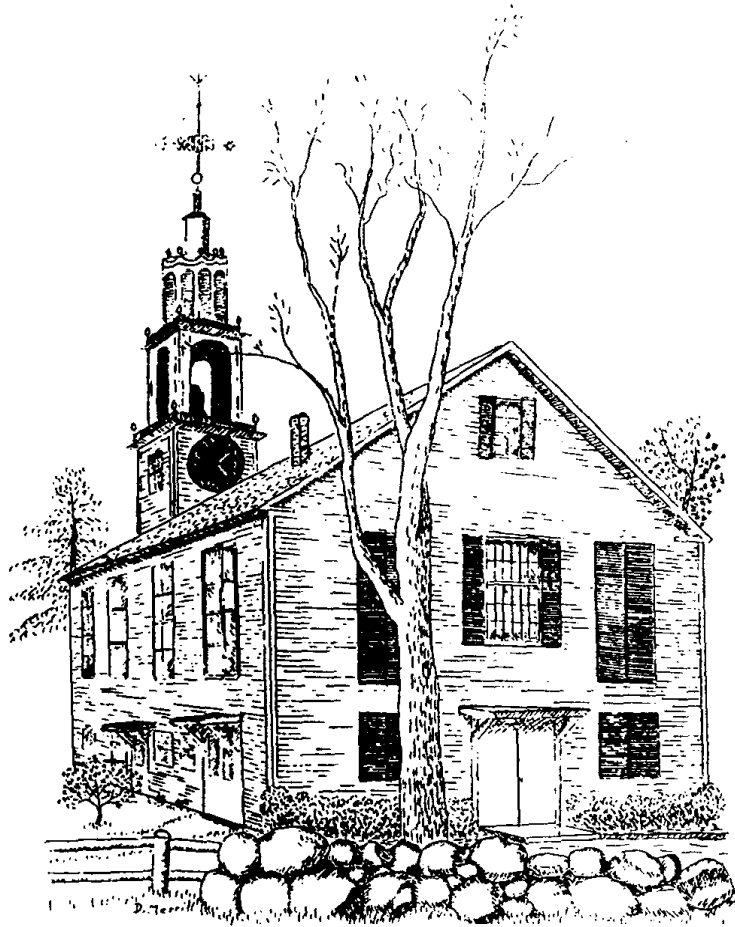


First Parish
Congregational Church,
United Church of Christ
East Derry, New Hampshire



Doris Merrill

Annual Report
2020

First Parish Congregational Church,
United Church of Christ,
is a community of faith
built upon a firm foundation of worship,
prayer and education.

In affirming diversity,
we are dedicated to welcoming all people who
seek the Word of God, Christian fellowship and
service to others.

In partnership with Christ and
led by the Holy Spirit,
we reach out to the
ever-widening community
through active and loving ministry.

“We affirm Christ’s call to love God and love our neighbors as ourselves. We therefore pledge ourselves to be open to and affirming of all people of every age, race, ethnicity, gender, gender identity, sexual orientation, physical or mental ability, socioeconomic status, family configuration, or cultural background. All who affirm the love of Christ in their lives are welcome into this community and to share fully in its life and ministry. We rejoice in the worth, gifts, and dignity of every person as a child of God.”

Table of Contents

Annual Meeting Call 4

First Parish Church Annual Meeting January 26, 2020 Minutes 5

Senior Pastor and Teacher 6

Music Director 8

Records Clerk..... 9

Church Council 10

Christian Education Director 11

Board of Christian Education 13

Board of Deacons 17

Board of Christian Outreach and Missions 18

Financial Stewardship Pledge Drive 19

Board of Facilities 20

Board of Personnel 21

Building Advisory Committee 22

Collaboration Committee 23

Historical Preservation Committee 24

Fundraising Committee/ Sugar Plum Fair..... 25

Spaghetti Supper..... 26

Nominating Committee 28

Financial: End of Year 2020 Statement of Income and Expense & 2021 Draft Budget..... 29

Financial: Balance Sheet 34

Financial: Building Rehab Income and Expense Summary 36

Financial: Our Investments at United Church Funds 38

ANNUAL MEETING CALL

TO THE MEMBERS OF FIRST PARISH CONGREGATIONAL CHURCH, UCC:

YOU ARE HEREBY CALLED TO THE VIRTUAL ANNUAL MEETING OF THE CHURCH ON SUNDAY, JANUARY 31, 2021 AT 11:30 AM FOR THE PURPOSE OF:

- I. Receiving the reports of Officers, Boards and Committees of First Parish Church as printed in the 2020 Annual Report.
2. Adopting a budget for the 2021 Fiscal year as proposed by the Church Council.
3. Electing persons to serve as members of Council, Boards and Committees as well as Officers of the Church.
4. Transacting any other business that may come before congregation.

Cynthia Gray Clerk

First Parish Congregational Church, UCC
Annual Meeting 2020
January 26, 2020

Meeting was called to order by Fred Merrill, Moderator at 11:30 am with an opening prayer by Rev. Dr. Deborah Roof.

Counters were appointed: Tom Cooper and Bill Mann.

A quorum was determined with 56 members present.

Meeting rules were reviewed orally by Mr. Merrill. Margie Ives was approved as parliamentarian.

The call was read.

There was a motion by Randy Brown with a second by Dick Plouff to accept the 2019 Annual Report.

Bill Mann updated the numbers to the Spaghetti Supper. The total should read 1,043 meals were provided directly to customers, 364 “to go” meals and 73 staff meals which would be a total of 1,480 meals for the year.

Beth Hunter offered the nominating committee slate consisting of the election of officers for the Boards and Committees. Motion made by Margie Ives with a second by Julie Turner.

The vote was unanimous to accept the report.

BAC presentation by Paul Lindemann with an introduction by Bill Mann.

Budget presentation by Becky Fleury.

Motion to accept the budget made by Dee Deranian with a second by Sue Brown.

Unanimous vote to approve.

Becky motioned to make changes based on new numbers and second by Julie Turner.

Unanimous vote.

Harry Carter motioned to move the expected surplus of \$8,320 Net Ordinary Income to the mortgage payment. Seconded by Wendy Staggs.

Discussion ensued and the amendment failed.

Amendment by Cathy Zylinski to give staff a 3% raise. This would add in \$4,357 to the approved budget and reduce the expected surplus to \$3,963. Seconded by Margie Ives.

Discussion ensued and the amendment passed.

Amendment made by Julie Turner and seconded by Jeff Slowick to move the aforementioned \$3,963 to the rehab project.

Oral vote indeterminate. Hand vote: 27 yes, 25 no. Motion passed.

The final budget was voted as a zero budget balance.

Bylaws review entered as a separate document.

Other business:

Marge Palmer asked about the decision to locate the clothing drop off. It was explained that it was determined with the advice of the plowing company.

Meeting adjourned at 1:35 with a prayer by Rev. Dr. Deborah Roof.

Annual Report for the year 2020 from the Senior Pastor and Teacher: Pastor Deborah

I remember the most compelling church that I ever attended. The priest would remind us repeatedly how much God loves us. He would say over and over: “Jesus is crazy about you.” It’s such an intimate expression. It took me a while to take it in and to accept and to realize the sheer beauty of it. Everyone knows John 3:16. That’s what John 3:16 is all about. God so loved. God so loved the world. God so loved you; and me; and your neighbor and my neighbor. God is crazy about us. The Bible is a love letter – written in ways that appealed to their generation. Over and over again, the truth is proclaimed. Jesus loves me – this I know - for the Bible tells me so.

2020 stopped us in our tracks. It wasn’t gradual. It was shocking and unbelievable. And it still seems too bizarre for words. As I write this report, there are domestic terrorists attacking the very heart of our democracy, destroying and looting the Capital Building in Washington, D.C. I feel sick. It feels surreal. I pray for peace. I pray for disagreement without violence. I pray for this “experiment” (quoting Benjamin Franklin) called democracy. I pray for all those charged with law enforcement and security. I pray for the people who work there. And I pray for those who perpetuate this atrocity. I pray that their hearts may be healed of their fear.

In the Adult Faith Formation class, we are reading “Unbinding the Gospel”. There are many wonderful aspects to this book. And there are things that I do not agree with. Simply because I do not agree with some of it, I am not going to burn the book or tell you not to read it. In fact, chapters 4 and 8 are worth reading – for everyone! Chapter 8 is entitled: “The Holy and the Practical”. The author suggests that lives in Christ are both practical and mystical. She states that as Christians we hold in balance opposite forces: “All Mystery and All Practicality. All the time.” (page 108) This reminds me of the Book we read by Barbara Brown Taylor, “An Altar in the World”, who writes: “Earth is so thick with divine possibility that it is a wonder we can walk anywhere without cracking our shins on altars.” God is working unceasingly to enter into our reality. How often do we miss it? When we notice God, we call it a “coincidence” or “serendipitous”. Those of us who are more trained to expect miracles and to notice God-Presence may call them “God-winks” or “God-incidents.” They are all around and happen all the time! Expect them – and you will see more of them.

