

FIRST CONGREGATIONAL CHURCH STAFF

Rev. William Burhans, Lead Pastor

Rev. Maeve Kieran Hammond, Associate Pastor

Jane Ring Frank, Minister of Worship & the Arts

Margaret Keeler, Minister of Children & Families

Jeffrey Mead, Organist

Sarah Marino, Office Administrator

Edward Banzy, Building Manager

David Fay, Building Superintendent

Luke Vaughn, Youth Ministry Associate

Anne Bianchini, Nursery Supervisor

Michele Mafera, Nursery Supervisor

FIRST CONGREGATIONAL CHURCH OFFICERS & VOLUNTEERS

Michael Bailey, Moderator

Janet Hall, Treasurer

Megan Scipione, Clerk

Anne Hoenicke, Membership Registrar & Archivist

Nancy Kneiss, Communications Design

Leslie French, Librarian

Rebecca Beltz, Church Auditor

Edward Lamson, Church Auditor

Edward Martin, Church Auditor

Lisa Loughlin, Delegate to the MBA Sector of SNEUCC

Laurie Roby, Delegate to the MBA Sector of SNEUCC

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First Congregational Church of Winchester

Notice of 186th Annual Meeting

Annual Meeting Notification

First Congregational Church of Winchester Notice of 186th Annual Meeting

This communication notifies the members of First Congregational Church in Winchester, Massachusetts qualified to vote therein, to meet on Sunday May 3rd, 2026, immediately following the morning worship service, to act on the following matters:

ARTICLE I: To receive and place on file the annual report of the congregation which includes:

- reports of the Ministry Team, Treasurer, Leadership Team, and Membership Registrar
- reports of the Sustaining Ministries of the Church, and may include reports of Living Ministries as appropriate
- minutes of the Congregational Meetings held since May 5th, 2025, and any other written and oral reports which the Church may vote to receive

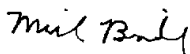
ARTICLE II: To thank those who served on Ministries for the 2025-2026 program year and vote on the slate of officers (Moderator, Treasurer, Vice Treasurer, Clerk) for one-year terms (2026-2027) and the slate of new Leadership Team members for two three-year terms (2026-2029).

ARTICLE III: To hear and act upon reports of special gifts and bequests to the Church since the last Annual Meeting, if any.

ARTICLE IV: To transact such other business as may properly come before the meeting.

This notice is made by such written and electronic means considered to be reasonably effective as notice of an upcoming business meeting of the Church, and is made at least eight days before the meeting.

Non-members are warmly invited to join this meeting, though they do not take part in voting.



Michael Bailey
Winchester, Massachusetts
Moderator April 20th, 2026

AGENDA & ARTICLES OF MEETING

FCCW 186th Annual meeting — Immediately after Worship May 3rd, 2026

"We are an Easter people in a Good Friday world."

1. Welcome
2. Opening Prayer Laurie Roby
3. Moderator's Opening Remarks Mike Bailey
4. Opening Hymn: *For all the Saints* (verses 1 and 3)

Tune: Sine Nomine
R. Vaughan Williams

*For all the saints whom from their labors rest,
Who thee by faith before the world confessed,
Thy name, O Jesus, be forever blest,
Alleluia! Alleluia!
Still may your people, faithful, true, and bold,
live as the saints who nobly fought of old,
and share with them a glorious crown of gold.
Alleluia! Alleluia!*

5. Covenant Janet Hall

We, the members of this church, covenant and bind ourselves to strive to know the will of God; to walk in the ways of the Lord, made known and to be made known; to exalt the worship of the one true God; to work and pray for the progress of knowledge, the promotion of justice, the reign of peace, and the realization of human community.

