

# THE FIRST CONGREGATIONAL CHURCH OF OLD LYME ANNUAL REPORT 2024



Sermon - A Litany of Praise and Liberation, in Song, Dance, and Image





# THE FIRST CONGREGATIONAL CHURCH OF OLD LYME

ANNUAL MEETING  
Sunday, January 26, 2025  
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 2024 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 Cara Cheung and Beth Hamilton
  - d. Board of Stewardship Jim Matschulat
  - e. Convergence Engagement Update John Kiker and Elizabeth Nocera
  - f. Board of Youth Education Jolene Brant, Gavin Lodge
  - g. Board of Adult Education Don Gonci
  - h. Board of Missions Erik Johannessen
  - i. South Lyme Union Chapel Karen Geisler
  - j. Ladies Benevolent Society Jane Marolda
  - k. Board of Trustees Bill Belluzzi
  - l. Treasurer Bob McCracken
5. Adoption of the 2025 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 28, 2024

The Annual Meeting was called to order at 11:16 AM by Dan Renn, 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 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 2023

To approve the church budget for the year 2024

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 2023 Annual Meeting, as the minutes were printed in the Annual Report. The motion passed, and the minutes of the 2023 Annual Meeting were approved.

Individual reports were then presented. All those offering reports referred to the printed reports that appear in the 2023 Annual Report.

Reports of Church Officers, Boards, and Committees:

**Steve Jungkeit, Senior Minister:** thanked Bob McCracken, Joanie May, and Sandy Doboie for getting the annual meeting together. Steve spoke of the New London Congregational Church that collapsed this week. Serves as a metaphor for dwindling memberships, finances, and yes, structural issues on many churches. Steve pushed back on that notion and reviewed the strong vitality of our Church.....and noted the financial challenges of FCCOL (budget deficit). We lost approximately 30 members of our Congregation this year. Steve feels that when we face challenges, this is when the best of ourselves comes out. Consider 3 methods to improve our situation: education and transparency, listening and visiting with members, and hiring a consultant. May include a capital campaign down the road. Also evangelism, inviting our friends and neighbors to join the church, to give it a try.

**Laura Fitzpatrick Nager, Senior Associate Minister:** expressed gratitude, especially to Bob, Simon, Joanie, Sean, John Kiker, Bill Slivinski, and many others! Odile is moving on, after 4 years of service. Bob and Joanie have been working so hard following Odile's departure at the end of 2023.

**Carleen Gerber, Associate Minister:** referred to her report, wants to keep her remarks short. She discussed missions and her other activities, and asked the Congregation to reach out to her for any pastoral visit issues. Church Clerk: Joanie May referred to her report on page 50. Total number of active members has decreased. 25 deaths this past year, no confirmation class this year (happens every other year), active members presently stands at 713. FCCOL lost 57 members this year and gained 24 new members.

**Church Clerk: Joanie May** summarized her report. Membership now at 713.

**Deacons:** Ellen Calkins thanked the outgoing Deacons, and referred to her report.

**Stewardship:** – Jim Matschulat noted that pledges and offerings have not covered the budget in recent times. Decline in membership has influenced total giving. Approximately half of members choose to pledge. We can consider asking others in the community to give, and reviewed possibility of consultant. Annual average gift does increase slightly each year.

**Youth Ed:** Jolene Brant and Elsbeth Dowd are delighted in how the program is going. Curriculum this year is "everyone's invited". Many thanks to all staff and volunteers. SPF and JPF have a lot of initiatives. Also special thanks to Mary Bradford for help with lesson plans, and to Gavin Lodge for the Christmas Pageant. Adult Education: Laura spoke for Mike Gentry. Nice variety of presentations this past year, in addition to adult bible study and other groups.



**Missions:** Charlie Hosley for Erik Johannessen, referred to local programs, representing 75% of giving.

**South Lyme Chapel:** Karen Geisler noted happy and sad times....the passing of Steve Joncas hit hard. Recently had SLC trustees meet with FCCOL membership. Recent roof replacement, with asphalt shingles. Not sure how much longer they will be able to operate. They have 4 new members. Lost Gretchen Stanland recently, who passed away. Becky Francisco has been serving as minister.

**Ladies Benevolent Society:** Lee Whittaker for Jane Marolda– White Elephant Sale had a net of \$79,000, one of the top 3 of all time. Elephants in Winter also successful. Ladies Who Stitch work tirelessly to create items.

**Trustees:** Al MacGregor for Bill Belluzzi, with many thanks to Russell Learned. Many ongoing projects. Communications headed up by John Kiker, Personnel Greg Hack. Sean McCarty as new Sexton, and Anne Koczka as new Office Manager. Need to grapple with annual budget. We've spent many hours discussing budget shortfalls, and the possibility of hiring a consultant. Also many thanks to Bob McCracken -- where would the church be without Bob's leadership?

**Treasurer's Report:** Bob McCracken noted that the message this year is a bit more challenging than usual. We broke even (modest surplus) for 2023. OTHER INCOME category was significant. BIG shortfall in pledges (\$575,000 budget vs \$517,000 actual). TRANSFER from contingency fund and PPP loan proceeds are what allowed us to have a surplus. This is NOT repeatable. 4 months of no Sexton salary reduced the lay employees costs, and Julie (Scocozza) Mardjekaj is efficient and needed fewer hours. The Treasurer's Report was approved unanimously.

Further, Bob highlighted the office team, noting Odile's service ended as of December 31. She served over 4 years, and was very good with online/tech activities. Julie Mardjekaj is a superb bookkeeper. Sean has been excellent, and in front of him much of the time! Celebrated 21 years of working with Joanie May, who serves as a volunteer!! Such a wonderful team to work with. They all like each other and enjoy working with each other. Bob spoke about Anne Koczka as the new Office Manager hire. Anne has experience as a church business manager. Also thanks to Sandy Doboie as a new, engaged volunteer.

**2024 Budget:** Bob referred to the pie chart in the Annual Report. The proposed budget shows \$867,000 in revenues in 2024, compared to \$917,000 for 2023. The OTHER INCOME line is the big difference. For the FIRST time we asked for a \$50,000 transfer of principal from the endowment. Even with that we have a DEFICIT of (\$34,738) in the budget.

The proposed budget assumes a 2% increase in staff salaries. We will reduce the benevolence spending from \$80,000 down to \$60,000.

Church Boards are looking at ways to meet this challenge.

The IRS requires approval of housing allowances for Laura and Carleen (they are tax free). Also need approval when the contribution from the Endowment is greater than 5% of the annual budget....even more important this year.

To clarify, we take 5% of endowment annually, PLUS \$50,000 from principal on top of that this year.

Carleen noted that the Missions Board holds back on its final payments until year end.

After some discussion, the budget was unanimously approved.

The slate of Officers, Board Members, and Deacons Emeriti was presented. Jean Clark and Roger Smith were nominated as Deacons Emeriti. Both passed away this year, and both were very engaged in the life of the Church

The slate as presented was approved unanimously.

No Old or New Business was presented.

The meeting adjourned 12:36 pm.

Steve Jungkeit offered the Benediction – the Congregation sang “We Are One in the Spirit,” in unison.

Respectfully submitted, Gregory A. Hack, Assistant Church Clerk

# SENIOR MINISTER'S ANNUAL REPORT

*How firm a foundation, O Saints of the Lord  
Is laid for your faith...  
-John Rippon, 1787*

Beginning in mid-October, a process began unfolding behind the parsonage that serves as a beautiful metaphor for our work as a faith community. As many of you know, thanks to some generous gifts, the barn, which houses all the materials for the White Elephant Sale, is being rebuilt as if from scratch. That qualifier, “as if” is important though, for the exterior shell of the barn looks unchanged. Indeed, after months of painstaking labor by numerous contractors, craftsmen, and engineers, it’s hard to see that anything has happened at all.

But day by day, I have witnessed those builders clearing away the interior of the barn, and digging around it to reveal its utter lack of foundations. Then, step by step, they *levitated the structure*, actually using lifts to raise the barn above the collapsing rock wall upon which it had previously rested. Having done that, concrete pylons were created at key points in the interior to secure the whole frame, after which a concrete slab foundation was poured. Further interior work is now being done, and eventually the exterior of the barn will be refinished to give it a new sheen. Still, for all that work, it’s hard to see what it is that actually happened. We had a barn. We still have a barn. But really, it’s an entirely new structure.

That serves as a great metaphor for the life of faith, and the life of a faith community from year to year. We had a church at the beginning of the year. We have a church at the end of the year. To most any outside observer, things might look pretty much identical from year to year. But enormous labor, dedication, and effort is concealed behind that facade, labor which has strengthened our community, making it more durable, more unshakable. So too in our personal lives. One year ends and another begins, and it can be hard to discern the inner work that has gone into that passage of time – the spiritual, emotional, and temporal investments that we have made in order to strengthen our faith in God, our confidence in ourselves, and our affection for one another. Look casually, and you can miss it. But from year to year, we are becoming new. And year to year, our foundations are being strengthened.

That seems especially true of this past year. We have shared many meaningful moments as individuals and as a community. Here are just a handful of them:

-In January, a small group of members traveled to West Africa – to Ghana, Togo, and Benin – to grapple with the legacy of the trans-Atlantic slave trade, and to witness the beauty and mystery of contemporary African traditional cultures.

-In February, the ministers and numerous members of the church participated in a week-long March, from Philadelphia to Washington, D.C., to call for a cease fire in Gaza. It was a broadly ecumenical event, with leadership from the African American community, as well as Rabbis for Ceasefire, and leadership from mosques in the mid-Atlantic region.

-Also in February, our Ash Wednesday service was dedicated to the work of poets who had died, or were suffering the effects of the Gaza bombardment.

-In March, on Maundy Thursday, we read/performed the second part of Dante’s *Divine Comedy*, the *Purgatorio*, with individual members taking on the reading of a canto. It was an event that lasted long into the night, but one that ended with a heavenly ascent. Prior to that, Prof. Peter Hawkins helped us prepare for our ascent of the great poem once again.

-In April, we were confronted with the news of David Good’s death. On several Sunday mornings thereafter, and in a full to overflowing Memorial Service, we mourned David’s loss, while celebrating his legacy and ministry, both in Old Lyme and around the world.

-Also in April, a group of young people and parents visited sites throughout the South to learn and experience the history of the Civil Rights Movement, and to consider its ongoing relevance for our world. Sites included Atlanta, Montgomery, and Selma.

-In June, a small delegation traveled to Green Grass, in South Dakota, to renew our bonds of friendship with the Lakota community there and in Eagle Butte. Plans were made for a larger return visit in 2025, even as we mourned the loss of our friend Travis Harden during that visit.

-In July, the White Elephant Sale took over the church once again, having one of its most successful years ever.

-In September, after a great deal of preparation by the Boards of Trustees and Stewardship, the church began a year long process of discernment and collaboration with Convergence, a consulting group that works with progressive churches to help them imagine the future of the religious landscape in the United States. The first part of that process was for members of the congregation to fill out a survey. We had a very high level of participation.

-Also in September, FCCOL hosted a concert by Altera Ensemble (thanks to Simon Holt), an acapella vocal group based in Providence, and receiving glowing accolades. It was a stunning evening of music.

-In October, we convened for two presentations and discussions with Cameron Trimble of Convergence, learning about the challenges faced by religious institutions in the United States right now, and the way some communities have chosen to respond.

-In November, Gregg Carlson of Convergence visited Old Lyme, conducted interviews, and presented the results of the all church survey. Among the surprises he revealed was that we have more people attending FCCOL now than we did in 2018.

-And of course, we had an election in November.

-In November and December, interviews were conducted with community allies to learn more about perceptions of FCCOL in our region, and to think about common needs together. Similarly, focus groups with several demographics were organized within the church to hear from our members.

-In December, we hosted Dr. Mark Braverman and Dr. Mazin Qumsiyeh (who lives and works in Bethlehem), speaking on the horrors of the Gaza war and ways we might move toward building a more just and humane world.

-And once again in December, we were treated to a delightful Christmas Pageant by the children and youth of our church - a Christmas Pageant as only FCCOL could do it.

Those represent a few highlights of the year. But of course there were many other far more ordinary events that took place - Easter and Christmas, of course, but also Bible Studies and potlucks, memorial services and a few weddings, visits with one another inspired by the Sacred Bowl and book groups, a grief group, Sunday School classes, Adult Forums, choir rehearsals, handbell rehearsals, pastoral care visits, board and committee meetings, field trips to various locations, and the list goes on. Pause and look at the beautiful facade of our church, and you might think that not much changes. Inside, it's constantly being renewed and updated - just as we each are.

I'd like to close by mentioning an issue we broached at last year's annual meeting. At that time, we raised concerns about some of the wider trends affecting churches around the country, trends that we too are experiencing in different ways: declining membership in churches, declining revenue streams, etc. That concern was coupled with a 2024 budget that projected a \$34,000 deficit, the first such budget in memory. Our strategy in dealing with those challenges was to be transparent and frank with the congregation, to engage in a community wide listening effort, and to work with a consulting firm to imagine our way into the future. We have followed through on each of those promises.

The very good news is that it's working. We closed the year not with a deficit, but with a sizeable surplus that will carry us forward into the new year. Not only that, pledges have been extraordinarily generous, and our pews and Sunday School have been full throughout the year - but especially this autumn. There will surely be challenges ahead, but thanks to the coordinated efforts of so many of you in this community, our foundation is far more secure than we imagined it to be a year ago. To each of you - thank you for all you've done this year to make this a dynamic and thriving congregation, emboldened by ministries of justice, peace, and mutual affection.

As for me, the year has brought a huge change to our family, as our eldest daughter, Sabina, departed for college this fall. That was the occasion for some tears, and not a little bewilderment at the passage of time. But we've adjusted to the change, more or less, and are trying to meet the moment with grace. I - we - feel blessed to be raising our kids in this place, in a loving faith community that nurtures and supports them (whether they realize it's happening or not!). And I feel blessed, once again, to have passed another year in your company, as we seek to be "a demonstration plot for the Kingdom of God" here in a tiny and beautiful corner of New England.

Let's take heart, that even as things look much the same from the outside, the foundation upon which we rest is sure.

With love,





# SENIOR ASSOCIATE MINISTER'S ANNUAL REPORT

I can no other answer make, but thanks, and thanks, and ever thanks.  
-William Shakespeare

Writing this annual report on a freezing cold day like this one has been a heartwarming activity. With a cup of hot cocoa in hand and my feet up by a blazing fire in the woodstove, I've found it's been a quiet joy to review our shared endeavors and ministries. As you can see from the photo collage on the cover, we've spent a lot of time together here in Old Lyme and in places around the world from New York City to West Africa

Looking back, I marvel at all we've experienced together as we've gathered and worshipped, celebrated and honored, jazzed and sung together, marched for justice and traveled, and accompanied one another through the thick and thin places. I'm proud to be in ministry with all of you at FCCOL- a true community church of love in the world!

Over the past year, we've welcomed new members of all ages and stages of life to our community and said farewell with heavy hearts to others whose spirits abide with us and on whose shoulders we now stand.

We've been delighted by the continuing growth of our Sunday School program, God's Neighborhood. We've welcomed new families and appreciated our dedicated teachers and high school helpers. Our Director of Youth Education, Jolene Brant continues to bring her creative spirit and enthusiasm planning curriculum for Sundays and coordinating Youth activities and service projects. Our theme for the Fall 2024 half of this year has been *Peacemaking Partners: Meet You at the Peace Table!* Each of our classes has explored what it means to be a peacemaker and follow in the teachings of Jesus, the prophets and other wisdom figures of yesterday and today.

Last April, twenty-five of us from FCCOL (17 young people and 8 adult chaperones ) traveled to Georgia and Alabama on a Walking in their Footsteps Civil Rights trip. Among the prophets we learned about was former Congressman John Lewis whose words are forever with us and remain a wisdom that reflects the social gospel we follow: *"The goal of our work in the movement, of all of our activism, and our protest was to come to love... so clothe yourself in the work of love, in the revolutionary work of nonviolent resistance against evil. Anchor the eternity of love in your own soul and embed this planet with its goodness."*

Our Middle and High School youth engaged in service projects like the Sharing Humanity Night: No Room at the Inn last March. They also served at the New London Community Meal Center (DINE) and a group of 35 youth and adults served at the Breakfast Run in NYC this past November and attended the Broadway show, Hamilton. We are grateful to our Board of Youth Ed Committee (BYE) and many families and teachers who support our programming and pitch in when needed. We shared an opening memorable Family Day at Camp Claire in September. Thanks to the magic and artistry of Gavin Lodge, our December Christmas Pageant, *The Trial of the Not So Silent Night*, brought laughter and merry to all this

Christmas season.

Likewise, it's been rewarding to collaborate on adult programming with the Adult Ed Committee (thank you Don Gonci) and to support the spiritual life and pastoral care of our congregation with small group ministries. In addition to pastoral care visitation, I continue to co-facilitate monthly pastoral care groups for those grieving loss (thank you to co-facilitator, Mary McGannon Kohlman), offer a monthly Writing at the Well spiritual practice group and a newly formed Trans support group for parents and family members. We held our annual Fall retreat day held this year with women refugees at the Guilford Community Center in Guilford, CT.

Steve and I have continued to share weekly FCCOL Bible Study sessions and to date, we have read the entire book of Genesis and are preparing to enter the book of Exodus! In addition, I'm continue to offer monthly Bible Study at Essex Meadows. As a pastoral care team, Steve, Carleen and I share in the visiting which is a particular gift of grace for all of us.

