



ANNUAL REPORT

Year ending 2025



At Atkinson Congregational Church, our passion is to serve those in need, provide inclusive safe space, and inspire through worship, music, and growing faith.

Annual Meeting

February 1, 2026

Table of Contents

MINUTES OF THE 2024 ANNUAL MEETING - JANUARY 26, 2025 3

CANDIDATES FOR 2026 ELECTED POSITIONS 7

REPORT OF THE PASTOR FOR CALENDAR YEAR 2025 8

2025 MODERATOR’S REPORT 11

DEACONS 2025 ANNUAL REPORT 12

CHURCH SUPPORT TEAM 2025 ANNUAL REPORT 13

CONGREGATIONAL ENGAGEMENT TEAM 2025 ANNUAL REPORT 16

COMMUNITY ENGAGEMENT TEAM 2025 ANNUAL REPORT 24

VITAL STATISTICS 2025 27

BAPTISMS 27

NEW MEMBERS 27

FUNERALS/MEMORIAL SERVICES PERFORMED 28

TREASURER’S ANNUAL REPORT COMMENTARY: FY 2025..... 29

PLEDGES TIMELINE 31

YEAR END CASH TIMELINE 32

2026 BUDGET 33

Minutes of the 2024 Annual Meeting - January 26, 2025

The meeting was held in person and virtually via Zoom

Call to Order by Moderator: Kristin Diamond (Moderator pro tem): 11:15

Determination of quorum: There were 45 members present (36 in person, 9 on Zoom and 1 by proxy). A quorum would be 17 (10 % of 172 active members) so a quorum was present.

Opening Prayer: Offered by Pastor Jim Thomas

Approval of January 28, 2024, Annual Meeting Minutes: A motion to accept the minutes from the Annual Meeting was made by Kay Galloway and seconded by Julianna Hale. The motion passed unanimously.

Election of Officers and Team Members - Presented by Kristin Diamond, Moderator

- Thank you to everyone who has served on a team or as an officer this past year. Everyone's dedication and hard work are much appreciated.
- The slate of officers and team members for 2025 was presented. All positions are filled. Please refer to page 5 in the Annual Report for the complete list of the Candidates for 2025 Elected Positions.
- There were no additional nominations from the floor.
- A motion was made by Kay Galloway and seconded by Chet Balut to accept the slate. The motion passed unanimously.

Pastor's Report - Presented by Pastor Jim Thomas

- Refer to the Report of the Pastor in the Annual Report
- 2024 gratitude highlighted
- Other highlights
 - 710 connections over the course of the year.
 - Many found us first online.
 - Ash Wed. over 100 participated.
 - Thank you to Deacons for everything they have done including Deacon led worship services.
 - The music program is going well thanks to Carol Boudreau, Kokopelli Flutes Ensemble, Ann Chalk and Kim Ridley.
 - Pastor Jim is engaged in the community in many ways.
 - Kid's Club/Nursery meets every week with as many as 16 kids participating.
 - First Spring Festival in May – over 450 people welcomed.
 - Participated in Atkinson Day.
 - First ever holiday Drop 'n Shop event.
 - ONA took part in outreach activities such as the Atkinson Country Club Christmas Tree Lighting, marched in both Windham & Portsmouth Pride parades.
 - Return of church suppers and breakfasts.
 - Food pantry donations have increased.

- Common Ground has been supported with toiletries and PB&J sandwiches.
- Yard sale and comfort station were offered as part of the Atkinson Town Wide Yard sale.
- Hygiene packs were donated to agencies serving the homeless.
- Care for the facility and grounds has done much to enhance our campus.
- Another Eagle Scout Project was completed in the outdoor sanctuary.
- This is just some of it. There was much more. We should congratulate ourselves.
- We have not been able to tame our annual budget and will be looking at new opportunities i.e. a shared pastor with Hampstead.

Operating Budget - Presented by Hank Riehl, Treasurer

- 2024 was financially very good due to:
 - A one-time \$20,000 gift
 - Fundraisers brought in about \$8000.
 - Giving tree donations increased.
- Expenditures were \$8000 less than expected.
- 2025 bottom line \$49,000 loss which is what we see in the past. This is based on conservative assumptions.
- Budget does not reflect any change in staffing
- One item that needs to be approved in the Missions Team budget.
 - Currently it has been approved at 10% of prior year's budgeted income received.
 - The Community Engagement Team has offered to make do with 5%.
 - A vote is needed to reduce the budget from 10% to 5%.
 - Questions? No questions.
 - A motion was made to reduce the Missions Budget to 5% of the prior year's budgeted income received by Kay Galloway and seconded by Adam Southergill. The motion passed unanimously.
- Motion made by Kay Galloway to accept the 2025 budget as proposed and seconded by Chet Balut. The motion passed unanimously.

New Business

- Proposed Articles of Agreement: Yoked Pastorate and Settled Pastor, Hampstead and Atkinson Congregational Church – see attached. Presented by Pastor Jim.
 - The articles explain the shared ministry.
 - There would be an interim/bridge pastor while working together to find a settled pastor.
 - We are not merging or closing.
 - Have done this a few times in the past and then have gone back to each church having an individual pastor.
 - Change is hard – it would mean a change in worship time, less time for the pastor to spend at each church and in the community.
 - The full-time shared pastor needs to be new.

- Costs would be split approximately half and half.
- Jim can't be settled pastor. He is exploring retirement.
- We would need to drill down the details.
- Both churches would search for the settled pastor. It would probably take 4-5 months to live into interim pastor and then search for settled pastor.
- 3 years no money left.
- Pool of part time pastors not good so it is better to look for a full-time shared pastor.
- If approved, it would mean savings of about 40,000.
- If yes, from both churches – A Covenant Board will be set up, a search team developed.
- The candidate for the settled pastor would preach in a neutral place for both churches hear and then preach at our church.
- If no, nothing changes.
- Discussion –
 - Linda F. – Who would be the interim pastor? Rev. Paige Besse-Rankin the Interim Pastor at Hampstead Congregational Church has offered to be interim/bridge Pastor. She has experience in the area.
 - Michelle W.– Is the interim in it for the long haul? Yes, she is committed to fill the role until the settled pastor is called.
 - Sherrill D. – Regarding the expenses for the parsonage? We would get credit for our contribution of the parsonage. We would figure out value.
 - Helen W.– Will she stay in Parsonage? No, it may be a good time for renovations. Renting may be complicated.
 - Pete M.– Who will take care of costs while the parsonage is empty? We will probably be responsible.
 - Michelle W.– What if congregations can't agree on a pastor? We have already talked about compatibility between the two churches and decided that they were.
 - Sherrill D. – What happens when the time comes to separate? How do we know when it is time? Can one church decide they don't want to do it anymore? This still needs to be ironed out.
- Motion – A motion was made by Kay Gallaway to accept the Proposed Articles of Agreement: Yoked Pastorate and Settled Pastor, Hampstead and Atkinson Congregational Church. Seconded by Julianna H. The motion passed unanimously.
- Proposed Amendment to ACC Bylaws
 - Article III: Faith
 - Currently does not include a statement of Faith.
 - Amend to add:

Section 1: Vision/Faith Statement "At Atkinson Congregational Church, our passion is to serve those in need, provide inclusive safe-space, and inspire through worship, music, and growing faith"
(approved by congregational vote at Annual Meeting January 31, 2021)

Section 2: Open and Affirming Statement Jesus didn't turn anyone away, and neither do we.

As an Open & Affirming church, Atkinson Congregational Church, the Light on the Hill, makes a public covenant to celebrate and welcome people of all sexual orientations, gender identities, and gender expressions. We uphold the dignity and worth of each person and of families in all their diverse forms. All are welcome to participate in the full life and ministry of our congregation and to worship alongside us as we grow together in faith.

"I give you a new commandment, that you love one another. Just as I have loved you, you also should love one another." (John 13:34)

(approved by Congregational vote at a Special Meeting September 18, 2022)

- Motion made by Kay Galloway to approve these two statements as our Statement of Faith. Seconded by Sue Goodman. Motion passed unanimously.

A special thank you to Lynn Thomas who is retiring from her position as Office Manager on December 31, 2024. She was honored with a basket of retirement gifts and a reception following the meeting.

Adjourn:

- Motion made to adjourn by Kay Galloway and seconded by Gwen Grotenhuis.
- Meeting adjourned at 12:05.

Respectfully submitted,
Sue Cunningham
(Church Clerk pro tem)

Candidates for 2026 Elected Positions

DEACONS - one member will be representative of the Council.

- | | |
|--------------------|----------------------|
| 1. Jeanne Elliott | 6. Dorothy Graaskamp |
| 2. Marisa Galinsky | 7. Vikki Quick |
| 3. Sue Goodman | 8. Kelsey Iani |
| 4. Miriam Somero | 9. Sherrill Davis |
| 5. Anne Williams | |

MODERATOR - Council member

Jay Goodman

CLERK - Council member

Sue Goodman

TREASURERS - Comptroller will be a Council member.