6. Lead Pastor Reflections Rev. Will Burhans

- | | |
|--|----------------------------|
| 7. LT update/Strategic Plan | Mike Bailey + Aaron Kneiss |
| 8. Open Door Updates | Ben Keeler |
| 9. In Memoriam | Janet Vaughn |
| 10. Approval of Minutes | Mike Bailey, vote |
| 11. Receive annual reports and place on file | Mike Bailey, vote |
| 12. Express gratitude for ministry service and gifts given | Janet Vaughn |
| 13. Carry out elections | Mike Bailey |
| 14. Diaconate Slide | Branda Wilhoite |

15. Closing Hymn: *This is a Day of New Beginnings* (verses 1 through 4)

New Century Hymnal #417 Brian Wren

*This is a day of new beginnings,
Time to remember and move on,
Time to believe what love is bringing,
Laying to rest the pain that's gone.*

*For by the life and death of Jesus,
God's mighty Spirit, now as then,
Can make for us a world of difference,
As faith and hope are born again.*

*Then let us, with the Spirit's daring,
Step from the past and leave behind
Our disappointment, guilt and grieving,
Seeking new paths, and sure to find.*

*Christ is alive, and goes before us,
To show and share what love can do.
This is a day of new beginnings;
Our God is making all things new.*

- | | |
|--------------------|-----------------------|
| 16. Closing Prayer | Rev. Maeve K. Hammond |
| 17. Adjournment | Mike Bailey |

MEMBERSHIP REGISTRAR'S REPORT FOR JAN 1 TO DEC 31, 2025

SUMMARY

Total Active Members Beginning of January 2025	269
Total Received into Membership	+21
Confirmation	+11
Letter of Transfer	+3
Confession of Faith	+
Reaffirmation of Faith	+6
Reactivated from Inactive	+1
Total Moved to Inactive Membership	-8
Total Released from Membership	-5
By Letter of Transfer	-
Withdrawn by Request	-
By Death	- 5
Net Change in Active Members	+8
Total Membership End of December 2025	277

Memo: Emerging Relationship, Potential Member, and Participating Non-Members:	~11 0
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RECEIVED INTO MEMBERSHIP 2025 - Total New Members Received: + 21

<p><u>New Members</u></p> <ol style="list-style-type: none"> 1. Paula (Mahoney) Dodge 2. Laurie (Charland) Galica 3. Caroline Loraine Lafferty 4. Marisa Maria (Carasso) Lafferty 5. Whitney Shay (Knouse) Roberts 6. Renee C. (Ryan) Spaulding 7. Thomas Spaulding 8. Ronald Gene Taylor 9. Elizabeth Ann (Gelhaus) Taylor <p><u>Reactivated</u></p> <ol style="list-style-type: none"> 10. Nancy Jean Beckley 	<p>Confirmands:</p> <ol style="list-style-type: none"> 11. William "Will" Bailey 12. Clara Brennan 13. Edith "Edie" Poston" Burke 14. Sarah DuBard 15. William Holman 16. Lucy Holman 17. Nathan Daniel Keeler 18. Tyler Arthur Malcolm 19. Axel Osborn 20. Katherine Elizabeth Plonsky 21. Grace Maryann Wilhoite
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MOVED TO INACTIVE MEMBERSHIP: 8

<p>Move to Inactive:</p> <ol style="list-style-type: none"> 1. Dina Ruth (Witter) Pradel 	<ol style="list-style-type: none"> 2. Harris "Harry" David Carpini 3. John "Jack" Parker Carpini 4. Sophie Catherine Campbell Ehrbar 5. Carlina Fernando McKinley 6. Elizabeth Pauline Rozmanith 7. Elizabeth "Lizzie" Toohey Splaine 8. Hale Elena Tresselt
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RELEASED FROM MEMBERSHIP

<p>By Letter of Transfer Out (0)</p> <p>None</p>	<p>Withdrawn by Request (0)</p> <p>None</p>
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RELEASED FROM MEMBERSHIP BY DEATH: 5 active members

