

South Congregational Church, UCC

Annual Report

2024-2025

187th Year

27 Pleasant St. Concord, NH

603-224-2521

www.southchurchconcord.org

2024-2025 South Church Staff

Rev. Dr. Tanya Sadagopan, Pastor

Mariah Edson, Administrative Assistant

Michelle Johnson, Bookkeeper

Sue Berlenbach, Music Director

Abigail Charbeneau, Organist

Carlene Ruesenberg, Handbell Program Director

Walt Irvine, Sexton

Sarah DeFreitas, AV Tech

South Congregational Church

June 2024-May 2025

Annual Report

Year in Review

CLERGY REPORT

Pastor- Rev. Dr. Tanya Sadagopan

Dear Members of South Church,

This has been very full year of ministry together finding all our ducks and getting them in a row! It has been an exciting year of growth and development while building many relationships with one another.



Before I share about the many transitions of the church, I want to talk about the resiliency and compassion I have seen from the membership these past months. We were all saddened to hear of the recent medical leave of our administrative assistant Mariah Edson. She is now in rehab, and we expect that after a time of recovery, she will return to our staff team. So much gratitude for the many



volunteers who have stepped up to fill her shoes of preparing bulletins, sending out communications and even preparing this Annual Report you are reading now! We have shown that compassionate side of our church before as we said farewell to Pastor Jed more than a year ago and at the sudden and shocking news of the death of our Director of

Christian Education Alison Nyhan just prior to my call weekend. That is a lot of emotional weight to bear. God has been faithful to us and you have been enormously faithful to the church. Thank you.

Transitions often are full of surprises we could not have predicted, and this year is no exception. First, I must applaud all the leaders and teams who have worked in partnership with me through the many transitions we have needed to make. I am encouraged by the teamwork, energy, and commitment from our many dedicated volunteers that I have witnessed over this last year. Almost everywhere you look, there is something new to appreciate. Great work everyone!

Kudos to the Worship and Spiritual Life Ministry that has supported us through a significant change in our Sunday morning worship, music and education schedule.

We have formally moved from two services to one worship service at 10 am in the program year and 9 am in the summer months. We have added adult education classes facilitated by me and volunteers of the church and we added a new asynchronous book study during Black History Month. Special acknowledgement to the



Faith Formation Ministry which has supported transitions from not having a Director of Education to welcoming two different Directors over the course of the year. We are so happy to have Julia Wagner in that post now leading our children and youth and supporting the overall family ministries.

The most impactful of changes have included all the staff transitions. Our hats are off to the Personnel Committee along with our President, Co-Treasurers, and Finance Committee who have worked diligently to revise and reimagine our staffing



roles. We welcomed a new Bookkeeper, Administrative Assistant, AV Technician, Director of Christian Education, and are currently working on hiring a Nursery Childcare Provider. Training and onboarding so many new persons at one time has required a lot of energy and patience from our new staff as well as many volunteers.

Our transitional work has included some significant structural changes as well. Shout out to the staff of South Church who kicked off our office clean up days in August and many thanks to the Building and Grounds Ministry for organizing an All Church Clean Up Day this May! We also have a new meeting space on the Fellowship Hall level just outside of the chapel. Both the inside and outside of our church is looking spiffy and welcoming. In addition, we spent many months renovating the pastor's office which has allowed me to be in the midst of all our new staff who are supporting the church stepping fully into this new era in church life.

Our sanctuary has enjoyed some key upgrades as well. We have two new TV screens on either side of the pulpit allowing us to use digital images and videos in worship, which was not possible before. They also allow us to have visible content on those



same screens for important meetings of the congregation. We have replaced one faulty camera in the back and added a second new camera on the side underneath the balcony. We also have worked hard to add more color and creative displays in our worship spaces to coordinate with our worship themes.



Additional technological upgrades have included a new church Facebook page, YouTube page and the addition of Restream to aid in simultaneous streaming to multiple channels. All this is being managed by our new AV Technician who is supporting us through these multiple technological changes.

All in all, we have grown a tremendous amount in one year! We have navigated a variety of challenges and look forward to some more encouraging chapters in the life of the church this next year. We should see a new lift installed, some time to dream and make plans to utilize some of the funds we have realized with the sale of our building on 6 South State Street, and we will continue to build on the good work we have done so far!

For the pastoral record, below you will see an accounting of the variety of worship services we have enjoyed together, the adult education classes, and other kinds of pastoral and outreach work I have engaged in the last year.

Faithfully,

Rev. Dr. Tanya Sadagopan

Creative Worship Series

Black Poets, Poetry, and Psalms for Summer

Jesus in New Hampshire

Rebuilding with Nehemiah

Words For the Beginning—Advent

Our Money Story—Stewardship

Let Love Rise—Lent

Special Sunday Services

Pride in July

Honoring Alison Nyhan—Her Shoes are Too Big to Fill

New Beginnings Christmas Pageant

Star Word Sunday

Maundy Thursday Dramatic Reading of Gospel of John

Special Services

Ordination of Cherie Shaw December 8th

Service of Installation April 6th

Adult Education Series

Worth Fighting For led by Leanne Tigert

Where is the Mystery led by Michelle DeCoste

Words for the Beginning Advent Study led by Pastor Tanya

Financial Planning for the Future led by members of the Giving Ministry

Virtual Book Study on *The Black Christ* by Kelly Brown Douglas



Confirmation

Confirmation Class held for 7 months with three students and three mentors

Building Relationships

Seven Get to Know You Gatherings

Pastoral Care

Nine Funerals held for members of the church.

Special Workshop for our South Church Caring Ministries

Outreach Activities

Statehouse Prayer for the New Presidency

Statehouse Presidents Day Protest

Founding member church of the Concord Chapter of the Granite State Organizing Project

Developing partnership with Rev. Lexi Boudreaux from Hopkinton First Congregational Church



PRESIDENT REPORT

President- Betsy Clardy

President's Report-Betsy Clardy

“See, I am doing a new thing! Now it springs up; do you not perceive it? I am making a way in the wilderness and streams in the wasteland.” Isaiah 43:19

Transitions, while often delivering good things, are never easy. South Church has remained strong while weathering a sometime tumultuous year. We have been blessed with an energetic and visionary new pastor, Rev. Dr. Tanya Sadagopan, and over the past 9-10 months we have gotten to know each other. She has brought a new vitality to worship, sometimes rattling our New England staidness while helping us address the confusion and conflict we experience in the wider world. There is an excited spirit in the congregation as we look towards where God will lead us from here.

While we expected a new minister with Pastor Jed's retirement, we didn't anticipate also needing a new administrative assistant, new bookkeeper, and a new Christian Education director. “I will make all things new” was a reality for many of us as we tried to organize the administrative side of the church and “get our ducks in a row”. Mariah Edson joined us in September and, while self-teaching herself our multiple computer programs, church members names, committees, processes, and traditions, she has also organized our office and brought a kind smile to the front office. Michelle Johnson became our bookkeeper in August and has been an extraordinary addition. Working with our co-treasurers, Sue Marcotte-Jenkins and Sally Bird, she has finally brought organization and clarity to our financial books which allows us to make educated budgeting and planning decisions. With the loss of institutional memory due to Alison's death and Jed's retirement, we are incredibly blessed that Mariah and Michelle have taken the challenge of organizing South Church so we can move forward.

We were also blessed to have had two dedicated volunteers, Diana Zeller-Norris and Becca Yohe, keep the Sunday School “Kid’s Club” going after Alison’s death. We briefly had Martin Tow as CE director this fall and now Julia Wagner, who has been involved with the High School youth group for many years, has taken the helm of Christian Ed. No one who has met her doubts that she has the energy for the job!

To know where we are going we sometimes need to reevaluate where we are. Another major task this past year has been organizing our membership rolls. Because of differing ways data was entered (or not) over the decades, it has been a monumental job trying to figure out our membership lists, searching two computer databases, file drawers and, literally, an antique file card drawer. In the next few months, we are hoping to update contact information and produce an up-to-date directory.

Finally, the sale of the 6 South State Street property has brought the congregation to a crossroads. We will be voting at our annual meeting on how to be thoughtful stewards of these funds for the benefit of God and our church.

