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*Leadership Ministry

Composed of the Chairs of each of Ministries listed above, as well as the Pastor, Clerk, Moderator and Treasurer.

Pastor's Report, Leadership Ministry



December 2024

Grace and Peace to you all in the name of the Lord Jesus Christ!

2024 has been a very challenging year for us all. It began at Annual Meeting with the congregation deciding to try out a new way of organizing ourselves. Changing committees to ministries and combining responsibilities seemed a little awkward at first.

Meeting all on the same night was initially met with enthusiasm, but it soon became clear that it was not convenient or possible for all to continue doing that. Some ministries started meeting at other times and so the initial image was adjusted to meet the needs of those who were serving.

Quarterly All-Church meetings enhanced understanding of what was going on with both the ministries of the church and the church budget. By sharing a meal and the ministries of the church, we developed a stronger bond as a community of Christian believers.

As we continue to learn and grow, we can be bold in trying new things, knowing that even things that don't work out as we thought provide us with understanding and insight that allows us to continue to grow.

We hosted the annual Crop Walk and welcomed churches from the area as we walked to seek an end to hunger. We, as a church, exceeded our goal. We can be proud to be a shining light in our darkened world

2024 was also a year of loss. We said goodbye to some significant members of our church and community. Coming together to share our grief and our memories helped to remind us that our history is to be cherished and used as a catalyst to move us into the newness to which God is inviting us.

As I begin the final year of my Designated Term, I continue to see God's gifts being made manifest in so many ways in this church. Let's continue the conversation about what God is calling us to do and be in this time and place. I remain confident that we can do great things through Christ who gives us strength.

In Christ's Service,

Pastor Marianne

Moderator's Report, Leadership Ministry

We all love this Church, and want to see it thrive. We are currently struggling with how to reach that goal of a thriving Church, filled with energy, excitement, passion and a spiritually connected worship community.

2024 has been a year of transition. At the 2023 Annual Meeting, we voted to pilot the concept of Ministry Teams in 2024, with the plan to meet as Ministry Teams through the summer, and if the pilot worked, to work on bylaw revisions in the fall, to align the bylaws with the Ministry Teams. That timetable was too optimistic.

The pilot of combining committees, where it made sense, and renaming the committees as focused Ministries, was proposed with two primary goals. First, to shift and center the work of the Church Committees as Ministries. And secondly, to continue to do the work of the Church with fewer and fewer people.

Changing the names of the Committees to Ministries is a subtle but important shift, that may have gotten lost in the details of how we make the Ministries work. The need to focus on God's message was highlighted to me in our October All Church Meeting. How do we follow the teachings of the Bible and the lessons of Jesus' life in this modern world? How do we live, day to day, our Church's stated mission 'We are God's Hands on Earth'? How are we ministering to our local community? I pledge to try to keep our work in the coming year focused on the question 'What does God call us to do in this time and in this place'?

It has been evident for the past several years that the number of active and participating members of the congregation has been shrinking. When we look around at our neighbors, and at our schools, we realize Shelburne today is not the Shelburne we grew up in. Our community has changed significantly around us with smaller families and an older average household age. The Bylaws of the Church spell out the number of members on each committee.

Combining committees into Ministries was also meant to solve this issue, by broadening the scope of the ministry, and combining the members. The reality, after a year of pilot, is that the work and responsibilities and membership of the various ministries does not appear to be evenly divided. For example, the Property Maintenance Committee had 2 people elected at annual meeting, but due to health issues one person resigned, which left one person responsible for all the work of the Property Committee. In reality, John Taylor did a great job of maintaining the buildings and dealing with issues as they arose, aided and assisted by many members of the congregation when they identified a task that needed doing. This is a new model of Church participation; identifying a need and volunteering with a solution. It doesn't require a commitment to serve on a committee for a set term, but a passion to see the Church thrive. We still have bylaws detailing the numbers of people and terms for committees and positions. But we are also trying different ways to do the work of the Church.

The first All Ministry meeting was scheduled for March, and we met each month thereafter. We tried scheduling all the teams to meet at 6 pm, with the Leadership Ministry to meet at 7 pm to hear the reports of each of the Ministries. This schedule turned out not to work very well, in reality. The two main issues were that 1 hour wasn't always enough to get their work done, and that some people were

serving on more than one ministry, and therefore had difficulty participating in more than one meeting at a time. On the other hand, there was a lot of enthusiasm and coordination across ministries, when we were all in the room together. For the last few months, the Ministries have scheduled their meetings at a different time, and this seems to be working better.