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 we 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. Our next and final installation will be in June 2025 when we'll mark the 5<sup>th</sup> anniversary of the Witness Stones in Old Lyme.

It's a gift to be able to walk the journey of life, faith and the unexpected with all of you as I approach my 7th year of ministry here at FCCOL! To our ministry team, Steve, Carleen and our whole staff, (Bob McCracken, Simon Holt, Anne Koczka, Joanie May, Sean McCarty, Julie Mardjekaj, Jolene Brant, John Kiker, Bill Slivinski) thank you! Without companions on the road, this vocation would be lonely indeed. I can no other answer make but thanks!

With gratitude and love,



Senior Associate Minister, FCCOL

January 26th, 2025

# 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 \$60,000 to agencies near and far in the year 2024. I am grateful to Erik for his dedication in chairing that board, and to the members of the board who have given all our gifts prayerful consideration. The needs are great and it is heart-wrenching to make these delicate funding decisions.

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. 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, and we are grateful for their support in participating. The numbers attending "DINE" are, sadly, increasing. We are now serving over a hundred guests on the fourth Sunday 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! 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 2024.

Karen Stigliano, Dale Bernardoni, Jody Belluzzi, Becca Frost and others have continued to expand our ministry of free diapers for families. 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 Doctors Without Borders and World Central Kitchen to help with the humanitarian crisis in Ukraine and the ongoing tragic reality in Haiti. In response to the crisis in Gaza we researched several agencies that have been able to funnel humanitarian aid and support directly into that ravaged land. We were also able to offer support through The United Church of Christ to the climate-induced natural disasters in Florida and the Carolinas. Ted and Becky Crosby have helped us to add some support to a local food pantry in the Artibonite Valley in Haiti where the crisis of food shortage deepens.

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.

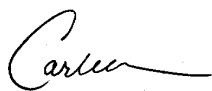
Steve and Laura and I continue to work together to try to meet the pastoral needs of the congregation. We enjoy visiting people in their homes, and welcome the chance to do so. We also welcome a phone call anytime that a conversation would be helpful. Trying to reach people by phone is a real challenge,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

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, Carleen Gerber





# SOUTH LYME CHAPEL

2024 was a year which again brought both happiness and sadness to our worship community. This spring, we lost our good friend and long term member, Sandra Joncus. She had moved to a nursing home, and sadly, her health and mobility lessened over time. Many of us visited and kept in touch with her during this time. As with her husband Stephen's passing the previous year, Sandra's family chose the chapel to have her funeral service, which was held on August 3. Words of remembrance and tribute were offered by her family and friends. Sandra played many roles at the chapel and served as secretary for many years. She and Steve will both be missed, for their guidance and support over the years to our small but spirited chapel.

On March 20, we held our annual Lenten Soup Night, where chapel members cook a variety of soups and open the chapel to the community for a wonderful evening of soups, breads, desserts, coffee, and fellowship!

In early September, we held a blessing of the pets on a Sunday from noon-2:00 pm. We assembled outside on the front steps for readings and blessings for the pets present, and their owners. The visitors and members enjoyed snacks in the chapel and the pets enjoyed some special treats after the service!

A year ago, our cedar shake roof was replaced, and the chapel looks quite nice! Walter Ferris, a longtime member, left a donation to the chapel upon his passing, and those funds, and generous donations from many present and former members, helped us to afford this repair, and we are thrilled that these efforts have added life to this historic building. In addition, our exterior painting of the chapel, done a few years ago, received a soft wash to preserve its integrity.

On Sunday, December 15, we held our annual Lessons and Carols with the Select Singers from Lyme-Old Lyme High School. This has become a popular yuletide event, with many community members in attendance. After the service, we enjoyed hot chocolate, cider, cookies, and snacks with the students and guests attending this service. Our Minister, Rebecca Francisco, creates thoughtful sermons each Sunday that are engaging and thought-provoking, strengthening our faith. We are attempting to grow our community. However, our membership number stays about the same each week, but those who come and participate enjoy friendship and bonds that transcend the Sunday service. The family atmosphere of the chapel is appealing to many and a good place for those seeking a smaller faith community in which to worship. We have been able to remain afloat during these times by a bequest left to us from former member, Helen May Hill. We appreciate her care for us, and that her wish for us to continue into the future has been nurtured by her forethought, and generosity.

We always welcome FCCOL members to come by for a Sunday service and visit!

Respectfully Submitted, Karen Geisler, First Trustee, South Lyme Union Chapel

# BOARD OF DEACONS

The Deacons assist the ministers in the visualization and implementation of the spiritual program of the Church. Board member duties include: assist in the smooth operation of the worship services, serving of communion, liaison with other boards to ensure coherency of programming, participate in new member programming, and anything else the Church might need to support its services and help to create a broader, warmer community.

The 2024 board members were: Susan Beeman, Cari Blanchard, Cara Cheung, Mary-Gardner Coppola, Beth Hamilton, Allison Hine, Doug Kiem, Susan Mountz, Dave Roberts, Kathy Sugland, Josh Thompson, and Stephanie Webster. Additional responsibilities were as follow:

Chairperson (s) - Beth Hamilton, Cara Cheung

Secretary - Cari Blanchard

Youth Education - Doug Kiem

Missions - Susan Beeman

Adult Education - Josh Thompson

Communion - Beth Hamilton

Hospitality - Susan Mountz, Mary-Gardner Coppola

Membership - Allison Hine

The Deacons had a fruitful 2024 with many great ideas and projects being implemented and completed. In addition to the tradition of supporting the Dante Night, New London Soup Kitchen, White Elephant Sale, and welcoming new members into our community - per Convergence's insight and suggestion, efforts were focused on integrating new members into the Church. With Sean McCarty's help, Mary-Gardner Coppola and Stephanie Webster led the effort to reorganize and refresh the Narthex. There is also ongoing work with John Higgins and Anne Koczka to frame and display the land acknowledgement in the Narthex. The Board is also proud to have worked on increasing accessibility by positioning the ministers at multiple exits after Sunday services to greet and meet congregants, and by posting signage for bathroom inclusivity and planning the renovation of the single-stall bathroom in the basement.

The Board is grateful to the many members and friends who volunteered to bring floral arrangements, help with ushering, hosting fellowship hours, and many other events - all these amounted to wonderful experiences for the church community and beyond.

We wish a sincere thank you to all the Deacons for their insights and dedication to serve the Church, to the ministers and staff for their exceptional guidance and patience. A special shout out to Stephanie Webster and Dave Roberts for their unwavering presence and commitment to welcoming church goers, which created a stability that we all appreciated.

Respectfully submitted, Beth Hamilton and Cara Cheung Co-Chairs, Board of Deacons

# BOARD OF TRUSTEES

Trustees: Bill Belluzzi (Chair); Matthew Muehl-Miller (Board Secretary), Moe Anctil (Property), Jen Hall, Ross Higgins, Connie Johannessen, Wayne Mountz, Elizabeth Nocera, and Tom Sherer.

Ex-Officio Members: Church Ministers, Bob McCracken (Treasurer/Church Administrator), Henry May (Endowment Chair), John Kiker (Communications Chair), Russell Learned (Property Chair), Greg Hack (Personnel Chair), Tom Grant (Preservation Chair), and 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), Harvey Beeman, Jim Fairfield-Sonn, Dave Stanland, and John Wilson.

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. The account value at the end of 2024 was \$3,003,504. 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, and 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 60+ gifts and the proceeds of an investment that brings the value at the end of 2024 to \$606,169.00.

Respectfully submitted, Tom Grant

**PROPERTY:** Russell Learned, Chair, Bob McCracken (ex-officio)

## COMPLETED 2024 PROJECTS

- The bluestone sidewalk between McCurdy and the Meetinghouse was fully replaced.
  - The bluestone sidewalks on the north side of the Meetinghouse were reset with several sections being fully replaced.
  - The railing at the west entry of the Parish House was repaired.
- The structural stabilization of the Parsonage Barn was undertaken, including a new foundation, concrete slab and structural enhancements of the second floor. A new, code complaint interior stairway will be installed this winter as well as a full roof replacement.

## ONGOING PROJECTS

- Repair and repainting of the front of the Meetinghouse is in progress.
- Small repairs are needed on the exterior of the Parsonage.  
Renovation of the downstairs bathroom will be completed.

## FUTURE PROJECTS – 2025 AND BEYOND

Improve and refresh the look of the narthex.

Meetinghouse Water Issues – Add a curtain drain along Meetinghouse-south side.

(continued on page 14/15)



Painting of the Parsonage will be needed soon.

Pilgrim House will need interior repairs.

Fellowship Hall Refresh is in order if funding can be secured: painting, replacement of fabric on wall panels, new light fixtures, AND REFINISHING OF THE FLOORS.

Meetinghouse refurbishment and begin a multi-year repainting schedule.

Respectfully submitted, Russell Learned

**SEXTON'S CORNER:** Sean McCarty

The sexton would like to extend his utmost gratitude to all who have helped in the day-to-day goings-on of the church throughout 2024. While this list will undoubtedly be filled with omissions, know the intent of love, grace, community, action, and fellowship that the entire church exemplifies is tremendously appreciated and treasured. Many thanks in particular go to Dylan Sheffield, Amir Boone, Anne McCarty, The Ladies Who Stitch (all of them), David Roberts, Bob McCracken, Adrian Colon, Tom Johnson, Mike Gentry, the cleaning crew (Yolanda, Rafael, Astrid, & Mike), and many more who have contributed to the Sexton's Support Squad!

As such, the sexton would be remiss if he didn't acknowledge the unsung hero of this church. Bill Slivinski is undoubtedly the most heartwarming, engaging, amenable, and sincere disciple of this church any sexton could ask for. Between opening and closing the church every morning and evening, assisting in cleaning up the church after every Sunday service, lighting the sacred lamp before each service, and the many other jobs done silently and lovingly, Bill's unwavering love for this church is manifested in his actions. We at this church are indebted to Bill's spirit and tenacity. With much love and admiration: thank you Bill!

Respectfully submitted, Sean McCarty, Church Sexton.

**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 expense 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 2025 Church budget is shown on pages 30 through 37 of this annual report.

Respectfully submitted, Bob McCracken, Church Treasurer/Administrator.

**PERSONNEL:** Gregory Hack, Chair, Bill Belluzzi, Dan Hulseberg, and Bob McCracken (ex-officio)

Over the past year, Sean McCarty as Sexton and Anne Koczka as Office Manager really hit their stride. Both have worked very effectively and have been wonderful additions to the Church staff. The Church's Human Resources Policies document dates back to 2015. We decided last year that it is time to review and update these policies to make them more comprehensive, and to reflect current considerations. New Personnel Committee members Bill Belluzzi, Dan Hulseberg, and I, along with Bob McCracken have met a number of times throughout the year to begin our work in creating a new document. With many thanks to Dan and his team of attorneys at Baker Botts, who have been working pro bono, we have made significant progress. In the months to come, we hope to have an updated Personnel Policies / HR document for the review of our church leaders. As we entered the Budget season, we reviewed the current pay and benefits packages for all Church employees and independent contractors. Final decisions re. compensation will take place at the upcoming January 2025 Trustees meeting, and will go into effect following the vote at the Annual Meeting. The Personnel Committee is well aware of the financial challenges that the church is facing, and will work with church leaders to ensure that staffing is consistent church needs and available resources.

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 Hack

**AUDIT COMMITTEE:** Bob McCracken

The audit committee has been inactive in 2024 and will be reconstituted in 2025.

**COMMUNICATIONS COMMITTEE:** John Kiker, Chair

In 2024, we provided communications assistance on an as-needed basis for special events and occasions; troubleshooting assistance when problems or questions arose with specific communications technologies; and communications counsel on the stewardship campaign and strategic plan.

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

- White Elephant Sale
- Soup Bowl Supper
- “Purgatorio” reading
- Reverend David Good’s passing
- Steve Jungkeit’s op-ed on Haiti

**Technology Support:** We established or verified two-factor authentication for the majority of the church’s electronic accounts to reduce their likelihood of being hacked. We made a number of changes to the website to improve its usability, including adding a pop-up window to the home page to call attention to important news and events.

**Stewardship Campaign Support:** We drafted a message track, list of possible tactics, sample donor letter and sample follow-up postcard for the stewardship campaign.

**Strategic Plan Support:** We drafted an email to the congregation that described the Convergence research completed to date and announced the establishment of the FCCOL Future Task Force. We issued focus group invitations to three different groups of congregation members – LGBTQ+ members, new members and adults under 50 with children – and will be organizing future groups in support of the strategic plan.

**Future Communications Work:** In 2025, we plan to recruit more members to serve on the Communications Committee and meet more frequently with an eye towards implementing a more proactive approach for church communications. Working in tandem with Convergence representatives, we plan to look at reimagining the church website and forging a more active presence on social media for the church.

## **CONCLUSION**

As indicated by the Board committee reports, an enormous amount of work goes on regularly to fulfill its responsibilities and maintain smooth operations. Thanks to all of the Trustees and committees for jobs well done, and thanks for the outstanding guidance and support from our ministers and the office staff. The Board looks forward to continuing to celebrate the vibrant, caring and committed community that is the First Congregational Church of Old Lyme, and is poised to meet the challenges we face. Special thanks and appreciation go to all the Trustees completing their terms this year – Jen Hall, Connie Johannessen, and yours truly whose great pleasure it has been to work with such a dedicated group of people.

Respectfully submitted, Bill Belluzzi

# ENDOWMENT COMMITTEE REPORT

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

For the 2024 budget, the Endowment provided the Church with operating funds of \$134,246, 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 2024, the Endowment returned + 15.4%.<sup>1</sup> 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 2024 was \$606,169.

The investment results of the Endowment in 2024, and since inception (1988) compare favorably to the Endowments targeted asset allocation index consisting of 70% stocks and 30% fixed income.

	Year 2024	Since Inception (1988)
Our Endowment Fund <sup>1</sup>	+ 15.4%	+ 8.7%
Target Asset Allocation <sup>2</sup> 70% Stock / 30% Fixed Income	+ 12.1%	+ 8.0%
S&P 500 Index	+ 25.0%	+ 11.2%
MSCI EAFE Net Index <sup>3</sup>	+ 3.8%	+ 4.7%
Russell 2000 Index <sup>4</sup>	+ 11.5%	+ 9.5%
BC Gov/Credit Intermediate Bond Index <sup>5</sup>	+ 3.0%	+ 4.9%

<sup>1</sup> Rates of Return Gross of Fees

<sup>2</sup> 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

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

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

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

**In remembrance of William F. Fish.** Bill passed away this year. He was a valuable member of our Church Endowment Committee for several years. His distinguished background in the New York financial community and pleasant manner were assets in the Committee's meetings with our financial advisors. He will be sorely missed, and we offer our condolences to his wife Carolyn and the entire Fish Family.

For the Endowment committee, Henry May, Chair, Jim Fairfield-Sonn, David Stanland, Harvey Beeman and John Wilson



# ENDOWMENT FUND STATEMENT FOR 2024

Opening Value*	\$ 3,226,657
Support of Church Operations	\$ 134,246
Major Additions to the Endowment and Growth	\$ 508,929
Closing Value**	\$ 3,601,350

\* Includes \$583,034 in restricted funds.

\*\*Includes \$596,821 in restricted funds.

In 2024, the Church did not receive the annual repayment of \$21,058 from the June 2018 loan agreement from the Endowment. The Endowment Committee transferred \$50,000 to the church Operating account.

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>
2024	\$3,601,350	\$ 134,226
2023	\$3,226,657	\$ 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

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, Harvey Beeman, John Wilson

# TREASURER'S REPORT – YEAR-END 2024

2024 marked another year of remarkable generosity of our congregation. One year ago, the budget we presented to the congregation projected a deficit of \$34,738. As of year-end 2024 our pledge income, as well as all other categories of revenue, substantially exceeded the budget. This allowed us to close the 2024 books with a substantial surplus of \$64,691 that will help us in 2025. Contributions from our members and friends are vital. This support permits us to continue our missions and ministries of worship, music, Christian education, pastoral care and community and mission outreach, and keeps our property in excellent shape.

## **REVENUES** (Detail on Page 20)

Total revenues for 2024 were \$971,037 compared to the budget of \$867,664. This excess of \$103,373 is unprecedented in recent history, and indicates that some really good things happened in 2024. All of the major Pledges and Offerings accounts were substantially over budget. This, combined with a similar overage in Building Usage provided the revenue results.

It should also be noted that this revenue performance includes a \$50,000 contribution from the endowment fund.

## **EXPENSES** (Details on Pages 21 through 25)

Total expenses for the year came in at \$906,346, very close to the budget of \$902,402. There was a \$22,277 overage in the Property account due to several unexpected major maintenance projects. But this was countered by lower than budgeted amounts in Christian Education and lower than expected hours for the lay employees. The 2018 loan repayment to the Endowment Fund was deferred. We were also fortunate to be able to meet the full Benevolence budgeted charitable disbursements of \$60,000.

## **OVERALL**

The net result was a substantial operating surplus of \$64,691 in 2024. We plan to move most of the surplus over into the 2025 budget, as we project that the last year's revenue windfall will most likely not be sustained.

