



**ANNUAL REPORT FOR THE YEAR ENDED DECEMBER 31, 2022**  
**FIRST CONGREGATIONAL CHURCH OF HANOVER**  
**UNITED CHURCH OF CHRIST**  
**ANNUAL MEETING HELD FEBRUARY 19, 2023**



# Annual Meeting Worship

## Call to the Meeting

Rev. Peter Johnston

L: God, we gather as your people to do your work,

**P: God, send down your Spirit and grant us your peace.**

L: As we prayerfully consider our past and our future,

**P: God, send down your Spirit and show us your love.**

L: As we hear reports, consider a budget, and elect our leaders,

**P: God, send down your Spirit and teach us your will.**

L: As we leave this place, and go into the world,

**P: God, send down your Spirit and enfold us in your everlasting arms.**

## Hymn: Leaning on the Everlasting Arms

### 333 Leaning on the Everlasting Arms

1. What a fel - low-ship, what a joy di - vine,  
2. Oh, how sweet to walk in this pil-grim way,  
3. What have I to dread, what have I to fear,

3  
Leaning on the ev-er-last-ing arms; What a bless-ed-ness,  
Leaning on the ev-er-last-ing arms; Oh, how bright the path  
Leaning on the ev-er-last-ing arms? I have bless-ed peace

6  
what a peace is mine, Lean - ing on the ev - er -  
grows from day to day, Lean - ing on the ev - er -  
with my Lord so near, Lean - ing on the ev - er -

The musical score is written for a four-part choir (Soprano, Alto, Tenor, Bass) in G major (one sharp) and 4/4 time. It consists of three systems of music. The first system contains the first three verses of the hymn. The second system contains the chorus, which is repeated three times. The third system contains the final verse of the hymn. The lyrics are printed below the vocal staves, and the bass line is printed below the vocal staves.



8

last-ing arms.  
last-ing arms. Lean - ing, lean - ing,  
last-ing arms. Lean-ing on Je - sus, lean-ing on Je - sus,  
Safe and secure from all a-larms; Lean - ing,  
Lean-ing on Je - sus,

11

14

lean - ing, Lean-ing on the ev-er - last-ing arms.  
lean-ing on Je - sus,

**Benediction:** May the Lord watch between me and thee, while we are absent, one from another.

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## Message from the Senior Pastor

This past November marked the one-year anniversary of our ministry together as pastor and congregation. It passed practically unnoticed by me because we were all very busy being a busy church filled with faithful people praising God and serving the world. 2022 brought some long-awaited changes:

**Staffing:** This fall, we were blessed to welcome new staff people to the church:

Elsa Marshall, Minister of Faith Formation; Jim Millins, Facilities Steward; Kristyn Falcione, Youth Director; and Michelle McGrath, Social Media Maven.

**Worship:** Praising God is our primary function as a Christian church. Each Sunday morning, and on other holy days, we gather in the presence of God. The choir, under the direction of Chad Weirick, Minister of Music, and with Tim Maxwell, percussionist, continually uplifts and inspires our worship of God with excellent music. We will begin livestreaming our worship services in winter 2023. New this year was the Pray Station, where children can gather together in worship for hands-on learning.

**Coming Out of Covid:** In 2022, we received 8 new members, including myself. We have a consistent flow of visitors to our worship services, both in person and online. People often comment on how welcoming and friendly we are! In the fall, we will hold church membership classes for folks considering the church. Worship attendance hovers around 60 in person, with about 30 online viewers. We will also hold a confirmation class starting in February. Our church is seeing some steady if slow growth in membership and faith.

**Technology:** This winter, with the help of the technology team, and Eric Elley, major upgrades to our worship technology happened. We will have our first successfully livestreamed worship service early winter, 2023.

**Social media:** This past fall, we entered a 3-month trial contract with Michelle McGrath Public Relations. In a short few month, our Facebook engagement went up 333.3% and Instagram followers went from 98 followers to 306. Michelle was instrumental in getting the word out about our work with refugees and our pew-packing handbell concert by the New England Ringers.

**Refugees:** In October, the church was called upon to help feed the 200+ unhoused people who were uncere- moniously moved into shelters by the Commonwealth. We were the first church to show up with hot meals, and we continued to coordinate meals for two months, until the Commonwealth took over the meals pro- gram. We continue to administer a small fund to help these unhoused folks in Plymouth.

**Field Education:** in September, we welcomed Lori Bruni, a student at Chicago Theological School. Throughout the year, Lori has led worship, preached, provided pastoral care and visitations, assisted in funerals and other parts of church life. With the goal of learning the things that they don't teach you in seminary, it has been a great first year (in a long time) as a teaching parish. In the fall, Kim Engle, a student at Boston University School of Theology, will join us as our student for 2023-24.

By the grace of God, and by the love that we share, we remain a strong congregation committed to living the love and justice of Jesus. I can't wait to see what happens next!

Faithfully,

Reverend Peter Johnston, Senior Pastor

## Message from Minister of Faith Formation

*Sankofa* is an African word and symbol that literally means to remember the past to make positive progress in the future. A symbol for *Sankofa* depicts a mythical bird flying with its feet firmly planted forward and its head turned backwards. The egg in its mouth represents the “gems” or knowledge of the past upon which wisdom is based; it also signifies the generation to come that would benefit from that wisdom. The past serves as a guide for planning the future. It is this sagacity in learning from the past which ensures a strong future while there will be movement and new learning as time continues passing. As this forward march proceeds, the knowledge of the past must never be forgotten. There is much insight in this African tradition and understanding. I believe it is a good illustration of how the faith formation program at First Congregational Church of Hanover should proceed.

Past Christian Director, Stephen Conti, wrote in his annual report “Despite our successes in 2018, we still face many challenges, including (1) attracting more young families to our church, (2) increasing the number of students in our Sunday School program, (3) increasing the attendance of students in the Sunday School program, (4) increasing the number of teachers in the Sunday School program, (5) shining a brighter light of the rites of passage the students achieve in the 3<sup>rd</sup>, 6<sup>th</sup>, and 9<sup>th</sup> grades and (6) further educating the children on how church service works, what each component means and why it’s important.”

Last year Kate Gilligan, CE Chairperson, wrote; “During this year the CE Committee worked to identify ways to connect the children to one another and their faith when we could not meet in person. Building fellowship between all the children of the church was our goal for the end of 2021 and will be continued into 2022. We were able to coordinate the message and lesson the children receive with the lessons being shared in the church service which has also been well received. The CE Committee continues to work diligently in identifying ways the youth can connect with one another, their faith and the larger congregation given the current concerns and limitations imposed by the pandemic.”

Holding to the wisdom of *Sankofa*, our mission is to carry those insights as guideposts while we create and vision a way of forward movement for Faith Formation in this church. The “pray station” is one of those innovations. The one room school house concept continues. Children being welcomed in church during worship is another. Making the bulletin nonreader child friendly. Creating rites and rituals to make each child of the church family feel “beloved.” There is much work still to be done and there is much great work that is to be honored, valued and kept. I look forward to the places of possibility to be discovered as the Christian Education Committee, Board of Deacons and the whole church dream dreams and see visions together.

Respectfully submitted with love,  
Elsa Marshall  
Minister of Faith Formation

### Message from the Youth Director

Since I began my position as Youth Director in October, I have had the pleasure of getting to know some of the youth at FCC Hanover. During our first meeting in November, we did a mission project where we baked cookies for some of the church members who are attending college. I asked the youth to think about some events that they would be interested in, which we would discuss further during our next meeting. During the second meeting in November, the youth had an opportunity to suggest socials and mission projects that they were interested in. The youth also did an icebreaker and played Pictionary during this meeting to build rapport with each other. The first meeting in December was a Shrek Party per the youth's request, which was a hit! The youth also made gingerbread houses. Youth fellowship also put together Christmas Mugs for the Benchmark Service on December 18<sup>th</sup>. We look forward to building upon these pieces of youth fellowship as we enter the new year.

Respectfully submitted,  
Kristyn Falcione

### Report of the Church Clerk and Membership Records as Recorded by Church Office

The call for the Annual Church Meeting for 2021 was posted as required by the Church By-laws on January 22, 2022.

Minutes were recorded of Church Cabinet Meetings held on the following dates in 2022:

March 3, 2022   June 9, 2022   September 6, 2022   December 8, 2022

Minutes were recorded of Church Meeting held on June 5, 2022

The below changes were taken into account for 2022 as recorded by the Church Office:

#### SUMMARY:

<b>Membership reported in Last Annual Report:</b>	<b>169</b>
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<b>Total Active Membership in 2022, which includes the following:</b>	<b>170</b>
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<b><u>Additions:</u></b>	<b>8</b>
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#### **Subtractions**

<b>Transfer</b>	<b>1</b>
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<b>Deaths:</b>	<b>6</b>
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The following recordings were entered in 2022 in the official records.

**Baptisms:** Matthew Jackman; Isabel Bonome

**Deaths:** Audrey Wilber, Susan Alexander, Margaret "Pegge" Powers, Donald White, Geraldine Benson, Johanne Morrison

All questionnaires and report forms required by the Southern New England Conference of the United Church of Christ were completed and filed, retaining copies in the Clerk's files.

Respectfully Submitted,  
Irene MacAskill, Church Clerk

## **Messages from Church Committees & Related Organizations**

The following section contains messages from Church Committees, as presented to the congregation by the respective committee Chairperson(s).

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### **Called to Care & Prayer Chain Ministry**

Called to Care has returned to limited in person visitation. Called to Care participants have been using the homebound list and names included under prayer requests, found in the church bulletin, to call, email or send cards. We have been assisting in mailing or delivering prayer shawls.

Reverend Peter Johnston and Called to Care members will be revisiting the organization of the Called to Care Ministry. We are looking to a renewed future.

If you are interested in someone being contacted by a member of Called to Care, you can do so by contacting the minister. If you are interested in joining this Ministry, please contact the minister. There is no term limit for how long you are a member of the Called to Care Ministry so you can be involved as much as you are able.

Our ministry is prayerful and confidential.

Respectfully submitted,  
Linda Sheldon Gilardi

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### **Christian Education**

For the end of the 2021-2022 school year the Committee continued to support and teach Sunday School and Fellowship events. We had a small but dedicated group of children at both. The Sunday School lesson was tied to the message delivered to the congregation and we continued to strengthen the bonds between the children despite their age gaps. At the start of the 2022-2023 school year, we hired a consultant to function as the Christian Education Director for the year to help advise the Committee on how to grow the program. We also hired a Fellowship Director in October of 2022. We have held several Fellowship events and the Christmas Pageant was held during the early service on Christmas Eve. We continue to work to identify ways to connect the children to one another and their faith and to grow the program.

Respectfully submitted,  
Katherine Gilligan  
Chairperson

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### **Conference Delegate United Church of Christ**

There has been no in person Conference Meeting or in person Super Saturdays that I have attended. Hopefully the Conference will be able to resume the meetings. I enjoy the connections with other Churches.

Respectfully submitted,  
Karen Tripp, Conference Delegate

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## Diaconate

The Diaconate met monthly in 2022 and moved from fully remote meetings to hybrid meetings of in-person with a Zoom link.

January: The Diaconate is grateful for the service of Bob Sigsby and Barbara Itz, who completed their terms. A discussion took place on the importance of documenting institutional knowledge in the Church.

February: 2 new members were added in 2022, Tina Donovan and Ava Sigsby. The Committee reorganized and Tina Donovan joined Hal Thomas as Co-Chair, Don Springhetti as Secretary, liaisons to Memorial Committee, Marilyn Melchin and Bob Meader.

March: Planned Lent. Since we were still emerging from Covid-19, Ash Wednesday service was combined with Sunday service. After the service Rev. Johnston and the Deacon of the Month dispensed ashes. A sub-committee was created to meet with Rev. Johnston to set goals for the church.

April: Maundy Thursday service was held. 27 people attended. There were 2 Easter Sunday services. A sunrise service attended by 10 people followed by our traditional Easter service with 96 people in attendance.

May: May 1<sup>st</sup> Diaconate returned to serving Communion to the congregation. Served pre-package communion sets. Assisted Rev. Johnston with his first baptism at FCC Hanover. Attendance at Sunday services has been approximately 50 throughout the month of May.

June: Assisted Rev. Johnston with Confirmation Sunday and New Member Sunday. Don Springhetti stepped down from Diaconate. 3 Confirmands and 6 new members joined the church. Assisted with Rev. Johnston's installation.

July/August: Assisted with 2 outdoor worship services. Provided pulpit support for Rev. Johnston's vacation the first two weeks of July.

September: Returned to full traditional communion of bread and juice.

October: Helped Rev. Johnston organize and run new outreach ministry at Benchmark in Hanover. The 4th Sunday of the month, Diaconate along with volunteers from the congregation lead a service at Benchmark Assisted Living facility.