Elsewhere in this report you will see the spirit and enthusiasm of our various ministries as we all try to live into our mission, vision, and values. While we haven’t finished “transitioning” yet, we are on a stronger, more positive road and, I for one, can’t wait to see where we go from here.

STAFF REPORTS

Church Administration-Betsy Clardy (filling in for Mariah Edson)

Administration. With the resignation of our Administrator and outside contracted bookkeeper this summer we decided to take advantage of the situation and reorganize and rewrite job descriptions. One main goal was to allow an inhouse

bookkeeper to better manage the financial side of church accounts while the administrative assistant could focus on the outward facing, welcoming aspect of the church. South Church has been blessed with two excellent employees.

Mariah Edson, our new Administrative Assistant, had to take on the complicated task of self-instructing and then managing the various South Church office applications. She went further, organizing messy files and finding subscriptions and costs that were redundant and unnecessary. She did this with a smile and a positive attitude which made our office a welcoming place.

Michelle Johnson, our new part-time bookkeeper, has literally been a godsend. She has organized our books, correcting errors and, with the new “chart of accounts” organized by our co-treasurers, allowed us to be smarter about our budgeting and financial planning.

We’ve talked a lot about getting South Church’s “ducks in a row” and the administrative staff have been a huge part of getting us organized so we can effectively listen and work towards God’s will.

Christian Education- Julia Wagner, CE Director

Youth Group Mission Trip:

The youth group members and advisors attending this year’s mission trip to Philadelphia, PA will be leaving this Sunday, 4/27, immediately following church. Hopefully, all members will also be present in the service for the official commissioning, which Duane Bailey will be doing. We will be staying at Old First Reformed UCC and working with them and a few other job sites they have partnered with specifically for when they host volunteers. On our tourist day, we have a scavenger hunt slated through Let’s Roam; this is designed to take us exploring

through the city within a couple-mile radius. If we have extra time, we are hoping to also take some time to visit the Philadelphia Museum of Art, followed by our traditional dinner out.

Youth Group:

For the remainder of the year, the youth group has a full schedule! Our Spaghetti Supper and Slide Show fundraiser is officially back and scheduled for 5/17 at 5:30. The timing of being on the same day as the church's work day is intentional, and we are hoping to have some of the youth groupers also come to the work day to pass out flyers to the workers to offer a night off from cooking after they've worked all day. The next day, 5/18, is the Sunday we have the Annual Meeting and, as there is historically no coffee hour that day, the youth group will also be hosting their spring bake sale. To encourage members to stay after the service, the bake sale will be held in the sanctuary, with a stationary table at the back as well as a coffee cart strolling the aisles to serve those who wish to remain seated. Our final official meeting will be 6/1 and will be the final planning/tentative rehearsal for Youth Sunday. Church school families wishing to participate in Youth Sunday will also be invited to join this meeting for the rehearsal portion (or at least to run through who will be doing what and with whom). Youth Sunday will take place on 6/8 and the youth group's end of the year party will be that afternoon following church.

Church School Schedule:

There will be no Sunday School the following two Sundays (4/27 and 5/4) due to mission trip- related scheduling conflicts. Sunday School will resume 5/11 and continue until 6/1 with our final meeting, as youth will be encouraged to participate in Youth Sunday on 6/8. There *will* be Sunday School on 5/25, Memorial Day Weekend, for those who wish to attend. For these final 4 weeks, the curriculum will center on Biblical heroes and their respective connections to a heroic historical figure and is being designed so that each lesson can be a standalone class. If anyone misses a week, they won't have to feel like they missed previous information that pertains to the current lesson. These lessons aren't fully fleshed out, yet, but will be before 5/11. Volunteers are still being recruited for the last few Sundays.

Director of Music Ministry- Sue Berlenbach

The Music Ministry continues to bring beautiful music to the South Church community during our worship services.

Abby, our organist and accompanist, prepares beautiful music to complement our Sunday morning services. She regularly works with Memorial Bells and the Chancel Choir. She has excellent relationships with musicians in the congregation and includes them, as well, in preparing music for worship. She is an asset to our church community and to the Music Ministry.

Carlene continues a great tradition of beautiful music with Memorial Bells. Memorial Bells play once per month at our 10AM service. They rehearse regularly on Wednesday evenings and on the Saturday before they play at service. Carlene collaborates with Abby when piano accompaniment is needed. She also recruits guest ringers when needed. Her music choices enhance our worship. It is a pleasure to hear the bells play and we are blessed to have Carlene.

The Chancel Choir continues to sing on Sunday mornings. We have lost some choir members for various reasons throughout this year. We have welcomed many guest singers for various events and on some Sundays. Chancel Choir rehearses on Thursday evening in the chapel from 7:00 - 8:30 PM.

Cataloguing South Church's music library continued this year. The Memorial Bells music library has been added to the online catalog, recently, through Carlene's hard work. The library, currently housed in the room that leads to the bell tower, will be moved to Room 1 on the first floor, which has been designated "The Music Room". We are thrilled to have this easily accessible space for our music library. This room can even be used as a space for guest musicians to warm up and use as a

home base. There are perusal binders of almost all of the titles in the South Church choral music library. Both the choral library and handbell library are cataloged on Google Sheets.

Professional development is a key component of maintaining a highly qualified music ministry. All of our church musicians seek out continuing education opportunities and are engaged throughout the community in professional level performances and professional organizations. We recognize the importance of continuous learning and it is evident in the level of music that the Music Ministry is able to provide to South Congregational Church and its members.

The Music Ministry thanks our guest musicians for their contributions to our services. Music performance is a spiritual endeavor here at South Church and it is wonderful to have so many participants share their musical gifts in this way. We always welcome new members to share their musical gifts!

Respectfully submitted,

Sue Berlenbach

MINISTRY REPORTS

Worship and Spiritual Life-Lynne Morgan

Worship & Spiritual Life

Annual Report 2024-25

The Worship & Spiritual Life ministry has been blessed by the faithful service of its members in fulfilling our various tasks. We have provided support to Pastor Tanya for

Sunday worship services and participated in serving communion both by intinction and by passing the elements in the pews. We created a survey to assess the congregation's preference for Sunday worship time, evaluated the responses, and presented a recommendation to Council for worship to be at 10:00 throughout the program year, with a shift to 9:00 for the summer months. We have supported Cherie Shaw in her continued journey toward ordination and board certification. We have initiated the process for awarding the Blake and Cilley scholarships according to the terms of the donors. In response to a request from a parishioner we purchased large print Bibles and dedicated them with an inspirational book plate. We have collaborated with Pastor Tanya in her plans for special services and sermon themes, including providing appropriate décor and visual symbols.

Faith in Action -Faith Schofield

Annual Report 2024-2025 Faith in Action Ministry

The Faith in Action Ministry (FIA) is a team of four: Jean Eckrich, Faith Scofield, Shasta Jorgensen and Fran Irving.

It was unfortunate that, in the past year, 4 members retired from this ministry. We continue to move forward in alignment with Soth Church's mission, vision and values. To provide support to our church community, the Concord community and regional and national charity needs.

We meet monthly via Zoom to select Moment for Mission, charitable organizations and initiatives. Each month we provided write-ups about the selected missions to be included in e-Lation, the Sunday bulletins and website. At times, we presented the monthly Moment for Mission at church services. We met in person when needed.

We continued South Church's tradition of being a "Five for Five" congregation with donations to four of the UCC programs: Church's **Wider Mission** (\$16,250.00 budget), Neighbors in Need (\$1,500.00), Christmas Fund (\$1,050.00) and Strengthen the Church (\$700.00). One Great Hour of Sharing is the Moment for Mission in April.

We provided donations to initiatives and charities including Waypoint, CCEH Souperfest, Thrive Survival Support Center, UCC Hurricane Relief, Heifer Fund and the Relief Society. NH Food Bank is the Moment for Mission in May.

FIA sold Christmas Cards as alternative gifts, to support the UCC Hurricane Relief Fund. This project was unfortunately not as successful as in previous years but did add \$210.00 to the Hurricane Relief Fund.

FIA assisted the Guild Ministry in delivering mittens, hats and socks collected from the annual Christmas Mitten Tree project. We delivered these items to CCEH, Family Promise, Concord Hospital and Friends of Forgotten Children.