## **FINAL NOTE**

There remain financial challenges ahead, including finding ways to reduce and eliminate the need for special contributions from the Endowment Fund. But we are deeply grateful for the continuing generosity of our members and friends. Their average pledge increased from \$2,075 for the 2024 campaign to \$2,449 so far for the 2025 campaign. Thank You!

Respectfully submitted,  
Bob McCracken, Treasurer

**First Congregational Church of Old Lyme  
Treasurer's Report for the Year 2024  
Revenues & Expenses - SUMMARY**

	2024 Actual	2024 Budget	%Budget
<b>REVENUES</b>			
PLEDGES & OFFERINGS	\$753,723.46	\$663,000.00	113.68 %
INTEREST & DIVIDENDS	\$136,709.71	\$140,064.00	97.61 %
OTHER INCOME	\$80,603.80	\$64,600.00	124.77 %
<b>Total REVENUES</b>	<b>\$971,036.97</b>	<b>\$867,664.00</b>	<b>111.91 %</b>
<b>EXPENSES</b>			
<b>MINISTERS</b>			
SENIOR MINISTER	\$132,139.12	\$131,386.12	100.57 %
ASSOCIATE MINISTER-CRG	\$78,965.81	\$78,928.79	100.05 %
ASSOCIATE MINISTER - LFN	\$121,871.79	\$120,802.53	100.89 %
MINISTERS SUPPORT & SUPPLY	\$1,900.00	\$2,500.00	76.00 %
<b>Total MINISTERS</b>	<b>\$334,876.72</b>	<b>\$333,617.44</b>	<b>100.38 %</b>
<b>CHRISTIAN EDUCATION</b>			
SUNDAY SCHOOL	\$14,324.13	\$21,744.40	65.88 %
CONFIRMATION	\$197.90	\$0.00	0.00 %
JUNIOR PF	\$72.17	\$100.00	72.17 %
SENIOR PF	\$692.16	\$600.00	115.36 %
ADULT EDUCATION	\$125.00	\$650.00	19.23 %
ALL CHURCH EVENTS	\$2,622.62	\$750.00	349.68 %
<b>Total CHRISTIAN EDUCATION</b>	<b>\$18,033.98</b>	<b>\$23,844.40</b>	<b>75.63 %</b>
MUSIC	\$64,604.42	\$62,633.66	103.15 %
CHURCH OFFICE	\$47,350.43	\$45,900.00	103.16 %
PROPERTY	\$188,322.98	\$165,946.00	113.48 %
DEACONS	\$5,513.09	\$4,000.00	137.83 %
LAY EMPLOYEES	\$166,103.30	\$181,270.04	91.63 %
<b>BENEVOLENCES</b>			
UCC	\$14,203.25	\$14,500.00	97.95 %
MISSION BUDGET TO BE ALLOCATE	\$0.00	(\$150.00)	0.00 %
MISSION EDUCATION FUND	\$2,450.00	\$4,400.00	55.68 %
DIRECT PARTNER SUPPORT	\$6,000.00	\$6,000.00	100.00 %
PARTNERSHIP COMMITTEES	\$0.00	\$1,000.00	0.00 %
<b>OUTREACH</b>			
NEW LONDON REGION	\$19,250.00	\$18,250.00	105.48 %
MIDDLESEX COUNTY	\$250.00	\$250.00	100.00 %
FCCOL PROJECTS	\$6,157.99	\$5,500.00	111.96 %
CONGREGATION CONNECTIONS	\$3,500.00	\$4,000.00	87.50 %
INTERNATIONAL SUPPORT	\$1,250.00	\$250.00	500.00 %
<b>Total OUTREACH</b>	<b>\$30,407.99</b>	<b>\$28,250.00</b>	<b>107.64 %</b>
SPECIAL RESERVE SAVINGS	\$6,938.76	\$6,000.00	115.65 %
<b>Total BENEVOLENCES</b>	<b>\$60,000.00</b>	<b>\$60,000.00</b>	<b>100.00 %</b>
OTHER EXPENSES	\$21,541.19	\$25,190.81	85.51 %
<b>Total EXPENSES</b>	<b>\$906,346.11</b>	<b>\$902,402.35</b>	<b>100.44 %</b>
<b>Surplus/Deficit</b>	<b>\$64,690.86</b>	<b>(\$34,738.35)</b>	

**First Congregational Church of Old Lyme  
Treasurer's Report for the Year 2024  
Analysis of Revenues and Expenses  
DETAIL Page 1 of 6**

	Actual 2024	Budget 2024	% Budget
<b>REVENUES</b>			
<b>PLEDGES &amp; OFFERINGS</b>			
040000 - PLEDGES-CURRENT YEAR	\$564,889.62	\$550,000.00	102.71 %
040001 - PLEDGES -PRIOR YEAR	\$35,795.67	\$15,000.00	238.64 %
040002 - OPEN PLATE	\$33,606.32	\$20,000.00	168.03 %
040003 - ADDITIONAL CURRENT YR CONTRIBS	\$27,570.08	\$18,000.00	153.17 %
040004 - MEMB NON-PLEDGE CONTRIBS	\$41,671.77	\$30,000.00	138.91 %
040005 - CHURCH SCHOOL PLATE	\$0.00	\$0.00	0.00 %
040006 - SPECIAL GIFTS	\$20,190.00	\$0.00	0.00 %
040007 - LADIES BENEVOLENT SOCIETY	\$30,000.00	\$30,000.00	100.00 %
040008 - SOUTH LYME CHAPEL	\$0.00	\$0.00	0.00 %
040009 - MATCHING GIFTS	\$0.00	\$0.00	0.00 %
<b>Total PLEDGES &amp; OFFERINGS</b>	<b>\$753,723.46</b>	<b>\$663,000.00</b>	<b>113.68 %</b>
<b>INTEREST &amp; DIVIDENDS</b>			
040100 - INTEREST & DIVIDENDS	\$2,445.71	\$5,800.00	42.17 %
040101 - ENDOWMENT	\$134,264.00	\$134,264.00	100.00 %
<b>Total INTEREST &amp; DIVIDENDS</b>	<b>\$136,709.71</b>	<b>\$140,064.00</b>	<b>97.61 %</b>
<b>OTHER INCOME</b>			
040201 - BUILDING USAGE	\$31,635.02	\$15,000.00	210.90 %
040202 - MISC.	\$100.00	\$1,000.00	10.00 %
040203 - CARRYOVER FROM PRIOR YEAR	\$0.00	\$0.00	0.00 %
040204 - TRANS. FROM CONTING. FUND	\$50,000.00	\$50,000.00	100.00 %
040205 - ONLINE ADDITIONS	(\$1,130.93)	(\$1,400.00)	0.00 %
040206 - PPP LOAN PROCEEDS	\$0.00	\$0.00	0.00 %
040207 - VENMO FEES	(\$0.29)	\$0.00	0.00 %
<b>Total OTHER INCOME</b>	<b>\$80,603.80</b>	<b>\$64,600.00</b>	<b>124.77 %</b>
<b>Total REVENUES</b>	<b>\$971,036.97</b>	<b>\$867,664.00</b>	<b>111.91 %</b>

First Congregational Church of Old Lyme  
Treasurer's Report for the Year 2024  
Analysis of Revenues and Expenses  
DETAIL Page 2 of 6

	Actual 2024	Budget 2024	% Budget
<b>EXPENSES</b>			
<b>MINISTERS</b>			
<b>SENIOR MINISTER</b>			
050000 - SALARY-SRJ	\$75,546.96	\$75,547.00	100.00 %
050001 - HEALTH & LIFE INS-SRJ	\$36,397.32	\$36,396.57	100.00 %
050002 - ANNUITY-PCUSA-SRJ	\$9,611.28	\$9,611.29	100.00 %
050003 - AUTO ALLOWANCE-SRJ	\$2,752.36	\$2,000.00	137.62 %
050004 - HOUSING ALLOWANCE-SRJ	\$0.00	\$0.00	0.00 %
050005 - SOCIAL SECURITY ALLOW-SRJ	\$10,160.04	\$10,160.00	100.00 %
050007 - HEALTH INS CONTRIB-SRJ	(\$3,639.84)	(\$3,639.74)	0.00 %
050008 - PHONE & COMPUTER	\$1,311.00	\$1,311.00	100.00 %
<b>Total SENIOR MINISTER</b>	<b>\$132,139.12</b>	<b>\$131,386.12</b>	<b>100.57 %</b>
<b>ASSOCIATE MINISTER-CRG</b>			
050200 - SALARY-CRG	\$31,164.96	\$31,165.00	100.00 %
050201 - HEALTH & LIFE INS-CRG	\$9,259.48	\$9,258.68	100.01 %
050202 - ANNUITY CONTRIB-FCCOL-CRG	\$7,730.33	\$7,723.11	100.09 %
050203 - AUTO ALLOWANCE-CRG	\$1,029.08	\$1,000.00	102.91 %
050204 - HOUSING ALLOWANCE-CRG	\$24,000.00	\$24,000.00	100.00 %
050205 - SOCIAL SEC ALLOW-CRG	\$5,781.96	\$5,782.00	100.00 %
050206 - ANNUITY CONTRIB-UCC-CRG	\$0.00	\$0.00	0.00 %
050207 - ANNUITY CONTRIB-Essex-CRG	\$0.00	\$0.00	0.00 %
<b>Total ASSOCIATE MINISTER-CRG</b>	<b>\$78,965.81</b>	<b>\$78,928.79</b>	<b>100.05 %</b>
<b>ASSOCIATE MINISTER - LFN</b>			
050100 - SALARY-LFN	\$61,532.04	\$61,148.00	100.63 %
050101 - HEALTH & LIFE INS-LFN	\$23,348.34	\$22,174.00	105.30 %
050102 - ANNUITY CONTRIB-FCCOL-LFN	\$11,147.10	\$11,129.00	100.16 %
050103 - AUTO ALLOWANCE-LFN	\$984.15	\$1,500.00	65.61 %
050105 - SOCIAL SEC ALLOW-LFN	\$8,100.96	\$8,101.00	100.00 %
050106 - HOUSING ALLOWANCE-LFN	\$18,352.68	\$18,344.00	100.05 %
050107 - HEALTH INS CONTRIB-LFN	(\$2,217.48)	(\$2,217.47)	0.00 %
050108 - ANNUITY CONTRIB-UCC-LFN	\$0.00	\$0.00	0.00 %
050109 - PHONE & COMPUTER	\$624.00	\$624.00	100.00 %
<b>Total ASSOCIATE MINISTER - LFN</b>	<b>\$121,871.79</b>	<b>\$120,802.53</b>	<b>100.89 %</b>
<b>MINISTERS SUPPORT &amp; SUPPLY</b>			
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	\$1,900.00	\$1,500.00	126.67 %
<b>Total MINISTERS SUPPORT &amp; SUPPLY</b>	<b>\$1,900.00</b>	<b>\$2,500.00</b>	<b>76.00 %</b>
<b>Total MINISTERS</b>	<b>\$334,876.72</b>	<b>\$333,617.44</b>	<b>100.38 %</b>



**First Congregational Church of Old Lyme**

**Treasurer's Report for the Year 2024**

**Analysis of Revenues and Expenses**

DETAIL Page 3 of 6

	Actual 2024	Budget 2024	% Budget
<b>CHRISTIAN EDUCATION</b>			
<b>SUNDAY SCHOOL</b>			
051000 - CHURCH SCHOOL COORDINATOR	\$0.00	\$0.00	0.00 %
051001 - PROGRAMS	\$694.09	\$500.00	138.82 %
051002 - SUPPLIES/CE	\$760.54	\$400.00	190.14 %
051003 - CURRICULUM	\$104.47	\$250.00	41.79 %
051005 - CHILD CARE	\$1,291.75	\$1,500.00	86.12 %
051006 - TRANSFER FR YOUTH ED FUND	\$0.00	\$0.00	0.00 %
051007 - CHURCH SCHOOL LEADER	\$11,473.28	\$19,094.40	60.09 %
<b>Total SUNDAY SCHOOL</b>	<b>\$14,324.13</b>	<b>\$21,744.40</b>	<b>65.88 %</b>
<b>CONFIRMATION</b>			
051102 - CONFIRMATION PROGRAM	\$197.90	\$0.00	0.00 %
<b>Total CONFIRMATION</b>	<b>\$197.90</b>	<b>\$0.00</b>	<b>0.00 %</b>
<b>JUNIOR PF</b>			
051101 - JR PF PROGRAMS	\$72.17	\$100.00	72.17 %
051103 - JUNIOR PF LEADERS	\$0.00	\$0.00	0.00 %
<b>Total JUNIOR PF</b>	<b>\$72.17</b>	<b>\$100.00</b>	<b>72.17 %</b>
<b>SENIOR PF</b>			
051200 - PF PROGRAMS	\$667.71	\$500.00	133.54 %
051201 - PF SUPPLIES	\$24.45	\$100.00	24.45 %
051203 - SR. PF LEADERS	\$0.00	\$0.00	0.00 %
<b>Total SENIOR PF</b>	<b>\$692.16</b>	<b>\$600.00</b>	<b>115.36 %</b>
<b>ADULT EDUCATION</b>			
051300 - ADULT ED PROGRAMS	\$125.00	\$450.00	27.78 %
051301 - ADULT ED SUPPLIES	\$0.00	\$0.00	0.00 %
051303 - ADULT ED HONORARIUM	\$0.00	\$200.00	0.00 %
<b>Total ADULT EDUCATION</b>	<b>\$125.00</b>	<b>\$650.00</b>	<b>19.23 %</b>
<b>ALL CHURCH EVENTS</b>			
051400 - ALL CHURCH EVENTS	\$2,622.62	\$750.00	349.68 %
<b>Total ALL CHURCH EVENTS</b>	<b>\$2,622.62</b>	<b>\$750.00</b>	<b>349.68 %</b>
<b>Total CHRISTIAN EDUCATION</b>	<b>\$18,033.98</b>	<b>\$23,844.40</b>	<b>75.63 %</b>
<b>MUSIC</b>			
052001 - MUSIC DIRECTOR	\$43,302.12	\$43,302.06	100.00 %
052002 - MUSIC SUPPLIES	\$536.30	\$215.00	249.44 %
052003 - MUSIC PROGRAM	\$2,375.00	\$2,000.00	118.75 %
052004 - ORGANIST SUBSTITUTE	\$1,675.00	\$1,000.00	167.50 %
052005 - CONTINUING EDUCATION	\$0.00	\$0.00	0.00 %
052006 - MAINTENANCE/MUSIC	\$2,100.00	\$1,500.00	140.00 %
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	\$7,308.00	\$7,308.30	100.00 %
052012 - SECT LDR-SOPRANO	\$7,308.00	\$7,308.30	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	\$0.00	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 %
<b>Total MUSIC</b>	<b>\$64,604.42</b>	<b>\$62,633.66</b>	<b>103.15 %</b>

First Congregational Church of Old Lyme  
Treasurer's Report for the Year 2024  
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	2024 Actual	2024 Budget	% Budget
<b>CHURCH OFFICE</b>			
053002 - WEBSITE ADMINISTRATION	\$409.35	\$500.00	81.87 %
053006 - TELEPHONE	\$7,146.87	\$7,000.00	102.10 %
053007 - OFFICE SUPPLIES	\$6,101.49	\$5,500.00	110.94 %
053009 - POSTAGE	\$7,408.60	\$4,700.00	157.63 %
053010 - EQUIPMENT	\$3,531.56	\$2,700.00	130.80 %
053011 - SERVICE& LEASE CONTRACTS	\$14,315.12	\$17,000.00	84.21 %
053013 - SOFTWARE SUPPORT	\$8,437.44	\$8,500.00	99.26 %
<b>Total CHURCH OFFICE</b>	<b>\$47,350.43</b>	<b>\$45,900.00</b>	<b>103.16 %</b>
<b>PROPERTY</b>			
054002 - PROPANE	\$1,012.63	\$700.00	144.66 %
054003 - HEAT - Church	\$29,462.93	\$37,929.00	77.68 %
054004 - ELECTRICITY	\$18,719.83	\$17,000.00	110.12 %
054005 - REPAIRS & MAINTENANCE	\$21,790.92	\$15,000.00	145.27 %
054006 - PROPERTY SUPPLIES	\$7,667.05	\$3,000.00	255.57 %
054007 - INSURANCE-CHURCH	\$44,597.00	\$44,000.00	101.36 %
054008 - CLEANING SERVICES	\$17,444.75	\$16,000.00	109.03 %
054009 - SERVICE CONTRACTS	\$11,474.96	\$10,217.00	112.31 %
054010 - MAJOR MAINTENANCE	\$19,475.65	\$10,000.00	194.76 %
054011 - TO/FROM MAJ MAINT ESCROW	\$0.00	\$0.00	0.00 %
054012 - PARSONAGE MAINTENANCE	\$3,724.73	\$1,000.00	372.47 %
054013 - PILGRIM HOUSE MAINTENANCE	\$677.00	\$0.00	0.00 %
054014 - SITE MAINTENANCE	\$5,703.06	\$4,600.00	123.98 %
054015 - HEAT - Parsonage	\$6,572.47	\$6,500.00	101.11 %
<b>Total PROPERTY</b>	<b>\$188,322.98</b>	<b>\$165,946.00</b>	<b>113.48 %</b>
<b>DEACONS</b>			
055000 - DEACONS FLOWERS	\$625.00	\$150.00	416.67 %
055001 - DEACONS SUPPLIES	\$410.14	\$500.00	82.03 %
055002 - DEACONS COMMUNION	\$0.00	\$100.00	0.00 %
055003 - DEACONS ADVERTISING	\$2,770.24	\$1,400.00	197.87 %
055004 - DEACONS GIFTS	\$0.00	\$0.00	0.00 %
055005 - DEACONS TRANSPORTATION	\$0.00	\$0.00	0.00 %
055006 - DEACONS NEW MEMBER'S FUNCTION	\$32.71	\$250.00	13.08 %
055007 - DEACONS SERVICES BROADCASTING	\$1,675.00	\$1,600.00	104.69 %
<b>Total DEACONS</b>	<b>\$5,513.09</b>	<b>\$4,000.00</b>	<b>137.83 %</b>
<b>LAY EMPLOYEES</b>			
056003 - OFFICE MANAGER	\$47,990.20	\$52,052.00	92.20 %
056004 - SECRETARY/PART TIME	\$0.00	\$0.00	0.00 %
056005 - BOOKKEEPER	\$19,006.91	\$28,960.00	65.63 %
056006 - SEXTON	\$48,606.63	\$45,851.30	106.01 %
056007 - ASST SEXTON	\$850.00	\$750.00	113.33 %
056008 - HEALTH & LIFE INS	\$16,169.73	\$20,807.00	77.71 %
056009 - ANNUITIES	\$5,690.46	\$5,874.00	96.88 %
056010 - ANNUITY CONTRIBUTION	\$0.00	\$0.00	0.00 %
056011 - HEALTH INS CONTRIB	(\$1,266.59)	(\$2,081.00)	0.00 %
056013 - TRAVEL REIMBURSEMENT	\$0.00	\$0.00	0.00 %
056015 - CHURCH ADMINISTRATOR	\$29,055.96	\$29,056.74	100.00 %
056016 - ADMINISTRATIVE ASSISTANT	\$0.00	\$0.00	0.00 %
<b>Total LAY EMPLOYEES</b>	<b>\$166,103.30</b>	<b>\$181,270.04</b>	<b>91.63 %</b>

