

THE FIRST CONGREGATIONAL CHURCH OF OLD LYME ANNUAL REPORT 2023



THE FIRST CONGREGATIONAL CHURCH OF OLD LYME

ANNUAL MEETING
Sunday, January 28, 2024
11:15 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 2023 Annual Meeting Daniel Renn, Chair, Church Council
4. Reports of Church Officers, Boards and Committees:
 - a. The Ministers The Ministers
 - b. Church Clerk Joanie May
 - c. Board of Deacons Ellen Calkins
 - d. Board of Stewardship Jim Matschulat
 - e. Board of Youth Education Jolene Brant, Elsbeth Dowd
 - f. Board of Adult Education Mike Gentry
 - g. Board of Missions Erik Johannessen
 - h. South Lyme Union Chapel Karen Geisler
 - i. Ladies Benevolent Society Jane Marolda
 - j. Board of Trustees Al Macgregor
 - k. Treasurer Bob McCracken
5. Adoption of the 2024 Budget Bob McCracken
6. Election of Officers, Board Members and Deacons Emeriti Daniel Renn
7. Old Business
8. Other New Business
9. 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 29, 2023

The Annual Meeting was called to order at 11:28 AM by Tom Sherer, Chair of the Church Council.

The Invocation was given by Rev. Laura Fitzpatrick-Nager

Greg Hack, the Assistant Church Clerk, made the Call to the 358th 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 2022
- To approve the church budget for the year 2023 To receive and approve the report of the Nominating Committee
- To elect officers and board members for the coming year To conduct such old and new business as shall properly come before the Congregation

Greg noted that a quorum of at least 40 Church members was present, so the meeting could officially proceed.

A motion was made to waive the reading of the minutes from the 2022 Annual Meeting, as the minutes were printed in the Annual Report. The motion passed, and the minutes of the 2022 Annual Meeting were approved.

Tom Sherer then gave a tongue in cheek description of the “rules” of the Annual Meeting, with thanks to Bob McCracken.

Individual reports were then presented. All those offering reports referred to the printed reports that appear in the 2022 Annual Report.

Reports of Church Officers, Boards, and Committees:

- Steve Jungkeit, Senior Minister: Steve noted that he effectively gave his Minister’s report during the sermon today – in general the Church is going well, but of course we have some challenges. He talked about the roof, the incredible generosity of the Congregation, and gave thanks to Bob McCracken and Russell Learned for their work. We have an incredible staff, that seems to like each other and enjoy each other’s company! Church depends upon the goodwill of dedicated volunteers. Our volunteer network has NOT been shredded! Steve asked the Congregation to stand to read the Church’s statement as noted in the bulletin – becoming what we endeavor to be.
- Laura Fitzpatrick-Nager, Senior Associate Minister: Laura gave thanks to Church employees and volunteers. Said goodbye to Lisa Doggart, and hello to D Andrews.
- Carleen Gerber, Associate Minister: Noted that all ministers do all things – her focus is pastoral care and missions..... Please help her and other ministers re needs for support, and to give updated contact information.
- Church Clerk: Henry May filled in for Joanie – He referred to the Church Clerk’s report, noting that Church membership numbers have remained stable. Membership now at 746 – net addition +9 for the year, including 41 additions, 32 losses.
- Deacons: Ellen Calkins thanked outgoing deacons....once a deacon, always a deacon! All hands on deck on the deacons board!
- Stewardship: Sandy Long gave many thanks to Joanie May, the Ministers, and members of the board of Stewardship, and to Odile for her efforts. We are seeing a trend for a decline in number of pledges, from 396 down to 308 since 2009. This represents a BIG DROP. Please give thoughts on how to solve this issue. Feels that our Church family can perform miracles!
- Youth Education: D. Andrews gave thanks to the board.... The departure of Lisa Doggart created big shoes to fill. Thank you to teachers, the students are engaged and responding well. Deep Blue Seas is the theme for the year, Stewardship for the Earth. 2022 Christmas Pageant was very successful. Please partner with them in the year to come.
- Adult Education: Mariette Brown spoke for Mike Gentry, and referred to his report.
- Board of Missions: Lee Whitaker noted that Missions worked to dispense \$72,000 to support local and

worldwide partnerships. Agencies of support are listed in the Annual Report.

- Immigration: – Erik Johannssen stated that the Committee built on Lina Tuck's work. This is an on-call type of ministry, a bit quieter this past year.
- South Lyme Union Chapel: Karen Geisler continues in her role as first trustee. The Chapel reopened in October 2021, and Becky Francisco serves at the new Minister. Maybe 12–14 people attend weekly. Numbers are down, as with the larger Church. Please reach out with any folks who could benefit from the small, intimate environment. Carol sing on Dec 18 filled the chapel. Had a soup night like in the big Church, which was popular. They have an aging population. They meet at 10 am, which works for the older population. They are struggling financially. They have historically been a big part of WES organization.
- Ladies Benevolent Society: Sandy Long spoke for Jane Marolda. The LBS is made up of men and women..... Ladies Who Stitch raise thousands of dollars. Bob Davis et al were very happy to have a very successful white elephant sale this year, and they look forward to another for 2023.
- Trustees: Dan Renn noted the incredible response from the Congregation to all challenges....most recently the roof, but many others.
- Treasurer: Bob McCracken referred to his report that starts on p. 17, with summary on the next page. Great to see the Church's full re-opening, but some financial challenges have required creative solutions.

Actual revenues at \$919,000 for the year.....property expenses at \$171,000 were WAY over budget of \$134,000. We are now paying for a garden maintenance professional person.

Pledges and offerings came in at budget at \$676,000. We had to find money in other income category—notably \$66,000 of PPP money was a budgeted item. Other money taken from contingency fund / reserves was necessary.

The Church is blessed to have the reserves, but these one time taps are not inexhaustible. The number of pledging units is down, but the average dollar amount per pledge has gone up. All revenues and expenses are listed in the report.....very transparent.

2023 BUDGET proposal: Bob McCracken reviewed the budget proposal—information starts on page 28 in the Annual Report, with a “different way to look at the budget” pie chart. Pledges and offerings stable at \$666,000 (\$10,000 less than 2022).....total revenues at \$917,00 vs \$884,000 for 2022.

- The proposed budget includes a 4% increase in pay for church staff..... Trustees unanimously agreed (covid catch up and inflationary pressure). Property was also a big increase, notably with a big increase in heating oil costs. Trustees approved a 1-year forgiveness to repayment of loan from endowment. Page 31 shows where detailed revenues come from.
- The IRS requires approval of any housing allowance, allowing it to be tax-free.
- Budget also includes a contribution from endowment fund of \$134,000..... this requires approval from the Congregation if this amount is above 5% of our budget.
- Bob gave thanks to Odile, and welcomed back Julie Scocozza. Also thanked Sexton Mark Testori and Bill Slivinski for their work. Bob gave thanks to Joanie May for her volunteer work --- she keeps updated our 1000-person database, weddings, interments. She does all this as a volunteer for 10 hours per week.

The Budget was passed unanimously.

Tom Sherer then presented the proposed slate of boards and officers.

Deb Heminway discussed nominations for Deacons Emeriti: Eunice Taylor and Faye Richardson.

The proposed slate was approved unanimously.

No OLD BUSINESS or NEW BUSINESS was presented.

The Meeting adjourned at 12:55 pm.

Steve Jungkeit gave the Benediction.

Respectfully submitted,

Gregory A. Hack, Assistant Church Clerk

SENIOR MINISTER'S ANNUAL REPORT

At a recent meeting of our church council, those seated around the table spent ten or fifteen minutes reflecting on the year we had just passed, and all that had happened in our community over the previous twelve months. It was an impressive litany. Here are a few of the things that were mentioned:

- The first event of the year was a celebration of Epiphany, known in other parts of the world as Three Kings Day, or in other parts still, Twelfth Night.
- In our worship, we devoted a Sunday morning to the poetry of Emily Dickinson, asking what a reclusive New England writer might still have to share in a world such as ours. The morning was completed by musical settings of the poems, composed by Carleen and sung by the choir.
- We immersed ourselves in the poetry of T.S. Eliot's "The Waste Land" on Ash Wednesday.
- A small group from FCCOL visited New Orleans for St. Joseph's Night festivities, to witness the spectacular arts and rituals of that city's African American population.
- We began a three year immersion into the world of Dante's *Divine Comedy*, completing a full public reading of *Inferno* on the evening of Maundy Thursday. Prof. Peter Hawkins served as our theologian in residence as we prepared for our descent into hell.
- The Board of Deacons completed work on a Land Acknowledgment, written in partnership with some new friends from the Nehantic community, now living in different parts of New England. Shortly after Earth Day, in keeping with our commitment to becoming better stewards of the land we care for, we presented the Land Acknowledgement publicly, sharing a service with our Nehantic friends.
- During Lent, the Boards of Deacons, Trustees, and Missions met weekly for a seminar and training led by Rev. Dr. Terrlyn Curry Avery on ways to confront, and then to dismantle, racism in our personal lives and our institutional settings.
- A new collection of Witness Stones was dedicated, telling the stories of those who had been enslaved in the Old Lyme community.
- Coinciding with that dedication, FCCOL hosted a gathering of Afro-Cuban musicians and artists - Lazarro Galarraga, Román Díaz, and several others - as a means of both honoring and exploring a vital and still growing tradition of the Black Atlantic world, one representing the kind of religion that might once have been practiced in this community.
- The White Elephant Sale once again took over the church, and much of the town, generating donations that were spread throughout New London County.
- In the fall, for All Saints Weekend, Michele Rosewoman and her Latin jazz ensemble New Yor-Uba visited Old Lyme, delivering a concert on Saturday evening, and participating in worship on Sunday morning.
- Throughout the fall, a small group of travelers formed, and began meeting together in preparation for a journey to Western Africa.
- Beginning in the fall, we began the practice of "The Sacred Bowl," putting our names in a bowl, and then being matched with another member of the congregation in order to have a meaningful conversation.
- In the wake of the Oct. 7 attacks in Israel, and the resulting devastation unleashed upon Gaza, FCCOL hosted an ecumenical service, entitled "A Three Fold Cord Is Not Easily Broken," representing Jewish, Muslim, and Christian responses to the war on Gaza.
- In November, the Board of Deacons hosted a luncheon for those members who have recently joined the church. It was a packed and joyous occasion, suggesting the ways that our community is growing.
- A group of our young people traveled to New York City for the Breakfast Run, delivering food and clothing to the unhoused population of the city.
- We resumed our Quiet Christmas service this year, offered for those seeking a moment of reprieve from the holiday crush.
- The Refugee Committee of Lyme and Old Lyme welcomed a new refugee family to Old Lyme. Originally from Syria, our new family most recently resided in Lebanon.
- Children from the Sunday School once again put on an incredible Christmas Pageant, an effort spearheaded by Gavin Lodge.

- And finally, at the end of the year, a delegation of travelers departed from FCCOL and visited Ghana, Togo, and Benin, learning more fully about the horrors of the transatlantic slave trade, while also witnessing the spectacular beauty and culture of Western Africa.

Those were some of the things that were mentioned at the meeting. Of course, those are only some of the more notable events that occurred in 2023. The greater part of our time was occupied with far more ordinary moments. We had what felt like, and surely was, an unprecedented number of funerals in 2023, especially in the latter part of the year. There were pastoral care visits associated with those and with other matters, the education of our young people, attending and running Board and committee meetings, visiting during the Fellowship Hour, potluck dinners, volunteering at the Food Pantry and at the New London Soup Kitchen, and so much more.

All of those things suggest a congregation that is vital and filled with the best kind of life, leaning into the complexities and challenges of the world while also building intimacy with one another from week to week. Standing back and surveying it all, I couldn't feel more pleased with the health of our community, and with the promise that lies before us.

It's also true, however, that we face some new challenges in the coming years.. During Covid, like many large and small organizations, FCCOL was blessed with an infusion of funds from the Federal Government that helped to shield us from the worst economic effects of the pandemic. That infusion was crucial, but it also helped to mask a sobering reality – a budget deficit brought about by many things, but largely attributable to the changing demographics and habits around church attendance in the US. While FCCOL has avoided the worst of those effects, we too shall have to address what that will mean for our communal life. Indeed, how to do that is something that our Boards have been discussing throughout this past year.

During last year's annual meeting, we discussed several ways of addressing the budget shortfall: educating the congregation, and being transparent about the issues before us; hiring a consultant to help us imagine ways to navigate this terrain; and conducting visits with members of our community in order to share the church's vision, and to invite people to participate more fully in it. At a recent Board of Trustees meeting, a fourth recommendation was made: to encourage us all to trust who we are and what we're about strongly enough that we'll be moved to invite friends who are not active church members to join us. After a year of thoughtful conversation and planning, we hope to be able to move forward with those strategies.

I'll end on a personal note. In June, I hit the ten year anniversary of my (our!) arrival in Old Lyme. The kids are a little older now, and I'm a little grayer. But I continue to be thrilled to be a part of this extraordinary community. I was moved, and honored, by the reception that was given to celebrate that anniversary in December. Thank you for that. I want all of you to know how much it means to me to serve as your minister. I love my work, I love FCCOL, and I love all of you. Whatever challenges we may yet face, I trust in the incredible strength of this community. I'm excited to discover how God, how the Spirit, shall move and unfold among us in the coming years. There are moments ahead of us that, I believe, shall surpass our wildest expectations, and I'm looking forward to experiencing it all in your company.

With love...



SENIOR ASSOCIATE MINISTER'S ANNUAL REPORT

The world begins at a kitchen table. No matter what, we must eat to live. The gifts of earth are brought and prepared, set on the table...It is here that children are given instructions on what it means to be human...At this table we sing with joy, with sorrow. We pray of suffering and remorse. We give thanks...

-Joy Harjo

Dear Friends,

This past Sunday in worship, we listened to some of the remarkable stories of those returning from their journey to West Africa. The pulpit was draped with a magnificent example of Kente cloth and the communion table aglow with flowers and candles. Thanks to the choir and Simon Holt's gifted direction, beautiful music filled the air, too. Jolene Brant, one of the travelers, and our Sunday School and Youth Ed Coordinator offered the Children's Message teaching all of us the Ghanaian word for welcome, in Twi, which is "Akwaaba." "Akwaaba", a new vocabulary word for most of us, and a core value here at our church.

Hospitality is what we do, whether that means deep listening to the stories and sacred conversations of one another or setting the tables for the Saturday morning food pantry, or gathering to remember the life of one who has passed. It all feels like worship to me.

Over the past year, we've experienced many table gatherings and shared communion with one another as part of our daily lives and ministries in, what one poet calls, "the eucharist of the ordinary." Thanks to your generosity, compassion and openness, we've served and been served, invited and been invited to tables near and far.

We've welcomed new members to our community, expanded our Sunday School curriculum and appreciated the energy of new and returning families. Jolene Brant as our new Coordinator and educator, Mary Bradford, have brought so many gifts to God's Neighborhood this year! Our theme for the 23-24 school year is, *Everyone's Invited: Stories and Songs of Belonging from Around the World*. Each class has been exploring the practices of hospitality rooted in stories of scripture, our church community, unsung heroes of today and our partnerships.

Our youth have engaged in service projects like a Box Night: No Room at the Inn (last June), served at the New London Community Meal Center and at the Breakfast Run in NYC. Our young people also attended a theater program on anti-Bullying at the Kate this fall and saw the stage production of LOVE at the Armory in New York City last spring.

Thanks to our active Board of Youth Ed Committee (BYE), family gatherings were offered in the fall and a playground picnic took place last spring with more to come! And, our Christmas Pageant was a major highlight of 2023! Called *The Christmas NewHour*, the production this year was spectacular thanks to the magical direction and creativity of our Director, Gavin Lodge, and so many amazingly talented students, teachers and parents!