Cheryl Riehl

Hank Riehl

CHURCH SUPPORT - one member will be representative of the Council.

1. Kristen Diamond
2. Chet Balut
3. Tim Briggs
4. Bill Ball
5. Ben Priest
6. Open

CONGREGATIONAL ENGAGEMENT TEAM - one member will be representative of the Council.

- | | |
|-------------------|---------------------|
| 1. Julianna Hale | 5. Chet Balut |
| 2. Sue Cunningham | 6. Marysia Seng |
| 3. Rebecca Harvey | 7. Sandra Pelletier |
| 4. Kelsey Iani | |

COMMUNITY ENGAGEMENT TEAM - one member will be representative of the Council.

1. Linda Fisher
2. Lynne Norton
3. Linda Jowett
4. Sherrill Davis
5. Michelle Wunderlich

PASTORAL RELATIONS – at-large

Vikki Quick

Jay Goodman

Report of the Pastor for Calendar Year 2025

Report from Interim Pastor Rev Paige Besse-Rankin

It has truly been a joy to come to serve in your midst as your Interim Pastor. I am very thankful for your warm welcome and your hospitality as I have come into your midst.

The process was a bit different than that of other interims that I have served because it came as part of the discernment process to covenant with the Hampstead Congregational Church to share a pastor. Having served as the interim at Hampstead for the past 2 years, I have been part of the work to help both congregations discern if they wanted to return to this shared staffing model. While budget struggles for both congregations were part of the underlying motivation to spend a year exploring this possibility, the Exploratory Committee with members from both congregations came to understand that this was an opportunity to collaborate in serving God in ways that opened up new and exciting possibilities for the future. With the affirmative vote from both congregations last spring, Rev Jim Thomas and I began preparations to move into this new reality. Since I was already serving in Hampstead, it made sense for me to come to Atkinson after Jim's retirement to help both congregations make the shift to sharing a pastor and to help prepare for the new pastor.

I will confess sadness at Jim's retirement as he has been a valued colleague, and I know that many of you shared that grief at his departure and Lynn's as well. They served this church well and in my time in your midst I can see how effective Jim has been serving as your pastor and helping you to discern how God is working in your midst.

September brought a joyful joint worship celebration where our new covenant with Hampstead Congregational Church was signed, our musicians collaborated, and our children joined together in Sunday school. The newly established Covenant Team worked hard over the summer to finalize the details of the covenant agreement and to plan this Covenant celebration.

Interim pastors are specially trained to help congregations in transition as well as maintaining the usual pastoral services to the church. A time of transition in a congregation can be a fruitful time in reflecting on 3 major questions:

- Who are we? (What are our values? What is important to us?)
- Who is our Neighbor? (Who is around us? Who is missing? Ministry opportunities)
- What is God calling us to do?



Reflection around these 3 areas helps a congregation consider what they are seeking in a new pastor and to prepare for the arrival of the pastor in a way that can make that time together more fruitful.

As the Congregation reflects on these questions, there are 5 major focus points for conversation:

Heritage: reviewing how the congregation has been shaped and formed. How does this influence the future of the congregation? What stories need to be told?

Leadership: Reviewing the membership needs and its ways of organizing and developing new and effective leadership.

Mission: defining and redefining sense of purpose and direction; clarifying the faith community's identity and core values

Connections: Discovering all the relationships a faith community builds outside of itself

Future: developing congregational and pastoral profiles

My initial impression is that you are ahead of many congregations that enter into transition because of the vision work you have done in recent years. And the work of the Joint Search Committee is well underway – more quickly than usual.

In these first few months in your midst, I have been focusing on getting to know you – both individually and as a congregation. I have been trying to learn about your practices and culture – asking lots of questions and seeking understanding.

We have also focused on creating meaningful worship experiences and exploring ways to collaborate with Hampstead for some special services – like Blue Christmas – and some joint services – like our Epiphany celebration. Our Deacons and the HCC Worship team have met together a couple of times to discuss when we want to worship together and to collaborate on planning first Advent and now Lent. (One hope of this model is for a certain efficiency for the pastor preparing similar services for both congregations – but that involves some joint planning.) I am trying to both learn and honor your beloved worship traditions and also share some new ideas and resources that I bring from my ministry experiences. I will say that I have been delighted to discover an openness to try new things in the context of worship.

I have performed pastoral functions, of course – 3 funerals and 2 baptisms. I am still trying to get to know you well enough to anticipate other pastoral care needs and I hope that you will call on me if I can be a pastoral resource for both your spiritual journey and for pastoral needs.

I am still trying to get the right balance with serving both congregations and meeting essential needs. I also have had some unexpected health issues that have led to me taking unexpected sick days. I am very appreciative of your support for me and your patience with my absences in these early days of my ministry in your midst. Both congregations have had full-time pastors for many years, and this is an adjustment to having part-time pastoral service. And while your new pastor will do things differently and have a different style than mine, I think one of the goals of this interim time is for both congregations to figure out the best use of the pastor's time. I hope as we move through the



spring and I move past the initial learning curve of how you do things and some of the current limitations from my health, that we will be able to have more conversations about pastoral priorities in preparation for welcoming your new pastor.

Let me also express my appreciation for the church staff. As I have begun to get to know them this fall, I have to say that I am so impressed by the gifts they bring and their commitment to serve you. This church is deeply blessed on this front, so let me give thanks to Kelsey, Carol, Phyllis, and John and for Ann.

These are challenging times. Churches are struggling with a culture shift that has decentralized faith communities and left them smaller and economically fragile. And the challenges in our culture that have left our communities deeply polarized and challenged to have meaningful dialogue have left many of us anxious. But as I read scripture, I find that being a church community in the midst of times of struggle is nothing new. I believe that God is calling church communities to be safe places to explore, to build relationship, to support one another and to offer compassion and care to those on the margins. I believe the way that Jesus has taught us and the values of our faith can shape us to be a critical force for good in our community. I believe that what we are about as a community of faith is critically important to the healing of the world. And as we deal with the daily tasks of being church together, I pray that we can also hold under God's bigger vision for us and respond to the call that Jesus sets before us.

May God bless us in the days to come!

Rev Paige Besse-Rankin
Interim Pastor
Atkinson and Hampstead Congregational Churches



2025 Moderator's Report

Hello All,

Another year finished at ACC! I would like to take a moment to talk about volunteering your time in support of your church and community.

Many of you participate in activities and programs that are sponsored by the Atkinson Congregational Church. We have fundraisers and community engagement activities like pancake breakfasts, dinners, and chili cookoffs. We open the church during the yard sale weekends, so people have a place to use the restroom and get a snack. These are only a sample of the areas that people can get involved and volunteer. All of these activities require manpower to make them happen. Set-up, clean-up, helping hands during the event, these are all areas that are opportunities to volunteer. While the assistance with these sponsored events is very much appreciated, I think talking with and getting to know your fellow members is tremendously rewarding.

Other areas that may not come to mind when thinking about being a volunteer are the different teams that need people on a regular basis. We have a team for faith formation. Maybe you enjoy working with kids or teaching, this would be a good place for you. We have a team for community engagement, if you like the idea of helping to decide what community-based organizations deserve to receive assistance from ACC, this would be a good place to do that. Maybe you have ideas for how to get the congregation more involved in church programs, well, we also have a congregational engagement team. Do you have an interest in music? We have a robust music program within our church that would love to have you get involved. Do you have a finance background? Our treasurers would love to have some help. Many people hold upper management positions (or would like to) and want to bring some of their expertise and the church council would be a good place to do that. Many of the people that are currently on or head up these teams have been doing it for many years. All of us do enjoy what we do but I don't think anyone will have a problem with someone else stepping in if you have a desire.

The church runs not with your pledges, although we do need those, but also with your time and talents. Please take a moment to think about ways that you can add your talents to your church community since many hands make light work. The more involved you get the more the church reflects the values and priorities of the membership it serves, and this is you!

Yours in fellowship,

Jay

Deacons 2025 Annual Report

2025 was a year of huge change. Following Pastor Jim's retirement in September, we stepped quickly into a new chapter with Pastor Paige Besse-Rankin as our interim pastor. We're extremely grateful that this transition happened without a gap in leadership. As with any major change, the diaconate faced new challenges and learning curves—especially for some of us who suddenly found ourselves attempting to master the "tech desk" without Pastor Jim's steady presence. Hiccups aside, our commitment to serve, to carry forward our spiritual calling, and to be a welcoming presence to all who enter our church has never wavered.

Eight deacons returned to serve actively in 2025. We also mourned the passing of Jane Goodwin—a profound loss to our church family. Jane was loved deeply and had served ACC faithfully in many roles for more than 35 years. Thankfully, we were delighted to welcome Miriam Somero, who answered our invitation to join the diaconate. She has served with such dedication that it feels as if she's been with us for more than a year.

