor International Growth			
12-19-24	12-19-24		4,240.88
12-19-24	12-19-24		132.69
12-19-24	12-19-24		408.31
			<u>4,781.88</u>
Vanguard 500 Index Admiral			
12-24-24	12-24-24		9.16
Vanguard Short Term Federal Investor Shs			
10-01-24	10-01-24		69.90
11-01-24	11-01-24		69.55
12-02-24	12-02-24		70.56
			<u>210.01</u>
Vanguard Windsor II			
12-19-24	12-19-24		8,470.32
12-19-24	12-19-24		734.41
12-19-24	12-19-24		836.25
			<u>10,040.98</u>
Washington Mutual Invs Fd Inc			
12-20-24	12-20-24		4,562.75
12-20-24	12-20-24		366.09
12-20-24	12-20-24		80.36
			<u>5,009.20</u>
MUTUAL FUNDS Total			<u>47,822.01</u>
CASH AND EQUIVALENTS			
Fidelity Cash Reserves			
10-31-24	10-31-24		115.46
11-29-24	11-29-24		107.10
12-31-24	12-31-24		71.64
			<u>294.20</u>

INCOME AND EXPENSES
First Congregational Church of Burlington
From 10-01-24 Through 12-31-24

Security		
Ex-Date	Pay-Date	Amount
Fidelity Government Money Market		
10-31-24	10-31-24	190.27
11-29-24	11-29-24	172.41
12-31-24	12-31-24	85.64
		<hr/> 448.32
Vanguard Federal Money Market Fund		
10-01-24	10-01-24	0.05
11-01-24	11-01-24	0.05
12-02-24	12-02-24	0.05
		<hr/> 0.15
CASH AND EQUIVALENTS Total		<hr/> 742.67
NET INCOME		<hr/> 48,564.68

CASH LEDGER
First Congregational Church of Burlington
From 10-01-24 To 12-31-24

Trade Date	Settle Date	Tran Code	Activity	Security	Amount
Long Term Capital Gain Distribution					
10-01-24			Beginning Balance		0.00
12-06-24	12-06-24	dp	Dividend	Fidelity Contrafund	6,829.02
12-06-24	12-06-24	wd	Purchase	Fidelity Contrafund	-6,829.02
12-06-24	12-06-24	dp	Dividend	Parnassus Core Equity Investor (ESG)	7,976.60
12-06-24	12-06-24	wd	Purchase	Parnassus Core Equity Investor (ESG)	-7,976.60
12-06-24	12-06-24	dp	Dividend	Parnassas Mid Cap Fund (ESG)	794.72
12-06-24	12-06-24	wd	Purchase	Parnassas Mid Cap Fund (ESG)	-794.72
12-17-24	12-17-24	dp	Dividend	American Inc FD of America A	1,534.28
12-17-24	12-17-24	wd	Purchase	American Inc FD of America A	-1,534.28
12-19-24	12-19-24	dp	Dividend	Vanguard Windsor International Growth	4,240.88
12-19-24	12-19-24	wd	Purchase	Vanguard Windsor International Growth	-4,240.88
12-19-24	12-19-24	dp	Dividend	Vanguard Windsor II	8,470.32
12-19-24	12-19-24	wd	Purchase	Vanguard Windsor II	-8,470.32
12-20-24	12-20-24	dp	Dividend	American Cap Inc Builder A	1,361.51
12-20-24	12-20-24	wd	Purchase	American Cap Inc Builder A	-1,361.51
12-20-24	12-20-24	dp	Dividend	Washington Mutual Invs Fd Inc	4,562.75
12-20-24	12-20-24	wd	Purchase	Washington Mutual Invs Fd Inc	-4,562.75
12-31-24	12-31-24	dp	Dividend	Green Century Balanced Fund (ESG)	3,357.62
12-31-24	12-31-24	wd	Purchase	Green Century Balanced Fund (ESG)	-3,357.62
12-31-24			Ending Balance		0.00
Short Term Capital Gain Distribution					
10-01-24			Beginning Balance		0.00
12-19-24	12-19-24	dp	Dividend	Vanguard Windsor International Growth	132.69
12-19-24	12-19-24	wd	Purchase	Vanguard Windsor International Growth	-132.69
12-19-24	12-19-24	dp	Dividend	Vanguard Windsor II	734.41
12-19-24	12-19-24	wd	Purchase	Vanguard Windsor II	-734.41
12-31-24	12-31-24	dp	Dividend	Green Century Balanced Fund (ESG)	447.57
12-31-24	12-31-24	wd	Purchase	Green Century Balanced Fund (ESG)	-447.57
12-31-24			Ending Balance		0.00
Fidelity Cash Reserves					
10-01-24			Beginning Balance		29,800.92
10-31-24	10-31-24	dp	Interest	Fidelity Cash Reserves	115.46
11-29-24	11-29-24	dp	Interest	Fidelity Cash Reserves	107.10
12-16-24	12-16-24	wd	Transfer to	Fidelity Government Money Market	-21,273.69

