



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

Annual Reports

For the Year Ended December 31, 2024



Behavioral Covenant

As we walk together in all God's ways, we seek to discern and do what is best for our church as a whole, not what necessarily may be best for individuals or factions (Philippians 2:4). We recognize that conflict and disagreements are normal and natural. However, as followers of Jesus Christ, we promise to respect each other at all times and act in accordance with the following directives:

- ❖ Acknowledge all persons as cherished children of God. (Ephesians 1:6)
- ❖ Wholly embrace the decision-making process as a valid means of achieving consensus. (I Corinthians 1:10)
- ❖ Recognize others' rights to different views, believing that diversity is a strength. (Romans 12:4-5)
- ❖ Actively listen, trying as hard to understand as to be understood. (Proverbs 4:7)
- ❖ Speak gently and honestly about concerns, feelings and opinions, always using "I" statements, eg., "I think," "I feel," "I believe." (Ephesians 4:15)
- ❖ Take accountability for our words and actions, understanding our inherent flaws as human beings. (Romans 3: 23-24)
- ❖ Communicate the positive merit of others' ideas before offering feedback, thus avoiding the discrediting or dismissing of ideas without proper consideration. (Ephesians 4:32)
- ❖ Choose to forgive one another, as God has forgiven us. (Luke 11:4)

As a follower of Christ, I will strive faithfully to carry out the work of the church, and I agree to abide by this covenant.

"A gentle answer turns away wrath,
But a harsh word stirs up anger." (Proverbs 15:1)



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ANNUAL REPORTS FOR THE YEAR ENDED DECEMBER 31, 2024

ANNUAL MEETING HELD FEBRUARY 2, 2025

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2024 Annual Meeting Agenda

AGENDA ITEM	PRESENTER
Moderator Opening Comments	Ginny Hunt – Church Moderator
Confirmation of a Proper Call and Quorum of Members	Irene MacAskill – Church Clerk
Senior Pastor Opening Comments & Opening Prayer	Rev. Peter Johnston – Senior Pastor
Motion to Accept the Minutes of the February 19 ,2024 Annual Congregational Meeting	Irene MacAskill
Review 2024 Reports of Staff and Church Officers	Congregational Discussion
Motion to Accept the 2024 Reports of Staff and Church Officers	Ginny Hunt
Review 2024 Reports of Boards and Committees	Ginny Hunt Congregational Discussion
Motion to Accept the 2024 Reports of Boards and Committees	Ginny Hunt
Finance Board Presentation on 2023 Financial Statement	Deborah Springhetti -- Chair, Finance Board Congregational Discussion
Motion to Accept the 2024 Financial Statements	Ginny Hunt

AGENDA ITEM	PRESENTER
Finance Board Presentation on the Proposed 2024 Operating Budget (Non-Restricted Budget)	Deborah Springhetti Congregational Discussion
Motion to Accept the 2024 Operating Budget (Non-Restricted Budget)	Ginny Hunt
Review and Acknowledgement of the 2025 Restricted Building Fund and Outreach & Service Budgets	Deborah Springhetti James Hoyes
Motion to Properly Minute the 2024 Building Fund and Outreach & Service Budgets	Ginny Hunt
Any Other Business Items or Motions Raised by the Congregation - Motion to Correct Wording Consistency Between Article 8 / Article 30B (see page 7 of the Annual Report for more details) - Discussion Regarding Scouting (page 8) - Discussion Regarding the Riley Hall Wheelchair Lift (INSERT) - Discussion Regarding Salary Adjustments	Ginny Hunt
Review of the Nominating Committee Report for 2025	Ava Sigsby Rev. Peter Johnston Discussion
Motion to Accept the 2025 Nominating Committee Report	
Moderators Closing Comments	Ginny Hunt
Closing Prayer	Rev. Peter Johnston
Motion to Adjourn the Annual Meeting	Irene MacAskill

- ✓ All “Any Other Business” Motions will need to be raised, accepted by the Moderator, seconded, discussed, and voted upon. Only church members may vote.
- ✓ Approval of Motions is by a simple majority vote.

Background on the Article 8 / Article 30 Wording Consistency Motion

Article 8, Line Item 4

“Moderator shall appoint two (2) members of the Cabinet to serve on the Pastoral Salary Review Committee (see Article 30)”

Article 30B, Line Item 1

“The staff review of pastoral employees shall be conducted with the Pastor(s), the Moderator (who shall seek input from the Staff Relations Committee), the Chair(s) of the Diaconate, and at the discretion of the Pastor(s), a representative of the Pastor-Parish Relations Committee.”

Issues and Implications Related to Current Wording:

1. Wording is inconsistent across the Articles.
2. The additional two appointees by the Moderator are not mentioned in Article 30B.
 - a. It is unclear whether these appointees can be Cabinet members who are already members of the Staff Relations Committee or must be additional appointees.
3. There is no “Pastoral Salary Review Committee”. The salary review procedure is encompassed by Article 30 (an expressed responsibility of the Staff Relations Committee) and by Article 30B, Line Item 5 (an expressed responsibility involving the Moderator, Chair(s) of Diaconate, and Finance Board).
4. Conducting an open and honest annual performance review with a panel of four people (Moderator, Diaconate Chair, two appointed Church Cabinet members) is cumbersome, potentially confusing if messaging is not consistent, and can be limiting in terms of open discussion. This grouping could also include a PPRC member, bringing the size of the annual review meeting to six people including the Pastor. This is not a best practice in HR management.

Recommendation:

Motion to Strike Article 8, Line Item 4 from the Bylaws.

The Moderator is already gaining input from the Staff Relations Committee which is comprised of the Moderator, and Chairs of the Board of Trustees, Finance Board, Diaconate, Music Committee, CE Committee ... *all Church Cabinet members*.

Approving this Motion would mean core Performance Review feedback can be more easily consolidated, and a more singular performance management message can be communicated to pastoral employees. A smaller group is more likely to provide a forum for open, honest, direct, and transparent feedback.

Alternate Approach:

1. Keep Article 8, Line Item 4
2. Change Article 30B, Line Item 1 to read (change is bolded): “The staff review of pastoral employees shall be conducted with the Pastor(s), the Moderator (who shall seek input from the Staff Relations Committee), the chair(s) of the Diaconate, **and two (2) Moderator-appointed Church Cabinet members**, and at the discretion of the Pastor(s), a representative of the Pastor-Parish Relations Committee.”

Implication: This would increase the size of the reviewing team from two (2) to four (4); however, it does include two additional committees in the process.

Regarding Scouting Programs

The First Congregational Church of Hanover has been asked to recharter Troop 1. It should be noted that according to the Mayflower Council for the Boy Scouts of America, it is an actively chartered group (more on that later). Boy Scouts of America, now going by Scouting America as of Feb 8, 2025, requires each troop/pack to have a Charter Organization such as a school, church, or service group, etc. The role of the organization is to oversee a Scouting unit (like a Cub Scout pack or Scout troop) within their community, providing leadership, meeting facilities, and support for the program while ensuring it aligns with their organization's values and goals; essentially acting as the official sponsor for the Scouting unit within their community. We are currently the Charter Organization for Pack 37 (cub scouts) and provide them space at Riley Hall. I am the Charter Organization Representative, having the unique ability to be a liaison for the pack and church as an active member of both. This apparently also automatically makes me the COR for Troop 1 according to the Mayflower Council. Troop 1 is one of the earliest Scouting troops, starting back in 1912, and has much history here in Hanover. It is inactive with no current members or committee members. It was most recently utilized as a girls troop, Troop 1G, through 2020. It dwindled with the 2020 pandemic and its members aged out. Eric Grund, an active Hanover Troop 38 leader at St. Mary's, is currently asking me, as the Charter Organization Representative, to resign the charter as he would like to try to revive a girls Troop here in Hanover.

There are good reasons to do this including providing a community service and gaining visibility within the community. Scouting America maintains their commitment to youth protection and service to God and country as core values.

There are some liability issues to consider in that our insurance must continue to cover us as a CO for scouts. There are some local Catholic churches that have been told they can no longer Charter for scouts as their insurance does not cover this activity.

We must have space to offer them, and we have aging buildings with maintenance and upcoming construction projects. It is also a bit of a concern that the troop and pack appear to have been running fairly unchecked by us as the Charter Organization in recent years (our last COR became absentee) and with little regard to this by scouting leadership or awareness of the church. I was told by the Mayflower Council that they could possibly consider another COR for this Troop other than myself as I have expressed my inability to take on another volunteer leadership role. I would recommend it be someone who is part of the church. I am unsure of how these charters were being pushed through in recent years until my involvement in 2022/23. I have not, to date, signed a Charter for Troop 1 and will await the congregation's decision. Pack 37 is currently chartered though the end of 2025.

Respectfully submitted,

Rebecca Wolongevicz

Message from the Senior Pastor

Joel 1:3 and the Book of Deuteronomy state, “Tell your children of it, and let your children tell their children, and their children to another generation”. This verse is about passing down a story from generation to generation. Our faith is sustained by our handing down of stories.

Dear Friends,

Contained herein are the reports of the boards, committees and officers and all of the holy work that sustains our church. As we enter year four of being pastor and congregation, and as we approach our 300th anniversary as a church in 2027, we do have stories to hand down, as we have for centuries.

In 2024, the Diaconate and I set three goals for the year: reconstituting Called to Care, the church’s lay visitation team; improving communication among the boards and committees; and revisioning children’s ministry.

Rev. Dr. Laura Delaplain and I conducted training sessions with the Called to Care Team. The visitation team has been commissioned and is moving ahead.

In 2024, we said goodbye to Elsa Marshall, Minister of Faith Formation, Kristyn Falcione, Youth Director, Jim Millins, Facilities Steward, and Karen Tripp, Sexton. We are delighted to welcome Megan dePontbriand as Christian Director and to thank Jenn Bunar and Nicole Conti as our Youth Leaders. Our confirmation program commences in February.

I’m happy to report that both of our Field Education Students are doing well. Lori Bruni served as the pastor of the Wollaston Congregational Church for one year. She is currently on the ordination track and is searching for a church. Kim Engle was ordained and is serving as the pastor of the UCC churches in Middleboro and Lakeville. In March, we welcome Patti MacLennan as our field education student for 2025.

Looking ahead, a goal is to look at our governance. Our board and committee structure is based on a model of church ministry which has guided our work for decades. Working with the cabinet, officers and committee chairs, I hope to develop a model which will make the church run more effectively.

This was a good and productive year ministering to the needs of our congregation and the community. All the activities and ministries that FCCH provides are well worth the time and effort as we witness additions to our church family.

May God bless us as we ponder anew the possibilities for our church family.

Faithfully,

Reverend Peter Johnston, Senior Pastor

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

The call for the Annual Church Meeting for 2024 was posted as required by the Church By-laws on January 14, 2024

Minutes were recorded of Church Cabinet Meetings held in 2024:

March 7, 2024, June 6, 2024, September 12, 2024, December 5, 2024

Minutes were recorded of the Church Meeting held in 2024:

September 15, 2024

The changes below were taken into account for 2024 as recorded by the Church Office:

SUMMARY:

Membership reported in Last Annual Report: **174**

Total Active Membership in 2024, which includes the following: **168**

Additions: **0**

Subtractions: **6**

Transfer **2**

Deaths: **4**

The following recordings were entered in 2024 in the official records.

Baptisms: Walter Lucier, Kevin Modestino, Nolan Livingston

Deaths: Kenton Greene, Dolores Johnson, Frederick Briggs, Mark Gifford

Respectfully Submitted,
Irene MacAskill, Church Clerk

Report to the Congregation from the Moderator

2024 was a very busy and energetic year for members and friends of First Congregational Church of Hanover. In the wake of the pandemic years, it was a much needed and welcomed change. Currently, the church seems stable in many areas due to all who have worked to secure the future of the congregation. Meeting the unique challenges for our church in the 21st century is being thoughtfully addressed.

To recap the end of 2023, several policies for the Staff Relations Committee have been adopted as recommended in the church audit. As per the by-laws, these changes were reviewed at the December 7, 2023, Cabinet Meeting and scheduled to go into effect on April 1, 2024. They included changes to ADP (adult disability insurance), elimination of paid health benefits for part-time employees, written performance objectives to be completed by December 1st of each year, and pay raises to take effect on April 1st. Staff expense reports are to be submitted monthly rather than quarterly, and the payroll process is now on a bi-monthly schedule with 1099's currently issued for payments over \$600. A Facilities Use Policy was updated and a Behavioral Covenant was written and put into play by the Diaconate in 2024. In addition, in 2024, a comprehensive "Policies and Procedures for a Safe Church" booklet was created and an "Employee Handbook" updated. Both are readily available in the office for reference.

The financial picture for the church has been a challenge for several years as the Treasurer and Finance Committee worked diligently to find funding for the church. Initially, the operating budget in 2024 fell short of needs, but the loss in the first months of 2024 was less than expected after members responded generously to news of the ongoing deficit. The Treasurer cautioned that this spurt of income could change as the year progressed and kept track meticulous of income and expenses. After careful analysis, the Treasurer was able to consolidate six accounts into three, negotiate a 4% interest rate with Rockland Trust and secure old dividends to be returned from the State. Streamlining the financial aspects of the church has paid off, and it is hoped that future access of the Endowment Fund for a shortfall will remain minimal.

The deficit, however, remains. Rental income is down, and Riley Hall has been vacant for months except for AA Meetings and the Thrift Shop. Although the Thrift Shop and the Annual Fair held in November generate income for the church, there are other challenges outside the deficit. Planning for major projects facing the church has become a priority. The lift project for Riley Hall hit a few snags in 2024, but Dave Fiske is working them out to comply with ADA regulations. Since the valuation of the church property was last listed at \$3,000,000, the big-ticket items such as the installation of the lift and the eventual replacement of the old boilers in the main building remained the two prime concerns in 2024.

With an energy not seen since 2020, the members and friends of the church rose to address the deficit in 2024 with a dual purpose to build up funds to decrease the deficit and provide funds for the lift project. Several grass roots fundraisers were planned and executed with enthusiastic efficiency.

