

THE FIRST CONGREGATIONAL CHURCH OF OLD LYME ANNUAL REPORT 2021



THE FIRST CONGREGATIONAL CHURCH OF OLD LYME

ANNUAL MEETING
Sunday, January 30, 2022
11:00 am

A G E N D A

1. Invocation The Rev. Laura Fitzpatrick-Nager
2. Call to the Meeting Greg Hack, Assistant Church Clerk
3. Approval of the Minutes of the January 2021 Annual Meeting Doug Kiem, Chair,
Church Council
4. Reports of Church Officers, Boards and Committees:
 - a. The Ministers
 - b. Church Clerk Joan May
 - c. Board of Deacons Mark Bond
 - d. Board of Stewardship Sandy Long
 - e. Board of Youth Education Lisa Doggart
 - f. Board of Adult Education David Ogle
 - g. Board of Missions Susan Beeman
 - h. Immigration Lina Tuck
 - i. South Lyme Union Chapel Karen Geisler
 - j. Ladies Benevolent Society Jane Marolda
 - k. Board of Trustees Dan Renn
 - l. Treasurer Bob McCracken
5. Adoption of the 2022 Budget Bob McCracken
6. New Business—Motion to change the Church By-Laws Doug Kiem
7. Election of Officers, Board Members and Deacons Emeriti Dan Renn
8. Old Business
9. Other New Business
10. Adjournment & Benediction The Rev. Dr. Steven R. Jungkeit

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MINUTES OF THE ANNUAL MEETING FIRST CONGREGATIONAL CHURCH OF OLD LYME SUNDAY, JANUARY 31, 2021

Meeting conducted virtually via Zoom call

The meeting was called to order at 12:02 PM by Dan Renn, Chair of the Board of Trustees. This was followed by the Invocation, given by Reverend Laura Fitzpatrick-Nager.

Gregory Hack, the Assistant Church Clerk, made the Call to the Annual Meeting, stating that the purpose of the meeting is as follows:

- To receive the reports of the ministers, boards and committees, and the church officers for the year 2020
- To approve the church budget for the year 2021
- To approve continuation of officers and board members for one year as announced and amended by the exigency committee for the coming year
- To conduct such old and new business as shall properly come before the Congregation

Greg Hack acknowledged the presence of a quorum of at least 40 church members. At the start of the meeting, 57 devices were logged on to the Zoom call. As many as 73 were logged on at one time midway through the meeting.

A motion was made to waive the reading of the minutes from the 2020 Annual Meeting, as the minutes were printed in the Annual Report. The motion passed, and the minutes of the 2020 Annual Meeting were approved.

Individual reports were then presented. All those offering reports referred to the printed reports that appear in the 2020 Annual Report.

Steve Jungkeit, Senior Minister: Steve began by reading a stanza from “How Firm a Foundation”.

He asked us to think back to March 13 of 2020, and how things have changed since then. So many questions related to church services and other activities. He read from Paul, noting that we have not been separated from that love in many ways:

- phone calls the church is making, and those received
- church staff, who miraculously adapted
- how folks have been present for virtual services
- racial injustice marches
- outdoor gatherings in back of church
- Zoom Sunday school and outdoor sessions
- Love in time of corona
- Successful financial appeal at year’s end

Steve invoked the image of Jonathan Edwards held by God above the abyss.....we are kept from falling by tiny threads of support.....we can be a thread that holds the community together. God’s love shown in these ways. Steve is so very grateful to all. Steve also asks us all to stay vigilant during the next 6-8 weeks, as he feels that it will be crucial to our well-being...text him when you have been vaccinated!

Laura Fitzpatrick-Nager, Senior Associate Minister: Laura echoed Steve’s remarks. She showed a one-minute video of outdoor church service from November, with children singing and acting out “What A Wonderful World”. Laura gave thanks for all aspects of assistance with the efforts of the church over the past year. She read from a poem by Gwendolyn Brooks --- we are each other’s harvest, business, and magnitude. She gave many thanks to number of specific individuals for their efforts.

Carleen Gerber, Associate Minister: Most of her time is spent with pastoral and mission work. Her theme words are amazement and humility.....and summarized her efforts re calls to church members, other pastoral work, and noted that missions work has continued strongly even during this trying time.

- Joanie May, Church Clerk: A small number of new members this year due to the pandemic. Church membership is down by 32, mostly due to change to inactive status. This year has seen few weddings and baptisms.

- Mark Bond, Deacons: Mark spoke about the ongoing efforts of deacons and callers. The church is one of 6 co-sponsors of a declaration re a just peace for Israel and Palestine. The Deacons hosted outdoor events and many other activities.
- Stewardship: Sandy Long standing in for Mary Kate Cox, who moved out of our area. John Kiker has done an enormous amount of work to assist. As of today, 89% have maintained or increased their pledge. Others who have yet to renew will hear from Stewardship soon.
- Youth education: Cari Blanchard spoke about prayer bundles, outdoor events when possible, and was grateful for the ability to pivot during this unique year. Many activities are highlighted in her report.
- Adult Education: Laura Fitzpatrick Nager did a quick summary for Dave Roberts. Adult Ed has done 3 Zoom Adult Forums thus far, and other forums are planned
- Board of Missions, Susan Beeman: She is honored to serve as chair, and is very thankful in light of the fiscal events of the past year. Assessed areas of greatest need, as summarized in annual report.
- Immigration: Lina Tuck. The committee started in 2017, and has slowly gathered folks interested this mission work. Lina is grateful that the Biden administration will be more favorable to this work....working towards immigration reform
- South Lyme Chapel: this has been a quiet year
- Ladies Benevolent Society: Sandy Long spoke for Jane Marolda. The White Elephant Sale was canceled for first time in 84 years (usually raises \$80K). Ladies Who Stitch raised \$4,000.
- Dan Renn, Chair of Trustees: Dan thanked the communication committee among others, and he thanked church staff for their plunge into the digital world in 2020.

Treasurers report, Bob McCracken: In this unique year, the church knew that some folks were struggling financially, and the church was looking at a \$100k deficit. The church did receive a PPP loan of \$102,000. In December, the loan was forgiven, the church received \$32K in additional gifts, and 99% of pledges were honored. Thus the church could keep its commitment to repay the endowment, as well as to benevolences and missions. Revenues received ultimately ended up above budget, and the 2020 budget ended up balanced.

2021 budget discussion: The year 2020 ultimately turned out well, so the budget process is a bit clearer. The budget calls for keeping compensation for all ministers and staff at the current levels. A reduction in major maintenance levels is included. A contribution of approximately \$60k from special reserves fund has helped to shore up budgetary shortfalls. This fund has been funded by a number of “angels” from the congregation. The 2021 budget as proposed includes \$826k of revenues and expenses, and a balanced budget. This compares with \$831k budgeted for 2020. We are extremely fortunate to be in such a strong financial position, as this is uncommon in other churches. Bob gave thanks to all of the church office team, including Joanie May, Bill Slivinski, Mary Tomassetti, along with Odile, Mark, and Terry.

The budget was approved on a unanimous vote.

- Simon Holt spoke about music activities – he reviewed his plans and the hope of getting more live performances in the year to come
- Lisa Daggart gave a brief report of JPF and SPF activities.

The slate of officers and board members was proposed, reflecting that all would continue for one year, with a few exceptions as noted in the Annual Report. The slate was approved.

Deacon Emeritus -- Mark Bond proposed Lina Tuck, chair of the immigration committee, as Deacon Emeritus. Mark gave a lovely summary and testimonial re Lina’s excellent work. The nomination was approved.

No old or new business was presented

Steve then gave the benediction, noting what a privilege it is to be a part of this place. He reiterated thoughts from How Firm a Foundation.....and asked us all to stay vigilant!!!

The meeting adjourned at 1:27 pm

Respectfully submitted,
Gregory A. Hack, Assistant Church Clerk

SENIOR MINISTER'S ANNUAL REPORT

"This strange and awful time was the happiest of my life."
–*Station Eleven*

Station Eleven may not be the pandemic distraction that most of us think we want. Based on a 2014 novel from Emily St. John Mandel, *Station Eleven* is a recent television series depicting the world after a virus far worse than Covid has eliminated much of the world's population (I know, I initially didn't want to go there either!). The show follows a troupe of actors who circle Lake Michigan every year, performing Shakespeare for encampments of survivors. It wound up drawing me in because of its insistence that precarity and disaster can somehow be redeemed by immersion within a transcendent aesthetic experience – or if not redeemed, then soothed, or if not soothed, then somehow deepened. It's a story that gets to the core of what it is to pass through a terrible historical epoch, positing that in some mysterious way, moments of surpassing beauty can somehow coexist within moments of sorrow and struggle. That insight is given expression by a character undergoing a months long quarantine with two other people. Toward the end of their time together, he speaks the words with which I began. In so doing, he suggests that even against the backdrop of a world falling apart, he found meaning and connection during that disintegration in ways he never previously had. A kernel of goodness is found even in the wreckage of the world.

It's a truth of which people of faith have long been aware, found most visibly in the symbol of the cross. The cross is nothing short of a disaster, but it is also an event in which Christians have sensed the hidden presence of God, even in the depths of the disaster, insisting that all is not lost, and that there is a beauty and goodness within the world that remains, despite it all. That symbol is meant to disclose a pattern for those who know how to read and understand such signs, for hidden in the wreckage there exists a fleeting form of beauty and hope that somehow gives us the courage to endure.

I share all of that because 2021 has been a year of disasters. Which is to say, the world is undergoing a version of the cross. As of this writing, nearly 840,000 Americans have died of Covid. Nearly 5.5 million people around the world have died from the virus. Our lives have been disrupted in ways that were unimaginable to most of us two years ago, and the year has seen us all whipsawed between unrestrained optimism (remember the first stages of the vaccine rollout?) and a sinking resignation to still further waves of disruption. Some among us have lost people close to us. Others of us have spent the year making tentative plans, and then shifting them based on the best wisdom available at the moment. Still others of us have spent the year dodging the virus as best we can, while still trying to maintain a degree of normality in our lives. Added to all of it is an eerie foreboding about the level of reactionary behaviors sweeping the country – the doubling down on a lie concerning election fraud, the spread of misinformation about vaccines and science in general, and a willingness to traffic in unhinged conspiracy theories, to name but a few such behaviors – and the contours of the disaster become more steadily visible. On top of it all, a series of climate catastrophes continues to reveal the extent of the challenges before us. It's all of it taken a toll on us, though each in our different ways. Perhaps the greatest tragedy of all is the way we've each been forced to shoulder the cross of these times in isolation from one another.

As a faith community, we've done our very best to respond faithfully to those challenges. But it hasn't been easy. We spent the winter months isolated at home while we livestreamed our services. Our Sunday School met online, and our music ministry was largely reduced to solo performances that could be pre-recorded. Our ability to travel to visit our partners in South Dakota, Palestine, and Haiti was curtailed, and so was their ability to visit us. In the early part of this year, our staff worked remotely, and our boards and committees did the same, though in some cases, there wasn't much to meet about in the first place. For a second year in a row, our White Elephant Sale was suspended, and many of the other outlets for volunteering were limited. Potlucks, fellowship hours, new member luncheons, and holiday gatherings didn't, for the most part, take place. With some notable exceptions, funerals didn't happen, nor, for the most part, did weddings. The same goes for baptisms – though we did sneak a few in here and there.

But for all that couldn't happen, here's what did happen. We produced a seven week travelogue chronicling the history of enslavement and resistance in Southern New England. We invited many new guest musicians to contribute to our weekly worship, and we forged new friendships with lots of individuals living in New London and Norwich that we hadn't known before, many of whom shared in our worship services. We saw

the installation of Witness Stones up and down Lyme Street, and partnered with the schools, the library and the Florence Griswold Museum to make it happen. We conducted services outdoors when the weather got warm enough (Easter was the first of the season), and our handbell choir even managed to play during those outdoor services. When it seemed safe to do so, we moved back indoors for our first service together in the Meetinghouse in June. We received more than twenty new members in late spring, and when autumn rolled back around, we welcomed children and families back that we hadn't seen in a long time. The Ladies Who Stitch continued to gather, both inside and outside. Our trustees and mission boards have diligently distributed more than \$70,000 to organizations and mission partners who needed the funds, badly. We supported the Green Grass community with care packages and with other forms of assistance, while we've also kept up our support of those in Haiti and Palestine. A team of callers has continued to reach out to those on our membership list to keep the community connected as best we can. We've started a monthly Habitat for Humanity Day, where some of us help to construct homes in the city of Norwich, a practice that we hope, in time, will lead to a similar project in Old Lyme. In early October, after months of preparation, we welcomed a family fleeing the chaos of Afghanistan into our community. In late October, we had our Rhythm of the Saints weekend, with a visit from Dr. Michael White and his jazz ensemble, and we screened Jason Berry's extraordinary film *City of a Million Dreams* for our community. At Christmas, we shifted yet again, moving our 5:00 family service outdoors, even as we conducted two more services indoors, to a diminished but hearty gathering of people. Through it all, the financial generosity of our members and friends has been extraordinary as well, which has allowed us to finish the year well. In sum, while our capacities have been limited by these strange and awful times, it's amazing what we've managed to do in the midst of it all.

For me, the single event that best defined the year occurred on October 31st, during the morning worship service of our Rhythm of the Saints weekend. The Meetinghouse was as full as it had been for more than a year and half, and Dr. Michael White and his band brought the house down that Sunday. After some prelude music, the band kicked into an original song that Michael wrote in the months after Hurricane Katrina. The city of New Orleans had been hollowed out, and Michael lost everything he owned – a collection of musical instruments, thousands of books and recordings, everything. During that time he was given space at a retreat center for artists to put his life back together, and he experienced a flurry of creative activity, even within the wreckage of his life. He ended up writing a song called "Sunday Morning," a song about a Spirit that binds and encourages, a Spirit that uplifts and strengthens whenever people come together. The joy of Sunday Morning, and the Spirit present in such gatherings, was what he needed to recall in that painful time. Michael and his band opened with that song on Sunday October 31st, and the song reached into another disaster and provided a sense of uplift that we all needed by then. It was Michael's own entry into the theology of the cross, in which a sense of unmitigated joy and assurance lived even within a tumultuous present. "Come together, Sunday morning," the vocalist Gregg Stafford sang, words that spoke into our moment as we find and refind each other after a difficult period. It's a song that, in that moment, seemed to be given specifically to us.

Who can say how we'll look back on this year ten or twenty years from now. Perhaps this year was strange and awful, and nothing more. Perhaps. But I suspect for many of us, hindsight will create a mixture, where the strange and the awful gave way to simultaneous moments of happiness. I believe that happiness consists of the fact that through it all, we found one another, we supported one another, and we helped each other through the worst of it. As we enter another uncertain year, one that will present its own set of challenges, let us be patient with the times. Let us be patient with what the times are doing to us, and within us. Because it's frequently the case that what seems troublesome now winds up yielding unexpected gifts and spiritual resources somewhere farther down the line.

It's been a challenging year, but I'm so proud of how this community has responded to these strange and awful times. I'm grateful to walk through these stations of the cross with each of you.



SENIOR ASSOCIATE MINISTER'S ANNUAL REPORT

*"What do we carry, if not what & who we care most for...
we walk into tomorrow carrying nothing but the world."*

—Amanda Gorman

January 30th, 2022

Dear Friends,

We've turned the page on the calendar again! In this season of epiphany and appreciation, it is timely that I add my gratitude for our church and each and every one of you! Sitting in our meetinghouse this past Sunday and listening to the choir sing with such spirit and grace (even though masked), I was reminded once again of the necessary and reciprocal gift that is our FCCOL community of faith. Even though Omicron has quieted (ramrodded?) our plans for many in-person activities and events this January, your presence and support continues to be deeply valued!

This past year has brought continued challenges and renewed creative energy with our Sunday School and PF team as we've worked to re-engage youth and families. Our Director of Children and Youth Education, Lisa Doggart, and Sunday School teacher, Mary Bradford have been indefatigable in their efforts and sharing of their talents. Together, we've found creative and sustaining ways to design and implement a renewed program meeting outside and in-person for Sunday School. For this academic year we are reflecting on the message from Jesus in John's gospel: "I call you friends." (Jn 15:15) and the ways we can imagine and enact a world of friendship, equality and justice. I'm deeply appreciative of the efforts of our Board of Youth Education (BYE), and our dynamic teachers and families who comprise God's Neighborhood. Two of our Sunday School teachers are college-bound students doing a Gap Year with us and we are so grateful to them (Alex Pinkowsih and Riley Fruth). Service opportunities with our Middle/High School and Confirmation Students have included clothing drives, work at the NL Community Meal Center and a Breakfast Run to NYC and attending the Broadway show, To Kill a Mockingbird. Our PF program has also benefited from guests like Kevin Booker and others who have guided our learning and discussion around justice and the journey of faith.

Our Christmas Pageant this year reached a new milestone of joy. We are deeply grateful to the rewrites, direction and creativity of FCCOL parents, Gavin Lodge and Todd Ellison, who added fun and professionalism to our storytelling. Our cast of children and youth was incredible, too!

Likewise, it has been sustaining to collaborate on adult programming to support the spiritual life, formation and care of our congregation. From our FCCOL book clubs (thank you Martha Beaudoin for your ongoing coordination!), monthly Grief group meetings (thank you for co-facilitator, Mary McGannon Kohlman), summer writing retreat, Walking group, and Writing at the Well biweekly group. Thanks to Rev. Becky Crosby, our Thursday Bible Study sessions continue to be ever-popular. Sessions are held September to May and Becky just reached the milestone of her 14th year leading them! I continue to provide monthly Bible Study at Essex Meadows.

Adult Education on Sundays is now planned on a monthly basis after the 10:00 am church service. Throughout this second strange year of pandemic, our church has also offered a variety of Special services including the Gathering of the Saints Community remembrance service and New Orleans Jazz weekend with Dr. Michael White and his band.

One major highlight of this year was the Witness Stones project. Our church collaborated with other founding community partners, the Phoebe Griffin Noyes Library, Florence Griswold Museum and Lyme-Old Lyme Public Schools to engage in this endeavor of relearning and reckoning with our local history as inspired by the Witness Stones, Inc. project in Guilford, CT. It's been an honor to work closely with the Witness Stones team under the leadership of our Chair and historian, Carolyn Wakeman. For our first year (2021), we were able to install 14 Witness Stones along Lyme Street to commemorate the lives of individuals once enslaved in Old Lyme. A community celebration was held on June 4th, 2021 on the grounds of our town library. We also partnered with four distinguished Witness Stones Poets (Marilyn Nelson, Antoinette Brim-Bell, Kate Rushin, and Rhonda Ward) who wrote poems based on the lives of the persons being memorialized. I submitted a racial equity grant on behalf of our church from the Health Improvement Collaborative of Southeastern CT to assist with the remuneration of the poets. Further memorial plaques will be installed in the coming year. See www.witnessstonesoldlyme.org for more information and resources.