Among the journeys we've undertaken this year as a community was a Tree of Life Journey this past February to Israel and Palestine. Thanks to your support, I was fortunate enough to travel as a co-chaplain. In light of the recent war in Gaza, it is hard to fathom what life must be like there for our friends and partners in the region. We hope and pray that somehow, a cease-fire and clear pathway to a just and sustaining peace finds the light soon.

Likewise, it's been rewarding to collaborate on adult programming to support the spiritual life and pastoral care of our congregation. From monthly pastoral care groups for those grieving loss (thank you to co-facilitator, Mary McGannon Kohlman), to our annual Fall retreat day held this year at the home of Rev. Susan Switzer Colihan and Bill Colihan, new members to FCCOL! Steve and I currently share the weekly Bible Study sessions and I continue to offer monthly Bible Study at Essex Meadows. Additional offerings include the spiritual writing group, Writing at the Well, which meets monthly and special worship services including *Quiet Christmas* featuring the music of Elm City Winds.

Our Adult Forums have been offered monthly and centered around the theme of Brave Voices (held after the 10:00 am church service). They've included an LGBTQ plus panel of speakers and a Ukrainian scholar from the Scholar at Risk program, among other offerings. Many thanks to chair Mike Gentry.

We are also grateful for the ongoing Witness Stones project as we undertake collectively the work of anti-racism. Along with other founding community partners, the Phoebe Griffin Noyes Library, Florence Griswold Museum and Lyme–Old Lyme Public Schools, the Witness Stones project is one way to engage and reckon with our local history of slavery. Under the leadership of our Chair and historian, Carolyn Wakeman, there are currently 36 memorial plaques which have been installed along Lyme Street and in the Black Hall section of Old Lyme. For more information and to become involved see www.witnessstonesoldlyme.org for more resources and upcoming events. Our next installation will be in June 2024.

Looking back, it's been a full year of praying, loving and caring at tables of plenty and tables of need together. My deep gratitude to Steve, Carleen and our whole staff; Bob McCracken, Simon Holt, Joanie May, Sean McCarty, Julie Mardjekaj, Jolene Brant, John Kiker, Bill Slivinski and new volunteer Sandy Doboe. All of you help to make this shared ministry of ours not only manageable but a daily joy!

With love,



Senior Associate Minister, FCCOL
January 28th, 2024

ASSOCIATE MINISTER'S ANNUAL REPORT

The outreach programs of the church continue to be a primary focus for me. Under the leadership of Erik Johannesen, the members of our Board of Missions dispersed \$72,000 to agencies near and far in the year 2023. I am grateful to Erik for his dedication in chairing that board.

Board members continued to work with the agencies in New London County with which we have long partnered to learn of their needs, and to offer as much support as possible. Members of the Board of Missions visit agencies like Homeless Hospitality, Alliance for Living, Covenant Shelter, Fresh New London and others to learn of their programs and to try to understand how their work is supported financially. Following those visits, we try to offer a brief report in the church's monthly newsletter. And responding to what we are able to learn, we give as courageously as we can.

Julie Kuja, continues to organize our volunteer work with the New London Soup Kitchen (now renamed DINE). She, along with Charlie Hosley and Cathy Gentry, maintain our commitment to serving monthly meals in New London. Each board of the church helps in preparing those meals, which serve over a hundred guests each month. Additional volunteers are always welcome!

Our partnership with the Shoreline Soup Kitchens and Food Pantries has remained strong under the able leadership of Audrey Brainerd. Volunteer teams work every Thursday and Friday to prepare and organize the groceries and to set up stations in Fellowship Hall where guests can make their own choices on Saturday mornings. Throughout the year between 50 and 90 families have been given groceries every week! We continue to consider how or when our church might once again be the site of a hot meal on a different day of the week. This was an important offering in past years, but was discontinued at many of the Shoreline sites during the pandemic. Our work with the Shoreline Soup Kitchens and Food Pantries (SSKP) means that we are one part of an impressive agency that delivered over 2 million pounds of food to those in need on the Shoreline in 2023.

Karen Stigliano, Dale Bernardoni, Jody Belluzzi and others have continued to expand our ministry of free diapers for families. And the need continues to grow. Diapers, as well as some baby food and other supplies, are made available to families on the first Saturday of every month. The committee continues to wrestle with the challenges of the rising cost of diapers and the ever-increasing needs of the young families throughout our region.

Responding to global crises over this past year, the Board has sent support through IRC of New York to help with the humanitarian crisis in Ukraine, and responded to the tragedy in Gaza with gifts to Doctors without Borders and the Middle East Children's Alliance. Responding to the crisis of hunger and deprivation in Haiti we have also worked together with Becky and Ted Crosby to help support a food ministry in that beleaguered country.

Members of the Board of Missions continue to try to learn as much as they can about where our financial support can be most helpful. This is an ever-growing challenge. It is an honor to share in the outreach that is generated by the generosity, dedication and commitment of the members of this faith community.

Steve and Laura and I continue to work together to try to meet the pastoral needs of the congregation. We enjoy visiting people in their homes, and welcome the chance to do so. We also welcome a phone call anytime that a conversation would be helpful. Trying to reach people by phone is a real challenge, particularly since many of us are switching to cell phone service. Please keep the office updated with your contact information so that we can reach you easily.

We visit regularly in the area Assisted Living facilities, nursing homes and hospitals. Since hospital stays are usually quite short, it helps to let us know of any impending hospitalization.

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 over many years.

Submitted with gratitude and love,



SOUTH LYME CHAPEL

2023 was a year which brought the chapel both happiness and sadness. Right after we had our successful Lenten Soup Night in April, we lost our treasurer, and good friend and member Stephen Joncus. Steve became ill and passed away very quickly of pancreatic cancer. We were not ready for his loss, both as chapel members and good friends. Steve was a retired architect who made the plans to create a fellowship room in the chapel, and you may remember that he also worked diligently to create the new Homeless Hospitality Center in New London, with his skills and foresight. His family chose to have his services take place at the chapel, with many of his family and friends offering words of tribute to a wonderful man and friend.

In August, the trustees scheduled a meeting with the ministers of FCCOL to discuss the future of the chapel in times where attendance is dwindling due to members aging out of attendance through illness or death, and fewer replacements coming forward to fill the pews. We are still able to survive and review our ability to do so frequently. We have been lucky in the past couple of months to attract four new members, which has been inspiring to us.

Early in October, we held a blessing of the pets on a Sunday from noon–2 pm. Many people from town brought their pets to the chapel, and out in front on the steps, we shared readings and blessed our four-footed friends and their owners! The adults enjoyed some snacks and the pets enjoyed some treats after the service!

In late summer and early fall, it was evident to us that our roof was in need of repair or replacement. Cedar shakes were falling off, and we were worried that rain would be getting into the chapel and posing even more problems. A former member, Walter Ferris, left money in chapel care for maintenance, and the first part of his donation was used to replace the cedar shake roof approximately 25 years ago. Unfortunately, the use of the wrong type of nail led to an earlier than expected demise of the roof, and we were in need of replacement. The trustees, after obtaining estimates, found an environmentally conscious company to replace the entire roof with wood, protective sheathing, and asphalt shingles with a 50 year life. Thanks to Walter Ferris, and the donations of many friends of the chapel, we were able to fund the new roof project and bring longevity to the building we know and love, and are caring for. We also had the whole chapel exterior soft washed by hand, and also the bulkhead and rails repainted. After the project was complete, we invited friends and folks from town to come “take a look” at our new roof and other remodeling and revitalization we had done with the funds we raised. We held an open house on a Sunday from noon to 2 PM, and many people stopped by to see the roof and visit the chapel.

On Sunday, December 17, we held our annual Carol Sing, which has become a popular event for the community. Seventeen chorale students and their instructor, Kristine Pekar, performed traditional Christmas carols for us, and added their voices to other carols which were sung by all. After, we met in the fellowship room for snacks, hot chocolate, and cider. As always, this event is a highlight of our year, when spirits are high, and full of love and consideration for one another.

In early January, the chapel lost a former minister, Gretchen Stanland. Gretchen served as chapel minister for several years and continued as a good friend. She will truly be missed.

Our Minister, Becky Francisco, continues to create Sunday worship services which are engaging and scripture-based. We continue to meet at 10 AM, which makes it easier for our aging population to attend. We have been attempting to grow our membership through our Facebook page and links with the People of Old Lyme, and Women of Old Lyme, on Facebook, and we have had a few new attendees, averaging about 10–12 regular 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, but it has not been easy for us financially this year. We feel fortunate to offer a small, intimate service, and hope to continue to 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. We always welcome a visit by FCCOL members!

Karen Geisler, First Trustee, South Lyme Union Chapel

BOARD OF DEACONS

The Board of Deacons oversee the spiritual life at FCCOL and support fellowship and membership. It is a rewarding role within the church and keeps us busy. We serve as liaison to church committees and boards. Our individual roles were these:

Chairperson- Ellen Calkins	Secretary - John Higgins
Youth Education - Mary Bradford and Doug Kiem	Missions - Susan Beeman
Adult Ed - Amy Cabaniss	Communion - Beth Hamilton
Hospitality - Susan Mountz and Ellen Calkins	Membership - Allison Hine, John Higgins, Ellen Calkins

The Board of Deacons had a particularly full year in 2023. We have been involved in a number of projects this year. We learned more about the Nehantic people and approved the Indigenous Land Acknowledgment. We participated in the “Dismantling Racism” series and explored ways to become more antiracist as a community. Other projects included assisting with the Dante Inferno night, the New London Community Meal Site, and the White Elephant Sale.

A significant part of our work focuses on the recruitment and retention of new members. There were two recognition ceremonies for new members. In November, we had a festive lunch celebration for all those who have joined recently. We also think about issues of retention of longtime members. In September, we assisted with a “Community Conversations” discussion after church. The program was well attended and people appreciated the chance to have input.

Each week, we welcome and assist those attending services. Many of you help with this role and we appreciate it. Communion is central to our responsibilities. Again, we thank former deacons who give us a hand. Every year, it is the Deacons privilege to recommend a member to be honored with the title of 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 have four deacons who have finished their four-year term: Ellen Calkins, John Higgins, Mary Bradford, and Amy Cabaniss. Don’t any of you forget that once a deacon always a deacon!

Respectfully submitted,
Ellen Calkins
Chair, Board of Deacons

BOARD OF TRUSTEES

Trustees: Bill Belluzzi (Chair); Scott Mahon (Board Secretary), Russell Learned (Property), Jen Hall, Wayne Mountz, Connie Johannessen, Alan Macgregor, Matt Muehl-Miller, and Tom Sherer

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 16 and 17 of this annual report.

Respectfully submitted, Henry May

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 2023 to \$369,413.00.

Respectfully submitted, Tom Grant

PROPERTY

Russell Learned, Chair

Below is a summary of church property projects and future recommendations:

COMPLETED 2023 PROJECTS

1. Meetinghouse basement sump pump was replaced.
2. Meetinghouse basement (Food Pantry) flooring was replaced.
3. Sheffield entry staircase was completely replaced, and the columns repaired and painted.
4. The meeting house AV system was completely upgraded.
5. Numerous miscellaneous maintenance projects were done at the Rogers Lake house to prepare it for a new family.
6. West side entry porch was repainted.
7. Parking lot fence refinished.
8. Food Pantry Flooring
9. Parish House Garden Tree Pruning

ONGOING PROJECTS

1. Sidewalk Maintenance - working through stone costs with a mason and trying to find material to match the existing paths.
2. Parish House Garden Tree Pruning - completed for this year

FUTURE PROJECTS-2024 & BEYOND

1. Meetinghouse Water Issues
 - Add a curtain drain along Meetinghouse-south side.
2. Parsonage Repairs
 - Minor repairs are needed.
 - Painting of the house will be needed in the next 1-2 years.
3. Pilgrim House
 - Interior repairs will be needed in the next year or so.
4. Fellowship Hall Refresh (If donors can be secured)
 - Painting
 - Replace fabric on wall panels.
 - New light fixtures.
 - Refinish floors.
5. Main Church
 - Begin multi-year painting schedule.

Respectfully submitted, Russell Learned

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 expenses 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 2024 Church budget is shown on pages 30 through 37 of this annual report.

Respectfully submitted, Bob McCracken, Church Treasurer/Administrator

PERSONNEL

Gregory A. Hack, Chair

This year, a major personnel change resulted from the very sad and untimely death of our long-time Sexton, Mark Testori. Many people helped out at the Church as we searched for a new Sexton. We were very thankful to have the opportunity to hire Sean McCarty as Sexton in September. Sean has a long relationship with the Church, and has quickly demonstrated his competence and passion for the new role.

In November, Odile Delehant informed us of her desire to step down as Office Manager. Her time in the Church office wrapped up at the end of 2023. We are very appreciative of Odile's time with the Church, as she served very capably for the past four years. A search is currently underway for a new Office Manager, and we have interviewed several good candidates for the position.

The Church's Human Resources Policies document dates back to 2015. We feel that it is time to review and update these policies to make them a bit more comprehensive, and to reflect current considerations. I have served as Personnel Chair for the past several years, and asked the Trustees to appoint 2 additional individuals to bring the Personnel Committee to its full complement of 3 members. In December, the Trustees have appointed Bill Belluzzi and Dan Hulseberg to serve along with me. Work on updating Personnel Policies should begin early in the new year.

As we entered the Budget season, we reviewed the current pay and benefits packages for all Church employees and independent contractors. The final decisions re compensation will take place at the upcoming January 2024 Trustees meeting, and will go into effect following the vote at the Annual Meeting.

We are very fortunate 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 COMMITTEE

In January 2023 an audit review was conducted by our CPA firm, Wollack/Lewitz. The purpose of the review was to examine our financial policies and procedures, including our Policies and Procedures Manual. The Firm found no recommendations needed for improvement or correction. Later in the year an Accounts Payable quantitative audit was conducted by the Audit Committee of the Board of Trustees. Likewise no areas for corrections were found. The plan is to conduct an internal audit of various aspects of the financial system twice per year.

Tom Doggart, Chair

COMMUNICATIONS COMMITTEE

John Kiker, Chair

In 2023, we provided communications assistance on an as-needed basis for special events and occasions; we provided troubleshooting assistance when problems or questions arose with specific communications technologies; and we provided communications counsel for the stewardship campaign.

Special Event Support: We provided communications support – typically in the form of website pages, homepage banners, Facebook posts and/or press releases – for the following events:

- Ash Wednesday “Waste Land” reading
- Yale Divinity School preacher visit
- Easter holiday schedule
- Nehantic land acknowledgement
- Juneteenth “Where the River Meets the Sound” event
- White Elephant Sale
- All Saints Weekend/Michele Rosewoman concerts
- Tom Piazza event
- Statement on Israel and Palestine
- Christmas schedule

Technology Support: We renewed the website domain registrations for three years and reestablished multifactor authentication for the church’s Constant Contact account.

Stewardship Campaign Support: We drafted a potential stewardship campaign plan and donor letter for consideration by the Stewardship Committee.

In 2024, we will need to recruit new members for the Communications Committee to replace those who stepped down from the committee this year, either because they moved out of town or desired to pursue other responsibilities.

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 completing their terms this year – Russell Learned, Alan Macgregor, and Scott Mahon.

The Board looks forward to continuing to celebrate the vibrant, caring and committed community that is the First Congregational Church of Old Lyme, and remains committed to meet the challenges which we face.

Respectfully submitted,
Bill Belluzzi

ENDOWMENT COMMITTEE

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 2023 budget, the Endowment provided the Church with operating funds of \$134,238, 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 2023, the Endowment returned + 16.1%.¹ The fixed income allocation of the portfolio is conservatively invested, principally with high quality, shorter-term securities. On a timely basis, we continue to move to index funds.

The value of the church Preservation fund at the end of 2023 was \$391,973.