The first such fundraiser took place in February of 2024 with pans of lasagna baked and sold in time for Super Bowl Sunday. A whole church yard sale followed in April, and loose change was collected in a wooden wishing well strategically placed in the vestry. Altar flowers are still being rearranged into smaller bouquets and sold during coffee hour. In May, the Goods and Services Auction was held and people from the community attended this fun-filled evening.

With Rev. Peter and Chad working the mic as our indomitable auctioneers, many items were sold and over \$6000 was made. Matching funds were provided anonymously, and all auction proceeds went to the lift project.

The church membership continues to prioritize programs, services and the technology component. The Sunday service continues to be taped and put on YouTube. Members and friends continue to comment positively about the music in our church. For many years, our talented and versatile Minister of Music has always seemed to find just the right music that relates to the message, sometimes on the spur of the moment. In recent years, internships have been offered and Kim Engle served as our minister in training in 2023-2024 before going on to receive a call to her own churches. Confirmation class has been rescheduled for 2025 and a new membership class will be scheduled for new church friends who have found their way to FCC Hanover after their own church doors were closed. The youth group has several members, and is actively participating in related activities, and after a careful search, a new Christian Education director was hired with the hope that parents will again bring their younger children to church on Sundays or during special activities planned on other days. The Call to Care group has received significant training provided by Dr. Laura Delaplain, with the intent to increase visitations and to continue to send cards to fulfill this vital mission to our members and friends.

On the horizon, church leadership will be looking into ways to improve service and communication. Some reorganization may create solutions to ease overwork for committee members. This may include rewriting some by-laws with congregational membership approval. Ideas include holding more frequent Cabinet Meetings to decrease lag time in dealing with issues and creating a tiered system of service since some committees require more responsibility than others. It was thought that sending Cabinet Minutes to all church members would keep the congregation better informed as well.

With the church's 200th anniversary coming in a few years, now seems a good time to reevaluate our mission to the community within and the community at large. We may not be a large church per se, but we are dedicated to service and helping others.

Respectfully submitted,
Virginia Hunt-Burbine, Church Moderator

Required Steps to Hold an Annual Meeting as per the Approved Church Bylaws (Article 35¹)

Required Step to Hold an Annual Meeting	Status
Annual Meeting to be held no later than the sixth Sunday of the calendar year ² .	✓ Meeting set for February 2, 2025
Be announced to the parish by an official "Call." Such Call shall be in the form of a written statement prepared and displayed in the church at least seven (7) days before the meeting by the Clerk and stating the purpose(s) of the meeting. The Call shall also be read during the church service on the Sunday preceding the meeting.	✓ Call read by the Church Clerk on Sunday, January 7, 2024. ✓ Reminder messages placed in church newsletters, Sunday bulletins and FCC of Hanover social media pages. ✓ A congregational announcement was made during the January 21, 2024, Worship Service.
Require a quorum of twenty-five (25) covenant members.	☐ To be confirmed at the meeting.
Consider and act on reports of the church's Pastors, officers, boards, committees, organizations, delegates, and alternates.	✓ Items are contained in the Annual Report or placed on the Meeting Agenda. ☐ Voting to accept the reports will occur at the meeting.
Hold a vote to approve the proposed budget for the ensuing year.	✓ Item is on the meeting agenda. ☐ Voting to approve the budget will occur at the meeting.
Elect officers, board members, committee members, and delegates.	✓ Item is on the meeting agenda. ✓ The Nominating Committee Report will be available prior to the meeting. ☐ Voting will occur at the meeting.
Transact any other business which may legally come before the Annual Meeting.	☐ TBD, a congregation member(s) may make a motion(s) at the meeting. If a proper motion is seconded, and followed by open discussion, such a motion(s) may be voted upon at the meeting.

¹ BY-LAWS (fcchanover.org)

² In case of emergency, the date may be changed by a unanimous decision of the Moderator, Senior Pastor, and 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).

Called to Care & Prayer Chain Ministry

Called To Care members have been receiving continuing education with classes provided by Pastor Peter Johnston and Laura Delaplain. The classes, beginning in the Fall of 2024, will continue into the winter of 2025. Some of the education provided include confidentiality, visitations and communication.

Pastor Peter Johnston is the main provider of spiritual care of our church. If you are interested in someone being contacted by a member of Called to Care, you can do so by contacting the Pastor. If you are interested in joining this ministry, please contact the pastor. There is no term limit to how long you can be 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

Christian Education

The Christian Education committee has had yet another transitional year with our efforts in youth programming. Elsa Marshall's position officially ended at the end of the first quarter and after a vote from the Congregation regarding our finances. Kristyn Falcione stepped down as Youth Director in June. We gained Janet Cook as a new committee member. We did not have any applications for scholarship money for graduating high school seniors this year.

We hired Megan dePontbriand in August as our new Youth Director, and former committee members Jenn Bunar and Nicole Conti volunteered to head up Youth Fellowship. Members of the committee continue to discuss ways to engage youth and youth families with input from our staff and volunteers.

We had a small, successful kick-off event on the first fall Sunday in September, providing apple themed food and games for the children and families during coffee hour in the yard of Riley Hall. We strive to provide Sunday School each Sunday of the school year with the challenge of varied ages of the children and small volume.

We adopted the new Sparkhouse curriculum, which is user friendly and can adapt to various ages. We aim to provide a welcoming environment for children in worship services and adopted the use of Riley Hall for our Sunday school lessons again after giving two of the classrooms a big cleaning and refresh. We continue to try to personally reach out to new families to ensure they feel welcome and know what opportunities are available to their kids and families. We have planned and presented the brown bag Christmas Pageant on Dec 8, which was greatly received last year as well as this year. We are looking for at least two more committee members.

Respectfully Submitted,
Rebecca Wolongevicz
Chair, Christian Education Committee

Conference Delegate United Church of Christ

I attended the Ecclesiastical Council for Kim Engel. She successfully passed and qualified to be ordained. She has since become a pastor of two churches. I was unable to attend Lori Bruni's Council, but she successfully passed as well. This makes her eligible for ordination.

Super Saturday 2025 will be held on March 8th in Shrewsbury. There will be both online and on-site offerings.

Respectfully submitted,
Karen Tripp, Conference Delegate

Diaconate

Diaconate members successfully fulfilled our main goal of assisting Reverend Peter in providing meaningful Sunday worship for all in the congregation. This year involved not only serving on Communion Sundays but in collecting prayer cards and distributing microphones for those wishing to express celebrations/prayers during the service.

After much prayerful discussion, we have started a program to increase congregational participation in worship in hopes that members will assist beyond scripture reading in the service. In 2025 all on the Diaconate are open to constructive feedback on Sunday worship.

Last year secondary duties included supporting the Pastor in his efforts of increasing intra-committee communication, establishing Christian Education, and coalescing the several groups in the church who are involved in Call to Care.

A sub-group on the Diaconate assumed the duty of composing an initial draft of a Behavioral Covenant and then several of this group served on a congregational committee that finalized this document. The Behavioral Covenant was approved at a congregational meeting in Fall of 2024.

Additionally, members of the Diaconate were actively involved in fellowship activities (Pastor's Tea, Bell Concert, Church Fair among others) and in the numerous fundraising efforts that resulted in closing the budget deficit (Auction, Lasagna Sale).

Goals for next year will include (1) continuing to improve *intra- committee* communication, (2) continuing the program of increasing member participation in worship, and (3) increasing Diaconate membership.

Respectfully submitted,
John Fox

Deacon's Fund

The Deacons' Fund, collected on Communion Sundays, helps us help people in need in our church and our community. Your contributions have helped folks with unexpected expenses. These funds can be used for heating bills, car repairs, medical copays, kids' shoes and groceries. The fund balance is \$1,886.60.

Respectfully Submitted, The Diaconate

Flower Committee

The Flower Committee had been operating with two members, and this year, two congregation members answered our plea for additional members. We were fortunate to welcome Maddie Thomas and Christine Nelson to our Committee.

The Committee's main role is to arrange for the weekly flowers to grace the altar of the sanctuary. On many Sundays, members of the congregation donate the flowers, and beautiful arrangements are created by Hanover Country Florist for the very reasonable price of \$25 per week (including delivery). In 2024, 24 church members ordered flowers and the Flower Committee provided arrangements on 27 Sundays. No flowers were ordered for Easter Sunday.

Parishioners do not typically order flowers during July and August, so a dish garden was used for the altar during these two months. This initiative began in 2023, and last year's planter continued to be healthy and green, so the same dish garden was used during the 2024 summer months. We thank Karen Tripp for the weekly watering of the dish garden. When not being displayed, it is in the vestry and is often used to enhance the Coffee Hour table.

In February, we began a small fundraiser initiative to help with the greater fundraising efforts of the church. On Sundays when the Flower Committee provides the altar flowers or when a member of the congregation wishes to donate their flowers, the arrangement is divided into about four or five small bouquets which are sold at Coffee Hour for \$5 each. Committee member Maddie Thomas proposed this idea, and she and Christine Nelson make and sell the bouquets. The idea has been well supported by our congregation, and the bouquets have realized \$487 for the church since its February inception.

One of our recent goals has been to replace the wreaths for the front door of the church. Last year Christmas and spring wreaths were purchased; this year we completed the updates by purchasing fall, winter (to be used after Christmas) and summer wreaths. Our Committee also seasonally decorated the urns at the church and Thrift Shop entrances, helped with decorating the church sanctuary at Christmas, and planted chrysanthemums under the church sign.

During the Easter season, 24 congregation members purchased lilies for the altar in memory of or in honor of loved ones. A total of 30 plants were displayed for Easter, and of these, nine plants were donated to be delivered to homebound parishioners.

The Christmas Season brought the sale of poinsettias to beautify our sanctuary. We received 29 orders, and 14 deliveries were made to members of our congregation. The Flower Committee would like to recognize and thank those members of our congregation who kindly responded to our plea for assistance in making deliveries during a busy time of year.

Respectfully submitted,
Glenda Larson, Janet Cook

Hospitality Committee

The Hospitality Committee is a small but important group at FCC Hanover. The committee hosts and recruits people for coffee hours following Sunday worship services and helps provide refreshments at special events throughout the year. This year, we helped with several events including special coffee hours for our student Kim Engle, Scout Sunday, and a reception to welcome new members. During July and August, we offered lemonade, iced tea and provided treats for our outdoor worship services. A big thank you to the Falcione family for our August strawberry shortcake! We helped with a celebration of Chad and David's marriage and a potluck supper following our Wishing Well fundraiser. We also helped with the Stewardship Sunday brunch and have expanded our efforts to help with family collations. Many members and friends offer a helping hand when needed. At our New England Ringers Concert, we put out a call for cookies and refreshments and were very grateful for the overwhelming response. At a recent Minister's Tea, some of the committee, with the help of church friends, cleaned and organized the kitchen and supply closet. We have a budget of \$300 and when we do not receive donations in our coffee hour container, we will use the budgeted money to replenish supplies.

Thanks to all who donate, host coffee hours and especially thank you to Hal Thomas for making the coffee each Sunday. We could surely use more members on Hospitality - please consider joining us.

Respectfully submitted,
Jessie Berry

Investment Committee

Listening to this year's political rhetoric, one may come away with the impression that the country is teetering on economic chaos. In many regards, the economy has not been this strong in decades. We are currently fighting no wars; job growth, particularly in manufacturing, is robust; and unemployment is near a cyclical low. Inflation is seemingly under control and the Federal Reserve has been lowering rates. The stock market has returned more than 20% for the second year in a row.

Anecdotally, individuals see higher grocery bills or soaring egg costs or just feel that things were better. The change in Administration brings the usual uncertainties, but also some real economic worries if tariff proposals or tax policies are enacted. Trade wars are inflationary and will also hurt many smaller businesses. Much may just be political rhetoric, but we are prepared to adjust our portfolios if need be.

In 2024, our stock portfolio returned 23.9% and our bonds and money market portfolios returned just under 4%. Overall, the Endowment funds increased by more than 14%. We are at the higher range of our equity exposure, and we feel that we have more than adequate liquidity to react to any major market moves or Church needs.

Respectfully submitted,
Hal Thomas, Deborah Zawalich, Rich Zawalich, Robert Meader

Statement of Changes to the Endowment Fund For the year ended December 31, 2024

Endowment Fund:

	Beginning Balance	Deposits	With-drawals	Gain/Losses	Ending Balance	Annual % Gain/Loss
General Endowment	509,526	-	-	73,340	582,866	
Special Projects (Fair Fund)	24,403	9,311	-	3,514	37,228	
Other Restricted & Targeted Endowment Funds						
Clapp	8,758	1,125	(1,800)	1,261	9,344	
Whiting Elderly	16,310	-	-	2,343	18,653	
Memorial	35,666	2,157	(2,015)	5,045	40,853	
Flower	10,370	1,127	(2,414)	1,532	10,615	
Haupt Bible	5,422	-	-	811	6,233	
Audit Reserve	-	-	-	-	-	
Pastor's Sabbatical	15,536	-	-	2,251	17,787	
Sub-Total	92,062	4,409	(6,229)	13,243	103,485	
Total: Endowment Funds at Fidelity	625,991	13,720	(6,229)	90,097	723,579	14.4%
Christie (Invested Separately) ¹	31,879	-	-	1,031	32,910	3.2%
Grand Total	657,870	13,720	(6,229)	91,128	756,489	

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

Investment Mix (Ending December 31, 2024)

Fidelity Fund	Percent Allocation
<i>Fidelity Total Market</i>	55.4%
<i>Fidelity Intermediate Bond</i>	29.0%
<i>Fidelity Government</i>	15.6%
Total - All Funds	100.0%

Laura's Country Church Fair

The Annual Church Fair was held on Saturday, November 2nd, 2024. The new THIS N THAT table made its appearance and was quite popular. Look for the new "TOOL" table that will be introduced next year. Venmo was used as a new additional source of payment.

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 a new organ.