2020 was full of God-winks! Our worlds were indeed turned upside-down AND not one Sunday in 2020 did First Parish Church NOT bring you an opportunity to worship, to praise and to pray together. Thanks be to God! Was it different? Of course! Your staff at First Parish worked tirelessly to continue to bring you worship experiences and praying opportunities and Christian Education – for children of ALL ages! Friends from N. Ireland and Zimbabwe are in regular attendance, as well as members who live in Laconia and Georgia! Your lay leadership at First Parish continued the work of the church: Council met monthly; Boards met monthly; Mission work continued; committees met as needed. Was it different? Yes. Are we adapting and evolving with this new expression of existence? YES! Is God still speaking in this very different world? Without question!

Right before we “went virtual” in March, I received my certification through the internationally known organization called “Veriditas” as a Certified Labyrinth Facilitator. I had plans to facilitate walks at church, trips to nearby labyrinths in Nashua, Boston and maybe Maine! A group of us have our hearts set on creating a labyrinth on the grounds of First Parish. Did we do all of that? No, we could not but we could evolve and realign our vision. I began offering weekly virtual finger labyrinth walks thanks to technology. Our group has expanded and continues to meet. We’ve become quite ecumenical. It is a God-wink that we can “walk together” with people all over New Hampshire, who come from several different churches. And we were able to do quite a bit of work on a future site for the labyrinth. God willing!

After a few months of this pandemic, it became clear to me that the toll on our emotional and spiritual health was going to be taxed to the maximum. I was encouraged by a friend to start posting daily messages of hope on Facebook. I continued that practice until late into September. Nearly every day, I posted a few minutes of hope.

Thanks to a very Spirit-led and fruitful Study Leave (normally May but was pushed to the summertime due to Covid), I worked with a group of folks in the church, and with the help of Paul Lindemann, we sponsored a 7-week “circle prayer walk of gratitude around the Meetinghouse”. It was so very amazing! People researched and found appropriate scriptures, I wrote prayers, Paul and Sue Lindemann installed large panels for a “stations of the cross” type, 7-stop circle prayer walk, giving God thanks for what we have been able to do, for what we are currently doing and for what we will accomplish one day in the not-so-distant future. God has guided and provided, God continues to guide and provide and God will guide and provide until the project reaches completion. We can be so grateful!

We were able to hold our two outdoor services that we have come to love. And with the help of Joan and Debbie Gline Allen, we were able to offer several other outdoor services for Sunday morning worship and also a couple of outdoor vespers services. We also held an inaugural worship at the beginning of the Gratitude circle walks and a closing worship at the end of the 7 weeks. In addition to one prayer group that is active weekly, we now have several people who participate in ‘praying partners’, getting together to pray regularly. Our “gratitude texting” groups are still active and sharing daily gratitude after more than two years running! The chimes choir met until the numbers warranted that they were no longer safe. They made several videos which we enjoyed during worship, at Christmas and Thanksgiving, and are still available on our website and Facebook page.

So, you see, 2020 was truly different but as we evolved and rose to the occasion, evidence of God’s love for us was just as palpable as before. 2021 holds the promise of resuming some of what we used to do and we have learned so much! That learning can only enhance how we move forward.

I thank God for you, members and friends of First Parish, for your steadfast participation in our historic faith community. Stay safe and be well. “All shall be well. All shall be well. All manner of thing shall be well.” (Julian of Norwich)

Pastor Deborah

Music Director

I am honored to have been able to serve as First Parish's Music Director and Organist during this past year and during this time of Pandemic. We have continued to bring various musical styles to the Sunday morning worship service to honor God and bless our community. In February of 2020 we celebrated Black Heritage in music with a month of African American Spirituals and other music written by Black artists.

The First Parish Choir sang Sunday morning through March 16 when the Covid-19 pandemic made it unsafe to continue to sing together safely. The choir did however sing "together" for our Christmas Eve service, each one coming individually to be recorded and put together to make our choir voices heard once again. Thank you all for your time and support in this labor of love. We also had a couple of surprises that included Brian Lew and Hilary Gorgol.

The Choir continues to uphold and represent their mission statement created last year. Singing is an expression of the love of God. When we sing, we "pray twice." When we learned that we could not sing together, the chime choir went into weekly rehearsals. We created a safe space where we could practice together and then record the music to then share in Sunday morning worship.

During the summer months and continuing into the rest of 2020, we had various special music and continue to explore new ways to bring music to our temporary "sanctuary". Soloist, instrumentalist, and poetry have blessed our Worship Service.

I am very thankful for all the musicians that have helped over this time as well as during the holiday season: Benjamin Allen, Dani Allen, Debbie Gline Allen, Shellie Brook, Rebecca Brook, Sarah Herron, Tom "Woody" Wood, Fay Chary, Jim Stewart, Katie Cobban, Kathy Davis, Beth Hunter, Liz Greenberg, Melanie Pawl, Pastor Deborah, Chris Cox, Eileen Cox, Paula Robinson, Jennifer Robinson, Jaime Robinson, Bill Armstrong and Billy Carleton.

Please remember that if you have a special musical talent that you would like to share with our First Parish faith community, please let us know.

Respectfully submitted,
Joan L. Virga
Music Director/Organist
First Parish Church

Records Report

Statistics as of Annual Meeting January, 2020:

Membership numbers:

Active Members:	278
Assoc. Members:	8
Total Members:	286

2020 Additions: none

2020 Losses:

Loss by death:

Marjorie Allen died April 2, 2020

Glenn Allen died May 17, 2020

Marion Willis died September 30, 2020

Reconcile - we learned that Constance Dick died September 26, 2019 in Albany, NY.

Loss (Transfer or by Request or unknown address):

January 2020

Dave McGrath

Morgan McGrath

Lee DeBell (Assoc. member)

Paula Frank

Evan Frank

Peter Frank

February 2020

Donna Holligan

Art & Cathy McLean

Barry & Betty Ebert

Josh Ebert

Katrina Ebert

March 2020

Nancy Cheyne, letter of transfer to Hampstead Congregational Church

October

Diane Dunn & Patricia Cefaly

Statistics as of Annual Meeting January, 2021:

Membership numbers:

Active Members:	259
Assoc. Members:	7
Total Members:	266

Other:

Baptisms: none

Weddings: none

Funerals of non-members (unless otherwise indicated): none

Church Council

Although this is not a surprise to anyone who experienced 2020, this was an interesting and very challenging year for the Council. Who could have known a year ago the challenges we would experience? Keeping our beloved church open and running was truly uncharted territory but the Council wants everyone to know that the combined efforts of staff, congregants, friends and community support made it as positive a year as it could possibly be. We humbly thank each and every one.

In March, we cancelled our meeting due to the onset in Covid. In April, we did our first zoom meeting. In August, we tried a hybrid model but it was not felt to be beneficial. Regardless of the inability to meet in person each Council member felt we were able to work well for our church.

We were able to receive \$27,000 from the PPP program and had our mortgage suspended for three months. On the downside it was nearly impossible to have significant fundraising events. We tried to open up the church as we moved toward the fall as the numbers were down but, as soon as we had a plan and policy in place with the aid of CDC guidelines, the numbers rose dramatically and was all put on hold.

Staff and committees are to be commended for the enormous work needed to keep us all together in the new virtual world. Michelle, Deborah and Christine worked tirelessly to bring us programs and services. We even had a wonderful Celebration of Life for Marnie Willis with attendees across the United States. It is not unusual for us to have our Ireland friends and others from other states to join us for Christmas Eve and Sunday services.

In 2019 we lost a very devoted member in Ken Gould but were blessed with his gift to the church of \$224,306. Council labored over months and decided, with approval from the congregants to divide in the following way: 10% Mission; \$100,000 Stewardship; \$15,000 Pastor's Sabbatical; and the remaining amount to the Rehabilitation project.

The Stewardship portion was moved to a new fund named Meetinghouse Stewardship Fund and it was decided that 4%, or \$4,000 would be used yearly for projects maintaining the meetinghouse which is an obligation we are mandated by the LCHIP grants.

In early 2020, there was a group discussion at Council to investigate and possibly restart the endeavor to return to the Sanctuary. Letters were drafted for another campaign and then February and March came with the pandemic so it was decided to wait a few months. At the May meeting it was decided that there was a need for a small group of people to navigate toward returning to the Sanctuary. This is a group from BAC, Council, Finance and Facilities. After that a very, very successful campaign started which allowed us to finish the exterior connector, elevator and other smaller repairs. It goes without saying that this was the positive boost we needed to feel that 2020 was not all that bad. We are steps closer to returning to the Sanctuary and have already started looking toward our 2021 campaign.

We thank all of you for your support this year. There were dark days and discouraging times but 2021 looks encouraging and, most of all, full of Hope.

Submitted by Cyndi Gray

Christian Education Director

Dear First Parish Church Family,

The year started off great continuing the Narrative Lectionary series, and reading The Massachusetts Bible Society's 'Priorities,' and then slowly turned into a time of what I call, "A Time of Feeling all the Feels." It has simply been intense, crazy, and a bit enlightening. The experience teaches the true importance of self-care and how children can sometimes express the effects of stress very differently than us and sometimes not so much.