<p>Members, Former Members, Inactive Members & Participants</p> <ol style="list-style-type: none"> 1. Mary Lucena Hanna Cowgill (m) 2. Robert Earle Duffy (m) (passed away in 2024, recorded in 2025) 3. Frederick Davis Greene II (m) 4. Dr. Thomas "Tom" Day Hayden (i) 5. Martha "Mike" Lincoln (Glover) Redding (m) 6. Keith Thomas Russell (m) <p>m – member fm – former member i – inactive member p – participating non-member</p>

----- **BAPTISMS 2025** -----

<ol style="list-style-type: none"> 1. Josie Pearl Roberts 2. Delilah Jackson Hagopian

REPORT OF THE MINISTRY TEAM

Lead Pastor Annual Report June 2025-June 2026 Rev. Will Burhans

The summer of 2025 involved the second portion of my sabbatical (July-Oct) and as the fall program year began my wife, Tracy, and I were on a European sojourn in Normandy and the Rhineland of Germany for a Hildegard Pilgrimage. The entire sabbatical was a wonderful gift of time, music, rest, prayer, walking, and travel which marked my 10th year as Lead Pastor of First Congregational Church and my 25th year in parish ministry. I returned feeling rested, restored and inspired for continued ministry among you.

What marked this program year as distinct from others was the engagements and conversations around Open Doors and the process of discernment for how we live more sustainably in our building for years to come. This had me in conversation with many people within and beyond the congregation across these months - The Open Doors Working Group, members of the congregation, local social workers and nurses, hospice workers, other clergy, and of course prayerfully in conversation with God about it all. This is such a critical juncture in the life of our church and I believe the stage has now been set for us to take the needed practical steps to begin making some necessary changes. It is still unclear exactly how this can serve not only our own congregation but our commitment to mission and doing good for the world, but I continue to pray and push for it to be a both-and opportunity for us.

We are at the end of the 5-year time-frame we set out for our Strategic Plan developed towards the end of 2021. There are many significant ways that we have embodied the vision put forth by that plan. The consolidation of Health Minister, Associate Pastor, and Youth Minister into the new Associate Pastor role that Rev. Maeve has stepped into has been an important work of building up our youth programs while reforming (to some extent) but still maintaining our Health and Wellness Ministry as an important part of our church and maintaining a strong practice of pastoral care. Also, highlighted in our Strategic Plan was the desire and hope for small group ministries and thanks to Penny Sparrow and Jonathan Goodell's leadership, this has been manifested in Roots and Branches as well as in our on-going practices of book groups, bible studies, and seasonal adult education opportunities. Spirituality and the arts and reaching out to the wider community has been successful through our Ripley Presents series. This not only capitalizes on our renovated Ripley Chapel space, but also has brought in through our doors, a much wider swath of the community than probably any other on-going program in our church. Jane Ring Frank, as our Minister of Worship and the Arts, leans into this effort and has made it a clear success for what we had envisioned. And finally, the calling out of the need for serious work around a sustainable financial and facility foundation for our church, while not completed within this 5-year time frame has certainly begun in

earnest thanks to the Open Doors group and our new configuration of Leadership Team with Mike Bailey at the helm as Moderator.

There were also within this program year some significant staff challenges that marked a large focus of my time and energy in conjunction with the Personnel Ministry (thank you Christian Ehrbar and Suzy Kahl in particular). One clearly positive result of one particular challenge is that our current cleaning and maintenance staffing configuration is in a much better place than it had been before. We aren't necessarily fully settled on the ideal staffing scenario for our church and as we continue down the road of Open Doors and of a new strategic plan I imagine our staffing will be adapted to better serve the new chapter that ensues.

Of course regular worship, special services, baptisms, funerals, pastoral care, denominational commitments, and various committee processes are a part of my work as your Lead Pastor every year in the church and continue to be critical pieces of what it takes to maintain a vital community that is open and responsive to the Spirit. May God bless our coming year with clarity in our purpose and mission, courage in taking needed steps to make significant changes to our facility and relationships therein, and call us ever deeper into our commitment to Jesus' way, truth, and life. Amen.