So, this is a long explanation for where we are currently as we approach the 2024 Annual Church Meeting. The pilot of the Ministries is taking longer than originally anticipated. I would like to see us extend the pilot of the Ministry concept for another year but leave this decision to the annual meeting. I will continue to pray for guidance and to listen with an open mind to the conversations we are having.

This coming year, we will also be evaluating the Shared Pastor Agreement we have with the United Congregational Church of Conway, and the future of our Designated Term Covenant with Marianne McCullagh. I look forward to continuing the rich and honest discussions we've had over the past year as we make these decisions.

Sincerely,

Debra M. Washer

Moderator

Clerk's Report, Leadership Ministry

December 8, 2024

Membership – November 19, 2023 74

Additions during the year:

New Members 0
Transfer of Members

Reactivation of Members 0

Losses during the year:

Death of Members 4
Laurene York Risse
Pearl Churchill
Theodore Cromack
Fleurette Patterson

Transfer of Membership 0

Membership – November 24, 2024 70

Funerals and Memorial Services 4
Robert Manners, Pearl Churchill, Laurene York Risse, Theodore Cromack

Marriages 0

Baptisms 0
Dedications 0

Respectfully submitted,

Diantha J. Wholey

Clerk

Annual Church Meeting Minutes

First Congregational Church of Shelburne
Annual Church Meeting
December 3, 2023

The Annual Meeting of the First Congregational Church of Shelburne was called to order by Moderator John Taylor at 1:15 pm in Fellowship Hall.

The meeting was preceded by a potluck dinner with Barbara Giguere in charge.

Pastor Marianne MacCullagh opened in prayer. A moment of silence was held in memory of departed members John Nolan, Ruthe Jubinville, Helen Gould, Beverly Phillips, and Arthur Green, Jr.

Roll call of members of the church was read with 20 members in attendance.

The following business was transacted:

Article 1: To receive and act on the reports of the officers and committees and any other reports pertaining to church business, with the exception of the reports that are covered in subsequent articles.

By consensus, the minutes of the 2022 annual meeting were accepted as printed.

Pastor Marianne had printed copies of the tabulated summary of the survey she emailed about her first year in her ministry. She asked those present for a to-do list for 2024 and then asked each person what they would like to do on that list. The tasks with the most interest and those who volunteered to organize each one were:

- 1) looking at being Open and Affirming (Barbara Giguere)
- 2) selling the parsonage (John Taylor)
- 3) having a Children's Sermon if there are children present (Pastor Marianne)
- 4) a public meal on the Greenfield common as we did for Cathedral in the Light (Lewis Goodnow)
- 5) quarterly meetings and conversations about what is going on (Executive Committee)

Diantha Wholey corrected the Clerk's Report, adding John Nolan as a deceased member in 2023. The total membership is 74.

Sherry Taylor updated the Stewardship report to \$53,450 in pledges.

Joseph Judd noted that the rope for the church bell has broken, and he is in the process of finding a solution so that the bell may be operable.

Roland Giguere made a motion, seconded by Alan Coutinho, to accept the reports, as corrected, with the exception of the reports that are covered in subsequent articles. The motion passed unanimously.

Article 2: To receive the recommended budget of the Church Council and take action thereon.

James Merriott made a motion, seconded by Joseph Judd, to receive and approve the recommended budget. Lewis Goodnow reviewed the 2023 YTD income and expenses as well as the 2024 budget.

Timothy Graves amended the motion, seconded by Barbara Giguere, to increase the line item for the Musician from \$4,500 to \$5,000 so music can be provided at 50 services. The amendment passed unanimously.

Sherry Taylor noted that one Stewardship mailing costs \$100 and made a motion, seconded by Barbara Giguere, to increase that line item from \$100 to \$300. The amendment passed unanimously.

James Merriott and Joseph Judd endorsed the two amendments, and the amended motion passed unanimously.

Lewis made the following comments:

- 1) Money to cover the deficit budget will come from invested funds, if necessary.
- 2) The Sarah Jean Graves scholarship is held by the Mary Lyon Foundation. The current balance is \$3,690, and the Foundation will offer a scholarship when the balance totals \$5,000.

John Taylor suggested changing the name of the "Capital Campaign" checking account to "Emergency Assistance" since the fund is restricted to Missions projects.

Article 3: To receive nominations and elect officers for the coming year.