The annual Diaper Drive collected 4 medium boxes filled with diapers and wipes. This donation was made possible through the generosity of the South Church Congregation. Jean delivered these to a very grateful Waypoint Center. The items support their diaper pantry.

The Leah Grey Fund had a remaining balance of \$2,950.08. Ms. Grey was a teacher of geography and anthropology and was Department Chair at Rundlett Jr High School. She enjoyed archeology and travel, supported the Humane Society, the Concord SPCA, the American Red Cross and Concord Hospital. Previous donations were made to Concord School District Lunch Program and the Concord Hospital Payson Center. In alignment with Ms. Gray's interests, we are splitting the remaining

funds evenly between the NH Audubon Society Family Programs and the Concord SPCA. This will bring this fund to \$0.

There is \$873 in Young Fund. We are currently planning to use part of this fund for a one-day children's music program by a recognized performer, Miss Julianne. This is being planned for June. The Young Fund will cover the cost of the music program. The Young Fund was established in 1995 as an endowment to support young parents and their children.

In March 2025, FIA joined the Concord based Granite State Organizing Project (GSOP). South Church is one of the initial five churches to join this multi faith organization. There are presently four South Church members on the GSOP committee. FIA was pleased to provide the first membership fee of \$500.00. We have agreed to provide the organization's future annual fee for South Church. FIA worked with Pastor Tanya, Joel Eaton and Martin Toe, who supported a GSOP membership with South Church. GSOP supports community projects affecting, housing, Immigration justice, Economic justice, Racial equity, Youth organization and a clergy caucus. Membership is meant to help strengthen South Church's social justice efforts

FIA members have agreed to be a sponsor for the Concord Multi-cultural Fair in September 2025.

The cost to sponsor may be \$500-\$1,000.

We are planning on developing an Immigration Interest Group. The intentions are to provide education about Immigration issues and how South Church members can provide support either individually, as part of a team or in collaboration with established local Immigration/Refugee **Support Services**. We anticipate participation from interested church members. We are working with Pastor Tanya to develop this program.

An area for continued exploration is the decline in monthly donations for Moment for Mission from last year. Some possible explanations may include the placement of donation boxes, the ability to provide verbal announcements, the number of individuals who go to fellowship hall after services, and the timing of the announcements.

We wish to thank Pastor Tanya for her insights and support throughout the year and the support, donations and assistance from the South Church congregation.

Respectfully submitted April 20, 2025

Faith in Action Ministry – Jean Eckrich, Shasta Jorgensen, Faith Scofield and Fran Irving

Faith Formation-Diana Zeller-Norris

Faith Formation Ministry Report – Diana Zeller

This past year has been another year of transitions, but through all the challenges, the love of this congregation continues to pull us through. We kicked things off in September with a “Rally Saturday” in Rollins Park. People brought food to share and we had a variety of lawn games and even a “get to know you” Bingo Game. That Sunday Kids’ Club, led by Becca Yohe began. Nursery has continued through the year, thanks to all the volunteers who have stepped up to support our young families. Julia Wagner continues to lead our small but mighty youth group and we have had a confirmation class this year led by Pastor Tanya.

We kicked off the fall season with our “Fall into Fellowship” afternoon at Beach Hill Farm in Hopkinton. Young and old gathered to navigate the corn maze and enjoy some of Beach Hill’s delicious ice cream. We offered a few other fellowship

opportunities, but our focus for much of the year has been on the Nursery and Kids' Club and trying to maintain those opportunities for the children of our church. Along with this we have been working with Cindy Hogan (Safe Church Coordinator) to ensure that all the volunteers in our children and youth programs have the required training.

Trying to balance the variety of roles this Ministry has, led to the decision to divide the ministry into two separate ministries. One ministry, Christian Formation will oversee and support the Christian education of all ages (including adults) in our congregation. The other ministry; Faith, Fellowship and Membership will organize fellowship activities and events for all ages and will work to support current and new members. We are looking forward to welcoming the new members to these ministries.

Buildings and Grounds- Peter Imse

Buildings and Grounds Committee

Annual Report- 2025

The Building and Grounds Committee continued its prior efforts to preserve and upgrade our Church facilities so that they are inviting and accessible to both the members of the congregation and our wider community. At the same time, we are also attempting to catch up with or attend to the results of years of deferred maintenance. Guided by these goals, the Committee undertook the following projects during the current fiscal year:

- Oversaw the upgrade of Pastor Tanya's office, including among other things painting the walls, floor refinishing, installation of shelving and a stole rack, hanging of blinds and installation of security windows in the office doors. We note a special thank-you to Bob Murphy for building the shelves and stole rack.

- Disposed of the old metal folding chairs that had migrated to the lower level of the Parish House.
- Installed a new alarm on the fire exit from the Library.
- Selected and began to install replacement thermostats throughout the property.
- Negotiated a lease of 5 vacant parking spaces.
- Sealed and striped the parking lot to accommodate the new lease.
- Solicited bids for and selected a contractor to plow and shovel our properties in the Winter.
- Arranged for the repair of the handicap lift when it failed.
- Determined that the lift had reached the end of its useful life, and started the process of identifying possible replacement options and costs.
- Reviewed Pastor Tanya's request for a permanent on-site dumpster, and instead, decided to hold periodic Work Days, during which we will contract for temporary dumpsters to permit us to get rid of unnecessary items and clutter.
- Worked with one of the tenants at 6 S. State St. who was in arrears in his rent to get him current prior to the sale of the property.
- Handled the sale of 6 S. State St. to the Coalition to End Homelessness.
- Arranged for the cleaning of soiled carpets in the lower level of the Parish House.
- Reviewed and sought bids to repair numerous doors in the Parish House.
- Arranged for the inspection of the fire alarm system in the Sanctuary and for necessary repairs.
- Obtained quotes for the repair of rotted trim and window frames on the exterior of the Church and Parish House, and the painting of all exterior frames and trim.
- Arranged for the repairs of a leaking heating system pipe, and a leaking sprinkler system pipe.
- Addressed significant heating malfunction issues during the Winter months.

- Confirmed prior informal agreements by neighboring lot owners who permit our members to park in their lots on Sundays.
- Followed up with the correction of several violations identified by the Fire Department in its annual inspection.
- Identified issues with the deterioration of the Sanctuary carpets, and obtained quotes to repair the work.
- Authorized the installation of temporary plastic “storm windows” in the Chapel until such time as we have the funds to replace the Chapel windows.
- Repaired cracked and deteriorating wall in Classroom 7.
- Arranged for the replacement of the smoke detector in the boiler room
- Received quotes for the cost of several projects that will require attention in the near future, including the conversion of the downstairs Men’s Room into two all-users bathrooms, and the replacement of the windows in the Parish House.
- Deferred numerous projects to the next fiscal year due to insufficient funds.

Giving Ministry- Ann Walls

The Giving Committee had three additional members this year (up from four last year) enabling a more robust Pledge Campaign and increase capacity to guide fund-raising activities. This year’s seven members were Jonathan Stallsmith (Chair), Janet Zeller, Joe York, Carlene Ruesenberg, Marty Jenkins, Gray Fitzgerald and Ann Walls.

Relative to the Pledge Campaign, there were several developments that enhanced our education and communication outreach with church members during the pledge season.

Pledge Campaign

- Pastor Tanya provided valuable campaign support by leading a themed Worship Series, Our Money Story, during pledge season (February and March). Following this theme were hands-on craft activities during worship, a Giving bulletin board in Fellowship Hall (shown above), two theme-related educational programs, led by Jonathan Stallsmith (Financial Planning) and Tina Annis (Planned Giving). March 9th was Pledge Commitment Sunday, with Giving Committee members having an active role, under Pastor Tanya's leadership, in worship service.
- A Time and Talent (T and T) pledging component was added to financial pledging; members were encouraged to pledge a committed number of volunteer hours per month to church ministries and/ or committees. The returned T and T pledges were documented and passed on to Nomination Committee and relevant volunteer ministries (church school, Guild etc) for future human resource recruitment.
- The Giving Committee will mail out postcards with handwritten note, thanking individual pledgers. In early March, a list of early pledgers was published in the church bulletin, along with a public thank you.