The proceeds of the individual tables are as follows:

Food/Cookie/Candy/ Jam Table	1,780.63
Plant Table	381.75
Café	877.60
Holiday Decorations	2,223.22
Knitted Wear	1,097.65
This N That Table	550.00
Jewelry	1,529.42
Woodcraft	223.71
Bits & Pieces Table	1,321.96
Progressive Auction	360.00
Total	10,345.94

We wish to thank all who made the Fair a happy and successful day. Looking forward to your continued support for the 2025 Church Fair, which will be held on Saturday, November 8, 2025.

Respectfully submitted,

Amy Crosby, Karen Tripp, Ruth Hall, Irene MacAskill, Tina Donovan, Linda Gilardi, and
Adrianne Rafferty

Memorial Fund

Donations were gratefully received in the memory of Edward Melchin. At the request of his wife, Marilyn Melchin, all donations were put towards the chair lift in Riley Hall. Donations were also given in memory of Dolores (Dolly) Johnson. Dolly and Ed were lifted up on All Saints' Day during the church service. Each gift was acknowledged with a thank you note.

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. The committee thanks Ruth Hall for reaching out to us with this request.

Thank you to committee members Bob Sigsby, Sandy Vaughn, Karen Tripp (Diaconate Representative), and John Fox (Diaconate Representative) for their dedication and support throughout the year.

Respectfully submitted, Sally Romano, Chairperson

Moonlighters

The Moonlighters is a group of approximately 16 women who meet on the third Wednesday of the month at 7 pm from September until June. We collaborate for an evening of fellowship, community service projects, dinners, and Annual Church Fair preparation. Below is a summary of our monthly activities.

January: We met at Riley Hall for our Birthday Celebration with cupcakes and a birthday Yankee gift swap. We also signed up for preparing a meal for Mainspring House in February.

February: We worked on making holiday bows for the Church Fair. We prepped/ cooked chicken & rice casseroles, veggies, and desserts for approximately 120 people, and then delivered and served at Mainspring House.

March: Dayna Scribi hosted our annual International Potluck Dinner of international entree, salad or dessert.

April: Game Night - We played Skyjo accompanied with much fun and laughter. Signed up for weeding at Labyrinth in summer.

May: We worked on painting crafts for the Fair.

June: Libby Ritchie planned our Mystery Ride Dinner to the Weathervane in South Weymouth. 12 members attended on a beautiful night and we were able to eat outside on the deck overlooking the golf course.

During the summer months members took turns weeding the Labyrinth.

September: We met at Riley Hall and worked outside painting pinecones for the Craft Fair project.

October: We assembled the baskets for the Craft Fair. Members signed up to deliver shut-in bags.

November: Members assisted with set-up for the Annual Craft Fair on Friday and worked the Craft table selling many handmade beautiful holiday linens, wreaths and bows, pine cone bowls, wooden decorations. We assembled the bags for shut-in at our monthly meeting and signed up to deliver them to our parishioners. We enjoyed a nice social visit as well.

December: Eleven members attended Deb Jackman's for our annual Christmas Potluck Party and Yankee Swap. We had great food and laughs while participating in the swap. Dayna Scribi organized delivery of our donated gifts to Friends of the Homeless of the South Shore. We look forward to another great year ahead in 2025 with fellowship, fun, and community service. New members are always welcome.

Respectfully submitted, Libby Ritchie and Deb Jackman

Music Committee

This was another appreciative year for the Music Committee.

We continue to enjoy the absolutely amazing music Chad Weirick performs for us during our church services. The Committee, most of us choir members, see firsthand from the choir loft the exemplary handwork of the prelude, offertory, and postlude instrumentals that he performs. Chad creates them from his heart-felt talents without sheet music, all generated from his masterful musical mind. The choir appreciates his sense of humor and his total professionalism during practices and while performing our anthems. We as a church are so blessed to have the caliber of such a great musician in our church community and to have him as our Director/Minister of Music. Thank you Chad.

Our drummer Tim continues to support Chad's music during the service. He is scheduled for three Sundays a month during the church calendar year, but not during the summer months. Tim does not play on Communion Sundays as it is felt that a quieter service better reflects a feeling of thought and meditation.

The holiday concert on December 1, 2024 was a great success and it featured the return of the *New England Ringers* who performed at FCC Hanover in 2022. It was wonderful to see the sanctuary filled to capacity with lovers of their great seasonal music, as performed by this extraordinary bell ringing group. A free-will donation was taken at the end of the concert and those attending were quite generous. Approximately \$1,000 was collected. Refreshments following the concert were prepared by many church members and thoroughly enjoyed by all. A special thanks again goes to Ava Sigsby for organizing this wonderful event, who along with many others made it a wonderful afternoon at FCC Hanover.

Recently, the Music Committee received notification from the Mass Cultural Council that our \$1,000 grant application towards a musical event in 2025 was approved. The Committee will work with the Hanover Cultural Council on the funding details and will coordinate the date of the selected performance group.

Respectfully submitted,

David Fiske, Sandy Adami, Maddie Thomas, Janet Hamilton, Lee Fiske and Ginny Hunt, ex-officio.

Outreach and Service

The objective of the Outreach & Service Committee is to utilize their time and talents to provide funds and resources both locally and across the globe.

One of our missions is to provide a meal at MainSpring House (homeless shelter) in Brockton on the first Sunday of each month. Recently, members of the congregation have been preparing a meal for 150+ people, which is a significant increase from prior years. Since Covid we now have the option to either deliver the prepared meal or ingredients on Saturday or prepare and serve on Sunday. Individuals, families, or groups are always welcome to sign up (in the coat room) for this worthwhile and rewarding mission. During 2024 we participated in these annual ministries:

- February: 69 blankets purchased by the congregation, which allowed the Church to make a \$690 donation to the Church World Service (CWS) organization.
- March: One Great Hour of Sharing donations of \$665 collected for CWS.
- April: 91 Hygiene kits were assembled and donated and sent to CWS.
- November: \$815 in supermarket gift cards was collected and given to VNA for distribution to needy members/veterans of our community.
- December: \$1,120 in gift cards was generously donated by our congregation to be distributed by the VNA to local families in need.
- Ongoing: \$64 was collected from redeemed bottles and cans. \$540 was collected in December for Christmas cards. This total of \$604 is to be donated to Heifer International.

During 2024 we enjoyed hearing presentations by representatives from some of the missions supported by the church including Adult & Teen Challenge, MainSpring House, Bethesda House, and Amazing Grace.

Our Committee disburses monies from our church budget, which equals 10% of the total church budget. Below is a list of our Missions and the monies allocated in the 2024 budget. On occasion a one-time donation may be made for a given hardship, i.e. the fire at First Parish Church in Kingston.

SNEUCC Basic Support proportional giving	\$ 3,700
Pilgrim Association annual dues	250
Heifer International	750
Hanover Food Pantry	1,000
Food Pantries (\$500.00 each):	
Pembroke, Whitman, Hanson, Marshfield, Rockland	2,500
MainSpring House	2,000
Seafarers' Friends	500
Magic Moon, Marshfield (supporting kids with cancer)	500
Friends of the Homeless of the South Shore (emergency shelter)	500
Habitat for Humanity	500
Bethesda House, Pembroke (temporary shelter for young moms)	500
Carolina Hill, Marshfield (temporary homeless shelter)	500
Adult/Teen Challenge of Brockton (faith based addiction treatment)	500
Amazing Grace of Cape Cod	1,000
Christian Appalachian Project	1,000
Student Minister	1,800
First Parish Church, Kingston (vandalism)	<u>500</u>
TOTAL:	\$18,000.00

Respectfully submitted, Dayna Scribi, Chairperson

Prayer Shawl Ministry

The Prayer Shawl Ministry continues to meet on the first Wednesday of the month in the church office. As a result of new ideas, we have included homemade hats for the Seafarers. Infant afghans have been blessed and given during baptisms.

All are welcome to join the Prayer Shawl Ministry. Members of our church donate their time and talents by creating knitted, crocheted, sewn and tied shawls, lap blankets, baby blankets, and Seafarers hats.

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 Reverend Peter.

Respectfully submitted by the Prayer Shawl Members,
Linda Gilardi

Stewardship Committee

The Stewardship Committee Thanks everyone who has submitted a pledge for the upcoming year. We are grateful for all of them. Pledges have come in earlier this year, which is helpful in planning our finances for 2025. The pledged amount has put us in a better position than where we were at this time last year (early January).

The current pledged amount is 91.8% of where we ended up last year, even though the number of pledges is only 80% of the count from last year. Although we have lost some, there are still a lot of active members who haven't sent in an amount. This leaves us very hopeful we will at least come close to (or possibly exceed) the total from last year.

We are hopeful this will enable us to further our mission(s) and redirect our efforts to grow in additional ways.

We had the opportunity to be reminded by Andy Talbot of some of the things we do so well to take care of each other. We also heard from the Friends of the Homeless of the South Shore and Seafarer's Friends, just a couple of the many organizations we support. We are looking forward to 2025.

Respectfully submitted, Stewardship Committee

Silver Street Thrift Shop

The Silver Street Thrift Shop, FCC Hanover's own shopper's haven, continues to thrive and provide funds for the church. Visit the shop on Wednesdays or Saturdays and casually browse our goods. The selections change often: furniture, bedding, curtains, pictures to accent a room, kitchen items for the chef within, books of all genres, dish and stemware, jewelry to accent a favorite outfit, seasonal trinkets to decorate your home are just a sample of our inventory. Our dedicated staff of volunteers continue to arrange displays to enhance the shopping experience. Friendships have been made in a welcoming place for all. Many thanks to those who work in the shop and those who are patrons.

Respectfully submitted, Ginny Hunt-Burbine

Trustees

This past year has been a challenging one for the Trustees Committee. We lost several members to resignations and the Property Steward submitted his resignation as well. Our Vice Moderator, Ava Sigsby, has worked very hard to build the team back up and Pam Hoyes has recently joined the committee this fall.

The Property Steward's duties have been assumed by the Trustees and repairs, various inspections and building improvements have been accomplished by them. Some of these included dealing with the expiration of the church elevator inspection certificate, replacing the landscape contractor just before Easter, having the facilities inspected by the Town of Hanover, door lock issues, toilet obstructions, numerous lighting electrical repairs, and ceiling work in Riley Hall.

Karen Tripp had knee problems and was unable to carry out her sexton duties while recovering, but thankfully she has returned to work to maintain the condition of our Church and Riley Hall with some accommodations. The Trustees are picking up the added duties. Every Trustee should have a turn vacuuming the sanctuary stairs with the very heavy and unwieldy vacuum cleaners we have. It has given us a renewed appreciation for the efforts needed to maintain our wonderful buildings! Thank you, Karen and each previous Sexton, for your caring work for the Congregation.

Karen has informed us of her intention to retire but is still helping out with some of the duties. The Trustees have drafted a revised job description and will be starting interviews in December.

The Trustees have been meeting with the Lift Committee and work has continued to move the project ahead. One of the challenges the committee has is getting a General Contractor on board. Now that winter is approaching the Lift Committee is seeing more interest from contractors bidding on the job, as the committee investigates other resources.

The church weathervane mast, or topmost section, sustained damage at some point in recent history. The remnants of the 1853 weathervane mast were found, and it is being repaired by Burgess Steeple Jacks and will be installed in the spring of 2025. The red glass ball on the mast is said to have been originally blown by the Sandwich Glass Works and the new glass globe was replicated by the Sandwich Glass Museum as part of the repair. We have received an insurance settlement check of \$4659.67. When the work is completed there will be an added payment of \$205.33 to fully cover the insurance loss. Through work by Pam Hoyes, the loss was included in our earlier insurance claim, avoiding an added \$1,000 deductible.

There are several Capital Projects that the Trustees have been researching. In addition to the lift for Riley Hall, we are pricing boiler replacements for the Sanctuary and Riley Hall buildings (noted last year) and efficiency increases such as wireless thermostat installation, which may require proper wiring be run to the nine thermostats we have. Restoring and repairing the entrance area of the church and a long-term project to add handicapped parking at the church are also on the list.

Others contained in the 2023 report are continuing and are listed below.

Lift replacement	\$60,000+
Boiler replacement	\$40,000 to \$49,000
Church hand rail repair/replacement	\$5,800 to \$7,500
Church entrance repair and restoration	Initial estimate \$25,000
Planning for handicapped parking spaces	Realignment of Main Street and Center and Silver Street is being studied now by the State and Handover and may have unknown effect on the design. Currently on hold.
Driveway paving	On Hold
Parking lot sealcoating and restriping	\$8,000
Refinishing floor in sanctuary with carpet	\$25,000
Riley hall parquet floor refinishing	\$10,000
Respectfully submitted, Dean Larson	

Ushering Committee

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

Due to the reduced attendance, 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 list. This year there will be four months with five Sundays (March, June, August and November) during which time we ask available ushers and alternates to help usher.

Respectfully submitted,
Al Alexander & Ruth Hall

First Congregational Church of Hanover – Financial Report for 2024

Approved Budgets for 2024

Three budgets for 2024 were approved by the Congregation: Operating Budget, Outreach & Service, and Building Fund.

- **Operating Budget (unrestricted) = \$246,518**

Sources of Operating Budget Income - Approved 2024 Budget		
Major Income Categories	Budget Income Amount	Actual Income Amount
Offerings	\$158,700	\$188,799
Rentals	\$10,660	\$10,430
Other Donations	\$0	\$1,930
Fundraising	\$3,000	\$12,415
Thrift Shop	\$22,000	\$26,361
Other Investment Income	\$705	\$5,034
Misc. Income Statement Items	\$0	\$977
Subtotal:	\$195,065	\$245,946
Endowment/Prior Year Income Transfers:		
Prior Year Pledge	\$0	\$0
Endowment Fund Transfer	\$51,453	\$0
Total Operating Budget	\$246,518	\$245,946

- **Outreach & Service (Restricted) = \$16,026**
- **Building Fund (Restricted) = \$21,826**

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 Trustee 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 flexibility to manage the church's day-to-day operations yet still have a control on the ceiling for spending. Any expenditure above the budget requires 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.

The **Fair Fund** 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 and in 2023 for some of our technology upgrades. In January 2024 the Congregation approved the use of \$10,000 of Fair funds towards the replacement of the Riley Hall stair lift.