The investment results of the Endowment in 2023, and since inception (1988) compare favorably to the Endowments targeted asset allocation index consisting of 70% stocks and 30% fixed income.

	Year 2023	Since Inception (1988)
Our Endowment Fund ¹	+ 16.1%	+ 8.5%
Target Asset Allocation ²		
70% Stock / 30% Fixed Income	+ 17.0%	+ 7.9%
S&P 500 Index	+ 26.3%	+ 10.8%
MSCI EAFE Net Index ³	+ 18.2%	+ 4.8%
Russell 2000 Index ⁴	+ 16.9%	+ 9.4%
BC Gov/Credit Intermediate Bond Index ⁵	+ 5.2%	+ 5.0%

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 2023

Opening Value*	\$ 2,798,193
Support of Church Operations	\$ 134,238
Major Additions to the Endowment** and Preservation Funds	\$ 308,724
Closing Value** *	\$ 3,036,455

* Includes \$390,122 in restricted fund.

**Includes \$198,574 Anonymous #4 deposit to the Endowment to endow their church annual pledge.

***Includes \$392,833 in restricted funds.

In 2023, the Church did not receive the annual repayment of \$21,058 from the June 2018 loan agreement from the Endowment.

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>
2023	\$3,036,455	\$ 134,238
2022	\$2,796,833	\$ 118,343
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

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

TREASURER'S REPORT – YEAR-END 2023

We ended the year 2023 with a small operating surplus of \$11,621. In spite of a continuing reduction in income from Pledges and Offerings, we were able to show a small surplus due to significant (1) a substantial addition to revenue of funds from the balance sheet, PPP loans and anonymous contributions, and (2) some under-budget spending in Christian Education and Lay Employees. Neither of these will be available to us in the coming year 2024. Details follow.

REVENUES

Total revenues for the year came in at \$ 899,184 versus a budget of \$ 917,475. As for budget performance this shortfall was due entirely to a \$36,000 shortfall in Pledges and Offerings. The details for the revenue accounting are on following pages 19–20 of this report. Note that income from Current Year Pledges (that is the 2023 Stewardship Campaign) were \$57,000 under budget. The final pledge amount for the 2023 campaign was only \$567,000 and final collections were further impacted by some attrition in the number of givers during the year. The other Pledges and Offerings categories made up for some of that loss. The Interest and Dividends category was slightly over budget due to favorably higher interest rates. The Other Income category was also slightly over budget due to higher than expected rentals of our building spaces. HOWEVER, it must be noted that this Other Income category was at the level shown due to (1) “Transfer from Contingency” (balance sheet and anonymous contributions) and (2) the remainder of the PPP Covid-related forgiven loans. These two categories, highlighted in yellow, amount to over \$100,000 of income and are one-time additions that cannot be repeated. The Boards of Trustees, Stewardship and Deacons are well aware of this future challenge.

EXPENSES

Most expense categories were on or close to budget showing normal year-to-year fluctuations. The exception is the Lay Employees category that came in \$ 37,000 underbudget. This was due to not having a Sexton salary for over three months, and to the fact that our Bookkeeper account reflected a welcome effect of Julie being so efficient at what she does!

FINAL NOTE

While there are certainly financial challenges ahead, we should be mindful of the continuing generosity of our members and friends who support our church. Their average pledge amount continues to increase year over year for which we grateful.

Respectfully submitted,
Bob McCracken, Treasurer

First Congregational Church of Old Lyme
Treasurer's Report for the Year 2023
Revenues and Expenses - SUMMARY

	2023 Actual	2023 Budget	% Budget
REVENUES			
CONTRIBUTIONS			
PLEDGES & OFFERINGS	630,259.08	666,000.00	94.63 %
INTEREST & DIVIDENDS	140,019.66	137,140.00	102.10 %
OTHER INCOME	128,905.93	114,335.66	112.74 %
Total CONTRIBUTIONS	899,184.67	917,475.66	98.01 %
Total REVENUES	899,184.67	917,475.66	98.01 %
EXPENSES			
MINISTERS			
SENIOR MINISTER	129,089.28	128,951.27	100.11 %
ASSOCIATE MINISTER-CRG	78,994.99	78,162.09	101.07 %
ASSOCIATE MINISTER - LFN	118,874.55	116,331.80	102.19 %
MINISTERS SUPPORT & SUPPLY	2,657.88	2,000.00	132.89 %
Total MINISTERS	329,616.70	325,445.16	101.28 %
CHRISTIAN EDUCATION			
SUNDAY SCHOOL	17,487.15	23,892.00	73.19 %
CONFIRMATION	0.00	100.00	0.00 %
JUNIOR PF	100.00	100.00	100.00 %
SENIOR PF	566.12	600.00	94.35 %
ADULT EDUCATION	450.00	300.00	150.00 %
ALL CHURCH EVENTS	590.50	1,000.00	59.05 %
Total CHRISTIAN EDUCATION	19,193.77	25,992.00	73.84 %
MUSIC	64,744.47	53,583.00	120.83 %
CHURCH OFFICE	48,325.52	43,000.00	112.38 %
PROPERTY	169,333.19	171,917.00	98.50 %
DEACONS	3,793.40	4,730.00	80.20 %
LAY EMPLOYEES	151,385.83	188,052.80	80.50 %
BENEVOLENCES			
UCC	16,000.00	16,000.00	100.00 %
MISSION BUDGET TO BE ALLOCATED	0.00	5,850.00	0.00 %
MISSION EDUCATION FUND	6,390.35	7,500.00	85.20 %
DIRECT PARTNER SUPPORT	6,500.00	6,500.00	100.00 %
PARTNERSHIP COMMITTEES	53.16	1,600.00	3.32 %
OUTREACH			
NEW LONDON REGION	21,250.00	21,550.00	98.61 %
MIDDLESEX COUNTY	250.00	250.00	100.00 %
FCCOL PROJECTS	4,888.93	5,250.00	93.12 %
CONGREGATION CONNECTIONS	3,000.00	3,000.00	100.00 %
INTERNATIONAL SUPPORT	10,500.00	4,500.00	233.33 %
Total OUTREACH	39,888.93	34,550.00	115.45 %
SPECIAL RESERVE SAVINGS	11,167.56	8,000.00	139.59 %
Total BENEVOLENCES	80,000.00	80,000.00	100.00 %
OTHER EXPENSES	21,170.40	24,755.70	85.52 %
Total EXPENSES	887,563.28	917,475.66	96.74 %
Surplus/(deficit)	11,621.39	0.00	0.00 %

First Congregational Church of Old Lyme
Treasurer's Report for the Year 2023
Analysis of Revenue and Expenses
DETAIL Page 1 of 6

	Actual 2023	Budget 2023	% Budget
REVENUES			
PLEDGES & OFFERINGS			
040000 - PLEDGES-CURRENT YEAR	516,792.14	575,000.00	89.88 %
040001 - PLEDGES -PRIOR YEAR	15,636.00	10,000.00	156.36 %
040002 - OPEN PLATE	19,644.80	20,000.00	98.22 %
040003 - ADDITIONAL CURRENT YR CONTRIBS	17,515.64	16,000.00	109.47 %
040004 - MEMB NON-PLEDGE CONTRIBS	30,670.50	20,000.00	153.35 %
040005 - CHURCH SCHOOL PLATE	0.00	0.00	0.00 %
040006 - SPECIAL GIFTS	0.00	5,000.00	0.00 %
040007 - LADIES BENEVOLENT SOCIETY	30,000.00	20,000.00	150.00 %
040008 - SOUTH LYME CHAPEL	0.00	0.00	0.00 %
Total PLEDGES & OFFERINGS	630,259.08	666,000.00	94.63 %
INTEREST & DIVIDENDS			
040100 - INTEREST & DIVIDENDS	5,879.66	3,000.00	195.99 %
040101 - ENDOWMENT	134,140.00	134,140.00	100.00 %
Total INTEREST & DIVIDENDS	140,019.66	137,140.00	102.10 %
OTHER INCOME			
040201 - BUILDING USAGE	28,678.65	10,000.00	286.79 %
040202 - MISC.	784.55	5,000.00	15.69 %
040203 - CARRYOVER FROM PRIOR YEAR	0.00	0.00	0.00 %
040204 - TRANS. FROM CONTING. FUND	62,910.00	62,910.66	100.00 %
040205 - ONLINE ADDITIONS	(1,293.10)	(1,400.00)	0.00 %
040206 - PPP LOAN PROCEEDS	37,825.83	37,825.00	100.00 %
Total OTHER INCOME	128,905.93	114,335.66	112.74 %
Total REVENUES	899,184.67	917,475.66	98.01 %

First Congregational Church of Old Lyme
Treasurer's Report for the Year 2023
Analysis of Revenue and Expenses
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EXPENSES	Actual 2023	Budget 2023	% Budget
MINISTERS			
SENIOR MINISTER			
050000 - SALARY-SRJ	74,066.04	74,066.00	100.00 %
050001 - HEALTH & LIFE INS-SRJ	35,749.56	35,749.49	100.00 %
050002 - ANNUITY-PCUSA-SRJ	9,430.68	9,430.73	100.00 %
050003 - AUTO ALLOWANCE-SRJ	2,137.92	2,000.00	106.90 %
050004 - HOUSING ALLOWANCE-SRJ	0.00	0.00	0.00 %
050005 - SOCIAL SECURITY ALLOW-SRJ	9,969.00	9,969.00	100.00 %
050007 - HEALTH INS CONTRIB-SRJ	(3,574.92)	(3,574.95)	0.00 %
050008 - PHONE & COMPUTER	1,311.00	1,311.00	100.00 %
Total SENIOR MINISTER	129,089.28	128,951.27	100.11 %
ASSOCIATE MINISTER-CRG			
050200 - SALARY-CRG	30,554.04	30,554.00	100.00 %
050201 - HEALTH & LIFE INS-CRG	9,317.80	9,249.51	100.74 %
050202 - ANNUITY CONTRIB-FCCOL-CRG	7,651.36	7,637.58	100.18 %
050203 - AUTO ALLOWANCE-CRG	2,792.48	1,000.00	279.25 %
050204 - HOUSING ALLOWANCE-CRG	24,000.00	24,000.00	100.00 %
050205 - SOCIAL SEC ALLOW-CRG	5,721.00	5,721.00	100.00 %
050206 - ANNUITY CONTRIB-UCC-CRG	(1,041.69)	0.00	0.00 %
050207 - ANNUITY CONTRIB-Essex-CRG	0.00	0.00	0.00 %
Total ASSOCIATE MINISTER-CRG	78,994.99	78,162.09	101.07 %
ASSOCIATE MINISTER - LFN			
050100 - SALARY-LFN	60,279.00	59,949.00	100.55 %
050101 - HEALTH & LIFE INS-LFN	21,991.90	19,352.00	113.64 %
050102 - ANNUITY CONTRIB-FCCOL-LFN	11,019.99	10,911.00	101.00 %
050103 - AUTO ALLOWANCE-LFN	963.67	1,500.00	64.24 %
050105 - SOCIAL SEC ALLOW-LFN	7,946.04	7,946.00	100.00 %
050106 - HOUSING ALLOWANCE-LFN	17,985.00	17,985.00	100.00 %
050107 - HEALTH INS CONTRIB-LFN	(1,935.05)	(1,935.20)	0.00 %
050108 - ANNUITY CONTRIB-UCC-LFN	0.00	0.00	0.00 %
050109 - PHONE & COMPUTER	624.00	624.00	100.00 %
Total ASSOCIATE MINISTER - LFN	118,874.55	116,331.80	102.19 %
MINISTERS SUPPORT & SUPPLY			
050300 - CHAPEL MINISTER	0.00	0.00	0.00 %
050301 - SEMINARS & MISC.	0.00	1,000.00	0.00 %
050302 - SEMINARIAN	0.00	0.00	0.00 %
050303 - PULPIT SUPPLY	2,657.88	1,000.00	265.79 %
Total MINISTERS SUPPORT & SUPPLY	2,657.88	2,000.00	132.89 %
Total MINISTERS	329,616.70	325,445.16	101.28 %

First Congregational Church of Old Lyme
Treasurer's Report for the Year 2023
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	Actual 2023	Budget 2023	% Budget
CHRISTIAN EDUCATION			
SUNDAY SCHOOL			
051000 - CHURCH SCHOOL COORDINATOR	\$0.00	\$0.00	0.00 %
051001 - PROGRAMS	\$975.75	\$200.00	487.88 %
051002 - SUPPLIES/CE	\$302.37	\$500.00	60.47 %
051003 - CURRICULUM	\$411.99	\$250.00	164.80 %
051005 - CHILD CARE	\$1,344.44	\$2,500.00	53.78 %
051006 - TRANSFER FR YOUTH ED FUND	\$0.00	\$0.00	0.00 %
051007 - CHURCH SCHOOL LEADER	\$14,452.60	\$20,442.00	70.70 %
Total SUNDAY SCHOOL	\$17,487.15	\$23,892.00	73.19 %
CONFIRMATION			
051102 - CONFIRMATION PROGRAM	\$0.00	\$100.00	0.00 %
Total CONFIRMATION	\$0.00	\$100.00	0.00 %
JUNIOR PF			
051101 - JR PF PROGRAMS	\$100.00	\$100.00	100.00 %
051103 - JUNIOR PF LEADERS	\$0.00	\$0.00	0.00 %
Total JUNIOR PF	\$100.00	\$100.00	100.00 %
SENIOR PF			
051200 - PF PROGRAMS	\$471.26	\$500.00	94.25 %
051201 - PF SUPPLIES	\$94.86	\$100.00	94.86 %
051203 - SR. PF LEADERS	\$0.00	\$0.00	0.00 %
Total SENIOR PF	\$566.12	\$600.00	94.35 %
ADULT EDUCATION			
051300 - ADULT ED PROGRAMS	\$450.00	\$0.00	0.00 %
051301 - ADULT ED SUPPLIES	\$0.00	\$0.00	0.00 %
051303 - ADULT ED HONORARIUM	\$0.00	\$300.00	0.00 %
Total ADULT EDUCATION	\$450.00	\$300.00	150.00 %
ALL CHURCH EVENTS			
051400 - ALL CHURCH EVENTS	\$590.50	\$1,000.00	59.05 %
Total ALL CHURCH EVENTS	\$590.50	\$1,000.00	59.05 %
Total CHRISTIAN EDUCATION	\$19,193.77	\$25,992.00	73.84 %
MUSIC			
052001 - MUSIC DIRECTOR	\$42,453.00	\$42,453.00	100.00 %
052002 - MUSIC SUPPLIES	\$215.66	\$400.00	53.92 %
052003 - MUSIC PROGRAM	\$4,840.83	\$2,000.00	242.04 %
052004 - ORGANIST SUBSTITUTE	\$1,225.00	\$400.00	306.25 %
052005 - CONTINUING EDUCATION	\$0.00	\$0.00	0.00 %
052006 - MAINTENANCE/MUSIC	\$1,680.00	\$1,000.00	168.00 %
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	\$7,164.99	\$7,165.00	100.00 %
052012 - SECT LDR-SOPRANO	\$7,164.99	\$7,165.00	100.00 %
052013 - CHILDREN'S CHOIR DIRECTOR	\$0.00	\$0.00	0.00 %
052014 - MEDICAL PREMIUMS	\$0.00	\$0.00	0.00 %
052015 - FROM MEM MUSIC FUND	\$0.00	(\$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	\$0.00	\$0.00	0.00 %
Total MUSIC	\$64,744.47	\$53,583.00	120.83 %