CASH LEDGER
First Congregational Church of Burlington
From 10-01-24 To 12-31-24

Trade Date	Settle Date	Tran Code	Activity	Security	Amount
12-31-24	12-31-24	dp	Interest	Fidelity Cash Reserves	71.64
12-31-24			Ending Balance		8,821.43
Fidelity Government Money Market					
10-01-24			Beginning Balance		49,547.05
10-01-24	10-01-24	dp	Dividend	Parnassus Core Equity Investor (ESG)	86.21
10-01-24	10-01-24	wd	Purchase	Parnassus Core Equity Investor (ESG)	-86.21
10-01-24	10-01-24	dp	Dividend	Vanguard Short Term Federal Investor Shs	69.90
10-01-24	10-01-24	wd	Purchase	Vanguard Short Term Federal Investor Shs	-69.90
10-31-24	10-31-24	dp	Interest	Fidelity Government Money Market	190.27
10-31-24	10-31-24	dp	Dividend	Fidelity Government Income Fund	16.44
10-31-24	10-31-24	wd	Purchase	Fidelity Government Income Fund	-16.44
11-01-24	11-01-24	dp	Interest	Vanguard Short Term Federal Investor Shs	69.55
11-01-24	11-01-24	wd	Purchase	Vanguard Short Term Federal Investor Shs	-69.55
11-27-24	11-27-24	lo	Withdrawal	from Portfolio	-17,500.00
11-27-24	11-27-24	lo	Withdrawal	from Portfolio	-795.00
11-29-24	11-29-24	dp	Interest	Fidelity Government Money Market	172.41
11-29-24	11-29-24	dp	Dividend	Fidelity Government Income Fund	16.03
11-29-24	11-29-24	wd	Purchase	Fidelity Government Income Fund	-16.03
12-02-24	12-02-24	dp	Dividend	Vanguard Short Term Federal Investor Shs	70.56
12-02-24	12-02-24	wd	Purchase	Vanguard Short Term Federal Investor Shs	-70.56
12-06-24	12-06-24	dp	Dividend	Fidelity Contrafund	103.83
12-06-24	12-06-24	wd	Purchase	Fidelity Contrafund	-103.83
12-12-24	12-13-24	dp	Sale	American Cap Inc Builder A	20,000.00
12-12-24	12-13-24	dp	Sale	American Inc FD of America A	20,000.00
12-12-24	12-13-24	dp	Sale	Pax Global Environmental Markets (ESG)	17,111.58
12-12-24	12-13-24	dp	Sale	Vanguard Windsor International Growth	30,000.00
12-13-24	12-16-24	wd	Purchase	Fidelity US Sustainability Index Fund(ESG)	-50,000.00
12-13-24	12-16-24	wd	Purchase	Green Century Balanced Fund (ESG)	-10,000.00
12-13-24	12-16-24	wd	Purchase	Green Century Balanced Fund (ESG)	-30,000.00
12-13-24	12-16-24	wd	Purchase	Parnassus Core Equity Investor (ESG)	-50,000.00