Roland Giguere made a motion, seconded by Elizabeth Burnham, to accept the report of the Nominating Committee as printed.

Sherry Taylor thanked everyone who agreed to serve and noted that there are vacant positions. She encouraged those present to consider becoming Franklin Association delegates. The Association has two meetings per year, and noted that she has learned how the churches in the Association work together.

There were no nominations for the vacant positions. The motion passed unanimously.

Article 4: To transact any other business that may properly come before this meeting.

This past year there have been several discussions about the church governance regarding the committees noted in the bylaws and how difficult it has become to fill vacancies. Pastor Marianne has introduced the concept of ministry teams rather than formal committees. John Taylor noted that the UCC does not endorse any suspension of bylaws. It was noted that the bylaws are a guide for church governance and are meant to protect the church membership. Sherry Taylor suggested we start the process by looking at how ministries can work together, and Joseph Judd noted that some committees are already working together such as Diaconate/Music and Property Maintenance/Music.

Roland Giguere made a motion, seconded by Barbara Giguere, to authorize the Executive Committee to proceed with grouping committees into ministries within the current bylaw structure with a goal of

amending the bylaws, if applicable, before the next annual meeting. The motion passed with a majority vote and one abstention.

There was further discussion about scheduling Church Council meetings with a suggestion that the total church membership can participate in quarterly church meetings.

John Taylor reported that the Executive Committee has been discussing revising the Facilities Usage policy and decided to ask the church membership about changing our current no-alcohol policy.

Barbara Giguere made a motion, seconded by James Merriott, to allow alcohol to be served in Fellowship Hall and on the grounds. John Taylor noted that a clause requiring liquor liability coverage will be added to the agreement if this is approved. Discussion followed about allowing both beer and wine or just wine and a champagne toast at Fellowship Hall. Barbara Giguere amended her motion, seconded by James Merriott to allow beer and wine to be brought in, served by the user who has signed the agreement. After additional discussion, Debra Washer noted that it was clear that those present were not reaching a consensus. Gordon Taylor called the question. John Taylor called for a non-binding vote. The results were 7 in favor, 9 opposed, and 1 abstention, so the no-alcohol policy remains in effect.

John Taylor reviewed what consensus means, working together toward a result agreeable to all, which does not require voting. The Moderator can determine the "feel of the meeting."

Gordon Taylor thanked all officers and committee members for serving the church. Diantha Wholey recognized Joseph Judd for his 4 years of service on the Property Maintenance Committee and John Taylor for his service as Moderator.

Alan Coutinho is responsible for scheduling the use of the buildings, so he asks that everyone check with him before planning any meetings or functions.

Barbara Giguere offered to organize Christmas caroling.

Joseph Judd made a motion, seconded by James Merriott, to dissolve the meeting. The motion passed unanimously at 3:55 pm.

Respectfully submitted,

Diantha J. Wholey
Clerk

Spiritual Life Ministry Report

Composed of Deacons, Music and Christian Education Committees

So hard to believe that it has been two years that we have had a shared pastor. Rev. Marianne McCullagh has brought new ideas and energy to the Church as well as building community and communication with the United Congregational Church of Conway.

One of the ideas voted on at the church council in December 2023 was to test out committees becoming a mutual ministry structure, so Diaconate became Spiritual Life Ministry, which engulfs worship service, music and education.

This year we welcome four new members, two for the worship ministry Roland Giguere and Joe Judd., and two for the music ministry Sarah Jean Graves and Makenzie Girard. In April, Libby Burnham resigned from this ministry.

It was decided that, during our worship service, we would involve members in welcoming everybody, asking for announcements, and leading the call to worship, opening song and prayer. Kasey Giguere continues each Sunday to welcome everybody and pass out the bulletins. Members take turns collecting the offering.

We continue to provide coffee hour before the service. We now have coffee hour teams who take turns rotating and providing coffee hour each Sunday.

We moved back into the church, from winter at Fellowship Hall, on March 17 as Palm Sunday and Easter were March 24th and the 31st. We had a joint Maundy Thursday service at the Conway church on March 28th. The Easter Sunrise service was held on March 31 at Apex Orchard. Pastor Marianne and Rev. Kate Stevens, who was the bridge pastor of the Trinity Church, performed the service followed by a breakfast at Fellowship Hall put on by Lewis and Sophia Goodnow with donations from other members of the church.

Laura Siersema, our wonderful pianist, was on vacation for September 15 and 22nd. Robin Howe provided digital music during the service on the 15th. Sarah Jean and Tim Graves played music on the 22nd.