Fund-Raising Oversight

Toward the end of promoting and guiding fund-raisers to benefit South Church, Giving members produced a one-page guidance (included in this report) to be used by members or groups interested in leading a fund-raising event. The guidance outlines factors to be considered in "thinking through" the feasibility and worthiness of a fund-raiser and also highlighting the need to identify leadership and volunteer help to carry out proposed activities.

The Giving Committee appreciates all the member-based effort that went into two successful fund-raisers this year. The Silent Auction in November raised \$8000 with the enormous contribution from many, many members who donated auction and craft items, food, and/or their time to solicit local business gift cards or work to set up the event, serve food and clean up. In addition to funds raised, the event itself

built community with opportunities to get to know other Church members during and following the Auction.

The Midwinter Concert in January likewise was carried out with help of members providing leadership, musical talent and both food and monetary donations. This event raised \$1500.

This resource sheet was produced by the 2024-25 South Church Giving Committee to provide members some guidance about how to analyze the worth of a Church fund-raiser idea.

We welcome any and all ideas about fundraising here at the church. First, we will accept financial donations made to "South Congregational Church". Second, for events or proposals using the church's name as an authorized activity, the church Council will consider each idea separately. We try to consider several aspects of the idea to see how it meshes with our mission as a congregation.

Generally, fundraising success is measured not just by immediate financial reward of the event or activity, but also by such things as whether it builds community and return visitors, how much work and donated time is required, whether we have any good or bad experience with similar endeavors, and whether the fundraiser leads to a stronger church overall.

First, we must estimate the amount of funding income we can reasonably expect from a fundraising idea. That is, we have to calculate the expenses involved (both dollar costs for goods and services, plus manpower from volunteers or paid staff) against the reasonable estimate of the new dollar amount that will come in. Obviously, the more accurate these can be known in advance, the clearer any analysis will be.

Beyond just dollar estimates, any fundraiser must be considered for whether it advances the values of South Congregational Church. For example, profit alone will not justify a fundraiser that runs contrary to our mission goals. Rather, a fundraiser that advances our shared Christian values as well as raising money is preferred.

Another metric for any fundraising idea is whether it brings in new participants or appeals more to long-time existing members. Yet another factor is whether we have

any good or bad past experience with the type of fundraising involved. The church must also consider the timing of the fundraiser within its calendar, and how the fundraiser can be successfully promoted.

Thank you for your interest in helping South Congregational Church.

Fundraising idea: _____

Financial: \$ goal/expectation/hope
 minus \$ expenses - goods/materials/ hired services
 minus \$ donated work of volunteers/ church staff
 equals \$ return

Appeal to new or existing members:
 measured how:
 method to advertise/ promote:

Advancing church mission:
 builds community how:
 Christian goals involved:

Past experience with this type of fundraising activity:

Finance Committee-Sue Marcotte Jenkins and Sally Bird

ANNUAL REPORT OF THE FINANCE COMMITTEE

FY 2024-2025

HIGHLIGHTS OF THE YEAR SO FAR

During the fiscal year that began on 7/1/24, the Finance Committee has continued to meet frequently. Sue Marcotte-Jenkins and Sally Bird have continued as Co-Treasurers. Peggy Scott joined the Committee in the Fall in anticipation that she will

serve as Co-Treasurer in the future, thus enabling the Co-Treasurers to have staggered terms. They are joined on the Committee by the President of the Church Council (Betsy Clardy) and the Chairperson of the Building and Grounds Committee (Peter Imse). The remaining seat on the Finance Committee, which belongs to the Council's Vice President, has been vacant all year.

We have continued to work on closing some gaps between old policies and current practices, and we have taken steps to help assure continuous improvement in the management of South Church's finances. Most notable is a new Chart of Accounts that has resulted in easier tracking of our income and expenses and financial reports that are easier to understand. Members of the Finance Committee also reviewed this year, with United Church Funds, our portfolio of investments with them, and we have conducted an audit of our insurance.

Over the summer of 2024 we experienced a turnover in both the Church's administrative and bookkeeping positions, and we welcomed Mariah Edson and Michelle Johnson in these respective roles. The change gave us the opportunity to better balance the financial responsibilities between them. Michelle has assumed, in addition to the Church's bookkeeping, responsibility for maintaining the Church's database of our revenues, including pledges and contributions to the Church. Both Michelle and Mariah have done a fantastic job of creating order out some chaos that mounted when we lost Alison Nyhan. Because they, along with Pastor Tanya, were all new to South Church this year, they were flying blind a lot, but their commitment to South Church and their perseverance have benefited all of us. Thank you so much, Mariah and Michelle and Pastor Tanya!

Other noteworthy changes during the current fiscal year have included:

1. Community Building

South Church finally sold the Community Building at 6 South State Street in December 2024. Now, the long-anticipated conversations about what we will do with the sale proceeds and the funds that were reserved to maintain the Community Building are underway. On March 30, 2025 the Finance Committee hosted an information meeting on this topic. Here are links to the meeting's minutes and to the slides that were presented at the meeting:

https://010e5a2c-83cb-4c47-ba4c-f8a814224708.filesusr.com/ugd/a48acc_1140a6d458c0479fa57b857f50a24dd0.pdf

https://010e5a2c-83cb-4c47-ba4c-f8a814224708.filesusr.com/ugd/a48acc_167c60d8e2864fa3a7d55637b4041a8b.pdf

The congregation's Annual Meeting will be on Sunday, May 18, 2025, after our worship service. The agenda will include these questions as well as other impactful decisions such as the adoption of our FY 2025-2026 Operating Budget.

2. Upkeeping our Building and Grounds and the Need for a New Lift

The heating system in our Pleasant St facility required several expensive repairs over the winter. The same is true about the lift/elevator, which has been declared past its useful life. The lift's manufacturer is out of business, and parts are no longer available. The discussion at the March 30 Information Meeting covered our options for replacing the lift and how we might pay for that. We anticipate the Church will decide on these matters at our Annual Meeting on May 18, 2025.

Pastor Tanya has a very lovely and newly renovated office, complete with a gorgeous bookcase and stole rack that was custom made by Bob Murphy.

Last Spring the Council set aside some funds for making enhancements to the sanctuary. A new camera and two large tv's have brought a multi-media component to our worship, which has enriched the experience of worshippers who are present, either in person or online.

3. Fundraising and Significant Contributions

We did it! Well, almost. We aimed this year to raise \$10,000 in renewed fundraising efforts in support of our general operations. As of this writing in mid-April, we're just about \$500 short of that goal. Hats off to the many volunteers that made a silent auction a fun night and a successful fundraiser. And many thanks to Leanne Tigert, Eileen Gfroerer, Ann Walls et al for an additional evening of very enjoyable Mid-Winter Merriment and music.

Last but certainly not least, South Church received a very generous contribution to start a Music Scholars program.

BUDGETING FOR FY 2025-2026

The budget for FY 25-26 will be presented by the Budget Committee—made up of the Finance Committee and the Church Council-- for approval by the Congregation at the May 2025 Annual Meeting and, once approved, appended to this report. The Committee's recommendations to the congregation are inspired by Pastor Tanya's words: "Despair is of this world. Hope is of God."

This is a time of both radical hope and change for South Church. We have witnessed first-hand sweeping social changes since our pre- Covid years, with mainstream churches experiencing a decline in the number of members who attend church regularly, let alone the drastic changes in the geopolitical world that are an affront to our progressive Christian values. South Church's 2025 Pledge Drive which

is coming to a close, while extremely generous, did not match the total that was pledged last year, when we saw a one-year spike in pledges.

Despite these challenges, as of this writing in April 2025, we're appreciating some of the fruits of much hard work over the past few years. Most notable are the possibilities presented by the sale of the Community Building and the prospects of finally having an almost complete core staff, including a new part-time Christian Education Director. Moreover, we have the joy and love of a Risen Christ, and we have each other. God is good! Let us cast our nets and pull in all of those fish.

Lay Ministry Visitors (LMV) and Pastor's Aid- Toni Callahan

Annual Reports, LMV and Pastor's Aid, 2025

Annual Report LMV 2025

Lay Ministry Visitors (LMV) has continued to reach out to members and friends in transition, to offer a caring presence, either by phone or in person, and, in doing so, to weave the fabric of the South Church community more tightly together. Each visitor makes one, or sometimes two, calls per month.