I remember having this strange feeling in March that things were about to change in a big way and not just for a little while and when things change, it's time to adapt. The Christian Education Board was ready to do whatever was necessary to take the next steps forward always with the intent of making sure no one was left doing more than their share. With the help of my husband, Ryan Lehoullier, and the gusto of the Board of Christian Education we have been able to provide weekly Sunday School Lessons, Virtual Vacation Church School, Friday Night Storytime, What's Up Wednesdays, Create and Explore Summer Series, Sunday Summertime Story Series, Mandala Rock Painting Tutorials, Fall Festival Jubilee, A Thanksgiving Gratitude Compilation Presentation and the Nativity Christmas Puppet Show.

Within a matter of months, working from home was the new routine to refine, and the rollercoaster had truly only just begun for many and myself as a person with a family experiencing the pandemic and other major corresponding events. Each experience only enriched my education and ability to help others more. Each high and low also created their own personal emotional or physical obstacles, having experienced moving to our first home this year with a 6 and 10 year-old, trying to get used to everyone living and working in one household, having both remaining immediate family members moving away, and undergoing two invasive knee surgeries. I am not afraid to admit that the support of my Church family and the Christian Education Board has been invaluable in pulling me through and being with me in those dark times we've all may have seen from time to time.

I was reminded of this quote from the Bible: "**Trust in the Lord with all your heart and lean not onto your own understanding. In all your ways acknowledge Him and He shall direct your path.**" (Proverbs 3:5-6) This is a great reminder that we are called to love God, others, ourselves; to live, learn, and do our best. Then give it to God and get some rest. It does not need to be more complicated than that.

So, I forged on. I soaked up as many "Various Webinars Monthly" as I could on topics such as Technology, Family Mental Health Needs, Church Community Outreach and Covid-19 Long Haulers, Symptoms and Future Implications. I shared the webinar links with the Christian Education Board and anyone who I thought may benefit from them, as well as continued to post lessons and activities online trying to meet families' needs on many platforms.

What filled my cup and continues to fill my cup are delivering the curriculum bags and seeing the families, making the check-in phone calls and hearing families' voices, or seeing the happy faces of our students and families in e-mailed photos or Zoom meetings. Every little hand that waves and says, "Thank you!" or parent that sends in a picture of their child enjoying an activity, even an email that responds with a: "Thanks for checking in. We appreciate it!" are all sources of hope and joy.

To you, my Church Family, in uncertain times you are amazingly resilient. I believe we've grieved harder and suffered more than I've seen in my lifetime this past year, but we've also loved more, reached out to each other more, fought harder for what we believed in more, possibly cried more, felt those feelings more and definitely found out more about ourselves. I hope when we do walk through those Worship space doors again we never walk through them the same way. I hope we never take it for granted and truly look into each other's eyes when we finally do go back to gathering together again. God bless you all in the New Year and thank you for this opportunity!

With Great Gratitude,
Christine Lehoullier, Christian Education Director

Christian Education Board

Current Board Members: Chairperson: Holly Gorgol; Paula Robinson, Edward Sullivan, Laura Sullivan, Kathy Davis, Jaime Robinson, Lori Davis, Chris Cox (non-member attendee)

Staff: Christine Lehoullier, Christian Education Director; Rev. Dr. Deborah Roof, Senior Pastor and Teacher

Mission Statement: To instill and nurture a love of God, church, and each other through Bible stories, books, songs, activities, games, and fellowship.

First, we all want to thank our students, parents and families for being flexible this year with offering and participating in our educational opportunities virtually. We could not have done these things without the dedication from you and your continued commitment despite all of your own changing worlds. Thank you to our young people, your children, for their active participation, enthusiasm and for just being their amazing, intuitive selves.

It's difficult enough for boards and committees to build motivation, trust and work together when only meeting monthly, but then switching and adapting to meeting virtually in the midst of a global crisis layered in chaos, creates its own test of communication and commitment. Not only did the board rise to the occasion, as did the church as a whole, but we seemed to blossom, unite and work harder blessed with the fiery inspiration of Holy Spirit within the group as a whole.

“Thank you” just doesn't seem to be enough to each and every person, each volunteer that made this year possible. You take time out of your lives to, simply put, enrich the lives of others. While this is a reward in and of itself, it is also a calling that Jesus asks of each of us in our own way. I've said it before and I will say it a million times more, I've never felt closer or more connected as a team than I have with First Parish Church's Christian Education Board this year! God Bless each and every one of you and I look forward to serving this Mission with all of you and hopefully more new members this year even if we find ourselves saying again, “Well, we didn't see that coming,” because I know I'm with some of God's greatest warriors!

~ Christine Lehoullier & The Board of Christian Education

We began our new year discussing our goals for 2020. We decided we wanted to find ways to have the children involved more in special services and church events. Also, we wanted to find alternative ways to continue to serve and fulfill our duties. Little did we know what God had in store for us this year.

Spring Events:

- Adult Faith Formation ~ Massachusetts Bible Society; Exploring Justice: The Ten Commandments
- Younger Youth Group meetings: March last meeting due to Covid-19
- R.E.A.C.H.
- Collage: Photo Devotional Challenge
- Spaghetti Supper with Youth volunteering
- Start First Aid/CPR Recertification
- Offer Sunday School Volunteer/Teacher Training
- Planned Vacation Church Camp (VCC): theme, date, events for the summer
- Sent 3 people to “Prepared to Serve” conference on Feb. 22,2020
- Family and students: Zoom Conference which shared prayers on our “Prayer Wall”

- Family Game/Fun Night: all ages attended (March)
- Students/youth: separated but could spread our love with Easter Cards. Kits were sanitized and distributed. Students were asked to create cards and give to someone who could use an extra smile at Easter.
- Offered Maundy Thursday and Good Friday videos to help children understand Easter... rebirth and celebration
- Paula Robinson created “Bags for Hospital Workers” with donations from our church family

In **April**, we took a long look at the upcoming months of 2020... asking how does Christian Education “fit into” our new way of life? Our new goal: How can we serve with the challenge ahead?

“Social Distancing VS Spiritual Distancing”: We move into the Virtual world for the journey:

- Adult Faith Formation ~ May; Bible Wonder ~ Thessalonians
- Mother’s Day Collaborative Project: to involve children in the virtual service, a banner was created from their coloring and placed on display during the service.
- We asked our church family to share/teach the students something they love to do or are knowledgeable about to be included in our “Summer Sharing”
- Offered the resources available through Southern NE United Church of Christ. (articles, videos, websites, recommendation for books)
- Offered zoom meetings for Youth Group
- Graduation cards from C.E. to both high school and college graduates.
- Adult Faith Formation ~ June; Bible Wonder ~ Book of Job
- REACH was put on hold due to Covid-19
- Father’s Day ROCK Acrostic Art Display... Children painted onto the rocks a special Father’s Day Message which was shared during the service.
- “What’s up Wednesdays”: A live Zoom interactive session with students including prayer, Check-in session, music with Mrs. Virga, games, prayer wall, and story time session with Miss Katie Cobban.
- To help with current conditions, our church members were offered “Racial Justice and Coronavirus Family Resources. The purpose was to help families navigate through these difficult times. These resources were also used to talk with children about race and racial justice.

Summer:

- Vacation Church Camp VCC was put on hold and changed to Virtual Vacation Church Camp.
- Bible Wonder ~ Ephesians
- A create and explore series was also recorded and posted weekly to help families connect with the outdoors, remain active, creative and entertained.
- “What’s up Wednesdays” continued for a portion of the summer until Virtual Vacation Church Camp was in full swing.

Our VVCC program was the “Compassion Camp”. Weekly, our C.E. Director Christine Lehoullier composed and hosted the virtual program where kids and families would explore what it means to have compassion for others, ourselves, and the world. Supplies in bags were delivered to any families requesting to participate but anyone could watch the recorded weekly “camps” on Facebook.

Ring in the New School Season in the Fall:

- Program: Horton Center Camp at Home - Sept. 5 - 6, 2020
- Survey for parents: How are you doing? What can we do?
- Adult Faith Formation ~ White Fragility
- Fall Curriculum Bags with materials needed for the upcoming weekly Sunday lesson (virtual).
- *Campfire Jubilee* Virtual Experience. Created by the C.E. Board and Director to ring in the new school year. Complete with tent making, puppet show, crafts supplied, etc.
- Live Friday Night Family Storytime. Families asked to be included in a Zoom Storytime which included our director and Katie Cobban (C.E. teacher) hosting.
- The Meetinghouse and Mindfulness Rocks Oct 5 -9
- Youth Group Zoom invitation
- Gratitude is Our Attitude: Students working on Gratitude Journals
- Gratitude Video which was included in the Thanksgiving service and found on Facebook. Our church family was invited to express their thoughts and share a picture.

Advent Season/Winter Session:

- Christmas Cards Project
- Curriculum Sunday School Bags for weekly lessons were distributed (Increased to 30 Students)
- “Waiting for Baby Jesus” Advent Bags for our Church Family upon request
- Christmas Eve Nativity Puppet Show (virtual & posted on Facebook)

See our goals and objectives for the coming year on the following page.