Associate Pastor Annual Report

September 2025 - May 2026

Submitted by Rev. Maeve Kieran Hammond on April 15, 2026

Overview of 2025-2026

I have had the pleasure of serving the congregation of First Congregational Church in Winchester for my fourth programming year (22-23, 23-24, 24-25, and 25-26). It remains an honor and privilege to serve as the Associate Pastor of FCCW. In this annual report, I will reflect upon the various aspects of my position: leadership during Rev. Will's sabbatical, youth ministries (Junior Forum and Forum), worship and congregational life, pastoral and grief support, committee leadership, and community outreach.

Leadership During Rev. Will's Sabbatical

Rev. Will Burhans took his well-deserved sabbatical from July 2025 through mid-October 2025. During the summer, I was the primary contact person for all matters related to worship, pastoral care, and congregational/logistical support. Rev. Emily J. Kellar, Will's sabbatical interim, was a wonderful thought-partner. Her kindness, knowledge, and experience flowed through her presence, even while she served remotely for the first two months of her time with us! In early September, Rev. Emily began to lead worship with us on Sunday mornings and attend biweekly Ministry Team meetings. She was extremely responsive and communicative in all of her work. Rev. Emily served as a great, reliable mentor as I continued to hone my leadership skills as the point-person for the majority of church communications related to clergy responsibilities.

Youth Ministries

This year, we added the position of Youth Ministry Associate to our staff. Our current YMA is Luke Vaughn, a young professional based in Greater Boston with connections to FCCW and prior experience in teaching high school. The Youth Ministry Associate is an indispensable factor in the strength and stability of our youth programming this year. A consistent presence creates programming consistency, which encourages youth participation and creates a fellowship-based and knowledge-based foundation to build towards particular goals.

Junior Forum has 10-15 active participants, which is a *huge* jump from last year's numbers (average of 5 participants; maximum of 10 participants). We continue to hold weekly programming at 5 PM on Sundays. We prioritize fellowship and friendship-building, movement and play, prayer, and age-appropriate Christian education. Outside of evening programming, we offer service/mission opportunities (read more below).

Forum has 5 regular participants on Sunday evenings and 5-10 active participants for our other offerings. We continue to meet at 7 PM on Sundays for ninety minutes for games, fellowship, prayer time, and an interactive lesson on an aspect of the Christian experience. Four of our five "core" participants are ninth-graders. This shows to us that early middle school bonding, something that our older students did not have due to the COVID pandemic, is essential for the strength of our high school programming. Several of our Forum-aged youth are graduating seniors. Therefore, I have invited seniors to have coffee with me before they graduate.

Service opportunities have become evermore essential to our programming for both groups. Our service activities have included serving and making food for The Dwelling Place, writing letters to elders and home-based parishioners, preparing seasonal care bags for the Outreach Ministry's ReachOut efforts, baking goodies for our Advent and Palm Sunday bake sales, making blankets for Project Linus, and building care kits for Rosie's Place. We hope to have a Reno Garden clean-up day in April and a Service Saturday project at Cradles to Crayons in Newton. We have also encouraged their participation in local events, such as Winchester's No Kings Rally in March and the upcoming PRIDEFest in June.

Worship engagement is an important part of our church's offerings for young people. I make an intentional effort to invite youth to attend and participate in worship services throughout the year. Most recently, a group of youth ranging from sixth grade to senior year supported our annual Youth Sunday worship service on April 12.

Engagement outside of Sunday programming has become a topic of conversation in the Ministry Team and with CYFFORM, now that we appear to have more consistent numbers. I maintain regular contact with youth's parents and families, particularly if they raise a pastoral care concern during our sessions. I also try to attend events that are important to the youth, such as games and performances; however, I would like to work on attending more of these events in the next programming year.