Unrestricted Budget Review (Operating Budget)

The Operating Budget finished the year in a far stronger position than we expected with an operating income \$29,578 vs. a budgeted deficit of (\$51,433). This amazing result was accomplished through the efforts of our entire church community. Increases in pledges, investment income, fundraisers, and Thrift Shop revenue vs. budget gave us a 26% increase in income vs. budget. Expenses were kept as low as possible and were \$30,150 and 12.2% below budget. Two budgeted staff positions remained unfilled and there was a favorable variance this year in our utilities expenses vs. budget which reduced expenses even further.

Operating Income and Expense 2024 Actual vs. Budget					
2024 Actual Vs. Budget					
Income Sources	2024 Actual	2024 Budget	2024 Actual vs. Budget		
			Variance		
Operating Income			\$	%	
Offerings	\$188,799	\$158,700	30,099	19.0%	
Rentals	\$10,430	\$10,660	(230)	-2.2%	
Other Donations	\$1,930	\$0	1,930	#DIV/0!	
Fundraising	\$12,415	\$3,000	9,415	313.8%	
Thrift Shop	\$26,361	\$22,000	4,361	19.8%	
Other Investment Income	\$5,034	\$705	4,329	614.0%	
Misc. Income Statement Items	\$977	\$0	977	0.0%	
Total Income	\$245,946	\$195,065	50,881	26.1%	
Deficit Funding					
Prior Years' Retained Earnings	\$0	\$0	-	0.0%	
Endowment Fund Transfer	\$0	\$51,453	(51,453)	-100.0%	
Total Deficit	\$0	\$51,453	(51,453)	-100.0%	
Total Operating Income	\$245,946	\$246,518	(572)	-0.2%	
Expenses					
Personnel	\$139,536	\$150,773	(11,237)	-7.5%	
Substitute/Guest Services	\$1,400	\$1,900	(500)	-26.3%	
Insurance	\$18,998	\$19,100	(102)	-0.5%	
Office Support	\$11,248	\$14,000	(2,752)	-19.7%	
Pastor Professional Expenses	\$2,970	\$6,000	(3,030)	-50.5%	
Professional fees	\$10,660	\$12,750	(2,090)	-16.4%	
UCC Dues	\$0	\$0	-	#DIV/0!	
Committee Expenses	\$1,975	\$4,715	(2,740)	-58.1%	
Utilities	\$29,581	\$37,280	(7,699)	-20.7%	
Total Operating Expenses	\$216,368	\$246,518	(30,150)	-12.2%	
Total Operating Income	\$245,946	\$246,518	(572)	-0.2%	
- Total Operating Expenses	\$216,368	\$246,518	(30,150)	-12.2%	
= Net Operating Income	\$29,578	\$0	29,578	0.0%	

2024 Operating Income:

Total Operating Income was an amazing \$245,946 vs. budgeted \$195,065 which is a 26.1% increase.

Offerings: Actual pledged income in 2024 was \$165,208 vs. budgeted \$138,800 which is a 19% increase of \$26,408. Total offerings (which include special offerings, prior year pledges, and non-pledged income) were \$188,799 vs. budgeted \$158,700 which is a 19% increase.

Fundraising income: Several fundraisers were held during the year in an effort to reduce the projected deficit. Everyone had fun and \$12,415 was raised, which is \$9,415 more than was budgeted.

2024 Operating Income Fundraisers	
Fundraiser	Income Amount
Loose Change	\$728
Coffee Hour Flower Sales	\$446
Lasagne Sale	\$1,600
Yard Sale	\$4,641
Yard Sale Matching Funds	\$5,000
Total Income	\$12,415

The **Thrift Shop** raised \$26,361 vs. planned \$22,000 which is a 19.8% increase.

Other Investment Income: During 2024 our excess operating cash was transferred from our operating expense checking account to a money market account at Rockland Trust Company which generated \$3,527.68 in interest income.

2024 Operating Expenses:

On the expense side of the financial statement our (Unrestricted) Operating Expenses were \$216,368 vs. a budget of \$246,518, which is a savings of \$30,150 and 12.2% vs. budget. We experienced savings vs. budget across all expense categories. The most significant reductions were experienced in personnel and utilities expenses.

- **Personnel expenses** were \$139,536 vs. budgeted \$150,773, a savings of \$11,237 and 7.5%. This savings was due to open staff positions in Facilities and Christian Education that were not filled.
- **Office Support** expenses were \$11,248 vs. budgeted \$14,000 which is a savings of \$2,752 and 19.7%. This is due to reduced supplies expense and a savings of \$1,023 in **copier expense** due to the planned reduction in our use of color copies.
- Some **Pastor Professional Expenses** were deferred this year, and the total expense was \$2,970 vs. a budget of \$6,000 which is a savings of \$3,030 and 50.5%.
- **Committee Expenses** were \$1,975 vs. budgeted \$4,715 which is a savings of \$2,740 and 58%. These savings are due primarily to less spending on music supplies than budgeted and deferred spending on youth programs pending the hiring of our new Christian Education Director.
- **Utilities expenses** were \$29,581 vs. budgeted \$37,280, a 20.7% savings vs. our budget. Our utility expense for 2023 was \$34,236 and we added an 8.7% increase to that number in our 2024 budget. Warmer weather, better thermostat management, and reduction in inflation rates provided us with \$7,699 in savings vs. budget. Utilities expense details are listed in the chart below.

2024 Utility Expenses				
Utility	2024 Actual	2024 Budget	Actual Vs. Budget	
			\$	%
Fire Extinguisher/Emergency Lights Maintenance	\$ 730.00	0	\$ 730	-
Alarm System	\$ 2,068	\$ 2,500	\$ (432)	-17.3%
Electricity	\$ 9,575	\$ 12,500	\$ (2,925)	-23.4%
Fuel (gas)	\$ 9,528	\$ 15,000	\$ (5,472)	-36.5%
Telephone/Internet	\$ 4,758	\$ 4,280	\$ 478	11.2%
Trash Removal	\$ 1,568	\$ 1,500	\$ 68	4.5%
Water	\$ 1,354	\$ 1,500	\$ (146)	-9.7%
Total Utility Expense	\$ 29,581	\$ 37,280	\$ (7,699)	-20.7%

- **Snow:** We are very grateful to P.A. Landers and the Landers family for the service and cost savings they provide with their sanding, salting, snow removal and snow plowing. This allows the Church to use those savings for other programs and ministries.

Actual Vs. Budget Operating Income and Expense Summary

Financial results for 2024 were significantly stronger than anticipated, and our projected operating income deficit of (\$51,453) ended up as a \$29,578 surplus! Everyone in the congregation contributed to these financial results as we worked together all year long to close the deficit gap with increased pledging and donations, a variety of successful fundraisers, and a 12.2% decrease in our expenses vs. budget. It was an incredible year!

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 on the following page.

- Pledge income was \$19,132 vs. a budget of \$16,026 and was supplemented by additional donations as detailed below for a total income of \$21,694. The \$4,853 carryover from prior year brings the total income to \$26,548.
- UCC dues of \$3,700.50 were paid at 50% of the Proportional Giving calculation from our Outreach and Service budget. This was approved by our Congregation in October,
- 2023 due to our projected financial deficit. UCC was notified of this change in 2023.
- The positive net income of \$4,383 is available in the restricted Outreach & Service bank account for future use.

Outreach & Service Actual Vs. Budget Income & Expenses				
January - December 2024				
			Actual Vs.Budget Variance	
	Actual	Budget	\$	%
Income				
4700 Outreach & Service				
4710 Pledges	19,131.81	16,026.00	3,105.81	
4720 Food Pantry	10.00		10.00	
4730 One Great Hour of Sharing	665.12		665.12	
4750 Church World Service	690.00		690.00	
4760 Heifer Project	684.00		684.00	
4770 Prior Year Pledge	513.44			
4772 Prior Year M&O Carryover	4,853.23		4,853.23	
Total Outreach & Service Income	\$ 26,547.60	\$ 16,026.00	\$ 10,521.60	65.65%
Expenses				
8500 Outreach & Service		9,898.00	-9,898.00	
8505 UCC OCWM	3,700.50	3,700.00	0.50	
8510 Pilgrim Association	250.00		250.00	
8515 Mainspring House	2,850.00		2,850.00	
8520 Habitat for Humanity	500.00		500.00	
8522 Church World Services	1,537.12		1,537.12	
8525 Seafarer's Friends	500.00		500.00	
8530 Hanover Food Pantry	1,000.00		1,000.00	
8540 Other	10,026.50		10,026.50	
8580 Student Minister Stipend	1,800.00	4,000.00	-2,200.00	
Total Outreach & Service Expense	\$ 22,164.12	\$ 17,598.00	\$ 4,566.12	25.95%
Net Income	\$ 4,383.48	-\$ 1,572.00	\$ 5,955.48	-278.85%

Outreach & Service Other Donations 2024	
Adult & Teen Challenge	500.00
Amazing Grace of Cape Cod, Inc.	1,000.00
Bethesda House	500.00
Carolina Hill	500.00
Christian Appalachian Project	1,000.00
First Parish Church Kingston	500.00
Friends of the Homeless South Shore	500.00
Hanson Food Pantry	500.00
Heifer International (bottles & cans)	64.00
Heifer International	750.00
Magical Moon Farm & Foundation	500.00
Marshfield Food Pantry	500.00
Pembroke Food Pantry	500.00
**Pilgrim Association	1,712.50
Rockland Food Pantry	500.00
Whitman Food Pantry	500.00
Total Other Donations:	10,026.50
Note:	
** Pilgrim Association Pass-through donations for unhoused and undocumented migrants collected in 2023	

First Congregational Church of Hanover	
UCC Proportional Giving Calculation	
	2023 Income
Total Operating Income	\$ 209,207
Total O & S Pledge Income	\$ 24,491
Subtract:	
Rental Income	\$ (10,585)
Fund Reimbursement	
Returns/Refunds	\$ (859)
NSF-Returned Checks	\$ -
Proportional Giving Income Total	\$ 222,254
Proportional Giving Percent	3.33%
Total Proportional Giving Due:	\$ 7,401
Outreach & Service @ 50%	\$ 3,700.50

Building Fund:

2024 Building Fund Actual vs. Budget Income & Expense				
January - December 2024				
	Actual	Budget	Actual Vs. Budget	
Income			\$	%
4810 Pledges	27,500.34	21,826.00	5,674.34	
4820 Prior Year Pledge	1,079.44		1,079.44	
4830 Special Projects**	4,659.67		4,659.67	
Total 4800 Building Fund Income	\$ 33,239.45	\$ 21,826.00	\$ 11,413.45	52.29%
8000 Restricted Expenses			0.00	
8100 Building Fund		21,826.00	-21,826.00	
8110 Interior Paint & Repairs	527.78		527.78	
8120 Exterior Paint & Repairs	9,558.00		9,558.00	
8140 Grounds Maintenance	6,510.75		6,510.75	
8150 Elevator Maintenance	2,770.00		2,770.00	
8160 Boiler Maintenance	1,726.20		1,726.20	
8170 Miscellaneous	2,876.61		2,876.61	
Total Building Fund Expenses	\$ 23,969.34	\$ 21,826.00	\$ 2,143.34	9.82%
Net Income	\$ 9,270.11	\$ 0.00	\$ 9,270.11	
Note:				
** Special Projects - \$4,659.67 insurance reimbursement for for steeple weathervane damage.				

Building Fund pledged income was \$27,500 vs. budgeted \$21,826. Major expenditures this year include \$9,558 for exterior paint and repairs, and \$6,511 for grounds maintenance.

The **positive net income** of \$9,270 is available in the restricted Building Fund bank account for future use (including the use of the \$4,660 insurance reimbursement for replacement of the steeple weathervane which was damaged in the lightning strike in August, 2022).

Miscellaneous Building Fund expenses are as follows:

Bathroom plumbing repair in Riley Hall	\$	475
Pest Control	\$	1,426
Maintenance Supplies	\$	500
Parsonage Water Filtration System	\$	475
Total Miscellaneous Expense:	\$	2,876

Restricted Donations:

Our **Memorial Fund** received \$10,355.92 in donations this year that were given in memory of beloved members of our Church.

Riley Hall Lift Replacement Project received \$35,166 in donations.

The Finance Board extends a very special thank you everyone who contributed to making 2024 such a success, both financially and as a dedicated community of faith. We look forward to working with you to meet the challenges awaiting us in 2025.