During the early part of 2025, we learned that ACC would be definitively entering a season of transformation, preparing to share a future pastor with Hampstead Congregational Church. Around this time, Pastor Jim announced his intention to retire, while also supporting ACC's transition into a new era. Throughout the months leading up to his retirement, we worked closely with him to document, step-by-step, many scenarios of which he had championed, such as setting up livestreaming and audio capabilities for summer outdoor worship.

Our cherished traditions continued throughout the year, including Ashes to Go and Ash Wednesday service, Holy Week observances, summer outdoor worship, Christmas programs, baptisms, and celebrations of life. With Pastor Paige's leadership, we also embraced new perspectives and practices, including a meaningful Advent theme, *Roots and Shoots*, which invited us to honor our roots while imagining new growth with HCC. In addition, we celebrated our first combined worship service with HCC in its historic sanctuary and look forward to more shared services in the future.

On October 12, we were fortunate to experience a worship service led by our own Pete McVay, who stepped in on short notice. Thank you, Pete! We're also grateful to Anne Williams, Chet Balut, Darlene Graczyk, and Sherrill Davis, who shared Advent testimonials during that special time of year, reflecting traditional themes of hope, peace, joy, and love.

As deacons, we strive to ensure everyone feels welcome—both in noticeable and behind-the-scenes ways. A special thanks goes to Deacon Jeanne Elliott, who regularly reaches out to congregants to remind them they are remembered, cared for, and loved by their church family. If you know of someone who could benefit from a phone call or a card, please let a deacon know.

2025 flew by in a flash. We should all feel grateful to be at the start of 2026. We are thankful for where God has brought us and excited to continue serving together in the year ahead.

In gratitude from your 2025 active deacons,
Jeanne Elliott, Marisa Galinsky, Sue Goodman, Dorothy Graaskamp, Nancy Louiselle, Vikki Quick, Miriam Somero, Adam Southergill, and Anne Williams

Church Support Team 2025 Annual Report

2025 was a year of change, challenge, and deep gratitude for our church community. This year many projects arrived unexpectedly, and circumstances required us to adapt quickly - from major building repairs to new safety requirements to welcoming a new Sexton after the profound loss of Bob Hodgdon.

We also recognize the retirement of Pastor Jim, whose ministry extended far beyond the pulpit. Jim contributed in countless unseen ways to the care of our buildings, grounds, and daily operations, often stepping in wherever help was needed. His steady presence and quiet acts of service are missed.

This report reflects far more than a list of completed tasks. It is a testament to the hands and hearts that stepped forward, often quietly and without recognition, to ensure that our buildings remained safe, our grounds beautiful, and our ministries could flourish. We offer this summary with heartfelt appreciation for everyone who contributed time, skills, and wisdom.

Campus Maintenance & Facilities Improvements

Much of this year's work centered on caring for our buildings and grounds, both planned projects and urgent needs that emerged unexpectedly.

A major transition was the hiring of John Sirois as our new Sexton. John stepped into a difficult moment with grace and skill, quickly becoming a vital member of our community. His year-round work spans cleaning, snow removal, carpentry, painting, landscaping, and contractor coordination. He has helped stabilize our facilities operations and ensures the campus remains safe and welcoming.

As a team, we also accomplished several significant facilities projects:

- **New Sanctuary Furnace:** Uptack Heating & Plumbing installed a new furnace, duct and wiring, ensuring our sanctuary was ready for winter worship.
- **Parlor Ceiling Restoration:** Extensive plaster repairs revitalized the Parlor ceiling and preserved the beauty of this historic space.



- **Spirelet Restoration:** completed the installation and structural repair of the lower spirelets, restoring an iconic architectural feature.
- **Tree Care & Grounds Work:** The removal of the beloved European Beech Tree was an emotional moment, and we extend gratitude to all who helped care for the surrounding grounds. Mulching, pruning, and landscape refresh efforts kept our

gardens vibrant across the seasons.



These improvements reflect countless hours of behind-the-scenes work by Kristen, Paul, & Zach Diamond, Chet, Marisa and Steve Galinsky, and many others whose helping hands were felt even if they weren't always seen. If you quietly pulled a weed, straightened a chair, swept a step, or tidied a corner, we noticed the difference, and we thank you.

Safety, Security & Compliance

This year brought an increased focus on strengthening the security and safety of our buildings, driven in part by the rise in attacks on places of worship across the country. In response, we took steps to ensure our congregation, visitors, and community groups can gather in greater safety and confidence.

In partnership with the Atkinson Police we launched an Active Shooter Preparedness Initiative, resulting in meaningful campus upgrades, including shelter-in-place lock bars, window coverings, and a dedicated communication system between buildings. Additional safety protocols and training will continue into 2026.

Fire and alarm systems also received major upgrades, allowing us to meet updated inspection requirements and ensure reliable monitoring for both the Sanctuary and Tuthill House. These improvements not only enhance safety but also position the church well for future compliance needs.

Financial Stewardship & Cost Savings

The Church Support Team worked diligently this year to steward financial resources responsibly while maintaining high standards of care for our campus.

Key savings included:

- Switching fire monitoring providers, reducing both monthly fees and annual maintenance costs and saving the church over \$1,000 per year.
- Ending the Pest End contract, with campus baiting handled internally leading to a additional \$1,000+ savings annually.
- Careful oversight of large projects, including the spirelet work and parlor ceiling repair, ensured we completed essential improvements while staying mindful of budget.
- Evaluation of fair compensation for the Sexton role as responsibilities expanded.

These efforts help ensure that every dollar entrusted to the church is used wisely and with care.

Program Support & Community Engagement

Church Support played a vital role in strengthening the life and visibility of our congregation throughout the year.

With the church's expanding ministries, from Church School to seasonal worship and fellowship gatherings, our team provided consistent support for events, clean-up, setup, and campus logistics. Even when weather conditions forced last-minute changes, such as Rally Sunday, volunteers quickly adapted and created warm, welcoming spaces for fellowship.

These efforts helped strengthen engagement, not only with members but with the broader community that looks to Atkinson Congregational as a place of welcome and hope.

Grants & Special Projects

A major milestone this year was securing a \$10,000 grant from the Derry Wolverines to support the Kitchen Renovation Project. A second grant application was submitted, and although it was not approved, additional funding pathways are being explored for the project's next phase.

Church Support also assisted with the Stewardship Campaign by enabling online pledging and supporting outreach to members who had not yet submitted pledge cards.

These projects help build long-term capacity for the church's mission well beyond our day-to-day operations.

Looking Ahead to 2026

The work of 2025 reflects a community that shows up - to fix what is broken, to care for sacred spaces, to respond to unexpected needs, and to support one another in seasons of both joy and difficulty. As we look toward 2026, we are committed to continuing this work by focusing on:

- Implementing new safety protocols and training
- Advancing the Kitchen Renovation Project
- Preparing the Parsonage for pastoral transition
- Continuing stewardship of our buildings and grounds
- Supporting the growing needs of our ministries, events, and community partners

We extend heartfelt gratitude to Kay Galloway, whose presence and contributions were deeply missed as she transitioned out of her role this year. In the spirit of shared service, we hope to welcome a few new members to our team in 2026. If you feel called to help care for our buildings, grounds, and community spaces, we would be grateful to have you join us.

With appreciation and faith,

Chet Balut, Team Lead

Kristen Diamond, Team Lead

Timothy Briggs

Bill Ball

Kay Galloway

Your 2025 Church Support Team

Congregational Engagement Team 2025 Annual Report

The purpose of the Conga Team is to support programs that enhance the church's ministries within the congregation.

Our Mission: Minister to and engage the congregation by supporting meaningful connections, outreach, and experiences.

2025 members:

- Julianna Hale, Chair
- Sue Cunningham
- Chet Balut
- Kelsey Iani
- Rebecca Harvey

Congregational Engagement oversees the following Working Groups:

- Fellowship Hour
- Faith Formation
- Music
- Nominating
- Scholarship
- Vitality (Includes Open & Affirming and Fundraising)

Faith Formation

Faith Formation had another successful year of programs for the children. Phyllis Hanson continued as our Kid's Club Director, working closely with Sue Cunningham. A big thank you to Phyllis for all her hard work. The number of kids has continued to increase. We now have 15 children registered for Kid's Club and Nursery and approximately 8 children who attended as guests. We have an average of 10-12 per week. The weekly curriculum is Cokesbury Big Faith consisting of a lesson with videos and interactive Bible stories supplemented with games, activities, crafts and much more! Once a month our kids attend the worship service for a brief time at the beginning to hear a Children's Message and then head over to Kids' Club/Nursery.