In addition, with the leadership of our Immigration Chair, Lina Tuck, I've appreciated the on-going opportunities to support our undocumented neighbors through accompaniment to ICE visits, etc. Our church and community volunteers continue to be invaluable in this justice work. See the report of our Immigration Committee. I'm also serving as Moderator of the Executive Committee of the Middlesex region of the Southern New England Conference of the UCC. Beloved church member, Michael Long, who passed away this fall, was in this position formerly and we continue to miss him and all the ways he contributed to our community.

Thanks to our devoted Deacons, Trustees and other church leaders, we've worked together to continue congregational support and connection with one another. Your efforts are deeply appreciated as we continue to navigate these challenging times.

Thanks to Eunice Taylor and other talented knitters and handcrafters of the Ladies Who Stitch, who continue to create beautiful handcrafts, support the LBS and keep this circle of community growing for the benefit of our whole church. Thank you! Likewise, it's been inspiring to observe the Saturday morning food pantry, SSKP, under the professionalism and warmth of Audrey Brainard and volunteers. The weekly numbers of guests rose during the pandemic and SSKP and your generosity is meeting the need. I'm very thankful, too, for our FCCOL Diaper Bank under the direction of Karen Stigliano, Dale Bernardoni, Jody Belluzzi, Anita Allen, and our PF volunteers which serves about 50 families in our area.

Deep gratitude to Steve, Carleen and our whole staff- Bob McCracken, Simon Holt, Odile Brennan, Mary Tomassetti, Joanie May, Mark Testori, Lisa Doggart, John Kiker, and Bill Slivinski. We carry and support each other and that brings great joy in the midst of it all.

With love and thanks, Laura
Rev. Laura Fitzpatrick-Nager
Senior Associate Minister



ASSOCIATE MINISTER'S ANNUAL REPORT

It has been yet another year of unrelenting challenges. Our hopes for a definitive and expeditious end to this virus gave way over time to a reluctant realization that we are now coping with a whole new reality in ministry.

We have continued to try to maintain contact by phone with as many church members and friends as possible, enlisting the help of the Deacons, Trustees, choir members, and a few willing volunteers. The dilemma we face is in knowing how to phone or email people successfully. Some of our parishioners have given up their land lines (driven by the fact that we all receive so many unwanted calls) and we don't have access to a cell phone number. So while none of us here at the church want to add to the abundance of unwanted communications, we surely would like to know how to contact our friends and members when we need to. **Please, if you're willing, update the office with the information of how best to reach you.**

The work of missions has continued to be a focus for me. Under the leadership of Susan Beeman, the members of our Board of Missions dispersed all \$72,000 of its funds in this past year. We worked with partner agencies in New London to learn of their needs, and we've offered as much support as we could muster. Cathy Zall of Homeless Hospitality, and Teri O'Rourke of Habitat of Eastern Ct. met with us on zoom to give us specifics of their work, and we were able to increase funding to them at this critical time. We also substantially increased funding to FRESH New London for its emergency food outreach during the first part of 2021.

Julie Kuja, who chairs our New London Soup Kitchen team, has worked hard to maintain our commitment to serving monthly meals in New London. Charlie Hosley, Cathy Gentry and Grace DeGrooth are invaluable to that team. Each board of the church helps in preparing those meals, which serve over a hundred guests each month.

Our partnership with the Shoreline Soup Kitchens and Food Pantries has remained strong, under the able leadership of Audrey Brainerd and her pared-down number of dedicated volunteers. There are between 50 and 80 families receiving groceries every Saturday morning!

Karen Stigliano and Dale Bernardoni have continued to expand our ministry of free diapers for families in need. And the need has grown over this past year.

So, in summary, there are scores of volunteers at work, even in these challenging times, to meet the outreach and mission needs of this Covid era. Those of us who work in our church's many outreach projects are grateful for the faithful and generous support of the members of this congregation. Their generosity is what makes all our outreach possible.

Steve and Laura and I have tried to meet in person with church folks over this past year when and where it's been possible (sometimes on porches all bundled up against the cold!) But it is sometimes hard to feel like pastoral ministry is adequate when home visits, and hospital and nursing home visits, are so curtailed, and when we can't "see peoples' faces" in weekly worship. Please call any one of us if a conversation or a visit would be helpful to you for any reason, and we'll always try to make that happen.

I am grateful to Steve and Laura for the companionship we share. It is hard to imagine being able to carry out the prophetic and pastoral work of church ministry without a team that can imagine and dream together of a better, safer, more peaceful and equitable world.

I hope I have ministered to all of you with as much grace and love as you have extended to me and my family for lo these 45 past years.

Respectfully Submitted,
Carleen R. Gerber



SOUTH LYME CHAPEL

Following the lead of the First Congregational Church, we planned a “Soup Night” with entertainment to encourage the public to visit the chapel and possibly join us for a service. We were actively seeking to grow our membership. This event had to be cancelled due to the onset of the pandemic, and our doors were closed for live services between March 2020 and early October 2021. During this time, we presented a service on Zoom which was attended by approximately 7–8 folks every Sunday. We offered the service at 10 AM, rather than the 9 AM time of our live services. In addition to our regular members, a family from Massachusetts attended as well—they were children of former members and decided to join us during the pandemic for a safe place to worship. Our Minister, Becky Francisco, created Sunday services which were engaging and supportive during a time of fear of the pandemic. During our online Zoom Sunday services, we began discussing the weekly scriptures, and participated in a Bible study of sorts. The members enjoyed the format and looked forward to the discussions regarding scripture.

We returned for live services in October 2021, changed our time to 10 AM, to make it easier for our aging population to attend. We moved our pews into a slanted position to encourage dialog, and continued with the scripture discussion which was begun during our Zoom worship format. We have been attempting to grow our membership through our Facebook page and links with the People of Old Lyme on Facebook, but we have had very few new attendees, and still average about 7–8 members at a Sunday service. Proceeds received from a bequest by a former member, Helen May Hill, have helped us to remain afloat during this time of reduced attendance. We feel fortunate to offer such a unique service, and wish that we could attract new members who would enjoy worshiping in a small, 120-year-old chapel with a special history and role in the Old Lyme community.

Respectfully submitted,
Karen Geisler
First Trustee

TREE OF LIFE EDUCATIONAL FUND

Between the ongoing issues of the Israeli occupation and the impact of the pandemic, 2021 was a devastating year for our friends in Palestine. Thanks to the generosity of our church members with allocations from our Board of Missions as well individual donations, Tree of Life Educational Fund has been able to provide an infusion of hope for Palestinian families who put a high priority on education. Through this budgeted support and the increased sale of olive oil, olive oil soap and other Palestinian products, we've been able to increase our support of academic scholarships for children in Beit Sahour's Shepherds Field School as well as scholarship support for Palestinian youth at Bethlehem, Al Quds, Birzeit and other universities in the West Bank.

When we learned that Tent of Nations, south of Bethlehem, had suffered a devastating fire that destroyed many of their olive trees, we're grateful for how members and friends of this congregation responded with generosity. Through our holiday appeal, contributions have helped to replant many of those trees. Indeed, there's a portion of Tent of Nations that's called "The Tree of Life Orchard." Thank you for making that possible.

Looking forward, here are a few requests for the New Year: 1. Invite me to your home so you can buy olive oil and other Palestinian products, and know you are planting seeds of hope and peace. Text or email me at 860 304-3144 or davidwgood@fccol.org 2. Join us on our next Tree of Life journey, scheduled (we hope!) for March of 2022. 3. Become engaged in advocacy as collectively we work for justice as champions of human rights. 4. Become more informed and enlightened on this critically important issue. Check out our website, www.tolef.org or let me know if you'd like some book recommendations.

Many thanks to The First Congregational Church of Old Lyme for its ongoing and generous support of this ministry!

Respectfully submitted,
The Rev. David W. Good
Founder, Tree of Life Educational Fund
Minister Emeritus

BOARD OF DEACONS

The Board of Deacons oversees the spiritual and devotional life of FCCOL and promotes Christian fellowship. We carry these responsibilities out in a variety of ways, including serving as Deacon on Duty at each service, Communion, ushering, assimilating new members, organizing coffee hours, and participating on several church boards and committees. Deacons serve as liaisons to the Boards of Youth and Adult Education, Missions, Partnerships, Hospitality, and Communications. We thank all the boards for welcoming the Deacons.

Our individual responsibilities during 2021 were as follows:

Board Chairman – Mark Bond
Secretary – Rick Strickhart
Board Liaisons:
Church Council – Mark Bond
Youth Education – Betsy Grant

Adult Education – Amy Cabaniss /Tim Hildner
Missions – Deb Heminway
Membership – Mark Bond
Communion – Rick Strickhart
Hospitality – Martha Gibson/ Mary Bradford

This year has been an especially challenging for all of us as we navigated the new and stressful world. Our key focus was keeping our church family connected and assisting with the evolving worship service format. It has made us all think of new ways to connect with people who needed us, while making sure everyone felt comfortable.

We would especially like to recognize the ongoing efforts of the Deacons, Trustees, and all the other volunteer callers who tirelessly called our members and friends to make sure we stayed connected and safe though out the pandemic. We assisted with the multiple outdoor services with seating and record keeping for contract tracing. The deacons did our best to ease the transition to in person services.

We have had an ongoing discussion about recruiting new members to our church family as well as how to make sure our current members feel engaged to sustain the vibrant community, we all enjoy.

Each year it is the Deacons' privilege to recommend a member to be honored with the title Deacon Emeritus. We are pleased to recognize a long-time FCCOL member, who has served the church with distinction in so many ways over the years. The person will be announced and approved at the Annual Meeting.

We would like to thank all our Deacons for their dedicated service and contributions to the church as well as their duties on the Board of Deacons. We appreciate their willingness to serve an additional year due to the ongoing pandemic. This year's outgoing deacons are Betsy Grant, Rick Strickhart, Peter Barndt, & Mark Bond. We welcome the new Deacons in 2022 and look forward to their fresh insights.

The Deacons wish a sincere thank you to the many members of FCCOL who volunteer in countless ways and make our Church the special place that it is. Their generous gifts of time, talents and resources make the Deacons' job easier, and we appreciate their help with floral arrangements, ushering, hosting fellowship hour, and many other events.

Special thanks to our dedicated staff – Church Administrator, Bob McCracken Church Office Manager Odile Brennen, Church Clerk, Joanie May; Sexton, Mark Testori, and all the other paid and volunteer staff, for their efforts and ongoing support we could not do our job without you.

Respectfully submitted,
Mark Bond
Chair, Board of Deacons

REFUGEE RESETTLEMENT

2021 proved to be an active year for the Refugee Resettlement Committee. Formed in 2015 as a response to the Syrian Refugee crisis, the committee is composed of members of FCCOL, Christ the King, and St. Ann's churches, as well as people within our community who simply wish to help. Since its inception, the work of the committee has allowed for the resettlement of a Syrian family (the Hamous), a family fleeing the devastation of Hurricane Maria in Puerto Rico (the Colons), a family fleeing violence in the Democratic Republic of Congo (the Kazadis) and a family fleeing from Iraq (the al-Khafaji family). In addition, the purchase of a house by FCCOL to be used for refugee resettlement in perpetuity has enabled our community to continue welcoming people from all around the world who are in need of a new beginning.

In 2021, the family occupying the Rogers Lake House was able to find permanent housing in the area, thanks to our friends at Hope Partnership. That proved fortuitous, for as the withdrawal from Afghanistan devolved into chaos, a whole new refugee crisis was created. In late August, we witnessed flight after flight hastily departing from the Kabul airport, each of them packed with Afghans fleeing the chaos. With that in mind, the FCCOL property committee began to get the house ready for new occupants, while the Refugee Committee began to gather resources in order to be ready to welcome a new family. And then the waiting began.

On the evening of October 16th, a small group went to New Haven to meet the Popal family for the first time. They are seven: Hayatullah and Bibi (the father and mother) along with their children Esmatullah, Enayatullah, Reyhana, Hidayatullah, and Sola. The latter was three weeks old when they arrived in New Haven, meaning that Bibi had departed Afghanistan when she was nearly ready to give birth. Sola was born on an army base in Virginia while the family awaited their resettlement plans.

Since that time the children have started school and the parents are taking English classes. There have been many medical appointments, and lots of behind the scenes work to get things like social security numbers, health care, and other forms of assistance. There have been excursions in order to help acquaint the family with the area, and they have been connected with other refugee families in Connecticut. It's a long and painful process to relocate in such a way, but thanks to the work of the three faith communities and a whole host of dedicated volunteers, the Popals feel welcomed and loved in Old Lyme.

Respectfully Submitted,
Steven R. Jungkeit

IMMIGRANT ASSISTANCE COMMITTEES

Mission Statement

The First Congregational Church of Old Lyme is a community of faith who cares about the world we live in, whether it is right outside our door or half a world away.

During this grave immigration crisis, we believe in strong partnerships within our community that foster trust and hope to those in fear of deportation. By offering sanctuary, education and financial assistance for legal counsel, we offer grace and hope to families in need, working together through our acceptance of all that we are, a land of immigrants. The Immigrant Assistance Committee was formed in March of 2017 at the request of the FCCOL ministerial staff and with the approval of the FCCOL Board of Deacons.

This Committee is a responsive committee that forms into action as requests arise. Our mode of communication is primarily through email updates and meetings are scheduled on an as needed basis. Currently, we are continuing to offer general support for regular asylum seekers through accompaniment to ICE appointments and referrals/advocacy as needed.

Accomplishments for 2021

During this time of Covid-19, the Immigration Committee has continued to help families in threat of deportation. While our footprint to assist new families was curtailed by the pandemic, we have continued to assist those families within our network. We will be working with local and national immigration advocates to make our voices heard.

We continue to make an impact one family at a time by assisting families who are in threat of deportation. Presently, current cases include: supporting Malik, Zahida and Roniya by accompanying to ICE visits, making sure they have legal representation or assist with referrals as well as, the Torres family in addition to other undocumented families. We were also successful in assisting a local asylum seeker from El Salvador by writing letters of support and accompanying her to a court hearing in NYC last spring. She and her child received permanent status.

Overall, we continue to work with our community partnerships, assist families in deportation crisis and provide a financial mode of assistance through church and community wide donations. The Immigration Assistance Committee ends the 2021 year with a balance of approximately \$5,000.00. We will continue to provide some financial assistance to asylum seekers as needs arise.

In the coming year, the Committee will continue to support our beloved families through accompaniment. We will continue to find ways to provide information on immigrant rights to our wider community. While we are very disappointed that no progress has been made on the Federal level to offer Immigration reform, we will work on initiatives to contact and lobby our congressional leaders to help provide a legal pathway to permanent residency and citizenship.

FCCOL is deeply grateful to our former Chair of Immigration, Lina Tuck, who has steadfastly provided extraordinary leadership for the past five years. We wish Lina well as she explores other endeavors.

Respectfully Submitted,

Laura Fitzpatrick-Nager and Lina Tuck (former Chair, Immigrant Assistance Committee)

TREASURER'S REPORT – YEAR-END 2021

The year 2021 continued to be a challenge to church life as we dealt with implications and limitations of the Covid19 pandemic. However, financial support by our members and friends continued strong, and we were able to meet all of our obligations and finish the year with our income and expenses balanced.

We were further blessed by receiving the second PPP Loan from the government stimulus program of \$116,650. The loan was subsequently forgiven and this became a positive equity addition to our balance sheet.

Total income received was \$831,667 or slightly over budget of \$826,274 by \$5,393. Expenses incurred were also slightly over budget, but only by the same amount so the bottom line was balanced. See the summary page 17.

On the revenue side (detail on page 18) current pledge income (#040000) continued to decline slightly from previous years, but this was offset by generous contributions of the next four-line items. Total Pledges and Offerings were under budget by approximately \$29,000. However, this was due to not needing the "Special Gifts" budget, funds provided anonymously to assist if necessary. The Pledges and Offerings shortfall was compensated for by "Other Income" items, most notably by the provision of \$19,113 from our PPP#2 forgiven loan proceeds.

On the expense side there were no significant issues. There were 2 small overages in the Music and Lay Employees categories. For Music, we brought over less than budgeted amount from the Memorial Music Fund, and Lay Employees was over due to some unbudgeted overtime and a change in the Office Manager's health benefit to being covered by the UCC program. The Benevolence budget of \$72,000 was fully expended to charities.

Pages 18 through 23 contain the account by account detail of all the revenue and expense accounts. Page 24 shows the church balance sheet as of December 31, 2021. Note that it contains a \$97,536 positive equity entry, which is the net proceeds from the PPP#2 loan of \$116,650. Pages 25 shows the balance sheet detail of the Escrow and Exchange "earmarked" funds on the balance sheet, and page 26 shows the complete accounting of the sources and uses of funds for the year 2021.