The Pastor was away on January 21 and the 28th. Sharlene Cormie and Kurt Pearson, lay leaders from the Methodist Church, filled in. The pastor was away on September 22nd and Reverend Alison Cornish was the guest preacher. Pastor Marianne was also away on September 30 through October 2nd for continuing education.

We ordered 30 new hymnals "The New Century Hymnals" which will first be used through Advent. The new hymnals have inclusive language, are ethnically oriented, use both contemporary and traditional hymns, and includes a worship section.

Changes were made with the Doxology and the Gloria Patri and compromises were made to rotate the Gloria Patri seasonally and change some of the words to the Doxology for inclusivity.

Chris Kovalchick made plastic pockets, to place on the back of pews, holding a pen and a card to be filled out by visitors, as well as for members if there is a pastoral need or change of address.

Finally, our goal of having gifts for visitors will be started in the New Year! A visitor's gift will include a church flyer, a scripture card, a scripture tea and a cookie treat.

On September 29th Steve Damon spoke at our service about the Crop Walk, which was held at our church on October 6.

On November 17th we held an advent workshop which was attended by about 25 people both from Shelburne and Conway. We started with a reading, a prayer and a song then evergreen swags were made, cookies decorated, ornaments from paper, wood, and beads were made and T-shirts decorated.

On December 29th, our joint service will be led by lay members from both churches. And afterwards a discussion about our continued partnership.

We will continue to do a joint service on the months that have 5 Sundays (except for March 31 this year. Easter Sunday each church held their own service).

Our 2024 Joint Services were:

June 30th at Conway

September 29th at Shelburne

December 29th at Conway

On December 29th, our joint service will be led by lay members from both churches. And afterwards a discussion about our continued partnership.

Family Fun

The new year started with game night once a month. from January to September. We met the last Saturday of every month at 6:00 for shared food and games. We had anywhere from 6 to 15 people ages 4 to 90. Enjoying games like Bananagrams, Monkey Blast, Apples to Apples and more. Due to the holidays and lots going on we decided to stop and then resume in January. A future goal would be to advertise game night, to make it more of a community event.

In closing the Spiritual Life Ministries goals to start the New Year are:

1. To start a pickup choir at least once a month and to invite guest musicians into our church to provide a variety of music.
2. Doing an adult Bible study survey to see if there is interest and when would be the best time to have a Bible study.
3. Working on a kids club once a month to reach out to the community. The program would consist of supper, games, and a message.
4. To clean out the music closet.

In Christ

*Robin Howe, Roland Giguere, Joe Judd, Alan Coutinho, Chris Kovalchick,
Makenzie Girard, Sarah Jean Graves*

Auditors Report

We have audited the Treasurer's books including the Sunday School accounts and all invested funds for the 2023 calendar year and found them to be in order.

We have a few suggestions to pass on to the Treasurer.

Thank you, Lewis, for your help with the audit.

Respectfully submitted,

Roland Giguere

Alan Coutinho

Stewardship Ministry Report

Composed of Stewardship and Nominating Committees

The Stewardship theme for 2024 is "Imagine Together". Stewardship letters and commitment cards were mailed to approximately 80 members.

Stewardship Sunday was held on November 10, 2024. The commitment cards were collected and blessed during the church service. At the time this report is being written, to be included in the annual report, the tally of commitments for 2024 is \$57,280. If there is a total change, it will be given at the annual meeting.

Thank you for your generosity and dedication to our church and community.

In Faith,

Makenzie Girard

Sherry Taylor

James Merriott

Lewis Goodnow

Properties Ministry Report

Composed of the Property Maintenance Committee

While it is not easy to care for three properties that are approaching, or over, 100 years old, it was made easier by the diligent work of those who preceded us, most recently the work of Dana Guilbault and Joe Judd.

The Church needs to come to terms that we own three buildings, and the conflict that arises between maintaining a sanctuary for worship, a community hall, and a parsonage available to those who need them versus the time and funds required to keep them available into the future.

The biggest projects in 2024 were: the completion of a cover over the rear emergency egress at Fellowship Hall thanks to the great work of Rod McBride, prep work for an insulation grant to improve the energy efficiency of our buildings thanks to Tricia Yacovone-Biagi and the Shelburne Energy Committee, repainting the main room at Fellowship Hall thanks to support from Shelburne Grange #68, and (another) study into the options for the Parsonage completed by a new set of eyes and ears (please review the separate report). And there are the usual projects of fixing tables, leaking sinks, setting thermostats, etc, that will always provide engagement for property maintenance handy people.