First Congregational Church of Old Lyme
Treasurer's Report for the Year 2023
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	Actual 2023	Budget 2023	% Budget
CHURCH OFFICE			
053002 - WEBSITE ADMINISTRATION	\$654.29	\$4,000.00	16.36 %
053006 - TELEPHONE	\$6,992.07	\$4,000.00	174.80 %
053007 - OFFICE SUPPLIES	\$6,362.30	\$5,000.00	127.25 %
053009 - POSTAGE	\$4,553.68	\$4,500.00	101.19 %
053010 - EQUIPMENT	\$2,836.19	\$2,500.00	113.45 %
053011 - SERVICE& LEASE CONTRACTS	\$17,819.60	\$16,000.00	111.37 %
053013 - SOFTWARE SUPPORT	\$9,107.39	\$7,000.00	130.11 %
Total CHURCH OFFICE	\$48,325.52	\$43,000.00	112.38 %
PROPERTY			
054002 - PROPANE	\$780.06	\$650.00	120.01 %
054003 - HEAT - Church	\$37,929.00	\$42,408.00	89.44 %
054004 - ELECTRICITY	\$16,822.27	\$19,409.00	86.67 %
054005 - REPAIRS & MAINTENANCE	\$22,528.77	\$15,000.00	150.19 %
054006 - PROPERTY SUPPLIES	\$3,335.19	\$5,000.00	66.70 %
054007 - INSURANCE-CHURCH	\$40,664.00	\$42,450.00	95.79 %
054008 - CLEANING SERVICES	\$16,622.73	\$15,000.00	110.82 %
054009 - SERVICE CONTRACTS	\$10,217.18	\$8,000.00	127.71 %
054010 - MAJOR MAINTENANCE	\$8,648.00	\$10,000.00	86.48 %
054011 - TO/FROM MAJ MAINT ESCROW	\$0.00	\$0.00	0.00 %
054012 - PARSONAGE MAINTENANCE	\$877.24	\$2,000.00	43.86 %
054013 - PILGRIM HOUSE MAINTENANCE	\$0.00	\$1,000.00	0.00 %
054014 - SITE MAINTENANCE	\$4,600.00	\$3,000.00	153.33 %
054015 - HEAT - Parsonage	\$6,308.75	\$8,000.00	78.86 %
Total PROPERTY	\$169,333.19	\$171,917.00	98.50 %
DEACONS			
055000 - DEACONS FLOWERS	\$0.00	\$150.00	0.00 %
055001 - DEACONS SUPPLIES	\$1,104.90	\$500.00	220.98 %
055002 - DEACONS COMMUNION	\$0.00	\$100.00	0.00 %
055003 - DEACONS ADVERTISING	\$1,448.24	\$1,800.00	80.46 %
055004 - DEACONS GIFTS	\$0.00	\$0.00	0.00 %
055005 - DEACONS TRANSPORTATION	\$0.00	\$0.00	0.00 %
055006 - DEACONS NEW MEMBER'S	\$230.26	\$100.00	230.26 %
055007 - DEACONS SERVICES BROADCASTING	\$1,010.00	\$2,080.00	48.56 %
Total DEACONS	\$3,793.40	\$4,730.00	80.20 %
LAY EMPLOYEES			
056003 - OFFICE MANAGER	\$49,015.20	\$54,134.30	90.54 %
056004 - SECRETARY/PART TIME	\$0.00	\$0.00	0.00 %
056005 - BOOKKEEPER	\$20,575.46	\$41,641.60	49.41 %
056006 - SEXTON	\$38,053.50	\$42,491.90	89.55 %
056007 - ASST SEXTON	\$1,050.00	\$750.00	140.00 %
056008 - HEALTH & LIFE INS	\$11,546.78	\$15,696.00	73.57 %
056009 - ANNUITIES	\$4,338.38	\$5,798.00	74.83 %
056010 - ANNUITY CONTRIBUTION	(\$15.00)	\$0.00	0.00 %
056011 - HEALTH INS CONTRIB	(\$1,665.53)	(\$946.00)	0.00 %
056013 - TRAVEL REIMBURSEMENT	\$0.00	\$0.00	0.00 %
056015 - CHURCH ADMINISTRATOR	\$28,487.04	\$28,487.00	100.00 %
056016 - ADMINISTRATIVE ASSISTANT	\$0.00	\$0.00	0.00 %
Total LAY EMPLOYEES	\$151,385.83	\$188,052.80	80.50 %

First Congregational Church of Old Lyme
Treasurer's Report for the Year 2023
Analysis of Revenue and Expenses
DETAIL Page 5 of 6

	Actual 2023	Budget 2023	% Budget
BENEVOLENCES			
058000 - UCC SUPPORT	\$16,000.00	\$16,000.00	100.00 %
058004 - MISSION BDGT TO BE ALLOCATED	\$0.00	\$5,850.00	0.00 %
Total MISSION BUDGET TO BE ALLOCATED	\$0.00	\$5,850.00	0.00 %
MISSION EDUCATION FUND			
058100 - STOREFRONT SCHOOL-HARLEM	\$0.00	\$0.00	0.00 %
058101 - GREEN GRASS CHURCH	\$0.00	\$1,500.00	0.00 %
058102 - SOUTH AFRICAN JOURNEYS	\$1,390.35	\$1,000.00	139.04 %
058104 - ISRAEL/PALESTINE(scholarships)	\$2,000.00	\$2,000.00	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 %
058468 - WEST AFRICA	\$3,000.00	\$3,000.00	100.00 %
Total MISSION EDUCATION FUND	\$6,390.35	\$7,500.00	85.20 %
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 %
058426 - CROSBY FUND FOR HATIAN EDUCATION	\$3,000.00	\$3,000.00	100.00 %
058427 - BRIDGES OF HOPE	\$0.00	\$0.00	0.00 %
058456 - WHEELS OF JUSTICE	\$0.00	\$0.00	0.00 %
058465 - HAITI SOUP KITCHEN	\$1,000.00	\$1,000.00	100.00 %
Total DIRECT PARTNER SUPPORT	\$6,500.00	\$6,500.00	100.00 %
PARTNERSHIP COMMITTEES			
058300 - STOREFRONT SCHOOL	\$0.00	\$0.00	0.00 %
058301 - GREEN GRASS	\$0.00	\$400.00	0.00 %
058302 - SOUTH AFRICA	\$53.16	\$400.00	13.29 %
058303 - ISRAEL/PALESTINE	\$0.00	\$400.00	0.00 %
058304 - HAITI	\$0.00	\$400.00	0.00 %
Total PARTNERSHIP COMMITTEES	\$53.16	\$1,600.00	3.32 %
OUTREACH			
058434 - INTERNATIONAL INST. OF CT	\$0.00	\$0.00	0.00 %
NEW LONDON REGION			
058406 - HOSP-CHAPLANCIES-L&M	\$250.00	\$250.00	100.00 %
058408 - HABITAT FOR HUMANITY S.E. CT	\$2,000.00	\$2,000.00	100.00 %
058411 - SAFE FUTURES	\$500.00	\$500.00	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	\$2,000.00	\$2,000.00	100.00 %
058428 - FRESH NEW LONDON	\$2,500.00	\$2,500.00	100.00 %
058431 - HOMELESS HOSPITALITY CENTER	\$7,500.00	\$7,500.00	100.00 %
058433 - A SACRED PLACE	\$0.00	\$0.00	0.00 %
058444 - CT COALITION TO END	\$0.00	\$0.00	0.00 %
058461 - LOLFOODSHARE GARDEN	\$500.00	\$500.00	100.00 %
058469 - NEHANTIC NATIVE NATION	\$0.00	\$300.00	0.00 %
Total NEW LONDON REGION	\$21,250.00	\$21,550.00	98.61 %

continued.....

First Congregational Church of Old Lyme
Treasurer's Report for the Year 2023
Analysis of Revenue and Expenses
DETAIL Page 6 of 6

Benevolences continued.....	Actual 2023	Budget 2023	% Budget
MIDDLESEX COUNTY			
058407 - HOSP CHAPLANCIES MDLX	\$250.00	\$250.00	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	\$250.00	\$250.00	100.00 %
FCCOL PROJECTS			
058401 - COMMITTEE OF ENVIRONMENT	\$828.00	\$750.00	110.40 %
058404 - DONATION TO MIN DISC FUND	\$0.00	\$0.00	0.00 %
058415 - NEW LONDON SOUP KITCHEN SUPPLIES	\$2,560.93	\$3,000.00	85.36 %
058455 - FCCOL DIAPER BANK	\$1,500.00	\$1,500.00	100.00 %
058457 - LOCAL REFUGEE SUPPORT	\$0.00	\$0.00	0.00 %
058464 - HABITAT PROJECT-FCCOL	\$0.00	\$0.00	0.00 %
Total FCCOL PROJECTS	\$4,888.93	\$5,250.00	93.12 %
CONGREGATION CONNECTIONS			
058425 - MIDNIGHT RUN	\$0.00	\$0.00	0.00 %
058442 - CAIR	\$0.00	\$0.00	0.00 %
058450 - ECQUADOR FOUNDATION FUND	\$0.00	\$0.00	0.00 %
058462 - PARJE	\$0.00	\$0.00	0.00 %
058466 - WORLD CENTRAL KITCHEN	\$0.00	\$0.00	0.00 %
058467 - AMOS RESOURCES	\$3,000.00	\$3,000.00	100.00 %
Total CONGREGATION CONNECTIONS	\$3,000.00	\$3,000.00	100.00 %
INTERNATIONAL SUPPORT			
058422 - IRC/NEW YORK	\$3,000.00	\$3,000.00	100.00 %
058437 - CARTER CENTER	\$0.00	\$0.00	0.00 %
058448 - MIDDLE EAST CHILDREN'S ALLIANCE	\$2,000.00	\$0.00	0.00 %
058452 - INTEG REFUGEE & IMIGRANT SVCS	\$3,000.00	\$1,500.00	200.00 %
058459 - REVE KANDALE FDN	\$0.00	\$0.00	0.00 %
058463 - DRS WITHOUT BORDERS	\$2,500.00	\$0.00	0.00 %
Total INTERNATIONAL SUPPORT	\$10,500.00	\$4,500.00	233.33 %
Total OUTREACH	\$39,888.93	\$34,550.00	115.45 %
SPECIAL RESERVE SAVINGS			
058403 - MISSION SAVINGS FUND	\$11,167.56	\$8,000.00	139.59 %
Total SPECIAL RESERVE SAVINGS	\$11,167.56	\$8,000.00	139.59 %
Total BENEVOLENCES	\$80,000.00	\$80,000.00	100.00 %
OTHER EXPENSES			
059000 - PAYROLL TAX	\$15,062.69	\$18,855.70	79.88 %
059001 - WORKER'S COMP	\$3,680.25	\$2,900.00	126.91 %
059002 - SABBATICAL SUPPORT	\$0.00	\$0.00	0.00 %
059003 - LOAN REPAYMENT	\$0.00	\$0.00	0.00 %
059005 - STOCK GAIN/LOSS	\$0.00	\$0.00	0.00 %
059006 - PASTORAL COUNSELING	\$0.00	\$0.00	0.00 %
059007 - MISC./O.E.	\$385.84	\$500.00	77.17 %
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	\$2,041.62	\$2,500.00	81.66 %
Total OTHER EXPENSES	\$21,170.40	\$24,755.70	85.52 %
Total EXPENSES	\$887,563.28	\$917,475.66	96.74 %
Surplus/(Deficit)	\$11,621.39	\$0.00	0.00 %

First Congregational Church of Old Lyme
Treasurer's Report for the Year 2023
Balance Sheet as of December 31st, 2023

ASSETS

CURRENT ASSETS

010000 - Operating Checking	\$208,165.99
010002 - Petty Cash	\$340.00
010003 - Morgan Stanley/ESCROW ACCT	\$221,214.25
010004 - Morgan Stanley/GIFT ACCOUNT	\$47,808.95
010006 - PAYROLL CHECKING	\$13,158.25

Total CURRENT ASSETS \$490,687.44

LIABILITIES

CURRENT LIABILITIES

TAXES PAYABLE

020000 - FEDERAL WITHHOLDING	\$188.67
020001 - STATE WITHHOLDING	\$85.45
020002 - FICA EMPLOYEE	\$146.58
020003 - FICA EMPLOYER	\$146.58
020004 - MEDICARE EMPLOYEE	\$34.28
020005 - MEDICARE EMPLOYER	\$34.28
020006 - CT PAID LEAVE	\$372.16

Total TAXES PAYABLE \$1,008.00

Total LIABILITIES \$1,008.00

ACCUMULATED SURPLUS

Excess Cash Received - From Income Statement	\$11,621.39
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RESTRICTED FUNDS \$478,058.05

Total LIABILITIES, SURPLUS & RESTRICTED FUNDS \$490,687.44

First Congregational Church of Old Lyme
Treasurer's Report for the Year 2023
BALANCE SHEET DETAIL - Exchange and Escrow Accounts as of 12/31/2023

	Beginning Balance	Revenue	Expenses	Ending Balance
Total SHORT TERM EXCHANGE ACCOUNTS	\$338,736.04	\$445,222.53	\$527,114.77	\$256,843.80
ESCROW FUNDS				
080100 - MEMORIAL FUND	\$2,042.47	\$0.00	\$0.00	\$2,042.47
080101 - RESERVE FOR CONTINGENCY	\$25,539.56	\$0.00	\$9,750.00	\$15,789.56
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	\$17,946.01	\$125,000.00	\$9,099.16	\$133,846.85
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	\$1,549.00	\$3,454.50
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	\$4,899.77	\$0.00	\$0.00	\$4,899.77
080121 - AFFORDABLE HOUSING	\$8.11	\$0.00	\$0.00	\$8.11
080122 - AUDIT RESERVE	\$2,722.94	\$0.00	\$300.00	\$2,422.94
080123 - HENRY FAMILY FUNDS	\$2,400.56	\$0.00	\$0.00	\$2,400.56
080124 - ESCROW ACCT INTEREST	\$639.54	\$4,816.05	\$0.00	\$5,455.59
Total ESCROW FUNDS	\$112,096.36	\$129,816.05	\$20,698.16	\$221,214.25
Total EXCHANGE AND ESCROW ACCOUNTS	\$450,832.40	\$575,038.58	\$547,812.93	\$478,058.05

TOTAL BENEVOLENCE GIVING BY MEMBERS AND FRIENDS in 2023

Board of Missions Benevolence Disbursements	\$80,000
Minister's Discretionary Fund	\$39,075
FCCOL Food Pantry	\$27,046
Refugee Resettlement	\$18,925
Refugee House	\$14,671
Diaper Bank	\$7,391
One Great Hour of Sharing	\$6,124
Black Lives Matter - Witness Stones	\$4,300
Disaster Relief	\$2,190
Tree of Life Educational Fund	\$1,000
Paul Verryn Ministry	\$500
Total	\$201,222

First Congregational Church of Old Lyme
Treasurer's Report for the Year 2023
Sources & Uses of Funds January to December 2023

CURRENT ASSETS		BALANCES	
	010000 - OPERATING CHECKING	\$188,758.86	
	010002 - PETTY CASH	\$340.00	
	010003 - Morgan Stanley/ESCROW ACCT	\$112,096.36	
	010004 - Morgan Stanley/GIFT ACCOUNT	\$164,919.66	
	010006 - PAYROLL CHECKING	\$24,004.41	
Total Beginning Balance - January 1, 2023			\$490,119.29
SOURCES OF FUNDS			
PLEDGES & OFFERINGS			
	040000 - PLEDGES-CURRENT YEAR	\$516,792.14	
	040001 - PLEDGES -PRIOR YEAR	\$15,636.00	
	040002 - OPEN PLATE	\$19,644.80	
	040003 - ADDITIONAL CURRENT YR CONTRIBS	\$17,515.64	
	040004 - MEMB NON-PLEDGE CONTRIBS	\$30,670.50	
	040007 - LADIES BENEVOLENT SOCIETY	\$30,000.00	
Total PLEDGES & OFFERINGS		\$630,259.08	
INTEREST & DIVIDENDS			
	040100 - INTEREST & DIVIDENDS	\$5,879.66	
	040101 - ENDOWMENT	\$134,140.00	
Total INTEREST & DIVIDENDS		\$140,019.66	
OTHER INCOME			
	040201 - BUILDING USAGE	\$28,678.65	
	040202 - MISC.	\$784.55	
	040204 - TRANS. FROM CONTING. FUND	\$62,910.00	
	040205 - ONLINE ADDITIONS	(\$1,293.10)	
	040206 - PPP LOAN PROCEEDS	\$37,825.83	
Total OTHER INCOME		\$128,905.93	
Total CONTRIBUTIONS			\$899,184.67
Total Withholdings			\$76,230.77
Total Fund Principal Withholdings			\$0.00
Total Temporary Restricted Withholdings			\$575,038.58
TOTAL SOURCES OF FUNDS		\$1,550,454.02	\$2,040,573.31
USES OF FUNDS			
Total MINISTERS		\$329,616.70	
Total CHRISTIAN EDUCATION		\$19,193.77	
Total MUSIC		\$64,744.47	
Total CHURCH OFFICE		\$48,325.52	
Total PROPERTY		\$169,333.19	
Total DEACONS		\$3,793.40	
Total LAY EMPLOYEES		\$151,385.83	
Total BENEVOLENCES		\$80,000.00	
Total OTHER EXPENSES		\$21,170.40	
Total Withholdings		\$76,683.83	
Total Fund Principal Withholdings		\$37,825.83	
Total Temporary Restricted Withholdings		\$547,812.93	
TOTAL USES OF FUNDS		\$1,549,885.87	\$490,687.44
Balances On Hand - December 31, 2023			
CURRENT ASSETS			
	010000 -OPERATING CHECKING	\$208,165.99	
	010002 - PETTY CASH	\$340.00	
	010003 - Morgan Stanley/ESCROW ACCT	\$221,214.25	
	010004 - Morgan Stanley/GIFT ACCOUNT	\$47,808.95	
	010006 - PAYROLL CHECKING	\$13,158.25	
Total Balances on Hand			\$490,687.44

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 (Green Grass), 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.