**First Congregational Church of Old Lyme**

**Treasurer's Report for the Year 2024**

**Analysis of Revenues and Expenses**

**DETAIL Page 5 of 6**

	Actual 2024	Budget 2024	% Budget
<b>BENEVOLENCES</b>			
058000 - UCC SUPPORT	\$14,203.25	\$14,500.00	97.95 %
058004 - MISSION BDGT TO BE ALLOCATED	\$0.00	(\$150.00)	0.00 %
<b>MISSION EDUCATION FUND</b>			
058101 - GREEN GRASS CHURCH	\$1,200.00	\$1,500.00	80.00 %
058102 - SOUTH AFRICAN JOURNEYS	\$0.00	\$1,400.00	0.00 %
058104 - ISRAEL/PALESTINE(scholarships)	\$1,000.00	\$1,000.00	100.00 %
058107 - MORNINGSTAR CAMP	\$0.00	\$0.00	0.00 %
058109 - YOUTH CIVIL RIGHTS	\$250.00	\$500.00	50.00 %
058468 - WEST AFRICA	\$0.00	\$0.00	0.00 %
<b>Total MISSION EDUCATION FUND</b>	<b>\$2,450.00</b>	<b>\$4,400.00</b>	<b>55.68 %</b>
<b>DIRECT PARTNER SUPPORT</b>			
058200 - STOREFRONT-HARLEM	\$0.00	\$0.00	0.00 %
058208 - ISRAEL/PALESTINE TOL	\$2,000.00	\$2,000.00	100.00 %
058210 - GREEN GRASS	\$0.00	\$0.00	0.00 %
058426 - CROSBY FUND FOR HATIAN EDUCATI	\$3,000.00	\$3,000.00	100.00 %
058456 - WHEELS OF JUSTICE	\$0.00	\$0.00	0.00 %
058465 - HAITI SOUP KITCHEN	\$1,000.00	\$1,000.00	100.00 %
<b>Total DIRECT PARTNER SUPPORT</b>	<b>\$6,000.00</b>	<b>\$6,000.00</b>	<b>100.00 %</b>
<b>PARTNERSHIP COMMITTEES</b>			
058301 - GREEN GRASS	\$0.00	\$250.00	0.00 %
058302 - SOUTH AFRICA	\$0.00	\$250.00	0.00 %
058303 - ISRAEL/PALESTINE	\$0.00	\$250.00	0.00 %
058304 - HAITI	\$0.00	\$250.00	0.00 %
<b>Total PARTNERSHIP COMMITTEES</b>	<b>\$0.00</b>	<b>\$1,000.00</b>	<b>0.00 %</b>
<b>OUTREACH</b>			
<b>NEW LONDON REGION</b>			
058406 - HOSP-CHAPLANCIES-L&M	\$250.00	\$250.00	100.00 %
058408 - HABITAT FOR HUMANITY S.E. CT	\$1,000.00	\$1,000.00	100.00 %
058411 - SAFE FUTURES	\$500.00	\$500.00	100.00 %
058414 - HEALTH & WELFARE COMM. NL SOU	\$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	\$1,000.00	\$1,000.00	100.00 %
058421 - COVENANT SHELTER	\$1,000.00	\$1,000.00	100.00 %
058428 - FRESH NEW LONDON	\$2,000.00	\$1,000.00	200.00 %
058431 - HOMELESS HOSPITALITY CENTER	\$7,500.00	\$7,500.00	100.00 %
058433 - A SACRED PLACE	\$1,000.00	\$1,000.00	100.00 %
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	\$0.00	0.00 %
<b>Total NEW LONDON REGION</b>	<b>\$19,250.00</b>	<b>\$18,250.00</b>	<b>105.48 %</b>
<b>MIDDLESEX COUNTY</b>			
058407 - HOSP CHAPLANCIES MDLX	\$250.00	\$250.00	100.00 %
058413 - SHORELINE SOUP KITCHEN	\$0.00	\$0.00	0.00 %
<b>Total MIDDLESEX COUNTY</b>	<b>\$250.00</b>	<b>\$250.00</b>	<b>100.00 %</b>
.....continued			

First Congregational Church of Old Lyme  
Treasurer's Report for the Year 2024  
Analysis of Revenues and Expenses  
DETAIL Page 6 of 6

	Actual 2024	Budget 2024	% Budget
<b>Benevolences - continued</b>			
<b>FCCOL PROJECTS</b>			
058401 - COMMITTEE OF ENVIRONMENT	\$1,524.71	\$1,000.00	152.47 %
058404 - DONATION TO MIN DISC FUND	\$0.00	\$0.00	0.00 %
058415 - NEW LONDON MEAL CENTER SUPPLI	\$2,133.28	\$3,000.00	71.11 %
058455 - FCCOL DIAPER BANK	\$1,500.00	\$1,500.00	100.00 %
058472 - IMMIGRATION CRISIS FUND	\$1,000.00	\$0.00	0.00 %
<b>Total FCCOL PROJECTS</b>	<b>\$6,157.99</b>	<b>\$5,500.00</b>	<b>111.96 %</b>
<b>CONGREGATION CONNECTIONS</b>			
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	\$500.00	\$500.00	100.00 %
058467 - AMOS RESOURCES	\$2,500.00	\$3,000.00	83.33 %
058470 - FIRE FUND DONATION MLK PRESB C	\$500.00	\$500.00	100.00 %
<b>Total CONGREGATION CONNECTIONS</b>	<b>\$3,500.00</b>	<b>\$4,000.00</b>	<b>87.50 %</b>
<b>INTERNATIONAL SUPPORT</b>			
058422 - IRC/NEW YORK	\$0.00	\$0.00	0.00 %
058448 - MIDDLE EAST CHILDREN'S ALLIANCE	\$0.00	\$0.00	0.00 %
058452 - INTEG REFUGEE & IMIGRANT SVCS	\$0.00	\$0.00	0.00 %
058459 - REVE KANDALE FDN	\$0.00	\$0.00	0.00 %
058463 - DRS WITHOUT BORDERS	\$0.00	\$0.00	0.00 %
058471 - UNRWA	\$250.00	\$250.00	100.00 %
058473 - UNITED PALESTINIAN APPEAL	\$500.00	\$0.00	0.00 %
058474 - ANERA	\$500.00	\$0.00	0.00 %
<b>Total INTERNATIONAL SUPPORT</b>	<b>\$1,250.00</b>	<b>\$250.00</b>	<b>500.00 %</b>
<b>Total OUTREACH</b>	<b>\$30,407.99</b>	<b>\$28,250.00</b>	<b>107.64 %</b>
<b>SPECIAL RESERVE SAVINGS</b>			
058403 - 10% HOLDBACK	\$6,938.76	\$6,000.00	115.65 %
<b>Total SPECIAL RESERVE SAVINGS</b>	<b>\$6,938.76</b>	<b>\$6,000.00</b>	<b>115.65 %</b>
<b>Total BENEVOLENCES</b>	<b>\$60,000.00</b>	<b>\$60,000.00</b>	<b>100.00 %</b>
<b>OTHER EXPENSES</b>			
059000 - PAYROLL TAX	\$16,655.95	\$19,232.81	86.60 %
059001 - WORKER'S COMP	\$2,329.75	\$2,958.00	78.76 %
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.	\$419.23	\$1,000.00	41.92 %
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	\$2,136.26	\$2,000.00	106.81 %
<b>Total OTHER EXPENSES</b>	<b>\$21,541.19</b>	<b>\$25,190.81</b>	<b>85.51 %</b>
<b>Total EXPENSES</b>	<b>\$906,346.11</b>	<b>\$902,402.35</b>	<b>100.44 %</b>
	<b>Surplus(Deficit)</b>	<b>\$64,690.86</b>	<b>(\$34,738.35)</b>
			<b>0.00 %</b>

**First Congregational Church of Old Lyme  
Treasurer's Report for the Year 2024  
Balance Sheet as of December 31, 2024**

**ASSETS**

**CURRENT ASSETS**

010000 - CHECKING /OP	\$267,948.81
010002 - PETTY CASH	\$340.00
010003 - Morgan Stanley/ESCROW ACCT	\$161,240.82
010004 - Morgan Stanley/GIFT ACCOUNT	\$194,351.13
010006 - PAYROLL CHECKING	\$25,008.33

**Total CURRENT ASSETS** **\$648,889.09**

**LIABILITIES**

**CURRENT LIABILITIES**

**TAXES PAYABLE**

020001 - STATE WITHHOLDING	\$0.67
020006 - CT PAID LEAVE	\$617.53

**Total TAXES PAYABLE** **\$618.20**

**Total LIABILITIES** **\$618.20**

**ACCUMULATED SURPLUS**

029991 - Prior Year	\$11,621.39
Excess Cash Received	\$64,690.86

**Total Prior Surplus and Excess Cash Received** **\$76,312.25**

**Restricted Funds**

Exchange and Excrow Accounts \$571,958.64

**Total Restricted Funds** **\$571,958.64**

**Total Liabilities, Surplus, & Restricted Funds** **\$648,889.09**



First Congregational Church of Old Lyme

Treasurer's Report for the Year 2024

Balance Sheet Detail - Exchange and Escrow Accounts as of December 31, 2024

Accounts	Beginning Balance	Revenue	Expenses	Ending Balance
<b>TEMPORARY RESTRICTED</b>				
Total Short-Term EXCHANGE ACCOUNTS	\$256,843.80	\$841,218.61	\$687,344.59	\$410,717.82
<b>ESCROW FUNDS</b>				
080100 - MEMORIAL FUND	\$2,042.47	\$39,406.36	\$0.00	\$41,448.83
080101 - RESERVE FOR CONTINGENCY	\$15,789.56	\$733.22	\$0.00	\$16,522.78
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	\$366.61	\$0.00	\$8,411.73
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	\$659.89	\$0.00	\$14,423.36
080110 - MAJOR MAINTENCE ESCROW	\$133,846.85	\$31,613.08	\$129,550.00	\$35,909.93
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	\$73.32	\$0.00	\$968.63
080114 - PARSONAGE FUND	\$3,454.50	\$146.64	\$0.00	\$3,601.14
080115 - ANONYMOUS NUM I	\$14,749.35	\$733.22	\$0.00	\$15,482.57
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	\$346.64	\$0.00	\$3,824.43
080119 - BENEVOLENCE ESCROW	\$9,532.54	\$439.93	\$0.00	\$9,972.47
080120 - SABBATICAL SUPPORT	\$4,899.77	\$219.97	\$0.00	\$5,119.74
080121 - AFFORDABLE HOUSING	\$8.11	\$0.00	\$0.00	\$8.11
080122 - AUDIT RESERVE	\$2,422.94	\$146.64	\$0.00	\$2,569.58
080123 - HENRY FAMILY FUNDS	\$2,400.56	\$146.64	\$0.00	\$2,547.20
080124 - ESCROW ACCT INTEREST	\$5,455.59	\$4,759.52	\$10,215.11	\$0.00
<b>Total ESCROW FUNDS</b>	<b>\$221,214.25</b>	<b>\$79,791.68</b>	<b>\$139,765.11</b>	<b>\$161,240.82</b>
<b>Total EXCHANGE and ESCROW ACCOUNTS</b>	<b>\$478,058.05</b>	<b>\$921,010.29</b>	<b>\$827,109.70</b>	<b>\$571,958.64</b>
<b>TOTAL OUTREACH GIVING BY MEMBERS AND FRIENDS in 2024</b>				
Parsonage Barn Renovation		\$87,000.00		
Board of Missions Disbursements		\$60,000.00		
Preservation Fund		\$40,000.00		
Rev. David Good Memorial Fund		\$28,000.00		
Minister's Discretionary Fund		\$24,636.00		
Immigration Assistance		\$24,000.00		
One Great Hour of Sharing		\$15,424.00		
Refugees House		\$8,882.00		
Diaper Bank		\$7,147.00		
Fccol Food Pantry		\$4,935.00		
Black Lives Matter - Witness Stones		\$3,380.00		
Refugee Resettlement		\$2,070.00		
Ladies Benevolent Society Disbursements		\$63,750.00		
<b>TOTAL</b>		<b>\$369,224.00</b>		



First Congregational Church of Old Lyme			
Treasurer's Report for the Year 2024			
Sources and Uses of Funds January to December 2024			
CURRENT ASSETS			Balances
	010000 - CHECKING /OP	\$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	
	<b>Total Beginning Balance January 1, 2024</b>		<b>\$490,687.44</b>
Sources of Funds			
PLEDGES & OFFERINGS			
	040000 - PLEDGES-CURRENT YEAR	\$564,889.62	
	040001 - PLEDGES -PRIOR YEAR	\$35,795.67	
	040002 - OPEN PLATE	\$33,606.32	
	040003 - ADDITIONAL CURRENT YR CONTRIBS	\$27,570.08	
	040004 - MEMB NON-PLEDGE CONTRIBS	\$41,671.77	
	040006 - SPECIAL GIFTS	\$20,190.00	
	040007 - LADIES BENEVOLENT SOCIETY	\$30,000.00	
	<b>Total PLEDGES &amp; OFFERINGS</b>	<b>\$753,723.46</b>	
INTEREST & DIVIDENDS			
	040100 - INTEREST & DIVIDENDS	\$2,445.71	
	040101 - ENDOWMENT	\$134,264.00	
	<b>Total INTEREST &amp; DIVIDENDS</b>	<b>\$136,709.71</b>	
OTHER INCOME			
	040201 - BUILDING USAGE	\$31,635.02	
	040202 - MISC.	\$100.00	
	040204 - TRANS. FROM CONTING. FUND	\$50,000.00	
	040205 - ONLINE ADDITIONS	(\$1,130.93)	
	040207 - VENMO FEES	(\$0.29)	
	<b>Total OTHER INCOME</b>	<b>\$80,603.80</b>	
	<b>Total CONTRIBUTIONS</b>	<b>\$971,036.97</b>	
	<b>Total Withholdings</b>	<b>\$74,573.45</b>	
	<b>Total Temporary Restricted Withholdings</b>	<b>\$921,010.29</b>	
	<b>Total Sources of Funds</b>	<b>\$1,966,620.71</b>	<b>\$2,457,308.15</b>
Uses of Funds			
	<b>Total MINISTERS</b>	<b>\$334,876.72</b>	
	<b>Total CHRISTIAN EDUCATION</b>	<b>\$18,033.98</b>	
	<b>Total MUSIC</b>	<b>\$64,604.42</b>	
	<b>Total CHURCH OFFICE</b>	<b>\$47,350.43</b>	
	<b>Total PROPERTY</b>	<b>\$188,322.98</b>	
	<b>Total DEACONS</b>	<b>\$5,513.09</b>	
	<b>Total LAY EMPLOYEES</b>	<b>\$166,103.30</b>	
	<b>Total BENEVOLENCES</b>	<b>\$60,000.00</b>	
	<b>Total OTHER EXPENSES</b>	<b>\$21,541.19</b>	
	<b>Total Withholdings</b>	<b>\$74,963.25</b>	
	<b>Total Temporary Restricted Withholdings</b>	<b>\$827,109.70</b>	
	<b>Total Uses of Funds</b>	<b>\$1,808,419.06</b>	<b>\$648,889.09</b>
Balances On Hand			
CURRENT ASSETS			
	010000 - CHECKING /OP	\$267,948.81	
	010002 - PETTY CASH	\$340.00	
	010003 - Morgan Stanley/ESCROW ACCT	\$161,240.82	
	010004 - Morgan Stanley/GIFT ACCOUNT	\$194,351.13	
	010006 - PAYROLL CHECKING	\$25,008.33	
	<b>Total CURRENT ASSETS</b>		<b>\$648,889.09</b>

# A NEW WAY TO LOOK AT OUR CHURCH'S BUDGET

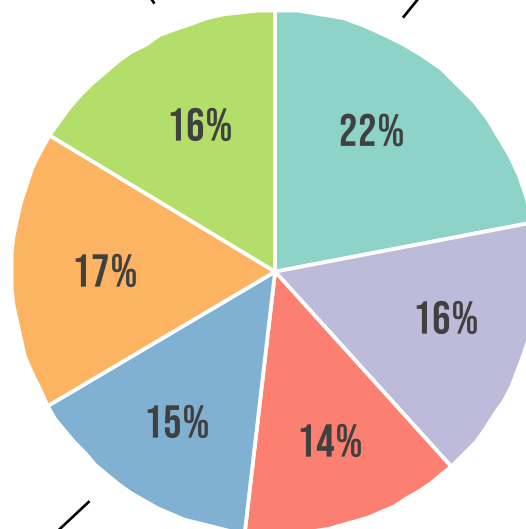
## MISSION OUTREACH

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 2025 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 2025 Church budget is shown on Pages 31 through 37 of this annual report.