Worship & Congregational Life

The Ministry Team, in close collaboration with the Diaconate, has continued to do a beautiful job of blending tradition with innovation. I hope this combination shows in our

liturgy, attention to gendered and non-gendered language in Scripture readings, sermon themes, music and hymn choices, and congregational participation of wider age ranges and younger voices. We continue to receive good feedback on our Ash Wednesday Taizé Service in Ripley Chapel and both our regular and liturgically-significant worship services in the Sanctuary. It is a joy to create worship opportunities in humble gratitude for the love of God, the peace of Christ, and the connection of the Holy Spirit.

In September 2025, I led my first solo infant baptism! I will also help lead an adult baptism this April. In addition to the joy of this Sacrament, our call to ministry also asks us to be present in times of grief and mourning. Rev. Will and I led several memorial services this year for beloved church and Town members.

Andy Spiegel and I resumed our interviews for the Wisdom Well podcast. We are expecting to “rebrand” the podcast with a new name. More information is coming soon!

Pastoral Care & Grieving in Community

Rev. Will and I continue to be in constant communication about pastoral and congregational needs. We hope to be present to care for folks in all stages of their lives, especially those who experience medical, physical, mental, emotional, and interpersonal hardship. We are also continuing to facilitate outreach opportunities that engage lay-led care, such as pairing up folks to give rides, deliver flowers, and pay visits.

I continue to lead Grieving in Community, a support group for the spectrum of loss. We meet biweekly in person on Sundays after hospitality hour in the Palmer Room (with the exception of meeting virtually for 1:1 care over Zoom or the phone, if needed). While we have fairly small attendance (average of 3-5 participants per gathering), group members consistently report feeling supported and validated during our time together. The grief group remains an important part of the pastoral care we offer at FCCW. Grieving in Community will host its first “spin-off” called Climate & Political Grief Gathering this spring.

Committee Leadership

This winter and spring, Maggie Keeler and I have been working with Leslie French and Anne Hoenicke to restore and revamp the church library. Our efforts have been deliberate and careful, and we hope to have a book give-away in the near future.

Justice Ministry, the newest ministry/committee at FCCW, has provided logistical and financial support and leadership for several justice-based initiatives during this programming year. They covered expenses for SpeakOut’s presentation during our Coming Home to Yourself: A Series on Storytelling, Theology, & Identity in October, as well as the costs associated with our composting initiatives and this year’s Pride exhibit in Ripley Chapel. Justice Ministry also has had a presence with Town events and will assist with an upcoming, plant-based youth dinner. Lastly, Justice Ministry collaborated with the Ministry Team and Adult Ed to lead this year’s Lenten series on unity during divided times.

Health & Wellness Ministry has embraced its full title (as opposed to “Health Ministry” in past years), continued to enjoy its term-based structure, led two Healing Services during worship, checked the AED in the church lobby, moved and reorganized

the Health Closet, planned an Eleventh Hour with Dr. Lizzie Linn, and begun concretizing the Caregiver Support Network.

Outreach Ministry has continued to successfully choose grant recipients and raise money for important, local causes, including The Friendship Home, Pine Ridge Reservation, and Plummer Youth Promise.

Women's Advent Gathering (WAG) continues to function as a loose group of volunteers without terms or regular meetings. Women from the church plan, organize, and put on WAG as volunteers, and I support them in terms of liturgy, building/facilities use, and communications. Our theme this year was "Welcoming the Stranger." We had the highest attendance in a few years: close to 60 participants (in-person and livestream)!

In addition to these groups, I am a pastoral liaison for the Leadership Team and the Diaconate, and I share this responsibility with Rev. Will Burhans.

Community Outreach

I continue to seek connections with community partners and other denominations and faiths in Greater Boston, particularly with the Network for Social Justice, Temple Shir Tikvah, and Parish of the Epiphany. This year was our third annual MLK Interfaith Peace Shabbat. I also participated in Winchester's No Kings Rally and was interviewed by Winchester News.