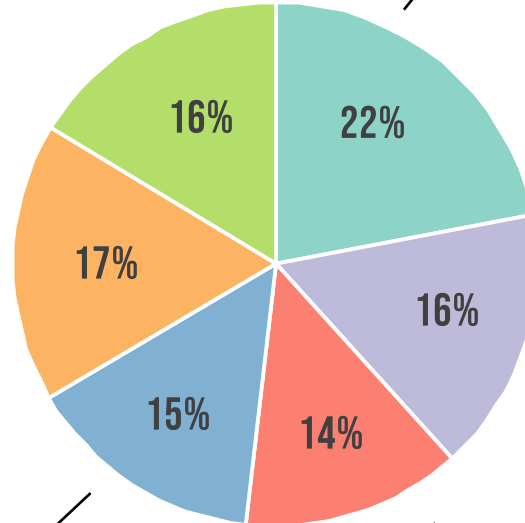
TOTAL
\$902,402.35

COMMUNITY OUTREACH

We are the largest site in Southeastern Connecticut for the Shoreline Food Pantries and Soup Kitchens, distributing groceries and serving meals to at least 70 families each week. We also host the local Cub Scout Troop, Red Cross blood drives, AA meetings, Musical Masterworks concerts, and much, much more.

CHRISTIAN EDUCATION

We have a vibrant Sunday School program called "God's Neighborhood" that meets every Sunday and features several "diversity Sundays" to nurture understanding of other faiths and cultures. There are active Junior and Senior High Fellowship groups and Bible study. We also feature Adult Forum presentations on Sundays that 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, 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.

OUR CHURCH IS INDEED A PLACE OF GRACE

PROPOSED 2024 BUDGET OVERVIEW FROM THE BOARD OF TRUSTEES

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 Board of Trustees, the Board of Stewardship and the Treasurer 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 approval. This year our Treasurer acted as the Budget Committee. The 2024 Church budget is shown on Pages 31 through 37 of this annual report.

ANALYSIS

This year the proposed budget for 2024 is a very challenging one. **For the first time in recent memory it is necessary to present a budget that shows a planned operating deficit of \$34,738.** As we reported for the budget years of 2021 through 2023 we were able to show balanced operating results due to our ability to utilize income sources from reserves on our balance sheet, and from the proceeds of two PPP Covid-related forgiven loans from the Federal government. Our balance sheet now has no remaining equity surplus and the PPP loan funds have been expended.

The infusion of these one-time funding sources essentially masked a longer-term trend of reduced contributions from our stewardship campaigns, due largely to a longer-term trend of fewer active church members, and therefore fewer contributors. Those who continue to contribute have consistently increased their average pledge over the years, but this has not been sufficient to make up for the fewer number of contributors.

In order to give us time to address this challenge, **the Board of Trustees and the Endowment Committee have agreed to make a one-time \$50,000 contribution from the Endowment Fund** for the 2024 operating budget. Also note that the **"Pledges-Current Year"** income account is estimated at \$550,000, substantially less than previous years. The 2023 Stewardship Campaign topped out at just \$567,000 and as of this writing the 2024 campaign stands at \$542,000, with pledges still coming in.

On the expense side the 2024 assumptions are for a 2% compensation increase for the staff, no new major property projects, and a \$20,000 reduction in budgeted Benevolence giving.

SUMMARY

The 2024 proposed budget presents a unique challenge to both the congregation and our governing boards in the months ahead. It is widely agreed that concentrating on increased sources of funding needs to be our first priority, noting that fully 90% of our expense budget is essentially fixed in the short term.

Respectfully submitted,
Bob McCracken, Treasurer

First Congregational Church of Old Lyme

Treasurer's Report

2024 Budget Summary and Comparison to 2023

	2023 Budget	2024 Budget	2024+/- 2023 Budget
REVENUES			
PLEDGES AND OFFERINGS	\$666,000.00	\$663,000.00	(\$3,000.00)
INTEREST AND DIVIDENDS	\$137,140.00	\$140,064.00	\$2,924.00
OTHER INCOME	\$114,335.66	\$64,600.00	(\$49,735.66)
TOTAL REVENUES	\$917,475.66	\$867,664.00	(\$49,811.66)
EXPENSES			
SENIOR MINISTER	\$128,951.27	\$131,386.12	(\$2,434.85)
ASSOCIATE MINISTER - CRG	\$78,162.09	\$78,928.79	(\$766.70)
ASSOCIATE MINISTER - LFN	\$116,331.80	\$120,802.53	(\$4,470.73)
MINISTER'S SUPPORT & SUPPLY	\$2,000.00	\$2,500.00	(\$500.00)
TOTAL MINISTERS	\$325,445.16	\$333,617.44	(\$8,172.28)
CHRISTIAN EDUCATION			
SUNDAY SCHOOL	\$23,892.00	\$21,744.40	\$2,147.60
CONFIRMATION	\$100.00	\$0.00	\$100.00
JUNIOR PF	\$100.00	\$100.00	\$0.00
SENIOR PF	\$600.00	\$600.00	\$0.00
ADULT EDUCATION	\$300.00	\$650.00	(\$350.00)
ALL CHURCH EVENTS	\$1,000.00	\$750.00	\$250.00
TOTAL CHRISTIAN EDUCATION	\$25,992.00	\$23,844.40	\$2,147.60
MUSIC	\$53,583.00	\$62,633.66	(\$9,050.66)
CHURCH OFFICE	\$43,000.00	\$45,900.00	(\$2,900.00)
PROPERTY	\$171,917.00	\$165,946.00	\$5,971.00
DEACONS	\$4,730.00	\$4,000.00	\$730.00
LAY EMPLOYEES	\$188,052.80	\$181,270.04	\$6,782.76
BENEVOLENCES	\$80,000.00	\$60,000.00	\$20,000.00
OTHER EXPENSES	\$24,755.70	\$25,190.81	(\$435.11)
TOTAL EXPENSES	\$917,475.66	\$902,402.35	\$15,073.31
SURPLUS/(DEFICIT)	\$0.00	(\$34,738.35)	(\$34,738.35)

Note: Other Income includes a \$50,000 contribution from the church's Endowment Fund.

First Congregational Church of Old Lyme

Treasurer's Report

2024 Budget Budgetand Comparison to 2023

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	Budget 2023	2024 Budget	2024 +/- 2023 Budget
REVENUES			
PLEDGES & OFFERINGS			
040000 - PLEDGES-CURRENT YEAR	\$575,000.00	\$550,000.00	(\$25,000.00)
040001 - PLEDGES -PRIOR YEAR	\$10,000.00	\$15,000.00	\$5,000.00
040002 - OPEN PLATE	\$20,000.00	\$20,000.00	\$0.00
040003 - ADDITIONAL CURRENT YR CONTRIBS	\$16,000.00	\$18,000.00	\$2,000.00
040004 - MEMB NON-PLEDGE CONTRIBS	\$20,000.00	\$30,000.00	\$10,000.00
040005 - CHURCH SCHOOL PLATE	\$0.00		\$0.00
040006 - SPECIAL GIFTS	\$5,000.00		(\$5,000.00)
040007 - LADIES BENEVOLENT SOCIETY	\$20,000.00	\$30,000.00	\$10,000.00
040008 - SOUTH LYME CHAPEL	\$0.00		\$0.00
Total PLEDGES & OFFERINGS	\$666,000.00	\$663,000.00	(\$3,000.00)
INTEREST & DIVIDENDS			
040100 - INTEREST & DIVIDENDS	\$3,000.00	\$5,800.00	\$2,800.00
040101 - ENDOWMENT	\$134,140.00	\$134,264.00	\$124.00
Total INTEREST & DIVIDENDS	\$137,140.00	\$140,064.00	\$2,924.00
OTHER INCOME			
040201 - BUILDING USAGE	\$10,000.00	\$15,000.00	\$5,000.00
040202 - MISC.	\$5,000.00	\$1,000.00	(\$4,000.00)
040203 - CARRYOVER FROM PRIOR YEAR	\$0.00	\$0.00	\$0.00
040204 - TRANS. FR BAL SHEET/ENDOWMENT	\$62,910.66	\$50,000.00	(\$12,910.66)
040205 - ONLINE ADDITIONS	(\$1,400.00)	(\$1,400.00)	\$0.00
040206 - PPP LOAN PROCEEDS	\$37,825.00	\$0.00	(\$37,825.00)
Total OTHER INCOME	\$114,335.66	\$64,600.00	(\$49,735.66)
Total REVENUES	\$917,475.66	\$867,664.00	(\$49,811.66)

Note: Account 040204 included contributions from the church balance sheet in 2023

First Congregational Church of Old Lyme

Treasurer's Report

2024 Budget and Comparison to 2023

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	Budget 2023	2024 Budget	2024 +/- 2023 Budget
EXPENSES			
MINISTERS			
SENIOR MINISTER			
050000 - SALARY-SRJ	\$74,066.00	\$75,547.00	(\$1,481.00)
050001 - HEALTH & LIFE INS-SRJ	\$35,749.49	\$36,396.57	(\$647.08)
050002 - ANNUITY-PCUSA-SRJ	\$9,430.73	\$9,611.29	(\$180.56)
050003 - AUTO ALLOWANCE-SRJ	\$2,000.00	\$2,000.00	\$0.00
050004 - HOUSING ALLOWANCE-SRJ	\$0.00	\$0.00	\$0.00
050005 - SOCIAL SECURITY ALLOW-SRJ	\$9,969.00	\$10,160.00	(\$191.00)
050007 - HEALTH INS CONTRIB-SRJ	(\$3,574.95)	(\$3,639.74)	\$64.79
050008 - PHONE & COMPUTER	\$1,311.00	\$1,311.00	\$0.00
Total SENIOR MINISTER	\$128,951.27	\$131,386.12	(\$2,434.85)
ASSOCIATE MINISTER-CRG			
050200 - SALARY-CRG	\$30,554.00	\$31,165.00	(\$611.00)
050201 - HEALTH & LIFE INS-CRG	\$9,249.51	\$9,258.68	(\$9.17)
050202 - ANNUITY CONTRIB-FCCOL-CRG	\$7,637.58	\$7,723.11	(\$85.53)
050203 - AUTO ALLOWANCE-CRG	\$1,000.00	\$1,000.00	\$0.00
050204 - HOUSING ALLOWANCE-CRG	\$24,000.00	\$24,000.00	\$0.00
050205 - SOCIAL SEC ALLOW-CRG	\$5,721.00	\$5,782.00	(\$61.00)
050206 - ANNUITY CONTRIB-UCC-CRG	\$0.00	\$0.00	\$0.00
050207 - ANNUITY CONTRIB-Essex-CRG	\$0.00	\$0.00	\$0.00
Total ASSOCIATE MINISTER-CRG	\$78,162.09	\$78,928.79	(\$766.70)
ASSOCIATE MINISTER - LFN			
050100 - SALARY-LFN	\$59,949.00	\$61,148.00	(\$1,199.00)
050101 - HEALTH & LIFE INS-LFN	\$19,352.00	\$22,174.00	(\$2,822.00)
050102 - ANNUITY CONTRIB-FCCOL-LFN	\$10,911.00	\$11,129.00	(\$218.00)
050103 - AUTO ALLOWANCE-LFN	\$1,500.00	\$1,500.00	\$0.00
050105 - SOCIAL SEC ALLOW-LFN	\$7,946.00	\$8,101.00	(\$155.00)
050106 - HOUSING ALLOWANCE-LFN	\$17,985.00	\$18,344.00	(\$359.00)
050107 - HEALTH INS CONTRIB-LFN	(\$1,935.20)	(\$2,217.47)	\$282.27
050108 - ANNUITY CONTRIB-UCC-LFN	\$0.00	\$0.00	\$0.00
050109 - PHONE & COMPUTER	\$624.00	\$624.00	\$0.00
Total ASSOCIATE MINISTER - LFN	\$116,331.80	\$120,802.53	(\$4,470.73)
MINISTERS SUPPORT & SUPPLY			
050300 - CHAPEL MINISTER	\$0.00	\$0.00	\$0.00
050301 - SEMINARS & MISC.	\$1,000.00	\$1,000.00	\$0.00
050302 - SEMINARIAN	\$0.00	\$0.00	\$0.00
050303 - PULPIT SUPPLY	\$1,000.00	\$1,500.00	(\$500.00)
Total MINISTERS SUPPORT & SUPPLY	\$2,000.00	\$2,500.00	(\$500.00)
Total MINISTERS	\$325,445.16	\$333,617.44	(\$8,172.28)

First Congregational Church of Old Lyme
Treasurer's Report—2024 Budget and Comparison to 2023