## 2025 Proposed Budget Elements

The basic assumptions for the proposed balanced 2025 budget are as follows:

Carry over \$76,312 of last 2 years surpluses (includes the 2024 Endowment contribution of \$50,000)\*\*

Provide 2% compensation increases to the staff

Use cautious optimism for the Pledges and Offerings revenue. (2024 windfall unlikely to repeat)

Reduce Carleen's compensation at her request

Slightly more realistic hours (including less overtime) for the lay employees

Minimum Major Maintenance allowance (Preservation Fund now providing \$30,000/year - on balance sheet.)

Resume the ten-year Endowment annual loan repayment of \$21,058 (payment #6 of 10)

Increase Benevolence giving to \$70,000

\*\* Last year's 2024 budget and operating results included a one-time contribution from the Endowment Fund of \$50,000. As 2024 unfolded the Pledges and Offerings accounts showed a DRAMATIC increase in income from an unprecedented outpouring of contributions from the congregation. The combination of these factors resulted in a \$64,990 SURPLUS for 2024. (There was also a small surplus in 2023 of \$11,621). The 2025 budget carries both of these over. It is deemed good financial management to include the \$50,000 in this carryover since the budget cannot assume the 2024 revenue windfall will recur, and this provides a needed cushion until the longer-term strategy of hopefully increasing the Endowment Fund can be implemented.

Congregational approval of the budget includes: payment of housing allowances to Laura Fitzpatrick-Nager and Carleen Gerber (an IRS requirement); and approval of contributions from the Endowment Fund in excess of 5% of the budget (an FCCOL By-Laws requirement).

Respectfully submitted,

Bob McCracken, Treasurer January 26<sup>th</sup>, 2025

First Congregational Church of Old Lyme			
Treasurer's Report			
2025 Proposed Budget SUMMARY and Comparison to 2024			
	Budget 2024	Budget 2025	2025 +/- 2024 Budget
<b>REVENUES</b>			
PLEDGES & OFFERINGS	\$663,000.00	\$692,000.00	\$29,000.00
INTEREST & DIVIDENDS	\$140,064.00	\$137,056.00	(\$3,008.00)
OTHER INCOME	\$64,600.00	\$90,812.25	\$26,212.25
<b>REVENUES</b>	<b>\$867,664.00</b>	<b>\$919,868.25</b>	<b>\$52,204.25</b>
<b>EXPENSES</b>			
SENIOR MINISTER	\$131,386.12	\$138,080.62	(\$6,694.50)
ASSOCIATE MINISTER-CRG	\$78,928.79	\$56,492.00	\$22,436.79
ASSOCIATE MINISTER - LFN	\$120,802.53	\$125,322.45	(\$4,519.92)
MINISTERS SUPPORT & SUPPLY	\$2,500.00	\$3,000.00	(\$500.00)
<b>MINISTERS</b>	<b>\$333,617.44</b>	<b>\$322,895.07</b>	<b>\$10,722.37</b>
<b>CHRISTIAN EDUCATION</b>			
SUNDAY SCHOOL	\$21,744.40	\$20,845.00	\$899.40
CONFIRMATION	\$0.00	\$200.00	(\$200.00)
SENIOR PF	\$600.00	\$600.00	\$0.00
ADULT EDUCATION	\$650.00	\$300.00	\$350.00
ALL CHURCH EVENTS	\$750.00	\$3,000.00	(\$2,250.00)
<b>CHRISTIAN EDUCATION</b>	<b>\$23,844.40</b>	<b>\$25,045.00</b>	<b>(\$1,200.60)</b>
<b>MUSIC</b>	<b>\$62,633.66</b>	<b>\$65,976.00</b>	<b>(\$3,342.34)</b>
<b>CHURCH OFFICE</b>	<b>\$45,900.00</b>	<b>\$45,500.00</b>	<b>\$400.00</b>
<b>PROPERTY</b>	<b>\$165,946.00</b>	<b>\$159,200.00</b>	<b>\$6,746.00</b>
<b>DEACONS</b>	<b>\$4,000.00</b>	<b>\$5,450.00</b>	<b>(\$1,450.00)</b>
<b>LAY EMPLOYEES</b>	<b>\$181,270.04</b>	<b>\$183,236.84</b>	<b>(\$1,966.80)</b>
<b>BENEVOLENCES</b>	<b>\$60,000.00</b>	<b>\$70,000.00</b>	<b>(\$10,000.00)</b>
<b>OTHER EXPENSES</b>	<b>\$25,190.81</b>	<b>\$42,565.34</b>	<b>(\$17,374.53)</b>
<b>EXPENSES</b>	<b>\$902,402.35</b>	<b>\$919,868.25</b>	<b>(\$17,465.90)</b>
<b>SURPLUS/(DEFICIT)</b>	<b>(\$34,738.35)</b>	<b>\$0.00</b>	<b>\$34,738.35</b>

**First Congregational Church of Old Lyme**

**Treasurer's Report**

**2025 Proposed Budget Detail 1 of 6**

	Budget 2024	Budget 2025	2025 +/- 2024 Budget
<b>REVENUES</b>			
<b>PLEDGES &amp; OFFERINGS</b>			
040000 - PLEDGES-CURRENT YEAR	\$550,000.00	\$550,000.00	\$0.00
040001 - PLEDGES -PRIOR YEAR	\$15,000.00	\$15,000.00	\$0.00
040002 - OPEN PLATE	\$20,000.00	\$25,000.00	\$5,000.00
040003 - ADDITIONAL CURRENT YR CONTRIBS	\$18,000.00	\$25,000.00	\$7,000.00
040004 - MEMB NON-PLEDGE CONTRIBS	\$30,000.00	\$35,000.00	\$5,000.00
040005 - CHURCH SCHOOL PLATE	\$0.00	\$0.00	\$0.00
040006 - SPECIAL GIFTS	\$0.00	\$5,000.00	\$5,000.00
040007 - LADIES BENEVOLENT SOCIETY	\$30,000.00	\$30,000.00	\$0.00
040008 - SOUTH LYME CHAPEL	\$0.00	\$0.00	\$0.00
040009 - MATCHING GIFTS	\$0.00	\$7,000.00	\$7,000.00
<b>Total PLEDGES &amp; OFFERINGS</b>	<b>\$663,000.00</b>	<b>\$692,000.00</b>	<b>\$29,000.00</b>
<b>INTEREST &amp; DIVIDENDS</b>			
040100 - INTEREST & DIVIDENDS	\$5,800.00	\$2,500.00	(\$3,300.00)
040101 - ENDOWMENT	\$134,264.00	\$134,556.00	\$292.00
<b>Total INTEREST &amp; DIVIDENDS</b>	<b>\$140,064.00</b>	<b>\$137,056.00</b>	<b>(\$3,008.00)</b>
<b>OTHER INCOME</b>			
040201 - BUILDING USAGE	\$15,000.00	\$15,000.00	\$0.00
040202 - MISC.	\$1,000.00	\$1,000.00	\$0.00
040203 - CARRYOVER FROM PRIOR YEAR	\$0.00	\$76,312.25	\$76,312.25
040204 - TRANS. FROM CONTING. FUND	\$50,000.00		(\$50,000.00)
040205 - ONLINE ADDITIONS	(\$1,400.00)	(\$1,500.00)	(\$100.00)
040206 - PPP LOAN PROCEEDS	\$0.00	\$0.00	\$0.00
040207 - VENMO FEES	\$0.00	\$0.00	\$0.00
<b>Total OTHER INCOME</b>	<b>\$64,600.00</b>	<b>\$90,812.25</b>	<b>\$26,212.25</b>
<b>Total REVENUES</b>	<b>\$867,664.00</b>	<b>\$919,868.25</b>	<b>\$52,204.25</b>

**First Congregational Church of Old Lyme**

**Treasurer's Report**

**2025 Proposed Budget Detail 2 of 6**

	Budget 2024	Budget 2025	2025 +/- 2024 Budget
<b>EXPENSES</b>			
<b>MINISTERS</b>			
<b>SENIOR MINISTER</b>			
050000 - SALARY-SRJ	\$75,547.00	\$77,057.94	(\$1,510.94)
050001 - HEALTH & LIFE INS-SRJ	\$36,396.57	\$41,714.47	(\$5,317.90)
050002 - ANNUITY-PCUSA-SRJ	\$9,611.29	\$9,806.95	(\$195.66)
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	\$10,160.00	\$10,335.49	(\$175.49)
050007 - HEALTH INS CONTRIB-SRJ	(\$3,639.74)	(\$4,171.45)	\$531.71
050008 - PHONE & COMPUTER	\$1,311.00	\$1,337.22	(\$26.22)
<b>Total SENIOR MINISTER</b>	<b>\$131,386.12</b>	<b>\$138,080.62</b>	<b>(\$6,694.50)</b>
<b>ASSOCIATE MINISTER-CRG</b>			
050200 - SALARY-CRG	\$31,165.00	\$20,000.00	\$11,165.00
050201 - HEALTH & LIFE INS-CRG	\$9,258.68	\$660.00	\$8,598.68
050202 - ANNUITY CONTRIB-FCCOL-CRG	\$7,723.11	\$6,160.00	\$1,563.11
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	\$5,782.00	\$4,672.00	\$1,110.00
050206 - ANNUITY CONTRIB-UCC-CRG	\$0.00	\$0.00	\$0.00
050207 - ANNUITY CONTRIB-Essex-CRG	\$0.00	\$0.00	\$0.00
<b>Total ASSOCIATE MINISTER-CRG</b>	<b>\$78,928.79</b>	<b>\$56,492.00</b>	<b>\$22,436.79</b>
<b>ASSOCIATE MINISTER - LFN</b>			
050100 - SALARY-LFN	\$61,148.00	\$62,371.00	(\$1,223.00)
050101 - HEALTH & LIFE INS-LFN	\$22,174.00	\$24,992.19	(\$2,818.19)
050102 - ANNUITY CONTRIB-FCCOL-LFN	\$11,129.00	\$11,352.00	(\$223.00)
050103 - AUTO ALLOWANCE-LFN	\$1,500.00	\$1,500.00	\$0.00
050105 - SOCIAL SEC ALLOW-LFN	\$8,101.00	\$8,259.00	(\$158.00)
050106 - HOUSING ALLOWANCE-LFN	\$18,344.00	\$18,711.00	(\$367.00)
050107 - HEALTH INS CONTRIB-LFN	(\$2,217.47)	(\$2,499.22)	\$281.75
050108 - ANNUITY CONTRIB-UCC-LFN	\$0.00	\$0.00	\$0.00
050109 - PHONE & COMPUTER	\$624.00	\$636.48	(\$12.48)
<b>Total ASSOCIATE MINISTER - LFN</b>	<b>\$120,802.53</b>	<b>\$125,322.45</b>	<b>(\$4,519.92)</b>
<b>MINISTERS SUPPORT &amp; SUPPLY</b>			
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	\$1,500.00	\$2,000.00	(\$500.00)
<b>Total MINISTERS SUPPORT &amp; SUPPLY</b>	<b>\$2,500.00</b>	<b>\$3,000.00</b>	<b>(\$500.00)</b>
<b>Total MINISTERS</b>	<b>\$333,617.44</b>	<b>\$322,895.07</b>	<b>\$10,722.37</b>



**First Congregational Church of Old Lyme  
Treasurer's Report  
2025 Proposed Budget Detail 3 of 6**

	Budget 2024	Budget 2025	2025 +/- 2024 Budget
<b>CHRISTIAN EDUCATION</b>			
<b>SUNDAY SCHOOL</b>			
051001 - PROGRAMS	\$500.00	\$600.00	(\$100.00)
051002 - SUPPLIES/CE	\$400.00	\$600.00	(\$200.00)
051003 - CURRICULUM	\$250.00	\$200.00	\$50.00
051005 - CHILD CARE	\$1,500.00	\$3,100.00	(\$1,600.00)
051006 - TRANSFER FR YOUTH ED FUND	\$0.00	\$0.00	\$0.00
051007 - CHURCH SCHOOL LEADER	\$19,094.40	\$16,345.00	\$2,749.40
Total SUNDAY SCHOOL	\$21,744.40	\$20,845.00	\$899.40
<b>CONFIRMATION</b>			
051102 - CONFIRMATION PROGRAM	\$0.00		
Total CONFIRMATION	\$0.00	\$200.00	(\$200.00)
<b>JUNIOR PF</b>			
051101 - JR PF PROGRAMS	\$100.00		
051103 - JUNIOR PF LEADERS	\$0.00		
Total JUNIOR PF	\$100.00	\$100.00	\$0.00
<b>SENIOR PF</b>			
051200 - PF PROGRAMS	\$500.00		
051201 - PF SUPPLIES	\$100.00		
051203 - SR. PF LEADERS	\$0.00		
Total SENIOR PF	\$600.00	\$600.00	\$0.00
<b>ADULT EDUCATION</b>			
051300 - ADULT ED PROGRAMS	\$450.00		
051301 - ADULT ED SUPPLIES	\$0.00		
051303 - ADULT ED HONORARIUM	\$200.00		
Total ADULT EDUCATION	\$650.00	\$300.00	\$350.00
<b>ALL CHURCH EVENTS</b>			
051400 - ALL CHURCH EVENTS	\$750.00		
Total ALL CHURCH EVENTS	\$750.00	\$3,000.00	(\$2,250.00)
Total CHRISTIAN EDUCATION	\$23,844.40	\$25,045.00	(\$1,200.60)
<b>MUSIC</b>			
052001 - MUSIC DIRECTOR	\$43,302.06	\$44,168.00	(\$865.94)
052002 - MUSIC SUPPLIES	\$215.00	\$600.00	(\$385.00)
052003 - MUSIC PROGRAM	\$2,000.00	\$2,500.00	(\$500.00)
052004 - ORGANIST SUBSTITUTE	\$1,000.00	\$1,800.00	(\$800.00)
052005 - CONTINUING EDUCATION	\$0.00	\$0.00	\$0.00
052006 - MAINTENANCE/MUSIC	\$1,500.00	\$2,000.00	(\$500.00)
052007 - MAJOR ORGAN REPAIR	\$0.00	0	\$0.00
052010 - ALL AGE CHOIR DIRECTOR	\$0.00	\$0.00	\$0.00
052011 - PROF SOLOIST-TENOR	\$7,308.30	\$7,454.00	(\$145.70)
052012 - SECT LDR-SOPRANO	\$7,308.30	\$7,454.00	(\$145.70)
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		\$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	\$62,633.66	\$65,976.00	(\$3,342.34)