In terms of at-church community outreach, Kaye Nash and I participated in a nine-month series called Becoming a Trans Affirming Church (February 2025 - September 2025). We culminated the series with an original, interactive, three-week project called Coming Home to Yourself: A Series on Storytelling, Theology, & Identity in October. This series sought to explore the intersections of faith, social identity, and language in the ways we tell our own stories, approach the stories of others, and read Scripture. This series was well-attended. Our highest attendance was over 20 participants in the first week. The next two sessions had around 15 participants.

This spring, we will host our third Pride art exhibit in Ripley Chapel. The exhibit is Family Diversity Projects' "BUILDING BRIDGES: Portraits of Immigrants and Refugees," which includes several lesbian/gay asylum seekers. This series is an important way for us to affirm our Open & Affirming commitment on an annual basis. We will continue to proclaim Christ's good news and radical call to love, peace, and justice.

I continue to serve as co-chair of the Presbytery of Boston's Committee for the Preparation of Ministry, and I connect regularly with Presbyterian colleagues.

Gratitude

I am deeply grateful to the Spirit-filled, loving, and dedicated community of First Congregational Church in Winchester. It is a blessing to worship, work, seek justice, process grief, and find hope with my siblings in Christ. It is clear to me that God is working among us in our efforts to create a more welcoming, inclusive, and loving home within the Body of Christ. I look forward to continuing growing as a Christian and as a faith leader alongside this beautiful church.

REPORT OF THE MUSIC AND WORSHIP ARTS MINISTRY

The world speaks to me in colors, my soul answers in music.

Rabindranath Tagore (1861-1941)

Through choral and congregational singing, through bell ringers, through instrumental music, through traditional, jazz, gospel, and folk styles, we believe that music serves to glorify God, to magnify God's word, to unify, and to inspire. We at First Congregational Church are blessed with a talented organist, Jeffrey Mead, who graces our C.B. Fisk, opus 50, 1969 pipe organ and two vocal soloists/section leaders, Susan K. Navien and Peter Owens, who have been a cherished part of the worship life of the church for decades.

What went well for the ministry (September 2025-26):

- Choir participation has remained strong, committed, and faithful, despite facing the loss of so many choir members.
- Weekly worship continued with engaging music provided by both **professionals and volunteers of the Music program**. A dynamite **Jazz Trio** moved us with beautiful stylings for the Blessing of the Animals, for a January Ripley Chapel service, for the Blessing of the Palms, and for Earth Day; **soloists, duets, quartets** graced our Sanctuary all year. **The Carilloneers**, under Jeffrey Mead's skillful direction, brought beauty and delight to special services with their sparkling music. It is a glorious tradition, and the bells continue to grace and uplift worship at First Congregational Church.
- In December, the choir, soloists, organist, and guest artist, Sorana Scarlat, harpist, offered ***Ceremony of Carols***, Benjamin Britten's iconic, glorious, and celebratory work for chorus and harp, beloved for its exquisite beauty, intelligence and pure sentiment.
- The music program navigated a series of milestones: **Bill McCarter's** tender and moving memorial service; a warm and joyful **Thanksgiving service**; a festive **Hanging of the Greens**; a heartfelt **Lessons and Carols**, and a stunning **Christmas Eve service**.
- **Lent, Holy Week, and Easter** were deep and meaningful this year – accompanied by dramatic and stirring music with instrumentalists and soloists. Holy Week was particularly rich and soulful.

What the Ministry struggled with (September 2025 to Spring 2026):

- We continue to feel the loss of members – in both the Choir and the Carilloneers. Despite the sadness of those who have died, are ill, or have moved away, we

continue to offer praise and prayer in music with energy and faith. The high standards of the program remain – due to the extraordinary generosity and commitment of our volunteer Choir and Carilloneers.

- Both the Choir and the Carilloneers continue to welcome new members with joy. We hope that a few of you will be brave and try us out!

Respectfully submitted,
Jane Ring Frank, Minister of Worship and the Arts

REPORT OF THE LEADERSHIP TEAM

This year the Leadership Team ('LT') has focused much of its time on the operating budget and various facilities-related topics, including leases, capital improvements, & personnel.