November: Planned Advent season and Christmas Eve and Christmas Day services.

December: Benchmark service was held on the 3rd Sunday due to the Christmas Holiday being on the 4th Sunday. We had a large group of volunteers, and along with Rev. Johnston sang carols with the residents and Chad accompanied the caroling on the piano. On Christmas Eve a family service was held at 6:00 PM and a traditional candlelight service was held at 9:00 PM. Christmas Day Sunday morning service was held at our regular church time of 9:30 AM.

In 2023, Al Alexander, Bob Meader and Marilyn Melchin will be coming off Diaconate. We want to extend our deepest appreciation for all the time and hard work Don, Al, Bob and Marilyn have put in serving on Diaconate. Thank you for your sharing your talents.

Respectfully submitted,  
Hal Thomas and Tina Donovan, Co-Chairs

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## **Deacon's Fund**

The Deacon's Fund is administered on a confidential basis by the pastor and may be used for those in need, at the pastor's discretion. It is funded through special offerings on Communion Sunday and special donations. During 2022, donations totaled \$2,827. The fund has been used in the past to buy food, pay utility bills and other essentials for those in our community facing difficult times.

Respectfully submitted,  
The Diaconate

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## **Flower Committee**

During 2022, the Flower Committee has continued to provide weekly flowers for the altar in the sanctuary. There were approximately 30 weeks during 2022 where donations were made in memory of or in honor of loved ones by members of the congregation. The flowers are provided by Hanover Country Florist at a cost of \$25 per week.

During the Easter season, congregation members purchased lilies also in memory of or in honor of loved ones. The plants were offered at a price of \$10 and a total of 35 were ordered to grace the sanctuary. Of these, 29 were donated by members of the congregation and approximately a dozen were delivered to homebound parishioners. The Christmas season brought the sale of poinsettias also available for \$10 and we received 30 orders to adorn the altar of the sanctuary. We ordered 35 plants and of those, approximately 10 were delivered to and gratefully received by our homebound in 6 neighboring towns.

The Flower Committee appreciated the help of past committee member Cindy Shaw for her assistance in delivering these plants. Our committee also hung wreaths to decorate both the front and side entrance doors of our church. In addition, wreaths were hung on the front doors of Riley Hall and two urns of holiday greenery were purchased and placed at this entrance as well. We also set winter greenery into the urns located at the rear entrance leading to our consignment shop.

The Committee is in the process of replacing seasonal wreaths for the three church doors. In 2022, new fall wreaths and three holiday wreaths for the Christmas season were purchased to update the decorations for the church doors. In 2023, plans are to update and purchase wreaths for the spring and summer seasons as well. We recognize and greatly appreciate the help of past Flower Committee member Cynthia Ness who has continued to plant and care for the front church urns with seasonal arrangements. We are thankful for Committee member Ann Walsh's continued dedication to wrap and deliver arrangements after the service each week.

Respectfully submitted,  
Glenda Larson, Janet Cook  
and Ann Walsh

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## **Hospitality Committee**

The Hospitality Committee (formerly the Greeting Committee), has continued being responsible for finding church members or friends to serve as Lay readers, Greeters in the Church Foyer (an especially welcoming face when new people visit our church) before services and Hosts for the Coffee Hour. There are sign-up sheets for these activities on the coffee table. Please keep these opportunities in mind and add your name to the sign-up sheets or speak to a committee member; we are always willing to partner with anyone who is a first timer for coffee hour. Our honorary committee member Hal Thomas starts up the coffee urn early Sunday mornings. Thank you, Hal!

In addition to coffee hour each Sunday, the Hospitality Committee with additional Church members hosted Reverend Peter Johnston's Installation on June 19<sup>th</sup> 2022.

Hospitality hosted several Collations after Memorial services during 2022.

In October Hospitality and the Music Committee hosted Minister of Music, Chad Weirick's, 27<sup>th</sup> Anniversary Luncheon with all Chad's favorite church potluck foods!!! A Roast and a lively reception were enjoyed by all.

In December the Music Committee invited The New England Bell Ringers to perform a community concert in our sanctuary and Hospitality provided a delicious and festive reception after the concert. The Church was full, which was a wonderful sight! The Ringers requested we ask them back- they were made to feel very welcome, loved performing to a full house and were well nourished before their long drive home.

The Hospitality Committee doesn't have a budget. It works on the generous time and effort of church members and donations (there is a donation basket on coffee table for \$\$), you can also drop off a can of Coffee in the kitchen. Coffee, punch, and finger foods encourage socializing and good fellowship. We are grateful to be back with our church community in person. It's a great opportunity to meet almost everyone sitting in those pews when you serve the coffee!

Respectfully submitted,  
Priscilla Cedrone & Sandy Adami Co-Chairs, and Jessie Berry

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### **Investment Committee**

Compared to 2021, 2022 seemed nearly normal. We had no insurrection, vaccines helped make life return to some semblance of how we remembered it, and American politics continues its degradation into American embarrassment. Economically, the country, as have most global economies, is seeing the result of the necessarily huge pandemic spending and the financial and military aid to Ukraine's fight against Russia's invasion. Pent up demand coupled with continued supply chain issues has upset the supply/demand balance. Energy prices have fluctuated dramatically.

Those of us who remember the high-teens inflation of the late '70's may not think that mid-single digit inflation is a big deal, but after an era of near zero interest rates, it is enough to send markets into a tailspin. The Federal Reserve is adamant about getting inflation to its 2% target rate. The hope is a "soft landing", avoiding a recession. Historically, that is an extremely difficult task. Markets are assuming a recession in 2022-2023 and after the last three years of equities averaging +26%, a 19% negative return in 2022 isn't unexpected.

A year ago, the endowment's equity position was at its maximum level of 60% of investments. Between the Committee's decision to reduce equity exposure in the spring and the stock market decline through the rest of the year, equities are now at 52%, which we view as a neutral position. While a common reaction to a big market loss is to pull money out of stocks, that is a losing proposition. Long term market analysis shows that waiting out downturns is a consistently profitable strategy. In our opinion, Fed actions so far are reasoned and effective. Assuming no economic collapse and no Congress-caused government shutdown, we view our portfolio to be well positioned.

Respectfully submitted,  
Hal Thomas, Deborah Springhetti, Deborah Zawalich, Rich Zawalich

## Changes to the Endowment Fund For the year ended December 31, 2022

### Endowment Fund:

	Beginning Balance	Deposits	With-drawls	Gain/Loss	Ending Balance	Annual % Gain/Loss	3 Yr Annualized Rate of Return
General Endowment	\$532,869	-0-	-0-	\$-72,013	\$460,856		
Special Projects (Fair Fund)	81,102	-0-	-0-	-10,958	70,144		
Other Restricted & Targeted Endowment Funds							
Clapp	9,283	-0-	-0-	- 1,258	8,025		
Whiting Elderly	16,235	-0-	-0-	- 2,194	14,041		
Memorial	14,596	-0-	-0-	- 1,977	12,619		
Flower	14,201	-0-	-0-	- 1,920	12,281		
Haupt Bible	6,823	-0-	-0-	- 917	5,906		
Audit Reserve	9,283	-0-	-0-	- 2,090	13,368		
Pastor's Sabbatical		-0-	-0-				
<b>Sub-Total</b>	<b>85,879</b>	<b>-0-</b>	<b>-0-</b>	<b>11,614</b>	<b>74,265</b>		
<b>Total: Endowment Funds at Fidelity</b>	<b>\$699,850</b>	<b>-0-</b>	<b>-0-</b>	<b>\$94,585</b>	<b>\$605,265</b>	<b>-13.5%</b>	<b>3.6%</b>
Christie (Invested Separately) <sup>1</sup>	42,629	-0-	-0-	3,720	38,909	-8.7%	-1.1%
<b>Grand Total</b>	<b>\$742,479</b>	<b>-0-</b>	<b>-0-</b>	<b>\$-98,305</b>	<b>\$644,174</b>		

<sup>1</sup> Christie Fund is managed separately under the terms of the donation (i.e., not part of Fidelity Portfolio for Endowments).

### Investment Fund (Ending December 31, 2022)

Fidelity Fund	Percent Allocation
Fidelity Total Market	52.2%
Fidelity Intermediate Bond	33.2%
Fidelity Government	14.7%
<b>Total - All Funds</b>	<b>100.0%</b>

### Laura's Country Church Fair

The Annual Church Fair was held on Saturday, November 5, 2022. With COVID protocols in place, a revised Church Fair continued. Our love of one another shined through the intergenerational participants working together. We thank you, God, for giving us this moment to share in Christian fellowship.

The theme of next year's Fair will be Peace, Love and Kindness. A new table will be introduced. The White Elephant table will be in retirement next year. In place will be the Peace Love Kindness Table.

In the past, Church Fair proceeds have helped in the funding of many church projects. Some of these projects include but are not limited to the church elevator, DVD projector and screen, computer and software, choir stoles, children's choir robes, Labyrinth printed materials, curtains in Riley Hall, replacement of windows in Riley Hall, helping fund pew cushions, purchase of card and banquet tables for Riley Hall, funding a church survey for the Timothy Project, mission trips, Sunday School projects, new appliances for the parsonage, the restoration of the Bells, work needed in Riley Hall and assistance in church window renovation and the purchase of new organ.

The proceeds of the individual tables are as follows:

Food/Cookie/Candy/ Jam Table	2,242.25
Plant Table	503.00
White Elephant	225.00
Snack Bar	733.98
Knitted Wear	1,234.60
Holiday Decorations	1,756.75
Jewelry	907.00
Woodcraft	218.00
Bits & Pieces Table	1,049.00
Progressive Auction	150.00
<b>Total</b>	<b>\$9,019.58</b>

We wish to thank all who made the Fair a happy and successful day. Looking forward to your continued support for the 2023 Church Fair, which will be held on Saturday November 4, 2023.

Respectfully submitted,  
Amy Crosby, Karen Tripp, Ruth Hall, Irene MacAskill, Tina Donovan, Linda Gilardi

### Memorial Fund

Donations to the Memorial Fund were gratefully received in the memory of Susan Alexander, Margaret (Pegge) Powers, Russel Dowd, Donald White, and Johanne Morrison. Each person was lifted up on All Saints' Day during our church service, with the exception of Johanne Morrison, and the family was notified of the memorial gifts. Since Johanne passed away after All Saints' Day, she will be lifted up during next year's service. All gifts were acknowledged with a thank you note.

The Memorial Fund Committee awarded scholarships to the following high school seniors: Abigail Jones, Luke Hoyes, Alizay Fiske, Callie Gilligan, Sydney Killham, and Dean Blanton. These students were all active volunteers in our church. Thank you to those who have contributed to the Memorial Fund and made these scholarships possible.

As a committee, we also decided on giving money towards Care Notes which are on display in the entrance of the church. We were able to purchase six sets. Thank you to church member Ruth Hall for reaching out to us for these notes.

The Memorial Fund Committee also voted to donate money towards Chad's celebration of service to the church. I know this was greatly appreciated! Thank you to committee members Lee Fiske, Marilyn Melchin, Bob Sigsby, and Bob Meader for their dedication and help throughout the year.

Respectfully submitted,  
Sally Romano  
Chairperson

### Merriweds

Merriweds is a church sponsored adult fellowship that welcomes all members of our community as participants in its activities. This year, the Merriweds gathered in person for activities as Covid 19 restrictions were lifted.

Thank you to Johanne & Don Morrison, who in May graciously hosted a catered dinner party from Previte's Marketplace. Merriweds enjoyed gathering for a lively evening of fellowship in the Morrison's beautiful new home.

In July, Merriweds also enjoyed a wonderful poolside lobster luncheon at the home of Mike & Meredith Crosby. Lobster rolls, Hornstra Farms' ice cream sandwiches, and good fellowship by the Crosby's beautiful pool and gardens made for a perfect afternoon.

Merriweds gathered on the lawn of the Glastonbury Abbey in Hingham for *Sunset at the Abbey*, a concert sponsored by the Atlantic Symphony Orchestra.

In December, the Merriweds continued their tradition of donating gift cards for Target, Shaw's, and Stop & Shop to the Hanover VNA. The VNA is very appreciative of the gift cards, utilizing them for families in need at Christmas and throughout the year.

We were grateful that our church community was again able to gather in person but were saddened by the loss of Pegge Powers, Bud Mosher and Johanne Morrison, three long time church members and dear friends. These three members of Merriweds contributed so much life, energy and service to the FCC Community over the years and will be greatly missed.

All adults interested in participating in the Merriweds activities are always welcome. Notices of Merriweds events are emailed to those on the Merriweds distribution list, published in both the church bulletin and the Spire, and posted on the church calendar.