Respectfully submitted,
The Finance Board: Don Nelson, Bob Meader, Mary Dunn
Deborah Springhetti, Chair

January 1, 2024 - Dec 31, 2024
Actual Vs. Budget Income & Expense 2024

	Actual 2024	Budget 2024	Variance	
			Actual 2024 Vs. Budget 2024 \$	%
Income				
4000 Non-Restricted Income				
4001 Offerings				
4010 Pledge Income	165,208	138,800	26,408	19.03%
4020 Loose Offering	3,324	4,000	(676)	-16.90%
4030 Non-Pledged Offering	12,133	13,000	(867)	-6.67%
4040 Christmas Offering	1,498	1,500	(2)	-0.13%
4050 Easter Offering	2,125	1,000	1,125	112.50%
4070 Initial Offering	131	100	31	30.50%
4071 Online Giving Service Offset	274	300	(26)	-8.79%
4080 Prior Year Pledge	4,107		4,107	-
4090 Next Year Pledge			0	-
Total 4001 Offerings	188,799	158,700	30,099	18.97%
4005 Bank Interest	3,567	5	3,562	71245.60%
4100 Rental Income				
4110 AA Wed & Thurs	3,350	2,100	1,250	59.52%
4120 Future Tenants	-	900	(900)	-100.00%
4130 Other Rentals	7,080	6,660	420	6.30%
4150 AA Big Bk Step Wkshp	-	1,000	(1,000)	-100.00%
Total 4100 Rental Income	10,430	10,660	(230)	-2.16%
4200 Other Donations				
4210 Baptisms	0	0	0	-
4230 Funerals	600	0	600	-
4240 Other Miscellaneous Donations	1,330	0	1,330	-
Total 4200 Other Donations	1,930	0	1,930	-
4250 Fundraising	12,415	3,000	9,415	313.83%
4251 Thrift Shop	24,214	22,000	2,214	10.06%
4252 Thrift Shop Donation	2,147	-	2,147	-
4260 Other Investment Income	1,466	700	766	109.49%
4271 Endowment Income Dist - Prior Year	-	51,453	(51,453)	-100.00%
4280 Refund for Overpayment	978		978	-
4281 Returns/Refunds			0	-
4285 NSF - Returned Checks			0	-
Total 4000 Non-Restricted Income	245,946	246,518	(572)	-0.23%
4300 Restricted Income				
4400 Donations				
4410 Flowers	1,289			
4420 Memorial Fund	3,506			
4440 Church Fair	10,356			
4450 Misc Restricted Donations				
Total 4400 Donations	15,151	0		
4500 Deacon's Fund	1,647			
4501 Thrift Shop Sales Tax				
4504 Technology				
4610 Vacation Bible School				
4630 Youth Ministry Income				
4640 Mission Trip Fundraising				
Total 4600 Youth Ministry Restricted	0	0		
4700 Outreach & Service				
4710 Pledges	19,132	16,026	3,106	19.38%
4720 Food Pantry	10		10	-
4730 One Great Hour of Sharing	665		665	-
4740 Special Relief			0	-
4750 Church World Service	690		690	-
4760 Heifer Project	684		684	-
4770 Prior Year Pledge	513		513	-
4770 Prior Year Pledge	4,853	4,853	0	0.00%
Total 4700 Outreach & Service	26,548	20,879	5,669	27.15%

First Congregational Church of Hanover
January 1, 2024 - Dec 31, 2024
Actual Vs. Budget Income & Expense 2024

			Variance	
			Actual 2024 Vs. Budget 2024	
	Actual 2024	Budget 2024	\$	%
4800 Building Fund				
4810 Pledges	27,500	21,826	5,674	26.00%
4820 Prior Year Pledge	1,079		1,079	-
4830 Special Projects	4,660			
4845 Riley Hall Lift Replacement Project	35,166		35,166	-
Total 4800 Building Fund	68,405	21,826	46,579	213.41%
Total 4300 Restricted Income	111,751	42,705	69,046	161.68%
Total Income	357,697	289,223	68,474	23.68%
Expenses				
6000 Unrestricted Expense				
6100 Payroll				-
6105 Salary and Wages	120,263	126,091	(5,828)	-4.62%
6110 Payroll Taxes	4,236	9,646	(5,410)	-56.09%
6115 Annuity	15,036	15,036	0	0.00%
Total 6100 Payroll	139,536	150,773	(11,238)	-7.45%
6150 Substitute/Guest Expenses				
6155 Guest Musicians	0	0	0	-
6160 Substitute Organist	200	1,000	(800)	-80.00%
6165 Substitute Preacher	1,200	900	300	33.33%
Total 6150 Substitute/Guest Expenses	1,400	1,900	(500)	-26.32%
6200 Insurance				
6205 Health & Dental	0	0	0	-
6210 Liability Insurance	18,998	19,100	(102)	-0.53%
6215 Life/Disability	0	0	0	-
Total 6200 Insurance	18,998	19,100	(102)	-0.53%
6280 Refund for Overpayments	0	0		
6281 Returns/Refunds	0	0		-
6300 Office Expenses	340			-
6305 Bank Charges	224	100	124	124.00%
6306 Vanco Fees	669	750	(81)	-10.77%
6315 Computer Software/Support	1,189	1,200	(11)	-0.91%
6320 Copier Expenses	1,806	2,830	(1,024)	-36.18%
6321 Lease of Copier	2,520	2,520	0	0.00%
6325 Postage	1,379	1,000	379	37.88%
Total 6300 Office Expenses	8,127	8,400	(1,311)	-15.60%
6350 Supplies & Expenses	3,121	5,600	(2,479)	-44.28%
6400 Pastor Expenses				
6405 Professional Expenses	1,095	1,500	(405)	-27.01%
6406 Pastor Cell Phone	0	0	0	-
6410 Study Allowance	350	2,000	(1,650)	-82.52%
6415 Travel	1,526	2,500	(974)	-38.97%
Total 6400 Professional Development	2,970	6,000	(3,030)	-50.49%
6500 Professional Fees				
6505 Audit Expense	1,750	1,750	0	0.00%
6510 Payroll Service	1,017	1,500	(483)	-32.17%
6515 Accounting Software	1,238	1,200	38	3.15%
6520 Online Giving	830	1,500	(670)	-44.66%
6525 Professional Services	5,825	6,800	(975)	-14.34%
Total 6500 Professional Fees	10,660	12,750	(2,090)	-16.39%
6600 UCC Dues			0	-
6700 Fundraising	0	0	0	0.00%
6705 Hospitality	0	500	0	0.00%
6710 Fall Dinner	220	250	(30)	-11.95%
6715 Stewardship	258	150	108	71.82%
Total 6700 Fundraising	478	900	(422)	0.00%
6800 Program Expenses				
6805 Children's Day & Christmas	252	250	2	0.80%
6810 Confirmation and Youth Diaconate	0	250	(250)	-100.00%
6815 Curriculum	224	1,000	(776)	-77.56%
6820 Diaconate	314	200	114	56.85%
6830 Transportation	0	250	(250)	-100.00%
6835 Upper Room	212	215	(4)	-1.63%
6840 Vacation Bible School	0	0	0	-
6850 Youth Ministry - Fellowship	303	600	(297)	-49.44%
6870 Music Supplies & Expenses	192	1,050	(858)	-81.73%
Total 6800 Program Expenses	1,497	3,815	(2,318)	-60.76%

First Congregational Church of Hanover
January 1, 2024 - Dec 31, 2024
Actual Vs. Budget Income & Expense 2024

			Variance	
			Actual 2024 Vs. Budget 2024	
	Actual 2024	Budget 2024	\$	%
6900 Utilities	730			
6905 Alarm System	2,068	2,500	(432)	-17.28%
6910 Electricity	9,575	12,500	(2,925)	-23.40%
6915 Fuel	9,528	15,000	(5,472)	-36.48%
6920 Telephone/Internet	4,758	4,280	478	11.16%
6925 Trash Removal	1,568	1,500	68	4.53%
6930 Water	1,354	1,500	(146)	-9.73%
Total 6900 Utilities	29,581	37,280	(7,699)	-20.65%
Total 6000 Unrestricted Expense	216,368	246,518	(30,151)	-12.23%
8000 Restricted Expenses				
8001 Technology	809		809	-
8100 Building Fund				
8110 Interior Paint & Repairs	528	21,826		
8120 Exterior Paint & Repairs	9,558			
8140 Grounds Maintenance	6,511			
8150 Elevator Maintenance	2,770			
8160 Boiler Maintenance	1,726			
8170 Miscellaneous	2,877			
8180 Special Projects				
Total 8100 Building Fund	23,969	21,826	2,143	9.82%
8200 Fund Expenses				
8210 Clapp Music Fund	1,800			
8220 Flower Fund	2,414			
8230 Haupt Bible Fund				
8240 Memorial Fund	81			
8250 Christy Fund				
8270 Church Fair				
8280 Misc Restricted Expenses				
Total 8200 Fund Expenses	4,295	0	4,295	-
8400 Discretionary Expenses				
8410 Pastor's Discretionary Fund				
8420 Deacon's Fund	450		450	-
Total 8400 Discretionary Expenses	\$ 450.00	\$ 0.00	450	-
8500 Outreach & Service		13,179		
8505 UCC OCWM	3,701	3,701		
8510 Pilgrim Association	250			
8515 Mainspring House	2,850			
8520 Habitat for Humanity	500			
8521 One Great Hour of Sharing				
8522 Church World Services	1,537			
8525 Seafarer's Friends	500			
8530 Hanover Food Pantry	1,000			
8540 Other	10,027			
8580 Student Minister	1,800	4,000		
Total 8500 Outreach & Service	22,164	20,879	1,285	6.15%
8600 Thrift Shop Sales Tax	0	0	0	-
8840 Youth Ministry Program	0	0	0	-
Total 8000 Restricted Expenses	51,687	42,705	8,982	21.03%
Total Expenses	268,055	289,224	(21,169)	-7.32%
Total Operating Income	245,946	246,518	(572)	-0.23%
Total Operating Expenses	216,368	246,518	(30,151)	-12.23%
Net Operating Income Minus Operating Expenses	29,578	(0)	29,579	-
Total Restricted Income	111,751	42,705	69,046	161.68%
Total Restricted Expenses	51,687	42,705	8,982	21.03%
Net Restricted Income - Expenses	60,064	(0)	60,064	-
Net Operating Income	29,578	(0)	29,579	-
Net Restricted Funds Income	60,064	(0)	60,064	168.71%
Total Church Net Income	89,642	(0)	89,642	251.84%

First Congregational Church of Hanover
January 1, 2024 - Dec 31, 2024
Actual Vs. Budget Income & Expense 2024

			Variance	
			Actual 2024 Vs. Budget 2024	
	Actual 2024	Budget 2024	\$	%
6900 Utilities	730			
6905 Alarm System	2,068	2,500	(432)	-17.28%
6910 Electricity	9,575	12,500	(2,925)	-23.40%
6915 Fuel	9,528	15,000	(5,472)	-36.48%
6920 Telephone/Internet	4,758	4,280	478	11.16%
6925 Trash Removal	1,568	1,500	68	4.53%
6930 Water	1,354	1,500	(146)	-9.73%
Total 6900 Utilities	29,581	37,280	(7,699)	-20.65%
Total 6000 Unrestricted Expense	216,368	246,518	(30,151)	-12.23%
8000 Restricted Expenses				
8001 Technology	809		809	-
8100 Building Fund				
8110 Interior Paint & Repairs	528	21,826		
8120 Exterior Paint & Repairs	9,558			
8140 Grounds Maintenance	6,511			
8150 Elevator Maintenance	2,770			
8160 Boiler Maintenance	1,726			
8170 Miscellaneous	2,877			
8180 Special Projects				
Total 8100 Building Fund	23,969	21,826	2,143	9.82%
8200 Fund Expenses				
8210 Clapp Music Fund	1,800			
8220 Flower Fund	2,414			
8230 Haupt Bible Fund				
8240 Memorial Fund	81			
8250 Christy Fund				
8270 Church Fair				
8280 Misc Restricted Expenses				
Total 8200 Fund Expenses	4,295	0	4,295	-
8400 Discretionary Expenses				
8410 Pastor's Discretionary Fund				
8420 Deacon's Fund	450		450	-
Total 8400 Discretionary Expenses	\$ 450.00	\$ 0.00	450	-
8500 Outreach & Service		13,179		
8505 UCC OCWM	3,701	3,701		
8510 Pilgrim Association	250			
8515 Mainspring House	2,850			
8520 Habitat for Humanity	500			
8521 One Great Hour of Sharing				
8522 Church World Services	1,537			
8525 Seafarer's Friends	500			
8530 Hanover Food Pantry	1,000			
8540 Other	10,027			
8580 Student Minister	1,800	4,000		
Total 8500 Outreach & Service	22,164	20,879	1,285	6.15%
8600 Thrift Shop Sales Tax	0	0	0	-
8840 Youth Ministry Program	0	0	0	-
Total 8000 Restricted Expenses	51,687	42,705	8,982	21.03%
Total Expenses	268,055	289,224	(21,169)	-7.32%
Total Operating Income	245,946	246,518	(572)	-0.23%
Total Operating Expenses	216,368	246,518	(30,151)	-12.23%
Net Operating Income Minus Operating Expenses	29,578	(0)	29,579	-
Total Restricted Income	111,751	42,705	69,046	161.68%
Total Restricted Expenses	51,687	42,705	8,982	21.03%
Net Restricted Income - Expenses	60,064	(0)	60,064	-
Net Operating Income	29,578	(0)	29,579	-
Net Restricted Funds Income	60,064	(0)	60,064	-
Total Church Net Income	89,642	(0)	89,642	-

First Congregational Church of Hanover – 2025 Budget Proposal

Our proposed budget for 2025 is a plan that continues the progress that was made in 2024. Our Church activities and programs are up and running and we are ready to meet the challenges ahead. Budget line-item detail for the entire 2025 budget is available at the end of this report.

First Congregational Church of Hanover				
Proposed 2025 Operating Budget				
Income Sources	2025 Budget	2024 Actual	2025 Budget vs 2024 Actual Variance	
Operating Income			\$	%
Offerings	\$168,850	\$188,799	(19,949)	-10.6%
Rentals	\$6,500	\$10,430	(3,930)	-37.7%
Other Donations	\$500	\$1,930	(1,430)	-74.1%
Fundraising	\$3,000	\$12,415	(9,415)	-75.8%
Thrift Shop	\$25,000	\$26,361	(1,361)	-5.2%
Other Investment Income	\$2,625	\$5,034	(2,409)	-47.9%
Misc. Income Statement Items	\$0	\$977	(977)	-100.0%
Total Income	\$206,475	\$245,946	(39,471)	-16.0%
Deficit Funding				
Prior Years' Retained Earnings	\$29,578	\$0	29,578	0.0%
Endowment Fund Transfer	\$20,559	\$0	20,559	#DIV/0!
Total Deficit	\$50,137	\$0	50,137	#DIV/0!
Total Operating Income	\$256,612	\$245,946	10,666	4.3%
Expenses				
Personnel	\$154,936	\$139,536	15,400	11.0%
Substitute/Guest Services	\$2,800	\$1,400	1,400	100.0%
Insurance	\$20,075	\$18,998	1,077	5.7%
Office Support	\$13,510	\$11,248	2,262	20.1%
Pastor Professional Expenses	\$7,200	\$2,970	4,230	142.4%
Professional fees	\$19,370	\$10,660	8,710	81.7%
UCC Dues	\$0	\$0	-	#DIV/0!
Committee Expenses	\$5,400	\$1,975	3,425	173.4%
Utilities	\$33,321	\$29,581	3,740	12.6%
Total Operating Expenses	\$256,612	\$216,368	40,244	18.6%
Total Operating Income	\$256,612	\$245,946	10,666	4.3%
- Total Operating Expenses	\$256,612	\$216,368	40,244	18.6%
= Net Operating Income	\$0	\$29,578	(29,578)	0.0%

- **Outreach & Service (Restricted)** budget for 2025 is \$15,208. There is also \$4,383 in carryover funds from 2024 available for their use.
- **Building Fund (Restricted)** budget for 2025 is \$25,492. There is \$9,270 in carryover funds from 2024 available for the Trustees' use of which \$4,660 is earmarked as insurance reimbursement to replace the steeple weathervane that was damaged by lightning in 2022.