After not having Vacation Bible Camp for 3 years, thanks to Rebecca Harvey's great leadership, we were able to offer it this summer for 4 days the week of June 23, 2025. The 27 kids participating had a blast. Ages 3 through middle school participated and high school and adult volunteered. The curriculum was entitled "Sometimes life can get a little messy", and the kids rotated through 5 different stations including a messy snack!

A big thank you to Rebecca as Camp Director & to all the volunteers. Your dedication and energy were so appreciated! And to all those that donated supplies, we thank you!



Due to increased interest in Horton Center Summer Camp, the Faith Formation team created a scholarship application program to enable more kids and families to attend.

We started the Fall off with a Kickoff Event on September 14th organized by Rebecca Harvey. After a time for registration and fun activities, the children started in the church service for a Children's Message and Blessing of the Backpacks. They then went to Tuthill House for a lesson, games and crafts.

Kim Ridley has continued to provide music enrichment to children for several weeks before Christmas and Easter. She comes for about the first 15 minutes of Kids' Club/Nursery. Thirteen children made up a Kid's Choir that performed in the spring during the church service. At Christmas time we had a total of 12 children perform at the Christmas Concert and during a church service. Thank you, Kim.

As our program grows, we have had to adjust to the increasing number of children and the range of ages. We are in the process of piloting something new. Once a month, we will separate the children into different age groups for the lesson part of the hour. The curriculum allows for different ways to gear the lesson to different age groups.

We are also continuing to finalize the Safety Manual as it pertains to our children's programs. We have added some extra safety precautions such as locking the front and side doors of Tuthill House, having a walkie-talkie to allow communication with the Deacon in the narthex, adding shades and fortifying the doors in case of a "shelter in place" situation. We have consulted with the Atkinson Police for recommendations.

Other highlights include lots of awesome crafts, creating artwork for the Seeds of Hope Art Contest, singing a farewell song to Pastor Jim, participating in a joint Kid's Club with

Hampstead Congregational Church and making Christmas cards for the seniors in our community.

We have had strong volunteer support. Thank you to all the wonderful volunteers who have made this happen.

The Faith Formation Team,

Sue Cunningham, Julianna Hale, Kristen Diamond, Kelsey Iani, Rebecca Harvey

Adult Faith Formation

Pastor Jim offered an adult bible study during the fall and winter seasons. This group of about 8-12 folks met weekly to discuss the previous Sunday's bible readings. Pastor Paige continued an adult bible study series with a focus on the advent season through the reading of the book *A Child is Born* by author Amy-Jill Levine. A handful of folks met during this book club.

Fellowship/Coffee Hour

Fellowship/Coffee Hour continued to be offered after Sunday Worship. More people are staying after worship for this time of fellowship with friends old and new. We have had many people sign up to host and are thankful for their willingness to help and have been treated to many delicious snacks and goodies. We have had one frequent volunteer, Laura Dolce, who has been a huge help.

Special thanks again go out to Chet Balut and Sexton, John Sirois, who have helped with set up and clean up on a weekly basis and Sue Cunningham who continues to facilitate the weekly volunteer sign-up sheet – both on-line and in fellowship hall. Also thank you to Kelsey Iani for developing a new system for ordering supplies on-line and helping with the sign-up sheets.

Nominating

The 2025 slate of candidates for elected positions on the Teams and Council was approved at the Annual Meeting on January 26, 2025. We thank everyone who served.

Starting in November, the church members, Team/Diaconate chairs, and Council officers were notified that it was time to develop the slate of candidates for 2026. Teams continue to do their own recruiting for any open positions. The Council handles filling any vacancies in the Council's officer positions. Announcements were made in the E-News and during worship about nominations for the 2026 slate.

At the current time there are still a few open positions on teams. The slate will be presented at the January 2026 annual meeting. If you have an interest in any of the open positions on the teams, let Sue Cunningham know.

Music Team

The music program at Atkinson Congregational Church is an integral part of church – both within the church family, and for our outreach program. We have a solid core of musicians who make up the bulk of our groups, and we have several others who round out our new Pop-up Choir.

Since Pastor Jim Thomas retired, the deacons and office manager Kelsey Iani have kept us in compliance with licensing and copyright permissions.

We provide music on the third and fourth Sundays of the month, including Ann Chalk at the organ and piano, and we have the Atkinson Ringers bell choir, and Kokopelli Flute Ensemble play on the third Sunday of each month. Last year, the music team was approached by church members asking whether it was possible to start up a new choir. Last December, we had the first performance by the Atkinson Congregational Church Pop-up Choir. We meet on the fourth Sunday, in the morning, just before service, practice an anthem, and sing it at that service. Since not many people can commit to a weekly practice or performance, this is really the only way we can have a choir right now. We have a lot of fun, and we have always had enough people show up to sing.

Kim Ridley has about a dozen children interested in singing with her and recently asked me if we could include more music sung by them! Of course I said, "yes!" and we should be hearing them around Easter. She also would like to expand the music program in church school. She mentioned that some of the older children are interested in the handbells; we'll have to look into that for sure!

We just had our 2025 Christmas Concert, and it was great! Kim Ridley's children's choir was full of Christmas happiness, and Lucy and Stella Southergill once again played piano solos. The Seng family debuted this year, and Pastor Paige sang a lovely solo. The pop-up choir sang a carol, Kokopelli and the Atkinson Ringers each performed several numbers - one with an audience sing-along, and Carol's niece, Lindsay, sang a solo and also a duet with Darlene Graczyk. Sherrill Davis had the congregation singing up a storm with her interactive Twelve Days of Christmas! There was a full house to experience our small-town Christmas concert, including many people from outside the church family. We were live-streamed and had several (all positive!) mentions on social media. The reception after the concert was made possible by donations of food from the musicians and so many of our church family helped by setting up decorating and cleaning afterward.

In 2026, we can anticipate that Kokopelli and the Atkinson Ringers will continue to play on the third Sunday of each month, and we will have the pop-up choir sing every fourth Sunday. Ann Chalk plays many Sundays, and her music is always excellent and much appreciated. She and Darlene have been indispensable with selecting and performing the music throughout the years, and I'm looking forward to another year working with them and all the musicians.

One very important thing I need to bring to the attention of the church:

Our handbells desperately need to be serviced. It's been decades since they've been cleaned and adjusted and they're really showing it. This is a very expensive operation – somewhere in the \$3500-\$4000 range. This year and last year, the offering that was taken at the Christmas concert was split between the bell choir and the flute choir to be used for repairs. Both years we grossed almost \$500, so each group took in \$250 each year. The flutes will use this money to service the group's jointly owned alto and bass flutes or to purchase new music. The bells

will use it to save for refurbishing the bells. The ringers, therefore, need to raise about \$3000-\$3500. There are many ways to do this, but we'd love to hear your thoughts.

Submitted by Carol Boudreau for the Music Team:

Carol Boudreau, Kathy Elliott, Darlene Graczyk, Nancy White



Scholarship

The Atkinson Congregational Church Scholarship Team over the past several years has been gratified to have received Horton scholarship applications from extremely qualified students of our congregation. This year's (2025-2026) recipients were Rachel Hale of Florida Atlantic University and Zachary Diamond of Elon University. These students contributed fully as volunteers to many activities of our church thus fulfilling the requirements of the Doris and Vivian Horton Scholarship. Upon receipt of their current transcripts by the end of January, they will receive the rest of their scholarship funds.

Wishing them all continued success...

Watch for the announcement of the 2026 scholarship in the spring.

The Scholarship Team

Susan Carter, Marion MacNeill, and Janice Gallipeau

Vitality

Vitality had a very active kick-off to the year 2025. We hosted a fundraiser Bingo Night that was attended by 60+ people and raised \$800. We followed that with a community Chili Cook Off, awarding a \$50 gift card and a \$25 gift card as the first and 2nd place winners. This event was well attended as well, welcoming 50+ people through our doors for some tummy-warming concoctions. We partnered with the Atkinson Boy Scouts Troop to assist with marketing the event and selling raffle tickets at the cook off.



The ad-hoc fundraising team hopped on the bandwagon and pulled off a moderately attended Easter Pancake Breakfast, hosted by none-other than Peter Cottontail (Kelsey Iani) for photos with the kids...or adults!





Due to parking restrictions, we were unable to host Spring Fest. We're still noodling ways to make that a successful community event in the future.

In the fall, we hosted another pancake breakfast with a Veteran's theme, hosting about 40 adults and 12 kids, bringing in about \$500.



We finished the year strong with our Kids Movie Night event in December. We hosted 13 kids, ages 2-11, for 3 hours to give their parents time for themselves. It was a great evening with lots of crafts, snacks, a movie, and overall hang out time with friends.