Respectfully submitted,  
Sandra Adami & Linda Wall, Co-Chairs

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### **Moonlighters**

Moonlighters is a group of approximately 15 women who meet on the third Wednesday of the month from September ~ June for an evening of fellowship, mission projects, crafts and baskets for the annual Church Fair, etc. Most months we meet @ 7:00 pm in Riley Hall.

After nearly 2 years stalled by Covid, it was wonderful to return to our regular scheduled meetings/activities!

SEPTEMBER: We welcomed everyone back. We caught up on old news and discussed possible activities/events for the upcoming year, church fair projects, etc.

OCTOBER: During this busy meeting we assembled items for the Church Fair baskets. Approximately 32 baskets were provided for the Church Fair. We also discussed craft projects that individual members were working on for the Fair.

NOVEMBER: \* Many members assisted with the Church Fair set-up on Friday as well as during the Church Fair on Saturday. Over 30 gift baskets were contributed to our table along with beautiful hand-made items that many of our members work on year-round. Not only does the Church Fair provide revenue for the church but also an opportunity to socialize with church members as well as so many people from our community. This is always a very special day in the life of our church. \* At our regular November meeting we decorated and assembled treat bags for shut-ins within our church community. These were delivered before Thanksgiving and are always greatly appreciated by the recipients.

DECEMBER: Thank you to Deb Jackman for again hosting our annual Christmas gathering. Yummy appetizers and desserts were enjoyed by all. We also participated in a fun Yankee Swap. Once again, our generous members purchased and wrapped gifts for 2 families from *South Shore Friends of the Homeless*. This donation helped make some Christmases a bit merrier!

We always welcome new faces to join us in fun and fellowship. Join us occasionally or every month. We look forward to what 2023 has in store for us!

Respectfully Submitted,  
Dayna Scribi

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## Music

With relaxed COVID restrictions, the Music Committee was able to hold meetings “face to face” throughout 2022.

The renewal of choir activity, regular rehearsals with Chad, and participation in Sunday morning services, was a most welcome sign of return to our pre-pandemic worship. Happily, Tim Maxwell also returned as our percussionist. To celebrate special seasons of worship, we engaged guests to perform with our own talented musicians. Trumpeter David Ortiz at Easter, and bassoonist Debbie Chen during Advent, added their musical gifts to our worship services.

In the fall our committee was honored and delighted to organize a long overdue celebration for Minister of Music Chad Weirick as the First Congregation Church of Hanover marked the 27th anniversary of his association with us. As evidenced by the eager participation of the congregation, we do recognize how blessed we are to have Chad with us.

To serve our own congregation as well as to reach out to the wider community, our committee engaged, organized, promoted, and implemented a December holiday concert by the renowned New England Ringers handbell choir. Our thanks go out to all in the congregation who helped make this a near SRO event.

Looking toward the coming year, the Clavinova (electronic piano) is failing and beyond repair. A sub-committee has researched replacements and will soon be making recommendations to the congregation.

Respectfully submitted,  
Ava Sigsby, Chairperson

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## Outreach and Service

The objective of the Outreach and Service Committee is to enable people to use their time and talents to help other people.

One of our missions is to provide a meal at Mainspring House in Brockton on the first Sunday of each month. We have been doing this for over 30 years. We are currently providing meals for 115 people. We can either serve a meal in person or deliver a meal on the day before.

During 2022 we participated in these ministries.

- We sold 85 blankets for a total of \$850.00.
- We collected 134 hygiene kits, which was an all-time record for the Church.
- For our Thanksgiving Ingathering and Christmas White Gifts, the Hanover VNA asked us to provide gift cards this year. For Thanksgiving we collected \$1,350.00 in gift cards and for Christmas, we collected \$1,650.00 worth of gift cards. The nurses at the Hanover VNA were thrilled with our Church's generosity.

Our committee disburses money from our budget which equals 10% of the total church budget. Below is a list of our missions and the monies allocated in the 2022.

UCC Basic Support	\$5,000.00
Mainspring House	1,500.00
Hanover Food Pantry	1,000.00
Carolina Shelter	500.00
Bethesda House	500.00
Magic Moon	500.00
Teen Challenge	500.00

Appalachian Project	1,000.00
Habitat for Humanity	500.00
Seafarers' Friends	500.00
Total	\$11,500

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### **Prayer Shawl Ministry**

In the latter part of 2021, the Prayer Shawl Ministry started meeting in person in the Church Office with windows opened and masked. We started 2022 with masks optional, and we continue to meet the First Wednesday of the month at a new time, 6:00 PM.

The Prayer Shawl participants are always looking for ways to share with the greater community. We are still discussing ways of making large prayer squares and putting them together to make blankets for the homeless. A blessing of knitted squares was held in The Fall. Squares were crocheted together and shared with the homeless.

We have continued to knit, crochet and quilt baby blankets that will be shared during Baptisms.

With the direction of Pastor Derek White, Members of the Prayer Shawl Ministry completed fleece blankets that were shared with the people of Brockton. Rev. Johnston was able to share 41 lap robes and shawls with the Brockton Veteran's and the homeless. Some of the lap robes were made by church member Pegge Powers, before her passing.

All are welcome to join the Prayer Shawl Ministry. Members of our Church have been donating their time and talents by creating knitted, crocheted, sewn and tied shawls, lap blankets, baby blankets, booties and Seafarers' hats. More participants are welcome so that we have more items we can share. As a member of the Prayer Shawl Ministry, you are welcome to come to any or all meetings. If you would like a knitting or crochet lesson either on a continuous or drop-in basis, please join us. We have been providing lessons for those interested.

A carrying bag for the shawls remains a part of the Prayer Shawl Ministry.

Throughout the year we have had blessings of the Prayer Shawls during our Sunday Worship Services. It is our hope that the shawl helps the wearer feel the loving warmth of our Lord. We have been able to provide Prayer Shawls for Church members, friends, and the greater community. If you know someone that might like a prayer shawl, please contact Rev. Johnston or the Church Office.

Respectfully submitted by the Prayer Shawl Members  
Linda Sheldon Gilardi

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### **Stewardship Committee**

Not surprisingly, the members of FCC Hanover have come through again. Almost all the expected pledges came in. This makes it so much easier for finance to budget for the year. It helps plan for church operations and for the committees like Outreach and Service and trustees to operate and take care of the programs we support and our facilities and grounds. Total pledges were \$191,997, an increase of 9% from 2021. We are not back to where we were in 2018 and 2019 but making progress.

It was nice to hear from some of the groups we support:

- Stephen Williams from AA
- Kristyn Falcione on our youth programs
- Libby Corbo from the food pantry
- Patrick Ronan from Mainspring
- Lynn White who reminded us of how well we care for each other

A special shout out to Lynn White. Every time I contacted her about things that needed to be done, it seems she had already completed them.

Respectfully submitted,  
Ken Cheo, Stewardship Committee

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### **Technology Team**

At the 2022 Annual Meeting, the congregation allocated \$20,000 for the purchase of technology equipment. Initial expenditures have included equipment primarily oriented around live streaming our services. The goal has been to be able to present our services live on YouTube and Facebook. This will allow current homebound parishioners, as well as folks looking for a new church, to “participate” in our services. Up until now, we have been recording the services and then uploading them later.

We have used the consulting services of the “digital minister” from the conference to aid in this project. He recommended, and we purchased, equipment including three cameras, software, laptop, mixer and microphones. Due to COVID, illnesses, holidays, and other issues, it has taken quite a while to install and test the equipment. As of mid-January 2023, we are just about ready to demonstrate the process.

An additional issue arose in which the church was hit with a lightning strike, which blew out the existing sound system used during services. Before purchasing another one, we wanted to make sure it would offer whatever features we might also need for live streaming. We are just about ready to make that purchase. In the meantime, we accepted the generous offer of Crossroads Music and then the Conference to utilize their equipment.

We are hoping before the publication of this annual report, to demonstrate the system to anyone who wishes to assist in manning the equipment. The overall live-streaming package includes many features that we hope to activate during 2023, but the first mission is to solicit parishioners who want to help in activating the basic features. Anyone interested is asked to contact Rev. Johnston or Bob Sigsby.

We especially want to thank Rev. Johnston for the time he has put into this task. We also thank Eric Elley, the digital minister for the Southern New England Conference, UCC, for his expertise in bringing this project to reality.

Respectfully submitted,  
Bob Sigsby for the Technology Team

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### **Silver Street Thrift Shop**

FCC Hanover’s Silver Street Thrift Shop continues to support the church’s ministries and financial resources with surprising consistency. It seems the shop has become a reliable staple in both the church community as well as the greater community. Donations continue to come, prices remain reasonable, and fellowship thrives.

The volunteer staff wishes to thank all who donate to keep the shelves and tables stocked, and invite all who can find the time to work in the shop on either Wednesdays or Saturdays from 10:00-2:00, or at reduced hours. There is always room for new people to join the crew and share talents. Arranging the items to create appeal is often great fun. Conversing with shoppers creates a pleasant social experience. Please consider joining the Thrift Shop staff.

This year, the shop’s intake reached \$24,312.

Respectfully submitted,  
Sandy Vaughn, Marilyn Melchin, and Ginny Hunt-Burbine

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## Trustees

New Facilities Steward: We were fortunate to identify Jim Millins to be our new Facilities Steward. The Facilities Steward position was created to address the never-ending maintenance needs of the three church buildings. Jim is a results-oriented facilities management professional with demonstrated accomplishments in facilities, purchasing, and construction management. He has over 25 years of facility experience and can provide 24/7 response to facilities needs of the church. Although he does not have a fixed schedule, Jim has adjusted his schedule to be available afternoons, evenings, and weekends. He is also ready to respond to emergencies if needed. He is a welcome addition to our church.

### Projects Completed in 2022:

- Fire Alarm Systems. Riley Hall – the aging system was replaced and upgraded by SecurAlarm on April 26, 2022 and cost \$7560.81. Church Building – The fire alarm system of the church was completely replaced and upgraded to a cellular monitoring system following the lightning strike to the church in August. The replacement was covered in the insurance settlement.
- Electrical Improvements to Pastor's Office: Outlets and overhead lighting were installed on April 21 2022 and cost \$2,609.00.
- Building Security - Doorbell, Remote Access and Security Cameras: Options and costs are being evaluated. This project is on hold. Keyless entry system at the rear door of the church was installed by Hanover Lock at a cost of \$1,770.00.
- Boiler Systems: During the annual boiler cleaning and maintenance service , Hoadley plumbing noted that boiler flow checks, circulator flanges and flow check on heating zone, and steel return lines were rotted and needed to be replaced. The cost of this repair was \$2,950.00.
- Church Gutter Replacement: The north side of the church gutter was replace at a cost of \$1,824.00 by South Shore Gutter Monkeys.
- Church Basement: Watchman Waterproofing dealt with mold and dampness issues. A dehumidifier was installed, and the mold and moisture problems eliminated. The cost was \$2,750.00.

Respectfully submitted,

Walter Reed

Chair, Board of Trustees

Jack Shea (Vice Chair) Dick Bancroft, Mike Crosby, Bob Heywood, Don Morrison, Mike Wolongevicz

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## Ushering Committee

The Ushering Committee presently has 14 members who are assigned one week out of the month to cover the regular 9:30 service. Two alternates are also available. We currently need two additional ushers to cover the normal four per Sunday. During the church year we also assign ushers and church members who volunteer, to cover the two Easter and Christmas services.

Due to reduced attendance because of the COVID 19 pandemic, we have not needed four ushers every Sunday and have utilized only two for most of our services.

Anyone interested in serving on the Ushering Committee, please contact Ruth Hall or Al Alexander and we will add you to the alternates list. This year there will be five months with five Sundays (January, April, July, October and December) during which time we ask the alternates to help usher.

Respectfully submitted,

Al Alexander & Ruth Hall

## **First Congregational Church of Hanover – Financial Report for 2022**

Approved Budgets for 2022 – As a reminder, three budgets for 2022 were approved at the Annual Congregational meeting. The approved Income Budgets were as follows:

- **Operating Budget (unrestricted) = \$252,540**

<b>Sources of Operating Budget Income - Approved 2022 Budget</b>	
<b>Major Income Categories</b>	<b>Income Amount</b>
Offerings	\$148,343
Rentals	\$16,650
Other Donations	\$485
Fundraising	\$5,000
Thrift Shop	\$16,000
Other Investment Income	\$855
Endowment Transfer	\$35,206
Prior Year Pledge	\$30,001
<b>Total Operating Budget</b>	<b>\$252,540</b>

- **Outreach & Service (Restricted) = \$18,812**
- **Building Fund (Restricted) = \$21,922**

**Budgeting Background** – The Outreach & Service and Building Fund budgets are set by Pledge amounts designated to these uses and the allocation is either 80% Operating Budget, 10% Outreach & Service Budget and 10% Building Fund Budget or allocation percentages set by each member who submits a Pledge. Uses (expenses) of the Outreach & Service Budget are controlled by that specific committee and use is restricted to the committee activities. Uses (expenses) of the Building Fund Budget are controlled by the Trustees and use is restricted to the board's activities which are all related to the care and maintenance of the church campus. The church approves the Income budgets, and the committees spend the budgets as they see fit and must maintain annual spending in alignment with the approved budget. The Outreach & Service committee also raises money throughout the year for specific projects (e.g., Heifer Project or disaster relief fundraising) and any raised funds are then passed through on a 100% basis to that specific organization.