Please recognize the work of Alan Coutinho who schedules the facilities usage; Laura Manners as custodian, Jim Richardson who does our snowplowing, Jake Richardson who mows the lawns, Rick Grant who sands and shovels walks, Lewis Goodnow who sorts out and pays the invoices, and the many others who quietly lend a hand planting flowers, arranging furniture, keeping the kitchen shipshape, etc, etc.

“Here is the church, and here is the steeple, open the doors and see all the people.” We understand that the Church is not a building but a community of worship. We don’t need buildings, but they have been entrusted into our care by God and the prior generations of Shelburne folk in the hope we will use them well and wisely. How we use these assets to better our community and be “God’s hands on Earth” is the perennial question...

On behalf of the Properties Ministry,

John Taylor, Chair

Outreach Ministries Report

Composed of Missions and Communications Committees

We committed to serving the Friday evening Community Meal at Trinity Church once a month. Members of the United Church of Conway have helped with baking, meal preparation, and serving. Each Friday evening meal served 50 to 70 people throughout the year and we are grateful for all of the people who volunteered to help us.

We held a food drive which coincided with the Super Bowl. We collected food and monetary donations.

Our church put on a Pancake Breakfast and held a Tag Sale. Proceeds from the tag sale were donated to the Outreach Ministries in support of the monthly Community Meal.

Our church hosted the October 6th Crop Walk. Many churches were represented. Our church raised over \$1100, and we are grateful to all who contributed and everyone who took part in the event.

Alan and Deborah Coutinho accepted donations for the Meals on Wheels Walk-a-Thon held on October 19th.

It came to our attention that the Survival Center in Turners Falls had fallen short in donations and was in need of food items during Thanksgiving time. We contributed \$300 toward this need and the Center was very appreciative of the donation.

We will be starting our annual Sock, Hat and Mitten collection after Thanksgiving in remembrance of Dick Bole who always searched for ways to help the community.

Many thanks to Diantha Wholey and Sylvia Smith for their help throughout the year in meal preparation and serving.

The Outreach ministry is grateful to all volunteers and contributors who have assisted us throughout the year and donated their time, talent and treasure toward these charitable causes. We believe everyone in our congregation is called to outreach in one way or another in fulfilling our obligation as members of the Body of Christ.

The Missions Committee

Lewis Goodnow, Lora Graves, Robin Howe & Phylinda Redeker

Women's Fellowship Treasurer's Report

BALANCE ON HAND – December 31, 2023

\$2,451.09

RECEIPTS

Ice Cream Social/Band Concert	264.00
Grange Fair Bake Sale	472.00
Energy Fair	479.00
Quilt Show during Tag Sale	50.00
Farmers Market Bake Sale	
Cookbooks, Stationary	
Interest	0.73

TOTAL RECEIPTS

1,265.73

EXPENSES

Carnations	
Church Pledge	
Energy Fair expenses	119.00
Autumn Farmers Market vendor fee	30.00
Cleaning refrigerator	25.00

TOTAL EXPENSES

174.00

BALANCE ON HAND -November 20, 2024

\$3,542.82

Respectfully Submitted,

Diantha J. Wholey

Treasurer

AUDITOR'S REPORT - WOMEN'S FELLOWSHIP

I have audited the books for Women's Fellowship and find them all to be in order.

Sherry M Taylor

11/24/24

CORI Officer's Report

As the Church moves forward towards a New Year, the CORI process continues to provide an opportunity to continually meet our goal of worshipping in a "Safe Church Environment".

The First Congregational Church of Shelburne, Massachusetts (UCC) has always been committed to being a community of Christian Fellowship where everyone is welcomed. The Church's goal is to ensure that all who come here to participate in our Church life, including children, adults, and Church workers, whether paid or volunteer, will have a safe, secure, and nurturing environment in which to work and explore their relationship with God and each other. To that end, each person responsible for the care of children and youth will be required to follow our Safe Church policies and procedures as they apply to them, along with all activities which take place within the building and properties of the FCCS, as well as all outside programs, activities, and events which are scheduled as part of the ministry of our Church.