**First Congregational Church of Old Lyme**

**Treasurer's Report**

**2025 Proposed Budget Detail 4 of 6**

	Budget 2024	Budget 2025	2025 +/- 2024 Budget
<b>CHURCH OFFICE</b>			
053002 - WEBSITE ADMINISTRATION	\$500.00	\$500.00	\$0.00
053006 - TELEPHONE	\$7,000.00	\$7,000.00	\$0.00
053007 - OFFICE SUPPLIES	\$5,500.00	\$5,500.00	\$0.00
053009 - POSTAGE	\$4,700.00	\$5,500.00	(\$800.00)
053010 - EQUIPMENT	\$2,700.00	\$2,000.00	\$700.00
053011 - SERVICE& LEASE CONTRACTS	\$17,000.00	\$17,000.00	\$0.00
053013 - SOFTWARE SUPPORT	\$8,500.00	\$8,000.00	\$500.00
<b>Total CHURCH OFFICE</b>	<b>\$45,900.00</b>	<b>\$45,500.00</b>	<b>\$400.00</b>
<b>PROPERTY</b>			
054002 - PROPANE	\$700.00	\$700.00	\$0.00
054003 - HEAT - Church	\$37,929.00	\$30,000.00	\$7,929.00
054004 - ELECTRICITY	\$17,000.00	\$17,000.00	\$0.00
054005 - REPAIRS & MAINTENANCE	\$15,000.00	\$12,000.00	\$3,000.00
054006 - PROPERTY SUPPLIES	\$3,000.00	\$4,000.00	(\$1,000.00)
054007 - INSURANCE-CHURCH	\$44,000.00	\$45,000.00	(\$1,000.00)
054008 - CLEANING SERVICES	\$16,000.00	\$16,000.00	\$0.00
054009 - SERVICE CONTRACTS	\$10,217.00	\$11,500.00	(\$1,283.00)
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	\$1,000.00	\$1,000.00	\$0.00
054013 - PILGRIM HOUSE MAINTENANCE	\$0.00	\$500.00	(\$500.00)
054014 - SITE MAINTENANCE	\$4,600.00	\$5,000.00	(\$400.00)
054015 - HEAT - Parsonage	\$6,500.00	\$6,500.00	\$0.00
<b>Total PROPERTY</b>	<b>\$165,946.00</b>	<b>\$159,200.00</b>	<b>\$6,746.00</b>
<b>DEACONS</b>			
055000 - DEACONS FLOWERS	\$150.00	\$200.00	(\$50.00)
055001 - DEACONS SUPPLIES	\$500.00	\$400.00	\$100.00
055002 - DEACONS COMMUNION	\$100.00	\$100.00	\$0.00
055003 - DEACONS ADVERTISING	\$1,400.00	\$2,500.00	(\$1,100.00)
055004 - DEACONS GIFTS	\$0.00	\$0.00	\$0.00
055005 - DEACONS TRANSPORTATION	\$0.00	\$0.00	\$0.00
055006 - DEACONS NEW MEMBs FTNS	\$250.00	\$250.00	\$0.00
055007 - DEACONS SERVICES B'CASTS	\$1,600.00	\$2,000.00	(\$400.00)
<b>Total DEACONS</b>	<b>\$4,000.00</b>	<b>\$5,450.00</b>	<b>(\$1,450.00)</b>
<b>LAY EMPLOYEES</b>			
056003 - OFFICE MANAGER	\$52,052.00	\$55,692.00	(\$3,640.00)
056004 - SECRETARY/PART TIME	\$0.00	\$0.00	\$0.00
056005 - BOOKKEEPER	\$28,960.00	\$25,542.00	\$3,418.00
056006 - SEXTON	\$45,851.30	\$49,919.10	(\$4,067.80)
056007 - ASST SEXTON	\$750.00	\$750.00	\$0.00
056008 - HEALTH & LIFE INS	\$20,807.00	\$17,711.00	\$3,096.00
056009 - ANNUITIES	\$5,874.00	\$6,337.00	(\$463.00)
056010 - ANNUITY CONTRIBUTION	\$0.00	\$0.00	\$0.00
056011 - HEALTH INS CONTRIB	(\$2,081.00)	(\$1,771.00)	(\$310.00)
056013 - TRAVEL REIMBURSMENT	\$0.00	\$0.00	\$0.00
056015 - CHURCH ADMINISTRATOR	\$29,056.74	\$29,056.74	\$0.00
056016 - ADMINISTRATIVE ASSISTANT	\$0.00	\$0.00	\$0.00
<b>Total LAY EMPLOYEES</b>	<b>\$181,270.04</b>	<b>\$183,236.84</b>	<b>(\$1,966.80)</b>

**First Congregational Church of Old Lyme  
Treasurer's Report  
2025 Proposed Budget Detail 5 of 6**

	Budget 2024	Budget 2025	2025 +/- 2024 Budget
<b>BENEVOLENCES</b>			
058000 - UCC SUPPORT	\$14,500.00		
058004 - MISSION BDGT TO BE ALLOCATED	\$0.00	TBD	
<b>MISSION EDUCATION FUND</b>			
058101 - GREEN GRASS CHURCH	\$1,500.00		
058102 - SOUTH AFRICAN JOURNEYS	\$1,400.00		
058104 - ISRAEL/PALESTINE(scholarships)	\$1,000.00		
058107 - MORNINGSTAR CAMP	\$0.00		
058109 - YOUTH CIVIL RIGHTS	\$500.00		
058468 - WEST AFRICA	\$0.00		
<b>Total MISSION EDUCATION FUND</b>	<b>\$4,400.00</b>		
<b>DIRECT PARTNER SUPPORT</b>			
058200 - STOREFRONT-HARLEM	\$0.00		
058208 - ISRAEL/PALESTINE TOL	\$2,000.00		
058210 - GREEN GRASS	\$0.00		
058426 - CROSBY FUND FOR HATIAN EDUCATION	\$3,000.00		
058456 - WHEELS OF JUSTICE	\$0.00		
058465 - HAITI SOUP KITCHEN	\$1,000.00		
<b>Total DIRECT PARTNER SUPPORT</b>	<b>\$6,000.00</b>		
<b>PARTNERSHIP COMMITTEES</b>			
058301 - GREEN GRASS	\$250.00		
058302 - SOUTH AFRICA	\$250.00		
058303 - ISRAEL/PALESTINE	\$250.00		
058304 - HAITI	\$250.00		
<b>Total PARTNERSHIP COMMITTEES</b>	<b>\$1,000.00</b>		
<b>OUTREACH</b>			
<b>NEW LONDON REGION</b>			
058406 - HOSP-CHAPLANCIES-L&M	\$250.00		
058408 - HABITAT FOR HUMANITY S.E. CT	\$1,000.00		
058411 - SAFE FUTURES	\$500.00		
058414 - HEALTH & WELFARE COMM. NL SOUP K	\$3,000.00		
058417 - THAMES RIVER FAMILY PROGRAM	\$750.00		
058418 - MARTIN HOUSE	\$750.00		
058419 - ALLIANCE FOR LIVING	\$1,000.00		
058421 - COVENANT SHELTER	\$1,000.00		
058428 - FRESH NEW LONDON	\$1,000.00		
058431 - HOMELESS HOSPITALITY CENTER	\$7,500.00		
058433 - A SACRED PLACE	\$1,000.00		
058444 - CT COALITION TO END	\$0.00		
058461 - LOLFOODSHARE GARDEN	\$500.00		
058469 - NEHANTIC NATIVE NATION	\$0.00		
<b>Total NEW LONDON REGION</b>	<b>\$18,250.00</b>		
<b>MIDDLESEX COUNTY</b>			
058407 - HOSP CHAPLANCIES MDLX	\$250.00		
058413 - SHORELINE SOUP KITCHEN	\$0.00		
<b>Total MIDDLESEX COUNTY</b>	<b>\$250.00</b>		
.....continued next page			

First Congregational Church of Old Lyme  
Treasurer's Report  
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	Budget 2024	Budget 2025	2025 +/- 2024 Budget
<b>Benevolences continued.....</b>			
<b>FCCOL PROJECTS</b>			
058401 - COMMITTEE OF ENVIRONMENT	\$1,000.00		
058404 - DONATION TO MIN DISC FUND	\$0.00		
058415 - NEW LONDON MEAL CENTER SUPPLIES	\$3,000.00		
058455 - FCCOL DIAPER BANK	\$1,500.00		
<b>Total FCCOL PROJECTS</b>	<b>\$5,500.00</b>		
<b>CONGREGATION CONNECTIONS</b>			
058442 - CAIR	\$0.00		
058450 - ECQUADOR FOUNDATION FUND	\$0.00		
058462 - PARJE	\$0.00		
058466 - WORLD CENTRAL KITCHEN	\$500.00		
058467 - AMOS RESOURCES	\$3,000.00		
058470 - FIRE FUND DONATION MLK PRESB CHR	\$500.00		
<b>Total CONGREGATION CONNECTIONS</b>	<b>\$4,000.00</b>		
<b>INTERNATIONAL SUPPORT</b>			
058422 - IRC/NEW YORK	\$0.00		
058448 - MIDDLE EAST CHILDREN'S ALLIANCE	\$0.00		
058452 - INTEG REFUGEE & IMIGRANT SVCS	\$0.00		
058459 - REVE KANDALE FDN	\$0.00		
058463 - DRS WITHOUT BORDERS	\$0.00		
058471 - UNRWA	\$250.00		
<b>Total INTERNATIONAL SUPPORT</b>	<b>\$250.00</b>		
<b>Total OUTREACH</b>	<b>\$28,250.00</b>		
<b>SPECIAL RESERVE SAVINGS</b>			
058403 - 10% HOLDBACK	\$6,000.00		
<b>Total SPECIAL RESERVE SAVINGS</b>	<b>\$6,000.00</b>		
<b>Total BENEVOLENCES</b>	<b>\$60,000.00</b>	<b>\$70,000.00</b>	<b>(\$10,000.00)</b>
<b>OTHER EXPENSES</b>			
059000 - PAYROLL TAX	\$19,232.81	\$16,071.80	\$3,161.01
059001 - WORKER'S COMP	\$2,958.00	\$2,500.00	\$458.00
059002 - SABBATICAL SUPPORT	\$0.00		\$0.00
059003 - LOAN REPAYMENT	\$0.00	\$21,500.00	(\$21,500.00)
059005 - STOCK GAIN/LOSS	\$0.00		\$0.00
059006 - PASTORAL COUNSELING	\$0.00		\$0.00
059007 - MISC./O.E.	\$1,000.00	\$493.54	\$506.46
059009 - CHURCH AUDIT	\$0.00		\$0.00
059010 - STOCK EXCHANGE FEES	\$0.00		\$0.00
059011 - TRANS TO CONTINGENCY	\$0.00		\$0.00
059012 - TRANS TO ESCROWS	\$0.00		\$0.00
059013 - STEWARDSHIP CAMPAIGNS	\$2,000.00	\$2,000.00	\$0.00
<b>Total OTHER EXPENSES</b>	<b>\$25,190.81</b>	<b>\$42,565.34</b>	<b>(\$17,374.53)</b>
<b>Total EXPENSES</b>	<b>\$902,402.35</b>	<b>\$919,868.25</b>	<b>(\$17,465.90)</b>
<b>SURPLUS/(DEFICIT)</b>	<b>(\$34,738.35)</b>	<b>\$0.00</b>	<b>\$34,738.35</b>

# BOARD OF STEWARDSHIP

The Board of Stewardship, is responsible for the Church's annual commitment campaign. The Campaign raises the majority of the FCCOL budget. Activities include preparing appeal and 'thank you' letters. BOS operations receive extensive support from the Ministers, the Communications Committee and, Church officers – Bob McCracken and Joanie May.

During lively monthly meetings the BOS discusses and decides ways for possibly increasing campaign participation and thanking donors. This year the BOS decided to:

Use the commitment card for 'in memory of' and 'in honor of' donor designations.  
List donors and their designees in a 'Thank You' section of the Church Newsletter, unless anonymity was requested.

Offer a matching gift opportunity to new campaign participants.

Design, develop and distribute in BOS mailings a 'This is who we are...' brochure'.

Anne Koczka created the brochure. Sean McCarty helped ensure wide distribution in the pews and at the WES.

Continue periodic Sunday service 'Moments for Stewardship'

Develop and display a 'Thermometer' chart for displaying campaign progress.

Contribute articles for the 'Giving Matters' Newsletter section.

Host a 'Coffee' hour on 'Stewardship Sunday'.

Include a 'Step Up' chart with the commitment request letter.

Develop and publish a QR code offering a direct, secure donation pathway.

Respectfully Submitted by Jim Matschulat, Chairman on behalf of the 2024 Board of Stewardship: Harvey Beeman, Nancy Bell, Lucia Chapman, Mike Gentry, Martha Gibson (Succeeding Jody Belluzzi), Candy Stanberry, Rick Strickhart, and Lee Whitaker (Succeeding Doug Kneeland).

# BOARD OF ADULT EDUCATION

In 2024, a range of topics were included in Sunday, post service, adult forums, these included,

## Spring, 2024

"African Trip Review"

Edie Twining, "Halls Road Improvements"

Bill Potter, "Reclaiming Black Lives Through Art"

Ashley Makar, "Alawie Bahreidein, Dr. Abdeillah Doua, "Sudanese Refugees In Chad"

## Fall, 2024

Stephen Bartolo, "Democracy and Voting"

Cameron Trimble, part 1, "Visioning Church Together"

Cameron Trimble, part 2 of above

Rev Gregg Carlson, "Survey Results by Convergence Committee"

Tom Sherer, 'Climate Change'

Dr. Mazin Qumsiyeh and Dr. Mark Braverman, 'A Nativity in Ruins: Gaza and the Prophetic Imagination'

Also, one of our ministers leads bible studies each Thursday in the library.

Respectfully submitted, Donald Gonci, Co-Chair

# BOARD OF MISSIONS

The 2024 Board of Missions (BOM) Members: Sandy Doboie; Wendy Knight; Dale Bernardoni; Mary Charlton; Cathy Gentry; Mariette Brown (secretary); John Higgins; Chris Van Scoy; Erik Johannessen (chair); Susan Beeman (Deacon Representative); Carleen Gerber.

Once again, this was an active board with excellent participation in meetings, soup kitchen, and WES. I am thankful for everyone's contributions. In addition to meeting its mission, the board also set two goals of increasing its articles to the newsletter and visiting our priority funding agencies. I am pleased that we met these goals almost every month and visited Homeless Hospitality Center, Fresh New London and the Good Veteran's House. I am appreciative for Mariette's timely and concise meeting minutes, Carleen's commitment, wisdom, foresightedness and institutional memory and grateful for Julie's work as FCCOL Bookkeeper.

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

## 2024 BOM Categorical Benevolences:

Benevolence Category	2024 Actual	% of Available Total (rounded)	2023 Actual
UCC Support	\$14,203	25%	\$16,000
Mission Education Fund	\$2,450	4%	\$6,390
Direct Partnership Support	\$6,000	11%	\$6,500
Partnership Committees	0		\$53
New London Region	\$19,250	34%	\$21,250
Middlesex County	\$250		\$250
FCCOL Projects	\$5,500	10%	\$4,889
FCCOL Connections	\$3,500	6%	\$3,000
International Support	\$1,250	2%	\$10,500
<b>Total</b>	<b>\$52,403</b>	<b>92%</b>	<b>\$68,832</b>
<b>Annual Budget</b>	<b>\$60,000</b>		<b>\$80,000</b>
<b>10% hold-back.</b>	<b>\$6,000</b>		<b>\$8,000</b>
<b>Actual Funds Available during the year</b>	<b>\$54,000</b>		<b>\$72,000</b>

This year the board made the decision to focus its outreach on local non-profit agencies providing essential services to needy individuals and families. This represented 34% of available funds. The remaining 56% of available funds are allocated to UCC support and FCCOL projects, partnerships and missions. You will also note that the UCC budgeted amount was decreased, not because it was not needed, but other priorities emerged.

Not accounted for above is expenditures made possible through savings of previous years. This year we sent \$500 to the UCC Hurricane Relief fund through these savings. Also the Board was informed early in January, that FCCOL had met its budgeted income and the \$6000 hold-back was available. The Board met on January 10 and made benevolences to the following:

Homeless Hospitality Center, (\$1,000); Covenant Shelter (\$1,000); Fresh New London (\$1,000); Habitat for Humanity (\$500); The Blue Door (\$500); Doctors without Borders (\$1,000) and FCCOL Immigration Crisis Fund (\$1,000). While, these donations do not show up in budget sheet as they come from "savings" the Board was pleased that it was able to use the most of the \$60,000 allocated to it in the church's budget.

Gratefully,

Erik Johannessen



# CHURCH COUNCIL

The Church Council met four times during 2024 (4/4, 6/6, 10/3, 12/5). The meetings were 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. Minutes of the meetings have been submitted to the church office for record. At the most recent meeting, the chairman, Daniel Renn, also announced that the annual nominations process had been initiated and we would follow up prior to the Annual Meeting. Many thanks to all participants and the treasurer for their concise reports and the Church Office for your support!

Respectfully Submitted, Daniel Renn, Chair

## CONVERGENCE ENGAGEMENT UPDATE

As you know, the Board of Trustees and Board of Stewardship have been grappling with a revenue gap in our annual budget, seeking to identify both its causes and remedies.

We knew that cultural shifts in our society, like changes in demographics and church attendance, were one of the primary causes, but not how to address them.

Last summer, we interviewed several consulting firms that specialized in helping churches adapt to these shifts and thrive.

Based on the interviews, we hired a company called Convergence to work with us over the next year to put together a strategic plan the church can follow to grow and thrive in the years ahead.

We also established a team of congregation members called the FCCOL Future Task Force to work hand-in-hand with the Convergence team and keep the congregation informed of the project's progress and findings.

The initial phase of the consulting project involved conducting a wealth of research on our congregation and community.

In September and October, Convergence conducted a survey of our congregation members to better understand their demographics, reasons for participating in the church and dreams for the church's future.

In November, Convergence held an adult forum that summarized the survey results – which were also shared with the congregation in our newsletters.

Convergence held two adult forums in October that explained how cultural shifts have been impacting congregations nationwide and provided examples of churches that adapted successfully to these changes.

In December and January, the task force members conducted focus groups with specific segments of the congregation – including adults under 50 with children, new members and members of the LGBTQIA+ community – to gain insights into their church experiences.

Task force members also interviewed community leaders in Old Lyme to learn what issues the leaders felt were of concern to the community and identify opportunities to work in partnership with other organizations.

Last week, Convergence summarized the combined results of the congregation survey, focus groups and community interviews for the task force members; and outlined the potential next steps for the task force to consider.

In February, Convergence and the task force will present the results and recommendations to the congregation for discussion and the congregation will be invited to participate in a workshop to agree on the next steps forward.