Respectively submitted,
Bob McCracken, Treasurer

First Congregational Church of Old Lyme				
Treasurer's Report for the Year 2021				
Analysis of Revenues and Expenses - SUMMARY				
	Actual 2021	Budget 2021	% Budget	
REVENUES				
PLEDGES & OFFERINGS	\$672,059.78	\$701,600.55	95.79 %	
INTEREST & DIVIDENDS	\$115,026.97	\$114,974.00	100.05 %	
OTHER INCOME	\$44,580.31	\$9,700.00	459.59 %	
Total REVENUES	\$831,667.06	\$826,274.55	100.65 %	
EXPENSES				
MINISTERS				
SENIOR MINISTER	\$117,993.36	\$118,826.85	99.30 %	
ASSOCIATE MINISTER-CRG	\$74,514.42	\$75,770.78	98.34 %	
ASSOCIATE MINISTER - LFN	\$107,523.69	\$107,524.72	100.00 %	
MINISTERS SUPPORT & SUPPLY	\$1,575.00	\$750.00	210.00 %	
Total MINISTERS	\$301,606.47	\$302,872.35	99.58 %	
CHRISTIAN EDUCATION				
SUNDAY SCHOOL	\$12,863.24	\$13,750.00	93.55 %	
CONFIRMATION	\$40.60	\$50.00	81.20 %	
JUNIOR PF	\$2,086.53	\$1,750.00	119.23 %	
SENIOR PF	\$3,594.57	\$4,000.00	89.86 %	
ADULT EDUCATION	\$0.00	\$0.00	0.00 %	
ALL CHURCH EVENTS	\$200.00	\$500.00	40.00 %	
Total CHRISTIAN EDUCATION	\$18,784.94	\$20,050.00	93.69 %	
MUSIC	\$64,677.35	\$59,276.40	109.11 %	
CHURCH OFFICE	\$44,459.46	\$48,400.00	91.86 %	
PROPERTY	\$112,996.81	\$120,260.00	93.96 %	
DEACONS	\$1,719.48	\$2,300.00	74.76 %	
LAY EMPLOYEES	\$168,097.61	\$155,170.80	108.33 %	
BENEVOLENCES				
UCC	\$17,704.50	\$16,500.00	107.30 %	
MISSION BUDGET TO BE ALLOCATED	\$0.00	\$0.00	0.00 %	
MISSION EDUCATION FUND	\$4,000.00	\$4,000.00	100.00 %	
DIRECT PARTNER SUPPORT	\$6,100.00	\$6,100.00	100.00 %	
PARTNERSHIP COMMITTEES	\$0.00	\$0.00	0.00 %	
OUTREACH				
NEW LONDON REGION	\$26,150.00	\$26,150.00	100.00 %	
MIDDLESEX COUNTY	\$500.00	\$500.00	100.00 %	
FCCOL PROJECTS	\$9,837.03	\$11,000.00	89.43 %	
CONGREGATION CONNECTIONS	\$1,750.00	\$1,750.00	100.00 %	
INTERNATIONAL SUPPORT	\$6,000.00	\$6,000.00	100.00 %	
Total OUTREACH	\$44,237.03	\$45,400.00	97.44 %	
SPECIAL RESERVE SAVINGS	\$0.00	\$0.00	0.00 %	
Total BENEVOLENCES	\$72,041.53	\$72,000.00	100.06 %	
OTHER EXPENSES	\$47,283.41	\$45,945.00	102.91 %	
Total EXPENSES	\$831,667.06	\$826,274.55	100.65 %	
Surplus/(Deficit)	\$0.00	\$0.00	0.00 %	

First Congregational Church of Old Lyme

Treasurer's Report for the Year 2021

Analysis of Revenues

Detail Page 1 of 6

	Actual 2021	Budget 2021	% Budget
REVENUES			
PLEDGES & OFFERINGS			
040000 - PLEDGES-CURRENT YEAR	\$566,407.74	\$575,000.00	98.51 %
040001 - PLEDGES -PRIOR YEAR	\$23,390.00	\$10,000.00	233.90 %
040002 - OPEN PLATE	\$14,169.73	\$12,000.00	118.08 %
040003 - ADDITIONAL CURRENT YR CONTRIBS	\$21,278.31	\$15,000.00	141.86 %
040004 - MEMB NON-PLEDGE CONTRIBS	\$29,285.00	\$25,000.00	117.14 %
040005 - CHURCH SCHOOL PLATE	\$0.00	\$0.00	0.00 %
040006 - SPECIAL GIFTS	\$10,529.00	\$57,600.55	18.28 %
040007 - LADIES BENEVOLENT SOCIETY	\$5,000.00	\$5,000.00	100.00 %
040008 - SOUTH LYME CHAPEL	\$2,000.00	\$2,000.00	100.00 %
Total PLEDGES & OFFERINGS	\$672,059.78	\$701,600.55	95.79 %
INTEREST & DIVIDENDS			
040100 - INTEREST & DIVIDENDS	\$2,554.97	\$2,500.00	102.20 %
040101 - ENDOWMENT	\$112,472.00	\$112,474.00	100.00 %
Total INTEREST & DIVIDENDS	\$115,026.97	\$114,974.00	100.05 %
OTHER INCOME			
040201 - BUILDING USAGE	\$14,936.00	\$1,500.00	995.73 %
040202 - MISC.	\$11,476.00	\$9,000.00	127.51 %
040203 - CARRYOVER FROM PRIOR YEAR	\$0.00	\$0.00	0.00 %
040204 - TRANS. FROM CONTING. FUND	\$0.00	\$0.00	0.00 %
040205 - ONLINE ADDITIONS	(\$945.40)	(\$800.00)	0.00 %
040206 - PPP LOAN PROCEEDS	\$19,113.71	\$0.00	0.00 %
Total OTHER INCOME	\$44,580.31	\$9,700.00	459.59 %
Total REVENUES	\$831,667.06	\$826,274.55	100.65 %

First Congregational Church of Old Lyme

Treasurer's Report for the Year 2021

Analysis of Revenues and Expenses

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	Actual 2021	Budget 2021	% Budget
EXPENSES - MINISTERS			
SENIOR MINISTER			
050000 - SALARY-SRJ	\$68,478.00	\$68,478.00	100.00 %
050001 - HEALTH & LIFE INS-SRJ	\$31,095.36	\$27,290.86	113.94 %
050002 - ANNUITY-PCUSA-SRJ	\$8,723.88	\$12,316.08	70.83 %
050003 - AUTO ALLOWANCE-SRJ	\$1,636.32	\$3,000.00	54.54 %
050004 - HOUSING ALLOWANCE-SRJ	\$0.00	\$0.00	0.00 %
050005 - SOCIAL SECURITY ALLOW-SRJ	\$9,246.96	\$9,247.00	100.00 %
050007 - HEALTH INS CONTRIB-SRJ	(\$2,411.16)	(\$2,729.09)	0.00 %
050008 - PHONE & COMPUTER	\$1,224.00	\$1,224.00	100.00 %
Total SENIOR MINISTER	\$117,993.36	\$118,826.85	99.30 %
ASSOCIATE MINISTER-CRG			
050200 - SALARY-CRG	\$28,248.96	\$28,249.00	100.00 %
050201 - HEALTH & LIFE INS-CRG	\$9,215.04	\$9,214.93	100.00 %
050202 - ANNUITY CONTRIB-FCCOL-CRG	\$7,314.96	\$7,314.85	100.00 %
050203 - AUTO ALLOWANCE-CRG	\$1,285.20	\$1,500.00	85.68 %
050204 - HOUSING ALLOWANCE-CRG	\$24,000.00	\$24,000.00	100.00 %
050205 - SOCIAL SEC ALLOW-CRG	\$5,492.04	\$5,492.00	100.00 %
050206 - ANNUITY CONTRIB-UCC-CRG	(\$1,041.78)	\$0.00	0.00 %
050207 - ANNUITY CONTRIB-Essex-CRG	\$0.00	\$0.00	0.00 %
Total ASSOCIATE MINISTER-CRG	\$74,514.42	\$75,770.78	98.34 %
ASSOCIATE MINISTER - LFN			
050100 - SALARY-LFN	\$55,727.71	\$55,426.00	100.54 %
050101 - HEALTH & LIFE INS-LFN	\$17,554.74	\$17,580.80	99.85 %
050102 - ANNUITY CONTRIB-FCCOL-LFN	\$10,087.56	\$10,087.00	100.01 %
050103 - AUTO ALLOWANCE-LFN	\$1,645.24	\$2,200.00	74.78 %
050105 - SOCIAL SEC ALLOW-LFN	\$7,361.04	\$7,361.00	100.00 %
050106 - HOUSING ALLOWANCE-LFN	\$16,630.44	\$16,628.00	100.01 %
050107 - HEALTH INS CONTRIB-LFN	(\$2,333.04)	(\$1,758.08)	0.00 %
050108 - ANNUITY CONTRIB-UCC-LFN	\$0.00	\$0.00	0.00 %
050109 - PHONE & COMPUTER	\$850.00	\$0.00	0.00 %
Total ASSOCIATE MINISTER - LFN	\$107,523.69	\$107,524.72	100.00 %
MINISTERS SUPPORT & SUPPLY			
050300 - CHAPEL MINISTER	\$0.00	\$0.00	0.00 %
050301 - SEMINARS & MISC.	\$0.00	\$0.00	0.00 %
050302 - SEMINARIAN	\$0.00	\$0.00	0.00 %
050303 - PULPIT SUPPLY	\$1,575.00	\$750.00	210.00 %
Total MINISTERS SUPPORT & SUPPLY	\$1,575.00	\$750.00	210.00 %
Total MINISTERS	\$301,606.47	\$302,872.35	99.58 %

First Congregational Church of Old Lyme

Treasurer's Report for the Year 2021

Analysis of Revenues and Expenses

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	Actual 2021	Budget 2021	% Budget
CHRISTIAN EDUCATION			
SUNDAY SCHOOL			
051000 - CHURCH SCHOOL COORDINATOR	\$0.00	\$0.00	0.00 %
051001 - PROGRAMS	\$246.72	\$250.00	98.69 %
051002 - SUPPLIES/CE	\$846.35	\$500.00	169.27 %
051003 - CURRICULUM	\$448.67	\$1,000.00	44.87 %
051005 - CHILD CARE	\$321.46	\$1,000.00	32.15 %
051006 - TRANSFER FR YOUTH ED FUND	\$0.00	\$0.00	0.00 %
051007 - CHURCH SCHOOL LEADER	\$11,000.04	\$11,000.00	100.00 %
Total SUNDAY SCHOOL	\$12,863.24	\$13,750.00	93.55 %
CONFIRMATION			
051102 - CONFIRMATION PROGRAM	\$40.60	\$50.00	81.20 %
Total CONFIRMATION	\$40.60	\$50.00	81.20 %
JUNIOR PF			
051101 - JR PF PROGRAMS	\$586.53	\$250.00	234.61 %
051103 - JUNIOR PF LEADERS	\$1,500.00	\$1,500.00	100.00 %
Total JUNIOR PF	\$2,086.53	\$1,750.00	119.23 %
SENIOR PF			
051200 - PF PROGRAMS	\$0.00	\$250.00	0.00 %
051201 - PF SUPPLIES	\$94.53	\$250.00	37.81 %
051203 - SR. PF LEADERS	\$3,500.04	\$3,500.00	100.00 %
Total SENIOR PF	\$3,594.57	\$4,000.00	89.86 %
ADULT EDUCATION			
051300 - ADULT ED PROGRAMS	\$0.00	\$0.00	0.00 %
051301 - ADULT ED SUPPLIES	\$0.00	\$0.00	0.00 %
051303 - ADULT ED HONORARIUM	\$0.00	\$0.00	0.00 %
Total ADULT EDUCATION	\$0.00	\$0.00	0.00 %
ALL CHURCH EVENTS			
051400 - ALL CHURCH EVENTS	\$200.00	\$500.00	40.00 %
Total ALL CHURCH EVENTS	\$200.00	\$500.00	40.00 %
Total CHRISTIAN EDUCATION	\$18,784.94	\$20,050.00	93.69 %
MUSIC			
052001 - MUSIC DIRECTOR	\$39,249.60	\$39,249.60	100.00 %
052002 - MUSIC SUPPLIES	\$37.17	\$250.00	14.87 %
052003 - MUSIC PROGRAM	\$5,175.00	\$2,500.00	207.00 %
052004 - ORGANIST SUBSTITUTE	\$0.00	\$400.00	0.00 %
052005 - CONTINUING EDUCATION	\$0.00	\$0.00	0.00 %
052006 - MAINTENANCE/MUSIC	\$1,190.00	\$750.00	158.67 %
052007 - MAJOR ORGAN REPAIR	\$0.00	\$0.00	0.00 %
052010 - ALL AGE CHOIR DIRECTOR	\$0.00	\$0.00	0.00 %
052011 - PROF SOLOIST-TENOR	\$6,624.90	\$6,624.90	100.00 %
052012 - SECT LDR-SOPRANO	\$6,802.68	\$6,624.90	102.68 %
052013 - CHILDREN'S CHOIR DIRECTOR	\$0.00	\$1,777.00	0.00 %
052014 - MEDICAL PREMIUMS	\$9,498.00	\$9,000.00	105.53 %
052015 - FROM MEM MUSIC FUND	(\$3,000.00)	(\$7,000.00)	0.00 %
052016 - SECT LEADER-BASS	\$0.00	\$0.00	0.00 %
052017 - SECT LEADER-ALTO	\$0.00	\$0.00	0.00 %
052018 - HEALTH INS CONTRIBUTION-SDH	(\$900.00)	(\$900.00)	0.00 %
Total MUSIC	\$64,677.35	\$59,276.40	109.11 %

First Congregational Church of Old Lyme

Treasurer's Report for the Year 2021

Analysis of Revenues and Expenses

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	Actual 2021	Budget 2021	% Budget
CHURCH OFFICE			
053002 - WEBSITE ADMINISTRATION	\$5,684.40	\$8,000.00	71.06 %
053006 - TELEPHONE	\$6,277.35	\$4,800.00	130.78 %
053007 - OFFICE SUPPLIES	\$3,632.85	\$4,500.00	80.73 %
053009 - POSTAGE	\$4,525.62	\$4,800.00	94.28 %
053010 - EQUIPMENT	\$5,042.15	\$2,800.00	180.08 %
053011 - SERVICE& LEASE CONTRACTS	\$10,787.07	\$14,500.00	74.39 %
053013 - SOFTWARE SUPPORT	\$8,510.02	\$9,000.00	94.56 %
Total CHURCH OFFICE	\$44,459.46	\$48,400.00	91.86 %
PROPERTY			
054002 - PROPANE	\$645.98	\$600.00	107.66 %
054003 - HEAT - Church	\$16,972.00	\$18,000.00	94.29 %
054004 - ELECTRICITY	\$10,674.29	\$9,660.00	110.50 %
054005 - REPAIRS & MAINTENANCE	\$18,501.60	\$12,000.00	154.18 %
054006 - PROPERTY SUPPLIES	\$1,308.76	\$3,500.00	37.39 %
054007 - INSURANCE-CHURCH	\$24,940.75	\$36,000.00	69.28 %
054008 - CLEANING SERVICES	\$9,388.23	\$15,000.00	62.59 %
054009 - SERVICE CONTRACTS	\$7,135.77	\$8,000.00	89.20 %
054010 - MAJOR MAINTENANCE	\$11,577.71	\$10,000.00	115.78 %
054011 - TO/FROM MAJ MAINT ESCROW	\$0.00	\$0.00	0.00 %
054012 - PARSONAGE MAINTENANCE	\$2,337.27	\$0.00	0.00 %
054013 - PILGRIM HOUSE MAINTENANCE	\$0.00	\$0.00	0.00 %
054014 - SITE MAINTENANCE	\$1,594.56	\$1,000.00	159.46 %
054015 - HEAT - Parsonage	\$7,919.89	\$6,500.00	121.84 %
Total PROPERTY	\$112,996.81	\$120,260.00	93.96 %
DEACONS			
055000 - DEACONS FLOWERS	\$0.00	\$150.00	0.00 %
055001 - DEACONS SUPPLIES	\$1,719.48	\$1,200.00	143.29 %
055002 - DEACONS COMMUNION	\$0.00	\$100.00	0.00 %
055004 - DEACONS GIFTS	\$0.00	\$150.00	0.00 %
055005 - DEACONS TRANSPORTATION	\$0.00	\$500.00	0.00 %
055006 - DEACONS NEW MEMBER'S FUNCTIONS	\$0.00	\$200.00	0.00 %
Total DEACONS	\$1,719.48	\$2,300.00	74.76 %
LAY EMPLOYEES			
056003 - OFFICE MANAGER	\$41,808.31	\$41,861.60	99.87 %
056004 - SECRETARY/PART TIME	\$4,963.81	\$5,000.00	99.28 %
056005 - BOOKKEEPER	\$17,750.55	\$20,495.00	86.61 %
056006 - SEXTON	\$47,081.80	\$39,283.20	119.85 %
056007 - ASST SEXTON	\$500.00	\$500.00	100.00 %
056008 - HEALTH & LIFE INS	\$24,559.19	\$18,479.00	132.90 %
056009 - ANNUITIES	\$4,868.76	\$4,869.00	100.00 %
056010 - ANNUITY CONTRIBUTION	(\$95.00)	\$0.00	0.00 %
056011 - HEALTH INS CONTRIB	(\$2,406.68)	(\$1,705.00)	0.00 %
056013 - TRAVEL REIMBURSEMENT	\$160.16	\$50.00	320.32 %
056015 - CHURCH ADMINISTRATOR	\$26,337.96	\$26,338.00	100.00 %
056016 - ADMINISTRATIVE ASSISTANT	\$2,568.75	\$0.00	0.00 %
Total LAY EMPLOYEES	\$168,097.61	\$155,170.80	108.33 %

First Congregational Church of Old Lyme
Treasurer's Report for the Year 2021
Analysis of Revenues and Expenses
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	Actual 2021	Budget 2021	% Budget
BENEVOLENCES			
058000 - UCC SUPPORT	\$17,704.50	\$16,500.00	107.30 %
MISSION EDUCATION FUND			
058100 - STOREFRONT SCHOOL-HARLEM	\$0.00	\$0.00	0.00 %
058101 - GREEN GRASS CHURCH	\$1,500.00	\$1,500.00	100.00 %
058102 - SOUTH AFRICAN JOURNEYS	\$0.00	\$0.00	0.00 %
058104 - ISRAEL/PALESTINE(scholarships)	\$2,500.00	\$2,500.00	100.00 %
058107 - MORNINGSTAR CAMP	\$0.00	\$0.00	0.00 %
058108 - HAITI SCHOLARSHIPS	\$0.00	\$0.00	0.00 %
058109 - YOUTH CIVIL RIGHTS	\$0.00	\$0.00	0.00 %
Total MISSION EDUCATION FUND	\$4,000.00	\$4,000.00	100.00 %
DIRECT PARTNER SUPPORT			
058200 - STOREFRONT-HARLEM	\$0.00	\$0.00	0.00 %
058208 - ISRAEL/PALESTINE TOL	\$2,500.00	\$2,500.00	100.00 %
058210 - GREEN GRASS	\$0.00	\$0.00	0.00 %
058211 - ALBERT STREET SCHOOL	\$0.00	\$0.00	0.00 %
058426 - CROSBY FUND FOR HATIAN EDUCATION	\$3,600.00	\$3,600.00	100.00 %
058427 - BRIDGES OF HOPE	\$0.00	\$0.00	0.00 %
058456 - WHEELS OF JUSTICE	\$0.00	\$0.00	0.00 %
Total DIRECT PARTNER SUPPORT	\$6,100.00	\$6,100.00	100.00 %
PARTNERSHIP COMMITTEES			
058300 - STOREFRONT SCHOOL	\$0.00	\$0.00	0.00 %
058301 - GREEN GRASS	\$0.00	\$0.00	0.00 %
058302 - SOUTH AFRICA	\$0.00	\$0.00	0.00 %
058303 - ISRAEL/PALESTINE	\$0.00	\$0.00	0.00 %
058304 - HAITI	\$0.00	\$0.00	0.00 %
Total PARTNERSHIP COMMITTEES	\$0.00	\$0.00	0.00 %
OUTREACH			
NEW LONDON REGION			
058406 - HOSP-CHAPLANCIES-L&M	\$500.00	\$500.00	100.00 %
058408 - HABITAT FOR HUMANITY S.E. CT	\$2,000.00	\$2,000.00	100.00 %
058411 - SAFE FUTURES	\$750.00	\$750.00	100.00 %
058414 - HEALTH & WELFARE COMM. NL SOUP KITC	\$3,000.00	\$3,000.00	100.00 %
058417 - THAMES RIVER FAMILY PROGRAM	\$750.00	\$750.00	100.00 %
058418 - MARTIN HOUSE	\$750.00	\$750.00	100.00 %
058419 - ALLIANCE FOR LIVING	\$1,500.00	\$1,500.00	100.00 %
058421 - COVENANT SHELTER	\$1,500.00	\$1,500.00	100.00 %
058428 - FRESH NEW LONDON	\$5,000.00	\$5,000.00	100.00 %
058431 - HOMELESS HOSPITALITY CENTER	\$10,000.00	\$10,000.00	100.00 %
058433 - A SACRED PLACE	\$0.00	\$0.00	0.00 %
058444 - CT COALITION TO END	\$0.00	\$0.00	0.00 %
058453 - HOMELESS HOSPITALITY SPF DINNERS	\$0.00	\$0.00	0.00 %
058461 - LOLFOODSHARE GARDEN	\$400.00	\$400.00	100.00 %
Total NEW LONDON REGION	\$26,150.00	\$26,150.00	100.00 %
continued next page			