2021 GOALS AND OBJECTIVES for Christian Education and Faith Formation

- Continue distributing Quarterly curriculum bags
- Easter Cross Intergenerational Project
- Continually make all of our resources available across multiple platforms for maximum accessibility
- Continue to support the church's mission to maintain a constant and consistent strong foundation for all
- Be open to reach people in new ways
- Take what we've all learned together as a board this year and systematically improve upon this knowledge and these practices
- Hold steadfast to the Board's mission in all of our activities as we continue to welcome new members, board members and enhance church programs
- Look at those things that might be standing in the way of fulfilling our mission and then make a strategic plan to remove those obstacles
- Take advantage of the collective knowledge of our volunteers and spend the time and resources to support volunteer efforts
- Stay flexible
- Continue our Adult Faith Formation with the guidance and teaching of Pastor Deborah while taking into consideration the input of the students
- Prepare for the possibility of a Prayground implementation
- Prepare and research for the re-activation of the R.E.A.C.H. program with the joint consideration of the Mission Board
- Constant consideration and balance of unknown virtual versus in-person demands
- Research and offer Youth Outreach and Education Opportunities
- Marion Gerrish Community Halloween volunteer involvement
- Continue Friday Night Storytime
- Continue Board Member Education on relevant topics concerning relevant topics today utilizing Practical Resources for Churches and other resource that present themselves

Respectfully submitted,
Christian Education Board and CE Director

Board of Deacons

The Board of Deacons is charged with the spiritual life of the church in cooperation with the minister.

We thank Diane Breeden as she steps down as a Deacon. Joyfully, she will continue to share her liturgical arts with us. We are grateful for Jack Martin & Sue Brown who joined us this year and brought us new points of view.

In last year's report we talked about meeting in Currier. Well, 2020 had a surprise for all of us! We met in Currier in March and by Easter we were meeting virtually on Zoom and Facebook. We couldn't do that without technology and the wonderful people that make it work: Pastor Deborah, Joan Virga, Paul Lindemann, many guest musicians and readers, and our greeters.

Now it seems like we almost seamlessly moved from in-person to Zoom/Facebook services. For so many of us the fact that there is a Sunday service far outweighs any of the glitches. And a side benefit to all of that for us has been seeing faces from across the country, as well as friends from Zimbabwe and Northern Ireland many Sunday mornings during our fellowship time.

We appreciate our Pastor and Teacher, the Rev. Dr. Deborah Roof. She has continued to teach us and guide us with a variety of service models this year: Wonder Wednesdays, Adult Faith Formation, labyrinth walks, evening vespers, driveway visits, summer parking lot services, winter drive-in services, Zoom/Facebook/YouTube, learning different methods to communicate remotely, and even more....

The Lenten season started out typically with potluck suppers. By Palm Sunday we were going to church remotely and learning that Communion is the sharing of the elements as one spiritual body, even if we are physically apart.

We joyfully celebrated Easter, Advent, and Christmas with different service models. We passed out palms before Palm Sunday so we could still wave our palms together. Some of us really appreciated being able to go to the Christmas Eve service on YouTube in our jammies while drinking cocoa. Thank you to Joan and Paul and all the guest musician/speakers for pulling together a remote choir and so many guest readers and musicians. At least one mother was surprised when she saw her daughter soloing in the service.

We have three Members in Discernment (MID): Diana Krantz Sweeney, Debbie Gline Allen, and Shellie Brook. One of our responsibilities is to form a Local Church Discernment Committee for each MID until she is ordained. This year we formed a committee with Debbie. We will be working with Shellie and Diana to form their committees this coming year.

If you think back to the beginning of the year, we did some brainstorming about what we would do to grow when Pastor Deborah would be on Sabbatical. Now that time is in the near future. We are interviewing temporary pastors. Due to the need for social distancing our sabbatical work may differ from planned and will be tailored based on who we hire.

As always please talk to anyone on the Board of Deacons to let us know what you like about the worship service, what you might like to see, and any issues you have. We truly would appreciate your input.

Respectfully Submitted,

Diane Breeden, Sue Brown, Rachel Cobban, Sue Lindemann, Jack Martin, and Brian Williams

Board of Christian Outreach and Missions

**The one who blesses others is abundantly blessed
Those who help others are helped
Proverbs 11:25**

We are a blessed community and despite all the challenges we as a community and the world faced this year, we have been able to continue our support of many people locally, nationally and internationally. The Mission board would not have been able to do all we have done without your gifts. **WE WANT TO THANK YOU FOR YOUR SUPPORT THIS YEAR.**

As a board our job is to manage the funds designated for mission and to keep the congregation informed about how the funds are used. We have a monthly Mission Moment during worship and put articles in FPC monthly newsletter.

We meet via Zoom the 3rd Monday night at 6:30. We encourage you to attend our meetings or speak to one of the board members if you have questions or know of an organization or special situation that could use help.

Monthly we give \$80 to the following local non-profits:

- Pinkerton Homeless
- Sonshine Soup Kitchen
- The Derry Friendship Center
- First Baptist Food Pantry
- The Upper Room
- Community Caregivers
- Pastoral Counseling

We also give **\$80 per month to the Pastors Discretionary Fund** that allows Pastor Deborah to help members of our church who may need financial help or someone who may stop by looking for help. She has gas cards and grocery cards and can help with heat etc. if they have a bill that needs to be paid. She does not just give cash.

Monthly we give **\$300 to the New Hampshire UCC**. These funds help support our state organization and local churches in need. It also supports Our Churches Wider Missions around the world.

This year the Mission Board was blessed to receive 10% of the funds Ken Gould gave to FPC. That amount was \$22,430. Because of Ken's generous & giving spirit FPC has been able to generously help the following organizations:

- Three local nonprofits we work with were moving to new locations in 2020. We gave \$2000 to Community Caregivers, Family Promise of Southern NH & Liberty House to help with renovations to their new locations.
- Locally we gave \$500 to the Salvation Army to their program that feeds local children & \$1000 to the Exeter Area Charitable Foundation program that gives warm clothing to children in need. We also gave \$500 to the Sonshine Soup Kitchen & First Baptist Food Pantry.
- Internationally we gave Health Access Sumbabwa \$2500 so they could put in a solar powered well to give them clean drinking water and to water their gardens. We also gave \$2500 (\$2200 of that amount was direct donations from the congregation) to Union Seminary in Zimbabwe so they could have electricity.

Each year The UCC collects donations for 5 different special funds. Because we did not meet in person on Sundays, we were unable to collect for these funds. The board voted to give \$500 each to One Great Hour of Sharing & Our Churches Wider Mission. We also gave \$450 to Strength the Church. These amounts were an average of what we gave the last 3 years.

THE ABOVE GIFTS WERE IN ADDITION TO MONTHLY DONATIONS

We were able to keep our traditions of Thanksgiving Baskets & Angel Tree even though they were different. We were able to help 15 families with \$50 grocery gift cards for Thanksgiving dinners. We received, from the congregation, donations that came to \$786. \$36 more than the cost of the gift cards. Isn't God amazing? There were fewer Angel Tree names, but we still had 9 families with 21 children and 72 gifts. The gifts were given to families on Sat. Dec 19 with no one coming into the church except the mission board members doing the organizing. As always you were amazing. Despite no church gatherings you came to FPC during the week and chose gifts. All the gifts tags were taken and gifts returned on time. Your generosity is a gift to so many people. Thank you

Beth Hunter, Karen Wilson, Melanie Pawl, Kathy Holland & Bart Wetherbee

Financial Stewardship Pledge Drive: Hope in Action

Thank you for your 2021 pledges. As of 1/20/2021 we have received 66 pledges:

General Fund - \$190,246; CE \$3250; Mission \$18,215; Building rehab \$7,690; Elevator \$3,300.

These pledges enable us to pay our operating expenses and to support our Mission outreach.

Cyndi Gray, Beth Hunter, Margie Ives, Nancy Murdock, Cathy Zylinski, Eileen Cox

Board of Facilities

We had an especially busy year. Please see below a list of projects completed in 2020.

- Major Projects
 - New Oil Tanks installed & online
 - Install temporary heat for Connector
 - Furnace air intake replaced
 - 3 Security Cameras installed & operating
 - Installed handwashing sinks in Mark & Mathew classrooms (Nutfield)
 - UV-C Air Purifier purchased for Currier (installation in 2021)
 - Facility Key Organization Project
 - Pet Policy generated and approved by Council
 - Guidelines for Reopening written and approved by Facilities and Council
 - Re-negotiate Facility Insurance
- Minor (but far from insignificant) Projects
 - Repair / remove Currier hall door latches
 - Stove pilot repaired
 - Temporary repair of entry steps
 - Battery Back-up Surge Protectors purchased for office computers
 - Lower-Level floors stripped & waxed
 - Many light fixtures upgraded w/ LEDs
 - New fuel supplier selected – NRG Fuels
 - Eliminate / unplug unused refrigerators / freezers
 - John classroom – replaced 10 ceiling panels
 - Cleaned out and discarded / relocated unused items from the A/B closet, John Room and Luke (Nursery only) room.
 - Camera Policy generated
 - Repaired Playground Fence & Gate
 - Nutfield lease signed
 - Outside Hose Bib added to front of Noyes building
 - New Facilities Project List generated

With the help of contractors and occasional volunteers, we were able to accomplish these tasks, large and small, and others too numerous to list. We are always grateful for the volunteers who give up their “free” time to work on Facility projects.