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	Budget 2023	2024 Budget	2024 +/- 2023 Budget
CHRISTIAN EDUCATION			
SUNDAY SCHOOL			
051000 - CHURCH SCHOOL COORDINATOR	\$0.00	\$0.00	\$0.00
051001 - PROGRAMS	\$200.00	\$500.00	(\$300.00)
051002 - SUPPLIES/CE	\$500.00	\$400.00	\$100.00
051003 - CURRICULUM	\$250.00	\$250.00	\$0.00
051005 - CHILD CARE	\$2,500.00	\$1,500.00	\$1,000.00
051006 - TRANSFER FR YOUTH ED FUND	\$0.00	\$0.00	\$0.00
051007 - CHURCH SCHOOL LEADER	\$20,442.00	\$19,094.40	\$1,347.60
Total SUNDAY SCHOOL	\$23,892.00	\$21,744.40	\$2,147.60
CONFIRMATION			
051102 - CONFIRMATION PROGRAM	\$100.00	\$0.00	
Total CONFIRMATION	\$100.00	\$0.00	\$100.00
JUNIOR PF			
051101 - JR PF PROGRAMS	\$100.00	\$100.00	
051103 - JUNIOR PF LEADERS	\$0.00	\$0.00	
Total JUNIOR PF	\$100.00	\$100.00	\$0.00
SENIOR PF			
051200 - PF PROGRAMS	\$500.00	\$500.00	
051201 - PF SUPPLIES	\$100.00	\$100.00	
051203 - SR. PF LEADERS	\$0.00	\$0.00	
Total SENIOR PF	\$600.00	\$600.00	\$0.00
ADULT EDUCATION			
051300 - ADULT ED PROGRAMS	\$0.00	\$450.00	
051301 - ADULT ED SUPPLIES	\$0.00	\$0.00	
051303 - ADULT ED HONORARIUM	\$300.00	\$200.00	
Total ADULT EDUCATION	\$300.00	\$650.00	(\$350.00)
ALL CHURCH EVENTS			
051400 - ALL CHURCH EVENTS	\$1,000.00	\$750.00	
Total ALL CHURCH EVENTS	\$1,000.00	\$750.00	\$250.00
Total CHRISTIAN EDUCATION	\$25,992.00	\$23,844.40	\$2,147.60
MUSIC			
052001 - MUSIC DIRECTOR	\$42,453.00	\$43,302.06	(\$849.06)
052002 - MUSIC SUPPLIES	\$400.00	\$215.00	\$185.00
052003 - MUSIC PROGRAM	\$2,000.00	\$2,000.00	\$0.00
052004 - ORGANIST SUBSTITUTE	\$400.00	\$1,000.00	(\$600.00)
052005 - CONTINUING EDUCATION	\$0.00	\$0.00	\$0.00
052006 - MAINTENANCE/MUSIC	\$1,000.00	\$1,500.00	(\$500.00)
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	\$7,165.00	\$7,308.30	(\$143.30)
052012 - SECT LDR-SOPRANO	\$7,165.00	\$7,308.30	(\$143.30)
052013 - CHILDREN'S CHOIR DIRECTOR	\$0.00	\$0.00	\$0.00
052014 - MEDICAL PREMIUMS	\$0.00	\$0.00	\$0.00
052015 - FROM MEM MUSIC FUND	(\$7,000.00)	\$0.00	(\$7,000.00)
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	\$0.00	\$0.00	\$0.00
Total MUSIC	\$53,583.00	\$62,633.66	(\$9,050.66)

First Congregational Church of Old Lyme

Treasurer's Report

2023 Budget and Comparison to 2022

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	Budget 2023	Proposed Budget 2024	+/- 2023 Budget
CHURCH OFFICE			
053002 - WEBSITE ADMINISTRATION	\$4,000.00	\$500.00	\$3,500.00
053006 - TELEPHONE	\$4,000.00	\$7,000.00	(\$3,000.00)
053007 - OFFICE SUPPLIES	\$5,000.00	\$5,500.00	(\$500.00)
053009 - POSTAGE	\$4,500.00	\$4,700.00	(\$200.00)
053010 - EQUIPMENT	\$2,500.00	\$2,700.00	(\$200.00)
053011 - SERVICE& LEASE CONTRACTS	\$16,000.00	\$17,000.00	(\$1,000.00)
053013 - SOFTWARE SUPPORT	\$7,000.00	\$8,500.00	(\$1,500.00)
Total CHURCH OFFICE	\$43,000.00	\$45,900.00	(\$2,900.00)
PROPERTY			
054002 - PROPANE	\$650.00	\$700.00	(\$50.00)
054003 - HEAT - Church	\$42,408.00	\$37,929.00	\$4,479.00
054004 - ELECTRICITY	\$19,409.00	\$17,000.00	\$2,409.00
054005 - REPAIRS & MAINTENANCE	\$15,000.00	\$15,000.00	\$0.00
054006 - PROPERTY SUPPLIES	\$5,000.00	\$3,000.00	\$2,000.00
054007 - INSURANCE-CHURCH	\$42,450.00	\$44,000.00	(\$1,550.00)
054008 - CLEANING SERVICES	\$15,000.00	\$16,000.00	(\$1,000.00)
054009 - SERVICE CONTRACTS	\$8,000.00	\$10,217.00	(\$2,217.00)
054010 - MAJOR MAINTENANCE	\$10,000.00	\$10,000.00	\$0.00
054011 - TO/FROM MAJ MAINT ESCROW	\$0.00	\$0.00	\$0.00
054012 - PARSONAGE MAINTENANCE	\$2,000.00	\$1,000.00	\$1,000.00
054013 - PILGRIM HOUSE MAINTENANCE	\$1,000.00	\$0.00	\$1,000.00
054014 - SITE MAINTENANCE	\$3,000.00	\$4,600.00	(\$1,600.00)
054015 - HEAT - Parsonage	\$8,000.00	\$6,500.00	\$1,500.00
Total PROPERTY	\$171,917.00	\$165,946.00	\$5,971.00
DEACONS			
055000 - DEACONS FLOWERS	\$150.00	\$150.00	\$0.00
055001 - DEACONS SUPPLIES	\$500.00	\$500.00	\$0.00
055002 - DEACONS COMMUNION	\$100.00	\$100.00	\$0.00
055003 - DEACONS ADVERTISING	\$1,800.00	\$1,400.00	\$400.00
055004 - DEACONS GIFTS	\$0.00	\$0.00	\$0.00
055005 - DEACONS TRANSPORTATION	\$0.00	\$0.00	\$0.00
055006 - DEACONS NEW MEMBER'S FUNCTIONS	\$100.00	\$250.00	(\$150.00)
055007 - DEACONS SERVICES BROADCASTING	\$2,080.00	\$1,600.00	\$480.00
Total DEACONS	\$4,730.00	\$4,000.00	\$730.00
LAY EMPLOYEES			
056003 - OFFICE MANAGER	\$54,134.30	\$52,052.00	\$2,082.30
056004 - SECRETARY/PART TIME	\$0.00	\$0.00	\$0.00
056005 - BOOKKEEPER	\$41,641.60	\$28,960.00	\$12,681.60
056006 - SEXTON	\$42,491.90	\$45,851.30	(\$3,359.40)
056007 - ASST SEXTON	\$750.00	\$750.00	\$0.00
056008 - HEALTH & LIFE INS	\$15,696.00	\$20,807.00	(\$5,111.00)
056009 - ANNUITIES	\$5,798.00	\$5,874.00	(\$76.00)
056010 - ANNUITY CONTRIBUTION	\$0.00	\$0.00	\$0.00
056011 - HEALTH INS CONTRIB	(\$946.00)	(\$2,081.00)	\$1,135.00
056013 - TRAVEL REIMBURSEMENT	\$0.00	\$0.00	\$0.00
056015 - CHURCH ADMINISTRATOR	\$28,487.00	\$29,056.74	(\$569.74)
056016 - ADMINISTRATIVE ASSISTANT	\$0.00	\$0.00	\$0.00
Total LAY EMPLOYEES	\$188,052.80	\$181,270.04	\$6,782.76

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	Budget 2023	Proposed Budget 2024	2024+/- 2023 Budget
BENEVOLENCES			
058000 - UCC SUPPORT	\$16,000.00		
058004 - MISSION BDGT TO BE ALLOCATED	\$5,850.00		
Total MISSION BUDGET TO BE ALLOCATED	\$5,850.00	\$60,000.00	
MISSION EDUCATION FUND		TBD	
058100 - STOREFRONT SCHOOL-HARLEM	\$0.00		
058101 - GREEN GRASS CHURCH	\$1,500.00		
058102 - SOUTH AFRICAN JOURNEYS	\$1,000.00		
058104 - ISRAEL/PALESTINE(scholarships)	\$2,000.00		
058107 - MORNINGSTAR CAMP	\$0.00		
058108 - HAITI SCHOLARSHIPS	\$0.00		
058109 - YOUTH CIVIL RIGHTS	\$0.00		
058468 - WEST AFRICA	\$3,000.00		
Total MISSION EDUCATION FUND	\$7,500.00		
DIRECT PARTNER SUPPORT			
058200 - STOREFRONT-HARLEM	\$0.00		
058208 - ISRAEL/PALESTINE TOL	\$2,500.00		
058210 - GREEN GRASS	\$0.00		
058426 - CROSBY FUND FOR HATIAN EDUCATION	\$3,000.00		
058427 - BRIDGES OF HOPE	\$0.00		
058456 - WHEELS OF JUSTICE	\$0.00		
058465 - HAITI SOUP KITCHEN	\$1,000.00		
Total DIRECT PARTNER SUPPORT	\$6,500.00		
PARTNERSHIP COMMITTEES			
058300 - STOREFRONT SCHOOL	\$0.00		
058301 - GREEN GRASS	\$400.00		
058302 - SOUTH AFRICA	\$400.00		
058303 - ISRAEL/PALESTINE	\$400.00		
058304 - HAITI	\$400.00		
Total PARTNERSHIP COMMITTEES	\$1,600.00		
OUTREACH			
058434 - INTERNATIONAL INST. OF CT	\$0.00		
NEW LONDON REGION			
058406 - HOSP-CHAPLANCIES-L&M	\$250.00		
058408 - HABITAT FOR HUMANITY S.E. CT	\$2,000.00		
058411 - SAFE FUTURES	\$500.00		
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	\$2,000.00		
058428 - FRESH NEW LONDON	\$2,500.00		
058431 - HOMELESS HOSPITALITY CENTER	\$7,500.00		
058433 - A SACRED PLACE	\$0.00		
058444 - CT COALITION TO END	\$0.00		
058461 - LOLFOODSHARE GARDEN	\$500.00		
058469 - NEHANTIC NATIVE NATION	\$300.00		
Total NEW LONDON REGION	\$21,550.00		

Continued

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	Budget 2023	Proposed Budget 2024	2024+/- 2023 Budget
Benevolences....continued			
MIDDLESEX COUNTY		TBD	
058407 - HOSP CHAPLANCIES MDLX	\$250.00		
058413 - SHORELINE SOUP KITCHEN	\$0.00		
058443 - LITERACY VOLUNTEERS OF EASTERN CT	\$0.00		
058447 - LITERACY VOLUNTEERS VALLEY SHORE	\$0.00		
Total MIDDLESEX COUNTY	\$250.00		
FCCOL PROJECTS			
058401 - COMMITTEE OF ENVIRONMENT	\$750.00		
058404 - DONATION TO MIN DISC FUND	\$0.00		
058415 - NEW LONDON SOUP KITCHEN SUPPLIES	\$3,000.00		
058455 - FCCOL DIAPER BANK	\$1,500.00		
058457 - LOCAL REFUGEE SUPPORT	\$0.00		
058464 - HABITAT PROJECT-FCCOL	\$0.00		
Total FCCOL PROJECTS	\$5,250.00		
CONGREGATION CONNECTIONS			
058425 - MIDNIGHT RUN	\$0.00		
058442 - CAIR	\$0.00		
058450 - ECQUADOR FOUNDATION FUND	\$0.00		
058462 - PARJE	\$0.00		
058466 - WORLD CENTRAL KITCHEN	\$0.00		
058467 - AMOS RESOURCES	\$3,000.00		
Total CONGREGATION CONNECTIONS	\$3,000.00		
INTERNATIONAL SUPPORT			
058422 - IRC/NEW YORK	\$3,000.00		
058437 - CARTER CENTER	\$0.00		
058448 - MIDDLE EAST CHILDREN'S ALLIANCE	\$0.00		
058452 - INTEG REFUGEE & IMIGRANT SVCS	\$1,500.00		
058459 - REVE KANDALE FDN	\$0.00		
058463 - DRS WITHOUT BORDERS	\$0.00		
Total INTERNATIONAL SUPPORT	\$4,500.00		
Total OUTREACH	#REF!		
SPECIAL RESERVE SAVINGS			
058403 - MISSION SAVINGS FUND	\$8,000.00		
Total SPECIAL RESERVE SAVINGS	\$8,000.00		
Total BENEVOLENCES	\$80,000.00	\$60,000.00	\$20,000.00
OTHER EXPENSES			
059000 - PAYROLL TAX	\$18,855.70	\$19,232.81	(\$377.11)
059001 - WORKER'S COMP	\$2,900.00	\$2,958.00	(\$58.00)
059003 - LOAN REPAYMENT	\$0.00	\$0.00	\$0.00
059007 - MISC./O.E.	\$500.00	\$1,000.00	(\$500.00)
059009 - CHURCH AUDIT	\$0.00		\$0.00
059013 - STEWARDSHIP CAMPAIGNS	\$2,500.00	\$2,000.00	\$500.00
Total OTHER EXPENSES	\$24,755.70	\$25,190.81	(\$435.11)
Total EXPENSES	\$917,475.66	\$902,402.35	\$15,073.31
Surplus/(Deficit)	\$0.00	(\$34,738.35)	(\$34,738.35)

BOARD OF STEWARDSHIP

The Congregational tradition maintains that each congregation is independent. Each produce and fund their own budget – typically, through an annual stewardship campaign. Pledges and donations from our church community – active members and close friends historically fund the majority of FCCOL’s budget. So, FCCOL’s good work locally and in the world almost entirely depends on contributions from Church members and close friends. We are extremely grateful for this selfless generosity.

Unfortunately, for the past five years the total church budget has exceeded pledges and donations. Operating deficits have been covered by fund transfers from accounts that are now exhausted. In 2023 \$575,000 was budgeted and \$567,000 pledged. 2023 pledge collections are still underway. However, we anticipate a budget balanced by the last of the non-recurring fund transfers.

Motivated by the need to expand donations, the BOS intends to increase the scope and reach of the 2024 contribution campaign to include an appeal to the wider community – beyond church members and close friends. This campaign extension is based on the idea that FCCOL is a community resource. We are here for everyone and could use help keeping up the pace of our pastoral care and community outreach. We are also investigating possible grants for the restoration and maintenance of sacred historic structures.

Two long term trends trouble Church’s stewardship initiatives: (1) a persistent membership decline over the past 15 years from 983 in 2009 to 713 as of 1 December 2023; and, (2) only about half the active membership commits to making a donation of any amount. We need to better understand these trends so we can possibly develop ways to counter them. Consulting assistance may be helpful.

This year as usual, the Board of Stewardship conducted an extensive mail campaign assisted by Church Officers, mainly Bob McCracken and Joanie May, and the ministers. John Kiker also contributed a number of helpful ideas. Initial, and as required, follow-up requests for financial support were sent to each church community member. ‘Thank you’ letters were sent to those who made contributions or commitments. Testimonials and newsletter articles were also presented.

A most welcome trend is the annual increase in the average commitment. The average pledge in 2022 was \$1,897. It rose slightly to \$1,912 in 2023 but is increasing so far for 2024 to \$2,157. We are encouraged that 86 (35%) of the 248 commitments received so far ‘Stepped Up’ their commitments this year. We also received 23 new commitments. Of course, we are grateful for every contribution regardless of amount. Many thanks to the members who help sustain the important work of our covenant community through worship, service and financial support.

Respectively submitted,

The 2023 Board of Stewardship: Leslie Alexander, Jody Belluzzi, Harvey Beeman, Ross Higgins, Jim Matschulat (Chair), Doug McCracken, Candy Stanberry, Rick Strickhart

BOARD OF MISSIONS

The 2023 Board of Missions (BOM) Members: Anita Allen; Dale Bernardoni; Mary Charlton; Emily Fisher; Cathy Gentry; Charlie Hosley (secretary); Julie Kuja; Erik Johannessen (chair); Susan Beeman (Deacon Representative); Carleen Gerber.

This has been an active board with excellent participation in meetings, soup kitchen, and WES. I am thankful for everyone's contributions. Susan was an active and knowledgeable Deacon Representative. I am also appreciative for Charlie's timely and concise meeting minutes and Carleen's commitment, wisdom, foresightedness and institutional memory.