First Congregational Church of Old Lyme
Treasurer's Report for the Year 2021
Analysis of Revenues and Expenses-Detail Page 6 of 6

	Actual 2021	Budget 2021	% Budget
Benevolences - continued			
MIDDLESEX COUNTY			
058407 - HOSP CHAPLANCIES MDLX	\$500.00	\$500.00	100.00 %
058413 - SHORELINE SOUP KITCHEN	\$0.00	\$0.00	0.00 %
058443 - LITERACY VOLUNTEERS OF EASTERN CT	\$0.00	\$0.00	0.00 %
058447 - LITERACY VOLUNTEERS VALLEY SHORE	\$0.00	\$0.00	0.00 %
Total MIDDLESEX COUNTY	\$500.00	\$500.00	100.00 %
FCCOL PROJECTS			
058401 - COMMITTEE OF ENVIRONMENT	\$0.00	\$0.00	0.00 %
058404 - DONATION TO MIN DISC FUND	\$0.00	\$0.00	0.00 %
058415 - NEW LONDON SOUP KITCHEN SUPPLIES	\$837.03	\$2,000.00	41.85 %
058455 - FCCOL DIAPER BANK	\$1,000.00	\$1,000.00	100.00 %
058457 - LOCAL REFUGEE SUPPORT	\$3,000.00	\$3,000.00	100.00 %
058464 - HABITAT PROJECT-FCCOL	\$5,000.00	\$5,000.00	100.00 %
Total FCCOL PROJECTS	\$9,837.03	\$11,000.00	89.43 %
CONGREGATION CONNECTIONS			
058425 - MIDNIGHT RUN	\$0.00	\$0.00	0.00 %
058438 - INDIA MICRO CREDIT	\$0.00	\$0.00	0.00 %
058442 - CAIR	\$0.00	\$0.00	0.00 %
058450 - ECQUADOR FOUNDATION FUND	\$250.00	\$250.00	100.00 %
058454 - CT YOUTH LEADERSHIP PROJECT	\$0.00	\$0.00	0.00 %
058460 - REGIONAL DISTRICT 18	\$0.00	\$0.00	0.00 %
058462 - PARJE	\$1,500.00	\$1,500.00	100.00 %
Total CONGREGATION CONNECTIONS	\$1,750.00	\$1,750.00	100.00 %
INTERNATIONAL SUPPORT			
058422 - IRC/NEW YORK	\$2,000.00	\$2,000.00	100.00 %
058437 - CARTER CENTER	\$0.00	\$0.00	0.00 %
058448 - MIDDLE EAST CHILDREN'S ALLIANCE	\$0.00	\$0.00	0.00 %
058452 - INTEG REFUGEE & IMIGRANT SVCS	\$2,000.00	\$2,000.00	100.00 %
058458 - NATION OF IMMIGRANTS	\$0.00	\$0.00	0.00 %
058459 - REVE KANDALE FDN	\$0.00	\$0.00	0.00 %
058463 - DRS WITHOUT BORDERS	\$2,000.00	\$2,000.00	100.00 %
Total INTERNATIONAL SUPPORT	\$6,000.00	\$6,000.00	100.00 %
Total OUTREACH	\$44,237.03	\$45,400.00	97.44 %
Total BENEVOLENCES	\$72,041.53	\$72,000.00	100.06 %
OTHER EXPENSES			
059000 - PAYROLL TAX	\$16,027.66	\$15,887.00	100.89 %
059001 - WORKER'S COMP	\$1,761.25	\$6,000.00	29.35 %
059002 - SABBATICAL SUPPORT	\$0.00	\$0.00	0.00 %
059003 - LOAN REPAYMENT	\$27,116.00	\$21,058.00	128.77 %
059005 - STOCK GAIN/LOSS	\$0.00	\$0.00	0.00 %
059006 - PASTORAL COUNSELING	\$0.00	\$0.00	0.00 %
059007 - MISC./O.E.	\$74.00	\$0.00	0.00 %
059009 - CHURCH AUDIT	\$0.00	\$0.00	0.00 %
059010 - STOCK EXCHANGE FEES	\$0.00	\$0.00	0.00 %
059011 - TRANS TO CONTINGENCY	\$0.00	\$0.00	0.00 %
059012 - TRANS TO ESCROWS	\$0.00	\$0.00	0.00 %
059013 - STEWARDSHIP CAMPAIGNS	\$2,304.50	\$3,000.00	76.82 %
Total OTHER EXPENSES	\$47,283.41	\$45,945.00	102.91 %
Total EXPENSES	\$831,667.06	\$826,274.55	100.65 %
2021 Surplus/(Deficit)	\$0.00	\$0.00	0.00 %

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First Congregational Church of Old Lyme				
Treasurer's Report for the Year 2021				
BALANCE SHEET DETAIL - Exchange and Escrow Funds as of 12/31/2021				
	Beginning Balance	Revenue	Expenses	Ending Balance
SHORT-TERM EXCHANGE ACCOUNTS	\$396,882.46	\$462,842.20	\$390,378.97	\$469,345.69
ESCROW FUNDS				
080100 - MEMORIAL FUND	\$2,042.47	\$0.00	\$0.00	\$2,042.47
080101 - RESERVE FOR CONTINGENCY	\$25,539.56	\$0.00	\$0.00	\$25,539.56
080103 - HABITAT PROJECT	\$1.27	\$0.00	\$0.00	\$1.27
080104 - ROGERS MISSION EDUC . FUND	\$0.00	\$0.00	\$0.00	\$0.00
080105 - MEMORIAL MUSIC FUND	\$8,045.12	\$0.00	\$0.00	\$8,045.12
080106 - SOUTH LYME CHAPEL FUND	\$0.11	\$0.00	\$0.00	\$0.11
080107 - CAMP FUND	\$96.15	\$0.00	\$0.00	\$96.15
080109 - ORGAN MAINTENANCE FUND	\$13,763.47	\$0.00	\$0.00	\$13,763.47
080110 - MAJOR MAINTENCE ESCROW	\$14,041.86	\$0.00	\$1,095.85	\$12,946.01
080111 - CAPITAL EQUIP/LAND FUND	\$244.05	\$0.00	\$0.00	\$244.05
080112 - CHILDRENS CHOIR FUND	\$5.84	\$0.00	\$0.00	\$5.84
080113 - MEMORIAL GARDEN FUND 2	\$895.31	\$0.00	\$0.00	\$895.31
080114 - PARSONAGE FUND	\$5,003.50	\$0.00	\$0.00	\$5,003.50
080115 - ANONYMOUS NUM I	\$14,749.35	\$0.00	\$0.00	\$14,749.35
080116 - KOINONIA	(\$4.28)	\$0.00	\$0.00	(\$4.28)
080117 - OFFICE CAPITAL	\$87.18	\$0.00	\$0.00	\$87.18
080118 - CHRISTIAN ED ESCROW	\$3,477.79	\$0.00	\$0.00	\$3,477.79
080119 - BENEVOLENCE ESCROW	\$9,532.54	\$0.00	\$0.00	\$9,532.54
080120 - SABBATICAL SUPPORT	\$8,499.77	\$0.00	\$0.00	\$8,499.77
080121 - AFFORDABLE HOUSING	\$8.11	\$0.00	\$0.00	\$8.11
080122 - AUDIT RESERVE	\$2,722.94	\$0.00	\$0.00	\$2,722.94
080123 - HENRY FAMILY FUNDS	\$2,400.56	\$0.00	\$0.00	\$2,400.56
Total ESCROW FUNDS	\$111,152.67	\$0.00	\$1,095.85	\$110,056.82
TOTAL EXCHANGE AND ESCROW FUNDS	\$508,035.13	\$462,842.20	\$391,474.82	\$579,402.51
2021 TOTAL BENEVOLENCE GIVING BY FCCOL MEMBERS AND FRIENDS				
Board of Missions Benevolence Disbursement		\$72,000		
Refugee Family Support		\$29,510		
Minister's Discretionary Fund		\$26,533		
Love in Time of Corona Fund		\$15,200		
Refugee House Support		\$11,992		
Black Lives Matter/Witness Stones		\$5,250		
One Great Hour of Sharing		\$3,293		
Crosby Haitian Ministry		\$3,223		
Food Pantry Support		\$3,000		
Immigration Assistance		\$2,513		
Hurricane/Disaster Relief		\$1,787		
TOTAL 2021 BENEVOLENCE GIVING		\$174,301		

First Congregational Church of Old Lyme

Sources and Uses of Funds

January to December 2021

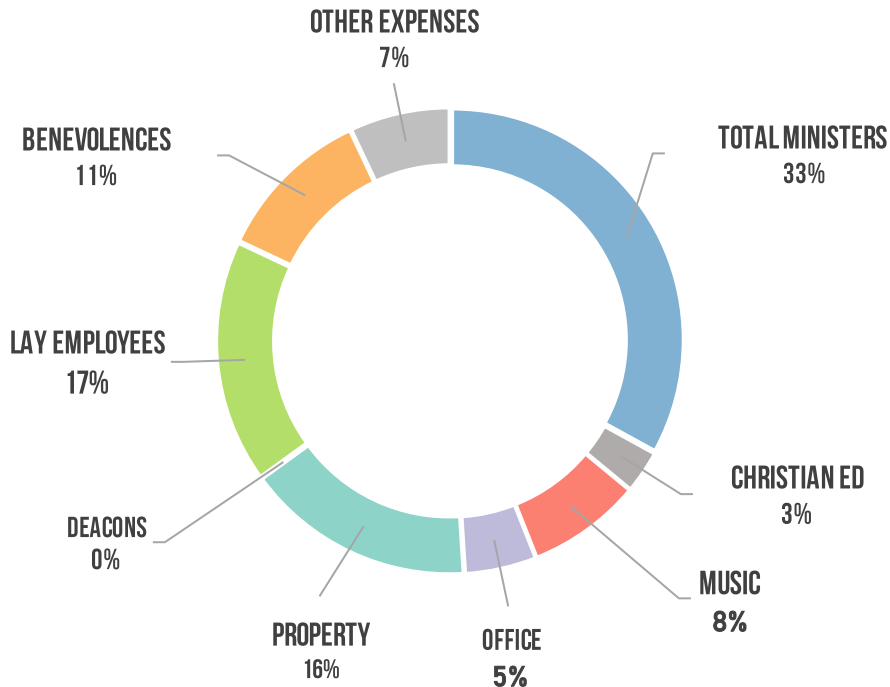
CURRENT ASSETS					
010000 - CHECKING /OP			\$223,208.83		
010002 - PETTY CASH			\$340.00		
010003 - SMITH BARNEY/ESCROW ACCT			\$86,798.96		
010004 - SMITH BARNEY/GIFT ACCOUNT			\$219,757.29		
010006 - PAYROLL CHECKING			\$122.05		
Total Beginning Balance - January 1st, 2021			\$530,227.13		
SOURCES OF FUNDS					
CONTRIBUTIONS					
040000 - PLEDGES-CURRENT YEAR			\$566,407.74		
040001 - PLEDGES -PRIOR YEAR			\$23,390.00		
040002 - OPEN PLATE			\$14,169.73		
040003 - ADDITIONAL CURRENT YR CONTRIBS			\$21,278.31		
040004 - MEMB NON-PLEDGE CONTRIBS			\$29,285.00		
040006 - SPECIAL GIFTS			\$10,529.00		
040007 - LADIES BENEVOLENT SOCIETY			\$5,000.00		
040008 - SOUTH LYME CHAPEL			\$2,000.00		
Total PLEDGES & OFFERINGS			\$672,059.78		
INTEREST & DIVIDENDS					
040100 - INTEREST & DIVIDENDS			\$2,554.97		
040101 - ENDOWMENT			\$112,472.00		
Total INTEREST & DIVIDENDS			\$115,026.97		
OTHER INCOME					
040201 - BUILDING USAGE			\$14,936.00		
040202 - MISC.			\$11,476.00		
040205 - ONLINE ADDITIONS			(\$945.40)		
040206 - PPP LOAN PROCEEDS			\$19,113.71		
Total OTHER INCOME			\$44,580.31		
Total CONTRIBUTIONS				\$831,667.06	
Total Withholdings				\$191,677.20	
Total Fund Principal Withholdings				\$560,823.08	
Total Temporary Restricted Withholdings				\$463,844.62	
Total Sources of Funds			\$2,048,011.96	\$2,578,239.09	
USES OF FUNDS					
Total MINISTERS				\$301,606.47	
Total CHRISTIAN EDUCATION				\$18,784.94	
Total MUSIC				\$64,677.35	
Total CHURCH OFFICE				\$44,459.46	
Total PROPERTY				\$112,996.81	
Total DEACONS				\$1,719.48	
Total LAY EMPLOYEES				\$168,097.61	
Total BENEVOLENCES				\$72,041.53	
Total OTHER EXPENSES				\$47,283.41	
Total Withholdings				\$191,812.83	
Total Fund Principal Withholdings				\$463,763.71	
Total Temporary Restricted Withholdings				\$407,860.31	
Total Uses of Funds			\$1,895,103.91	\$683,135.18	
Balances On Hand Current Assets					
010000 - CHECKING /OP			\$326,251.60		
010002 - PETTY CASH			\$340.00		
010003 - SMITH BARNEY/ESCROW ACCT			\$85,712.46		
010004 - SMITH BARNEY/GIFT ACCOUNT			\$257,891.18		
010006 - PAYROLL CHECKING			\$12,939.94		
Total Balances on Hand - December 31st, 2021			\$683,135.18		



A NEW WAY TO LOOK AT OUR CHURCH'S BUDGET

Our church's budget is much more than a series of accounting line items that show in excruciating detail where every cent comes from and goes. This type of presentation is important and necessary for the responsible accounting of our finances on a daily basis. However, this view sheds no light on who we REALLY are as a church and how we are going about the Lord's work. Detailing, for example, how much we spend on propane, or paint, or housing allowances or payroll taxes simply does not, and cannot, tell this important story.

This is how our budget looks on a "Line Item" basis:



Some Unanswered Questions:

What do the lay employees do?

Do we ONLY spend 11% on Music and Christian Education?

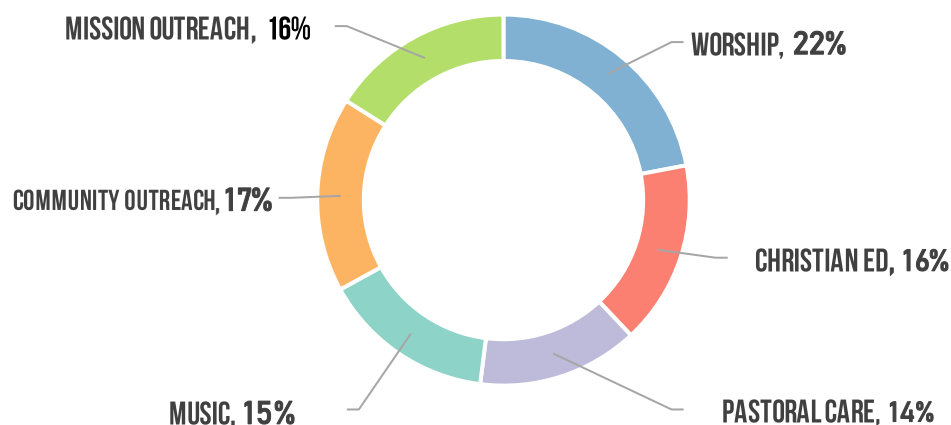
How is the property used?

How do the Ministers spend their time?

What are the Other Expenses for?

At its core, our church's budget is really a strategic statement of our priorities, our values, our vision and how we are applying our resources for changing people's lives.

Here is how those resources are applied to the six fundamental missions of our church
WORSHIP, CHRISTIAN EDUCATION, PASTORAL CARE,
MUSIC, COMMUNITY OUTREACH and MISSION OUTREACH



SAME \$\$ - MUCH DIFFERENT PERSPECTIVE !

A NEW WAY TO LOOK AT OUR CHURCH'S BUDGET

MISSION OUTREACH

Our Board of Missions (through the operating budget), and the Ladies Benevolent Society (through the White Elephant Sale) generously support over 75 local and international charities and missions each year. We also nurture partnerships with churches in South Africa, a Native American community in South Dakota, Koinonia Farm in Georgia, Beit Sahour in Palestine, a school in Harlem, and a foundation in Haiti.

WORSHIP

We conduct inspiring worship services every Sunday morning in our historic Meetinghouse and at the South Lyme Chapel, to which ALL are welcome. These are in addition to special services during the Christmas, Easter, Lenten and Thanksgiving seasons. Our 3 ministers deliver consistently inspiring and challenging sermons, and the services provide quality time for meditation, prayer, and the enjoyment of sacred music.