Special thanks to FPC Facilities Maintenance: Dave Breeden, and Special Projects: Lianne Deranian, Larry Krantz, Bill Mann, Paul Lindemann, and thanks to former Board member Pat Cefaly for her contributions.

Extra Special thanks goes out to Michelle Guerin, who is always willing and able to help coordinate and be the “eyes and ears” of the Facilities Board.

As always, if you see anything that needs attention around the Facility please contact one of our members for the Boards’ consideration and action.

Respectfully submitted, Your Facilities Board: Bill Armstrong, Jo Worthen, Dee Deranian, Alan Pawl and Bob Wilson

Board of Personnel

Board Members: Randy Brown, Carol Guerrin, Cathy Zylinski

How do we frame a year's accomplishment in a year with a pandemic? I recently saw a post that stated, "Just to be clear, the Church has not been closed, so it doesn't need to be re-opened. We simply stopped worshipping in our building for a time to protect the health & well-being of our people & our communities. The Church does not require a building to be the Church. What is required is love, compassion, and the presence of God".

Our building access has been limited due to the pandemic. In most every way we have had to change the way we worship God. Having looked at the limitations forced upon us by a pandemic, we must also look at the blessings that we are experiencing: the innovative ideas, new ways we worship (virtual: Zoom, Facebook, YouTube, as well as in person: parking lot services, drive in services), how we sing and share music, continuing our mission work, and how we keep the office running to ensure that all the business of the church continues with safety plans in place. I want to commend our amazing staff as they have stepped up to the challenge.

- Our Senior Pastor and Teacher, Christian Education Director, and Music Director went on-line overnight. This was an amazing feat that allows us to now have worshippers from around the world with us Sunday morning. Both Children's Program and Adult Faith formation immediately went to virtual programming.
- When it was determined that singing was unsafe, our Music Director, Joan Virga, gathered up interested folks over night to produce a Chime Choir.
- Our office stayed open thanks to the dedication of our wonderful administrative Assistant, Michelle Guerrin.
- Pastor Deborah led us through "drive in" services, Facebook messages of hope, visits in driveways, prayer groups, the 7-week "Circle the Meetinghouse" prayers of gratitude initiative, and outdoor celebrations of life.

Throughout all this we need to remember the HELPERS! Mr. Rogers always encouraged us to "Look for the helpers. You always find people who are helping". This year we had many helpers who made sure we had the tools we needed to move forward.

A special thank you to Paul Lindeman for his technology expertise, the facilities team for installing cameras for the office and keeping the building so clean.

What a blessing to work with such a wonderful Board and such great employees.

Respectfully submitted by,
Cathy Zylinski
Personnel Board

Building Advisory Committee (BAC)

The Building Advisory Committee is an ad hoc committee formed by Council in 2011, with the responsibility of planning and managing the historic preservation efforts on the 1769 Meetinghouse at First Parish. This includes the rehabilitation of the Meetinghouse following preservation best practices and guidelines, and the development of the Accessibility Connector to make the Meetinghouse—and the whole church facility—fully available to the entire community.

After completing the major Tower and Steeple projects in 2019, our rehabilitation work awaited further funding for the first half of this year. With the successful “Back To The Sanctuary” campaign, memorial gifts, and other donations, we started Accessibility Connector projects mid-year.

The Connector’s foundation and shell were constructed in 2016, but it has otherwise remained incomplete as rehab funding went to higher-priority projects. It is, however, critical to resuming regular use of the Sanctuary, as it provides an elevator for accessibility and a second fire escape passage required for safety.

Working with our general contractor Moran Contracting Services (MCS)—who built the Connector—along with previous partner and materials donor Liberty Electric, and Stanley Elevator, we initiated two projects: the **Connector Exterior** completion/weatherization, and preparation for the **Elevator Installation**. The following tasks were finished in 2020 (by MCS unless otherwise indicated):

- Exterior doors and windows were installed;
- An enclosure was built over the lower level Connector exit;
- Exterior cedar clapboards and PVC trim were installed and painted;
- The top of the elevator shaft was closed off and fireproofed;
- The required louvered vent was installed in elevator shaft;
- A heater was installed to provide heat in the Connector essential for the elevator installation (provided and installed by Bob Wilson);
- Insulation was installed in the Connector core to lower the heat load;
- A temporary door was installed between the Noyes second floor hallway and the third level of the Connector to facilitate Covid-safe use of the adjacent restroom by the contractors;
- The plan for the fire alarm system was presented to and approved by the Derry Fire Department;
- Initial electrical and alarm wiring was installed for the elevator (by Liberty).

These projects will finish in early 2021 with the following tasks:

- Rework the sump pump basin and install the special required pump in the elevator shaft;
- Waterproof the elevator shaft foundation;
- Complete the electrical and alarm wiring (Liberty);
- Install the elevator (by Stanley Elevator) with support as needed by MCS.

The priorities for new projects this year are:

1. **Exterior Painting** of the Meetinghouse—essential to do before Winter 2021 to avoid damage—including lead paint remediation, rehab of the East Portico entrance, roof, and surrounding wall (facing Taylor Library), and repair to window sashes, shutters, and trim.
2. Design, then finish the **Connector Interior**, including electrical, lighting, walls, floors, and everything needed to begin using the building and benefitting from the elevator for the two floors of Noyes (including Nutfield Cooperative School).
3. Do detailed planning, then initiate the **Sanctuary Rehab** series of projects, including:
 - a. Remove lead paint on the ceiling and repaint;
 - b. Address asbestos flooring (remove or encapsulate) and refurb floor;
 - c. Repair historic plaster walls, repair trim as needed, and repaint;
 - d. Reinstall the organ pipes in the Tower, reconnect and tune organ.

- e. Upgrading electrical, lighting, and multimedia systems; and
- f. Construct the doorway between the Sanctuary and the Connector.

Projects remaining to be completed after these include:

- **Roof System Rehab**, repairing and reinforcing the timber frame structure and replacing slate tiles as needed;
 NOTE: We received a 2016 LCHIP grant of \$59K towards roof repair, had two years to use this, and have received two annual extensions for it. But with the worst leaks and structural issues repaired via other projects, we are delaying the roof project and its needed fundraising until after the Sanctuary is back in use, and so released this grant award back to LCHIP.
- Rebuild the **Meetinghouse Lower Level** to include a music room, conference room, historic display area, meeting hall, lunchroom, restroom

The main rehab challenges for BAC in 2021 are:

- Manage the current funded projects;
- Ensure accurate cost estimates for identified projects;
- Prioritize the identified projects in accordance with available funds;
- Identify any potential cost saving measures for projects.

The BAC continues to work with the NH LCHIP organization and other grant providers, and actively supports the fundraising efforts of the Friends of the Meetinghouse and the FPC congregation.

The BAC's work is challenging but extremely gratifying—with results that will last for another century—and additional BAC members are always welcome.

Respectfully submitted by the BAC: Larry Krantz, Paul Lindemann, Bill Mann, Nancy Murdock and Bob Wilson

Collaboration Committee Report

This committee was established by council to coordinate the building project between the following committees: council, back to sanctuary fundraising committee, building advisory committee, Friends of Meeting House, finance, and facilities. This committee reports to council on all aspects of the project and makes recommendations for council to vote on regarding the building project.

We are so happy to report that 2020 has been a very productive year due to your support. This year, the congregation raised funds from several different sources to complete this year's goals on the building project. Funds came from the back to sanctuary campaign, Friends of Meeting House, memorials, elevator fund, and grants. The projects that were funded and will be completed are; finishing the exterior of the connector and installation of the elevator (February 2021).

Looking forward to 2021, the projects to get us closer to returning to the sanctuary that council has approved are repairing /painting the exterior of the meeting house (essential) and finishing the connector's interior. The most **exciting news is there enough funds from this year's efforts to cover most of the repair/ painting of the meeting house's exterior.** (see budget) Be on the lookout in February for funding goals to complete the interior of the connector. We will be able to use the elevator to access the newer parts of our building.

Committee members: Anne-Marie Merrill, Allan Pawl, Cynthia Gray, Margie Ives, Mike Rounds, Paul Lindemann, Steve Davis, and Sue Lindemann

Respectfully Submitted: Anne-Marie Merrill

Historical Preservation Committee

- Appointed committee members: Nancy Heywood, Paul Lindemann, [one committee member spot opened up during 2020]
- Committee volunteer: Ginny True.
- Archives and history projects volunteers: Diane Breeden, Barbara Heywood, Sue Lindemann, Laura Newell, Mike Rounds, Mike Schroeder, Linda Webber, Janet Wetherbee, Wendy Williams, Cathy Zylinski

Purpose: The Historical Preservation Committee is responsible for the identification, restoration and preservation of the history of FPC, and providing historic education and research for the congregation.