Task Force Members: Bill Belluzzi, Jim Matschulat, Bob McCracken, Cara Cheung, Beth Hamilton, Elizabeth Nocera, Tom Sherer, Dan Renn, Sean McCarty, John Kiker, Jolene Brant, Ellen Calkins

# BOARD OF YOUTH EDUCATION AND PILGRIM FELLOWSHIP PROGRAMMING

First and foremost, the numbers of participants in Sunday School, JPF and SPF seem to be growing, and that is the most thrilling part of any report. The BYE committee stays engaged, largely through text. We are all parents doing our best to manage too much and the quarterly meetings sneak up on us.

Starting with the Spring of 2024, twenty-five of us from FCCOL (17 young people and 8 adult chaperones ) took an amazing trip down to Atlanta and Alabama where we went to the Civil Rights Museum, and the Dr. Martin Luther King Jr. and Coretta Scott King Memorial, several places that were important to the Civil Rights Movement, including the first church where Dr. King was a pastor, walking across the Edmund Pettus Bridge, and meeting an activist, Joann Bland, who worked in the Civil Rights Movement.

Sunday School has followed a new curriculum, in this academic year, entitled *Peace Partners: Meet you at the Peace Table*. The teachers and students are thriving and really taking to the message.

The Christmas Pageant took place during the service of December 22. Rehearsals began in earnest on Sunday, December 9th. The script is a courtroom “drama” litigating just how noisy was the silent/holy night.

We continue to have regular activities with the JPF/SPF with great participation. Highlights have included an outing to a Haitian restaurant in Norwich, two ground cleanups around the Major Edward Good Home for Homeless Veterans in New London, one in the Spring and one in the fall. And of course, our annual “Breakfast Run” in which we served almost a hundred people of the unhoused community in New York City, serving them breakfast, sandwiches, coffee, and a clothing giveaway.

Our Middle and High School youth engaged in service projects like the Sharing Humanity Night: No Room at the Inn last March. They also served at the New London Community Meal Center (DINE) and a group of 35 youth and adults served at the Breakfast Run in NYC this past November and attended the Broadway show, Hamilton.

We are grateful to our Board of Youth Ed Committee (BYE) and many families and teachers who support our programming and pitch in when needed. We shared an opening memorable Family Day at Camp Claire in September. Thanks to the magic and artistry of Gavin Lodge, our December Christmas Pageant, *The Trial of the Not So Silent Night*, brought laughter and merry to all this Christmas season.

Most importantly, through our learning about God's love for all people and the earth, our students know how beloved they are to all of us here at FCCOL! We are grateful for your collective mentorship and the intergenerational spirit that keeps us all in friendship and grace.

Respectfully submitted,

Director Jolene Brant with Youth Ed Board Members, Gavin Lodge, Kimberly Thompson, Bradley Mock, Doug Kiem, Melissa Lambrecht, Jill Hartenstein

# MUSIC PROGRAM

## CHOIR AND OLD LYME RINGERS

Our Church is fortunate to have such a hard-working choir! Choir membership during 2024 remained robust, although the usual number of singers attending Sunday services was a little lower than in previous years. Approximately 30 singers regularly 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. Thanks also go to our guest organists this year: Kathy Cooper, Carleen Gerber, Doug Green and Karin Larsen.

As well as the regular Sunday morning worship schedule the choir participated in a moving Maundy Thursday service, enjoyed by everyone who attended. In September many of us enjoyed an extraordinary performance by Rhode Island's *Ensemble Altera*, a new, emerging chorus taking the country by storm, chorally speaking. I'm so pleased the group will be returning this coming September – please keep an eye out for further details as they become available.

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. It was a wonderful way to celebrate the Christmas season.

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

The year 2024 was another great year of handbell ringing. Ten times handbells performed in worship, either as a quartet or as the full choir of the Old Lyme Ringers. On two of these occasions, we added an instrument to the mix: a trumpet on “Hymn to Joy” on Easter Sunday, March 31; and a flute to “This Is My Father’s World,” on a spring Sunday, April 21. Also, the hand chimes opened worship with the tolling of the hour on November 17. It should be noted that the handbell season expanded this past year with ringing rehearsals starting in the middle of November. In previous years, handbell practices didn’t start until early January.

The tradition of ringing the Christmas Eve peal continued at the conclusion of both the 8:00 and 10:00 p.m. services. This was the third year that we used a full five octaves of bells, plus the mighty C2 bell for the tolling of the hour. These lower octave bells were borrowed from the Potomac Academy in Virginia. Nineteen ringers playing 41 bells were involved in this year’s peal.

The year brought a new blessing with the purchase of another octave of bells, smaller bells playing the very high notes. We are truly grateful for the six generous contributors who made this addition possible.

Those individuals who contributed their time and energy once or many times to ring bells during the year are the following: Phil Brant, Julia Clark, Debbie Delaney, Lisa Feltes, Barbara Hack, Cindy Hautaniemi, Allison Hine, Leland Hine, Anna Jungkeit, Augie Jungkeit, Elsa Jungkeit, Jeremy Jungkeit, Lilly Jungkeit, Luca Jungkeit, Pat Jungkeit, Rachael Jungkeit, Sabina Jungkeit, Doug Kiem, Leslie Kiem, Annie McCarty, Sean McCarty, Donna Miller, Angela Mock, Kate Paterson, Kate Rice, Matt Rice, and Eve Todd.

The new year of 2025 is already bringing in the NEW. Fourteen children and youth attended the first rehearsal of a new handbell choir for their age group. We anticipate exciting and special happenings to be coming from this lively group! And we look forward to more wonderful handbell music to add to the worship of God in this new year.

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

# ENVIRONMENTAL COMMITTEE

It has been an active year for the Environmental Committee.

**Don Gonci** retired from his tireless years as chair, for which we all thank him. I (Mariette Brown), have assumed his responsibilities.

**The goal** is to educate and engage our congregation, and ultimately the larger community, in climate positive efforts happening locally.

We started with a **potluck supper**, with the intention of hearing peoples' thoughts and fears about climate change. Over twenty people attended, including some invited from St. Ann's and Christ the King. A delicious vegetarian dinner was eaten, and a group discussion held afterwards. Folks shared ideas, resources and books they brought.

**Two field trips** were well attended in the fall. Twelve people visited the New London State Pier offshore wind project, and got an in-depth view of this massive operation, as well as a closer look at the facility. More people were interested in coming but either their schedules, or the size limit of the group, did not permit it.

The second field trip was to Judges Farm in Old Lyme, run by Matt and Martin Griswold. A dozen or so people attended this and saw the Griswold's' efforts to use solar energy for their vehicles, as well as learn about their efforts to expand into providing native plants to their retailers.

And finally, Tom Sherer presented a terrific **adult forum** on things individuals can do that have an impact on their carbon footprint. He identified fifteen things in three categories: green, greener and greenest. This talk was videoed and is in the FCCOL video archives and on YouTube. (Highly recommend!) Interesting questions were generated, and the 25 - 30 people in attendance were well engaged.

We look forward to more trips, and suppers in 2025, with suggestions coming in from many directions. (Don't hold back!)

Respectfully Submitted, Mariette Brown

# REFUGEE RESETTLEMENT PROJECT

Refugee Committee Report, 2024

Throughout the 2024 calendar year, the refugee committee (composed of members of FCCOL, St. Ann's, Christ the King, the Lyme Church, and members from the wider town) worked assiduously to support the Alkhalawi family, who arrived from Lebanon in November 2023, having fled Syria some eleven years prior. The committee has worked to assimilate their three children in the school system, offered support for health services, driven them to and from appointments, searched out employment opportunities, helped with language acquisition, and, at last, secured permanent housing for them in Old Lyme - a feat that qualifies as something of a miracle. In December of 2024, the Alkhalawi's became independent, marking another successful, if challenging, effort to welcome refugee families into our community.

All of that work was accomplished within a year of the family's arrival, adhering to the goals set forth by IRIS (the resettlement agency in New Haven that our committee partners with). To have done so within a calendar year is a testament to the incredible work of the committee.

The Refugee Committee is currently resting after a busy and challenging year, with hopes of reconvening in six months or so to begin the work again. Until that time, the House of Refuge (as it was recently dubbed in a Trustees Meeting) has been offered to a family from Lyme, who experienced a devastating home fire, and has found themselves without housing. Originally from Nicaragua, but having lived in the US for the past decade, and Lyme for the past three years, the Committee, together with other community and church leaders, saw this as a fitting use of the House of Refuge while the Committee rests. A contract has been drafted for six months, after which the family, the Church, and the Refugee Committee will revisit the matter, to assess what the needs are for all involved.

With deep thanks and appreciation for all the work of the Refugee Committee, to provide hospitality in our town for those in search of refuge...

Steve Jungkeit

# TREE OF LIFE EDUCATIONAL FUND

In 2024, the Tree of Life Educational Fund lost its founder, visionary, and dear friend, David Good. As we came to grips with his illness and death in April, we knew we needed to strengthen our Board, volunteers, and friends to carry on the important work of the Tree of Life ministries. Our leadership team: Ghoufran Allababidi (President), Alli McCracken (Vice-President), Elaine Brouillard (Treasurer), Joe Cipparone (Secretary), Becky Crosby, Steve Jungkeit, Carleen Gerber, and Hassan Fouda (at large members), have met many times to re-evaluate our programs and goals as we take a new look toward the future. Our mission remains the same: to provide cross-cultural and transnational travel experiences, and to help participants to become more enlightened and more engaged in making this a more just and peaceful world in which to live.

We have received 3 new members on our Board of Directors, making us a more diverse and interfaith group of 17. These 17 board members participate in our various committees: events, journeys, scholarships, advocacy, outreach, finances and fundraising, nominations, and the marketplace (sales of Palestinian oil and products). The various committees need more volunteers. If you are interested in helping on one of these committees, please speak with Becky Crosby.

Since the horrendous attack on October 7<sup>th</sup> of unspeakable violence followed by the disproportionate atrocities at the hands of the Israelis, we have not been able to plan any TOLEF trips to the Holy Lands. We have focused our attention on advocacy and calling for a ceasefire. We have tried to lift the voices of the people of Gaza to learn the truth of their reality as they endure the Israeli assault that has killed over 46,000 mostly innocent civilians. As I write this annual report, I am learning of a ceasefire deal, and I continue to pray for this.

We have also focused our attention on the sale of Palestinian olive oil and other products. The proceeds of these sales help provide academic educational scholarships for Palestinian youth and university students. We have also sponsored an English course through our good friend Sadiq Sedr, one of our previous TOLEF speakers.

Along with FCCOL, we hosted two speakers this fall: Dr. Mazin Qumsiyeh and Dr. Mark Braverman. Mazin Qumsiyeh is an advisor to the TOLEF. He is a strong advocate for the Palestinian people, a scientist, author, founder and director of the Palestine Museum of Natural History and the Palestine Institute for Biodiversity and Sustainability at Bethlehem University. He was just nominated for a 2025 Nobel Peace Prize. We were honored with his presence once again. He was joined by Mark Braverman a TOLEF board member and good friend, who is a strong activist for Palestinian rights and the Executive Director of Kairos, USA. Both speakers had multiple engagements in New England.

We give thanks to our good friend Reza Mansour, who serves on our Board and is the President of the Muslim Coalition of CT. With the help of Reza and Ghoufran Allababidi, TOLEF and FCCOL have a strong relationship with the Berlin Mosque, a treasured friendship that helps us with our interfaith work.

We will continue to strive for peace and justice for the Palestinian people living in Gaza and the West Bank. We encourage you to join our work and engage in this ministry of justice.

Respectfully submitted, Becky Crosby

Board Member of The Tree of Life Educational Fund

# HAITIAN OUTREACH COMMITTEE

## Haitian Outreach Committee 2024

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. During peaceful times, the Committee helps with on-going trips to Haiti for adults and youth. The Outreach committee assists with all aspects of the sale of Haitian art, including tagging and pricing and selling the art, and set-up of the annual Holiday Sale. Committee members also assist with the Haitian Dinner and any other Haitian events scheduled. Many assist the Crosby Fund with their annual mailing in the fall.

**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 about 12 million are food insecure. We are experiencing widespread hunger in our region as well.

The Crosby Fund for Haitian Education celebrated their 20<sup>th</sup> anniversary this year. Through all the many challenges, we continue to function due to our capable and experienced Haitian staff. We currently provide 563 scholarships from Pre-K through University and Professional School study. We have 42 children and 37 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 2024, 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](http://www.crosbyfund.org)

**The Partnership Co-operative** shop in our church has been fully functioning this year. We had a wonderful sale for Christmas 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>. In 2024, our sales of Haitian art were \$15,023! 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. They gave us sewing material and yarn for the women of Deschapelles and for our summer camp. They also gave us many pairs of blue jeans in all sizes for adults and children. Many pairs of shoes that are good for school were donated by the **Ladies Benevolent Society** after the White Elephant Sale, along with shoe bags that are used for books. Thank you to the Ladies who Stitch and LBS!

**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. Around 150 people benefit each month with a bag of food!

**Haitian Dinner** – Our annual Haitian dinner sponsored by LBS and catered by a Haitian restaurant from Norwich called “Mommy’s Restaurant,” was held in May. They offered a wide variety of authentic Haitian food that was enjoyed by almost 100 guests. Becky offered a program that looked back at their growth and accomplishments over the 20 years of operations. It was a great success!

Respectfully submitted,

Becky Crosby (for the committee)

Lisa Doggart, Wendy Mahon, Julie Martel, Sue Anctil, and Martha Beaudoin

## GREEN GRASS PARTNERSHIP

This past summer a small group travelled out to South Dakota to re-connect and explore possibilities for our continued relationship. During and after the Covid pandemic the partnership was sustained by long-distance efforts & support - it was great to be back out on the Reservation to visit old friends and meet new folks as well. We were honored to be present with Travis Harden and his family for his final days. The Casto family invited us to a gathering where we got to visit with our extended, multi-generational "Green Grass" family. We spent time at the Community Center out at Green Grass and in Eagle Butte as well. Thanks to FCCOL and LBS for supporting our small but mighty group!

Much has changed over the years, accelerated by technology & communication advances - just like at home. The GG community now has a functional, modern tribal community center building. The GG Church is in disrepair & currently is not being utilized for worship services - the UCC Dakota Association maintains a church & they have services in Eagle Butte.

Much remains the same. The beauty of the land and the people. The warm & loving relationships that now extend through multiple generations. The reservation is still a difficult environment with issues of rural poverty, racism, epidemic drug & alcohol abuse, healthcare access challenges, inter-generational trauma - all which challenge our point of view as white, privileged, historically advantaged people. As we proceed together in this partnership, we all have much to learn.

Next year in 2025, The Green Grass Partnership will be celebrating a 40-year relationship between FCCOL and the Green Grass Community. The folks in GG are keen to honor Rev. David Good & FCCOL as well as members of the community we have lost over the years including Rev. Henry Goodbear, Ira Bluecoat, Grace Kasto, Ray Dupris, Travis Harden - to name just a few.

We look forwards to celebrating the partnership and are in the process of planning a trip for next summer in late June out at Green Grass. All invited!!

Respectfully Submitted, Dan Renn

## SOUTH AFRICA PARTNERSHIP

We've tried to stay in contact with the Rev. Paul Verryn, our partner "theologian in residence", as this year has passed. He continues to work throughout South Africa on issues of equity and social justice and ecumenicity. We do hope he will be able to visit us in 2025.

Respectfully Submitted, Diane Claussen

## WEST AFRICA TRIP

One year ago, 11 Travelers set out for Ghana, Togo and Benin. Diverse in age, race, economic background and country of birth we became a tight group. We were continuing the work FCCOL had been doing looking at slavery in Old Lyme and New England more broadly. Learning about the transatlantic slave trade, the continued fallout from colonialism and the indigenous faiths that had sustained people through these horrors.

The trip was exhilarating and exhausting. We covered hundreds of miles on dusty roads with a bus that had no air-conditioning! We had extraordinary local guides Ebenezer and Valentine. After learning to trust us, they opened up about the most intimate parts of their family, spiritual practices and love of country.

We walked through two slave dungeons that were terrifying even today. We walked through the "Door of no Return" and looked out on an endless raging ocean. We heard about the indignity, death and rape that haunts the place. And we saw tender testimonials from descendants who had returned to honor their ancestors. We wrote prayers and threw them into the sea late at night.

We drove to Kumasi, the historical and spiritual capital of the Ashanti Kingdom. We learned about various power struggles and victories at the Royal Palace Museum. We had the privilege of watching Kente cloth being woven and saw large looms in front of many dwellings as we traveled in the area.

We visited Lake Nokwe and the stilt village of Ganvie. Here a settlement of 25,000 people isolated from the land and only accessible by boat have survived and built a life around fishing. Children as young as 5 or 6 could be seen expertly navigating large boats through the busy waterways.

One of our last stops was the Ouidah Voodoo Festival in Benin. It's hard to put into words the many traditional rituals and practices we saw. There were Fetish priests dancing, drumming, twirling with smoke rising from under the covering of a God. The veil between the spiritual and human was thin and sometimes slipped away.

Respectfully submitted by Dana Dixon



# LADIES BENEVOLENT SOCIETY

Throughout 2024, the LBS continued to honor their mission statement by providing benefits and support to our church, our congregation, and to as many worthy missions as possible.

“The purpose of this organization shall be to cultivate the Spirit of Christ in every area of human life and to enlist the community in a fellowship of worship, education, service and giving, and to support the programs of the First Congregational Church of Old Lyme as it serves the community, the state, and throughout the World.”