The Operating Budget, which is an unrestricted fund, supports the operations of the church including staff salaries and benefits, Call Letter components, utilities, supplies, etc. The budget is set and approved annually; however, throughout the year, monies can be moved within the overall budget categories to address specific expenses if the total Expense does not exceed the approved Income budget. This allows the flexibility to manage the church's day-to-day operations, yet still have a control on the ceiling for spending. Any expenditures above the budget require a separate congregational vote providing an important check and balance to church finances.

The Operating Budget can use part of the General Endowment Fund investment income to support the overall budget. This investment income is a specific line item in the budget and is subject to the congregation's approval. Unless there is an extraordinary event, the principle of the General Endowment fund is not utilized and is preserved as the base for annual investment gains. All the other Endowment Funds (i.e., Christie Fund, Memorial Fund, etc.) are never used to support the Operating Budget and remain restricted to the specific use guidelines for that fund.

There is one other restricted fund, the "Fair Fund", which is funded by the proceeds from the Annual Church Fair. Usage of these funds requires a specific congregational vote to release monies. In years past, the Fair Fund has been used to provide financial support for special projects such as new roofing on the Church and Riley Hall, the Window Replacement Project, and the Church Organ Replacement

Project. Fair funds were used in 2021 to pay for the painting and repair of our church steeple. In recent years these funds have not been used to support the Operating Budget.

**Financial Framework for Year Ending 2022** – The financial foundation of our church has remained very sound in 2022 as we worked together with Rev. Peter to open our doors and re-energize our programs after the COVID-19 pandemic. Budget vs. Actual line-item detail is provided at the end of this commentary section.

### **Restricted Actual vs. Budget Review**

#### **Outreach & Service:**

The Outreach & Service Committee disbursed funds during the year to a variety of local and global charities as listed below. Pledge income was \$20,101 vs. a budget of \$18,812 and was supplemented by additional donations as detailed below for a total income of \$25,688. The \$3,630 donation to 8505 UCC OCWM represents 50% of our \$7,252 UCC Proportional Giving based on 2021 income. The positive net income of \$12,954 is available in the restricted Outreach & Service bank account for future use.

**Building Fund:** Pledge income was \$23,508 vs. a budget of \$21,922.

- **The insurance settlement** for our lightning strike provided \$13,963 and the estimated cost for all the repairs is \$17,566. Most of the repairs have been completed and the total cost-to-date is \$16,928. This leaves us short \$2,966. The \$3,956 cost of the completed excavation and driveway repair to replace the underground electrical short was not covered.
- The Trustees were very busy with needed maintenance and repairs to our facilities (unrelated to the lightning strike) as detailed below which came to a total cost of \$24,595 including the following:
  - Electrical work - \$2,610
  - Dehumidifier - \$2,750
  - Gutter replacement - \$1,824
  - Lawn care - \$3,110
  - Pest control - \$793
  - Building security - \$1,770

Overall expenses exceeded Building Fund income by \$4,781 for 2022.



First Congregational Church of Hanover				
Building Fund Income & Expense				
January - December 2022				
	2022		Actual Vs Budget	
			Variance	
	Actual	Budget	\$	%
<b>Income</b>				
4300 Restricted Income				
4800 Building Fund	25		25	
4810 Pledges	23,075	21,922	1,153	5.26%
4820 Prior Year Pledge	350		350	
4821 Next Year Pledge Income	83		83	
4830 Special Projects			0	
Lightning Strike Insurance Settlement	13,963		13,963	
<b>Total Income</b>	<b>37,496</b>	<b>21,922</b>	<b>15,574</b>	<b>-71.04%</b>
<b>Expenses</b>				
8000 Restricted Expenses			0	
8100 Building Fund		21,922	-21,922	0.00%
8110 Interior Paint & Repairs	6,151		6,151	
8120 Exterior Paint & Repairs	4,293		4,293	
8140 Grounds Maintenance	4,030		4,030	
8150 Elevator Maintenance	3,435		3,435	
8160 Boiler Maintenance	5,260		5,260	
8170 Miscellaneous	1,416		1,416	
8180 Special Projects				
Lightning Strike Repairs	16,928		16,928	
Riley Hall Fire Alarm Cell Radio	753		753	
<b>Total Expenses</b>	<b>42,266</b>	<b>21,922</b>	<b>20,344</b>	<b>-92.80%</b>
<b>Net Income</b>	<b>\$ (4,770)</b>	<b>0</b>	<b>-4,770</b>	<b>\$ 0.22</b>

**Restricted Donations:** Our Memorial Fund received \$23,837 in donations this year that were given in memory of several beloved members of our Church.

**Restricted Expense -Technology:** We spent \$15,281 to upgrade our Church technology including the purchase of equipment that will enable us to livestream our worship services. A generous Memorial Fund donation in memory of Don White from his family and a contribution from the Fair Fund paid for these upgrades.

### Unrestricted budget Review (Operating Budget)

The Operating Budget finished the year in a strong position.

On the income side of the financial statement, we did very well in 2022. Our operating income was over budget in both pledges and the Thrift Shop. Under the leadership of Rev. Peter, our programs and ministries were launched and the Church was a very busy place once again after the pandemic.

Sources of Operating Budget Income - Approved 2022 Budget		
Major Income Categories	Budget Income Amount	Actual Income Amount
Offerings	\$148,343	\$170,902
Rentals	\$16,650	\$12,505
Other Donations	\$485	\$250
Fundraising	\$5,000	\$3,436
Thrift Shop	\$16,000	\$24,312
Other Investment Income	\$855	\$943
Misc. Income Statement Items	\$0	\$4,617
<b>Subtotal:</b>	<b>\$187,333</b>	<b>\$216,965</b>
<b>Endowment/Prior Year Income Transfers:</b>		
Prior Year Pledge	\$30,001	\$0
Endowment Fund Transfer	\$35,206	\$9,520
<b>Total Operating Budget</b>	<b>\$252,540</b>	<b>\$226,485</b>

- Actual pledged income in 2022 was \$170,902 vs. budgeted \$148,343 which is a 15.2% increase of \$22,555.
- Our rental income was less than planned by \$4,145.
- Our All-Church Giant Yard Sale raised \$3,436.
- The Thrift Shop raised \$23,762 vs. planned \$16,000 which is a 49% increase.

#### 2022 EXPENSE:

On the expense side of the financial statement our (Unrestricted) Operating Expenses were \$226,485 vs. a budget of \$252,540, which is a savings of \$26,055 and 11.5%. It took longer than expected to get everything up and running again after the pandemic. We experienced savings primarily from delayed or cancelled church programming, particularly in Christian Ed, Office Expenses, and Professional Development. New staff positions were also filled later than planned. These savings were offset somewhat by increased utility and insurance expenses due to higher than planned inflation rates.

- Our operating income covered all but \$9,520.26 of our operating expenses. Our 2022 budget authorized an operating income deficit of up to \$65,207 in order to be able to continue to launch our programs and ministries after the pandemic. This included approval to transfer up to \$35,206 from the Endowment Fund and up to \$30,001 of previous years' surplus carry-forward (prior year pledges). In 2022 we needed only the \$9,520.26 which is 14% of those budgeted funds.
- Payroll expense was \$142,180 vs. budgeted \$162,405, a savings of \$20,223. This savings was due to delays in hiring our new Facilities Steward and Christian Ed staff vs. planned. A change in Rev. Peter's tax reporting status inadvertently incurred inconsistencies in his payroll and annuity payments. The net effect is a 2022 payroll overpayment of \$3,291 which will be corrected in 2023.
- Insurance expense was \$18,350 vs. budgeted \$17,741 which is a 3.4% increase due to larger than planned inflation in our liability insurance and an unplanned increase in the number of employees participating in our dental insurance.
- Office Expenses were \$4,363 vs. budgeted \$5,300, a savings of \$937 due to delays in some programs and activities including publishing the Spire.
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- Professional Development activities were deferred this year as Rev. Peter focused his time and attention on getting our Church programs up and running and filling our open staff positions.
- Actual expense was \$3,957 vs. budgeted \$7,200. This was a savings of 45%. Program Expenses were \$1,829 vs. budgeted \$9,170 which was a savings of \$7,341 and 80%. We budgeted for a full roll-out of Youth and Christian Education programs and we were not able to reactivate them this year as quickly as planned.
- Utilities expenses were \$32,621 vs. budgeted \$28,300, a 15.3% increase over budget due to higher inflation rates than were included in our budget.
- UCC Dues were \$3,629.50 which represents 50% of the \$7,259 proportional giving calculation as approved at the 2020 Annual Meeting. The remaining 50%, (\$3,629.50) was paid from the Outreach & Service Budget in accordance with our proportional giving formula.
- Snow: We are very grateful to P.A. Landers and the Landers family for the cost savings they provide with their snow removal and snow plowing. This allows the Church to use those savings for other expenses and ministries.

#### **BUDGET/ACTUAL 2022 SUMMARY**

Financially, 2022 was a good year for the Church. Our offering income increased significantly and was augmented by \$23,762 in Thrift Shop income. Although we ended the year with a net operating income deficit of \$9,520.26, it was far less than the projected deficit of \$65,207. This 2022 operating deficit will be covered by a transfer from the endowment fund.

We are very encouraged by the progress the Church has made in 2022 and we look forward to 2023: our staff positions are filled, many programs are up and running, our facilities have been upgraded and maintained, and our Church can now focus on doing God's work in the community.