COMMUNITY OUTREACH

We are the largest site in SE Connecticut for the Shoreline Food Pantries and Soup Kitchens, distributing groceries and serving meals to at least 100 families each week. We also host the local Cub Scout Troop, Red Cross blood drives, Musical Masterworks concerts, Visiting Nurse Association activities, AA meetings, and much, much more.

CHRISTIAN EDUCATION

We have a vibrant Sunday School program called "God's Neighborhood" meeting every Sunday and featuring several "diversity Sundays" to nurture understanding of other faiths and cultures. There are active Junior and Senior High Fellowship groups, Bible study and book groups, poetry and writing groups. And the Adult Forum presentations every Sunday provide discussions of challenging issues.

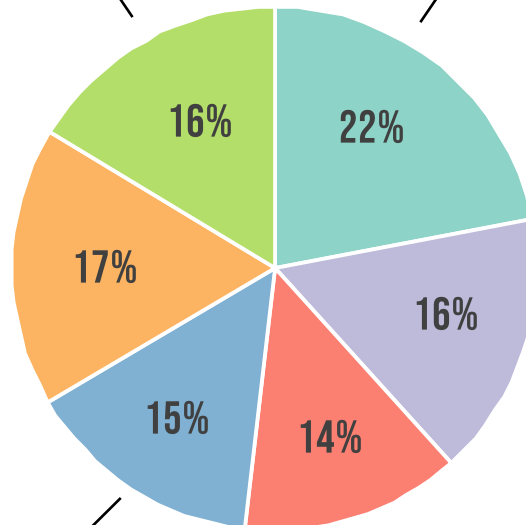
MUSIC

Our extensive music programs enhance the worship services and lives of many participants: A 45+ person Senior Choir, a seasonal bell choir, the Children's choir, a seasonal bell choir, music sessions during "God's Neighborhood" and special concerts provide opportunities to enjoy and participate in music year-round. We are grateful for our professional Directors and Soloists for their skillful leadership of these programs.

PASTORAL CARE

Our ministers are available at all times for the pastoral care needs of our congregation and other members of the community. Visits to homes, hospitals and nursing homes, memorial services and grief counseling, pre-marriage and baptism counseling are all part of their gifts of service. Grief support, cancer support and caregiver support groups are also held when these are needed. The Minister's Discretionary Fund provides financial support to local people in need.

TOTAL
\$831,667.06



OUR CHURCH IS INDEED A PLACE OF GRACE

PROPOSED 2022 BUDGET OVERVIEW

Preparation of the annual church budget is the responsibility of the Budget Committee of the Board of Trustees. Each year in the fall, the different boards, committees, church staff and ministers are asked by the Budget Committee for estimates of expenses for the coming year based on their plans and programs. At the same time the Budget Committee works with the church treasurer and the Board of Stewardship to estimate the church income for the following year. The final budget is then prepared as an iterative process, balancing the expense estimates with the projected income. The Board of Trustees approves the proposed budget at their January meeting, and presents this proposal to the congregation at the church annual meeting in January for congregational approval. This year our Treasurer acted as the Budget Committee. The 2022 Church budget is shown on Pages 30 through 36 of this annual report.

OVERVIEW

This year, as everyone knows, we continued to operate in the Covid Pandemic mode. Church services in the Meetinghouse resumed in person but at much reduced attendance, and many other activities of the church took place remotely via Zoom, or were postponed indefinitely. However, the financial support from our members and friends continued strong, for which we are all grateful. In addition, the church received the second PPP loan from the government that was subsequently forgiven. This added \$116,650 to the church balance sheet, allowing substantial flexibility in what we are able to accomplish financially. We needed to use \$19,000 of that amount to balance the books in 2021. However, allowed us to continue with full staff and meet our budgeted benevolence budget. This also allows us to meet some needed – and delayed – increases in our operating budget for 2022.

REVENUES

On the revenue side we are estimating income from pledges and other contributions from the congregation to remain the same as in 2021. Total Pledges and Offerings in 2022 is a reduction from the 2021 budget, since we did not need to utilize a “Special Reserves” account in 2021. The substantial increase budgeted in “Other Income” however is the addition of \$66,000 from the PPP loan proceeds, needed to fund some needed increases in budgeted expenses, explained below. Total revenues for 2022 are budgeted at \$884,643, up from \$826,274 in 2021.

EXPENSES

There are five areas of increase in budgeted expenses for 2022: (1) Increase in staff compensation of 4%, representing a “catchup” from a compensation freeze in 2021 and the significant increase in inflation. (2) An increase in the Christian Education budget representing added expenses from operating in the Covid environment, and an additional well deserved and delayed increase for the Church School/PF Fellowship leader. (3) An increase in medical insurance for the Office Manager who is now covered by the UCC program, rather than “in lieu” payments augmenting her spouse’s policy. (4) In increase in the Benevolence budget from \$72,000 to \$80,000 to begin returning to historic levels. (5) An increase in the Property budget reflecting some needed but delayed improvement projects. The next summary page shows budgeted revenues of \$884,643 balanced by projected expenses of the same amount.

A property improvement note: We implemented two important ventilation and air purification projects in 2021 to make these spaces as safe as possible in the Covid environment. These were funded by the Preservation Fund which is separate from our operating finances and managed by the Endowment Committee of the Board of Trustees.

We continue to be extremely fortunate to be able to present a balanced budget in these difficult times, thanks in large measure to the high level of dedication and commitment of our members and friends, as well as assistance from the government loan forgiveness.

Respectfully submitted, Bob McCracken, Budget Chair for the Board of Trustees

First Congregational Church of Old Lyme				
Treasurer's Report				
2022 Budget SUMMARY and Comparison to 2021				
	Budget 2021	Budget 2022	+/- 2021	
REVENUES				
PLEDGES & OFFERINGS	\$701,600.55	\$676,000.00	(\$25,600.55)	
INTEREST & DIVIDENDS	\$114,974.00	\$120,843.00	\$5,869.00	
OTHER INCOME	\$9,700.00	\$87,800.00	\$78,100.00	
Total REVENUES	\$826,274.55	\$884,643.00	\$58,368.45	
EXPENSES				
SENIOR MINISTER	\$118,826.85	\$121,719.48	(\$2,892.63)	
ASSOCIATE MINISTER-CRG	\$75,770.78	\$76,687.89	(\$917.11)	
ASSOCIATE MINISTER - LFN	\$107,524.72	\$111,652.15	(\$4,127.43)	
MINISTERS SUPPORT & SUPPLY	\$750.00	\$2,000.00	(\$1,250.00)	
			\$0.00	
Total MINISTERS	\$302,872.35	\$312,059.52	(\$9,187.17)	
CHRISTIAN EDUCATION				
SUNDAY SCHOOL	\$13,750.00	\$18,550.00	(\$4,800.00)	
CONFIRMATION	\$50.00	\$300.00	(\$250.00)	
JUNIOR PF	\$1,750.00	\$2,125.00	(\$375.00)	
SENIOR PF	\$4,000.00	\$5,775.00	(\$1,775.00)	
ADULT EDUCATION	\$0.00	\$700.00	(\$700.00)	
ALL CHURCH EVENTS	\$500.00	\$1,000.00	(\$500.00)	
Total CHRISTIAN EDUCATION	\$20,050.00	\$28,450.00	(\$8,400.00)	
MUSIC	\$59,276.40	\$55,599.38	\$3,677.02	
CHURCH OFFICE	\$48,400.00	\$44,800.00	\$3,600.00	
PROPERTY	\$120,260.00	\$134,840.00	(\$14,580.00)	
DEACONS	\$2,300.00	\$1,950.00	\$350.00	
LAY EMPLOYEES	\$155,170.80	\$181,368.93	(\$26,198.13)	
BENEVOLENCES	\$72,000.00	\$80,000.00	(\$8,000.00)	
OTHER EXPENSES	\$45,945.00	\$45,575.17	\$369.83	
Total EXPENSES	\$826,274.55	\$884,643.00	(\$58,368.45)	
NET SURPLUS/(DEFICIT)	\$0.00	\$0.00	\$0.00	

First Congregational Church of Old Lyme

Treasurer's Report

2022 Budget and Comparison to 2021

Detail 1 of 6 Pages

	Budget 2021	Budget 2022	+/- 2021
REVENUES			
PLEDGES & OFFERINGS			
040000 - PLEDGES-CURRENT YEAR	\$575,000.00	\$575,000.00	\$0.00
040001 - PLEDGES -PRIOR YEAR	\$10,000.00	\$25,000.00	\$15,000.00
040002 - OPEN PLATE	\$12,000.00	\$15,000.00	\$3,000.00
040003 - ADDITIONAL CURRENT YR CONTRIBS	\$15,000.00	\$20,000.00	\$5,000.00
040004 - MEMB NON-PLEDGE CONTRIBS	\$25,000.00	\$24,000.00	(\$1,000.00)
040006 - SPECIAL GIFTS	\$57,600.55	\$10,000.00	(\$47,600.55)
040007 - LADIES BENEVOLENT SOCIETY	\$5,000.00	\$5,000.00	\$0.00
040008 - SOUTH LYME CHAPEL	\$2,000.00	\$2,000.00	\$0.00
Total PLEDGES & OFFERINGS	\$701,600.55	\$676,000.00	(\$25,600.55)
INTEREST & DIVIDENDS			
040100 - INTEREST & DIVIDENDS	\$2,500.00	\$2,500.00	\$0.00
040101 - ENDOWMENT	\$112,474.00	\$118,343.00	\$5,869.00
Total INTEREST & DIVIDENDS	\$114,974.00	\$120,843.00	\$5,869.00
OTHER INCOME			
040201 - BUILDING USAGE	\$1,500.00	\$13,000.00	\$11,500.00
040202 - MISC.	\$9,000.00	\$10,000.00	\$1,000.00
040205 - ONLINE ADDITIONS	(\$800.00)	(\$1,200.00)	(\$400.00)
040206 - PPP LOAN PROCEEDS	\$0.00	\$66,000.00	\$66,000.00
Total OTHER INCOME	\$9,700.00	\$87,800.00	\$78,100.00
Total REVENUES	\$826,274.55	\$884,643.00	\$58,368.45

First Congregational Church of Old Lyme				
Treasurer's Report				
2022 Budget and Comparison to 2021				
Detail 2 of 6 Pages				
	Budget 2021	Budget 2022	+/- 2021	
EXPENSES				
MINISTERS				
SENIOR MINISTER				
050000 - SALARY-SRJ	\$68,478.00	\$71,217.12	(\$2,739.12)	
050001 - HEALTH & LIFE INS-SRJ	\$27,290.86	\$32,305.61	(\$5,014.75)	
050002 - ANNUITY-PCUSA-SRJ	\$12,316.08	\$9,065.59	\$3,250.49	
050003 - AUTO ALLOWANCE-SRJ	\$3,000.00	\$1,500.00	\$1,500.00	
050005 - SOCIAL SECURITY ALLOW-SRJ	\$9,247.00	\$9,601.00	(\$354.00)	
050007 - HEALTH INS CONTRIB-SRJ	(\$2,729.09)	(\$3,230.56)	\$501.47	
050008 - PHONE & COMPUTER	\$1,224.00	\$1,260.72	(\$36.72)	
Total SENIOR MINISTER	\$118,826.85	\$121,719.48	(\$2,892.63)	
ASSOCIATE MINISTER-CRG				
050200 - SALARY-CRG	\$28,249.00	\$29,378.96	(\$1,129.96)	
050201 - HEALTH & LIFE INS-CRG	\$9,214.93	\$9,231.88	(\$16.95)	
050202 - ANNUITY CONTRIB-FCCOL-CRG	\$7,314.85	\$7,473.05	(\$158.20)	
050203 - AUTO ALLOWANCE-CRG	\$1,500.00	\$1,000.00	\$500.00	
050204 - HOUSING ALLOWANCE-CRG	\$24,000.00	\$24,000.00	\$0.00	
050205 - SOCIAL SEC ALLOW-CRG	\$5,492.00	\$5,604.00	(\$112.00)	
Total ASSOCIATE MINISTER-CRG	\$75,770.78	\$76,687.89	(\$917.11)	
ASSOCIATE MINISTER - LFN				
050100 - SALARY-LFN	\$55,426.00	\$57,643.04	(\$2,217.04)	
050101 - HEALTH & LIFE INS-LFN	\$17,580.80	\$18,308.00	(\$727.20)	
050102 - ANNUITY CONTRIB-FCCOL-LFN	\$10,087.00	\$10,491.00	(\$404.00)	
050103 - AUTO ALLOWANCE-LFN	\$2,200.00	\$1,500.00	\$700.00	
050105 - SOCIAL SEC ALLOW-LFN	\$7,361.00	\$7,648.00	(\$287.00)	
050106 - HOUSING ALLOWANCE-LFN	\$16,628.00	\$17,292.91	(\$664.91)	
050107 - HEALTH INS CONTRIB-LFN	(\$1,758.08)	(\$1,830.80)	\$72.72	
050109 - PHONE & COMPUTER	\$0.00	\$600.00	(\$600.00)	
Total ASSOCIATE MINISTER - LFN	\$107,524.72	\$111,652.15	(\$4,127.43)	
MINISTERS SUPPORT & SUPPLY				
050301 - SEMINARS & MISC.	\$0.00	\$1,000.00	(\$1,000.00)	
050303 - PULPIT SUPPLY	\$750.00	\$1,000.00	(\$250.00)	
Total MINISTERS SUPPORT & SUPPLY	\$750.00	\$2,000.00	(\$1,250.00)	
Total MINISTERS	\$302,872.35	\$312,059.52	(\$9,187.17)	

First Congregational Church of Old Lyme

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2022 Budget and Comparison to 021

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	Budget 2021	Budget 2022	+/- 2021
CHRISTIAN EDUCATION			
SUNDAY SCHOOL			
051001 - PROGRAMS	\$250.00	\$550.00	(\$300.00)
051002 - SUPPLIES/CE	\$500.00	\$750.00	(\$250.00)
051003 - CURRICULUM	\$1,000.00	\$1,000.00	\$0.00
051005 - CHILD CARE	\$1,000.00	\$2,500.00	(\$1,500.00)
051007 - CHURCH SCHOOL LEADER	\$11,000.00	\$13,750.00	(\$2,750.00)
Total SUNDAY SCHOOL	\$13,750.00	\$18,550.00	(\$4,800.00)
CONFIRMATION			
051102 - CONFIRMATION PROGRAM	\$50.00	\$300.00	(\$250.00)
Total CONFIRMATION	\$50.00	\$300.00	(\$250.00)
JUNIOR PF			
051101 - JR PF PROGRAMS	\$250.00	\$250.00	\$0.00
051103 - JUNIOR PF LEADERS	\$1,500.00	\$1,875.00	(\$375.00)
Total JUNIOR PF	\$1,750.00	\$2,125.00	(\$375.00)
SENIOR PF			
051200 - PF PROGRAMS	\$250.00	\$900.00	(\$650.00)
051201 - PF SUPPLIES	\$250.00	\$500.00	(\$250.00)
051203 - SR. PF LEADERS	\$3,500.00	\$4,375.00	(\$875.00)
Total SENIOR PF	\$4,000.00	\$5,775.00	(\$1,775.00)
ADULT EDUCATION			
051301 - ADULT ED SUPPLIES	\$0.00	\$100.00	(\$100.00)
051303 - ADULT ED HONORARIUM	\$0.00	\$600.00	(\$600.00)
Total ADULT EDUCATION	\$0.00	\$700.00	(\$700.00)
ALL CHURCH EVENTS			
051400 - ALL CHURCH EVENTS	\$500.00	\$1,000.00	(\$500.00)
Total ALL CHURCH EVENTS	\$500.00	\$1,000.00	(\$500.00)
Total CHRISTIAN EDUCATION	\$20,050.00	\$28,450.00	(\$8,400.00)
MUSIC			
052001 - MUSIC DIRECTOR	\$39,249.60	\$40,819.58	(\$1,569.98)
052002 - MUSIC SUPPLIES	\$250.00	\$500.00	(\$250.00)
052003 - MUSIC PROGRAM	\$2,500.00	\$4,000.00	(\$1,500.00)
052004 - ORGANIST SUBSTITUTE	\$400.00	\$400.00	\$0.00
052006 - MAINTENANCE/MUSIC	\$750.00	\$1,250.00	(\$500.00)
052011 - PROF SOLOIST-TENOR	\$6,624.90	\$6,889.90	(\$265.00)
052012 - SECT LDR-SOPRANO	\$6,624.90	\$6,889.90	(\$265.00)
052013 - CHILDREN'S CHOIR DIRECTOR	\$1,777.00	\$1,850.00	(\$73.00)
052014 - MEDICAL PREMIUMS	\$9,000.00	\$0.00	\$9,000.00
052015 - FROM MEM MUSIC FUND	(\$7,000.00)	(\$7,000.00)	\$0.00
052018 - HEALTH INS CONTRIBUTION-SDH	(\$900.00)	\$0.00	(\$900.00)
Total MUSIC	\$59,276.40	\$55,599.38	\$3,677.02