The Safe Church Policies and Procedures apply to all members, associate members, friends, volunteers, and employees of the Church. Yet, nothing in our Safe Church Policies and Procedures supersedes the responsibilities of the employees, volunteers, and administration of the FCCS under Massachusetts General Laws Chapter 6, section 167-78B and Chapter 19, Section 51A. Over the years we have attempted to fulfil this requirement in a setting that allows for sensitivity and privacy, while understanding the importance of completing the job with thoroughness and efficiency. Hopefully, we've succeeded in properly conducting this business in a comfortable climate for those in our Church subject to the CORI process.

2025 has the potential to once again be a busy year for us! So, we would like to remind everyone that if you are asked to submit to a CORI check, based on a position you hold within our Church, please return the CORI forms to either Diantha Wholey or Joseph Judd within the time frame requested. This helps make the submission work much easier and ensures that we're following the guidelines set forth on what it means to be a Safe Church.

Sincerely,

Joseph Judd, administrator

Diantha Wholey, submitter

Pastor Parish Relations Annual Report

Throughout 2024 the Shelburne and Conway Pastor Parish Relations members met with Pastor Marianne to check in on a regular basis regarding our ongoing ministry together. At the mid-point of our covenant each church, in its own format reviewed the status of goals set upon her call this joint ministry.

In August and September, a questionnaire on the three goals that were agreed upon by the church as part of the three-year term covenant with Pastor Marianne MacCullagh were emailed to approximately 80 members and friends of the church as well as included in church bulletins August 25 and September 8, 2024. Nineteen signed responses were received. The purpose was to check on the status at the half-way point of the Pastor’s term. There were opportunities to evaluate the pastor and secondly, the church using the choices: exceeds expectations, meets expectations, somewhat meets expectations, or does not meet expectations.

The goals:

1. Work through issues with a shared pastorate agreement
2. Explore joint worship and ministry opportunities with Conway
3. Explore creative ways to use fellowship Hall as a community resource to establish a supportive presence in the community.

Positive results were clear for the goals regarding the two-church pastorate. Goals 1 and 2 responses for the Pastor and the church were consistently in the positive range, meeting or exceeding expectations. Comments reflected the ease of communication and openness within our church and between the two churches. Comments for further discussion or thought on the time of services, the process of setting and any possibility of altering times were raised.

Church				Pastor			
Exceed	Meet	Somewhat	Do not	Exceed	Meet	Somewhat	Do not
2	8	6	0	4	9	1	0

Joint worship and ministry opportunities noted include: joint services, Bible study, community meals, Maundy Thursday, Easter Sunrise Service, Christmas Pageant, Caroling, Conway Festival of the Hills, CROP Walk, Game Night. A good job with integration was noted while continuing work toward greater integration is expected. Comments for further thought and discussion include whether there is intention to mirror the two churches and how to balance joint activities while keeping the individuality and needs of each church.

Church				Pastor			
Exceed	Meet	Somewhat	Do not	Exceed	Meet	Somewhat	Do not
1	9	5	1	4	8	2	0

The results of goal three showed the greatest need for continued attention. Goal 3 responses for the Pastor and the church were in the negative range; only 1 positive response for the church and 2 for the Pastor; 12 negative responses for the church and 8 for the Pastor. There have been some updates and may be more activity, however, many former activities are not occurring. Is downsizing the properties of the church a role and intent of the Pastor?

Further discussion on properties, marketing, scheduling, uses of the hall (public and private) is needed and will take time and effort.

Church				Pastor			
Exceed	Meet	Somewhat	Do not	Exceed	Meet	Somewhat	Do not
0	1	9	3	1	0	4	2

This questionnaire provides a snapshot of the perception of our church and Pastor at the mid-point of the 3-year term covenant with Pastor Marianne in relation to our goals. Continued open and honest discussion, reflection and prayer will lead to the next phase of pastoral leadership: 1) extend the covenant for 2 years; 2) extend the call for a settled pastor; 3) end the covenant.