Activities and Accomplishments

The committee was active during the first three months of the year, but the COVID-19 pandemic curtailed many activities and meetings of the Historical Preservation Committee for the remainder of the year.

At the start of 2020, the committee acknowledged the successful series of events its members contributed in 2019, the 300th anniversary of the settlement of the area by Ulster Scots, and in January 2020, the committee started planning a series of activities to continue organizing collections and share the history relating to the meetinghouse and the church. The committee scheduled monthly work parties but weather and the pandemic prevented them from continuing past the first quarter of the year. The committee and its volunteers supported tours of the Meetinghouse on February 9, 2020. The committee hosted a History Party at First Parish Church on Sunday, March 1, 2020, with refreshments, short talks, videos, activities and prizes. A committee member gave a talk on March 11, 2020, about the stained glass windows in the Meetinghouse.

Committee members also supported Meetinghouse fundraising efforts with materials and tours though the rest of the year, and helped execute the Pastor's fall Meetinghouse Prayer Circles project.

The Historical Preservation Committee would like to acknowledge and appreciate all the significant work and thoughtful contributions that former committee member Janet Wetherbee made over many years.

Committee members have been considering ways to resume projects in a safe manner in early 2021.

Submitted by Nancy Heywood

Fundraising Committee/ Sugar Plum Fair

We started off 2020 with such great ideas and high expectations for fundraising efforts in support of our church – and then..... well, you know what happened.

So for this report we are combining the fund raising efforts into one report. Due to the brainstorming of all involved we were able to put together a ‘virtual’ Sugar Plum Fair this year – crafters/tradespeople were able to advertise their products on the church’s website and in return would donate a portion of their sales to the church. This was not as viable of a fundraiser – but it did give people an opportunity to remain connected with FPC and purchase some phenomenal products for the holidays. We all have expectations and hopes that 2021 will see a turnaround in how and where we can meet so that we can return to “normal” with a Fair that is back to a more socialized – in person event.

The income from various sources throughout 2020 was:

Virtual Sugar Plum Fair	\$ 206.60
Charleston Wrapping Paper	\$ 333.20
Dining – East Derry Tavern	\$ 41.70
St. Pauly Textile East, Inc	\$ 600.51
Hannaford Gift Card Program	\$ 1,725.00
Total	\$ 2,907.11

Thank you going out to Liz Greenberg for her incredible efforts for many years in coordinating the fund raising efforts at FPC. We will miss you as our ‘fearless’ leader going forward.

Thank you to everyone who brainstormed and helped with any and all efforts in pursuit of fund-raising opportunities. 2021 is a new year with new challenges and opportunities. Please contact any of us if you have any ideas for new or refined fundraising ideas.

Respectfully submitted,

Cathy Pottle, Liz Greenberg, Cathy Zylinski, Michelle Guerrin, Beth Hunter, Stephanie Cm-berg

Spaghetti Supper – Annual Report 2020

Well, 2020 started off in January like every one of our years over the past decade with many folks taking advantage of our dine-in meal of spaghetti, meatballs, garlic bread and green beans and those delectable desserts. When the Covid pandemic hit in March, the Spaghetti Angels team had to make a program changing decision. Do we discontinue providing our meals or can we safely switch to a “To Go Only” process? Because our team so strongly supports the purpose of our mission, we unanimously decided to move forward with providing meals as a To Go Only process. We felt that as people lost jobs as the result of business closings, it was even more important to provide free meals. This decision was further supported when other organizations within the Community Meals Network cut back on their meal offerings, including the Sunshine Soup Kitchen.

This change had the following impact on our process:

- Currier Hall no longer needed to be set up for dining or cleaned afterward;
- Reduction in costs for items no longer used, such as table clothes, cups, drink items (i.e.: coffee, lemonade);
- Smaller core staff as no wait staff needed;
- Minimized staff to lessen potential Covid transmission;
- Increase in To Go containers, with associated increase in that cost;
- No dishes or silverware needed to be washed;
- Streamlined our processing activities and time;
- Set up 2 canopies outside the kitchen door to protect the Hannaford donated bread items and desserts, as well as our volunteers giving out the meals;
- Set up lights and heaters under the canopies as the daylight shortened in the fall and cold weather set in; and
- Vehicles lined up in the parking lot as our crew took orders for the number of meals needed and ensured everyone got desserts and any bread items they wanted.

An additional event that contributed to our meals during the year was support provided by Rig-A-Tony’s owner Lisa DeSisto and her staff when they donated spaghetti and sauce used for three of our suppers.

As the format of our meals changed, the number of meals provided each month did not change significantly. The following table shows the number of meals we prepared each month, for a average of 111 meals served per month and a total of 1,327 meals for the year.

Month	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sep.	Oct.	Nov.	Dec.	Total
Dine-In	108	59											167
To Go	36	34	78	101	115	147	137	108	116	97	82	97	1,148
Staff	3	9											12
Total	147	102	78	101	115	147	137	108	116	97	82	97	1,327

Our partnership with the Community Meals Network continued in 2020, but as noted above this network was impacted by the Covid pandemic as they were not able to continue their normal meal offerings. This network includes Etz Hayim Synagogue, the Episcopal Church of the Transfiguration, the Seventh Day Adventist Church, St. Luke’s Methodist, St. Jude Parish and the Salvation Army in addition to the Sunshine Soup Kitchen. Representatives of these organizations meet periodically to discuss the needs of the community, share ideas and to work together to coordinate our meals.

We want to again recognize Hannaford Supermarket in Derry for continuing each week to generously donate 2 to 3 shopping carts of breads, rolls, cookies, cakes, pies, and more to the Community Meals Network. We take turns each week to pick-up the food and distribute during our community meals.

We want to thank our core group of volunteers who took on the revised rolls of preparing and distributing our To Go spaghetti meals to the community who now drive thru for their meals. We appreciate everyone's support in making this mission happen every month. It is a pleasure serving with you all and look forward to returning to dine-in meals!

Financially we are self-sustaining and welcome any cash donations to purchase supplies. A check may be sent to FPC and marked with "Spaghetti Supper" on the memo line. Contact Bill or Kevin if you'd like to volunteer.

***"For I was hungry and you gave me something to eat, I was thirsty and you gave me something to drink,
I was a stranger and you invited me in" Matthew 25: 35***

Respectfully Submitted: Kevin Gordon and Bill Mann

Nominating Committee Report CY 2021 – as of 1/21/2021

OFFICERS

Council Meeting 3rd Wed. @7:00PM

Moderator: Fred Merrill T2Y2
@Treasurer: Michael Rounds
@Asst. Financial Secretary: Harry Carter
Records Clerk: Barbara Williams T1 Y3

Asst. Moderator: Randy Brown
@Financial Secretary: Pat Crowell
Clerk: Cyndi Gray T1Y3
@ = no term limits

Church Council Members at Large (3)

Cathy Zylinski T1 Y1
Vacant T1 Y1
Ann Marie Merrill T1 Y2

Board of Christian Outreach and Mission (6)

Meeting 3rd Mon. @ 6:30PM

Nancy Murdock T1 Y1
Heather Paradzick T1 Y1
Carol Guerrin T1 Y1
Melanie Pawl T1 Y2
Bart Wetherbee T2 Y2
Karen Wilson T2 Y2

Board of Christian Education (7)

Vacant T1 Y1
Chris Cox T1 Y1
Lori Davis T1 Y2
Kathy Davis T1 Y2
Paula Robinson T1 Y3
Holly Gorgol T2 Y2
Ed Sullivan T2 Y3

Music Committee (3)

Shellie Brook T1 Y2
Melanie Pawl T1 Y2
Jean Brodeur T1 Y2

Finance Committee At Large (3)

Vacant T1 Y1
Vacant T1 Y1
Bill Armstrong T2 Y2

Nominating Committee (5)

Vacant T1 Y1
Vacant T1 Y1
Vacant T1 Y1
Vacant T1 Y1
Beth Hunter T2 Y1

Board of Facilities (5)

Meeting 4th Tues. @7:00PM

Vacant T1 Y1
Vacant T1 Y1
Bill Armstrong T1 Y1
Jo Worthen T1 Y2
Alan Pawl T2 Y1

Board of Deacons (8)

Meeting - Last Thurs. @6:30PM

Reni Harnden T1 Y1
Vacant T1 Y1
Vacant T1 Y1
Sue Brown T1 Y2
Jack Martin T1 Y2
Brian Williams T2 Y1
Rachel Cobban T2 Y1
Sue Lindemann T2 Y2

Board of Personnel (3)

Beth Hunter T1 Y1
Margie Ives T1 Y1
Randy Brown T1 Y2

Safe Church Committee (2) At-Large Members

Vacant T1 Y1
Wendy Williams T1 Y2

Historical Preservation Committee (3)