**First Congregational Church of Hanover**  
**FY 2022 P&L**  
**January - December 2022**

	Actual 2022	Budget 2022	Last Year 2021	Variance 2022 Actual Vs. Budget		Variance 2022 Actual Vs. Last Year	
				\$	%	\$	%
<b>Income</b>							
<b>4000 Non-Restricted Income</b>							
4001 Offerings							
4010 Pledge Income	153,439.05	126,833.00	142,189.96	26,606.05	21.0%	11,249.09	7.9%
4020 Loose Offering	2,147.00	1,000.00	1,496.30	1,147.00	114.7%	650.70	43.5%
4030 Non-Pledged Offering	9,186.00	18,360.00	7,875.00	(9,174.00)	-50.0%	1,311.00	16.6%
4040 Christmas Offering	1,759.75	1,250.00	1,576.00	509.75	40.8%	183.75	11.7%
4050 Easter Offering	1,185.00	800.00	830.00	385.00	48.1%	355.00	42.8%
4070 Initial Offering	110.00	100.00	110.00	10.00	10.0%	0.00	0.0%
4080 Prior Year Pledge	2,800.00	30,001.00	3,761.29	(27,201.00)	-90.7%	(961.29)	-25.6%
4090 Next Year Pledge Income	275.44	0.00	768.00	275.44		(492.56)	-64.1%
<b>Total 4001 Offerings</b>	<b>170,902.24</b>	<b>178,344.00</b>	<b>158,606.55</b>	<b>(7,441.76)</b>	<b>-4.2%</b>	<b>12,295.69</b>	<b>7.8%</b>
4005 Bank Interest	2.86	5.00	2.64	(2.14)	57.2%	0.22	8.3%
4006 On Line Giving Srvc Cost Offset	278.09	350.00	244.16	(71.91)	79.5%	33.93	13.9%
4100 Rental Income				0.00		0.00	
4110 AA Wednesday & Thursday	1,925.00	2,100.00	2,085.00	(175.00)	91.7%	(160.00)	-7.7%
4120 Future Tenants	8,790.00	12,000.00	3,950.00	(3,210.00)	73.3%	4,840.00	122.5%
4121 Parsonage Rent			26,100.00	1,300.00		(26,100.00)	-100.0%
4130 Other Rentals	1,790.00	1,500.00	26,100.00	0.00	119.3%	(24,310.00)	-93.1%
4150 AA Big Book Step Workshop		1,050.00	1,300.00	0.00	0.0%	(1,300.00)	-100.0%
<b>Total 4100 Rental Income</b>	<b>12,505.00</b>	<b>16,650.00</b>	<b>33,435.00</b>	<b>(4,145.00)</b>	<b>-24.9%</b>	<b>(20,930.00)</b>	<b>-62.6%</b>
4200 Other Donations				0.00			
4210 Baptisms	250.00	100.00		150.00	250.0%	250.00	
4230 Funerals		300.00	300.00	(300.00)	0.0%	(300.00)	-100.0%
4240 Other Miscellaneous Donations		85.00	85.00	(85.00)	0.0%	(85.00)	-100.0%
<b>Total 4200 Other Donations</b>	<b>250.00</b>	<b>485.00</b>	<b>385.00</b>	<b>(235.00)</b>	<b>-48.5%</b>	<b>(135.00)</b>	<b>-35.1%</b>
4250 Fundraising	3,436.43	5,000.00		(1,563.57)	68.7%	3,436.43	
4251 Thrift Shop	23,761.83	16,000.00	23,530.26	7,761.83	148.5%	231.57	1.0%
4252 Thrift Shop Donation	550.10		231.81	550.10		318.29	137.3%
4260 Other Investment Income	941.53	500.00	680.13	441.53	188.3%	261.40	38.4%
4271 Endowment Inc. Dist - Prior Year	9,520.26	35,205.87		(25,685.61)	27.0%	9,520.26	
4280 Refunds for Overpayments	4,086.88		8,000.00	4,086.88		(3,913.12)	-48.9%
4285 NSF -Returned Checks	250.00		1,237.21	250.00		(987.21)	-79.8%
<b>Total 4000 Non-Restricted Income</b>	<b>226,485.22</b>	<b>252,539.87</b>	<b>226,352.76</b>	<b>(26,054.65)</b>	<b>-10.3%</b>	<b>132.46</b>	<b>0.1%</b>
<b>4300 Restricted Income</b>				0.00		0.00	
4400 Donations				0.00		0.00	
4410 Flowers	1,573.00		775.00	1,573.00		798.00	103.0%
4420 Memorial Fund	23,837.08		50.00	23,837.08		23,787.08	47574.2%
4440 Church Fair	9,073.58		7,785.36	9,073.58		1,288.22	16.5%
4450 Misc Restricted Donations	3,414.00		743.24	3,414.00		2,670.76	359.3%
<b>Total 4400 Donations</b>	<b>37,897.66</b>	<b>0.00</b>	<b>9,353.60</b>	<b>37,897.66</b>		<b>28,544.06</b>	<b>305.2%</b>
4500 Deacon's Fund	2,827.00		325.00	2,827.00		2,502.00	769.8%
4501 Thrift Shop Sales Tax	1,488.37		1,502.66	1,488.37		(14.29)	-1.0%
4503 Pastor's Discretionary Fund	10.00			10.00		10.00	
4600 Youth Ministry Restricted				0.00		0.00	
4610 Vacation Bible School	120.00			120.00		120.00	
4630 Youth Ministry Income	1,400.00			1,400.00		1,400.00	
4640 Mission Trip Fundraising	222.80		100.00	222.80		122.80	122.8%
<b>Total 4600 Youth Ministry Restricted</b>	<b>1,742.80</b>	<b>0.00</b>	<b>100.00</b>	<b>1,742.80</b>		<b>1,642.80</b>	<b>1642.8%</b>
4700 Outreach & Service				0.00		0.00	
4710 Pledges	20,101.39	18,812.00	18,747.96	1,289.39	106.9%	1,353.43	7.2%
4720 Food Pantry	100.00		720.00	100.00		(620.00)	-86.1%
4740 Special Relief	4,835.59		329.00	4,835.59		4,506.59	1369.8%
4760 Heifer Project	247.00		374.86	247.00		(127.86)	-34.1%
4770 Prior Year Pledge	350.00			350.00		350.00	
4771 Next Year Pledge Income	53.75			53.75		53.75	
<b>Total 4700 Outreach &amp; Service</b>	<b>25,687.73</b>	<b>18,812.00</b>	<b>20,171.82</b>	<b>6,875.73</b>	<b>36.5%</b>	<b>5,515.91</b>	<b>27.3%</b>
4800 Building Fund	25.00			25.00		25.00	
4810 Pledges	23,074.72	21,922.00	20,664.42	1,152.72	105.3%	2,410.30	11.7%
4820 Prior Year Pledge	350.00		456.85	350.00		(106.85)	-23.4%

**First Congregational Church of Hanover**  
**FY 2022 P&L**  
**January - December 2022**

	Actual 2022	Budget 2022	Last Year 2021	Variance 2022 Actual Vs. Budget		Variance 2022 Actual Vs. Last Year	
				\$	%	\$	%
4821 Next Year Pledge Income	83.26			83.26		83.26	
4830 Special Projects	13,962.96			13,962.96		13,962.96	
Total 4800 Building Fund	<b>37,495.94</b>	<b>21,922.00</b>	<b>21,121.27</b>	<b>15,573.94</b>	<b>71.0%</b>	<b>16,374.67</b>	<b>77.5%</b>
Total 4300 Restricted Income	<b>107,149.50</b>	<b>40,734.00</b>	<b>52,574.35</b>	<b>66,415.50</b>	<b>163.0%</b>	<b>54,575.15</b>	<b>103.8%</b>
Total Income	<b>333,634.72</b>	<b>293,273.87</b>	<b>278,927.11</b>	<b>40,360.85</b>	<b>13.8%</b>	<b>54,707.61</b>	<b>19.6%</b>
<b>Expenses</b>							
6000 Unrestricted Expense				0.00		0.00	
6100 Payroll				0.00		0.00	
6105 Salary and Wages	120,356.00	137,255.80	128,393.13	(16,899.80)	87.7%	(8,037.13)	-6.3%
6110 Payroll Taxes	8,887.63	10,500.07	4,043.37	(1,612.44)	84.6%	4,844.26	119.8%
6115 Annuity	12,936.71	14,647.00	4,900.02	(1,710.29)	88.3%	8,036.69	164.0%
Total 6100 Payroll	<b>142,180.34</b>	<b>162,402.87</b>	<b>137,336.52</b>	<b>(20,222.53)</b>	<b>-12.5%</b>	<b>4,843.82</b>	<b>3.5%</b>
6150 Substitute/Guest Expenses				0.00		0.00	
6155 Guest Musicians	4,475.00	6,000.00	3,130.00	(1,525.00)	74.6%	1,345.00	43.0%
6160 Substitute Organist	550.00	500.00	163.70	50.00	110.0%	386.30	236.0%
6165 Substitute Preacher	1,000.00	1,750.00	1,225.00	(750.00)	57.1%	(225.00)	-18.4%
Total 6150 Substitute/Guest Expenses	<b>6,025.00</b>	<b>8,250.00</b>	<b>4,518.70</b>	<b>(2,225.00)</b>	<b>-27.0%</b>	<b>1,506.30</b>	<b>33.3%</b>
6200 Insurance				0.00		0.00	
6205 Health & Dental	1,680.10	600.00	3,929.00	1,080.10	280.0%	(2,248.90)	-57.2%
6210 Liability Insurance	16,582.00	16,000.00	14,391.00	582.00	103.6%	2,191.00	15.2%
6215 Life/Disability	87.50	1,141.00	525.00	(1,053.50)	7.7%	(437.50)	-83.3%
Total 6200 Insurance	<b>18,349.60</b>	<b>17,741.00</b>	<b>18,845.00</b>	<b>608.60</b>	<b>3.4%</b>	<b>(495.40)</b>	<b>-2.6%</b>
6280 Returns/ Refund	4,086.88		8,000.00	4,086.88		(3,913.12)	-48.9%
6281 Refund for Overpayments	10.42		1,237.21				
6300 Office Expenses				0.00		0.00	
6305 Bank Charges	28.44	50.00	5.00	(21.56)	56.9%	23.44	468.8%
6307 Deposit Item Returned NSF	250.00			250.00		250.00	
6315 Computer Software/Support	1,514.53	1,500.00	1,201.99	14.53	101.0%	312.54	26.0%
6320 Copier Expenses	1,552.77	2,500.00	1,306.67	(947.23)	62.1%	246.10	18.8%
6325 Postage	1,017.44	1,250.00	905.16	(232.56)	81.4%	112.28	12.4%
Total 6300 Office Expenses	<b>4,363.18</b>	<b>5,300.00</b>	<b>3,418.82</b>	<b>(936.82)</b>	<b>-17.7%</b>	<b>944.36</b>	<b>27.6%</b>
6350 Supplies & Expenses	5,583.63	6,000.00	10,056.16	(416.37)	93.1%	(4,472.53)	-44.5%
6351 Parsonage Rental Expenses			11,516.00				
6400 Professional Development				0.00		0.00	
6405 Professional Expenses	1,768.46	1,500.00	2,232.27	268.46	117.9%	(463.81)	-20.8%
6406 Pastor Cell Phone	1,200.00	1,200.00	200.00	0.00	100.0%	1,000.00	500.0%
6410 Study Allowance		2,000.00	29.44	(2,000.00)	0.0%	(29.44)	-100.0%
6415 Travel	988.65	2,500.00	800.87	(1,511.35)	39.5%	187.78	23.4%
Total 6400 Professional Development	<b>3,957.11</b>	<b>7,200.00</b>	<b>3,262.58</b>	<b>(3,242.89)</b>	<b>-45.0%</b>	<b>694.53</b>	<b>21.3%</b>
6500 Professional Fees				0.00		0.00	
6510 Payroll Service	827.02	1,300.00	900.71	(472.98)	63.6%	(73.69)	-8.2%
6515 Accounting Software	1,231.53	950.00	945.66	281.53	129.6%	285.87	30.2%
6520 Online Giving	1,514.23	1,400.00	1,432.30	114.23	108.2%	81.93	5.7%
Total 6500 Professional Fees	<b>3,572.78</b>	<b>3,650.00</b>	<b>3,278.67</b>	<b>(77.22)</b>	<b>-2.1%</b>	<b>294.11</b>	<b>9.0%</b>
6600 UCC Dues	3,629.50	3,626.00	3,393.60	3.50	100.1%	235.90	7.0%
6700 Fundraising				0.00		0.00	
6705 Consecration Luncheon		300.00	283.62	(300.00)	0.0%	(283.62)	-100.0%
6710 Fall Dinner	204.85	450.00		(245.15)	45.5%	204.85	
6715 Stewardship Materials	72.19	150.00		(77.81)	48.1%	72.19	
Total 6700 Fundraising	<b>277.04</b>	<b>900.00</b>	<b>283.62</b>	<b>(622.96)</b>	<b>-69.2%</b>	<b>(6.58)</b>	<b>-2.3%</b>
6800 Program Expenses				0.00		0.00	
6805 Children's Day & Christmas	288.92	700.00		(411.08)	41.3%	288.92	
6810 Confirmation & Youth Diaconate	36.33	1,250.00		(1,213.67)	2.9%	36.33	
6815 Curriculum	798.06	600.00		198.06	133.0%	798.06	
6820 Diaconate	104.03	200.00		(95.97)	52.0%	104.03	
6830 Transportation		500.00		(500.00)	0.0%	0.00	
6835 Upper Room	214.50	220.00	206.50	(5.50)	97.5%	8.00	3.9%
6840 Vacation Bible School		2,200.00		(2,200.00)	0.0%	0.00	
6850 Youth Ministry - Fellowship	370.78	2,000.00		(1,629.22)	18.5%	370.78	
6870 Music Supplies & Expenses	15.93	1,500.00		(1,484.07)	1.1%	15.93	