The Lay Ministry Visitors team consists of twelve members: Heather Barber, Jean Bragg, Toni Callahan, Herb Carpenter, Kathy Daniels, Julia Emley, Ellen Fries, Nancy Haigh, Cindy Hogan, Bill Jacob, Bonnie Ota, and Helen Porter.

In June of 2024, we welcomed Pastor Tanya among us. She has communicated clearly and enthusiastically how much she values the role of the LMV in South Church, and she has attended our monthly meetings faithfully.

In December, 2024, we offered our Advent Service of Remembrance, where over thirty members, friends, and relatives attended to name and to light a candle for a loved one dearly missed. Pastor Tanya gave a fitting and thoughtful personal reflection.

On March 12, 2025, the Lay Ministry Visitors, the Pastor's Aid team, and some of the knitters of prayer shawls participated in an afternoon workshop led by Pastor Tanya

and Toni Callahan to celebrate our common purposes and to hone our listening skills. We gave a new name to the umbrella of these groups: the South Church Caring Ministries.

For all of us it is an honor and a privilege to serve South Church as Lay Ministry Visitors. Please feel free to reach out to us or to Pastor Tanya if you or someone you know might appreciate a visit.

Toni Callahan, Chair

Delegates- Cy Sherman

DELEGATE'S REPORT 2024-2025

During the past year two or more delegates have attended:

- 9/22/24 Ecclesiastical Council for Cherie Shaw at the Canterbury Church
- 10/6/24 Merrimack Association's Fall meeting at the Laconia Church. This included the Installation of Rev. Eliza Tweedy as pastor of that church.
- 10/26/24 NH Conference's Annual Meeting at Geneva Point Conference Center in Moultonborough.
- 3/16/25 The Celebration at the Sanbornton Church of the Merrimack Association's history as it becomes part of the newly formed Granite State Association.
- 4/6/25 The installation of Rev. Dr. Tanya Sadagopan as pastor of the South Congregational Church in Concord.

The delegates have found these gatherings to be interesting and stimulating. It has been an honor to represent South Church.

Cy Sherman

Delegates for 2025-2026 are as follows: Kit DeVries, Liz Garlo, Susan Kuzma, Barbara Nicholson, Janet Zeller, Kathryn Bradley and Cy Sherman.

STAFFING MINISTRY REPORTS

Pastor-Parish Relations Committee (PPRC)-Jill Smart

PPRC met monthly with Pastor Tanya this year and helped her transition into our shared ministry at South Church. We supported her through multiple staff changes and the challenge of getting the church's "ducks in a row." Bill Jacob rejoined the committee in February, and Jill Smart represented PPRC at Church Council meetings.

Nominating Committee-Toni Callahan

Nominating Report

Officers, Ministry, and Committee Report 2025-2026

OFFICERS

President:	Jonathan Stallsmith	1st Term	2027
Immediate Past President:	Betsy Clardy	1 yr position	2026
Vice President:	Sally Bird	1st Term	2027
Moderator:	David Fries	16th Term	NT
Co-Treasurers:	Sally Bird	1st Term	2027
	Peggy Scott	1st Term	2027
Clerk:	Sara Willingham	2nd Term	2026

MINISTRIES

Faith Fellowship & Membership (up to 5 members)

Susan Kuzma	1st Term	2028	Lorens Jorgensen	1st Term	2028
Peggy Mainusch	1st Term	2028			
Cy Sherman	1st Term	2028			

Christian Formation (up to 5 members)

Jill Smart	1st Term	2028	Eleanor McClellan	1st Term	2028
Ashley Babladelis	1st Term	2028	Kelly McPherson	1st Term	2028
Ellie Murphy	1st Term	2028			

South Congregational Church, UCC Annual Report 2024-2025

Faith in Action (6-9 members)

Faith Scofield	1st Term	2026	Paige Annis	1st Term	2028
Shasta Jorgensen	1st Term	2027	Karen Langley	1st Term	2028
Suzanne Winchester	1st Term	2027			
Celeste McQuarrie	1st Term	2028			

Worship & Spiritual Life (9-12 members)

Lynne Morgan	1st Term	2026	Wayne Martin	1st Term	2028
Bonnie Ota	1st Term	2028	(decision pending)		
Joanne Varga	1st Term	2027	(decision pending)		
Linda Kenison	1st Term	2027	(decision pending)		
Kathryn Bradley	1st Term	2028			
Adria Cilley	1 st Term	2028			

Giving (6-12 members)

Ann Walls	1st term	2026	Gray Fitzgerald	1st Term	2027
Joe York	1st Term	2027	Warren Emley	1st Term	2028
Marty Jenkins	1st Term	2027	Lou Rosenthall	1st Term	2028
Carlene Ruesenberg	1st Term	2027			

STAFFING MINISTRIES

Personnel (5 members)

Tammy Ciminisi	2nd term	2027	Deb Kimball	1st	2027
Ellen Fries	1st	2026	Patty Fahey	1st	2027

Pastor Parish Relations (5 members generally; 4 members for one year transition)

Lynne Morgan	1st	2026	Steve Murray	1st	2026
Jill Smart	1st	2026	Leanne Tigert	1st	2026
Bill Jacob	1st	2026			

SPIRITUAL CARE & VISITATION (no term)

Caring Companions

Eileen Gfroerer	Pam Young
Bill Jacobs	Cy Sherman
Eileen Jones	Janice Dutton
Cheryl Simmers	

Lay Ministry

Heather Barber	Nancy Haigh
Toni Callahan	Cynthia Hogan

South Congregational Church, UCC Annual Report 2024-2025

Jean Bragg	Bill Jacob
Herb Carpenter	Bonnie Ota
Kathy Daniels	Helen Porter
Julia Emley	Ellen Fries

COMMITTEES

Collection & Deposit

Adria Cilley	Kevin Yohe
Lorens Jorgensen	Janice Dutton
Christine Frost	Richard Nelson
Tom Fahey	Chris Simmers
Laura Landry	Carlene Ruesenberg

Building & Grounds (6 members)

Mike Gfroerer	Peter Imse
Gail Desjardins	Chris Simmers
Will Delker	Cindy Rogers

Planned Giving

Tina Annis
Peter Imse
Oge Young

Church Guild (12 members)

Tracie Carpenter	Cheryl Simmers
Deb Imse	Eileen Jones
Edie Dimick	Deb Lincoln
Lorraine Fournier	Kit DeVries
Pegi Frostholt	Lucy Kilgore
Kathy Gullage	Suzanne Winchester
Cy Sherman	Norma Angwin

Delegates (7-9 members)

Kit DeVries	2nd Term	2027	Liz Garlo	1st Term	2027
Susan Kuzma	1st term	2027	Barbara Nicholson	1st Term	2027
Janet Zeller	1st Term	2027	Kathryn Bradley	1st Term	2028
Cy Sherman	4rth Term	2027			

Nominating Committee (5 - 8 members)

Toni Callahan	1st Term	2026	Betty Jacob	1st Term	2028
Cy Sherman	1st Term	2026			
Pam Young	1st Term	2026			

Relief Society

Kathy Daniels	Pam Young
Nonnie Hall	Sarah Sadowski
Ginny Mierins	Nancy Betchart
Mary Rosenthal	(decision pending)

Food Train Coordinators

Mary Lynne Rahlson
Lucy Kilgore

First of all, if you see a mistake in the above roster, please contact me, Toni Callahan, and I will humbly do my best to correct it. (A few decisions are outstanding; this roster is almost but not entirely complete.)

The Nominating Committee, which began meeting on March 6, 2025, consisted of: Toni Callahan, Cy Sherman, and Pam Young, with help from Janet Zeller, who successfully recruited our next Council President, and from Lynne Morgan and Zib Corell, who served us more than once as consultants. We have met seven times, till our most recent meeting on May 7, 2025.

Worth noting is that Faith Formation has been replaced by two ministries, Faith, Fellowship, and Membership, and Christian Formation. It was deemed that the many tasks assigned to the previous Faith Formation would be better dealt with by two separate groups; our new ministries, to be voted on at the Annual Meeting, are well staffed and ready to proceed. The church owes a debt of gratitude to those who served on Faith Formation when there was so much to be done.

Worship and Spiritual Life, and the Nomination Committee are still seeking a few more members; please call the office or someone listed in that group if you might be interested in serving.