The Open & Affirming Team, led by Sue Goodman, participated in discussions with people from Portsmouth and Haverhill early in the year regarding parades and local opportunities for ONA participation. The team continues to work on ways in which ONA can be more deeply imbedded in ACC's DNA. They continue to reach out to surrounding churches with the goal of collaborative initiatives. Members of both ONA and Vitality participated again in the annual tree lighting event at the Atkinson Country Club, which was again a big success. We hosted a craft and information table that served over 200 kids!



We are so thankful for the volunteers that helped us throughout the year. As we spend the next year adjusting to our shared, Interim Pastor and searching for our new pastor, we will spend time evaluating each of our initiatives and will focus on those that make the most sense during this time.

We always welcome innovative ideas and new members.

The Vitality Team members:

Julianna Hale, Chet Balut, Kristen Diamond, Linda Fisher, Marisa Galinsky, Jay Goodman, Sue Goodman, Rebecca Harvey, Kelsey Iani, Linda Jowett, Shirley Orio, and Kim Ridley

Community Engagement Team 2025 Annual Report

The severe budget deficit for the past several years has presented significant constraints in carrying out our mission of financially supporting the agencies that care for the homeless and food insecure. But in a good way, it has challenged us to further investigate ways we can reach out to help the community through service. We have continued to attempt to reflect a broader vision of what community engagement means.

We have intentionally underspent the budget for the past several years due to the budget deficit. We have tried to replace it with fund-raising activities, additional donation requests and direct participation in the community. The needs are endless. We expect improvements in the church's bottom line, due to our yoking with Hampstead CC, will help us provide more financial assistance in 2026.

We look forward to increasing our presence in and assistance to the community.

We continued our monthly meetings in person and continued to see significant need in the community for both financial and participatory support.

We were blessed to have a full team of 5. We look forward to engaging more community and congregational members participating in our team activities. We can always use additional members. We always need new ideas and suggestions.

Projects coordinated by CommET this year include:

- Donations of food to St Anne's and St Luke's food pantries continued to be facilitated with the help of office staff by emptying the shopping cart outside on the porch to allow for drop-offs. We have designated the first Sunday of the month as food donation Sunday. A sign outside reminding people about food pantry Sunday seems to have helped with donations. We have been able to expand into 3 shopping carts that are brought into the sanctuary, and we are able to bless the food ready to be delivered. Special thanks to Marisa Galinsky and Marilyn Moran for continuing to make the deliveries to the St Luke's and St Anne's food pantries about 1-2x per month.
- We continue to stay in close contact with Common Ground in Haverhil. We were asked to assist with collecting standard size toiletries to be used to assist housing insecure families and have established a donation basket. Items are delivered monthly with sandwiches. We were able to help meet their need for portable food by making 50 peanut butter, jelly and fluff sandwiches once a month on food Sunday. Thank you to everyone who stays for a few minutes after church to make this happen and to the volunteers who provide bread and supplies. A list of other volunteer jobs that they could use help with is posted in Lovejoy.
- Monthly participation in meal preparation at Sonshine Soup kitchen in Derry has continued for drive-thru pick up. We have consistently been able to staff 1-2 people on the 4th weds of the month. Extra effort was given to publicize this volunteer opportunity through e-news and announcements in church. We invited HCC missions to join us in this project and have facilitated their accessibility to the sign-up genius.

Sonshine has reorganized their clothing area, and we have brought in donations as available. Thank you, Michelle, for your dedication to this ongoing service.

- February "Love your Feet" sock drive generated donations of 265 pairs of socks that went to Liberty House and Common Ground. Thank you, Sherrill. We all enjoyed your sock puppet!
- A special egg collection was initiated to collect eggs for Easter. 44 dozen eggs were donated to St Luke's Food Pantry. Thank you, Marisa.
- We continue with representation on the ONA team. Thank you, Michelle
- We continue with collaboration with Vitality. Thank you, Linda J
- The emergency resource list was updated for the office. Thank you, Linda J
- Liberty House had put a temporary hold on clothing collection part way through the year. We will continue to monitor their needs.
- The Comfort Station during the town-wide yard sales continued with the appreciation of the community. Bake/Hot dog sales were run during both spring and fall community yard sales. A church-wide spring yard sale was added that raised \$1,222.70 for the general fund. The spring bake/ hotdog sale benefited Liberty House and Sonshine Soup Kitchen (\$350 each). The fall bake and hotdog sale benefited Sonshine soup kitchen \$566. Community response has been good. Special thank you to all who donated items for the bake and yard sales and worked to make it happen.
- An underwear collection was held for National Underwear Day in August. The shelters tell us this is one of the most needed items. We were able to take underwear to the Sonshine clothing closet, Ruth's house and a box of men's underwear to Common Ground.
- We donated \$250 to St Luke's Back to School program.
- We participated in the CROP Walk.
- A winter coat, hat, scarf collection allowed us to divide 60 coats and multiple hats and scarves and gloves to Sonshine, Common Ground, Isaiah 58 and Ruth's House.
- Christmas presents were collected for the 6 children identified through Isaiah58 which primarily serves Derry and Salem. Isaiah58 was able to mobilize many community groups to provide Christmas gifts for children for 200 families. We are thankful for the congregation's response through SignUp Genius.
- Two Narcotics Anonymous meetings and an AA meeting have been continued. We appreciate their financial donations. Our groups have continued to meet in Lovejoy Hall.
- With the participation of the congregation, 64 welcome notes continue to be sent to new residents of Atkinson. A sincere thank you to all who have helped with this project.

Thank you to everyone who donated and especially those that volunteered. We look forward to increasing participation in programs to follow our vision of caring for those in need.

We would welcome any ideas or suggestions.

Respectfully submitted,

Linda Fisher, Linda Jowett, Lynne Norton, Michelle Wunderlich, Sherrill Davis

Distribution of Donations – Budget, Kinney Funds and Collections 2025

<p style="text-align: center;">Food Insecure</p> <ul style="list-style-type: none"> • St Lukes' back to school program \$250 • Sonshine Soup Kitchen \$916 • St Anne's Food Pantry \$1000 <p style="text-align: center;">Total: \$2166</p>	<p style="text-align: center;">Homeless/ Housing Insecure</p> <ul style="list-style-type: none"> • Common Ground \$1000 • Isaiah58 \$1000 • Liberty\$ 350 <p style="text-align: center;">Total \$2350</p>	<p style="text-align: center;">UCC</p> <ul style="list-style-type: none"> • Churches Wider Mission \$1500 <p style="text-align: center;">Total \$1500</p>
<p style="text-align: center;">Disaster</p> <ul style="list-style-type: none"> • UCC \$1168 Wildfire relief to Altadena Community Church (ACC) <p style="text-align: center;">Total \$1168</p>	<p style="text-align: center;">Emergencies - local</p> <ul style="list-style-type: none"> • Atkinson fire department \$100 <p style="text-align: center;">Total \$100</p>	<p style="text-align: center;">Elderly (* Kinney fund)</p> <ul style="list-style-type: none"> • Community Caregivers \$200 • Salem Caregivers \$200 • Rockingham Meals on Wheels \$200 • Atkinson Elder Services \$500 <p style="text-align: center;">Total \$1100*</p>

Special collections included: toiletries, socks, eggs, underwear, clothing from Yard-sale, winter coats etc. and Wildfire relief

Food Donations: Est. 36 Grocery carts full and 600 sandwiches

Contributions of Labor 2025

<p style="text-align: center;">Food Insecure</p> <ul style="list-style-type: none"> • Sonshine Soup Kitchen averages 6 hours monthly • Food delivered to St Anne's and St Luke's at least bimonthly • Making Sandwiches for Common ground monthly and delivering 8-hrs/month 	<p style="text-align: center;">Homeless</p> <ul style="list-style-type: none"> • Collect & Deliver clothing to Ruth's House • Collect & Deliver clothing to Common Ground • Collect and deliver clothing to Sonshine 	<p style="text-align: center;">Veterans</p> <ul style="list-style-type: none"> • Collect & Deliver clothing, toiletries and food to Liberty House
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<ul style="list-style-type: none"> Collect and deliver eggs 	<ul style="list-style-type: none"> Sort and deliver clothing to Emmaus, Common ground, Ruths House post yard sale 	
<p>Addiction</p> <ul style="list-style-type: none"> Host 2 NA meetings 1 AA meeting 	<p>Disaster</p> <ul style="list-style-type: none"> Planning and Staffing Bake/hotdog Sale x2 	<p>Local</p> <ul style="list-style-type: none"> Christmas family gift collection and distribution Hosting Comfort Station x2 Staffing yard sale Preparing and writing 64 welcome notes.

VITAL STATISTICS 2025

An accounting of the membership of Atkinson Congregational Church for the year ended Dec. 31, including all Baptisms, Marriages, Funerals, Letters of Transfer, Withdrawals from Church Rolls, and New Members.