At the beginning of the year a revised budget allocation report was introduced which simplified and streamlined the reporting of the previous three fiscal years yet maintained the major donation categories. We are grateful for Julie's work as FCCOL Bookkeeper.

Three local agencies were visited this year; Homeless Hospitality Center and the Edward Good Veterans House; Lyme/Old Lyme Food Share and Martin House. All the agencies expressed their gratitude for FCCOL's commitment to their mission and their need for continued support.

It might be helpful for the congregation to understand the broad categories of BOM benevolences. To this end I've compiled the following table.

2023 BOM Approved and Budgeted Categorical Benevolences:

Benevolence Category	2023 Budgeted	2022 Actual	% of 2023 Budgeted
UCC Support	\$16,000	\$18,000	22%
Mission Education Fund	\$7500	\$2,900	10%
Direct Partnership Support	\$6,500	\$6,500	9%
Partnership Committees	\$1,600	\$318	2%
New London Region	\$21,500	\$21,500	30%
Middlesex County	\$250	\$250	
FCCOL Projects	\$5,250	\$8,233	7%
FCCOL Connections	\$3,000	\$500	4%
International Support	\$10,500	\$11,500	15%
Total	\$72,100	\$72,000	99% (due to rounding)
Annual Budget before 10% hold-back.	\$80,000	\$80,000	

It is worth noting that 45% of the benevolences are allocated to local and international agencies. The remaining 55% of benevolences are allocated to UCC support and FCCOL projects, partnerships and missions. You will also note that the UCC budgeted amount was decreased by \$2000, not because it was not needed, but other needed priorities emerged.

Recently, I was informed that the church ended the fiscal year with a small surplus and the remaining FY 23 budgeted benevolences will be able to be utilized in the future. This was great news. It will allow the board close to \$12,000 above the FY 24 budgeted amount to help meet the ever increasing needs of our local and international agencies, FCCOL partnerships, missions and UCC support.

With Gratitude,
Erik Johannessen
BOM Chair

BOARD OF ADULT EDUCATION

2023 Board of Adult Education Activities

In February to prepare for the reading of Dante's Inferno we had a discussion by Peter Hawkins Prof. Emeritus Yale Divinity School on Dante's Inferno

I
n April we hosted renowned author Dr Lisa Miller to talk about her book "The Awakened Brain: The New Science of Spirituality and Our Quest for an Inspired Life

Our May Presentation was by a local author Katherine Hauseith author of "Daily Dips into Nature and Spirit" on nature walks and combining them with a questioning approach to why

In July we screened a special video on:

APOSTOLIC EXHORTATION
LAUDATE DEUM
OF THE HOLY FATHER
FRANCIS
TO ALL PEOPLE OF GOOD WILL
ON THE CLIMATE CRISIS

Our September our discussion by Tom Piazza author of "The Auburn Conference" on how diverse, even conflicting people can learn from each other.

The October Presentation was by Visiting Prof Viachelaw Lystvymemko on his journey from Ukraine to Yale. He is a religious scholar doing research at Yale.

The November Panel discussion was on LGBTQ issues. The voices and stories of people with trans and gender-diverse experience in a conversation moderated by Kathryn Tierney.

Decembers' forum on history and meanings of the African Indigenous religious expressions, foremost among them, Vodun has been postponed.

The adult Bible studies continued in the fall with Steve and Laura. The Bible study meets on Thursdays via Zoom and in the church library. Check the Sunday bulletin for exact times and method of delivery.

Submitted
Mike Gentry
Chair

BOARD OF YOUTH EDUCATION AND PILGRIM FELLOWSHIP PROGRAMING

The mission of the Board of Youth Education (BYE) is to support the implementation of God's Neighborhood and Youth education programs as designed and implemented by our ministry team with Coordinator, Jolene Brant, Senior Associate Minister, Rev. Laura Fitzpatrick-Nager and Sunday School teacher, Mary Bradford.

Overall, our Sunday education program, God's Neighborhood, intends that every child knows their worth, and remembers that they are a beloved child of God- beloved by our congregation and by God for all their uniqueness, differences, and gifts. As a progressive community of faith, we acknowledge that we are all learning together how to make a better world through our relationships, stories, and ministries. FCCOL is a place of spiritual grounding, a compass, a place beyond home filled with intergenerational connection. It's a place to talk, engage with one another and our neighbors and think about what matters in the world and how God is moving in our lives.

Children and Youth Educational Offerings

After dedicating her time to God's Neighborhood and Pilgrim Fellowship (PF) programming and families, this past August we said goodbye to our Sunday School Director, D. Andrews. We've been joined by a new Coordinator, Jolene Brant, who has taken over the Sunday school program with her own brand of organization and creativity. We're deeply grateful to our new and returning families, students and teachers who contribute their wisdom and talents in a myriad of ways! This past year has brought continued challenges and renewed creative energy with our Sunday School and PF team as we've worked to re-imagine our education programming. Our theme this year is *Everyone's Invited: Stories and Songs of Belonging from Around the World*. We're exploring the sacred gift of making friends feel welcome and its importance to our world. We read a selection of scripture stories and contemporary narratives and learn about how different countries and communities use and depend on being interconnected for life. As our South African friends have taught us, "*UBUNTU- I am what I am because of who we all are!*"

Sunday School teacher, Mary Bradford, has thankfully continued to share her talents by teaching and offering curriculum support. We're grateful to our additional teachers Rachael Jungkeit, Melissa Lambrecht, MaryBeth Franco, Miriam Kazadi, as well as, our high school student teachers, Sabina Jungkeit, Julia Clarke, Delaney Donovan, Drysile Kazadi, and Annabelle Coppola. I'm deeply appreciative of the supportive presence of our Board of Youth Education (BYE) members as well.

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 among other projects. Our PF program has also benefited from guests and members who have guided our learning and discussion around justice and the journey of faith.

Our Christmas Pageant this year was performed during our 10 am service, much to the joy of everyone in attendance! We are deeply grateful for the direction and creativity of our Director, FCCOL parent and BYE Board Member, Gavin Lodge, who met with the children and youth to rework the Pageant script and produce an exciting and fresh rendition of the Nativity story. Our shimmering cast of children and youth received a standing ovation, too!

Senior Pilgrim Fellowship (high school aged youth) typically meets monthly on a Sunday between 4-6 p.m. We plan a second activity for the month which is a service opportunity. Many youths also lead or assist in the Sunday School Classrooms serving as role models for our younger children. SPF youth are invited to participate in the 10 am service reading, offering children's sermons or reflecting on service trip experiences. Past activities have included: the Midnight Run, Breakfast Run, cooking for the Meal Center, serving at DINE (New London Community Meal Center), game nights, bonfires, Sharing Humanity (with the Unhoused) Night, Beach Clean-Up Hikes, among other experiences.

Confirmation classes are offered every other year for our High School youth as we affirm their maturation into young adulthood, and they become adult members of our church community.

Junior Pilgrim Fellowship (middle school youth) meet every Sunday morning during God's Neighborhood to discuss Social Justice Issues and Environmental Issues and plan and carry out service projects that relate to them. They also meet with the SPF from 4-6p.m. In the past they have made homemade bread and bookshelves for the Homeless Hospitality Center, cookies for DINE (New London community meal center) and Beach Cleanup days. They attend the Breakfast Run with the SPF, have bonfires, and game/movie nights. The JPF also may participate in the 10 a.m. service through readings and other activities.



Respectfully submitted,
Rev. Laura Fitzpatrick-Nager with Youth Ed Board Members, Cari Blanchard, Rachael Jungkiet, Gavin Lodge, Miriam Kazadi, Dave Clark, Kimberly Thompson, Elsbeth Dowd, Elijah Stiles and Jonathan Ardrey.

CHURCH COUNCIL

On December 14, 2023, the Church Council met. The meeting was attended by the church board and committee chairs, officers, the senior minister and several at-large members. Reports of the chairs, officers, and ministers were received and discussed. The chairman, Daniel Renn, also announced that the annual nominations process had been initiated. Minutes of the meeting have been submitted to the church office for record.



Daniel Renn, Chair

ENVIRONMENTAL COMMITTEE

Over the past year, the EC provided information and suggestions for consideration on a variety of topics for the monthly Newsletter of our Church. We hope that the various environmental subjects in those communications were interesting and perhaps even informative. While the subjects were varied, admittedly the `elephant in the room` was climate change. When this subject was first broached several years ago, the news was pretty grim. It did not look positive for the flora and fauna on this planet, our home. That is changing.

While we continue to hear daunting news about climate change, the good news is beginning to outweigh the bad and that shift is accelerating. Voters this fall will determine how quickly the good news is sustained and expanded. Each of us can make a difference.

Committee members, Mariette Brown, Tink Willauer, Tom Sherer, Carleen Gerber, and Donald Gonci

MUSIC PROGRAM

CHOIR AND OLD LYME RINGERS

Our Church is fortunate to have such a hard-working choir! Membership during 2023 remained buoyant although the usual number of singers attending Sunday services was a little lower than in previous years. Approximately 30 singers attended on Sundays, singing almost a hundred pieces during our services throughout the year. As in past years we enjoyed our monthly *Summer Sings* program June through August when the choir was joined by enthusiastic friends on the first Sunday of each month to sing three anthems in our worship service. A great time was had by all!

Lisa Feltes continued to be our soprano section leader and Brian Cheney our tenor section leader and I thank them both for their energy, enthusiastic singing and for the support they offer everyone in the choir.

As well as the regular Sunday morning worship schedule the choir participated in a moving Maundy Thursday service, enjoyed by everyone who attended.

Our Christmas Eve services were uplifting! We offered our traditional carol service at both the 8:00pm and 10:00pm services with the choir singing several carols alone and the much-anticipated *O Holy Night* sung by Brian Cheney. Trumpeters Frank Tamburro and Liam Shugrue played a selection of seasonal music before both services. It was a wonderful way to celebrate the Christmas season.

Gary Jungkeit, director of **Old Lyme Ringers** includes the following report:

The year 2023 was a great year of handbell ringing. Four times the handbell choir performed in worship—February 5, March 1, March 19 (with Kelli O'Connor, an outstanding clarinet player), and April 9 (Easter Sunday). The handbell quartet rang in the morning of December 24. Also, on one Sunday in the spring the hand chimes were utilized at the beginning of worship to toll the hour. In addition, we carried on the tradition of ringing the Christmas Eve peal at the conclusion of both the 8:00 and 10:00 p.m. services. This was the second year that we used a full five octaves of bells, plus the mighty C2 for the tolling of the hour.

We were blessed this year to acquire the third octave of hand chimes to add to our current set of two octaves. We also were able to add mallets to our musical equipment.

Those individuals who contributed once or many times to ring bells are the following: Jolene Brant, Phil Brant, Julia Clark, Lisa Feltes, Don Gerber, Cindy Hautaniemi, Allison Hine, Leland Hine, Pat Jungkeit, Rachael Jungkeit, Sabina Jungkeit, Doug Kiem, Leslie Kiem, Cathy Mathis, Steve Mazeau, Annie McCarty, Sean McCarty, Kate Paterson, Rick Strickhart, and Eve Todd.

We look forward to continuing our merry music making and to add to the worship of God through the ringing of handbells into 2024!

Respectfully submitted, Gary Jungkeit, Director of Handbells

In closing, I want to thank all members of the Choir and Old Lyme Ringers for their continuing support and enthusiasm as well as everyone in the congregation for their words of praise and thanks throughout the year.

Respectfully submitted,

Simon Holt, Director of Music

TREE OF LIFE EDUCATIONAL FUND

In 2023, during all my medical challenges, I am so grateful for how members and friends of our church stepped up to provide leadership and support for our Tree of Life ministry, a ministry that endeavors to amplify voices of conscience in Palestine and Israel, those who refuse to be hopeless, undaunted as they are, by the harsh realities such as what the world experienced on Oct. 7. With the horrendous atrocities perpetrated by Hamas and the disproportionate and asymmetrical response by Israel in which, by today's count, over 23,000 Palestinians have been slaughtered, many of them innocent women and children, thankfully, there are voices of conscience in Israel and Palestine – Muslims, Jews and Christians – who continue to believe in the power of our shared humanity and the possibility of working together for a just and peaceful resolution. These voices are worthy of our attention and emulation!

I especially want to express my gratitude to those who have participated in our strategic and succession planning efforts– Ghoufran Allababidi (President of TOLEF), Elaine Brouillard (Treasurer), Joe Cipparone (Secretary), and board members – Becky Crosby, Carleen Gerber, Hassan Fouda, and Alli McCracken who is now Vice President of Tree of Life Educational Fund. Thanks to their vision and dedication, I am confident in our future!

In 2023, we were fortunate to provide an opportunity for 29 members and friends of our church, including a number of youth, to take part in our annual Tree of Life Journey in which now over 600 have participated. After a long pandemic, it was great that our travelers were able to go and strengthen our friendship and partnership with those in the Holy Land. I am especially grateful for the leadership of Laura Fitzpatrick-Nager and Susan Switzer Colihan who served as chaplains for this journey and provided invaluable assistance to Ghoufran. This journey also provided a rare opportunity for Muslims and Christians to visit Saudi Arabia as well!

Meanwhile, here at home, I am so very grateful for those who continue to buy our olive oil and other Palestinian products. Though we sometimes feel helpless in the face of what is happening in the Holy Land with the failure of our political leaders to envision a meaningful strategy, still it's good to know that through our humanitarian efforts we all can make a difference. Through the sale of Palestinian olive oil, zaatar, dates, Cumin Seed and other products, we can continue to provide academic educational scholarships for Palestinian youth at Bethlehem University, Al Quds and Berzeit.

Finally, I want to thank Steve Jungkeit for his prophetic leadership in response to the Oct. 7th tragedy. In a sermon he orchestrated together with Dr. Reza Mansoor who is President of the Muslim Coalition of CT, and Shelly Altman who leads Jewish Voice for Peace – New Haven, in this holy coalition of voices, in this “3-fold cord” of a Jew, a Muslim and a Christian, Steve eloquently and prophetically spoke about the importance of such interfaith friendships.

As we enter this New Year, I give thanks for that 3-fold cord, and as we remember how Jesus sent the disciples out, 2 by 2, given the challenges our world currently faces, may we all seek out such interfaith friendships, so that together, 2 by 2 or 3 by 3, we can demonstrate the power of love in this troubled world in which we live.

Respectfully submitted,

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

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 in and around Deschapelles, Haiti. The Partnership committee assists with tagging and pricing of the art, with the selling of the art, set-up and clean-up of the Holiday Sale, assisting with the Haitian Dinner, and helping the Crosby Fund with mailings.

Update: The situation in Haiti continues to be extremely challenging with continued political instability, gang violence, fuel shortages, and economic collapse. These problems have caused serious food insecurity throughout the country. It is estimated that more than 65% of the population of 11.45 million are food insecure. We are experiencing this in our region as well.

The Crosby Fund for Haitian Education continues to function through this difficult time due to our capable and experienced Haitian staff. We currently are providing 553 scholarships from Pre-K through University and Professional Schools. We have 52 children and 40 adults in our literacy program, and we continue to offer tutoring in Deschapelles and Verrettes. We thank this church community for their support of this education program.

Even though we cannot travel to Haiti, the partnership with our church continues to be a ray of hope for the Haitian people living in the region of Deschapelles.

In 2023, 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 has been fully functioning this year. We had a wonderful sale for Christmas in the Fellowship Hall thanks to the help of LBS. The sale included all the partnerships and hand-made items from the Ladies Who Stitch. Through the dedication of Amy Agles in Niantic, our Haitian artists have on-line presence on Esty-haitianvalleyartists.com. In 2023, our sales of Haitian art were \$12,880! 100% of the sales of Haitian art supports the Haitian artists.

Ladies Who Stitch are always supportive of our program and the community of Deschapelles. In November they gave us lots of yarn and crochet hooks. The crochet hooks and yarn are planned for a Summer Camp activity. Thank you to the Ladies who Stitch!