Janet Wetherbee
Paul Lindemann
Nancy Heywood

Profit & Loss
For the Year Ending December 31,2020

	YTD Approved Budget		Actual Income & Expenses	
	1/1/20-12/31/20		1/1/20-12/31/20	
Ordinary Income/Expense				
Income				
4000 - Pledge Income				
4000 - Pledge Income	\$	210,473.00	\$	200,683.00
4005 - Try a Tithe				
4001 - Pledge Income-Assigned		5,100.00		8,740.00
Total 4000 - Pledge Income	\$	215,573.00	\$	209,423.00
4002 - Plate Income	\$	24,000.00	\$	23,376.50
4003 - Childrens Offering		400.00		89.00
4010 - Nutfield School Rent		15,960.00		17,518.00
4011 - Building Use		7,200.00		4,380.00
4013 - Initial Offering		-		-
4015 - Miscellaneous Income		9,500.00		29,242.19
4020 - Fundraiser Income		7,500.00		3,196.25
4021 - Hannafords		2,200.00		1,185.46
4050 - Investment Income		3,700.00		3,809.22
4055 - Bldg Rehab Transfer for Mortgage		19,591.89		-
4099 - Cash Carried Forward		5,601.15		-
Total Income	\$	311,226.04	\$	292,219.62
Expenses				
5100 - CHURCH MINISTRY				
5101 - Sr. Pastor's Salary	\$	48,327.69	\$	49,257.14
5102 - Sr. Pastor's Housing Allowance		32,000.00		32,000.00
5103 - Sr. Pastor's Annuity		11,245.88		11,292.67
5104 - Sr. Pastor's Health Insurance		9,904.20		7,424.22
5108 - Sr. Pastor's Dental Insurance		510.00		497.25
5110 - Sr. Pastor's Life Insurance		1,204.92		681.00
5111 - Sr. Pastor's Social Security		6,145.07		6,263.02
5112 - Sr. Pastor Reimbursements		5,000.00		4,980.63
5150 - Supply Preaching	\$	600.00	\$	600.00
Total 5100 - CHURCH MINISTRY	\$	114,937.75	\$	112,995.93
5200 - MINISTRY OF MUSIC				
5202 - Music Director		16,500.00		16,817.43
5207 - Sacred Dance Supplies		100.00		-
5210 - Special Musicians*		400.00		200.00
5215 - Staff Dev./Prof Fees		100.00		40.00
5225 - Substitute Organist*		400.00		150.00
5230 - Organ Repair/Maintenance		-		-
5233 - Instrument Maintenance		150.00		-
5235 - Copyright Package		275.00		629.14
5236 - Sheet Music		600.00		115.09
5238 - Church Music Program		100.00		25.49
Total 5200 - MINISTRY OF MUSIC	\$	18,625.00	\$	17,977.15

5500 - ADMINISTRATION		
5501 - Admin. Assist Salary	\$ 24,825.06	\$ 25,699.71
5510 - Postage	850.00	882.11
5512 - Vanco and bank fees	150.00	(9.23)
5513 - Office Supplies	750.00	722.10
5515 - Copy Machine & Printing	3,500.00	2,706.87
5520 - Office Equip. Replacement	1,000.00	677.85
5525 - Social Security	4,886.35	4,584.12
5528 - Workers Compensation Ins.	1,149.00	1,149.00
5530 - Association Dues	3,289.00	3,762.50
5535 - Advertising	350.00	199.00
5540 - Telephone/DSL	3,650.64	3,275.60
5543 - Computer Software/Maintenance	1,400.00	1,639.64
5545 - Miscellaneous	100.00	-
5550 - Treasurer	800.00	-
5551 - Financial Secretary	550.00	550.00
Total 5500 - ADMINISTRATION	\$ 47,250.05	\$ 45,839.27
5600 - BOARDS & COMMITTEES		
5601 - Diaconate	\$ 350.00	\$ 91.60
5604 - Membership Committee	-	-
5605 - Council	100.00	-
5608 - Safe Church	100.00	-
5610 - Stewardship Board/Pledge Drive	225.00	-
5620 - Community Life Committee	-	-
Total 5600 - BOARDS & COMMITTEES	\$ 775.00	\$ 91.60
5700 - MINISTRY OF EDUCATION		
5715 - Director of Christian Ed	16,550.04	\$ 17,103.34
5711 - Curriculum/Events/Supplies	3,000.00	2,979.32
Total 5700 - MINISTRY OF EDUCATION	\$ 19,550.04	\$ 20,082.66
5800 - CHURCH PROPERTY		
5805 - Maintenance Personnel	\$ 5,998.72	\$ 302.82
5810 - Custodial Service	18,000.00	17,687.00
5830 - Custodian Supplies	1,500.00	905.18
5835 - Heating Oil	13,000.00	7,460.31
5840 - Electricity	9,200.00	7,329.36
5845 - Propane Gas	750.00	740.25
5850 - Building Insurance	8,844.00	7,884.75
5855 - Church Maintenance	11,000.00	8,211.19
5860 - Rubbish Removal	4,500.00	4,007.17
5865 - Water	500.00	342.65
5870 - Snow Removal/Sanding	7,250.00	8,150.00
5871 - Maintenance Emergency	-	-
5880 - Lawn and Garden	1,000.00	890.00
5885 - Building Rehab Mortgage Payments	28,545.48	15,456.86
Total 5800 - CHURCH PROPERTY	\$ 110,088.20	\$ 79,367.54
Total Expenses	\$ 311,226.04	\$ 276,354.15

Net Ordinary Income	\$	-	\$	15,865.47
Other Income/Expense				
Other Income				
4040 · Mission Income			\$	14,749.45
Previous Year carry over				
4041 · Designated Mission Income			\$	1,805.00
Total 4040 · MISSION INCOME			\$	16,554.45
 5050 · MISSION				
5051 · Mission Expenditures			\$	14,350.00
5052 · MISSION - Other	\$	-	\$	50.00
Total 5050 · MISSION EXPENSES	\$	-	\$	14,400.00
 Net Other Income/Expenses	 \$	 -	 \$	 2,154.45
 Net Income	 \$	 -	 \$	 18,019.92

2021 Cash Budget Proposed

First Parish Church 2021 Cash Budget

	2020 Actual	2021 Proposed	
Income			
Pledge Income	\$ 200,683.00	\$ 190,246.00	
Pledge Income Assigned	<u>\$ 8,740.00</u>	<u>\$ 3,250.00</u>	
Total Pledge	\$ 209,423.00	\$ 193,496.00	
Plate Income	\$ 23,376.50	\$ 24,000.00	
Children's Offering	\$ 89.00	\$ 90.00	
Nutfield Rent	\$ 17,518.00	\$ 15,960.00	
Building Use	\$ 4,380.00	\$ 4,500.00	
PPP Loan	\$ 26,700.00	\$ -	
Miscellaneous Income	\$ 2,542.19	\$ 5,000.00	hs 1500fair3500
Fundraiser	\$ 3,196.25	\$ 3,200.00	
Hannafords	\$ 1,185.46	\$ 2,200.00	
Investment Income	\$ 3,809.22	\$ 4,409.00	
Cash Carried Forward	<u>\$ 5,601.15</u>	<u>\$ 38,561.00</u>	
Total Income	\$ 297,820.77	\$ 291,416.00	
Expenses			
Sr. Pastor's Salary	\$ 49,257.14	\$ 48,327.69	
Sr Pastor's Housing Allowance	\$ 32,000.00	\$ 32,000.00	
Sr. Pastor's Annuity	\$ 11,292.67	\$ 11,292.67	
Sr. Pastor's Health Insurance	\$ 7,424.22	\$ 5,582.00	
Sr. Pastor's Dental Insurance	\$ 497.25	\$ 510.00	
Sr. Pastor's Life Insurance	\$ 681.00	\$ 681.00	
Sr. Pastor's Social Security	\$ 6,263.02	\$ 6,145.07	
Sr. Pastor's Reimbursements	\$ 4,980.63	\$ 6,000.00	
Supply Preaching	<u>\$ 600.00</u>	<u>\$ 900.00</u>	
Total Church Ministry	\$ 112,995.93	\$ 111,438.43	
Music Director	\$ 16,817.43	\$ 16,995.00	
Sacred Dance Supplies	\$ -	\$ -	
Special Musicians	\$ 200.00	\$ 200.00	
Continuing Ed	\$ 40.00	\$ 100.00	
Substitute Organist	\$ 150.00	\$ 375.00	
Instrument Maintenance	\$ -	\$ 150.00	
Copyright Package	\$ 629.14	\$ 595.00	
Sheet Music	\$ 115.09		
Music Program	<u>\$ 25.49</u>		
Total Ministry of Music	\$ 17,977.15	\$ 18,415.00	
Admin Assist Salary	\$ 25,699.71	\$ 31,200.00	
Postage	\$ 882.11	\$ 900.00	