Nominating Committee Report

Nominating Committee Report - December 2024 (for 2025)			
An asterisk (*) indicates the member will reach their "term limits" as set forth in the bylaws.			
We are voting on the names in BOLD print.			
Moderator (two year term)	Debra Washer	12/31/2026	
Clerk (one year term)	Vacant	12/31/2025	
Assistant Clerk (one year term)	Barbara Giguere	12/31/2025	
Treasurer (one year term)	Lewis Goodnow	12/31/2025	
Assistant Treasurer (one year term)	Debra Washer	12/31/2025	
Diaconate (6)	Robin Howe	12/31/2025	*
(two year terms)	Roland Giguere	12/31/2025	
	Joseph Judd	12/31/2025	
	Alan Coutinho	12/31/2026	*
	Christine Kovalchick	12/31/2026	*
	Vacant	12/31/2026	
Church School Superintendent (1 year term)	Vacant	12/31/2025	
Ass't. Superintendent (1 year term)	Vacant	12/31/2025	
Christian Education (2)	Linda Judd (to fill unexpired term)	12/31/2025	
(two year terms)	Martha Wholey	12/31/2026	
ex-officio: Superintendent and Assistant Superintendent			
Music Committee (2)	Makenzie Girard	12/31/2025	*
(two year terms)	Tim Graves	12/31/2026	

ex-officio: Organist and Choir Director			
Property Maintenance Committee (2)	Elizabeth Burnham (to fill unexpired term)	12/31/2025	
(two year terms)	John Taylor	12/31/2026	
Stewardship/Nominating Committee (4)	Sherry Taylor	12/31/2025	*
(two year terms)	Vacant (Unexpired term)	12/31/2025	
	James Merriott	12/31/2026	*
	Vacant	12/31/2026	
Missions Committee (4)	Lora Graves	12/31/2025	*
(two year terms)	Laura Manners (to fill unexpired term)	12/31/2025	
	Sylvia Smith	12/31/2026	
	Lewis Goodnow	12/31/2026	*
Franklin Assoc. Delegates (3)	John Taylor	12/31/2025	
(one year terms)	Sherry Taylor	12/31/2025	
	Sylvia Smith	12/31/2025	
SNEUCC Conference Delegates (2)	Lewis Goodnow	12/31/2025	
(one year terms)	Carolyn Goodnow	12/31/2025	

Auditors (one year term) (2)	Alan Coutinho	12/31/2025	*
	Virginia Peck Merriott	12/31/2025	
Pastoral Relations (3)	Sylvia Smith	12/31/2025	
(three year terms)	James Merriott	12/31/2026	
	Tim Graves	12/31/2027	

Treasurer's Report, Leadership Ministry

Church Assets

CHURCH ASSETS		As of Sept. 30, 2023	As of Sept. 30, 2024
Greenfield Savings Bank			
	GSB Checking	\$2,542.13	\$2,054.72
	Sunday School Account	\$915.00	\$15.21
	Bardwell Cheer/Long - CD	\$1,862.09	\$1,865.10
	Dole Music Fund	\$9,870.73	\$8,031.33
Total GSB		\$15,189.95	\$11,966.36
Wells Fargo			
	Cash Fund	\$248.06	\$419.94
	Federal Home Loan Bank	\$15,511.80	\$15,898.65
	Exxon	\$1,763.70	\$1,499.70
	JP Morgan	\$21,763.00	\$25,515.00
Total Wells Fargo		\$39,286.56	\$43,333.29
Fidelity			
	Fidelity Balanced Fund	\$24,297.36	\$26,696.64
Total Fidelity		\$24,297.36	\$26,696.64
Cornerstone			
	Endowment	\$17,692.61	\$17,692.61
	Sunday School	\$10,029.79	\$10,029.79
Total Cornerstone		\$27,722.40	\$27,722.40
TOTAL ASSETS		\$134,218.67	\$137,441.09
Capital Campaign			
	Checking	\$7,009.97 *	\$7,009.97
*Restricted to Missions projects			
Note: The Sarah Jean Graves Scholarship Fund is held by The Mary Lyon Foundation			
The current balance in the fund is \$4440.00.			

Proposed Budget 2025

	2023 YE	2024 Budget	2024 YTD	2024 YE	2025 Budget
	Projected	Proposed	10/31/2024	Projected	
Income					
Hall and Church Fees	6000	5000	5017	5500	5500
In-kind donations					
Bulletins	900	900	900	900	900
Snow Plowing	600	600	600	600	600
Total In-kind donations	1,500.00	1,500.00	1,500.00	1,500.00	1,500.00
Interest & Dividends	1500	1500	525.75	2300	2000
Loose Collections	3800	3500	3705	4000	4000
Music Committee Receipts					
Dole Music Invested Fund	1300	0	0	0	0
Total Music Committee Receipts	1,300.00	0.00	0.00	0.00	0.00
Parsonage rent	12600	12600	10500	12600	12600
Pledges	54000	55000	41600	60000	60000
Shelburne Grange	1400	1400	0	1600	1600
Water Usage	100	100	0	100	100
Ways and Means Income					
Special Events	3000	5000	418	418	500
Supper - Drawings					
Suppers	0	0	0	0	0
Total Ways and Means Income	3,000.00	5,000.00	418.00	418.00	500.00
Wells Fund Monies	1200	1200	0	1300	1300
Women's Fellowship	1000	1000	0	1000	1000
Total Income	87,400.00	87,800.00	63,265.75	90,318.00	90,100.00