Food Distribution Project – Several years ago, Becky Crosby learned of a group of Haitian friends in Deschapelles, who created a monthly food distribution program to help alleviate hunger among the most vulnerable in the Deschapelles community. The program needed funding, and members of our church have contributed along with the Board of Missions, who helped with a generous gift of \$2,000 in support of the food program. From 150-200 people benefit each month with a bag of food!

Haitian Dinner – This year we were able to resume our annual Haitian dinner sponsored by LBS and catered by a Haitian restaurant from Norwich called “Mommy’s Restaurant.” They offered a wide variety of authentic Haitian food that was enjoyed by over 90 guests. Becky offered an update on the program and Haitian art was sold at the event. It was a great success!

Respectfully submitted,
Becky Crosby (for the committee)
(Lisa Doggart, Wendy Mahon, Julie Martel, Sue Anctil, and Martha Beaudoin)

SOUTH AFRICA COMMITTEE

We hosted the Rev. Paul Verryn for three weeks at Easter time. He participated in our Maundy Thursday service, our Easter morning sunrise service and our two Easter worship services. And he served as our preacher on the Sunday following Easter.

Serving as our Theologian in Residence, he offered several Bible Study sessions which were very well attended. He was also able to share fellowship with a number of families and bring us up to date on the issues currently at play in South Africa. We are hopeful he will be able to return in 2024.

Respectfully Submitted,
Diane Claussen

REFUGEE RESETTLEMENT PROJECT

It was a banner year for the Refugee Resettlement Committee. After two years, the Popal family moved out of the refugee house in Rogers Lake, to begin a more independent life. While they're still living in Old Lyme, they now plan to move to the Rochester area to join friends and family in that area. The committee worked incredibly hard to help them adjust to a new life over the past few years, and we're confident that they'll succeed in their new home.

Meanwhile, Cookie Staves and Kathy Kronholm stepped down as committee co-chairs, and Juliette Meeus bravely agreed to lead the committee. After a short breather, and a slew of preparations, the committee gave IRIS the "green light," signifying that they were ready to receive a new family.

That new family arrived in November. They are the Alkhalawi family - Mahmoud and Fadia (parents), and Mohammed, Ahmed and Ibrahim (children). They're delightful, and have been busy learning about their new home, getting oriented to the schools, immersing themselves in language classes, and thinking about long term employment. Originally from Syria, they fled the burgeoning violence in that country 12 years ago, sensing early the storm that was brewing. Since that time, they have lived in Lebanon. Coming to the United States was something they had hoped for for a long time.

The committee meets every other week on Thursday mornings, and there continues to be a need for help in various areas of their work. If that's something you're interested in doing, reach out to Juliette Meeus at: jmeeus1@gmail.com.

Submitted by Steve Jungkeit

LADIES BENEVOLENT SOCIETY

The Ladies Benevolent Society's by-laws state that the organization's purpose is to cultivate the spirit of Christ in every human life, to enlist the community in the fellowship of worship, education, service and giving, and to support the programs of the FCCOL as it serves in the community, the state and throughout the world.

LBS is back to the pre-pandemic schedule of six luncheons and programs offered March through November, however in place of our October luncheon this past year, LBS assisted in hosting a church-wide pot luck dinner planned by the deacons. Luncheon attendance was boosted in late fall due to participation by the Old Lyme Senior Center patrons who are using our kitchen facilities while their buildings undergo renovations. It is uplifting to have a larger group filling up our tables, and we look forward to this continuing throughout most of 2024.

With a net profit of \$79,108, the 2023 White Elephant Sale easily fell into the top three sales of all time. The Elephants-in-Winter Sale, and the Partnership Sale (in its third year) both held in early December also did extremely well. The income from these LBS fundraisers directly supports the life and physical survival of this church and helps to support a large array of charitable organizations, both locally and far afield.

The Ladies Who Stitch continue to work tirelessly to create beautiful items for sale and donation in support of LBS. Under the leadership of Eunice Taylor this talented and generous group supports numerous organizations with their work, from New London, CT (Homeless Hospitality Center) to Haiti (Crosby Educational Fund). Also continued every year as a part of service and giving is the Church World Service Blanket Drive. Our own Hildegard Rennhard was honored this year for her outstanding leadership in running this yearly endeavor.

LBS Board 2023: Jane Marolda, Sandy Long, Nick Westbrook, Marianne Baez, Jody Belluzzi, Rick Strickhart, Carol Giuliano, Priscilla Swanson, Hildegard Rennhard, Claudia Hincks, Nancy Mol, Susan Anctil, Jane Piro, Lee Whitaker.

Respectfully Submitted,
Jane S. Marolda, LBS President

LADIES BENEVOLENT SOCIETY (LBS) FINANCIAL REPORT

INCOME

White Elephant Sale	99,733.64
Elephants In Winter Sale	6,831.94
Ladies Who Stitch (LWS)	6,168.65
Webster checking interest	4.69
Luncheon deposits	1,097.00
TOTAL	113,835.92

LADIES WHO STITCH

Sales	6,707.00
External sales (tax paid time of sale)	408.00
Donations	801.00
TOTAL	7,916.00
Less costs supplies/equipment	1,260.35
Less sales tax to state CT	487.00
Cleared	6,168.65

EXPENSES

WES and EIW	15,737.95
Luncheon expenses	750.17
Postage & paper	61.08
Kitchen equipment/supplies	44.46
New London Meal Center ministry	122.82
TOTAL	16,716.48

DISTRIBUTIONS

One Great Hour of Sharing	2,000.00
FCCOL to new audio system	10,000.00
FCCOL Pledge	30,000.00
FCCOL Major Maintenance Fund	5,000.00
FCCOL Diaper fund	3,000.00
The Crosby Fund for Haitian Education	5,000.00
Cactus Jack Foundation	300.00
Charley's Closet	300.00
Eastern Council of Seniors	1,000.00
The CT Hospice, Branford	500.00
Hospice & Palliative Care, Middlesex Hospital	500.00
Literacy Volunteers Valley Shore	250.00
Lymes Senior Center	1,000.00
Lymewood Housing	200.00
New London Homeless Hospitality Center	8,000.00
A Sacred Place: the Barbara Fund	1,500.00
Safe Futures	2,000.00
Tribal Crafts	2,000.00
TOTAL	72,550.00

Marianne Baez, Treasurer, LBS

CHURCH CLERK'S REPORT

Year Ending December 31, 2023

STATISTICS – RECORDS

ANNUAL MEETING: JANUARY 28, 2024 – called as specified in Article II of the Church Bylaws (revised).

Subject Matter: Selected reports by church officers, Board and Committee Members; Adoption of 2024 Church Budget; Election of Officers; Changes to Church Bylaws.

MEMBERSHIP:

Active Members: Number reported on December 31, 2022: 746

Additions During Year – New Members:

By Confirmation	0
On Profession of Faith	24
By Letter of Transfer	0
Membership Reactivated	0
Status Change to Active	<u>0</u>
Total Additions	24

Losses During Year:

By Death	25
By Transfer to Inactive Status	24
By Letter of Transfer	2
Membership Terminated by	
Relocation or Request	<u>6</u>
Total Losses	57

Active Members as of December 31, 2023: 713

3. BAPTISMS: 7

4. MARRIAGE CEREMONIES PERFORMED BY MINISTERS: 12

B. RECORD RESEARCH

During 2023 there was one request 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 2022

May 14, 2023

Kyle and Sarah Borton
Mary-Gardner Coppola
Caitlin Doonan
Maryann Furlong
Kim and Frank Gilhool
Jill Hartenstein
Simphiwe Mbele
Gayle and Carl Miller
Linlin Mu
Betsy and Bill Sandberg

November 19, 2023

Robin Baskett
Angela and Bradley Mock
Bill Colihan and Susan Switzer
Burgess Dole
Gordon Hurlbert and Sarah Gallardo

November 28, 2023

Bill and Kim Follett

NOMINATING COMMITTEE

The Nominating Committee, as per our by-laws, consists of four members at large, and the chairpersons of the Boards of Trustees and Deacons. Thank you to Sandy Long, Lee Whitaker, Charley Hosley, and Betsy Grant for serving, along with Dan Renn and Ellen Calkins. We met on December 9th to begin our task. Each member began making their calls and requests. And as the Annual Report goes to press we believe we'll be delivering a full slate to the congregation for a vote!

Should a vacancy occur during the year, it's the Church Council that recommends appointment of a replacement to serve.

Respectfully submitted on behalf of the committee, Carleen Gerber

	Nominating Committee Report		
	January 2024, Annual Meeting		
	Page 1 of 3		
Board or Committee	Term	Continuing Members	Nominations
Officers			
Church Clerk	1 year 2024		Joan May
Asst. Church Clerk	1 year 2024		Greg Hack
Treasurer	1 year 2024		Bob McCracken
Asst. Treasurer	1 year 2024		Jeanne Thomas
Financial Secretary	1 year 2024		Allan Kiem
Historians	1 year 2024		Betsey Webster
	1 year 2024		Carolyn Wakeman
Exigency Committee	3 years 22,23,24	Don Gonci	
Board of Trustees			
Board of Trustees	3 Years 22,23,24	Jen Hall	
Board of Trustees	3 Years 22,23,24	Connie Johannessen	
Board of Trustees	3 Years 22,23,24	Bill Belluzzi	
Board of Trustees	3 Years 23,24,25	Tom Sherer	
Board of Trustees	3 Years 23,24,25	Wayne Mountz	
Board of Trustees	3 Years 23,24,25	Matt Muehl-Miller	
Board of Trustees	3 Years 24,25,26		Moe Anctil
Board of Trustees	3 Years 24,25,26		Elizabeth Nocera
Board of Trustees	3 Years 24,25,26		Ross Higgins
Board of Deacons			
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 Deacons	3 Years 23,24,25	Sue Beeman	
Board of Deacons	3 Years 23,24,25	Susan Mountz	
Board of Deacons	3 Years 23,24,25	Kathy Sugland	
Board of Deacons	3 Years 23,24,25	Allison Hine	
Board of Deacons	3 Years 24,25,26		Cari Blanchard
Board of Deacons	3 Years 24,25,26		Josh Thompson
Board of Deacons	3 Years 24,25,26		Stephanie Webster
Board of Deacons	3 Years 24,25,26		Mary-Gardner Coppola
Board of Stewardship			
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	Replacing Doug Kneeland	Lee Whitaker
Board of Stewardship	3 Years 23,24,25	Harvey Beeman	
Board of Stewardship	3 Years 23,24,25	Candy Stanberry	
Board of Stewardship	3 Years 23,24,25	James Matschulat	
Board of Stewardship	3 Years 24,25,26		Mike Gentry
Board of Stewardship	3 Years 24,25,26		Nancy Bell
Board of Stewardship	3 Years 24,25,26		Lucia Chapman

	Nominating Committee Report		
	January 2024, Annual Meeting		
	Page 2 of 3		
Board or Committee	Term	Continuing Members	Nominations
Board of Missions			
Board of Missions	3 years 22,23,24	Chris VanSkoy	
Board of Missions	3 years 22,23,24	Mary Charlton	
Board of Missions	3 years 22,23,24	Erik Johannesen	
Board of Missions	3 years 23,24,25	Cathy Gentry	
Board of Missions	3 years 23,24,25	Dale Bernardoni	
Board of Missions	3 years 23,24,25	Anita Allen	
Board of Missions	3 years 24,25,26		Wendy Knight
Board of Missions	3 years 24,25,26		Mariette Brown
Board of Missions	3 years 24,25,26		Sandy Doboe
Church Council			
Church Council	3 years 22,23,24	Dann Renn	
Church Council	3 years 22,23,24	Sean McCarty	
Church Council	3 Years 23,24,25	Mark Bond	
Church Council	3 Years 23,24,25	Deb Heminway	
Church Council	3 Years 23,24,25	Replacing Steve Joncus	Bob McCracken
Church Council	3 Years 24,25,26		Karen Geisler
Church Council	3 Years 24,25,26		Scott Mahon
Church Council	3 Years 24,25,26		Tom Daggart
Board of Youth Education			
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 Youth Education	3 Years 23,24,25	Replacing Cory Kneeland	Caitlin Doonan
Board of Youth Education	3 Years 23,24,25	Kim Thompson	
Board of Youth Education	3 Years 23,24,25	Melissa Lambrecht	
Board of Youth Education	3 Years 24,25,26		Gavin Lodge
Board of Youth Education	3 Years 24,25,26		Jill Hartenstein
Board of Youth Education	3 Years 24,25,26		Brad Mock
Board of Adult Education			
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	
Board of Adult Education	3 years 23,24,25	Maureen Plumleigh	
Board of Adult Education	3 years 23,24,25	Don Gonci	
Board of Adult Education	3 years 23,24,25	Claire Matthews	
Board of Adult Education	3 years 24,25,26		Amy Cabiness
Board of Adult Education	3 years 24,25,26		David Ogle
Board of Adult Education	3 years 24,25,26		
Committee for Music & Arts			
Committee for Music & Arts	3 years 23,24,25	Sean McCarty	
Committee for Music & Arts	3 years 23,24,25	Lisa Feltes	
Committee for Music & Arts	2 Years 23,24	Brian Cheney	
Committee for Music & Arts	2 Years 23,24	Diane Claussen	

	Nominating Committee Report		
	January 2024, Annual Meeting		
	Page 3 of 3		
Board or Committee	Term	Continuing Members	Nominations
Nominating Committee			
Nominating Committee	1 year 2024		Julie Kuja
Nominating Committee	1 year 2024		Lee Whitaker
Nominating Committee	1 year 2024		Charlie Hosley
Nominating Committee	1 year 2024		David Clark
Green Grass Committee			
Green Grass Committee	3 Years 23,24,25	Karin Kiem	
Green Grass Committee	3 Years 23,24,25	Lee Whitaker	
Green Grass Committee	3 years 24,25,26	Ginny Spiers	
Green Grass Committee	3 years 24,25,26		Stephie Hall
Green Grass Committee	3 years 24,25,26		Carolyn Randall
South Africa			
South Africa	3 years 22,23,24	Terry Balough	
South Africa	3 years 22,23,24	Diane Clausen	
South Africa	3 years 22,23,24	Scott Mahon	
South Africa	3 Years 23,24,25	Mariette Brown	
South Africa	3 Years 23,24,25	Faye Richardson	
Delegates to UCC			
Delegates to UCC	3 years 22,23,24	Nick Westbrook	
Delegates to UCC	3 years 22,23,24	Sean McCarty	
Delegates to UCC	3 years 24,25,26		George Willauer
Delegates to UCC	3 years 24,25,26		Dan Renn
Delegates to UCC	3 years 24,25,26		Connie Hurtt
Delegates to UCC	3 years 24,25,26		Britt Sinay
Beit Sahour			
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	Deb Bulter	
Beit Sahour	3 years 22,23,24	Marta Cone	
Beit Sahour	3 years 24,25,26		D Gonci
Beit Sahour	3 years 24,25,26		Sharon Howell
Beit Sahour	3 years 24,25,26		Susan Switzer Colihan
Haitian Outreach			
Haitian Outreach	3 years 22,23,24	Lisa Doggert	
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 Ancil	
Haitian Outreach	3 years 23,24,25	Wendy Mahon	
Deacon Emerita			Jeanne Clark
Deacon Emeritus			Roger Smith

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
 *Jeanne 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
 Faye Richardson
 *Leslie Shaffer
 *N. Rutherford Sheffield
 Judith Simmons
 *Philip N. Simmons
 *Roger Smith
 David Speirs
 Virginia Speirs
 *John Speirs, Sr.
 *Helen Speirs
 Douglas Stoehr
 *John Swanson
 *Philip Symonds
 Eunice Taylor
 *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