Vanco Bank Fees	\$ (9.23)	\$ 150.00
Office Supplies	\$ 722.10	\$ 750.00
Copy Machine & Printing	\$ 2,706.87	\$ 2,750.00
Office Equip Replacement	\$ 677.85	\$ 1,000.00
Social Security	\$ 4,584.12	\$ 6,011.32
Workers Comp Ins	\$ 1,149.00	\$ 1,036.00
Association Dues	\$ 3,762.50	\$ 3,059.00
Advertising	\$ 199.00	\$ 200.00
Telephone/DSL	\$ 3,275.60	\$ 3,300.00
Computer Software/Maint	\$ 1,639.64	\$ 1,650.00
Miscellaneous	\$ -	\$ 100.00
Treasurer	\$ -	\$ 800.00
Financial Secretary	\$ 550.00	\$ 550.00
Total Administration	\$ 45,839.27	\$ 53,456.32
Diaconate	\$ 91.60	\$ 100.00
Council	\$ -	\$ -
Safe Church	\$ -	\$ -
Pledge Drive	\$ -	\$ -
Total	\$ 91.60	\$ 100.00
Director Christian Ed	\$ 17,103.34	\$ 20,800.00
Curriculum/Events/Supplies	\$ 2,979.32	\$ 3,000.00
Total Christian Ed	\$ 20,082.66	\$ 23,800.00
Maintenance Personnel	\$ 302.82	\$ 500.00
Custodial Service	\$ 17,687.00	\$ 15,000.00
Custodian Supplies	\$ 905.18	\$ 1,000.00
Heating Oil	\$ 7,460.31	\$ 10,000.00
Electricity	\$ 7,329.36	\$ 7,300.00
Propane Gas	\$ 740.25	\$ 700.00
Building Insurance	\$ 7,884.75	\$ 9,300.00
Church Maintenance	\$ 8,211.19	\$ 9,000.00
Rubbish Removal	\$ 4,007.17	\$ 4,100.00
Water	\$ 342.65	\$ 350.00
Snow Removal/Sanding	\$ 8,150.00	\$ 6,500.00
Lawn & Garden	\$ 890.00	\$ 900.00
Mortgage Payments	\$ 15,456.86	\$ 28,545.48
Total Church Property	\$ 79,367.54	\$ 93,195.48
Total Expenses	\$ 276,354.15	\$ 300,405.23
Income/Loss	\$ 21,466.62	\$ (8,989.23)

First Parish Church-East Derry NH
Balance Sheet
As of December 31,2020

Assets

	<u>12/31/2020</u>
Cash Checking Account - Enterprise	\$ 63,463.36
Cash Non-Profit Money Market	337,824.76
Prepaid Expenses	89.20
Investments @ United Church Funds	359,655.00
Total Assets	<u>\$ 761,032.32</u>

Current Liabilities

Accounts Payable	\$ -
Credit Card	2,124.02
Line of Credit - Enterprise Bank	379,384.65
Sanctuary Restoration	(1,099,134.61)
Tower Rehabilitation (LCHIP)	(172,160.90)
Other Rehab Money Over Time	130,876.61
Payroll Liabilities	1,639.54
Pastors Discretionary	971.10
Theological Studies Scholarship	363.08
Memorials	2,484.43
Capital Campaigns	1,044,062.24
<i>Internal Capital Campaign - net income</i>	\$ 606,451.63
<i>Elevator</i>	23,722.00
<i>Back in the Sanctuary Campaign</i>	121,542.78
<i>Phase II Community Capital Campaign - net income</i>	292,345.83
Mission	13,119.17
Spaghetti Suppers	1,163.96
Garden	350.23
Music	3,292.20
Bachelor Diaconate	352.74
Historical Preservation	2,503.93
Christian Education	2,750.02
<i>Bachelor</i>	\$ 1,589.67
<i>Other</i>	1,160.35
Facilities	35,007.10
<i>Capital Campaign Facilities (Initial balance \$100,000)</i>	\$ 33,164.52
<i>Bachelor Trust Facilities</i>	1,602.58
<i>Other Designated Projects (subaccount moved to Sanc Rehab)</i>	240.00

Others		22,842.50
<i>Community Life</i>	\$ 526.29	
<i>2017 Steeple Grant- Final</i>	\$ 6,000.00	
<i>Defibrillator Maintenance</i>	96.21	
<i>Mission Trips</i>	1,220.00	
<i>Sabbatical Coverage - 2021</i>	15,000.00	
<i>Misc In & Out</i>	-	
Total Current Liabilities		\$ 371,992.01

Equity

Investments at UCC & Fidelity		\$ 359,655.00
Investment Equity		\$ 359,655.00
Retained Earnings as of 3/31/03		\$ 11,365.39
Net Income		\$ 18,019.92
Operating Equity		\$ 29,385.31
Total Equity		\$ 389,040.31
Total Liabilities and Equity		\$ 761,032.32

12/31/2020

Building Rehab Funding

Rehab Money Raised Before 2014	\$306,876.61
Investments/Parsonage Proceeds/Bequests	
Internal Capital Campaign 2014-2018	<u>741,631.91</u>
\$800,000 pledged	
Phase II Community Capital Campaign 2016 - Present	\$343,700.02
Includes transfers from Friends of the Meetinghouse	
Back in the Sanctuary Campaign	121,542.78
Elevator	23,722.00
LCHIP*	149,000.00
2015 Tower Grant = \$125,000	
2017 Steeple Grant = \$24,000	
Building Loan	<u>\$500,000.00</u>
Total Funding to Date	\$2,186,473.32

* All LCHIP Tower/Steeple Grant proceeds received. \$6,000 currently held for 2020 mortgage payment assistance, which will be transferred to Building Rehab if not required to fund the budget.

Building Rehab Expenses

Meetinghouse/Connector Also Includes Architect/Exterior Painting/Misc.	1,043,684.29
Tower/Steeple	\$497,160.90
Building Loan - Interest/Insurance/Fees	\$55,450.32
Building Loan - Principal Payments 2017 & 2018	\$109,318.46
Expenses for Capital Campaigns Consultants & Misc	97,359.47
Capital Campaign to Facilities	<u>\$100,000.00</u>
Total Expenses to Date	\$1,902,973.44

Funds Available for Current/Future Work

Elevator	23,722.00
Back in the Sanctuary	121,542.78
All Other Rehab Work	\$138,235.10
Total Cash Available	\$283,499.88

Finance Committee
Our Investments at United Church Funds
(Descriptions of the funds are on the following page)

Fund Name	12/31/2018 Balance	12/31/2019 Balance	12/31/2020 Balance	2019 Distributions	Gain/Loss
General Investment	\$ 30,936	\$ 35,440	\$ 38,401	\$ -	\$ 2,961
Addison Trust	\$ 73,156	\$ 83,807	\$ 90,811	\$ -	\$ 7,004
Bachelder Trust	\$ 38,057	\$ 43,596	\$ 47,239	\$ -	\$ 3,643
Organ Fund	\$ 15,045	\$ 17,931	\$ 20,204	\$ -	\$ 2,273
Preservation Trust	\$ 16,352	\$ 19,489	\$ 21,959	\$ -	\$ 2,470
Carillon Fund	\$ 2,805	\$ 3,343	\$ 3,767	\$ -	\$ 424
Memorial Fund	\$ 24,819	\$ 29,579		\$ (29,579)	
Meeting House			\$ 110,555	\$ 110,555	\$ -
Principal Endowment	\$ 21,525	\$,659	\$ 26,719	\$ -	\$ 2,060
Total	\$ 222,695	\$ 257,843	\$ 359,655	\$ 80,976	\$ 20,836

Provided above are investment updates for 2019. These funds are invested with United Church Funds in the Moderate Balanced Fund.

The following information is provided to help better understand the background and use of these funds.

1. **General Investments** - This fund does not have a specific use or mandate. Currently 1% quarterly distributions go to the General Budget.

2. **Addison Trust** - This fund was set up to use distributions in the following manner. The first \$50 received each year goes to the UCC Christmas Fund. The remaining quarterly distributions are split equally between the General Budget and Mission. The current distribution rate is 1% quarterly. Distribution of the original principal is not allowed.

3. **Bachelder Trust** - This is the largest of 3 funds set up from the bequest from Helen Bachelder's estate, received in 1989. The original gift to this fund was \$23,276.19. The bequest specifies that the original principal cannot be distributed, but the growth and income from the bequest can be used. The church decided to provide distributions on a revolving annual basis to Mission, Facilities, Diaconate, and Christian Education. The Mission Board received 2019 income distributions. The Facilities Board will receive 2020 distributions. The current distribution rate is 1% quarterly.

4. **Organ Fund** - This fund is part of the bequest from Helen Bachelder's estate. The original gift to the Organ Fund was \$7,500. The original principal cannot be distributed, but growth and income from the fund can be used for anything related to the organ.

5. **Preservation Trust** - This is the 3rd of the 3 funds set up from the bequest from Helen Bachelder's estate. The fund is overseen by the Historical Preservation Committee. Like the Organ Fund, the original gift was \$7,500. The original principal cannot be used, but growth and income from the fund can be used at the Historical Preservation Committee's discretion.

6. **Carillon Fund** - This fund can be used for anything related to the carillon.

7. **Memorial Fund** - This fund comes from memorial gifts given to the church. The Finance Committee is not aware of any restrictions for its use.

8. **Principal Endowment Fund** - This endowment was given with the understanding that the original principal would not be distributed, but growth and income can be used. Currently 1% quarterly distributions go to the General Budget.

Finance Committee: Becky Fleury (until September), Michael Rounds (last quarter) Bill Armstrong, Pat Crowell, Anne Engelhardt & Ross Webber