**First Congregational Church of Hanover**  
**FY 2022 P&L**  
**January - December 2022**

	Actual	Budget	Last Year	Variance 2022 Actual Vs. Budget		Variance 2022 Actual Vs. Last Year	
	2022	2022	2021	\$	%	\$	%
<b>Total 6800 Program Expenses</b>	<b>1,828.55</b>	<b>9,170.00</b>	<b>206.50</b>	<b>(7,341.45)</b>	<b>-80.1%</b>	<b>1,622.05</b>	<b>785.5%</b>
<b>6900 Utilities</b>				0.00		0.00	
6905 Alarm System	1,316.00	3,000.00	1,248.00	(1,684.00)	43.9%	68.00	5.4%
6910 Electricity	9,194.76	5,000.00	3,993.45	4,194.76	183.9%	5,201.31	130.2%
6915 Fuel	14,495.42	13,000.00	6,450.41	1,495.42	111.5%	8,045.01	124.7%
6920 Telephone/Internet	4,536.56	4,500.00	4,049.20	36.56	100.8%	487.36	12.0%
6925 Trash Removal	1,492.15	1,300.00	1,098.09	192.15	114.8%	394.06	35.9%
6930 Water	1,586.30	1,500.00	1,159.19	86.30	105.8%	427.11	36.8%
<b>Total 6900 Utilities</b>	<b>32,621.19</b>	<b>28,300.00</b>	<b>17,998.34</b>	<b>4,321.19</b>	<b>15.3%</b>	<b>14,622.85</b>	<b>81.2%</b>
<b>Total 6000 Unrestricted Expense</b>	<b>226,485.22</b>	<b>252,539.87</b>	<b>223,351.72</b>	<b>(26,054.65)</b>	<b>-10.3%</b>	<b>3,133.50</b>	<b>1.4%</b>
<b>8000 Restricted Expenses</b>				0.00		0.00	
<b>8100 Building Fund</b>				0.00		0.00	
8110 Interior Paint & Repairs	6,150.50			6,150.50		6,150.50	
8120 Exterior Paint & Repairs	4,293.27	3,500.00	2,543.97	793.27	122.7%	1,749.30	68.8%
8140 Grounds Maintenance	4,030.00	6,456.00	6,493.50	(2,426.00)	62.4%	(2,463.50)	-37.9%
8150 Elevator Maintenance	3,435.00	3,650.00	3,650.00	(215.00)	94.1%	(215.00)	-5.9%
8160 Boiler Maintenance	5,259.82	3,500.00	1,981.16	1,759.82	150.3%	3,278.66	165.5%
8170 Miscellaneous	1,416.34	400.00	1,740.20	1,016.34	354.1%	(323.86)	-18.6%
8180 Special Projects	17,681.46	5,000.00		12,681.46	353.6%	17,681.46	
<b>Total 8100 Building Fund</b>	<b>42,266.39</b>	<b>22,506.00</b>	<b>16,408.83</b>	<b>19,760.39</b>	<b>87.8%</b>	<b>25,857.56</b>	<b>157.6%</b>
<b>8200 Fund Expenses</b>				0.00		0.00	
8220 Flower Fund	3,383.51		316.00	3,383.51		3,067.51	970.7%
8230 Haupt Bible Fund	122.36			122.36		122.36	
8240 Memorial Fund	3,051.99		884.05	3,051.99		2,167.94	245.2%
8250 Christy Fund	3,600.00		600.00	3,600.00		3,000.00	500.0%
8270 Church Fair	100.94		22,868.24	100.94		(22,767.30)	-99.6%
8280 Misc. Restricted Expenses	99.77			99.77		99.77	
<b>Total 8200 Fund Expenses</b>	<b>10,358.57</b>	<b>0.00</b>	<b>24,668.29</b>	<b>10,358.57</b>		<b>(14,309.72)</b>	<b>-58.0%</b>
<b>8400 Discretionary Expenses</b>				0.00		0.00	
8410 Pastor's Discretionary	1,590.45			1,590.45		1,590.45	
<b>Total 8400 Discretionary Expenses</b>	<b>1,590.45</b>	<b>0.00</b>	<b>0.00</b>	<b>1,590.45</b>		<b>1,590.45</b>	
<b>8500 Outreach &amp; Service</b>				0.00		0.00	
8505 UCC OCWM	3,629.50	3,626.00	5,090.40	3.50	100.1%	(1,460.90)	-28.7%
8510 Pilgrim Association	321.00		250.00	321.00		71.00	28.4%
8515 Mainspring House	2,371.26		2,000.00	2,371.26		371.26	18.6%
8522 Church World Services	1,118.00		850.00	1,118.00		268.00	31.5%
8540 Other	5,293.86	13,164.00	6,250.00	(7,870.14)	40.2%	(956.14)	-15.3%
<b>Total 8500 Outreach &amp; Service</b>	<b>12,733.62</b>	<b>16,790.00</b>	<b>14,440.40</b>	<b>(4,056.38)</b>	<b>-24.2%</b>	<b>(1,706.78)</b>	<b>-11.8%</b>
8504 Technology	15,281.05			15,281.05		15,281.05	
8600 Thrift Shop Sales Tax	4,363.42			4,363.42		4,363.42	
8900 Misc. Restricted Expenses	4,091.05			4,091.05		4,091.05	
<b>Total 8000 Restricted Expenses</b>	<b>90,684.55</b>	<b>39,296.00</b>	<b>55,517.52</b>	<b>51,388.55</b>	<b>130.8%</b>	<b>35,167.03</b>	<b>63.3%</b>
<b>Total Expenses</b>	<b>317,169.77</b>	<b>291,835.87</b>	<b>278,869.24</b>	<b>25,333.90</b>	<b>8.7%</b>	<b>38,300.53</b>	<b>13.7%</b>
<b>Net Unrestricted (Operating) Income</b>	<b>0.00</b>	<b>0.00</b>	<b>3,001.04</b>	<b>0.00</b>		<b>(3,001.04)</b>	<b>-100.0%</b>
<b>Net Restricted Income</b>	<b>16,464.95</b>	<b>1,438.00</b>	<b>(2,943.17)</b>	<b>15,026.95</b>	<b>1045.0%</b>	<b>19,408.12</b>	<b>-659.4%</b>
<b>Total Net Income</b>	<b>16,464.95</b>	<b>1,438.00</b>	<b>57.87</b>	<b>15,026.95</b>	<b>1045.0%</b>	<b>16,407.08</b>	<b>28351.6%</b>



## First Congregational Church of Hanover – 2023 Budget Proposal

Our proposed budget for 2023 is a plan that continues the progress that was made in 2022 towards a full return to normal Church activities and programs. We are fully staffed and ready to go.

**Projected Operating Income is \$271,708** vs. 2022 actual of \$226,485, which is a 20% increase.

- **Pledge income** is conservatively budgeted based on pledges received.
- **Rental Income** is based on current tenants.
- **Thrift Shop Income** projection is conservative in comparison to 2022.
- **Operating Income Shortfall:** There is a shortfall this year in our projected Operating Income vs. projected Operating Expenses of \$66,782. In order to fund the projected Operating Expenses detailed in our proposed budget, our 2023 operating income projection includes a transfer from prior years' earnings of \$30,000 and a contribution of \$36,713 from our Endowment Fund for a total subsidy of \$66,782. In 2022 the Congregation approved a similar shortfall subsidy of \$65,206, of which \$9,520 was needed.

**Projected Operating Expenses are \$271,708** which is also a 20% increase over last year. This increase in operating expenses over 2022 is due to a planned return to full church programming and staffing for the entire year along with increases in other expenses due to inflation.

Budget line-item detail is available at the end of this report. Here are some details of our assumptions for 2023:

### **Staffing:**

- **Christian Ed:** Our new CE staff was hired in 2022. Kristyn Falcione will be managing our Youth Group and Elsa Marshall is our Minister of Faith Formation. Their combined annual salaries are \$16,300. Elsa Marshall's travel allowance is budgeted at \$1,620 for a total CE staffing budget of \$17,920.
- **Facilities:** Jim Millins was hired in 2022 as our Facilities Steward and he will be working along with Karen Tripp to maintain our campus. Their combined salary for 2023 is budgeted at \$24,440.
- **Office Staff:** Our Church Secretary will be in the office for 2 days a week.
- **2023 Salary Increases** of 4% are included for three staff members hired prior to 2022: Rev. Peter, Karen Tripp, and Susan Vetterlein. These salary increases amount to a total of \$3,170 for 2023.
- **Student Minister:** Lori Bruni will be with us until the end of the school year in May and she is paid through a scholarship from UCC. We will have a new student in September who is budgeted at \$1,200 for September – December from Outreach & Service.

### **Professional Services:**

- **Public Relations/Social Media** professional Michelle McGrath is budgeted for 10 months of services at a cost of \$6,000.
- **Bookkeeping Services:** We propose to hire a bookkeeping service in 2023 to take care of our routine financial transactions. The position of Church Treasurer has become too complex for our part-time volunteers and this additional assistance will enable the Church to stay current with financial obligations, reports, and financial analysis. The cost of this service in 2023 is budgeted at \$5,000.
- **Financial Audit:** We are scheduled for a Financial Review in March and will take advantage of the auditor's expertise to help with a smooth transition to our bookkeeping service. We have an Audit Reserve and those funds will cover the cost of the review.

### **Other Expenses:**

- **Insurance Expenses** are budgeted at \$18,863, a modest 2.8% increase over last year.
- **Professional Development Expenses** are budgeted at \$7,200 according to the specifications in Rev. Peter's Call Letter and he expects to have more time to devote to those activities in 2023 now that we are fully staffed.

- **Program Expenses** are budgeted at \$6,135 for a full-year roll-out now that we are fully staffed.
- **Utilities** are budgeted at \$35,720 which is a 9.5% increase over last year due to inflation.
- **UCC Proportional Giving** as detailed below is calculated to be \$7,664 based on 2022 income and will be paid in 2023. Fifty percent (\$3,832) will be paid out of our operating budget and fifty percent will be paid from the Outreach & Service budget.

<b>First Congregational Church of Hanover</b>		
<b>UCC Proportional Giving Calculation</b>		
	<b>2022 Income</b>	<b>2021 Income</b>
Total Operating Income	\$ 226,485	\$ 226,353
Total O & S Pledge Income	\$ 20,505	\$ 18,748
<b>Subtract:</b>		
Rental Income	\$ (12,505)	\$ (26,100)
Fund Reimbursement		\$ -
Returns/Refunds	\$ (4,087)	\$ (1,237)
NSF-Returned Checks	\$ (250)	
<b>Proportional Giving Income Total</b>	\$ 230,148	\$ 217,764
<b>Proportional Giving Percent</b>	3.33%	3.33%
<b>Proportional Giving Due:</b>	\$ 7,664	\$ 7,252

The Finance Committee is aware that we are asking the Congregation *again* for a significant subsidy of \$66,782. We believe that 2022 got us off to a running start and now that we are fully staffed and operational, it is not the time to cut back. We need to continue to do God's work at home and in the world in 2023 and the future. The Finance Committee recommends that the following steps be taken to provide the funds necessary to support our endeavors:

- We have budgeted for a \$4,000 fundraising challenge. This is the year to expand on our fundraising activities. Let's all come up with ideas that can raise funds and make our presence known in the community. Everyone can get involved. Last year's All-Church Yard Sale was a great success. We can do more!
- We propose to roll forward the \$27,000 surplus from 2020 and the \$3,000 surplus from 2021 to our operating income for 2023 for a total of \$30,000.
- Our budget deficit after the fundraising and the surplus roll-forwards from 2020 and 2021 is \$36,782 and the Finance Committee recommends that the Congregation approve a transfer from the Endowment Fund for this amount as was approved for last year.

Under Rev. Peter's leadership we have accomplished a great deal in 2022. In 2023 we expect to accomplish a great deal more. Our Congregation has everything we need to reach out, to grow, and to bring our Church into the community and the future.

The Finance Committee recommends going forward with this plan and looks forward to the challenge. We recommend that the Congregation meet again in June to review our progress. We thank everyone in the Church for their efforts to get us back to normal and we look forward to working together in 2023.

Respectfully submitted,

Deb Springhetti, Finance Chair

Tony Romano, Doug Troupe, Carol Gillis, Treasurer, Peter Kelly, Assistant Treasurer.