Some thoughts on numbers: We currently have 115 positions filled in our boards and ministries.

If every position on every board, ministry, and committee were filled, that would add up to 136 positions. (There are a number of people serving in two or three ministries or committees.)

Our church currently has approximately 325 members. This means that approximately one third of our members are serving on ministries, boards, and/or committees. We on the Nominating Committee are impressed with how many South Church members are doing more than just showing up to Sunday service!

The Nominating Committee is proud of the results of its efforts this spring. We are also, once again, extremely aware that these good results were only possible because so many South Churchers said "Yes!" when we contacted you. We are honored and grateful to serve such a vibrant and committed congregation.

Submitted by Toni Callahan for the Nominating Committee, May 12, 2025

Personnel Committee-Patty Fahey

This year the Personnel Committee has been busy responding to personnel issues as they come up.

We worked on rewriting the Personnel Policies and job descriptions and recreating a Personnel Handbook; researched and collected data regarding pay and benefits for our employees; and collaborated with the finance committee in the hiring process.

We were also involved in the hiring and welcoming of several new staff, including administrative assistant Mariah Edson, bookkeeper Michelle Johnson, audio visual technician Sarah DeFreitas, director of Christian Education Martin Toe, and director of Christian Education Julia Wagner. Unfortunately, Martin's time with South Church was brief due to family commitments. The committee along with the Faith Formation Ministry completed exit interviews with Martin and assisted with hiring Julia several months later.

We continue to be grateful for our staff and all the work they do, honoring them with an annual thank you event, and visits and check-ins periodically. The staff are currently Mariah Edson, Administrative assistant; Michelle Johnson, Bookkeeper; Susan Berlenbach, Music Director; Abby Charbeneau, Organist and Pianist; Carlene Ruesenberg, Bell Choir Director; Walt Irvine, Sexton; and Audio Visual technician Sarah DeFreitas.

The Personnel Committee is made up of Tammy Ciminesi, Ellen Fries, Deb Kimball and Patty Fahey.

MISSION REPORTS

Relief Society-Kathy Daniels

Relief Society

The Executive Council of the Relief Society provides one-time financial help in our church and in the community. We have received requests from church parishioners, off-street requests that come thru the church office (mostly homeless shelter).

Donations this year were also made to:

- Friends of Forgotten Children
- Boys and Girls Club
- Each of the School Nurses
- Family Friendly Meals
- Windmill Restaurant

Our funds consist of the October offerings and from the interest of the Endowment Fund of the Relief Society.

Th members of the committee are: Ginny Mierins, Nonnie Hall, Pam Young Sarah Sadowski, Kathy Daniels, Treasurer

Guild-Edie Dimick

The primary responsibilities of the Guild are to prepare Holy Communion on the first Sunday of each month and to organize and host any funeral receptions or special celebrations.

The Guild has prepared funeral receptions for: Christopher Scott on June 20, Claire MacFarlan on July 13, George Lewis on October 6, Judy Todd on

November 17, Yorke Peeler on November 23, Bruce Bairstow on March 29, and we will prepare a reception for Valerie Morgan on May 2

The Guild has prepared celebration receptions for: Welcoming Pastor Tanya on June 9, Cherie Shaw's ordination reception on December 8, Pastor Tanya's installation reception on April 6 and on May 11 there will be a reception celebrating the confirmands.

Collections & Deposits Committee-Adria T. Cilley

This past year, we have focused our attention to security of the collected funds. With the help of Sally Bird and Sue Marcotte-Jenkins, we have put in better protocols for transporting Sunday collection plates from Sanctuary to the office for counting, and uniformity between members completing entries on the totaling pages and the deposit tickets.

Many thanks to Sally and Sue for their ideas and support.

Also, a BIG THANK YOU to our dedicated counters who show up every Sunday to help.

Respectfully Submitted

Adria Cilley Co-Chair of

COLLECTIONS AND DEPOSIT COMMITTEE

Genesis Circle- Edie Dimick

Genesis Circle fosters Christian fellowship through activities and services to the church.

We meet every other month starting in October on the first Thursday of the month at 12:00 in classroom 6. We welcome new members to join us for a

bring your own lunch and conversation time together.

Special guest speaker was Dr. Kit DeVries who spoke to us about dreams in October and feelings in April.

In February and April we had very successful bake sales. The proceeds of our bake sales enable Genesis Circle to pay our church pledge.

In December, Genesis Circle members along with Faith in Action, gathered and donated warm hats, gloves, mittens, socks and scarves to the people in need.

On the May 17 church work day, some members of Genesis Circle plan to spend time in the kitchen cleaning and making labels for the drawers and cupboards.

South Congregational Church

186th Annual Meeting: In-Person and Via Zoom

Sunday, May 19, 2024

Call to Order: The meeting was called to order at 10:10 am by Moderator David Fries. A quorum of 48 members was needed in order to proceed with the meeting. With 64 members present in the sanctuary, the quorum was met. There were no members attending via Zoom.

Invocation: The opening invocation was offered by the Bridge Minister, Rev. Dr. Leanne Tigert.

Minutes from 185th Annual Meeting: Janet Zeller made a motion to accept the minutes from the 185th Annual Meeting held on May 21, 2023. Carolyn Kerr seconded the motion. The motion was unanimously approved.

Remembering those Who Have Died: Gyne Hardy read aloud the following list of individuals who died in the past year:

Mary Lou Fuller
Doug Kilgore
Alice Pickett-Hale
Jacqueline Rochford Hartford
Patricia Knight
Alison Nyhan
Jacqueline Freese

Membership Report:

Betsy Clardy presented the membership report that is also published in the Annual Report. There was one correction to the report, to include Gail

Desjardins who joined South Church during the past year. The corrected numbers are listed below:

Starting number = 482

Total increase in membership +1

Total decrease in membership -6

Total Membership as of May 1, 2024 = 477

Betsy Clardy noted that per the bylaws, members are considered inactive when we do not have their address, or they have not communicated with the church or contributed to its support for a period of two years. Betsy said that Jed Rardin reviewed the membership list prior to leaving and that 144 members were made inactive based on these criteria. After Pastor Tanya arrives, we will write to those inactive members who have an address, updating them with South Church news and asking if they want to reengage with the church.

A question was raised about the church directory and whether it reflects the membership totals. Betsy indicated that some people in the directory are not members but are active in the church, and the directory is the best way to maintain their contact information. Anyone interested in being added to the directory should get in touch with the church office.

Nominating Report and Election:

Betsy Clardy stated that the Nominating Report is published in the Annual Report, pages 20-22. Betsy said that the Nominating Report does not list everyone who is leaving a ministry, and she wanted to take this opportunity to thank departing members and to express appreciation for all of their hard work and service. It was noted that the heading in the Nominating Report should say 2024-2025 (and not 2023-2024 as published). Dave Fries also said that according to the bylaws, the Moderator term is one year but there are no limits to the number of terms that can be served.

Chris Simmers moved that the Nominating Report be accepted as presented and that we elect the officers, ministry and committee members as outlined in the report, with the minor corrections to the date and the term for the moderator. Sue Marcotte-Jenkins seconded the motion. The motion was unanimously approved.

Budget Presentation and Adoption:

Fiscal Year 2022-2023:

A written summary of financial highlights for Fiscal Year 2022-2023 was distributed to all in attendance. Co-Treasurer Sue Marcotte Jenkins said that the net increase to assets was just short of \$60,000, in part due to an increase in values of invested funds of \$115,000 and also unused funds due to a clergy position that was not filled. Personnel costs were 60% of the 2022-2023 budget.

Fiscal Year 2023-2024:

Fiscal Year 2023-2024 was a time of transition and great challenges, but these challenges were met due to a successful pledge campaign with an increase in pledge units and dollars pledged, an increase in other contributions, an increase in volunteerism, and a \$60,000 legacy gift from the Leah Gray estate. Accomplishments included review of policies and procedures, a technology needs assessment in progress, repair of the roof and chancel window, and payments to the line of credit for converting the heating system.