The board continued to host six luncheons during the year (three each in the spring and the fall) to promote and provide fellowship and education. The programs offered, following each luncheon, covered an eclectic range of topics and interests. There were musical groups, talks by local authors, and presentations by missions supported by the LBS.

The Haitian Dinner in May, an annual endeavor sponsored and funded by the LBS, helps us to encourage support of the missions of FCCOL. Over 100 people attended and almost \$3000 was raised for the Crosby Fund for Haitian Education. Also encouraging mission support, the blanket drive for Church World Services was once again, due to the efforts of Hildegard Rennhard, a success this past year raising over \$2700.

The White Elephant Sale and the Elephant in Winter Sale together had a net profit of over \$95,140 in 2024, both being the most successful sales to date. In August \$63,750 was disbursed as mission gifts as was stipulated in our 2024 budget. A total LBS budget of \$88,938 was drawn up and approved for 2025, \$70,450 of which is designated to LBS mission commitments. In addition to the budgeted commitments for 2024, the LBS also provided financial support to FCCOL by funding the restoration of the Parsonage barn which was more than 50% paid for by a private donation from one of our longtime board members. Memorial receptions were hosted and luncheons were held, all supported and staffed by our hard working board members. When you include the many organizations supported by the hours of work and the varied skills of The Ladies Who Stitch, it is easily seen that throughout 2024, the LBS continued to use their time and their talents to demonstrate generosity in support of the church's broad mission efforts.

LBS Board 2024: Jane Marolda, Nicholas Westbrook, Sandy Long, Judith Simmons (retired), Carol Giuliano, Marianne Baez, Rick Strickhart, Priscilla Swanson, Nancy Mol, Claudia Hincks, Hildegard Rennhard, Jody Belluzzi, Susan Anctil, Jane Piro, Lee Whitaker.

Invaluable to us and much appreciated, as always, is the tireless and skilled support provided to our board by the church staff throughout the year. Thank you to Sean, Anne and Bob, and also to Steve, Carleen and Laura.

Respectfully Submitted,

Jane Marolda, President LBS

# LADIES BENEVOLENT SOCIETY (LBS) FINANCIAL REPORT

## INCOME

White Elephant Sale	101,396.90
Elephants In Winter Sale	5,385.49
*Ladies Who Stitch (LWS)	*8,002.71
Webster checking interest	7.21
Luncheon deposits	2,093.75
<b>TOTAL</b>	<b>116,886.06</b>

## \*LADIES WHO STITCH

Sales	7,707.00
External sales (tax paid time of sale)	936.60
Donations/ Repairs	823.00
<b>TOTAL</b>	<b>9,466.60</b>
Less costs supplies/equipment	1,191.29
Less sales tax to state CT	272.00
Cleared	*8,002.71

## EXPENSES

WES and EIW	15,004.76
Luncheon expenses	2,725.95
Postage & paper	170.82
Kitchen equipment/supplies	531.62
New London Meal Center Ministry	211.39
Misc./ unplanned in budget	560.53
<b>TOTAL</b>	<b>19,205.07</b>

## DISTRIBUTIONS

One Great Hour of Sharing	2,000.00
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	500.00
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	3,000.00
Tribal Crafts	2,000.00
REVE Kandale	2,200.00
FCCOL Parsonage Barn Renovation	35,000.00
<b>TOTAL</b>	<b>98,950.00</b>

Marianne Baez, Treasurer, LBS

# CHURCH CLERK'S REPORT

Year Ending December 31, 2024

## A. STATISTICS – RECORDS

1. ANNUAL MEETING: JANUARY 26, 2025 – called as specified in Article II of the Church Bylaws (revised).  
Subject Matter: Selected reports by church officers, Board and Committee Members; Adoption of 2025 Church Budget; Election of Officers; Changes to Church Bylaws.

### 2. MEMBERSHIP:

**Active Members: Number reported on December 31, 2023: 713**

#### Additions During Year – New Members:

By Confirmation	7
On Profession of Faith	22
By Letter of Transfer	0
Membership Reactivated	1
Status Change to Active	<u>0</u>
Total Additions	30

#### Losses During Year:

By Death	23
By Transfer to Inactive Status	10
By Letter of Transfer	3
Membership Terminated by Relocation or Request	<u>6</u>
Total Losses	42

**Active Members as of December 31, 2024: 701**

3. BAPTISMS: 12
4. MARRIAGE CEREMONIES PERFORMED BY MINISTERS: 5

## B. RECORD RESEARCH

During 2024 there were three requests for information from church records.

## C. ACKNOWLEDGEMENTS

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

Respectfully submitted,

Joan C. May, Church Clerk

# NEW MEMBERS IN 2024

May 19, 2024

Aldrean Chuma  
Raegan Graziani  
Michael and Susan Jackson  
Joe Marcoux and Sue Phillips  
Sizani Mbonambi  
Lynn Richmond  
Randy Symington

November 24, 2024

Sandy D'Esopo  
Christine Harrington  
Gary and Pat Jungkeit  
Heather Laidlaw  
Marcello Marvelli and Rosemarie Padovano  
Ben and Meghan Merris  
Tom and Julia Ressler  
Wendell Webber  
Berit Weymers

## 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 Charlie Hosley, Julie Kuja, Lee Whitaker, and Dave Clark. We met in early December 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

<b>Nominating Committee Report</b>			
<b>January 2025, Annual Meeting</b>			
		<b>Page 1 of 3</b>	
<b>Board or Committee</b>	<b>Term</b>		<b>Continuing Members</b>
<b>Nominations</b>			
<b>Officers</b>			
Church Clerk	1 year 2025		Joan May
Asst. Church Clerk	1 year 2025		Greg Hack
Treasurer	1 year 2025		Bob McCracken
Asst. Treasurer	1 year 2025		Jeanne Thomas
Financial Secretary	1 year 2025		
Historians	1 year 2025		Betsey Webster
	1 year 2025		Carolyn Wakeman
Exigency Committee	3 years 25,26,27		
			Dan Hulseberg
<b>Board of Trustees</b>			
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 Trustees	3 Years 25,26,27		
			Ellen Calkins
Board of Trustees	3 Years 25,26,27		
			Beth Hamilton
Board of Trustees	3 Years 25,26,27		
			Claire Matthews
<b>Board of Deacons</b>			
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		JoshThompson
Board of Deacons	3 Years 24,25,26		Stephanie Webster
Board of Deacons	3 Years 24,25,26		Mary-Gardner Coppola
Board of Deacons	3 Years 25,26,27		
			Erik Johannessen
Board of Deacons	3 Years 25,26,27		
			Mary Bradford
Board of Deacons	3 Years 25,26,27		
			Rick Strickhart
Board of Deacons	3 Years 25,26,27		
			Kristen Clark
<b>Board of Stewardship</b>			
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
Board of Stewardship	3 Years 25,26,27		
			Carl Miller
Board of Stewardship	3 Years 25,26,27		
			Lee Whitaker
Board of Stewardship	3 Years 25,26,27		
			Allyson Cotton

<b>Nominating Committee Report</b>				
<b>January 2025, Annual Meeting</b>				
<b>Page 2 of 3</b>				
<b>Board or Committee</b>	<b>Term</b>		<b>Continuing Members</b>	<b>Nominations</b>
<b>Board of Missions</b>				
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 Sims	
Board of Missions	3 years 25,26,27			Carol Keyes
Board of Missions	3 years 25,26,27			Mary Jo Shettle
Board of Missions	3 years 25,26,27			Connie Johannssen
<b>Church Council</b>				
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		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 Daggert	
Church Council	3 Years 25,26,27			Bill Belluzzi
Church Council	3 Years 25,26,27			Doug McCracken
<b>Board of Youth Education</b>				
Board of Youth Education	3 Years 23,24,25		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 Youth Education	3 Years 25,26,27			Jackie Wilsom
Board of Youth Education	3 Years 25,26,27			Deb Heminway
Board of Youth Education	3 Years 25,26,27			Christine Bairos
<b>Board of Adult Education</b>				
Board of Adult Education	3 years 23,24,25		Mareureen 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		Caitlin Doonan	
Board of Adult Education	3 years 24,25,26		David Ogle	
Board of Adult Education	3 years 25,26,27			Mary Devins
Board of Adult Education	3 years 25,26,27			Cara Cheung
Board of Adult Education	3 years 25,26,27			Phil Brant
Board of Adult Education				
<b>Committee for Music &amp; Arts</b>				
Committee for Music & Arts	3 years 24,25,26		Sean McCarty	
Committee for Music & Arts	3 years 24,25,26		Lisa Feltes	
Committee for Music & Arts	3 years 25,26,27		Brian Cheney	
Committee for Music & Arts	3 years 25,26,27		Diane Claussen	

<b>Nominating Committee Report</b>			
<b>January 2025, Annual Meeting</b>			
		<b>Page 3 of 3</b>	
<b>Board or Committee</b>	<b>Term</b>		<b>Continuing Members</b>
<b>Nominations</b>			
<b>Nominating Committee</b>			
Nominating Committee	1 year 2025		Cathy Gentry
Nominating Committee	1 year 2025		Doug Kiem
Nominating Committee	1 year 2025		Bill Belluzzi
Nominating Committee	1 year 2025		Diane Claussen
<b>Green Grass Committee</b>			
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 25,26,27		Stephie Hall
Green Grass Committee	3 years 25,26,27		Carolyn Randall
<b>South Africa</b>			
South Africa	3 years 23,24,25		Lee Carpenter
South Africa	3 years 23,24,25		Diane Clausen
South Africa	3 years 24,25,26		Dana Dixon
South Africa	3 years 24,25,26		Mariette Brown
South Africa	3 Years 25,26,27		Faye Richardson
<b>Delegates to UCC</b>			
Delegates to UCC	3 years 24,25,26		Annie McCarty
Delegates to UCC	3 years 24,25,26		Dan Renn
Delegates to UCC	3 years 24,25,26		Sean McCarty
Delegates to UCC	3 years 24,25,26		Britt Sinay
	3 years 25,26,27		Marcy Conway
<b>Beit Sahour</b>			
Beit Sahour	3 years 23, 24, 25		Diane Claussen
Beit Sahour	3 years 23, 24, 25		Sean McCarty
Beit Sahour	3 years 24, 25, 26		Anne McCarty
Beit Sahour	3 years 24, 25, 26		Dave Roberts
Beit Sahour	3 years 25, 26, 27		D Gonci
Beit Sahour	3 years 25, 26, 27		Sharon Howell
Beit Sahour	3 years 25, 26, 27		Susan Switzer Calihan
<b>Haitian Outreach</b>			
Haitian Outreach	3 years 23,24,25		Lee Whitaker
Haitian Outreach	3 years 23,24,25		Martha Beaudoin
Haitian Outreach	3 years 24,25,26		Julie Martel
Haitian Outreach	3 years 24,25,26		Sue Anctil
Haitian Outreach	3 years 24,25,26		Wendy Mahon
Deacon Emeritus			Marianne Baez
Deacon Emeritus			Priscilla Swanson

# DEACONS EMERITI

Marianne Baez  
\*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  
Priscilla 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



# MEMORIAL FOR REV. DAVID WILLIAM GOOD



On April 2, 2024, we lost a very dear friend, former Senior Minister and Minister Emeritus of FCCOL. David died peacefully in his home in Lyme after complications of advanced leukemia. A celebration of life was held at our church on April 21, 2024.

David was born on April 26, 1949 in Indianapolis, Indiana to Edward Albin Good and Gladys Mae Cissna Good. He received a bachelor's degree in literature and philosophy from Purdue University in 1971 and an M. Divinity from Yale Divinity School in 1975. He married Corinne Hogg on March 27, 1973, in Liverpool, England, in Corinne's home church.

In December of 1975, David began to serve as Senior Minister at The First Congregational Church of Old Lyme, a position he would hold for 37 years. The breadth of his ministry is astonishing, both for its prescience and for its imaginative sweep. Prescient in that David anticipated many of the justice issues that we are still contending with today. Imaginative in that he used the symbols of the Christian tradition to connect with those of other peoples and cultures, demonstrating that as human beings, we all belong to the same common family.



In 1985, David led the first visit to Green Grass, South Dakota, initiating a partnership with the Lakota people of the Cheyenne River Reservation that continues to exist some 40 years later. A few years after that, prompted by the struggle against apartheid in South Africa, David journeyed to that country to foster another set of relationships with those in the Township of Soweto, and with the Methodist Churches of Southern Africa. Later still, he forged a bond with the Koinonia community outside of Americus, Georgia, an anti-racist experiment in communal living that helped to birth Habitat for Humanity.



One of David's greatest contributions, however, emerged in the days and months following the 9/11 attacks. Almost immediately, he reached out to the Muslim community and the Jewish Federation of Southeastern Connecticut, doing whatever he could to counter the fear and paranoia generated by that event, while also helping everyone within his orbit to both appreciate and celebrate the vast wisdom of the three Abrahamic faith traditions. An interfaith journey to the Holy Land with Christian, Muslim and Jewish participants soon followed. That first trip led to the formation of the Tree of Life ministry, dedicated to the pursuit of human rights in Palestine and in Israel. For more than twenty years, groups of travelers from FCCOL, the Berlin Mosque, and many other places of origin have journeyed together to the Middle East to learn about the profound human rights challenges facing Palestinians in the West Bank and Gaza, in East Jerusalem, the Golan Heights, and in Israel proper, while also learning from many Israeli voices of conscience who are seeking to build just and humane alternatives in that region. Even as US based travelers journeyed to the Middle East, David organized groups of Palestinian and Israeli justice advocates to visit the United States every year, to educate US audiences on the realities faced by Palestinians every day. The importance of that work becomes more evident with each passing day. It is a legacy that will continue to grow, as we find new ways to support the work of that Tree, "whose branches shall be for the healing of the nations."

David's global outreach scarcely touches all the ways he gave of himself to individuals within the FCCOL community and to Old Lyme and the Connecticut Shoreline more broadly. Week after week, he delivered learned, impassioned, and inspiring sermons. He accompanied many people through their final days, and he helped family members to come to terms with their own losses. He steered committees and task forces. Through his leadership, the Fellowship Hall and Sunday School wing was added to FCCOL. A Food Pantry was housed at FCCOL because of David's vision, and in his later years, he organized PARJE (Public Art for Racial Justice Education). He officiated at countless couples' marriages, counseled countless people, and helped everyone, each in their own way, to trust that there was a gracious and loving Presence in the world on whom they could depend. He inspired and impacted many lives, and his memory will endure for many years to come.



A memorial fund in honor of David Good' ministry was established at our church. If you have not given and would like to give, please mark on your check "David Good Memorial" and mail it to the church office.

## MISSION OUTREACH

The extraordinary generosity of this congregation has made it possible for our Board of Missions to give \$60,000 of critically needed support to agencies within our region and throughout some of the most needy parts of the world.

In the past year, our Ladies Benevolent Society donated an additional \$63,750 to agencies in this region. This money was raised mainly through their annual White Elephant Sale; a courageous undertaking that gathers in many volunteers (as well as donors) throughout our region.

Additionally, in 2024, special gifts totaling more than \$160,000 were made by our members and friends to our refugee resettlement work, our Saturday morning food pantry and its monthly diaper initiative, the One Great Hour of Sharing work of the United Church of Christ, the Witness Stones Project of Old Lyme, the Minister's Discretionary Fund, a newly formed "Immigration Assistance Fund," The David Good Memorial Fund" (designated to assist in our partnership work), and more.

Beyond all that's listed above, anonymous gifts of over \$80,000 have enabled us to fund the rebuilding of the church's "parsonage barn" which is critical to our White Elephant Sale projects.

Thus, in total for the year 2024, over \$388,000 in critical support was made possible through the generosity and dedication of the people of this church.



The United Church of Christ,  
One Great Hour of Sharing (UCC)  
Homeless Hospitality Center of New London  
The Hospital Chaplaincy Programs of L&M  
and Middlesex Hospitals  
Habitat for Humanity of SECT  
Bethlehem University in Palestine  
Safe Futures of New London  
(formerly the Women's Center of New London)  
the New London Soup Kitchen on Montauk Avenue  
(now called DINE)  
Shoreline Soup Kitchens and Food Pantries  
The Diaper Bank Project of FCCOL  
The Crosby Fund for Haitian Education  
The Martin House  
Alliance for Living of SECT  
Covenant Shelter of New London  
The Shepherd's Field School of Beit Sahour  
Lymewood Senior Housing  
Lymes' Senior Center Building Project  
Lyme-Old Lyme Food Share Garden  
Church World Service  
UNRWA  
The Ministers' Discretionary Fund of FCCOL  
FRESH New London  
Tree of Life Educational Fund Inc.  
Tribal Crafts  
Humanitarian outreach on the Cheyenne River  
Sioux Reservation in South Dakota  
Integrated Refugee and Immigrant Services, Inc.  
of New Haven (IRIS)  
Doctors Without Borders (targeted for Gaza)  
International Rescue Committee  
the Refugee Resettlement House of FCCOL  
Hospice and Palliative Care of Middletown,  
NLHHC Veterans' Housing Project  
(The Major Edward Good House);  
Cactus Jack Foundation  
Charley's Closet of Guilford  
Literacy Volunteers of Valley Shore  
Ct Hospice  
Estuary Council of Seniors  
A Sacred Place of the York Prison (the Barbara Fund)  
World Central Kitchen  
United Palestinian Appeal  
ANERA (for aid to Gaza)  
AMOS project connecting faith communities  
in New London County.