Baptisms

Name	Child of	Place of Birth	Date of Birth	Date of Baptism
Troy James Hoehn	Brittney & Patrick Hoehn	Elliot Hospital	08/13/24	03/16/25
Demi Margaret Hoehn	Brittney & Patrick Hoehn	Elliot Hospital	08/13/24	03/16/25
Sawyer Cantin DiMeglio	Alexia & Kiel DiMeglio	Lowell General Hospital	05/19/24	04/27/25
Frankie John Lake	Chelsea & Matthew Lake	Melrose Wakefield Hospital	01/27/25	04/27/25
Benjamin David Croteau	Sarah & David Croteau	Winchester Hospital	05/12/23	06/08/25
Braydan Thompson Ford	Cassandra & Treavor Ford	BI Lahey Boston Hospital	01/9/25	10/05/25

New Members

Member	Method of Joining	Date	
Nancy Hartmann	Re-affirmation of faith	6/30/2024	
Miriam Somero	Re-affirmation of faith	6/30/2024	
Lucy Leach	Re-affirmation of faith	3/23/2025	

Paul Drazba	Re-affirmation of faith	3/23/2025	
Melanie Drazba	Re-affirmation of faith	3/23/2025	
Jessica Oljey	Re-affirmation of faith	5/11/2025	
Brian Oljey	Re-affirmation of faith	5/11/2025	
Talon Oljey	Re-affirmation of faith	5/11/2025	
Gavin Oljey	Re-affirmation of faith	5/11/2025	

Member Transfers

Member	Transfer to	Date	
Jessica Oljey	Island Pond Baptist Church	11/12/2025	
Brian Oljey	Island Pond Baptist Church	11/12/2025	
Talon Oljey	Island Pond Baptist Church	11/12/2025	
Gavin Oljey	Island Pond Baptist Church	11/12/2025	

Funerals/Memorial Services Performed

Name	Place of Funeral-Memorial Service	Date of Death	Date of Funeral	Member	Officiant
Jane Goodwin	Atkinson Congregational Church	03-15-25	03-30-25	Yes	Rev. Jim Thomas
Herbert Lippold	Atkinson Congregational Church	03-31-25	04-06-25	Yes	Rev. Jim Thomas
Warner Reed	Atkinson Congregational Church	06-15-25	06-20-25	Yes	Rev. Jim Thomas
Vernon MacNeill	Atkinson Congregational Church	06-25-25	07-08-25	Yes	Rev. Jim Thomas
Charles Cox Sr.	Atkinson Congregational Church	12-14-25	12-26-25	No	Rev. Paige Besse-Rankin
Carol Mackay	Atkinson Congregational Church	12-20-25	12-30-25	Yes	Rev. Paige Besse-Rankin

Treasurer's Annual Report Commentary: FY 2025

We entered 2025 with an expected budget deficit of \$48,772. Our actual loss was somewhat less at \$30,204. This improved performance is mostly attributable to 3 factors:

1. Pastor Salary & related expenses were budgeted for a full-time pastor for the entire year (taking a conservative "worst-case" assumption). With Jim's September retirement, the remainder of the year saw roughly half the pastoral expense rate as we began "sharing" with Hampstead Congregational.
2. Improved participation with the Giving Tree and Fundraisers; smaller gifts added up!
3. Overall expenses were \$20,699 less than budgeted. We have instituted several cost cutting measures, such as reduced use of fans, and bringing pest control and cleaning services in house. These tasks are now performed by our Sexton. We also continue to see a cost benefit from the solar panels that were installed in 2023. Tuthill House always generates a monthly credit, while the parsonage electric bill is very low.

Overall church operating results are reasonably predictable, though individual items are less easy to predict:

- Income: **Pledges are our best predictor.** We historically collect 98%+/- of committed pledges. That continued in 2025. Less predictable are non-pledge donations (funds received from people known to us who did not make a formal pledge) and Loose Offerings (anonymous gifts). Non-Pledge donations were over-estimated by quite a bit... attributable to a software reporting bug that has since been identified and corrected. Giving Tree and Fundraisers offer great opportunities for additional income, as demonstrated by 2024's great results.
- Expense variability comes from risk items similar to those faced by every homeowner: Energy (oil and electricity) price uncertainty; unforeseen repairs; heavy snowfalls; general inflationary impacts. Specific large unforeseen expenses that added to our deficit in 2025 included:

Security and Fire

New fire panel, church radio, Tuthill radio	\$ 3166.05
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Church Repairs

Plastering of parlor walls & ceiling	\$ 1950.00
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Repair to attic stairs, new ladder	\$ 1064.52
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Lightning Strike Damage *

Ground fault, new smoke & heat detector	\$ 1154.93
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Damage to Live Stream technology	\$ 3408.25
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Tree Removal **

Beech tree by Lovejoy	\$ 3600.00
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Repair of Steeple Spirelets \$ 9385.00

Tech Needs

Replace pulpit microphone \$ 581.04

New Furnace

(NOTE - This expense was covered by Special

Donations from the congregation) \$11,940.00

TOTAL UNPLANNED EXPENSES \$36,249.79

* These expenses did not exceed our \$5000 insurance deductible.

** Additional tree removal is needed for 2026 costing \$2800.

The proposed 2025 Operating Budget is accurate as of this writing (Jan 7, 2026). However, that income picture can be improved by receiving pledges from those who have not yet done so. The budget presented at Annual Meeting will include any pledges received after this Annual Report is published.

One budget line item will need a vote at the Annual Meeting. A 2009 vote set the Mission's Team budget at 10% of the actual budgeted Income received the prior year. Recent financial challenges have had us vote at Annual Meeting to temporarily reduce that to 5%. The Missions Team has agreed to continue with 5% for 2026, which must be ratified at Annual Meeting.

Two **Timeline Charts** show **Pledge Dollars Received and Pledge Units Received** over time. The Pledge-Year 2026 figures are accurate as of Jan 7, 2026, though we hope to receive more pledges. The Pledge Units timeline shows a disappointing trend.

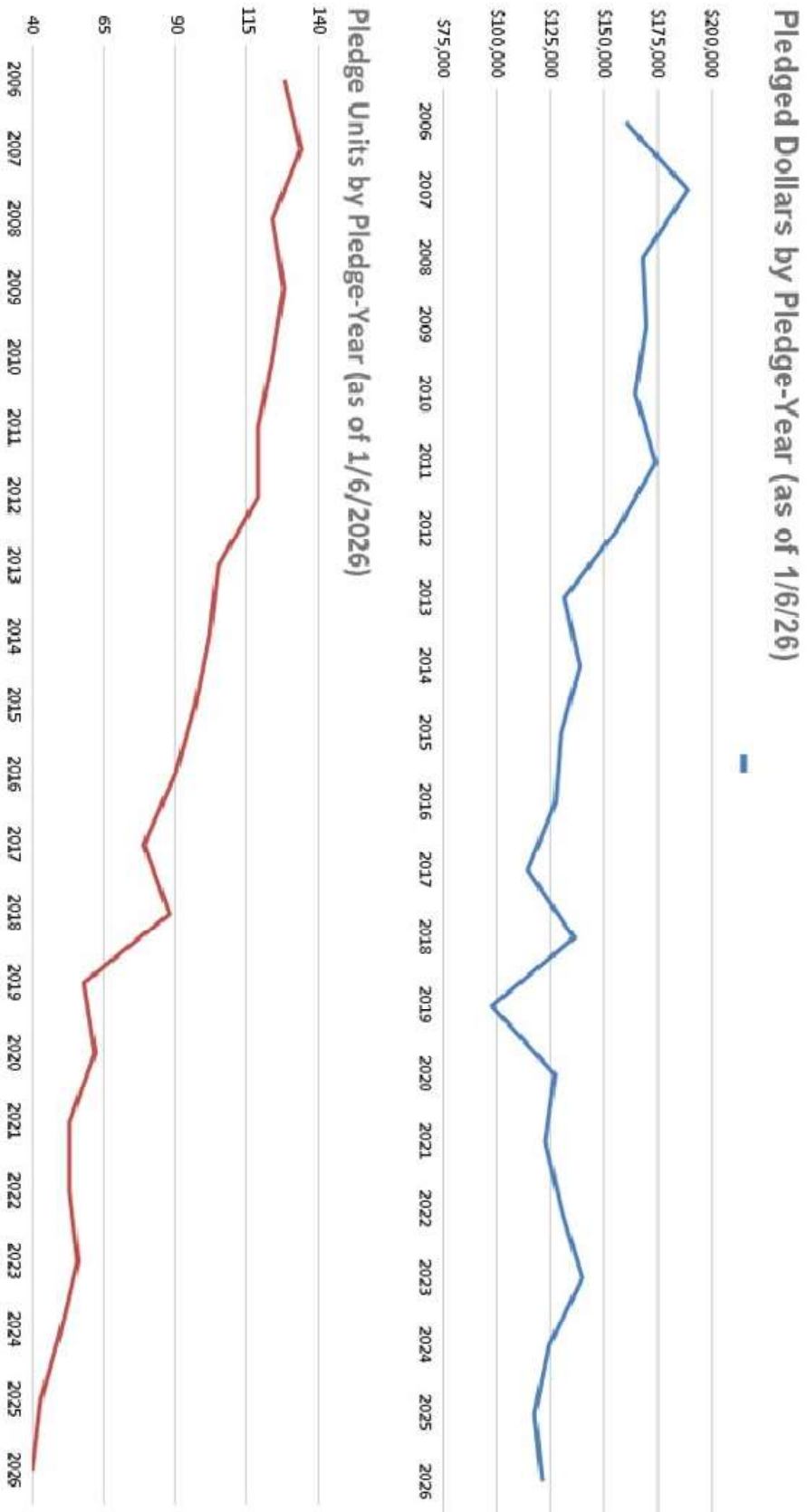
The **Year-End Total Cash Timeline Report** shows our TOTAL cash position on Dec 31 for several past years. The decline is mostly explained by our yearly deficits and major unforeseen expenses, forcing us to tap into savings. Clearly, this is not a healthy trend. Investment performance (gains and losses) also account for some changes and the slight rise in 2025 was due to our endowment's good overall market performance.