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	Budget 2021	Budget 2022	+/- 2021
CHURCH OFFICE			
053002 - WEBSITE ADMINISTRATION	\$8,000.00	\$2,000.00	\$6,000.00
053006 - TELEPHONE	\$4,800.00	\$6,000.00	(\$1,200.00)
053007 - OFFICE SUPPLIES	\$4,500.00	\$4,500.00	\$0.00
053009 - POSTAGE	\$4,800.00	\$5,000.00	(\$200.00)
053010 - EQUIPMENT	\$2,800.00	\$4,800.00	(\$2,000.00)
053011 - SERVICE& LEASE CONTRACTS	\$14,500.00	\$14,500.00	\$0.00
053013 - SOFTWARE SUPPORT	\$9,000.00	\$8,000.00	\$1,000.00
Total CHURCH OFFICE	\$48,400.00	\$44,800.00	\$3,600.00
PROPERTY			
054002 - PROPANE	\$600.00	\$500.00	\$100.00
054003 - HEAT - Church	\$18,000.00	\$23,450.00	(\$5,450.00)
054004 - ELECTRICITY	\$9,660.00	\$9,800.00	(\$140.00)
054005 - REPAIRS & MAINTENANCE	\$12,000.00	\$13,000.00	(\$1,000.00)
054006 - PROPERTY SUPPLIES	\$3,500.00	\$2,000.00	\$1,500.00
054007 - INSURANCE-CHURCH	\$36,000.00	\$38,590.00	(\$2,590.00)
054008 - CLEANING SERVICES	\$15,000.00	\$13,000.00	\$2,000.00
054009 - SERVICE CONTRACTS	\$8,000.00	\$8,000.00	\$0.00
054010 - MAJOR MAINTENANCE	\$10,000.00	\$15,000.00	(\$5,000.00)
054012 - PARSONAGE MAINTENANCE	\$0.00	\$2,000.00	(\$2,000.00)
054013 - PILGRIM HOUSE MAINTENANCE	\$0.00	\$500.00	(\$500.00)
054014 - SITE MAINTENANCE	\$1,000.00	\$2,000.00	(\$1,000.00)
054015 - HEAT - Parsonage	\$6,500.00	\$7,000.00	(\$500.00)
Total PROPERTY	\$120,260.00	\$134,840.00	(\$14,580.00)
DEACONS			
055000 - DEACONS FLOWERS	\$150.00	\$150.00	\$0.00
055001 - DEACONS SUPPLIES	\$1,200.00	\$1,500.00	(\$300.00)
055002 - DEACONS COMMUNION	\$100.00	\$100.00	\$0.00
055004 - DEACONS GIFTS	\$150.00	\$0.00	\$150.00
055005 - DEACONS TRANSPORTATION	\$500.00	\$0.00	\$500.00
055006 - DEACONS NEW MEMBER'S FUNCTIONS	\$200.00	\$200.00	\$0.00
Total DEACONS	\$2,300.00	\$1,950.00	\$350.00
LAY EMPLOYEES			
056003 - OFFICE MANAGER	\$41,861.60	\$52,052.00	(\$10,190.40)
056004 - SECRETARY/PART TIME	\$5,000.00	\$0.00	\$5,000.00
056005 - BOOKKEEPER	\$20,495.00	\$27,040.00	(\$6,545.00)
056006 - SEXTON	\$39,283.20	\$40,850.41	(\$1,567.21)
056007 - ASST SEXTON	\$500.00	\$750.00	(\$250.00)
056008 - HEALTH & LIFE INS	\$18,479.00	\$31,556.00	(\$13,077.00)
056009 - ANNUITIES	\$4,869.00	\$5,574.00	(\$705.00)
056011 - HEALTH INS CONTRIB	(\$1,705.00)	(\$3,895.00)	\$2,190.00
056013 - TRAVEL REIMBURSEMENT	\$50.00	\$50.00	\$0.00
056015 - CHURCH ADMINISTRATOR	\$26,338.00	\$27,391.52	(\$1,053.52)
Total LAY EMPLOYEES	\$155,170.80	\$181,368.93	(\$26,198.13)

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	Budget 2021	Budget 2022	+/- 2021
BENEVOLENCES			
058000 - UCC SUPPORT	\$16,500.00		
058004 - MISSION BDGT TO BE ALLOCATED	\$0.00	\$80,000.00	
MISSION EDUCATION FUND			
058101 - GREEN GRASS CHURCH	\$1,500.00	TBD	
058104 - ISRAEL/PALESTINE(scholarships)	\$2,500.00		
Total MISSION EDUCATION FUND	\$4,000.00		
DIRECT PARTNER SUPPORT			
058208 - ISRAEL/PALESTINE TOL	\$2,500.00		
058426 - CROSBY FUND FOR HATIAN EDUCATION	\$3,600.00		
Total DIRECT PARTNER SUPPORT	\$6,100.00		
PARTNERSHIP COMMITTEES	\$0.00		
OUTREACH			
NEW LONDON REGION			
058406 - HOSP-CHAPLANCIES-L&M	\$500.00		
058408 - HABITAT FOR HUMANITY S.E. CT	\$2,000.00		
058411 - SAFE FUTURES	\$750.00		
058414 - HEALTH & WELFARE COMM. NL SOUP KITC	\$3,000.00		
058417 - THAMES RIVER FAMILY PROGRAM	\$750.00		
058418 - MARTIN HOUSE	\$750.00		
058419 - ALLIANCE FOR LIVING	\$1,500.00		
058421 - COVENANT SHELTER	\$1,500.00		
058428 - FRESH NEW LONDON	\$5,000.00		
058431 - HOMELESS HOSPITALITY CENTER	\$10,000.00		
058461 - LOLFOODSHARE GARDEN	\$400.00		
Total NEW LONDON REGION	\$26,150.00		
MIDDLESEX COUNTY			
058407 - HOSP CHAPLANCIES MDLX	\$500.00		
Total MIDDLESEX COUNTY	\$500.00		
continued on next page.....			

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2022 Budget and Comparison to 2021
Detail 6 of 6 Pages

	Budget 2021	Budget 2022	+/- 2021
Benevolences - continued			
FCCOL PROJECTS			
058415 - NEW LONDON SOUP KITCHEN SUPPLIES	\$2,000.00		
058455 - FCCOL DIAPER BANK	\$1,000.00		
058457 - LOCAL REFUGEE SUPPORT	\$3,000.00		
058464 - HABITAT PROJECT-FCCOL	\$5,000.00		
Total FCCOL PROJECTS	\$11,000.00		
CONGREGATION CONNECTIONS			
058450 - ECQUADOR FOUNDATION FUND	\$250.00		
058462 - PARJE	\$1,500.00		
Total CONGREGATION CONNECTIONS	\$1,750.00		
INTERNATIONAL SUPPORT			
058422 - IRC/NEW YORK	\$2,000.00		
058452 - INTEG REFUGEE & IMIGRANT SVCS	\$2,000.00		
058463 - DRS WITHOUT BORDERS	\$2,000.00		
Total INTERNATIONAL SUPPORT	\$6,000.00		
Total OUTREACH	\$45,400.00		
Total BENEVOLENCES	\$72,000.00	\$80,000.00	(\$8,000.00)
OTHER EXPENSES			
059000 - PAYROLL TAX	\$15,887.00	\$17,310.67	(\$1,423.67)
059001 - WORKER'S COMP	\$6,000.00	\$2,700.00	\$3,300.00
059003 - LOAN REPAYMENT	\$21,058.00	\$21,058.00	\$0.00
059007 - MISC./O.E.	\$0.00	\$1,506.50	(\$1,506.50)
059013 - STEWARDSHIP CAMPAIGNS	\$3,000.00	\$3,000.00	\$0.00
Total OTHER EXPENSES	\$45,945.00	\$45,575.17	\$369.83
Total EXPENSES	\$826,274.55	\$884,643.00	(\$58,368.45)
SURPLUS/(DEFICIT)	\$0.00	\$0.00	\$0.00

BOARD OF TRUSTEES

Trustees: Dan Renn (Chair); Scott Mahon (Board Secretary), Russell Learned (Property), Harvey Beeman (Endowment), Dale Bernardoni (Church Gardens), Alan Macgregor, Julie Martel, Faye Richardson

Ex-Officio Members: Church Ministers, Bob McCracken (Treasurer/Church Administrator), Henry May (Endowment Chair), John Kiker (Communications Chair), Greg Hack (Personnel Chair), Tom Grant (Preservation Chair), Tom Doggart (Audit Chair)

Church Bylaws: “The Board of Trustees shall supervise the procurement, custody, and care of all Church property and the management of the financial affairs of the Church with the limitation that no real property shall be bought, sold, mortgaged, leased or transferred without specific authorization by the congregation. In addition, the Board shall maintain custody of all Church funds, including funds raised or granted to any Church board, council, committee, or other Church sponsored associations. It shall be the particular responsibility of the Board of Trustees to appoint and supervise the following committees:”

ENDOWMENT

Henry May (Chair), Jim Fairfield-Sonn, Harvey Beeman, Bill Fish, Dave Stanland

The Endowment Committee is charged with the management of all financial gifts, contributions and bequests (not specifically designated), and invests them, with the guidance of our advisors at Morgan Stanley, in a perpetual endowment fund which is separate from the church operating funds. Five percent of the value of the Endowment Fund is used each year for church operating expenses. A full report of the Fund can be found on pages 42 and 43 of this annual report.

Respectfully submitted, Henry May, Chair

PRESERVATION

Tom Grant (Chair) Henry May, Barbara Smith

The Preservation Fund's first gift in December 2016 initiated a campaign in 2017 to raise more funds for this separate account to help with the costs of maintaining our church buildings and property. This Fund is under the auspices of the Trustees and is managed by the Endowment Committee and our advisor, Morgan Stanley. Since that first anonymous gift of \$100,000 there have been 50+ gifts and the proceeds of an investment that brings the value at the end of 2021 to \$ 320,753.

Respectfully submitted, Tom Grant, Chair

PROPERTY

Russell Learned, Chair, Moe Ancil, Bob McCracken, Dave Speirs

Our 2021 work focused on major enhancements on the ventilation within two of the major spaces within the church, along with some cosmetic upgrades throughout the campus.

The committee completed the following projects, as approved by the Trustees in 2021:

- Installation of a ventilation/heat recovery unit in Fellowship Hall. This required both structural and electrical upgrades in the kitchen area to support the new equipment. This system is tied into the existing HVAC equipment.
- New UV air scrubbers along with outside ventilation was installed into the existing heating system within the Meetinghouse. The committee is very appreciative to the many hours Dave Speirs volunteered to oversee both of these projects.
- The oil tanks in the meeting house basement were replaced along with the supply lines.
- Moe Ancil donated his time and the materials for the wonderful new sign at the corner of Lyme Street and Ferry Road. This new sign will allow the church to display messages as needed.
- Russell Fogg completely painted the interior of the Rogers Lake House between tenants this past summer.
- Wayne Walker touched up the Meetinghouse to buy us more time until the next major paint project is required.

- Tom Kratzert made some minor modifications to the Meetinghouse to help make the space a bit more friendly for wheelchairs.
- The Committee is currently evaluating the slate roof over the Meetinghouse. The roof is nearly 110 years old and is beginning to show signs of replacement.

The Property Committee and Board of Trustees would like to thank all of the tireless volunteers without whom these projects would never happen.

Finally, both the Committee and the Church community lost a great friend and supporter in Tom Kartzert this past year. Tom was tireless in completing many of the project we have undertaken over the last 15 years, including the recent Fellowship Hall ventilation project. He will be greatly missed by all.

BUDGET

Bob McCracken, Chair

Preparation of the annual church budget is the responsibility of the Budget Committee of the Board of Trustees. Each year in the fall, the different boards, committees, church staff and ministers are asked by the Budget Committee for estimates of expense for the coming year based on their plans and programs, so church budgeting is very much a bottom up process. At the same time the Budget Committee works with the church treasurer and the Board of Stewardship to estimate the church income for the following year. The final budget is then prepared as an iterative process, balancing the expenses estimates with the projected income. The Board of Trustees reviews the draft budget at its December meeting and approves the final proposed budget at its January meeting. The proposed budget is presented to the congregation at the church annual meeting for congregational approval. The 2022 Church budget is shown on pages 29 through 36 of this annual report.

Respectfully submitted, Bob McCracken, Church Treasurer/Administrator

PERSONNEL

Gregory Hack, Chair

The ministers and staff of the church again worked together smoothly this year, in an environment still challenging due to the ongoing pandemic.

Bob McCracken held down the fort in the church office, maintaining an in person presence in the office throughout the year. Other church employees and volunteers worked primarily from home, as have many employees in other businesses throughout the region.

This was the second full year of work for Odile in the church office. She handled her responsibilities very capably, and has become an important part of the team. Mary Tomassetti was hired to serve as Bookkeeper, and is a welcomed addition.

We all know that the ministers did a remarkable job week after week. They carried out their responsibilities and hosted Sunday services outside when the weather permitted, and virtually in the cooler months, and then finally resuming indoor services. We are all appreciative of their efforts to keep the Congregation connected, and to provide the opportunity for services complete with superb sermons and music.

As we entered the Budget season, we reviewed the current pay and benefits packages for all Church employees and independent contractors. We provided input and suggestions for the year to come. Current pay levels remain comparable to national data provided by the UCC in the annual Compensation Handbook. We have advocated for an increase for all clergy and staff after a wage freeze last year.

The final decisions re compensation will take place at the upcoming January 2022 Trustees meeting, and will go into effect following the vote at the Annual Meeting. We also reviewed the health and life insurance packages for ministers and staff. We acknowledged that health insurance costs represent a large and growing portion of personnel-related expenses.

The ministers and others are paid a set salary, with these salaries noted in the budget spreadsheet. For those employees who are paid on an hourly basis, hours for the year have been estimated, with expected

total pay listed on the budget spreadsheet.

Throughout the year, I was frequently reminded of how fortunate we are to have such a professional staff working in the Church office, under the leadership of Bob McCracken, our Church Administrator.

Respectfully Submitted,
Gregory A. Hack
Chair, Personnel Committee

AUDIT

Bob McCracken for Tom Doggart, Chair
The in-house audit is delayed during the closure.

COMMUNICATIONS COMMITTEE 2021 SUMMARY REPORT

John Kiker (chair), Mary Tomassetti, Stephanie Kenny, Dan Renn, Mark Bond, Hannah Dostal, Odile Brennan

Overarching Focus: We continued to handle all communications on church activities via its website, Facebook page, YouTube page and Constant Contact account through the middle of July 2021 – at which point we provided training for Odile in how to handle the various communications channels and successfully handed off oversight of these communications to her. Since mid-July, we have been available on an as-needed basis to provide assistance to Odile whenever the church encountered problems with communications channels that required troubleshooting.

Emails: We created two separate email lists for Lisa Doggart to use to communicate with families and youths, and trained Lisa in the use of Constant Contact in February – at which point we handed off oversight of these communications to her. (As noted above, we trained Odile in the use of the church's Constant Contact account and turned control of email communications over to her.)

Website: We successfully launched the redesign of the church's website in January and concluded the church's contract with Good Design. (As noted above, we trained Odile in the use of the website and turned over day-to-day control of website communications to her in mid-July.)

Stewardship Campaign: We drafted the communications plan, theme and messaging for the 2022 Stewardship Campaign, then developed collateral materials that included letters to current donors, lapsed donors, new members and overdue donors, among other items.

Rhythm of the Saints Events: We provided communications support (website announcements, Facebook posts, press release, Constant Contact emails) for the "Rhythm of the Saints" weekend of events.

Respectfully Submitted,
John Kiker
Chair, Communications Committee

CONCLUSION

As indicated by the Trustees' Board committee reports, an enormous amount of work has gone on behind the scenes to keep things running smoothly again this year. Thanks to everyone on the Board of Trustees and its committees for jobs well done, and thanks for the outstanding guidance and support from our ministers and the office staff. Special thanks and appreciation go to all the Trustees who have supported our Church "remotely" and in person as we have responded to the special challenges arising from this moment in time.

Respectfully submitted, Daniel Renn, Chair

CHURCH COUNCIL

The Church Council's purpose is to make sure that each church board and committee is aware of the programs and policies of all other church boards and committees. We also confirm nominations to fill any vacancies on Church Boards. Due to Covid, the Church Council met virtually twice. Thank you to all of the church officers board and committee chairs and representatives who submitted and presented reports. The Church Council is composed of the Church Treasurer and Clerk, Chairs of the various boards and committees plus six at-large members (inclusive of a South Lyme Chapel representative). Special thanks go out to our at-large members for their extended stay during the pandemic: Britt Sinay, Eunice Mahler, and Steve Joncus. We are looking forward to getting back together for another year of serving the church community.

Respectfully submitted,
Douglas Kiem, Chair

ENVIRONMENTAL COMMITTEE

In 2021 the committee continued its efforts to update parishioners not only about climate change and other environmental trends but also about emerging approaches, policies, and interventions. Articles in FCCOL's monthly newsletter covered these topics:

- The successes and failures of November's UN Climate Change Conference (COP26) in Glasgow
- The effect of global warming on the movement of the jet stream, which leads to intensified weather patterns, including severe droughts and catastrophic rainfall
- Personal and communal actions to combat climate change, including progressive organizing for Baby Boomers/others over 60, and campaigns to reduce subsidies for and use of fossil fuels
- Gardening practices to help the precious hummingbird, a "can-do" symbol of hope, to survive and thrive – among these are planting bee balm, columbine, jewelweed, and other native species
- Vegetarian and vegan recipes to help reduce our consumption of meat, the production of which contributes high levels of greenhouse gas emissions
- Farming methods ("regenerative agriculture") that replace extractive techniques with those that restore organic matter to the soil, with carbon sequestration and increased productivity among the benefits
- A program known as "conservation ranching" that rotates livestock grazing, which increases pasture plant diversity and carbon sequestration, while producing healthy grass-fed beef
- Robin Wall Kimmerer's *Braiding Sweetgrass: Indigenous Wisdom, Scientific Knowledge, and the Teachings of Plants*, which encourages a fresh look at the world around us.

Committee members: Don Gonci, Patsy McCook, Cynthia Willauer, Mariette Brown, Tom Sherer, Carleen Gerber

BOARD OF STEWARDSHIP

The Board of Stewardship is responsible for securing financial support for the Church and its benevolent and mission activities through annual pledges by the Church membership during our Stewardship Campaign, which in normal times accounts for about 80% of the church's annual revenue. This year, due to a diminished amount of collection plate funds on Sundays, canceled events like the White Elephant Sale, and canceled fees for building usage, Stewardship needed to raise more than ever.

The 2022 campaign to fund the 2022 Church budget began on Stewardship Sunday, September 26, 2021. Rev. Steven Jungkeit delivered a powerful Stewardship message: "He is going ahead of you. As a community of faith – a church – Jesus is always out there ahead of us, urging us to catch up. In this time of acute pandemic fatigue, when many people are losing heart and losing patience, we could all use the encouragement keep moving. Jesus is out there ahead of you...Your financial contributions enable us to be who we are, ... helping this congregation to be at the prow of the world."

A letter asking for a commitment, along with a pledge card and a descriptive page of information on "How Your Church's Financial Resources are Invested" had been mailed to 670 members and friends of the Church, so that it was received by Stewardship Sunday.

In the following four weeks, Dale Bernardoni from the Board of Trustees, Susan Beeman from the Board of Missions, Cara Cheung, a relatively new member who volunteers and whose husband Matt Muehl-Miller serves on Missions, and Rick Strickhart from the Board of Deacons and LBS each gave heartfelt and inspiring messages from the pulpit on Sundays that had a very positive effect on the campaign.

On October 25th an colorful, oversize postcard reminder was sent to all who had not yet pledged. On November 12, a short but forceful letter with a pledge card was sent to 430 who had not yet pledged. Stewardship information on the FCCOL website was revised and Stewardship messages appeared in the monthly Newsletters and weekly bulletins.