Fiscal Year 2024-2025:

The Fiscal Year 2024-2025 budget has been named “Underpinnings for Success.” In her PowerPoint presentation, Sue Marcotte-Jenkins explained that goals of the 2024-2025 budget include:

1. BUILD THE REVENUE SIDE OF OUR BUDGET

- Create subcommittees to Giving Ministry to raise funds
- Bring “new” fundraising revenues in FY2025 to \$10,000 (at a minimum)
- Develop new approaches for raising revenues such as grant revenues

2. PERSONNEL BUDGET

- Acknowledge staff with a mixture of bonuses and COLA, merit, and equity increases
- Prioritize correcting problematic policies and practices
- Study Alison Nyhan’s diverse roles and create a staffing plan to begin to meet these needs: create a Committee for Volunteer Engagement and recruit for a part-time, paid Christian Education Director
- Work toward goal of reducing personnel costs to 50% of operating budget

3. SAVING FOR THE FUTURE

- Begin to replenish reserves for future large-scale repairs and building improvements
- Develop a reserve for technology and equipment needs
- Reduce to 4% or less the annual withdrawals from the South Church Fund and the Hoyt Music Fund for the support of operations

Sue distributed spreadsheets with projected income and expenses for the Fiscal Year 2025 budget, along with spreadsheets projecting what we will need from investments, and two plans for future savings to fund reserves for needed improvements and projects. The budget projects that we will receive 95% of what has been pledged. Expenses were high due to one-time costs for Pastor Tanya’s search and moving costs, in addition to the extension of Jed’s benefits due to his application for disability. In order to balance the budget,

we need to take 4.5 % from South Church fund and 4% from the Hoyt music fund. Plans to save for the future were outlined as follows:

- Plan A: sell the Community Building and transfer funds reserved for maintaining and making improvements into the other reserve accounts
- Plan B - if the building does not sell, withdraw an additional 3.5% from the South Church fund to replenish reserves for needed improvements to the church building

Discussion from members attending included the following questions:

- Who will coordinate fundraising? The giving ministry will have a subcommittee to oversee, but it will be the responsibility of the congregation to carry out, and we will be looking for volunteers.
- How does the withdrawal from the two investment funds compare to the investments? Because the market is good, we are doing well. By state statute we cannot withdraw more than 7%, but we are aiming for 4% which is well below the rate it has been growing.
- We need to do something to fix the organ. Is there an organ reserve fund? If we sell the community building, we will put more into the specific organ repair fund and there is also the Hoyt music fund. We may need to do some fundraising as well – this will be determined by the congregation once the building has been sold.
- What are the “problematic practices” mentioned earlier? The finance committee has been working very hard, meeting every week, and they have uncovered some errors such as incorrect line-item designations and an overpayment in social security for our pastor that could not be recovered under state law. Also, communication with UCC pension board needs improvement.

- What is the timetable for the job description for Alison's position?
Pastor Tanya would like to be involved with this recruitment, so we will rework the job description and post shortly after she arrives. Pastor Tanya will want to understand where we are initially and while she may make changes over time, nothing will change immediately.
- A suggestion was made that we empower current committees and ministries to look beyond their ministry for additional assistance. Many people are willing to engage on an ad hoc basis, so we can tap the congregation for specific projects and needs. Also, the idea behind having a volunteer committee is that the committee can reach out to people who haven't previously volunteered.
- On Slide 8, what is the reserve for technology needs? This is intended for replacing equipment of all kinds - but in particular, we have a technology needs assessment underway and we are anticipating more expenditures to bring our technology up to date. For example, Alison's computer is at least 15 years old, and we will need computers for the new Christian Education Director and the new pastor.

There was no further discussion. Carlene Ruesenberg moved that we accept the budget as presented, and the motion was seconded by Jill Smart. The motion was unanimously approved, with many thanks to the co-treasurers Sally Bird and Sue Marcotte-Jenkins.

Update to Bylaws:

Gyme Hardy explained that the purpose of the bylaws review was to correct errors and to make the bylaws more in keeping with current practices. She said that the updated bylaws were approved unanimously by the South Church Council on April 23, 2024, and that they were posted online on April 26, 2024 for the two weeks prior to the Annual Meeting. Gyme expressed a huge thank you to Mike Gfroerer, Peggy Scott, Kayla Pingree and all of the

committees that participated the in review of the bylaws. A motion to approve the updated bylaws was made by Becky Field and the motion was seconded by Richard Nelson. The motion was unanimously approved.

Appreciation: Thank you to ministries, committees, staff, volunteers, pledgers, and any and all who work to help carry out and support the mission of South Church. Council President Betsy Clardy received an extra thank you and a well-deserved a standing ovation from for the many responsibilities she took on over the past year.

Closing Prayer: Offered by Rev. Dr Leanne Tigert.

Adjourned: The 186th Annual Meeting was adjourned at 10:59 am.

Respectfully Submitted, Sara Willingham
May 2024

South Church Membership Numbers as reported to Conference March 2025

Received into membership through Transfer: 1

Received into membership through Confirmation: 0

Membership reported to the NH Conference, March 2024: 320

Total Increase in Membership: 1

Removed from Membership through Death: 12

Removed from Membership through Transfer: 6

Total Decrease in Membership: 18

Total Membership as of May 1, 2024: 320*

** We have continued the process which started prior to Pastor Jed Rardin leaving to update, organize, and correct our membership list. This was last done around 2013. Member lists were kept in various locations, both paper and computer, and had numerous inconsistencies and errors. Many volunteer and staff hours were needed to get a single optimal list. Letters were sent to members who appeared to no longer be active inviting them to reengage. The transfers noted above were in response to that outreach. While this is a significant drop it appears to be from correction of bad data rather than sudden drop in membership.*

Membership numbers from past annual reports:

2023-553

2024-476

CO-TREASURERS REPORT

FOR

FISCAL YEAR 2023-2024

(7/1/2023 – 6/30/2024)

**SOUTH CONGREGATIONAL CHURCH
CO-TREASURERS REPORT
April 2025**

**FY 2023-2024
Financial Highlights**

SOUTH CHURCH'S NET WORTH

As of June 30, 2024, the assets of the Church exceeded its liabilities by \$2,415,515. This reflects a net change in the Church's **net worth/net position** over FY 2023-2024 of \$182,340. (See Table A below.)

\$751,833 of our assets were in **property and equipment**. (See Table B)

On June 30, 2024, the Church's combined ending balances in its **invested funds** with United Church Funds amounted to \$1,543,542. (Also in Table B.) This was an increase of \$126,975 in comparison with June 30, 2023. All of these funds are, to some extent, subject to restrictions made either by the donor or the Church. Withdrawals from many of the funds are capped by law, the donors, or the Church's membership.

The United Church Funds (UCF) account that held Memorial funds was closed in June 2024, and the funds were disbursed in accordance with an ad hoc committee that was convened by Vice President Gyne Hardy for the purpose of establishing our handling of memorial contributions.

The **South Church Sustaining Fund's** balance on June 30, 2024 was \$722,807, which was \$71,055 more than the ending balance on June 30, 2023.

TABLE A

SOUTH CONGREGATIONAL CHURCH, STATEMENT OF POSITION (Balance Sheet) June 30, 2024				
	June 30, 2024	June 30 2023	June 30 2022	\$ Change 2024 – 2023
ASSETS:				
Cash and cash equivalents				
MCSB Accounts	\$ 145,831	\$ 105,620	\$ 147,282	\$ 40,211
Invested Funds	\$ 1,543,542	\$ 1,416,565	\$ 1,301,284	\$ 126,977
Property and Equipment (net accumulated depreciation)	\$ 751,833	\$ 746,265	\$ 768,515	\$ 5,568
Total ASSETS	\$ 2,441,206	\$ 2,268,450	\$ 2,217,081	\$ 172,756
LIABILITIES:				
Long Term Debt	\$ 2,973	\$ 15,198	\$ 26,825	\$ (12,225)
Other Liabilities	\$ 22,718	\$ 20,077	\$ 14,550	\$ 2,641
Total LIABILITIES	\$ 25,691	\$ 35,275	\$ 41,375	\$ (9,584)
NET ASSETS (Net Worth):				
Total NET ASSETS	\$ 2,415,515	\$ 2,233,176	\$ 2,175,705	\$ 182,340