We are always happy to discuss church finances or answer any questions at hriehl1@gmail.com or cheryl.riehl@gmail.com.

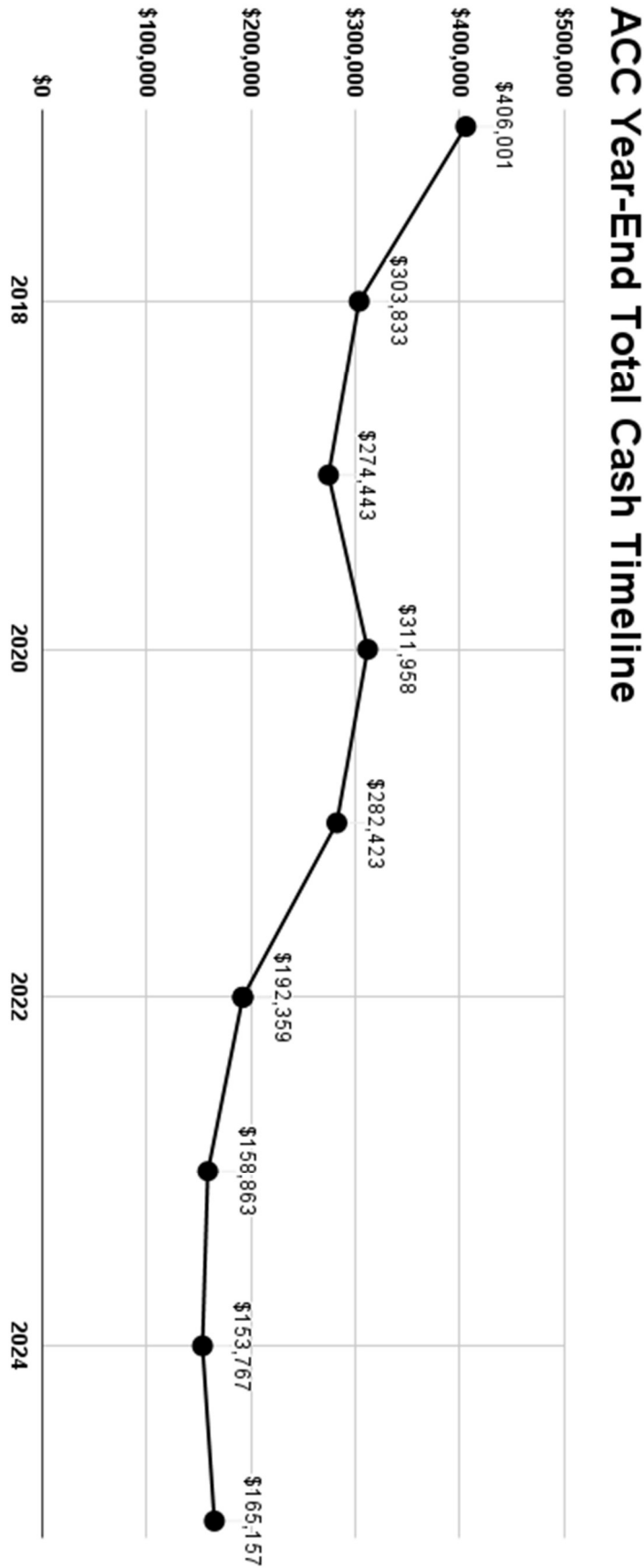
Respectfully,

Hank & Cheryl Riehl - Treasurers

Pledges Timeline



Year End Cash Timeline



2026 Budget

[illegible]

Expense										
Personnel Expenses										
Salary Increase Pool	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	Council has approved salaries shown below
FF Youth Ldr Salary	2,400.00	4,400.00	4,800.00	4,800.00	91.67%	4,400.00	Full Year assumed			
Music Dir / Organist Salary	0.00	0.00	0.00	0.00	0.0%	0.00	Position Retired			
Choir Dir Salary	0.00	0.00	0.00	0.00	0.0%	0.00	Position Retired			
Bell Dir Salary	2,509.20	2,509.20	2,600.00	2,600.00	96.51%	3,000.00	- Full Year assumed - Pop-Up Choir & Kokopelli recognition			
Sexton Salary	11,056.00	12,076.03	12,100.00	12,100.00	99.25%	16,900.00	- Full Year assumed - Cleaning added to duties - Plus \$2K contingency for "extra work"			
Office Salary	16,187.50	17,637.32	20,800.00	20,800.00	84.8%	20,800.00	Budgeted 2026 at \$20 / hour x 20 hr/week x 52 weeks			
Church-Paid FICA & Medicare	2,566.78	2,770.79	3,090.00	3,090.00	89.67%	3,450.00	7.65% of non-Pastor salaries			
Workers Comp Ins; All Empe	1,186.67	964.50	1,000.00	1,000.00	95.45%	1,044.00	New 2026 rate			
Visiting Organist	0.00	300.00	600.00	600.00	50.0%	600.00	- Currently services are donated as a gift - Cannot assume this would continue			
Visiting Pastor	400.00	258.96	600.00	600.00	43.16%	600.00	Deacons provide most substitute coverage			
Pastor Expenses										
Pastor Salary	76,440.00	64,151.08	80,262.00	80,262.00	79.93%	30,000.00	- Major reduction from 2025 to reflect half-time share with Hampstead CC - Includes "Housing Allowance" per Call Agreement			
Pastor Benefits										
Housing Allowance	0.00	2,820.29	0.00	0.00	100.0%	9,000.00	not budgeted at all for 2025			
Health Ins; Pastor	0.00	0.00	0.00	0.00	0.0%	0.00	- 202% assumes Paige continues			
Dental Ins; Pastor	0.00	0.00	0.00	0.00	0.0%	0.00	- Will not apply once a new Pastor is in Parsonage			
Life/Disability; Pastor	1,050.72	883.77	1,050.00	1,050.00	84.17%	600.00	Not applicable per Call Agreement			
FICA Allowance; Pastor	5,850.00	5,123.41	6,140.00	6,140.00	83.44%	2,975.00	~\$50 / month			
Annuity; Pastor	9,806.52	8,248.69	11,237.00	11,237.00	73.41%	5,450.00	\$248 / month			
Pubs / Edu; Pastor	0.00	0.00	200.00	200.00	0.0%	200.00	\$454 / month			
Electric; Parsonage	528.96	302.36	600.00	600.00	50.39%	200.00	Keep as before			
LP Gas; Parsonage	2,797.10	2,761.53	2,800.00	2,800.00	98.63%	1,800.00	- Will be largely unoccupied for much of 2026 - Solar Panels also reduce net charges			
Other Benefits; Pastor	0.00	0.00	100.00	100.00	0.0%	100.00	- Will be largely unoccupied for much of 2026			
Total Pastor Benefits										
	20,033.29	20,140.05	22,127.00	22,127.00	91.02%	20,325.00	Keep as before			
Total Pastor Expenses										
	96,473.29	84,291.13	102,389.00	102,389.00	82.32%	50,325.00				
Total Personnel Expenses										
	133,678.44	126,198.73	148,047.00	148,047.00	84.67%	101,119.00				