As of January 3, 2022, a total of 282 members and friends have made commitments of \$557,617. Amazingly in these Covid times, 93% of those who pledged have maintained their previous level or are new pledges or have even increased their pledge, for which we are deeply grateful.

In the coming months our Board will continue to reach out to those who have not yet responded, so that our Church can maintain its operations, benevolences, and mission activities.

Our sincere thanks go to Senior Minister Steve Jungkeit, Senior Associate Minister Laura Fitzpatrick-Nager, Associate Minister Carleen Gerber, and Treasurer Bob McCracken for their invaluable knowledge, guidance, and support. We deeply appreciate John Kiker for developing our communications, Joanie May, the best tireless volunteer, who flawlessly manages our operations, and FCCOL Office Manager, Odile Brennan, who makes our communications come to life visually.

Respectfully submitted, with gratitude for your generosity –

The 2021 Board of Stewardship: Sandy Long (chair), Leslie Alexander, Jody Belluzzi, Tom Grant, Ross Higgins, Doug Kneeland, Doug McCracken, Wayne Mountz, and Mike Winterfield.

ENDOWMENT COMMITTEE REPORT

The Endowment Committee is responsible for the management and investment of all gifts, contributions and bequests not specifically designated. Such funds are placed in a perpetual Endowment Fund. The objectives for management of the Fund are: (a) preservation and growth of the fund to ensure support of the Church if needed in times of severe economic downturn and/or for other unusual and compelling needs, and (b) to support the annual operating budget of the Church.

For the 2021 budget, the Endowment provided the Church with operating funds of \$112,474, which was 5% of the previous three-year average year-end value of the Fund, less restricted funds, in accordance with the Church's bylaws.

The Endowment portfolio maintains a long-term asset allocation objective of 70% stocks and 30% fixed income. The allocation varies around this objective as market and economic conditions evolve. In 2021, the Endowment returned 15.8%.¹ The fixed income allocation of the portfolio is conservatively invested, principally with high quality, shorter-term securities. On a timely basis, we are moving more to index funds.

The value of the church Preservation fund at the end of 2021 was \$320,753. The Preservation Fund contributed \$78,300 to the HVAC church air-cleaning program.

The investment results of the Endowment in 2021, and since inception (1988) compare favorably to the Endowments targeted asset allocation index consisting of 70% stocks and 30% fixed income.

	Year 2021	Since Inception (1988)
Our Endowment Fund ¹	+ 15.8%	+ 9.0%
Target Asset Allocation ² 70% Stock / 30% Fixed Income	+ 13.7%	+ 8.3%
S&P 500 Index	+ 28.7%	+ 11.4%
MSCI EAFE Net Index ³	+ 11.3%	+ 5.0%
Russell 2000 Index ⁴	+ 14.8%	+ 10.3%
BC Gov/Credit Intermediate Bond Index ⁵	- 1.4%	+ 5.4%

¹ Rates of Return Gross of Fees

² 35% S&P 500 Index, 21% MSCI EAFE Net Index, 14% Russell 2000 Index, 25% BC Gov/Credit Intm Bond Index, 5% T-Bill Index

³ MSCI EAFE Net Index measures the equity markets performance of developed markets outside US and Canada

⁴ Russell 2000 Index measures the performance of the 2,000 small cap US companies in the Russell 3000 Index

⁵ BC Gov/Cred Intermediate Bond Index contains investment-grade bonds with maturities between one and 9.99 years

ENDOWMENT FUND STATEMENT FOR 2021

Opening Value*	\$ 3,020,275
Support of Church Operations	\$ -112,474
Additions to the Endowment	\$ +115,576
Closing Value**	\$ 3,403,672

*Includes \$392,419 in restricted funds.

**Includes \$452,881 in restricted funds.

Our Church is very appreciative of gifts to the Endowment and Preservation Funds. We encourage all of our members and friends to consider the needs and mission of our Church in their estate planning.

The Spire Society was formed in 2007 to acknowledge those members and friends who have named our Church in their wills and bequests. Please call the office or someone on the Endowment Committee if you would like information on planned giving.

TEN YEAR DATA

<u>Year</u>	<u>Year-End Value</u>	<u>Church Support</u>
2021	\$3,403,672	\$ 112,474
2020	\$ 3,020,275	\$ 106,248
2019	\$ 2,669,729	\$ 105,311
2018	\$ 2,229,057	\$ 102,060
2017	\$ 2,497,307	\$ 101,520
2016	\$ 2,217,010	\$ 102,060
2015	\$ 2,125,407	\$ 127,504
2014	\$ 2,256,889	\$ 108,948
2013	\$ 2,158,408	\$ 74,650
2012	\$ 1,794,656	\$ 72,707

The Committee meets three times per year, or whenever necessary, with our investment advisor, The TriPoint Group at Morgan Stanley, and continues to monitor the performance of the portfolio as well as report to the Board of Trustees.

Respectfully submitted,
Henry May, Chairman

The Endowment Committee: Jim Fairfield-Sonn, David Stanland, Bill Fish, Harvey Beeman

BOARD OF YOUTH EDUCATION

The mission of the Board of Youth Education (BYE) is to support the implementation of educational ministry as the program is designed by our ministry team under the strong leadership of Director of Sunday School, Lisa Doggart and Associate Pastor Laura Fitzpatrick Nager. Prior to the pandemic, the children in God's Neighborhood were involved in the life of the church through their participation in ushering during the 9:00 service, acting as Keeper of the Light, participating in Children's Message and in God's Neighborhood and participating in the Children's Choir led by Rachael Jungkeit. Despite the ongoing challenges presented by Covid, this is the second year, however, that Lisa and Laura and our BYE were able to lead and develop ways to stay connected to our youth. This year, God's Neighborhood was initially conducted by Zoom, but then starting in May, God's Neighborhood was held in person. The following are 2021 highlights of God's Neighborhood and JPF/SPF activities:

- February – Valentine Day Buddy program for those who needed a pandemic pick me up
- February – 5K Run for Refugees
- February 28th – Regan Stacy led a walk at the John Lohmann River Preserve
- Lenten service project for Food Pantry
- March 7th – Rocky State Neck Park hike
- March 28th – Walk for Hunger
- April 18th – hike at Lay Allen Preserve
- April 25th – pollinator program
- May 29th weekend – Selden overnight for JPF and SPF
- June 6th – Teacher appreciation, Graduation recognition and Children's Sunday
- Summer – Gleaning Project
- October 3rd – Confirmation class began
- October 16th – Breakfast Run and To Kill a Mockingbird in NYC
- October 17th – White Sands beach cleanup
- October 29th – BYE served at New London Soup Kitchen
- October 30th – Coco shown for kids 3 and older (SPF provided childcare)
- November 7th – Made apple crisp to sell at Elephants in Winter Sale
- November 20th – Elephants in Winter Sale
- November 28th – SPF served at NLCMC
- December 11th – Jingle Bell 5K
- December 19th – Rebooted Christmas Pageant
- December 24th – Living Nativity at 5PM Service
- Diaper Bank Service Project

Respectfully Submitted, Co-Chairs Heather Richardson and Cari Blanchard and Youth Education Board Members: Betsy Grant (Deacon), Mark Waldo, Rachael Jungkeit, Tracey Sutherland, David Clark, Susan Hall, Hannah Dostal, Mary Bradford

JUNIOR AND SENIOR PILGRIM FELLOWSHIP

Our Pilgrim Fellowship met each month during the fall of 2021 for service projects and discussions. Pilgrim Fellowship youth help to teach in our Sunday School and also help out at the monthly diaper bank. Each first Sunday of the month our youth gather from 4-6 p.m. for discussions, a service project and some social time. We presently have about 12 youth in our Confirmation class, one of our small groups that meets during the first Sunday afternoon.

The first meeting was held on September 12 and we met in the garden at church to introduce our ideas for the year. For the first hour, Rodney Brown led each group in a team building game while Lisa led the discussion with each group. We then carpooled to a property on Buttonball Road for a nature hike led by Evan Griswold where we viewed the site of a potential future project, building a bridge across a swampy area.

On October 3 the group met again. This time the groups met to discuss respect and to prepare for the Breakfast Run that we would take on October 16. Isaac Doggart led the group in making cookies to bring. Tom Doggart led another group in planning and designing the bridge.

On October 10, our JPF hosted a hospitality hour after the church service.

Our Breakfast Run trip was held on October 16. The group left early in the morning for New York City and served breakfast, prepared lunch and handed out toiletries and socks to friendly residents in New York City. The youth then had lunch in a local park and went to see To Kill A Mockingbird in the Shubert Theatre. The group came back to Old Lyme with a new appreciation for both our time period and for people they met and visited with during the Breakfast Run.

On the morning of October 17 some of our JPF joined in the Beach Cleanup at White Sands Beach.

During our November 7 meeting, we heard from Kevin Booker and friends who led discussions in biases and stereotyping. We discussed the role of negativity and bullying in our communities. Kevin Booker led us to connect in small groups to discuss ways to make a difference through education, social media presence and being an upstander on an individual basis.

On November 14 our SPF and JPF met during the morning to make soap dishes and soap to sell during the holiday sale on November 20 to help fund our service projects.

November 20 and 21 our youth sold baked goods, soap and soap dishes during the holiday sale. This money is important to help fund our service projects during the year.

Our SPF served at the New London Community Meal Center on November 28. About 107 hungry folks enjoyed chili, cornbread, salad, and apple crisp (made by families and the youth from a day of gleanings at Scott's Yankee Farmer).

The afternoon of December 5 we met again to get together in small groups to discuss next steps in our small group discussions. We thought about what the purpose was for each group and then each group made a plan for making a difference. For our service project portion of the night we made wreaths out of fresh greens for the ministers to deliver when they visit folks in our church community. The youth also chose names off our giving tree so that they could supply a present to a person whose family visits our food pantry. A total of 8 families were served as a result of this effort.

Our youth assisted during the December 19th Pageant and during our 5 p.m. Christmas Eve Service.

Our Pilgrim Fellowship groups are lively and enthusiastic and a pleasure to meet and work with. They are a true blessing to our community.

Thank you,
Lisa Doggart, Director of Christian Education/Junior & Senior Pilgrim Fellowship Leader

SENIOR CHOIR

While we started 2021 remotely it was wonderful to be able to sing together during the Fall months. During the first two thirds of the year our services were enhanced by the beautiful music performed by so many friends of FCCOL whether in the Meeting House or outside on the lawn. We were treated glorious music played on flute, clarinet, saxophone, piano and French horn. Lisa Williamson, Lisa Feltes and Brian Cheney were also featured as vocal soloists. Our Maundy Thursday service in the Meeting House included the singing of William Byrd's beautiful Mass for 4 voices with Lisa Feltes, Margaret Tyler, Brian Cheney and some random-organist-guy pretending to be a singer! Then in September the Senior Choir returned singing three anthems every Sunday, not only twice as much work as in past years, but all of it masked! We limited our Wednesday evening rehearsals to one hour, but that didn't seem to affect the amazing about of music everyone learned. I have been grateful to all members of our Senior Choir for keeping in touch January through August, sharing stories, celebrating good news and supporting each other through the very difficult times. We had several emails about feeding birds – I had no idea how many keen birders sing in the choir! Our Church is fortunate to have such a wonderful group of friends who happen to love to sing too!

Lisa Feltes and Brian Cheney have been wonderful in their continuing role as section leaders. Thank you to them both for their invaluable participation and their support of the work of our Senior Choir.

Our Christmas Eve Lessons and Carols services were a highlight for many of us. We were joined by brass players Gino Villarreal (trumpet), Brian Nicholas (French horn) and Vince Yanovitch (trombone) for some rousing carols. It was a wonderful service and really uplifting!

Thanks to all of you for your kind words of praise and thanks throughout the year. Your messages have been very much appreciated!

Respectfully submitted, Simon Holt

BOARD OF MISSIONS

In 2021, the members of the Board of Missions continued to support the social justice and mission-based goals of the congregation within budgetary allowances. The Covid pandemic remained an overarching issue in 2021 impacting our partners, our communities, and the way the board was able to meet and conduct business.

The board held five meetings in 2021; four were zoom meetings. To help members understand the needs, application of funds and the continuing impact of Covid on our partners locally, nationally, and internationally, the board reached out to partner representatives for information. We were pleased that representatives joined our zoom meetings, answered telephone interviews, and responded in writing and in person. This helped the board to target benevolences to achieve the most impact.

In 2021, 100% of the budgeted \$72,000.00 was dispersed. Approximately 61% of dispersed funds supported outreach activities including the Homeless Hospitality Center, Alliance for Living, Covenant Shelter, Fresh New London, the New London Soup Kitchen, Safe Futures, Thames River Family Programs, Martin House, the FCCOL Diaper Bank, LOL Foodshare Garden, Habitat for Humanity of SECT, hospital chaplaincies in both Middlesex and New London counties, the Ecuador Foundation Fund, Public Art For Racial Justice Education (PARJE), IRC* New York, Drs Without Borders and the Integrated Refugee & Immigrant Services.

All direct partners continued to receive financial support. Despite geopolitical and environmental disturbances which eliminated or reduced travel, the board looked for additional or alternate ways to support our partners at Tree of Life, the Crosby Fund and Green Grass. For example, when the board learned that a soup kitchen needed funding in the Artibonite Valley in Haiti, the board sent an additional \$600.00 to support this effort. Approximately 8.5% of the budget went to direct partner support. UCC support received 24.6% of funding and Mission Education Funds received 5.6% of funding.

In January of 2021, monies were rolled over from the 2020 budget year mission savings fund after the 2020 budget was finalized and before the 2021 budget was allocated. These funds were spent as part of the 2020 budget year.

*As noted on Christmas eve, In the December 12th edition of 60 minutes there was an interview of the international Rescue Committee's director for Afghanistan. In 2003, in response to the Taliban's ban on educating women, a Board of Mission's grant helped launch an underground school for girls in Herat Afghanistan. This past October, the Board once again confirmed its support for girl's education in Afghanistan with a grant of \$2000.00 to IRC.

We encourage FCCOL members to bring organizations or causes which meet the mission and goals of the church and deserve financial support to the attention of any board member.

Thank you to our board members for another year of thoughtful dedicated work: Charlie Hosley, Stephanie Kenny, Julie Kuja, Jane Marolda, Nancy Mol, Matthew Muehl-Miller, and Lee Whitaker. Thanks also to our Deacon representative Deb Heminway for her contributions throughout the year and we are also grateful for the continued guidance and expertise of Rev Carleen Gerber.

Respectfully Submitted
Susan J Beeman, chairperson
January 7, 2021

BOARD OF ADULT EDUCATION

As the pandemic somewhat relented this past year, the Adult Education Board has modified the Adult Forum again by hosting guest speakers in a hybrid live/Zoom format once a month from a bimonthly ZOOM format. The Adult Forum has been well attended with presentations held after the 10 am service and mandatory masking with social distancing in place. Some of the latest forums have been: The Florence Griswold Museum, Fresh New London, Conscious Grieving, Affordable Housing in Lyme/Old Lyme, the Health Improvement Collaborative of Southeastern Ct, the Lyme Academy and a December presentation on Handel's Messiah.

Our Adult Education programming also included the ever popular Bible Study held every Thursday from September-May by Rev. Becky Crosby. Becky's creative and scholarly leadership has continued for over 14 years to date. Thank you Becky!

Other small group educational offerings this year included our monthly FCCOL Book Club facilitated by Martha Beaudoin and Writing at the Well (summer-fall) with Rev. Laura Fitzpatrick-Nager.

The Adult Forum committee is always interested in speaker suggestions that would be of interest to our congregation. When the time to safely gather in person comes, we may migrate back to a more frequent schedule. A great thank you is in order for all who have assisted in making the forums possible, especially Laura Fitzpatrick-Nager. Laura's patience, mentoring, and leadership is invaluable during this challenging time.

Respectfully Submitted by, Dave Roberts, Chair

SOUTH AFRICA PARTNERSHIP COMMITTEE

During this year of pandemic shutdowns, there were no travelers visiting us from South Africa. And of course no one from our congregation was able to visit there.

We did our best to stay in contact with friends in South Africa. Some of our host families from previous choir visits have been able to communicate with their South African guests. And of course we have maintained communication with the Rev. Paul Verryn. Paul's work in the justice ministries of South Africa continues and we look forward to hearing from him when he can once again visit.

The partnership committee did not meet at all during the year, but we are hopeful that some activities might be able to be developed in the year to come.

Respectfully Submitted,
Carleen Gerber

GREEN GRASS PARTNERSHIP

The story of our partnership with the community of Green Grass, SD continues to flourish. Despite a global pandemic, we have remained in contact with our Lakota brothers and sisters through Facebook, phone calls and text. Unfortunately, for a second year in a row, in order to minimize risk to our friends and help slow the spread of this pandemic, we postponed the trip to South Dakota. While we surely miss our dear friends, we know this was the best decision for all.

But beauty abides in the story of missing our relatives! In lieu of our trip, we were able to reallocate funding and send two wonderful gifts of love.

1. Just after the New Year, as temperatures plunged below -8, we sent the D&R propane truck to fill the tanks of 18 households so that folks can feel the warmth of our love and friendship.
2. We hired our Lakota sister, Kayla Howe, granddaughter of Suella High Elk, to purchase and deliver care boxes to every home at Green Grass. Because of Kayla's close ties within the community, she was able to hand select items that each household would find both useful and special. Kayla was thrilled and eager to support us in this endeavor, and with a young family to support, the additional income made Christmas bright for her and her family.



"We just received a basket of goodies from Old Lyme. Abe, Sean, Benny and I thank you so much! Happy Holidays from our Tipi to yours. Miss you & Love y'all's 🙏💕💕🙏" ~ Grace Kasto

"Just wanted you to know that Kayla did an amazing job on the food and Christmas baskets they are awesome and a lot of stuff that I could really use right now. God Bless you and the rest of the Old Lyme group... I sure do miss y'all" ~ Rhonda Frazier

"A big Thank you to all of you at Old Lyme, sure appreciate the gifts from you all. May the Creator watch over all of you at all times." ~ Suella High Elk

Hi Stephanie 🙏 I'm writing to let you know THANK YOU SO MUCH AGAIN TO YOU AND MARY!! God bless your hearts! 💕 😊 Cheyenne river got hit with Covid bad and it was perfect timing so all the elders of green grass didn't have to go out and get food and necessities God works in wonders through you!! 😊 we are so blessed to have you guys looking after our elderly and children during this time!! Thank the Old Lyme family so much!!! 🙏🙏 ~ Kayla Howe

All of this was made possible with thanks to the Missions Board, LBS, and each one of you. We are forever grateful, and remain hopeful to visit our Lakota family in 2022.