First Congregational Church of Hanover				
Proposed Budget 2023				
			Variance	
			Budget 2023 vs Actual 2022	
	Budget 2023	Actual 2022	\$	%
<b>Income</b>				
4000 Non-Restricted Income				
4001 Offerings				
4010 Pledge Income	152,000.00	153,439.05	-1,439.05	-0.94%
4020 Loose Offering	2,000.00	2,147.00	-147.00	-6.85%
4030 Non-Pledged Offering	9,000.00	9,186.00	-186.00	-2.02%
4040 Christmas Offering	1,500.00	1,759.75	-259.75	-14.76%
4050 Easter Offering	1,000.00	1,185.00	-185.00	-15.61%
4070 Initial Offering	110.00	110.00	0.00	0.00%
4080 Prior Year Pledge	30,000.00	2,800.00	27,200.00	971.43%
4090 Next Year Pledge		275.44	-275.44	-100.00%
Total 4001 Offerings	\$ 195,610.00	\$ 170,902.24	24,707.76	14.46%
4005 Bank Interest	5.00	2.86	2.14	74.83%
4006 On Line Giving Service Cost Offset	300.00	278.09	21.91	7.88%
4100 Rental Income				
4110 AA Wed & Thurs	2,100.00	1,925.00	175.00	9.09%
4120 Future Tenants	11,880.00	8,790.00	3,090.00	35.15%
4130 Other Rentals	2,000.00	1,790.00	210.00	11.73%
4150 AA Big Book Step Workshop			0.00	
Total 4100 Rental Income	\$ 15,980.00	\$ 12,505.00	3,475.00	27.79%
4200 Other Donations				
4210 Baptisms	100.00	250.00	-150.00	-60.00%
4230 Funerals	300.00		300.00	
4240 Other Miscellaneous Donations			0.00	
Total 4200 Other Donations	\$ 400.00	\$ 250.00	150.00	60.00%
4250 Fundraising	4,000.00	3,436.43	563.57	16.40%
4251 Thrift Shop	18,000.00	23,761.83	-5,761.83	-24.25%
4252 Thrift Shop Donation	200.00	550.10	-350.10	-63.64%
4260 Other Investment Income	500.00	941.53	-441.53	-46.89%
4271 Endowment Income Dist - Prior Year	36,782.47	9,520.26	27,262.21	286.36%
4280 Refund for Overpayment		4,086.88	-4,086.88	-100.00%
4285 NSF - Returned Checks		250.00	-250.00	-100.00%
Total 4000 Non-Restricted Income	\$ 271,777.47	\$ 226,485.22	45,292.25	20.00%
4300 Restricted Income				
4400 Donations				
4410 Flowers		1,573.00		
4420 Memorial Fund		23,837.08		
4440 Church Fair		9,073.58		
4450 Miscellaneous Restricted Donations		3,414.00		
Total 4400 Donations	\$ 0.00	\$ 37,897.66		
4500 Deacon's Fund		2,827.00		
4501 Thrift Shop Sales Tax		1,488.37		
4503 Pastor's Discretionary Fund		10.00		
4600 Youth Ministry Restricted				
4610 Vacation Bible School		120.00		
4630 Youth Ministry Income		1,400.00		
4640 Mission Trip Fundraising		222.80		
Total 4600 Youth Ministry Restricted	\$ 0.00	\$ 1,742.80		
4700 Outreach & Service				
4710 Pledges	19,801.00	20,101.39	-300.39	-1.49%
4720 Food Pantry		100.00	-100.00	-100.00%
4740 Special Relief		4,835.59	-4,835.59	-100.00%

First Congregational Church of Hanover				
Proposed Budget 2023				
			Variance	
			Budget 2023 vs Actual 2022	
	Budget 2023	Actual 2022	\$	%
4760 Heifer Project		247.00	-247.00	-100.00%
4770 Prior Year Pledge		350.00	-350.00	-100.00%
4770 Prior Year Pledge		53.75	-53.75	-100.00%
Total 4700 Outreach & Service	\$ 19,801.00	\$ 25,687.73	-5,886.73	-22.92%
4800 Building Fund		25.00		
4810 Pledges	23,337.00	23,074.72	262.28	1.14%
4820 Prior Year Pledge		350.00	-350.00	-100.00%
4821 Next Year Pledge		83.26	-83.26	-100.00%
4830 Special Projects		13,962.96	-13,962.96	-100.00%
Total 4800 Building Fund	\$ 23,337.00	\$ 37,495.94	-14,158.94	-37.76%
Total 4300 Restricted Income	\$ 43,138.00	\$ 107,149.50	-64,011.50	-59.74%
Total Income	\$ 314,915.47	\$ 333,634.72	-18,719.25	184.15%
Expenses				
6000 Unrestricted Expense				
6100 Payroll				
6105 Salary and Wages	137,854.00	120,356.00	17,498.00	14.54%
6110 Payroll Taxes	10,339.05	8,887.63	1,451.42	16.33%
6115 Annuity	17,174.00	12,936.71	4,237.29	32.75%
Total 6100 Payroll	\$ 165,367.05	\$ 142,180.34	23,186.71	16.31%
6150 Substitute/Guest Expenses				
6155 Guest Musicians	5,000.00	4,475.00	525.00	11.73%
6160 Substitute Organist	500.00	550.00	-50.00	-9.09%
6165 Substitute Preacher	1,000.00	1,000.00	0.00	0.00%
Total 6150 Substitute/Guest Expenses	\$ 6,500.00	\$ 6,025.00	475.00	7.88%
6200 Insurance				
6205 Health & Dental	1,122.00	1,680.10	-558.10	-33.22%
6210 Liability Insurance	16,600.00	16,582.00	18.00	0.11%
6215 Life/Disability	1,141.00	87.50	1,053.50	1204.00%
Total 6200 Insurance	\$ 18,863.00	\$ 18,349.60	513.40	2.80%
6280 Refund for Overpayments		4,086.88		
6281 Returns/Refunds		10.42		
6300 Office Expenses				
6305 Bank Charges	50	28.44	21.56	75.81%
6307 Deposit Item Returned		250.00		
6315 Computer Software/Support	1,600.00	1,514.53	85.47	5.64%
6320 Copier Expenses	4,000.00	1,552.77	2,447.23	157.60%
6325 Postage	1,200.00	1,017.44	182.56	17.94%
Total 6300 Office Expenses	\$ 6,850.00	\$ 4,363.18	2,486.82	57.00%
6350 Supplies & Expenses	5,600.00	5,583.63	16.37	111.67%
6400 Professional Development				
6405 Professional Expenses	1,500.00	1,768.46	-268.46	-15.18%
6406 Pastor Cell Phone	1,200.00	1,200.00	0.00	0.00%
6410 Study Allowance	2,000.00		2,000.00	
6415 Travel	2,500.00	988.65	1,511.35	152.87%
Total 6400 Professional Development	\$ 7,200.00	\$ 3,957.11	3,242.89	81.95%
6500 Professional Fees (bookkeeping service & PR)	11,000.00		11,000.00	
6505 Audit Expense	-		0.00	
6510 Payroll Service	1,300.00	827.02	472.98	57.19%
6515 Accounting Software	1,200.00	1,231.53	-31.53	-2.56%
6520 Online Giving	1,500.00	1,514.23	-14.23	-0.94%
Total 6500 Professional Fees	\$ 15,000.00	\$ 3,572.78	11,427.22	319.84%
6600 UCC Dues	3,832.00	3,629.50	202.50	5.58%
6700 Fundraising			0.00	
6705 Hospitality	300.00		300.00	
6710 Fall Dinner	300.00	204.85	95.15	46.45%
6715 Stewardship	100.00	72.19	27.81	38.52%
Total 6700 Fundraising	\$ 700.00	\$ 277.04	422.96	152.67%

First Congregational Church of Hanover				
Proposed Budget 2023				
			Variance	
			Budget 2023 vs Actual 2022	
	Budget 2023	Actual 2022	\$	%
<b>6800 Program Expenses</b>				
6805 Children's Day & Christmas	500.00	288.92	211.08	73.06%
6810 Confirmation and Youth Diaconate	1,000.00	36.33	963.67	2652.55%
6815 Curriculum	500.00	798.06	-298.06	-37.35%
6820 Diaconate	200.00	104.03	95.97	92.25%
6830 Transportation	1,620.00		1,620.00	
6835 Upper Room	215.00	214.50	0.50	0.23%
6840 Vacation Bible School	-		0.00	
6850 Youth Ministry - Fellowship	600.00	370.78	229.22	61.82%
6870 Music Supplies & Expenses	1,500.00	15.93	1,484.07	9316.20%
<b>Total 6800 Program Expenses</b>	<b>\$ 6,135.00</b>	<b>\$ 1,828.55</b>	<b>4,306.45</b>	<b>235.51%</b>
<b>6900 Utilities</b>				
6905 Alarm System	1,554.00	1,316.00	238.00	18.09%
6910 Electricity	9,200.00	9,194.76	5.24	0.06%
6915 Fuel	16,178.00	14,495.42	1,682.58	11.61%
6920 Telephone/Internet	5,600.00	4,536.56	1,063.44	23.44%
6925 Trash Removal	1,588.00	1,492.15	95.85	6.42%
6930 Water	1,600.00	1,586.30	13.70	0.86%
<b>Total 6900 Utilities</b>	<b>\$ 35,720.00</b>	<b>\$ 32,621.19</b>	<b>3,098.81</b>	<b>9.50%</b>
<b>Total 6000 Unrestricted Expense</b>	<b>\$ 271,777.47</b>	<b>\$ 226,485.22</b>	<b>45,292.25</b>	<b>20.00%</b>
<b>8000 Restricted Expenses</b>				
8100 Building Fund	23,337.00			
8110 Interior Paint & Repairs		6,150.50	-6,150.50	-100.00%
8120 Exterior Paint & Repairs		4,293.27	-4,293.27	-100.00%
8140 Grounds Maintenance		4,030.00	-4,030.00	-100.00%
8150 Elevator Maintenance		3,435.00	-3,435.00	-100.00%
8160 Boiler Maintenance		5,259.82	-5,259.82	-100.00%
8170 Miscellaneous		1,416.34	-1,416.34	-100.00%
8180 Special Projects		17,681.46	-17,681.46	-100.00%
<b>Total 8100 Building Fund</b>	<b>\$ 23,337.00</b>	<b>\$ 42,266.39</b>	<b>-18,929.39</b>	<b>-44.79%</b>
<b>8200 Fund Expenses</b>				
8220 Flower Fund		3,383.51		
8230 Haupt Bible Fund		122.36		
8240 Memorial Fund		3,051.99		
8250 Christy Fund		3,600.00	-3,600.00	-100.00%
8270 Church Fair		100.94	-100.94	-100.00%
8280 Misc Restricted Expenses		99.77	-99.77	-100.00%
<b>Total 8200 Fund Expenses</b>	<b>\$ 0.00</b>	<b>\$ 10,358.57</b>	<b>-10,358.57</b>	<b>-100.00%</b>
<b>8400 Discretionary Expenses</b>				
8410 Pastor's Discretionary		1,590.45	-1,590.45	-100.00%
<b>Total 8400 Discretionary Expenses</b>	<b>\$ 0.00</b>	<b>\$ 1,590.45</b>	<b>-1,590.45</b>	<b>-100.00%</b>
<b>8500 Outreach &amp; Service</b>	14,769.00		14,769.00	
8505 UCC OCWM	3,832.00	3,629.50	202.50	5.58%
8510 Pilgrim Association		321.00	-321.00	-100.00%
8515 Mainspring House		2,371.26	-2,371.26	-100.00%
8522 Church World Services		1,118.00	-1,118.00	-100.00%
8540 Other	1,200.00	5,293.86	-4,093.86	-77.33%
<b>Total 8500 Outreach &amp; Service</b>	<b>\$ 19,801.00</b>	<b>\$ 12,733.62</b>	<b>7,067.38</b>	<b>55.50%</b>
8504 Technology		15,281.05	-15,281.05	-100.00%
8600 Thrift Shop Sales Tax		4,363.42	-4,363.42	-100.00%
8840 Youth Ministry Program		0.00	0.00	
8900 Misc. Restricted Expenses		4,091.05	-4,091.05	-100.00%
<b>Total 8000 Restricted Expenses</b>	<b>\$ 43,138.00</b>	<b>\$ 90,684.55</b>	<b>-47,546.55</b>	<b>-52.43%</b>
<b>Total Expenses</b>	<b>\$ 314,915.47</b>	<b>\$ 317,169.77</b>	<b>-2,254.30</b>	<b>-0.71%</b>
<b>Net Operating Income</b>	<b>0.00</b>	<b>0.00</b>	<b>\$0.00</b>	
<b>Net Restricted Funds Income</b>	<b>0.00</b>	<b>16,464.95</b>	<b>(\$16,464.95)</b>	<b>-100.00%</b>
<b>Net Income</b>	<b>\$0.00</b>	<b>\$ 16,464.95</b>	<b>(\$16,464.95)</b>	<b>-100.00%</b>

**MINUTES OF ANNUAL MEETING – FEBRUARY 6, 2022**  
**RECORDED BY CHURCH CLERK**

Meeting opened at 10:30 am. Reverend Peter Johnston gave an opening prayer. The congregation sang an opening hymn.

A correction was made to the minutes of the date of the last annual meeting. Date should have been February 7, 2021, and not 2020.

**VOTED:** Motion made, seconded, and carried to waive the reading of the minutes of the February 7, 2021, Annual Meeting with the correction to the date of the report.

**VOTED:** Motion made, seconded, and carried to approve the minutes of the February 7, 2021, Annual Meeting

A correction to the Clerks Report for 2021. The Cabinet Meeting on March 18, 2021 was omitted from the report.

**VOTED:** Motion made seconded and carried to approve the reports of the Officers boards and committees for 2021 with the correction to the Clerks Report.

Jim Hoyes Thanked the Thrift Shop for their excellent year, The Fair Committee for their work and the Trustees for completing several projects after the pandemic had put everything on hold.

Members attending the meeting on Zoom were having trouble hearing. Carol Gillis offered to answer any questions regarding the Financial Reports.

Financial report for 2021 Listed an operational budget surplus of \$3,001, an Outreach and Service surplus of \$5,731 and the Building Fund had a surplus of \$4,712.

Going forward the issues with the Church Infrastructure need to be addressed, but the trustees will have to be selective in the projects that need to be completed in 2022.