Team Expenses						
Stewardship Expenses	197.14	166.35	250.00	66.54%	250.00	Donor Statements and Stewardship materials
Missions Expenses	2,980.00	5,518.51	9,805.00	56.28%	18,218.00	- Per vote at 2009 Annual Meeting: 10% of all PRIOR year's budgeted income RECEIVED. - 2024 and 2025 reduced to 5% with Mission Team's approval due to financial stress - 5% for 2026 would need approval at Annual Meeting - Figure Shown is Worst-Case: 10% of ACTUAL 2025 budgeted revenue
Faith Formation Expenses	291.25	768.44	750.00	102.46%	1,100.00	- Let's not scripp here - VBC income and expenses are off-budget; run thruout FF Savings Fund
Music Expenses	1,325.95	1,046.69	1,500.00	69.78%	1,250.00	- Licenses for music & videos
Vitality Expenses	236.64	0.00	400.00	0.0%	250.00	Ad hoc needs
Council Expenses	301.18	126.38	450.00	28.08%	400.00	Rally Sunday; special needs
Fundraiser Expenses	1,937.12	394.17	2,000.00	19.71%	525.00	- Assume 10% of Fundraiser Revenue
Search Expenses	0.00	0.00	0.00	0.0%	750.00	- Should ramp-up in 2026
Treasurer's Expenses	861.95	885.46	1,000.00	88.55%	1,000.00	Payroll service; check stock, supplies, etc.
Diaconate Expenses	575.96	1,286.90	700.00	183.84%	1,400.00	Always careful spenders
Scholarship Awards	3,500.00	3,000.00	3,000.00	100.0%	3,000.00	- 2024 reflected check-writing across fiscal years - 2026 is accurate going forward
Total Team Expenses	12,207.19	13,192.90	19,855.00	66.45%	25,143.00	
Facility / Plant Expenses						
Routine Expenses						
Cleaning Svcs	3,180.00	2,800.00	3,400.00	82.35%	0.00	- Formerly a Paid provider - 2026 added to Sexton duties
Floor Care Services	2,824.64	0.00	1,500.00	0.0%	1,500.00	- Carpets, Lovejoy floor - as-needed per Church Support team - Some work due in 2026 after nothing in 2025
Pest Control	1,456.00	1,333.52	1,500.00	88.9%	250.00	- Dropped vendor in late 2025 - will do ourselves for 2026
Healing Systems Maintenance	717.00	1,304.50	1,250.00	104.36%	1,500.00	- vances year-to-year based on what "breaks"
Security & Fire System Expense	2,574.50	5,100.30	1,800.00	283.35%	1,600.00	- New Vendor requiring multiple system upgrades
Snow Plowing	4,325.00	8,575.00	4,900.00	175.0%	6,500.00	Total Guess as to how much snow falls - 2026 Back lot will NOT be plowed & less salting by vendor
Mowing & Landscaping	5,725.00	4,700.00	5,500.00	85.46%	5,200.00	Greentree Farm
Facility & Grounds Supplies	702.09	1,365.93	1,000.00	136.59%	1,500.00	- trash bags, paper towel, ice melt, etc. etc.
Other / Unknown Routine Expense	0.00	0.00	500.00	0.0%	250.00	- For minor unforeseen supply & service items
Total Routine Expenses	21,504.23	25,179.25	21,350.00	117.94%	18,300.00	

One-Time Repairs							Generally lower cost repairs. Council MAY choose to cover larger expenses out of operating budget rather than the typical off-budget method (typically from the UCC Endowment Fund). See individual Comments below.
Church Repairs	1,068.21	4,685.45	900.00	520.61%	1,500.00		- 2025 had unexpected lightning damage to AV equipment - Also parlor plaster repair work - Decided to pay these from budget accounts to show membership impact of unforeseen major expenses. variable year-to-year
Tutthill Repairs	0.00	50.38	350.00	14.39%	350.00		2026 expect some sprucing up for new pastor
Parsonage Repairs	0.00	0.00	750.00	0.0%	1,000.00		- variable year-to-year
Grounds repairs	141.54	3,600.00	250.00	1,440.0%	2,000.00		- 2025: unexpected tree work (with more to come in 2026) - Decided to pay these from budget accounts to show membership impact of unforeseen major expenses.
Total One-Time Repairs	1,149.75	8,335.83	2,250.00	370.48%	4,850.00		
Utilities							
Fuel Oil (excl parsonage)							
Church Oil	8,867.07	8,290.03	8,580.00	96.03%	8,000.00		- 2600 gallon average annual burn @ \$3.10 / Gallon (JAN-4-2026)
Tutthill Oil (#1)	1,315.84	1,776.05	1,350.00	96.0%	1,630.00		- 575 gallon average annual burn @ \$3.17 / Gallon (JAN-4-2026)
Total Fuel Oil (excl parsonage)	10,202.91	10,066.08	10,430.00	96.52%	9,690.00		
LP Gas	147.01	362.12	150.00	241.41%	150.00		2025 Kitchen Stove
Electric							
Church Electric	4,055.17	3,564.12	4,000.00	89.1%	4,000.00		- Solar benefits don't accrue to church since it has no panels - Until bills each building (church, Tutthill, parsonage) separately
Tutthill Electric	0.00	0.00	0.00	0.0%	0.00		- Produced credits that are placed into Unclassified Income
Total Electric	4,055.17	3,564.12	4,000.00	89.1%	4,000.00		
Water	554.88	511.97	500.00	85.33%	550.00		- Hampstead Area Water has been good to us
Total Utilities	14,959.97	14,504.09	15,100.00	95.55%	14,390.00		
Total Facility / Plant Expenses	37,613.95	48,019.97	38,780.00	123.83%	37,540.00		
Gen'l & Admin (G&A)							
Advertising	0.00	100.00	150.00	66.67%	150.00		- Ads for open jobs, holiday services
Rank Service Charges	79.54	119.63	100.00	119.63%	125.00		Account maintenance fees
Delegates	373.84	53.20	375.00	14.19%	200.00		Conference meeting and misc. special events
Dues and Subscriptions	179.00	307.75	250.00	123.1%	350.00		Includes Amazon Prime
Finance Charge Expense	0.00	0.00	50.00	0.0%	50.00		Just-in-case we're late with a payment
Flowers	-141.91	0.00	200.00	0.0%	200.00		Difficult to track because much of the collection and spending occurs "off the books"
Insurance: Multi Peril	8,935.50	8,922.25	9,000.00	99.14%	9,000.00		- New carrier working out
Licenses, Permits, CHRI	0.00	162.00	100.00	162.0%	150.00		Sunday School / VBC staff

	Miscellaneous	115.63	83.74	125.00	66.99%	100.00	Uncategorize-able
	Computer & Office Equipment	116.35	742.78	150.00	495.19%	750.00	Misc tech and office doo-dads
	Computer Licenses & Services	2,972.17	3,774.33	3,200.00	117.95%	3,750.00	Constant-Contact, Livestream, Dropbox, Ministry Design, Survey Monkey, RemotePC, ServantKeeper, Carbonite, MS Office
	Office Supplies	287.37	299.80	300.00	99.93%	300.00	
	Postage and Delivery	5.61	78.00	150.00	52.0%	100.00	Most outreach via website & email
	Print / Copy Expense	3,468.92	3,536.85	3,550.00	99.63%	3,500.00	- New copier in 2023 via lease-purchase - Same monthly run-rate for 2026
	Professional Fees	0.00	0.00	0.00	0.0%	0.00	- Frequently used
	Rockingham Assoc (UCC) Dues	3,038.00	2,816.00	3,250.00	86.65%	3,000.00	- Per Capita dues based on 176 members - Missions previously helped here but going forward will handle UCCs "Wider Mission", "Neighbors-in-Need", "Christmas Fund", etc.
	Pastor T&E	907.85	164.50	1,000.00	16.45%	250.00	No history with Pastor Paige yet
	Telephone / WWWeb	3,740.86	3,908.03	3,800.00	102.84%	3,300.00	- Drooped tax line in 2025 - Services under frequent review to eliminate what we do not use
	Unallocated Credit Card Charges	0.00	0.00	0.00	0.0%	0.00	- Temporary bucket for CC charges while Treasurers chase down items - Untrace-able charges
	Unclassified Expenses	0.00	0.00	0.00	0.0%	0.00	
	Online Giving Fees (Venmo, etc.)	648.00	902.57	650.00	138.86%	1,000.00	- Net amount we pay for online giving (after donors' specific gifts that help cover a portion of these charges)
	Total Gen'l & Admin (G&A)	24,726.73	25,971.43	26,400.00	98.38%	25,275.00	
	Capital Expenditures (Budgeted)						Capital items generally are handled outside the operating budget. These items exist for rare exceptions.
	Cap Rsrv / UCC Fund Replenish	0.00	0.00	0.00	0.0%	0.00	- Hoping for ability to make Endowment Contributions
	Asset Purchases (\$100-\$1,000)	0.00	0.00	0.00	0.0%	0.00	
	Capital Improvements	0.00	0.00	0.00	0.0%	0.00	
	Total Capital Expenditures (Budgeted)	0.00	0.00	0.00	0.0%	0.00	
	Total Expense	208,126.31	212,383.03	233,082.00	91.12%	189,077.00	
	Net Income	-12,020.71	-30,204.22	-48,772.00	61.93%	-17,257.00	