CASH LEDGER
First Congregational Church of Burlington
From 10-01-24 To 12-31-24

Trade Date	Settle Date	Tran Code	Activity	Security	Amount
12-13-24	12-13-24	dp	Dividend	Fidelity US Sustainability Index Fund(ESG)	1,290.35
12-13-24	12-16-24	wd	Purchase	Fidelity US Sustainability Index Fund(ESG)	-1,290.35
12-16-24	12-16-24	dp	Transfer from	Fidelity Cash Reserves	21,273.69
12-17-24	12-17-24	dp	Dividend	American Inc FD of America A	879.87
12-17-24	12-17-24	wd	Purchase	American Inc FD of America A	-879.87
12-17-24	12-17-24	dp	Dividend	American Inc FD of America A	467.43
12-17-24	12-17-24	wd	Purchase	American Inc FD of America A	-467.43
12-18-24	12-18-24	dp	Dividend	Fidelity Government Income Fund	28.03
12-18-24	12-18-24	wd	Purchase	Fidelity Government Income Fund	-28.03
12-19-24	12-19-24	dp	Dividend	Vanguard Windsor International Growth	408.31
12-19-24	12-19-24	wd	Purchase	Vanguard Windsor International Growth	-408.31
12-19-24	12-19-24	dp	Dividend	Dodge & Cox Income Fund	607.60
12-19-24	12-19-24	wd	Purchase	Dodge & Cox Income Fund	-607.60
12-19-24	12-19-24	dp	Dividend	Vanguard Windsor II	836.25
12-19-24	12-19-24	wd	Purchase	Vanguard Windsor II	-836.25
12-20-24	12-20-24	dp	Dividend	American Cap Inc Builder A	418.50
12-20-24	12-20-24	wd	Purchase	American Cap Inc Builder A	-418.50
12-20-24	12-20-24	dp	Dividend	American Cap Inc Builder A	369.26
12-20-24	12-20-24	wd	Purchase	American Cap Inc Builder A	-369.26
12-20-24	12-20-24	dp	Dividend	Washington Mutual Invs Fd Inc	366.09
12-20-24	12-20-24	wd	Purchase	Washington Mutual Invs Fd Inc	-366.09
12-20-24	12-20-24	dp	Dividend	Washington Mutual Invs Fd Inc	80.36
12-20-24	12-20-24	wd	Purchase	Washington Mutual Invs Fd Inc	-80.36
12-23-24	12-23-24	dp	Dividend	Parnassus Core Equity Investor (ESG)	172.90
12-23-24	12-23-24	wd	Purchase	Parnassus Core Equity Investor (ESG)	-172.90
12-23-24	12-23-24	dp	Dividend	Parnassas Mid Cap Fund (ESG)	796.55
12-23-24	12-23-24	wd	Purchase	Parnassas Mid Cap Fund (ESG)	-796.55
12-23-24	12-23-24	dp	Dividend	Parnassas Mid Cap Fund (ESG)	34.59
12-23-24	12-23-24	wd	Purchase	Parnassas Mid Cap Fund (ESG)	-34.59
12-24-24	12-24-24	dp	Dividend	Vanguard 500 Index Admiral	9.16
12-24-24	12-24-24	wd	Purchase	Vanguard 500 Index Admiral	-9.16
12-31-24	12-31-24	dp	Interest	Fidelity Government Money Market	85.64
12-31-24	12-31-24	dp	Dividend	Fidelity Government Income Fund	15.27
12-31-24	12-31-24	wd	Purchase	Fidelity Government Income Fund	-15.27
12-31-24	12-31-24	dp	Dividend	Green Century Balanced Fund (ESG)	166.60
12-31-24	12-31-24	wd	Purchase	Green Century Balanced Fund (ESG)	-166.60
12-31-24			Ending Balance		85.64

CASH LEDGER
First Congregational Church of Burlington
From 10-01-24 To 12-31-24

<u>Trade Date</u>	<u>Settle Date</u>	<u>Tran Code</u>	<u>Activity</u>	<u>Security</u>	<u>Amount</u>
Vanguard Federal Money Market Fund					
10-01-24			Beginning Balance		12.81
10-01-24	10-01-24	dp	Interest	Vanguard Federal Money Market Fund	0.05
11-01-24	11-01-24	dp	Interest	Vanguard Federal Money Market Fund	0.05
12-02-24	12-02-24	dp	Interest	Vanguard Federal Money Market Fund	0.05
12-31-24			Ending Balance		12.96