Here are some details of our assumptions for 2025:

Operating (nonrestricted) Income

- Projected Operating Income is \$206,475 vs. 2024 actual of \$245,946, which is a 16% decrease. This decrease in projected 2025 income is due to reduced pledge income and fewer planned fund-raising events vs. last year.
- **Pledged Operating income** is the largest component of our offerings income. Offerings also include revenue from special offerings, non-pledged income, and prior year pledges. Our current pledge income for 2025 is \$138,614. In recent years we have received more pledge income than was originally promised due to newcomers and additional contributions...and, for that reason, our 2025 budget estimates that we will receive \$150,000 in pledges. That is an increase of \$11,386.

- **Rental Income** is based on current tenants.
- **Thrift Shop Income** projection is \$25,000 which is 5.2% less than 2024 revenue.
- **Operating Income Shortfall:** There is a shortfall of \$50,137 this year in our projected Operating Income vs. projected Operating Expenses. This deficit gap will be bridged by the use of the 2024 retained earnings of \$29,578 and a transfer from endowment funds for the remaining \$20,559. We are in a similar position as we were with our 2024 budget which had a projected deficit of \$51,453. We are hoping that we can work together to close this budget gap as we did last year.
- **Other Investment Income – Bank Interest:** We are projecting a \$2,409 and 47.9% decline in our bank interest income in 2025. Last year we had a very favorable introductory interest rate for our new money market account at the Rockland Trust Company which will decrease this year. We may also have fewer funds available to sweep from the checking account into the money market account.

Operating (unrestricted) Expenses

Personnel:

- **Facilities:** Our sexton and facilities positions have been combined into one part-time position and the Trustees hope to have the job filled soon. The budgeted annual salary is \$16,000.
- **Office Staff:** Our Church Office Administrator will be in the office for 2 days a week.
- **2025 Salary Increases:**
 - 3.0% for the Senior Pastor and Minister of Music
 - 5.0% for the Church Office Administrator to bring the position's pay scale to market rate.
 - Total salary increases for 2025 will cost \$3,108 which is a 2.5% increase in salary expense vs. 2024.

Substitute/Guest Expenses:

- Our budget for substitute musicians and organists is \$1,000 which is similar to budgets in previous years. The restricted Clapp Music Fund will also be available for this purpose in 2025.
- The budget for substitute preachers is \$1,800 which is a 50% increase vs. actual expense in 2024.

Insurance Expense: Our liability and property insurance expense is budgeted at \$20,075, a \$1,077 and 5.7% increase vs. last year.

Pastor Professional Expenses:

- Pastor professional development expenses for 2025 are budgeted at \$7,200 in compliance with the specifications in Rev. Peter's Call Letter.
- Due to a 2022 salary overpayment, Rev. Peter has been paying for his cell phone expense. This issue is now reconciled and in 2025 his \$1,200 annual cell phone expense will be paid by the Church as stipulated in his Call Letter.

Utilities Expense:

- Utilities expenses are budgeted at \$33,321 which is a 12.6% increase over last year.
- We have budgeted for a 10% increase in gas and electricity costs vs. 2024.
- There is an increase of 11.2% in our alarm system cost in 2025.
- We have projected a 28.6% increase in telephone and internet expenses

Professional Fees:

- **Public Relations/Social Media:** Professional Michelle McGrath is budgeted for ten months of services at a cost of \$600 per month. It is very important for the Church to maintain a presence on social media so that the community is aware of what we are doing and we can attract new people. The Christian Education Committee has specifically asked for Michelle to focus part of her efforts on attracting youth to their programs and activities. **Bookkeeping Services:** Valerie Fink, our bookkeeper, is budgeted at \$4,800 this year.
- **Financial Audit:** Our by-laws require a Financial Review every other year. We are adding \$5,000 to our audit reserve account for this purpose.

Professional Fees 2025	
Audit Expense	\$ 5,000
Payroll Service	\$ 1,250
Accounting Software	\$ 1,320
VANCO Online Giving monthly fees	\$ 1,000
Social Media Public Relations	\$ 6,000
Bookkeeper	\$ 4,800
Total Professional Fees	\$ 19,370

UCC Proportional Giving:

- Our proportional giving as detailed below is calculated to be \$8,447 based on 2024 income. Due to our large projected deficit this year, we will be paying 50% from the Outreach & Service budget and we have notified the UCC Conference that we will not be paying the remaining fifty percent from our operating budget this year. The decision to pay at 50% was approved by the Congregation in 2023.

First Congregational Church of Hanover UCC Proportional Giving Calculation	
	2024 Income
Total Operating Income	\$ 245,946
Total O & S Pledge Income	\$ 19,132
Subtract:	
Rental Income	\$ (10,430)
Fund Reimbursement	
Returns/Refunds	\$ (977)
NSF-Returned Checks	\$ -
Proportional Giving Income Total	\$ 253,671
Proportional Giving Percent	3.33%
Proportional Giving Due:	\$ 8,447
Giving @ 50%	\$ 4,224

Committee Expenses:

Committee expenses are budgeted at \$5,400 which is an increase of \$3,425 over last year.

- Music Committee:**
 - Music Committee supplies and expenses are budgeted at \$1,000. Last year they spent only \$192 and this year they will need to replenish their supplies.
 - As we did last year, guest musician expenses for 2025 have been budgeted from the restricted Clapp Music Fund in order to reduce our operating expenses.
- Christian Education:**
 - We have a new Christian Education Director this year and there are plans for a full roll-out of activities. It is hoped that the social media public relations will assist in attracting new children to these programs.
 - A Confirmation class will be held this year.
 - A restricted donation of \$1,400 is available for youth programs and activities to augment Education budget and the Christian will be used to fund Vacation Bible School.

Office Support Expenses:

- Our Office support budget has been increased by \$2,262 and 20% mainly due to increases in post-age costs and supplies.

2025 Budget Summary

We have prepared the 2025 budget with particular attention to making sure that we will be able to maintain our programs and outreach. In music and youth programming we are planning to use some of our Restricted Endowment Funds to bridge the gaps. We recommend that you approve this proposed budget. We need to be able to continue to do God's work at home and in the world in 2025 and the future. The Finance Committee also recommends that the following steps be taken to provide the funds necessary to support our endeavors:

- **Roll out the fundraisers:** We have budgeted for a \$3,000 fundraising challenge. This is the time to continue our 2024 fundraising campaigns. We all came up with ideas that raised funds and made our presence known in the community. Everyone got involved. We had a great time and we raised \$12,415. Let's do it again!
- **Approve the Deficit Funding Proposal:** Our budget deficit is projected to be \$50,137.
 - We propose to use the \$29,578 surplus from last year.
 - Finance Board recommends that the Congregation approve a transfer of up to \$20,559 from the General Endowment fund to close the \$50,137 deficit gap.

The Finance Board is aware that we are asking the Congregation *again* for a significant operating subsidy. We recommend approval of the proposed 2025 budget. We also recommend that the Congregation meet again in June to review our progress. We thank everyone in the Church for their tremendous efforts in 2024 and we look forward to working together to meet this challenge in 2025.

Respectfully submitted,
The Finance Board: Mary Dunn, Bob Meader, Don Nelson
Deborah Springhetti, Chair

First Congregational Church of Hanover
Proposed Budget 2025

	Budget 2025	Actual 2024	Variance Budget 2025 Vs. Actual 2024	
			\$	%
Income				
4000 Non-Restricted Income				
4001 Offerings				
4010 Pledge Income	150,000	165,208	(15,208)	-9.21%
4020 Loose Offering	3,500	3,324	176	5.30%
4030 Non-Pledged Offering	12,000	12,133	(133)	-1.09%
4040 Christmas Offering	1,500	1,498	2	0.13%
4050 Easter Offering	1,500	2,125	(625)	-29.41%
4070 Initial Offering	100	131	(31)	-23.37%
4071 Online Giving Service Offset	250	274	(24)	-8.63%
4080 Prior Year Pledge		4,107	(4,107)	-100.00%
4090 Next Year Pledge			0	-
Total 4001 Offerings	168,850	188,799	(19,949)	-10.57%
4005 Bank Interest	1,625	3,567	(1,942)	-54.45%
4100 Rental Income				
4110 AA Wed & Thurs	2,250	3,350	(1,100)	-32.84%
4120 Future Tenants	-	-	0	-
4130 Other Rentals	3,250	7,080	(3,830)	-54.09%
4150 AA Big Bk Step Wkshp	1,000	-	1,000	-
Total 4100 Rental Income	6,500	10,430	(3,930)	-37.68%
4200 Other Donations				
4210 Baptisms	0	0	0	-
4230 Funerals	0	600	(600)	-100.00%
4240 Other Miscellaneous Donations	500	1,330	(830)	-62.41%
Total 4200 Other Donations	500	1,930	(1,430)	-74.09%
4250 Fundraising	3,000	12,415	(9,415)	-75.84%
4251 Thrift Shop	25,000	24,214	786	3.25%
4252 Thrift Shop Donation	-	2,147	(2,147)	-100.00%
4260 Other Investment Income	1,000	1,466	(466)	-31.81%
4270 Endowment Income Distrib for Ops	20,559	0	0	-
4271 Endowment Income Dist - Prior Year	29,578	0	29,578	-
4280 Refund for Overpayment	0	978	(978)	-100.00%
4281 Returns/Refunds			0	-
4285 NSF - Returned Checks			0	-
Total 4000 Non-Restricted Income	256,612	245,946	10,666	4.34%
4300 Restricted Income				
4400 Donations				
4410 Flowers	0	1,289		
4420 Memorial Fund	0	3,506		
4440 Church Fair	0	10,356		
4450 Misc Restricted Donations				
Total 4400 Donations	0	15,151		
4500 Deacon's Fund		1,647		
4501 Thrift Shop Sales Tax				
4504 Technology				
4610 Vacation Bible School				
4630 Youth Ministry Income				
4640 Mission Trip Fundraising				
Total 4600 Youth Ministry Restricted	0	0		
4700 Outreach & Service				
4710 Pledges	15,208	19,132	(3,924)	-20.51%
4720 Food Pantry	-	10	(10)	-100.00%
4730 One Great Hour of Sharing	-	665	(665)	-100.00%
4740 Special Relief	-		0	-
4750 Church World Service	-	690	(690)	-100.00%
4760 Heifer Project	-	684	(684)	-100.00%
4770 Prior Year Pledge	-	513	(513)	-100.00%
4772 Prior Year Pledge Carryover	4,383	4,853	(470)	-9.69%
Total 4700 Outreach & Service	19,591	26,548	(6,957)	-26.20%
4800 Building Fund				
4810 Pledges	25,492	27,500	(2,008)	-7.30%
4820 Prior Year Pledge	-	1,079	(1,079)	-100.00%
4830 Special Projects	-	4,660	(4,660)	-100.00%
4845 Riley Hall Lift Replacement Project	-	35,166	(35,166)	-100.00%
Total 4800 Building Fund	25,492	68,405	(42,913)	-62.73%
Total 4300 Restricted Income	45,083	111,751	(66,668)	-59.66%
Total Income	301,695	357,697	(56,002)	-15.66%

First Congregational Church of Hanover
Proposed Budget 2025

			Variance	
			Budget 2025 Vs. Actual 2024	
	Budget 2025	Actual 2024	\$	%
Expenses				
6000 Unrestricted Expense				
6100 Payroll				-
6105 Salary and Wages	133,934	120,263	13,671	11.37%
6110 Payroll Taxes	5,149	4,236	913	21.56%
6115 Annuity	15,854	15,036	818	5.44%
Total 6100 Payroll	154,937	139,536	15,401	11.04%
6150 Substitute/Guest Expenses				
6155 Guest Musicians	0	0	0	-
6160 Substitute Organist	1,000	200	800	400.00%
6165 Substitute Preacher	1,800	1,200	600	50.00%
Total 6150 Substitute/Guest Expenses	2,800	1,400	1,400	100.00%
6200 Insurance				
6205 Health & Dental	0	0	0	-
6210 Liability Insurance	20,075	18,998	1,077	5.67%
6215 Life/Disability	0	0	0	-
Total 6200 Insurance	20,075	18,998	1,077	5.67%
6280 Refund for Overpayments	0	0	0	-
6281 Returns/Refunds	0	0	0	-
6300 Office Expenses	0	340		0.00%
6305 Bank Charges	200	224	(24)	-10.71%
6306 Vanco Fees	650	669	(19)	-2.87%
6315 Computer Software/Support	1,290	1,189	101	8.48%
6320 Copier Expenses	2,150	1,806	344	19.05%
6321 Lease of Copier	2,520	2,520	0	0.00%
6325 Postage	1,700	1,379	321	23.30%
Total 6300 Office Expenses	8,510	8,127	(928)	-11.41%
6350 Supplies & Expenses	5,000	3,121	1,879	60.23%
6400 Pastor Expenses				
6405 Professional Expenses	1,500	1,095	405	37.01%
6406 Pastor Cell Phone	2,500	0	2,500	-
6410 Study Allowance	1,200	350	850	243.26%
6415 Travel	2,000	1,526	474	31.07%
Total 6400 Professional Development	7,200	2,970	4,230	142.40%
6500 Professional Fees				
6505 Audit Expense	5,000	1,750	3,250	185.71%
6510 Payroll Service	1,250	1,017	233	22.86%
6515 Accounting Software	1,320	1,238	82	6.64%
6520 Online Giving	1,000	830	170	20.47%
6525 Professional Services	10,800	5,825	4,975	85.41%
Total 6500 Professional Fees	19,370	10,660	8,710	81.70%
6600 UCC Dues			0	-
6700 Fundraising	0	0	0	0.00%
6705 Hospitality	300	0	300	-
6710 Fall Dinner	300	220	80	36.28%
6715 Stewardship	300	258	42	16.40%
Total 6700 Fundraising	900	478	422	0.00%
6800 Program Expenses				
6805 Children's Day & Christmas	750	252	498	197.62%
6810 Confirmation and Youth Diaconate	250	0	250	0.00%
6815 Curriculum	1,000	224	776	345.57%
6820 Diaconate	400	314	86	27.51%
6830 Transportation	250	0	250	-
6835 Upper Room	250	212	39	18.20%
6840 Vacation Bible School	0	0	0	-
6850 Youth Ministry - Fellowship	600	303	297	97.78%
6870 Music Supplies & Expenses	1,000	192	808	421.16%
Total 6800 Program Expenses	4,500	1,497	3,003	200.63%