Expense	2024			2025	
	2023 YE	Budget	2024 YTD	2024 YE	Budget
Kitchen supplies	0	300	0	0	300
Miscellaneous	0	50	0	50	50
Office Expense					
Copying, postage, mailings	43.36	50	0	50	50
Supplies	0	100	0	0	100
Total Office Expense	43.36	150.00	0.00	50.00	150.00
Outreach					
Community missions	500	500	135.91	500	500
Dues & Subs & OCWM	4000	4000	0	4000	4050
Total Outreach	4,500.00	4,500.00	135.91	4,500.00	4,550.00
Programs					
Christian Education	0	100	0	0	100
Diaconate					
Bulletins	0	0	0	0	0
Bulletins - IKD	900	900	0	900	900
Church Growth	0	50	0	50	200
Worship Supplies	0	50	0	0	50
Total Diaconate	900.00	1,000.00	0.00	950.00	1,150.00
Music					
Tuning and repairs	1100	1100	0	175	1000
Total Music	1,100.00	1,100.00	0.00	175.00	1,000.00
Stewardship	65	100	135.74	300	300
Youth Expense	0	100	0	0	100
Total Programs	2,065.00	2,400.00	135.74	1,425.00	2,650.00

	2023 YE	2024 Budget	2024 YTD	2024 YE	2025 Budget
Property					
Total Building Maintenance	6500	4000	494.38	4000	5000
Church					
Electricity	1400	1800	1504.41	1900	2000
Heat #03081	4000	4107	4133.8	4133.8	4420
Terminix	1200	1200	900	1200	1300
Fire Inspection	235	250	252	252	300
Total Church	6,835.00	7,357.00	6,790.21	7,485.80	8,020.00
Custodial Supplies					600
Hall					
Electricity	3500	3500	3362.14	4000	4000
Heat #03083	2600	2770	3665.02	3665.02	3900
Terminix	900	1000	735	980	1000
Fire Inspection	249	275	267	267	275
Total Hall	7,249.00	7,545.00	8,029.16	8,912.02	9,175.00
Insurance	10000	10000	7684.35	10306.13	10500
Lawn mowing	1000	1000	0	500	1000
Parsonage					
Electricity	0	0	0	0	0
Heat #03082	2575.39	2675	1912.38	1912.38	2027
Real Estate Tax	4499.44	4500	3152.23	4300	4500
Total Parsonage	7,074.83	7,175.00	5,064.61	6,212.38	6,527.00
Refuse Removal	1300	1400	1461.21	1833	1500
Snow Plowing - IKD	600	600	600	600	600
Snow removal	300	300	300	300	500
Total Property	40858.83	39,377.00	30,423.92	40149.33	43422.00

	2023 YE	2024 Budget	2024 YTD	2024 YE	2025 Budget
Staff					
Custodian/Cleaning	1000	1000	652.5	800	1000
Musician	4500	4500	4400	4900	4900
Interim Pastor's Package					
Annuity	4620	4620	2358.58	4620	4620
Auto Reimbursement					
Housing Allowance	12500	15000	12500	15000	15000
Insurance					
Professional Expense	1500	1500	1299.37	1500	1500
Salary	16380	13880	11566.7	13880	13880
Social Security Offset					
Total Pastor's Package	35,000.00	35,000.00	27,724.65	35,000.00	35,000.00
Payroll Expenses	75	100	49.92	61.2	80
Supply Pastor	800	800	800	800	800
Workers Compensation	444	600	431	431	450
Total Staff	41,819.00	42,000.00	34,058.07	41,992.20	42,230.00
Search Committee Expense	0	0			
Ways & Means Expense					
Special Events Expense	0	500	0	0	100
Supper	0	0	0	0	0
Total Ways & Means Expense	0.00	500	0	0	100
Total Expense	89,286.19	89,277.00	64,753.64	88,166.53	93452.00
	-1,886.19	-1,477.00	-1,487.89	2,151.47	-3,352.00

If necessary, budget deficit will be made up with invested funds. See page 20 for list of available funds.