**VOTED:** Motion made, seconded, and approved to accept the report of the Finance Board for 2021.

Because of technical problems with Zoom Jim Hoyes gave an overview of the budget for 2022.

We may go back to having Susan in the office three days a week, instead of two. To get the C.E. program up and running again we hope to have a new C.E. director in time for Rally Sunday. Salary for a Facility Manager has been included in the budget. There will be no salary increase for 2022.

There will be no income from rental of the parsonage. Any income from rental this year will come solely from Riley Hall.

Proportional Giving was implemented for 2021 and will continue.

Pledges have been strong for 2022. Since the printing of the annual report there has been an increase in pledges. The transfer from the Endowments will not be as large this year because for the 2021 surplus and the additional pledges.

Michael Hoiberg asked if the Christian Education needed more help to restart the programs and get more children into them. More outreach in the community may be needed. Digital outreach may be a way of contacting young people. The hiring of a C.E. Director hopefully will help re-invigorate our programs. Outreach will come from members returning to the Church in person. We do have young families in the Church, but they are not comfortable bring the children to Church currently. Covid has made some families extremely cautious.

A key issue just now is that there is only one person on the C.E. Committee. Volunteers are helping but we do need to bring the staffing levels on that committee back to where they were.

**VOTED:** Motion made, seconded, and carried to approve the Trustees Report for 2021.

**VOTED:** Motion made, seconded, and carried to approve the Budget for 2022.

**OTHER BUSINESS:**

Jim Hoyes made the following motion:

To allocate up to \$20,000.00 from the Restricted Fair Fund for the purpose of developing and implementing an upgraded, more secure, and technologically up-to-date Communications and Technology platform for the Church

A handout was made available to everyone, and copies will be emailed to anyone who could not attend the meeting in person.

Jim was asked to give an example of any one item on which we could focus. Replacing the screen in the Sanctuary with a smart flat screen TV, would be a definite upgrade. Live streaming the worship service would make members feel like they are part of the service instead of just watching a rerun-on YouTube.

Updating and making the office computer system more secure for payroll records and online giving is necessary.

Securing the buildings and upgrading the alarms is also a priority.

The technology upgrades should be forward thinking so that information can go out to the community and attract more young families to the Church.

The comment was made that since the pandemic everyone has been using technology for business and personally, for work and to stay connected. Churches may not survive if they do not use more technology to keep their membership active and to attract more people from the wider community.

Motion was seconded. Wally Reed did comment that this is money that the Church does have. It is not money that we have to go out and raise.

**VOTED:** To allocate \$20,000.00 from the Fair Fund to upgrade technology in the Church.

**NOMINATING COMMITTEE REPORT:** The Moderator thanked everyone who served on a committee this last year for their work, especially the Trustees for their work during the pandemic. He urged anyone who is available to get involved with the working of the Church even if they have no experience.

Jim Hoyes gave an overview of the report:

Trustees – Jack Shea will be staying on. Wally Reed has agreed to join the committee, leaving two vacancies.

Finance - Two vacancies

Investment Committee – No changes

C.E. – Nicole Conti, Jennifer Jones and Kate Gilligan are due to rotate off, but have agreed to stay for one more year.

Diaconate – Should have sixteen members but has been operating with about ten this year. They are reaching out for new members.



Flower – Committee – Everyone is rotating off this year, some will stay as volunteers for the near future but need to discuss the responsibilities of the committee. The Bylaws would have to be reviewed before any changes are made. You do not have to be a covenant member of the Church to be on the Flower Committee, so this is open to anyone.

Hospitality – Sue Conant, Ginny Burbine, Priscilla Cedrone, Sandy Adami and Jesse Berry. The committee was created back in 2018. There was no budget at the time. The committee is responsible for getting lay readers, greeters, and people to cover coffee after the Sunday morning service. Money for the hospitality should be requested from finance at this time.

Music Committee: Ava Sigsby has agreed to serve one more year. Virginia Hunt will join the committee.

Outreach and Service: Has one vacancy

Stewardship: Ken Cheo has joined the committee. John Fox and Lynn White may not continue.

Pastor Parish Committee: Rev. Johnston needs to pick three covenant members of the Church to serve on this committee.

Memorial Committee: Sally Romano is staying on the committee. Bob Sigsby will be a Diaconate Representative.

Food Pantry is not a committee of the Church, it is served on a voluntary basis by Church members. The current volunteers are stepping down. The Food Pantry requires two volunteers every six weeks for a two-hour period. Peter Ness and Cindy Woods have done this for a few years and found the work very fulfilling.

Les Hoiberg will be stepping down as Moderator. Jim Hoyes will be taking over. This leaves an opening for Vice-Moderator.

**VOTED:** Motion made, seconded, and carried to accept the Nominating Committee Report with the above changes.

The updated Nominating Committee will be sent out to members in an email.

With no other business to come before the meeting.

**VOTED:** Motion was made, seconded, and carried to close the meeting.

Rev Peter gave a closing prayer. Meeting closed at 11:50a.m.

Respectfully submitted,  
Irene MacAskill, Church Clerk

## Nominating Report – 2023-2024

Board of Trustees					
Member Name	Year	Current	Year	Term	Term
	Joined	Term Started	Official Term Ends	Length	Renewable?
Michael Wolongevicz	2020	Feb '20	2026	3	N
Bob Heywood	2020	Feb '20	2026	3	N
Mike Crosby	2018	Feb '21	2024	3	N
Jack Shea	2021	Feb '21	2024	3	Y
Wally Reed	2022	Feb '22	2025	3	Y
Ted Adami	2023	Feb '23	2026	3	Y
VACANT				3	Y

Finance Committee					
Member Name	Year	Current	Year	Term	Term
	Joined	Term Started	Official Term Ends	Length	Renewable?
Deb Springhetti	2021	Feb '21	2024	3	Y
Tony Romano	2019	Fall '19	2025	3	N
Peter Kelly (Assistant Treasurer)	2019	Feb '19	2025	3	N
Douglas Troupe	2019	Feb '19	2025	3	N
Lisa Boucher	2023	Feb '23	2026	3	Y
Carol Gillis (Ex Officio)					
Elaine Backer (Ex Officio)					

Investment Committee					
Member Name	Year	Current	Year	Term	Term
	Joined	Term Started	Official Term Ends	Length	Renewable?
Richard Zawalich (Ex Officio)			No Terms		
Hal Thomas			No Terms		
Deborah Zawalich			No Terms		
Deborah Springhetti (Finance)			No Terms		

Christian Education					
Member Name	Year	Current	Year	Term	Term
	Joined	Term Started	Official Term Ends	Length	Renewable?
Nicole Conti *	2020	Feb '22	2026	3	N
Jennifer Bunar	2017	Feb '20	2026	3	N
Jennifer Jones *	2016	Feb '22	2026	3	N
Rebecca Wolongevicz	2022	Feb '22	2025	3	Y
Jennifer Cuneo	2023	Feb '23	2026	3	Y
Karen Ventura	2023	Feb '23	2026	3	Y
<i>Note: Members with a "*" serving on an Ad Hoc basis until replacements can be found</i>					

Diaconate					
Member Name	Year	Current	Year	Term	Term
	Joined	Term Started	Official Term Ends	Length	Renewable?
Hal Thomas	2018	Feb '21	2024	3	N
Dennis Falcione	2020	Feb '20	2026	3	N
Kim Crimi	2020	Feb '20	2026	3	N
Tina Donovan	2022	Feb '22	2025	3	Y
Ava Sigsby	2022	Feb '22	2025	3	Y
Karen Tripp	2023	Feb '23	2026	3	Y
Flo McNeilly	2023	Feb '23	2026	3	Y
Dave Fiske	2023	Feb '23	2026	3	Y
John Fox	2023	Feb '23	2026	3	Y
Adrianne Rafferty	2023	Feb '23	2026	3	Y
VACANT				3	Y

Flower Committee					
Member Name	Year	Current	Year	Term	Term
	Joined	Term Started	Official Term Ends	Length	Renewable?
Cindy Shaw *	2018	Feb '22	2024	2	Y
Cynthia Ness *	2018	Feb '22	2024	2	Y
Ann Walsh *	2018	Feb '22	2024	2	Y
Maddie Thomas *	2018	Feb '22	2024	2	Y
VACANT				2	Y
<i>Note: Members with a "*" serving on an Ad Hoc basis until replacements can be found</i>					

Hospitality Committee					
Member Name	Year	Current	Year	Term	Term
	Joined	Term Started	Official Term Ends	Length	Renewable?
Priscilla Cedrone	2018	Feb '22	2024	2	Y
Ginny Hunt-Burbine	2018	Feb '22	2024	2	Y
Jessie Barry	2019	Feb '22	2024	2	Y
Sue Conant	2019	Feb '22	2024	2	Y
Sandra Amadi	2022	Feb '22	2024	2	Y

Memorial Fund					
Member Name	Year	Current	Year	Term	Term
	Joined	Term Started	Official Term Ends	Length	Renewable?
Sally Romano	2019	Feb '22	2025	3	Y
Lee Fiske	2020	Feb '20	2023	3	Y
Bob Sigsby	2022	Feb '22	2025	3	Y
VACANT				3	Y
VACANT				3	Y
Diaconate Representatives:					

Music Committee					
Member Name	Year	Current	Year	Term	Term
	Joined	Term Started	Official Term Ends	Length	Renewable?
Priscilla Cedrone	2017	Feb '20	2026	3	n
Maddie Thomas	2018	Feb '21	2024	3	Y
Ann Walsh	2018	Feb '21	2024	3	Y
Sandra Adami	2019	Feb '19	2025	3	N
Ginny Hunt-Burbine	2022	Feb 22	2025	3	Y
VACANT				3	Y

Outreach and Service					
Member Name	Year	Current	Year	Term	Term
	Joined	Term Started	Official Term Ends	Length	Renewable?
Cynthia Ness	2019	Feb '21	2026	2	N
Dayna Scribi	2019	Feb '21	2026	2	N
Tina Donovan	2019	Feb '21	2026	2	N
Carol Gillis	2021	Feb '21	2023	2	N
Lisa Boucher	2020	Feb '20	2024	2	N
Joyce Purslow	2023	Feb '23	2026	2	Y
Amy Kelly	2023	Feb '23	2026	2	Y

Pastor Parish Relations Committee					
Member Name	Year	Current	Year	Term	Term
	Joined	Term Started	Official Term Ends	Length	Renewable?
Tina Donovan	2023	2023	2026*	3	Y
Al Alexander	2023	2023	2026	3	Y
Lynn White	2023	2023	2026	3	Y

Stewardship Committee					
Member Name	Year	Current	Year	Term	Term
	Joined	Term Started	Official Term Ends	Length	Renewable?
Ken Cheo	2021	Feb '21	2024	3	Y
Lynn White (TBC)	2019	Feb '19	2025	3	N
Jamaal Thompson	2023	Feb '23	2026	3	Y
VACANT				3	Y
VACANT				3	Y
Finance Representative					

Ushering Committee					
Member Name	Year	Current	Year	Term	Term
	Joined	Term Started	Official Term Ends	Length	Renewable?
Al Alexander	2018	Feb '18	2024	3	Y
Ruth Hall	2018	Feb '18	2024	3	Y
Lisa Boucher	2020	Feb '20	2023	3	Y
Carolyn Frattalone	2020	Feb '20	2023	3	Y
Irene MacAskill	2020	Feb '20	2023	3	Y
Kenneth Blanchard	2020	Feb '20	2023	3	Y
John Ryan	2020	Feb '20	2023	3	Y
David Vaughn	2020	Feb '20	2023	3	Y
Dick Bancroft	2020	Feb '20	2023	3	Y
Wally Reed	2020	Feb '20	2023	3	Y
Amy Kelly	2020	Feb '20	2024	3	Y
Mike Kokernak	2020	Feb '20	2023	3	Y
Meredith Crosby	2020	Feb '20	2023	3	Y
Mike Crosby	2020	Feb '20	2023	3	Y
Karen Tripp	2020	Feb '20	2023	3	Y
Cynthia Woods	2020	Feb '20	2023	3	Y

SNEUCC Delegates					
Member Name	Year	Current	Year	Term	Term
	Joined	Term Started	Official Term Ends	Length	Renewable?
Karen Tripp	2017	Feb '19	2023	2	Y
VACANT				2	Y

Church Officers				
Church Officer Title		Name	Year Official Term Ends	Term Length
Moderator		James Hoyes	2024	2
Vice Moderator		VACANT	2024	2
Church Clerk		Irene MacAskill	2023	1
Financial Secretary		Elaine Backer	2023	1
Assistant Financial Secretary		Mary Dunn	2023	1
Treasurer		Carol Gillis	2023	1
Assistant Treasurer		Peter Kelly	2023	1





**First Congregational  
Church of Hanover**  
United Church of Christ