TABLE B
SOUTH CONGREGATIONAL CHURCH, BALANCES IN INVESTED FUNDS –
6/30/2024

Name of Fund	\$ Balance, 6/30/24	\$ Balance, 6/30/23
South Church Sustaining Fund	\$ 722,807	\$ 651,752
Elizabeth M Hoyt Music Fund	\$ 237,673	\$ 216,561
Relief Society Fund	\$ 313,808	\$ 287,682
6 South St (Community Bldg) Maintenance Fund	\$ 161,223	\$ 145,007
Other Maintenance Replacement/Reserves	\$ 13,904	\$ 24,004
Self-Insured Health Reimbursement Fund	\$ 22,081	\$ 23,585
Sabbatical Expense Reserves	\$ 5,000	
Financial Audit Reserves	\$ 1,000	
Memorial Funds	\$ 0	\$ 8,574
Organ Fund	\$ 11,836	\$ 10,645
Women's Retreat Fund	\$ 7,516	\$ 6,760
Suloway Fund	\$ 16,040	\$ 14,426
O&P Young Family Fund	\$ 9,706	\$ 8,730
Cilley Scholarship Fund - Endowment	\$ 7,861	\$ 7,070
Blake Scholarship Fund	\$ 13,085	\$ 11,769
6/30/24 TOTAL	\$ 1,543,540	\$ 1,416,565
\$ AMOUNT CHANGE	\$ 126,975	\$ 115,282

**SOUTH CHURCH'S FY 2024 BUDGET PERFORMANCE/FINANCIAL
ACTIVITIES**

In Fiscal Year 2023-2024 **ordinary income exceeded ordinary expenses by \$52,724.** (See

Table C.) After accounting for the depreciation of the Church's capital assets (\$33,886), the net income earned from the Community Building (\$9,462), adjustments for "auxiliary groups,"¹ and gains on the Church's invested funds of about \$155,235 (most of which were unrealized), income exceeded expenses by \$182,039.

There were a variety of factors that contributed to a better bottom line than what had been projected for FY 2024. On the revenue side of the budget, pledge payments and other contributions to our general fund exceeded projections, as did the performance of our invested funds. We received an unanticipated contribution of about \$60,000 from the **Leah Gray Estate** and more grant funding from the Abbie Moseley Trust than we had budgeted. Rental income from the Community Building was less than projected; there was a tenant who was in arrears at the end of the fiscal year.

Personnel costs were less than what was projected in the budget. This was in part because our beloved and long-time Christian Education Director, Alison Nyhan, passed away in January 2024. Instead of hiring a successor right away, an ad hoc committee undertook a detailed study about our staffing structure with recommendations about how we would try to fill the multiple roles that Alison had.

There were also several budget-to-actual adjustments that accompanied the departure of Pastor Jed Rardin and the search for a new minister, which brought us to the start of Pastor Tanya Sadagopan's ministry in early June. South Churchers owe a big debt of gratitude to the members of the Search Committee who were so generous and faithful in discerning Pastor Tanya's call to South Church.

The Church's FY 2023-2024 **Personnel Costs:Budget ratio** was 61%. In comparison, this ratio for FY 2022-2023 was 63%. The Church membership adopted, in 2022, the goal of reducing this ratio to 50%. FY 2023-2024 was the second of these three years.

¹ Although SCC's Relief Society's outreach to the wider community is integral to our mission, most of its revenues is not from our ordinary operations but from the investment earnings of contributions that have been designated to the Relief Society's purpose since its beginning in the 1800s.

TABLE C

STATEMENT OF ACTIVITY (INCOME STATEMENT) 6/30/24

Ordinary Income/Expense	FY 2023-2024	FY 2022-2023
INCOME		
	\$	
PLEDGE PAYMENTS	294,552	\$ 287,372
SPORADIC CONTRIBUTIONS & SPECIAL COLLECTIONS	\$ 173,300	\$ 115,827
	\$	
GRANT INCOME	16,000	\$ 5,950
		\$
FUNDRAISING ACTIVITIES	\$ 7,866	14,519
	\$	
RENT INCOME, PLEASANT ST.	11,755	\$ 8,305
MISC INCOME	\$ 24	\$ -
	\$	
Total INCOME	503,497	\$ 431,973
EXPENSE		
STAFF COMPENSATION -	\$	
Salaries/Wages, benefits, taxes	273,979	\$ 308,683
	\$	
OTHER STAFF-RELATED EXPENSES	26,039	\$ 8,226
FUNDRAISING EXPENSES	\$ 628	\$ 1,410
	\$	
ADMINISTRATIVE	17,966	\$ 12,898
	\$	
MANAGEMENT EXPENSES	29,531	\$ 37,036
	\$	
MINISTRIES EXPENSES	51,630	\$ 55,533
MAINTENANCE EXPENSES-PLEASANT ST BUILDING	\$ 22,954	\$ 29,501
	\$	
UTILITIES-PLEASANT ST BUILDING	28,047	\$ 33,836
	\$	
Total EXPENSE	450,774	\$ 487,123
	\$	
NET ORDINARY INCOME	52,723	\$ (55,150)

	\$	
NET AUXILIARY GROUPS INCOME	(1,521)	\$ (2,474)
	\$	\$
NET COMMUNITY BLDG INCOME	9,462	23,250
		\$
IN-KIND DONATIONS	\$ 25	-
	\$	
INCOME FROM INVESTMENTS	155,235	\$ 125,731
	\$	
DEPRECIATION EXPENSE	33,886	\$ 33,886
NET INCOME BEFORE CLOSING ADJUSTMENTS	\$ 182,038	\$ 57,471
CLOSING ADJUSTMENTS	\$ -	\$ 17,000
NET INCOME AFTER CLOSING ADJUSTMENTS	\$ 182,038	\$ 74,471

INVESTMENT IN CAPITAL ASSETS 6/30/23 – 6/30/24

The Church's investment in **capital assets** as of June 30, 2024 amounted to \$ 751,832.81 net of accumulated depreciation. (See Table C below.) This includes investments in land, buildings, building improvements, and equipment and represents an increase of \$5,567.60 compared to the investment in capital assets as of July 1, 2023. That is a \$15,536.96 increase in our Pleasant St. capital assets and a \$9,969.36 decrease in our capital assets at our 6 South State Street property.

At a special meeting in November 2022 the Church membership approved the **sale of the Community Building** at 6 South State Street to the Concord Coalition to End Homelessness. The sale was delayed to December 2024. In the interim, which included all of FY 2023-2024, the Coalition repeatedly paid South Church to extend their option to make the purchase.

TABLE C

Investment in Capital Assets Net of Depreciation	\$ June 30, 2024	\$ June 30, 2023	\$ June 30, 2022
PLEASANT STREET			
1557 · Enhanced Hearing Devices	9,482.00	9,482.00	
1554 · Audio Visual System	17,338.80	20,989.08	24,639.36
1553 · Lighting	6,401.67	6,581.19	6,760.68
1552 · Church Window Restoration	74,475.04	76,492.48	78,509.88
1525 · Gas Heat Conversion	67,207.60	69,324.40	71,441.19
1560 · Equipment	-	-	-
1555 · Furniture & Fixtures	1,310.66	2,341.94	3,373.21
1550 · Building Improvements - Pleasant St	215,623.07	191,060.43	205,951.29
1540 · Building - Pleasant St	825.11	855.47	885.77
1530 · Land Improvements - Pleasant St	-	-	-
1520 · Land - Pleasant Street	85,424.00	85,424.00	85,424.00
TOTAL PLEASANT STREET	478,087.95	462,550.99	476,985.38
6 SOUTH STATE ST/COMMUNITY BLDG			
1515 · Furniture and Fixtures - 6 S State St	769.00	769.00	
1510 · Land and Building – 6 S State St	121,848.40	131,817.76	140,402.13

1565 · Bldg Improvements- 6 S State St	151,127.46	151,127.46	151,127.46
TOTAL 6 SOUTH STATE ST	\$273,744.86	\$283,714.22	\$291,529.59
TOTAL CAPITAL ASSETS AS OF JUNE 30	\$751,832.81	\$746,265.21	\$768,514.97

Summary of Capital Improvements Projects/Equipment Transactions in FY
2023-2024

Parish House Roof Repairs: \$31,000
Chancel Window Shed Repairs: \$ 8,453

Respectfully submitted by

Susan Marcotte-Jenkins and Sally Bird, Co-Treasurers
April 2025