First Congregational Church of Hanover
Proposed Budget 2025

	Budget 2025	Actual 2024	Variance	
			Budget 2025 Vs. Actual 2024	
			\$	%
6900 Utilities	800	730	70	9.60%
6905 Alarm System	2,300	2,068	232	11.22%
6910 Electricity	10,500	9,575	925	9.66%
6915 Fuel	10,500	9,528	972	10.20%
6920 Telephone/Internet	6,120	4,758	1,362	28.64%
6925 Trash Removal	1,600	1,568	32	2.04%
6930 Water	1,500	1,354	146	10.78%
Total 6900 Utilities	33,320	29,581	3,739	12.64%
Total 6000 Unrestricted Expense	256,612	216,368	40,244	18.60%
8000 Restricted Expenses				
8001 Technology	0	809	(809)	-100.00%
8100 Building Fund				
8110 Interior Paint & Repairs	25,492	528		
8120 Exterior Paint & Repairs	-	9,558		
8140 Grounds Maintenance	-	6,511		
8150 Elevator Maintenance	-	2,770		
8160 Boiler Maintenance	-	1,726		
8170 Miscellaneous	-	2,877		
8180 Special Projects				
Total 8100 Building Fund	25,492	23,969	1,523	6.35%
8200 Fund Expenses				
8210 Clapp Music Fund	-	1,800		
8220 Flower Fund	-	2,414		
8230 Haupt Bible Fund	-	81		
8240 Memorial Fund				
8250 Christy Fund				
8270 Church Fair				
8280 Misc Restricted Expenses				
Total 8200 Fund Expenses	0	4,295	(4,295)	-100.00%
8400 Discretionary Expenses				
8410 Pastor's Discretionary Fund				
8420 Deacon's Fund	-	450	(450)	-100.00%
Total 8400 Discretionary Expenses	\$ 0.00	\$ 450.00	(450)	-100.00%
8500 Outreach & Service				
8505 UCC OCWM	4,224	3,701		
8510 Pilgrim Association	250	250		
8515 Mainspring House	-	2,850		
8520 Habitat for Humanity	-	500		
8521 One Great Hour of Sharing				
8522 Church World Services	-	1,537		
8525 Seafarer's Friends	-	500		
8530 Hanover Food Pantry	-	1,000		
8540 Other	10,734	10,027		
8580 Student Minister	-	1,800		
Total 8500 Outreach & Service	15,208	22,164	(6,956)	-31.38%
8600 Thrift Shop Sales Tax	0	0	0	-
8840 Youth Ministry Program	0	0	0	-
Total 8000 Restricted Expenses	40,700	51,687	(10,987)	-21.26%
Total Expenses	297,312	268,055	29,257	10.91%
Total Operating Income	256,612	245,946	10,666	4.34%
Total Operating Expenses	256,612	216,368	40,244	18.60%
Net Operating Income Minus Operating Expenses	-	29,578	(29,578)	-100.00%
Total Restricted Income	45,083	111,751	(66,668)	-59.66%
Total Restricted Expenses	40,700	51,687	(10,987)	-21.26%
Net Restricted Income - Expenses	4,383	60,064	(55,681)	-92.70%
Total Operating Income	256,612	245,946	10,666	4.34%
Total Restricted Income	45,083	111,751	(66,668)	-59.66%
Total Church Income	301,695	357,697	(56,002)	-15.66%

**MINUTES OF ANNUAL MEETING – JANUARY 28, 2024
RECORDED BY CHURCH CLERK**

The meeting opened at 10:58 am.

The Moderator went over the agenda before voting on any business.

The Moderator declared a quorum was present.

Rev. Peter gave an opening prayer. The congregation sang an opening hymn.

VOTED: Motion made, seconded, and carried to waive the reading of the minutes of the February 19, 2023, Annual Meeting.

VOTED: Motion made, seconded, and carried to approve the minutes of the February 19, 2023, Annual Meeting.

VOTED: Motion made, seconded and carried to approve the reports of the reports from the Staff and Church Offices for 2023.

VOTED: Motion made, seconded, and carried to accept the reports for the Church Boards and Committees for 2023.

Deb gave a quick overview of the Financial Statements as printed in the 2023 Annual Report. Outreach & Service starts 2024 with \$13,912 in hand and the Building Fund begins 2024 with \$16,625 in hand.

By increasing our income over budget and reducing expenses for 2023 only \$16,080 from the Endowment Fund was needed to balance the Operating Account for 2024. This was much less than expected.

VOTED: Motion, made, seconded, and carried to accept the 2023 Financial Report.

NEW BUSINESS

FINANCIAL BUDGET 2024:

A meeting was held in October 2023 to update the congregation on the Church's financial position for the upcoming year. The Finance Board advised that the proposed deficit could be as high as \$80,000 and were looking for input from the members regarding how the Church operates.

From a meeting held on January 14th some changes to the staff have been made. The Minister of Faith and Public Relations positions have been eliminated. Money from the Clapp Fund will now be used to cover fees for guest musicians. Additional pledges and savings on fuel and some office expenses have reduced the budget deficit to \$42,367.

To reduce the deficit to \$10,000 the congregation was asked to consider going to a part-time pastor. This recommendation was rejected.

Wally Reed commented that the Endowment Fund has been in effect for three hundred years. 2023 was the first time that principal was used to help balance the budget. His concern is that continuing to use endowment principles to balance the budget would erase all the work of those who helped to build the funds, and that we should consider cutting expenses before we repeat this in coming years.

Deb Zawalich said that using the endowment in times of emergencies may be necessary if we are to keep the Church going. We may lose more members if we were to go to the option of a part-time pastor. Every member really needs to consider if they are able to increase their pledge.

Ken Cheo thanked the members of the Finance Board for all the work that went into creating this year's budget. We need to consider if discontinuing U.C.C. is an option. The conference has helped us through a number of situations during the past years. A number of people have stepped up with fundraising proposals for this year to help reduce the deficit.

Currently, we are still paying 50% of our U.C.C. proportional giving dues for 2023 and 2024. We will revisit this decision for the 2025 budget.

Outreach and Service and the Building Fund are both restricted funds. Any money they do not spend in 2023 will carry forward into 2024. This will be added to any fund allocated in the 2024 budget.

\$10,000 was returned to the building fund from the audit.

Deb Springhetti has some additional figures from the Endowment Fund. Over the last three years the church has used \$68,377 from the fund. \$42,000 to be used in 2024. The Finance Board would like to recommend that we hold a meeting in June to review our finances.

A number of members commented that there is great energy in the church and that we should not give up on it. Fundraisers have been scheduled for 2024: lasagna sales, yard sale, auction, and a rummage sale, with more in the works. A number of these events will include members of the community, not just members of the church.

Mary Dunn added that we need to find a way to grow our revenue. Cutting expenses by themselves will not keep the church alive.

Lynn White mentioned that churches that go to a part-time ministry rarely survive. Part-time ministry sends the wrong message to the community.

VOTED; Motion made, seconded, and carried to approve the 2024 budget of \$246,518.00 as printed in the Annual Report, and for Finance to update the congregation at a meeting to be scheduled in June.

VOTED: Motion made, seconded, and carried to approve the Outreach and Service budget of \$16,026 and the Building Fund budget of \$21,826.

The Finance Board has recommended a review of the finances in June.

There is an inconsistency in the By-laws between Article 8 Line 4 and Article 30B Line 1. The Moderator has made a motion to strike Article 8 Line 4 from the Bylaws.

Ava made the comment that changes to the By-laws cannot be made without prior notification to the congregation.

VOTED: Motion made, seconded, and carried to table any By-law changes to a future date.

The Board of Trustees and the Finance Board would like to move the new lift project forward. We cannot get a final estimate for the project until we approve funding. The recommendation is to approve \$40,000. \$10,000 is to come from each of the following funds: the Memorial Fund, the Fair Fund, the Whiting Elderly Fund, and the Building Fund savings account.

Wally Reed gave an overview of the project. The old lift is not repairable and will be removed. The new lift will be located inside the back entrance to Riley Hall and will be ADA compliant. It will cover all three floors. Some work will be done on the storage room downstairs and on the office to make room for the lift. Once funding is approved, we will be able to get a final estimate for the project and apply for any grants that may be available. A rough estimate for the work is between \$48,000 and \$50,000.

VOTED: Motion made, seconded, and carried to approve \$40,000 to move the new lift project forward.

VOTED: Motion made, seconded, and carried to accept the Nominating Report as printed with the following additions:

Christine Nelson	-	Stewardship
Maddie Thomas	-	Flower Committee
Tony Romano	-	Trustees

There are several committees that could use more members, anyone interested should contact the committee chair. C.E and Finance are the two committees most in need of help.

Ava commented on the loss of our Public Relations and Faith Formation people and urged the congregation to help with the void. News of what the Church is doing needs to get out on social media, so any help would be appreciated. As far as C.E. is concerned we need to research what other churches are doing to attract more children and young families.

Policies on Staff Relations, Facilities Use, and a Behavioral Covenant will be moving forward in 2024.

Jim thanked the Finance Board and especially Deb Springhetti for all the work they have done over the last year.

Hal Thomas thanked Jim for all the work he has done as Moderator over the last two years.

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

Meeting closed at 12:11pm

Respectfully submitted,
Irene MacAskill, Church Clerk

Nominating Committee Report

As we enter 2025 the first focus was on staffing Church Officer positions. Here is a table containing the list of volunteers for these positions for 2025.

Moderator	Virgina Hunt	Two years ¹
Vice Moderator	Ava Sigsby	Two years ¹
Church Clerk	Vacant	One Year ²
Financial Secretary	Elaine Backer	One Year ²
Assistant Financial Secretary	Mary Dunn	One Year ²
Treasurer	James Hoyes	One Year ²
Assistant Treasurer³	Vacant	One Year ²

¹ May not succeed herself/himself in the same position

² May hold successive terms without limitation

Board of Trustees					
Member Name	Year Joined	Current Term Started	Year Official Term Ends	Term Length	Term Renewable?
John Matson	2025	Feb '25	2028	3	Y
Pam Hoyes	2025	Feb '25	2028	3	Y
Anthony Romano	2024	Feb '24	2026	3	Y
Ted Adami	2023	Feb '23	2026	3	Y
Dean Larson	2024	Feb '24	2027	3	Y
Don Morrison	2024	Feb '24	2027	3	Y
Vacant				3	Y

Finance Committee					
Member Name	Year Joined	Current Term Started	Year Official Term Ends	Term Length	Term Renewable?
Bob Meader	2023	Nov '23	2026	3	Y
Don Nelson	2024	Feb '24	2027	3	Y
Vacant					
Vacant					
Vacant					
Vacant					
Treasurer (Ex Officio)					
Financial Secretary (Ex Officio)					

Investment Committee					
Member Name	Year Joined	Current Term Started	Year Official Term Ends	Term Length	Term Renewable?
Richard Zawalich		Moderator Re-appointments	2025	1	Y
Hal Thomas			2025	1	Y
Deborah Zawalich			2025	1	Y
Member of Finance Board		FB Appointment	2025	1	Y
Member of Board of Trustees		BoT Appointment	2025	1	Y
<i>If needed, back-up to the Investment Coordinator shall be provided by the Treasurer or Assistant Treasurer.</i>					

Flower Committee					
Member Name	Year Joined	Current Term Started	Year Official Term Ends	Term Length	Term Renewable?
Vacant			2025	2	Y
Maddie Thomas	2024	Feb '24	2026	2	Y
Glenda Larson	2022	Feb '24	2026	2	Y
Janet Cook	2022	Feb '24	2026	2	Y
Christine Nelson	2024	Feb '24	2026	2	Y

Christian Education (Faith Formation and Youth Fellowship)					
Member Name	Year Joined	Current Term Started	Year Official Term Ends	Term Length	Term Renewable?
Rebecca Wolongevicz	2022	Feb '22	2025	3	Y
Janet Cook	2025	Feb '25	2028	3	Y
Jennifer Riendeau	2023	Feb '23	2026	3	Y
Karen Ventura	2023	Feb '23	2026	3	Y
Vacant					
Vacant					
Vacant					
Vacant					
Vacant					

Hospitality Committee					
Member Name	Year Joined	Current Term Started	Year Official Term Ends	Term Length	Term Renewable?
Sue Conant	2019	Feb '22	2027	2	Y
Sandra Adami	2022	Feb '22	2027	2	Y
Jessie Berry	2019	Feb '22	2026	2	Y
Joyce Purslow	2024	Feb '24	2026	2	Y

Diaconate					
Member Name	Year Joined	Current Term Started	Year Official Term Ends	Term Length	Term Renewable?
Hal Thomas	2024	Feb '24	2027	3	
Ava Sigsby ¹	2022	Feb '22	2025	3	Y
Dennis Falcione	2020	Feb '20	2026	3	N
Al Alexander	2023	Feb '23	2026	3	Y
Karen Tripp	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
Priscilla Cedrone	2024	Feb '24	2027	3	Y
Robert Meader	2024	Feb '24	2027	3	Y
Vacant					
Vacant					
Vacant					
Vacant					
Vacant					

¹ Ava Sigsby is also Vice Moderator

Memorial Fund					
Member Name	Year Joined	Current Term Started	Year Official Term Ends	Term Length	Term Renewable?
Sally Romano	2019	Feb '25	2028	3	Y
Bob Sigsby	2022	Feb '23	2026	3	Y
Sandra Vaughn	2024	Feb '24	2027	3	Y
Diaconate Representative				1	Y
Diaconate Representatives				1	Y

Music Committee					
Member Name	Year Joined	Current Term Started	Year Official Term Ends	Term Length	Term Renewable?
Sandra Adami	2019	Feb '22	2025	3	Y
David Fiske	2024	Feb '24	2027	3	Y
Lee Fiske	2024	Feb '24	2027	3	Y
Janet Hamilton	2024	Feb '24	2027	3	Y
Maddie Thomas	2018	Feb '24	2027	3	Y

Outreach and Service					
Member Name	Year Joined	Current Term Started	Year Official Term Ends	Term Length	Term Renewable?
Ruth Hall					
Amy Kelly	2023	Feb '23	2025	2	Y
Vacant			2025	2	Y
Elizabeth Meader	2022	Feb '24	2026	2	N
Dayna Scribi	2019	Feb '24	2026	2	N
Tina Donovan	2019	Feb '24	2026	2	N
Note: Four (4) members must be covenant-members of the church.					