Mitakuye Oyasin, we are all related
Stephanie Kenny on behalf the Green Grass Committee

HAITIAN OUTREACH COMMITTEE

The Haitian Outreach Committee strives to engage the congregation in the activities and work of the Crosby Fund for Haitian Education and to support initiatives that benefit the community around Deschapelles, Haiti.

Update: This past year due to Covid-19, all activities engaging the Outreach Committee and our church were either cancelled or limited. We hope to resume more activities in 2022. Ted and Becky Crosby managed one trip to Haiti in April of 2021, but since that time there has been increased political insecurity and it is not safe to return. Covid-19 is under control in Haiti. Immunizations began in the fall of 2021, but many cannot find a second vaccine. The lack of visitors to the nation and the decreased travel within the nation has helped contain the virus. The scholarship and educational programs of The Crosby Fund are doing very well thanks to their capable Haitian staff. All schools in the Artibonite area are open in Haiti and functioning normally. Food insecurity continues to be a serious problem caused by the political and economic crisis. It is estimated that 60% of the population or 6.6 million people are undernourished.

The partnership with our church continues to be a ray of hope for the Haitian people living in the region of Deschapelles. In 2021, FCCOL helped the community in the following ways:

- **The Board of Missions of FCCOL** supported the scholarship program of the Crosby Fund for Haitian Education with an annual gift of \$3,500. These funds pay for Haitian students from pre-k to university to go to school in Haiti. For more information about the program see the website www.crosbyfund.org
- **The Partnership Co-operative** shop in our church re-opened in November with a wonderful sale for Christmas in the Fellowship Hall. The sale included Haitian arts and crafts, olive oil and other goods from Palestine, Tribal Crafts, and hand-made items from the Ladies Who Stitch. Collectively, we sold almost \$15,000! Since then, we have re-opened the shop in the church and continue to sell. Through the dedication of Amy Agles in Niantic, our Haitian artists have on-line presence on Etsy- <haitianvalleyartists>. This on-line shop sold over \$5,000 of merchandise this year. Many thanks for your support of the Partnership Co-op and this Etsy shop! 100% of the sales supports the Haitian artists and the other missions of our church.
- **Ladies Who Stitch** made dresses, collected t-shirts, blue-jeans and underwear for the children of Haiti. A special thanks to Helen Burke, who made over 100 of these beautiful dresses. These items were shipped in January 2021 and were distributed in April 2021. Thank you to the Ladies who Stitch! Many children and families were thrilled to receive these gifts of love. Adorable pictures from this distribution were in the May newsletter.
- **Food Distribution Project** – Learning about the problem of food insecurity in the Deschapelles area, the mission board wanted to make a gift to help alleviate the hunger. Becky Crosby learned of a group of friends in this region that have started a food pantry and distribution effort. They began with some donations from the Haitian diaspora and local people who saw the need. The mission money from FCCOL was used for the food distribution on Christmas day. Over 320 people benefitted from a bag of food that contained rice, beans, corn meal, oil, and soap. Many thanks to the Mission Board!

Respectfully submitted,

Becky Crosby (for the committee)

(Eli Doggart, Lisa Doggart, Brynn McGlinchey, Julie Martel, and Sue Anctil)

LADIES BENEVOLENT SOCIETY

I ended last year's annual report with the statement "We all hope for a brighter and better year to come.....fingers crossed." Well, I think it depends on who you ask whether or not 2021 was a better year.

Following FCCOL guidelines, the Ladies Benevolent Society held no meetings and hosted no luncheons throughout the spring, and, for the second year in a row, the annual White Elephant Sale was canceled. As pandemic restrictions relaxed in the early fall, the board was able to hold some monthly meetings and were hopeful of hosting at least a couple of fall luncheons. In an abundance of caution (a phrase becoming widely commonplace) the board members in agreement with the church leaders decided that the luncheons should not be held.

However.....not all was lost. Really wanting to do something to help promote the work of the wonderful Ladies Who Stitch who continued to work and produce so many items throughout the year, LBS decided to try to put together a Holiday Fair. Eunice Taylor of Ladies Who Stitch coordinated with David Good of the Tree of Life Partnership, Becky Crosby of the Crosby Fund for Haitian Outreach, Stephanie Kenny of the Green Grass Committee and Tribal Crafts, and Lisa Doggart of Pilgrim Fellowship. A two day sale was organized and these partnerships that are supported by and so important to our FCCOL ministry were able to sell their goods and raise money and awareness for their important causes. The sale was an overwhelming success, and we are hoping to make it an annual event.

As I write this report for submission, the pandemic's new player, Omicron, has let us all know that the struggle is not yet over. Some things are better, but decisions regarding restrictions and many aspects of daily living are still being made on a day to day basis. Things are very bad in some places, and better in others. I believe most of us are grateful for where we are, and for how things are being handled in our towns and in our state. Being grateful, and being hopeful, are so very important.

LBS Board 2020 – 2021: Jane S. Marolda, Marianne Baez, Carol Giuliano, Claudia Hicks, Sandra Long, Nancy Mol, Jeanne Nichols, Esther Pope, Hildegard Rennhard, Judith Simmons, Priscilla Swanson, Nicholas Westbrook, Mary Tomassetti, Rick Strickhart.

Respectfully Submitted,
Jane S. Marolda, President LBS

LADIES BENEVOLENT SOCIETY (LBS) FINANCIAL REPORT

INCOME				
Ladies Who Stitch (LWS)				7,600.88
previous WES (2019, jewelry)				78.00
refund WES 2020, Banner reservation				180.00
interest, Webster checking account				1.03
Merrill Lynch Reinvested dividends				2,355.16
TOTAL				10,215.07
DISBURSEMENTS				
supplies, dresses for children In Haiti				123.59
mailing to Green Grass (2020)				69.33
FCCOL General Fund				5,000.00
PARJE (Public Art for Racial Justice Education)				200.00
meal, New London Meal Center				87.89
Old Lyme Historical Society, support calendar project, 2 years				576.00
appreciation gifts staff, LBS history project				525.05
TOTAL				6,581.86
LWS				
Income – sales, alterations/repairs, donations				9,191.93
Sales tax paid, State of CT				- 216.00
supplies, equipment				- 1,375.05
TOTAL				7,600.88
	ASSETS			
		Checking	30-Dec	13,987.67
		Merrill L.	30-Nov	33,656.74
		TOTAL		47,644.41

Marianne Baez, Treasurer LBS

CHURCH CLERK'S REPORT

YEAR ENDING DECEMBER 31, 2021

A. STATISTICS – RECORDS

1. ANNUAL MEETING: JANUARY 30, 2022 – called as specified in Article II of the Church Bylaws (revised).

Subject Matter: Selected reports by church officers, Board and Committee Members; Adoption of 2022 Church Budget; Election of Officers; Changes to Church Bylaws.

2. MEMBERSHIP:

Active Members: Number reported on December 31, 2020: **757**

Additions During Year – New Members:

By Confirmation	0
On Profession of Faith	17
By Letter of Transfer	0
Membership Reactivated	0
Status Change to Active	<u>0</u>
Total Additions	17

Losses During Year:

By Death	11
By Transfer to Inactive Status	24
By Letter of Transfer	2
Membership Terminated by	
Relocation or Request	<u>0</u>
Total Losses	37

Number on Active List as of December 31, 2021: **737**

3. BAPTISMS: 9

4. MARRIAGE CEREMONIES PERFORMED BY MINISTERS: 4

B. RECORD RESEARCH

During 2021 there was two requests for information from church records.

C. ACKNOWLEDGEMENTS

Much appreciation is extended to our clergy and office staff for their assistance in maintaining the vital statistics of the church.

Respectfully submitted,
Joan C. May, Church Clerk

NEW MEMBERS IN 2021

January 22, 2021

Jody and Bill Beluzzi

May 16, 2021

Rodney Brown
Richard (Dick) Buel and Kay Knight Clarke
Jonathan Butler
Melissa Lambrecht DaPonte and Paul DaPonte
Laura Gould
Kenneth Green and Kafui Fessi
Cathy and Scott Lambrecht
Chris Van Scoy
Candace Stanberry
Michael and Christine Sudano

NO CONFIRMATION CLASS IN 2021

Nominating Committee Report

January 2022, Annual Meeting

Page 1 of 3

Board or Committee	Term	Continuing Members	Nominations
Officers			
Church Clerk	1 year 2022		Joan May
Asst. Church Clerk	1 year 2022		Greg Hack
Treasurer	1 year 2022		Bob McCracken
Asst. Treasurer	1 year 2022		Jeanne Thomas
Financial Secretary	1 year 2022		Allan Kiem
Historians	1 year 2022		Betsey Webster
			Carolyn Wakeman
Exigency Committee	3 years 22,23,24	Don Gonci	
Board of Trustees			
Board of Trustees	3 Years 20,21,22	Dan Renn	
Board of Trustees	3 Years 20,21,22	Harvey Beeman	
Board of Trustees	3 Years 20,21,22	Dale Bernardoni	
Board of Trustees	3 Years 21,22,23	Russell Learned	
Board of Trustees	3 Years 21,22,23	Scott Mahon	
Board of Trustees	3 Years 21,22,23	Alan Macgregor	
	3 Years22,23,24		Jen Hall
	3 Years22,23,24		Connie Johannessen
	3 Years22,23,24		Bill Belluzzi
Board of Deacons			
Board of Deacons	3 years 20,21,22	Deb Heminway	
Board of Deacons	3 years 20,21,22	Tim Hildner	
Board of Deacons	3 years 20,21,22	Martha Gibson	
Board of Deacons	3 years 20,21,22	Rachel Gabriel Replaced by	Sue Beeman
Board of Deacons	3 years 21,22,23	Amy Cabiniss	
Board of Deacons	3 years 21,22,23	Ellen Calkins	
Board of Deacons	3 years 21,22,23	Mary Bradford	
Board of Deacons	3 years 21,22,23	John Higgins	
Board of Deacons	3 Years 22,23,24		Doug Kiem
Board of Deacons	3 Years 22,23,24		Cara Cheung
Board of Deacons	3 Years 22,23,24		Dave Roberts
Board of Deacons	3 Years 22,23,24		Beth Hamilton
Board of Stewardship			
Board of Stewardship	3 years 20,21,22	Tom Grant	
Board of Stewardship	3 years 20,21,22	Sandy Long	
Board of Stewardship	3 years 20,21,22	Wayne Mountz	
Board of Stewardship	3 years 21,22,23	Ross Higgins	
Board of Stewardship	3 years 21,22,23	Leslie Alexander	
Board of Stewardship	3 years 21,22,23	Doug McCracken	
Board of Stewardship	3 Years 22,23,24		Rick Strickhart
Board of Stewardship	3 Years 22,23,24		Jody Belluzzi
Board of Stewardship	3 Years 22,23,24		Doug Kneeland

Nominating Committee Report			
January 2022, Annual Meeting			
Page 2 of 3			
Board or Committee	Term	Continuing Members	Nominations
Board of Missions			
Board of Missions	3 years 20,21,22	Stephanie Kenny replaced by	Cathy Gentry
Board of Missions	3 years 20,21,22	Christine Grem	
Board of Missions	3 years 20,21,22	Lee Whittaker	
Board of Missions	3 years 21,22,23	Matt Muehl-Miller	
Board of Missions	3 years 21,22,23	Charley Hosley	
Board of Missions	3 years 21,22,23	Julie Kuja	
Board of Missions	3 years 22,23,24		Chris VanScoy
Board of Missions	3 years 22,23,24		Mary Charlton
Board of Missions	3 years 22,23,24		Erik Johannessen
Church Council			
Church Council	3 years 20,21,22	Anu Godfrey-Fogg	
Church Council	3 years 20,21,22	Eunice Mahler	
Church Council	3 Years 21,22,23	Joan Overfield	
Church Council	3 Years 21,22,23	Steve Joncus	
Church Council	3 years 22,23,24		Tom Sherer
Church Council	3 years 22,23,24		Sean McCarty
Board of Youth Education			
Board of Youth Education	3 Years 20,21,22	Cari Blanchard	
Board of Youth Education	3 Years 20,21,22	Rachael Jungkeit	
Board of Youth Education	3 Years 20,21,22	Mark Waldo	
Board of Youth Education	3 Years 21,22,23	Susan Hall	
Board of Youth Education	3 Years 21,22,23	Hannah Dostal replaced by	Mariame Biuma
Board of Youth Education	3 Years 21,22,23	Dave Clark	
Board of Youth Education	3 Years 22,23,24		Jonathan Ardrey
Board of Youth Education	3 Years 22,23,24		Elsbeth Dowd
Board of Youth Education	3 Years 22,23,24		Elijah Stiles
Board of Adult Education			
Board of Adult Education	3 years 20,21,22	John McGannon	
Board of Adult Education	3 years 20,21,22	Wendy Mahon	
Board of Adult Education	3 years 20,21,22	Dave Roberts replaced by	Maureen Plumleigh
Board of Adult Education	3 years 21,22,23	Mike Gentry	
Board of Adult Education	3 years 21,22,23	Patsy McCook	
Board of Adult Education	3 years 21,22,23	Mariette Brown	
Board of Adult Education	3 years 22,23,24		Mary Devins
Board of Adult Education	3 years 22,23,24		Angie Falstrom
Board of Adult Education	3 years 22,23,24		Michael Sudano
Music and Arts			
Music and Arts	3 years 20,21,22	Simon Holt	
Music and Arts	3 years 20,21,22	Edie Twining	
Music and Arts	3 years 20,21,22	Marta Cone	
Music and Arts	3 years 21,22,23		
Music and Arts	3 years 21,22,23		
Music and Arts	3 years 21,22,23		
Music and Arts	3 years 22,23,24		

Nominating Committee Report			
January 2022, Annual Meeting			
Page 3 of 3			
Board or Committee	Term	Continuing Members	Nominations
Nominating Committee			
Nominating Committee	1 year 2022		Elizabeth Nocera
Nominating Committee	1 year 2022		Mike Gentry
Nominating Committee	1 year 2022		John Higgins
Nominating Committee	1 year 2022		Don Gonci
Green Grass Committee			
Green Grass Committee	3 years 20,21,22	Nancy Mol	
Green Grass Committee	3 years 20,21,22	Ginny Spiers	
Green Grass Committee	3 years 20,21,22	Dan Renn	
Green Grass Committee	3 years 21,22,23	Stephie Hall	
Green Grass Committee	3 years 21,22,23	Carolyn Randall	
South Africa			
South Africa	3 years 20,21,22	Dana Dixon	
South Africa	3 years 20,21,22	Lee Carpenter	
South Africa	3 years 22,23,24	Terry Balough	
South Africa	3 years 22,23,24	Diane Claussen	
South Africa	3 years 22,23,24	Scott Mahon	
Delegates to UCC			
Delegates to UCC	3 years 21,22,23	George Willauer	
Delegates to UCC	3 years 21,22,23	Dan Renn	
Delegates to UCC	3 years 21,22,23	Elaine McNally Fitzpatrick	
Delegates to UCC	3 years 22,23,24	Nick Westbrook	
Delegates to UCC	3 years 22,23,24		Sean McCarty
Beit Sahour			
Beit Sahour	3 years 21,22,23	D Gonci	
Beit Sahour	3 years 21,22,23	Sharon Howell	
Beit Sahour	3 years 21,22,23	Nick Westbrook	
Beit Sahour	3 years 22,23,24	Diane Claussen	
Beit Sahour	3 years 22,23,24	Lecia Harbison	
Beit Sahour	3 years 22,23,24	Deborah Bulter	
Beit Sahour	3 years 22,23,24	Marta Cone	
Haitian Outreach			
Haitian Outreach	3 years 20,21,22	Tracy McGlinchey	
Haitian Outreach	3 years 22,23,24	Lisa Doggart	
Haitian Outreach	3 years 22,23,24		Martha Beaudoin
Haitian Outreach	3 years 22,23,24		Julie Martel
Haitian Outreach	3 years 22,23,24		Sue Anctil
Deacon Emeritus			
Deacon Emeritus			David Long
Deacon Emeritus			Sandy Long

DEACONS EMERITI

*Gertrude Barney
 *Harold Berggren
 *Marian Biglow
 *Jay H. Boltz
 *Marie Boltz
 Joan Bonvicin
 *Betty Brown
 Barry Buehler
 Susan Buehler
 *Clifford Champion
 *Else Champion
 *Miriam Champion
 *Alfred R. Clark
 *Simone Clark
 Robert Davis
 Judy Downs
 *Susan Holly Ely
 *Mary Emerson
 *Ella Mae English
 *Betty R. Fatone
 Emily Fisher
 Nathalie Fogg
 *Janet Folk
 *Harry Forsdick
 *Helen Forsdick
 *Charles Gasteyer
 Michael Gentry
 Don Gonci
 *Philip Gordon
 *Len Green
 *Marge Green
 *Ralph Griffin
 Mimi Griffin
 *Matthew Griswold
 *Roger Grover
 *Sally Grover
 *Charlotte Handy
 *Adlai Hardin
 *Amy Henry
 *Theodore Hillhouse
 *Harriet Hoag

*Robert D. Johnson
 *Mary Jane Johnson
 *Joan Kelley
 Allan Kiem
 Karin Kiem
 Joan Kratzert
 Julie Kuja
 *Russell Lewis
 *Robert F. Link
 David Long
 Sandy Long
 *Anne Losea
 *Howard Losea
 Chuck Lynch
 Louise Lynch
 Henry May
 Joan May
 *Martha McCanne
 Bob McCracken
 *Sally McCracken
 *Ramona McNamara
 *Beatrice Minson
 *James Noyes
 *Helen Noyes
 *Myrtie Peck
 *Barbara Perkins
 Ned Perkins
 *Gloria Rathbone
 Marilyn Regan
 Robert Regan
 Hildegard Rennhard
 *Leslie Shaffer
 *N. Rutherford Sheffield
 Judith Simmons
 *Philip N. Simmons
 David Speirs
 Virginia Speirs
 *John Speirs, Sr.
 *Helen Speirs
 Douglas Stoehr
 *John Swanson

*Philip Symonds
 *Anne Traver
 Lina Tuck
 *Cynthia Twining
 *Kinsley Twining
 *Dorothy Umberger
 *Willis H. Umberger
 Bob Webster
 Betsey Webster
 *Helen Weidler
 *Murray T. Wellman
 *Jean West
 *George Wilcox
 *Ellen Woodhead
 George Willauer
 Cynthia Willauer

*Deceased