Pastor Parish Relations Committee					
Member Name	Year Joined	Current Term Started	Year Official Term Ends	Term Length	Term Renewable?
Tina Donovan	2023	Feb '23	2026	3	Y
Al Alexander	2023	Feb '23	2026	3	Y
Laura Delaplain	2024	Feb '24	2027	3	Y
Vacant			2027	3	Y

Stewardship Committee					
Member Name	Year Joined	Current Term Started	Year Official Term Ends	Term Length	Term Renewable?
Deborah Zawalich	2024	Feb '24	2026	3	Y
Jamaal Thompson	2023	Feb '23	2026	3	Y
Christine Nelson	2024	Feb '24	2026	3	Y
Ken Cheo	2021	Feb '24	2027	3	N
John Fox	2024	Feb '24	2027	3	Y
Finance Representative				1	Y

Ushering Committee					
Member Name	Year Joined	Current Term Started	Year Official Term Ends	Term Length	Term Renewable?
Al Alexander	2018	Feb '22	2025	3	Y
Ruth Hall	2018	Feb '22	2025	3	Y
Amy Kelly	2020	Feb '22	2025	3	Y
Irene MacAskill	2020	Feb '23	2026	3	Y
David Vaughn	2020	Feb '23	2026	3	Y
Wally Reed	2020	Feb '23	2026	3	Y
Karen Tripp	2020	Feb '23	2026	3	Y
Cynthia Woods	2020	Feb '23	2026	3	Y

Delegates					
Member Name	Year Joined	Current Term Started	Year Official Term Ends	Term Length	Term Renewable?
Karen Tripp	2017	Feb '24	2026	2	Y
Mary Lou Gifford	2024	Feb '24	2026	2	Y
James Hoyes	2024	Feb '24	2026	2	Y
Vacant					
Vacant					
Up to six (6) members elected to two (2) year terms in even-numbered years; delegates represent the church at Pilgrim Association and SNEUCC meetings.					

Treasurer's Report

The First Congregational Church of Hanover concluded 2024 with a strong financial standing. **As of December 31, 2024, total account balances amounted to \$952,682.97**, reflecting a year-over-year increase of \$135,594.46. However, some of these funds are earmarked for specific projects, such as the Riley Hall Lift Replacement, or are set for future transfers between accounts. After accounting for these commitments, **the adjusted balance available as of December 31, 2024, is \$872,570.45.**

Additionally, several deposits intended for the Operating Fund in late December 2024 were delayed due to illness, travel schedules, and holiday timing. These deposits, reflected in the gray-shaded column of the report, further strengthen the church's financial foundation heading into 2025.

			Statement Opening Balance - January 1, 2024	Statement Ending Balance - December 31, 2024	Change in Account Balance	Committed Funds	Available Account Balance - December 31, 2024	Available Account Balance - Jan 26, 2025
	Account Status	Comment						
Rockland Trust Accounts								
Operating Checking Account	Open	Day-to-Day Account for Operating Budget	\$ 52,147.21	\$ 24,059.37	\$ (28,087.84)	\$ (2,556.95)	\$ 21,502.42	\$ 36,243.67
Cash Management Account	Open	Cash Reserves for Operating Budget; interest bearing	\$ -	\$ 125,155.09	\$ 125,155.09	\$ -	\$ 125,155.09	\$ 151,059.56
Building Fund Savings Account	Open	Restricted to use by the Board of Trustees	\$ 10,222.29	\$ 16,365.65	\$ 6,143.36	\$ (10,000.00)	\$ 6,365.65	\$ 6,365.65
Outreach & Service Savings Account	Closed - 1Q24	Subject to 10-Year True-Up Transfer; Remainder rolled into QuickBooks for use by O&S Committee	\$ 1,163.46	\$ -	\$ (1,163.46)	\$ -	\$ -	\$ -
Pastor's Discretionary Fund Savings Account	Closed - 1Q24	Subject to 10-Year True-Up Transfer; Remainder rolled into QuickBooks as "Deacon's Fund" for use by Senior Pastor / Diaconate	\$ 4,603.75	\$ -	\$ (4,603.75)	\$ -	\$ -	\$ -
Youth Ministry & Mission Trip Savings Account	Closed - 1Q24	Subject to 10-Year True-Up Transfer; Remainder rolled into QuickBooks for use by CE Committee	\$ 11,985.50	\$ -	\$ (11,985.50)	\$ -	\$ -	\$ -
Fair Fund Emergency Account	Closed - 1Q24	Subject to 10-Year True-Up Transfer; Remaining money transferred into Fair Fund at Fidelity	\$ 1,002.17	\$ -	\$ (1,002.17)	\$ -	\$ -	\$ -
Total Rockland Trust Accounts			\$ 81,124.38	\$ 165,580.11	\$ 84,455.73	\$ (12,556.95)	\$ 153,023.16	\$ 193,668.88
	Account Type	Comment	Statement Opening Balance - January 1, 2024	Statement Ending Balance - December 31, 2024	Change in Account Balance	Committed Funds	Available Account Balance - December 31, 2024	
Fidelity Accounts (Endowment Funds & Restricted Accounts)								
Investment	Portfolio	Mix of Endowments and Restricted Accounts including Fair Fund	\$ 703,085.35	\$ 754,192.46	\$ 51,107.11	\$ (67,555.57)	\$ 686,636.89	
Christie Fund	Bond	Endowment Account	\$ 32,878.78	\$ 32,910.40	\$ 31.62	\$ -	\$ 32,910.40	
Total Fidelity Accounts			\$ 735,964.13	\$ 787,102.86	\$ 51,138.73	\$ (67,555.57)	\$ 719,547.29	
Grand Total			\$ 817,088.51	\$ 952,682.97	\$ 135,594.46	\$ (80,112.52)	\$ 872,570.45	

The church's **banking accounts are held with Rockland Trust**, and following recommendations from the 2023 Audit Report, we consolidated our accounts from seven to three:

- A no-fee, no-interest Operating Fund checking account for day-to-day expenses
- A no-fee, interest-earning Cash Management account for cash reserves
- A no-fee, low-interest Building Fund savings account, restricted for use by the Board of Trustees

Our treasury policy aims to maintain two months of cash requirements in the Operating Fund checking account and up to four months in the Cash Management account. This approach ensures the church is well-positioned to address fluctuations in weekly offerings and unexpected expenses. The funds in the Cash Management account were conservatively managed to generate \$3,562.28 in interest in 2024, a significant increase compared to the under \$50 earned in previous years.

Balances for some of the closed accounts are being tracked within QuickBooks, with the remaining funds held in the Cash Management account. As of December 31, 2024, the balances for these accounts are as follows:

QuickBooks Account Name	Balance as of December 31, 2024
Riley Hall Lift Replacement Project Proceeds (Goods & Services Auction)	\$9,261
Unspent 2024 Building Fund Balance	\$4,611
Unspent Outreach & Services Balance	\$4,383
Designated Fund "Youth Ministry" Balance	\$2,723
Deacon's Fund Balance	\$1,887
Total	\$22,866

These funds can be accessed by the corresponding board or committee for 2025 following an affirmative vote.

Endowment accounts are held at Fidelity Investments and are managed by the Investment Committee. Monthly and Quarterly Statements are shared with the Treasurer and Bookkeeper for additional reconciliation.

Investment Account	Investment Mix	Beginning Balance January 1, 2024	Ending Balance December 31, 2024	Change
Endowment Portfolio	Equity, Bonds, and Government Money Market	\$703,085.35	\$754,192.46	\$51,107.11
Christie Account	Bonds	\$32,878.78	\$32,910.40	\$31.62
TOTAL FIDELITY		\$735,964.13	\$787,102.86	\$51,138.73

Details on account additions and subtraction can be found in the Investment Committee report. In early 2024, a 10-Year (2013-2023) account true-up transfer was made between accounts following our 2023 Audit findings. In 2024, true-up transfers between accounts were made in December 2024. These true-up transfers are up-to-date and carefully tracked and reported monthly to the Finance Board.

Payroll and benefits are managed by ADP under the control of the Treasurer and Bookkeeper. In 2024, all necessary tax-reporting forms (W-2 and 1099) were prepared and distributed in compliance with IRS regulations. Total compensation is a large portion of the Operating Budget and care is taken to ensure accuracy. In addition, the church has made a commitment to our Senior Pastor within the covenant of the Call Letter. **In 2024, all components and commitments of the Call Letter were fulfilled.** Components are outlined in the following chart.

Call Letter Detail	Annual Commitments	2024 Actual	2025 Budget	Variance	
				\$	%
1. Core Compensation Items					
Base Salary	Yes	Yes	Yes		
FICA Tax Gross Up (7.65%)	Yes	Yes	Yes		
Pension / Annuity	Yes	Yes	Yes		
Paid Health Insurance	No, Opt Out	No, Opt Out	No, Opt Out		
2. In Lieu of Paid Health Insurance Expenses					
Annual Lump Sum Incremental Salary in Lieu of Paid Health Insurance	\$5,000	\$5,000	\$5,000	-	0.0%
Annual Lump Sum Incremental Annuity Payment in Lieu of Paid Health Insurance	\$4,000	\$4,000	\$4,000	-	0.0%
Sub-Total	\$9,000	\$9,000	\$9,000		
3. Other Call Letter Expense Reimbursement Areas					
Pastor Professional Expenses	\$1,500	\$1,095	\$1,500	405	37.0%
Pastor Travel Expenses	\$2,500	\$1,526	\$2,500	974	63.8%
Pastor Cell Phone Stipend	\$1,200	\$0	\$1,200	1,200	#DIV/0!
Pastor Study Allowance Expenses	\$2,000	\$349	\$2,000	1,651	472.9%
Parsonage Phone / Internet Stipend	\$1,320	\$0	\$1,320	1,320	#DIV/0!
Sub-Total	\$8,520	\$2,970	\$8,520	5,550	186.9%

The Thrift Shop had an outstanding year, generating \$26,360.59 in revenue—setting a new record for annual revenue. Sales tax reporting for the Thrift Shop was completed on time and remains up to date.

Operational improvements in 2024 included timely QuickBooks entries, on-time invoice payments, efficient expense reimbursement processes, MA Sales Tax payments calculated and paid monthly, and the completion of monthly financial reports within 5-6 days after month-end. Offering counters continued to perform with dedication and accuracy.

Looking ahead to 2025, you should expect to see increased involvement from our bookkeeper, Val Fink, as I step back from some of the daily operations that were essential in 2024 during the audit transition. We are planning to fill the Assistant Treasurer, which will enhance oversight and strengthen our financial management. A primary focus for 2025 will be the Riley Hall Lift Replacement Project, along with preparations for the church's next audit in accordance with our Bylaws. I am committed to maintaining the solid financial foundation we've all established and ensuring that 2025 is as successful as 2024.

In closing, I would like to **express my gratitude to the Finance Board, particularly Deb Springhetti (Finance Board Chair), the Investment Committee, Val Fink (Bookkeeper), Susan Vetterlein (Office Administrator), Elaine Backer and Mary Dunn (Financial Secretary and Assistant Financial Secretary ... and weekly Offering counters), Ginny Hunt (Moderator), Allison Hughan (external auditor), Rev. Peter, and all Board and Committee chairs for their teamwork and dedication in managing a \$300,000 annual budget and nearly \$1 million in assets, primarily on a volunteer basis.**

Respectfully submitted,

James Hoyes – Church Treasurer

Riley Hall Lift Replacement Scope of Work:

Task	Crew	Timeline
Approval of Additional Funds	Congregation	Feb 2, 2025 Annual meeting
Approval and Signature of Contracts	Trustees	February
Place order for the lift	Trustees	February
Demolition of basement closet and cabinets	Church Volunteers	March
Removal of old stair-lift railings	Church Volunteers	March
Installation of Elevator Shaft and hallways	Construction Contractor	March - April
Office Reconstruction	Construction Contractor	March - April
Interior Painting	Church Volunteers	March - April
Installation of Elevator	Elevator Company	May
Inspection and Certification	State of MA official	June -July

Riley Hall Lift Replacement Project		
Funding Available as of February 2, 2025		
Funds Authorized January 2024		
Whiting Elderly Fund	\$ 10,000	
Memorial Fund	\$ 10,000	
Fair Fund	\$ 10,000	
Building Fund Savings Account	\$ 10,000	
Subtotal From January 2024		\$ 40,000
Goods & Services Auction		\$ 6,761
Goods & Services Auction Anonymous Match		\$ 1,500
Memorial Fund Fundraising Match		\$ 7,500
Melchin Family Memorial Funds		\$ 3,000
Other Donations		\$ 28,404
Total Available Project Funds		\$ 87,165
Estimated Project Cost		\$ 120,000
**Project Funding Gap		\$ (32,835)
** Funding gap to be closed from additional fundraising and Congregation approval of the use of endowment funds.		