In July 2025, we held a summer workshop to provide an orientation to new members and to discuss key LT agenda items for 2025-2026. Over several months in the fall, we worked together with the Treasurer to prepare a balanced budget. We prepared (with the Treasurer and Ministry Team) a letter to the Congregation to explain our approach to set a budget that preserved spending on the missions and ministries central to FCCW's purpose. As the growth in expenses continues to outpace the growth in revenue, balancing the operating budget has become increasingly difficult.

The LT was engaged with topics that touched on many of FCCW's missions and ministries. Following is a list of some of the topics the LT addressed: facilities staffing, Chidley electrical panel renovation, capital planning, support for Youth Ministry, Ripley Presents programming and personnel policies and procedures.

The LT recently began to evaluate the FCCW governance structure, starting with a review of the by-laws and a roles and responsibilities survey completed by the LT and the Ministry Team. As part of this project, we are reviewing how the LT engages with the various Ministries and identifying opportunities for improvement. We plan to continue this work into next year with the goal of improving coordination and communication in areas that have a significant impact on our Congregation.

The LT is grateful for the opportunity to serve the Congregation.

Joani Valeriano
On Behalf of the Leadership Team

REPORT OF THE DIACONATE

The 2025-26 Deacons had another meaningful year tending to the ritual life of our church including regular church services; special Taizé, Christmas Eve and Easter Holy Week services; as well as, serving communion, baptisms, funerals, and Winchester Open Studios. A highlight being Deacon Richard Carbone serving during the rite of baptism of his granddaughter, Delilah.

The Deacons again provided refreshments after the Sunday summer services outside of Ripley Chapel. As a trial, a small refrigerator/freezer was placed in the hallway outside of Ripley with a nice effect to keep punch ingredients cold and ice conveniently located.

The Deacons stepped in to fill any needs for Rev. Maeve and Rev. Emily over the summer and fall while Rev. Will was on sabbatical. This included planning a full day and evening retreat at the church in late October.

The role of scheduler was held by Julia Daggett and we again used the on-line aid of Sign-up Genius. Many thanks to the Life Deacons who were exceptionally generous and timely with their commitments to serve on Sunday mornings. So much so, that the task of filling the spots rarely needed discussion!

We were blessed again this year with the dedicated gifts of our communion bread baker, Maria Fernando. We made a decision at our October meeting to acknowledge her service by giving special thanks in the bulletins on Communion Sundays.

After many years of discussion and efforts by the diaconate to increase the usage of nametags, we decided to relocate the nametags into the back of the sanctuary, thus providing accessibility and visibility during greeting and exiting. This change was done in concert with a "tidying up" and coffee hours being held under the balcony during January and February services as well. The feedback was generally positive, adding to the sense of welcome and inclusion during the colder months with slightly smaller attendance. Families with young children, however, missed the extra space.

We held our Life Deacon Event on March 25th this year and were joined by about 50 Life Deacons for wine, cheese and desserts. The conversation was lively and everyone seemed happy to be together in the Tucker Room. A program followed in the Palmer Room to rededicate the World War Two Honor Roll which was moved out of the sanctuary in January. The service provided interesting church and town WWII era history, thanks to archivist Anne Hoenicke, and a respectful rededication ceremony, which ended with a prayer and a hymn. Two life deacons in attendance shared their family connection to names on the plaque. We all loved learning about the Belgian bedsheet story and connection to the Flemish painting also hanging in the Palmer Room.

As administrators of the Pastors & Deacons Fund, our treasurer Rich Crawford, provided the following:

P&D Fund 2025

Starting Balance (both accounts): \$10,756

● Starting Balance P&D Jan 1, 2025: \$4,536

● Starting Balance WSB Jan 1, 2025: \$6,220

Contributions:

We received contributions in total of \$5,156

● From Congregation: \$4,379

● From loan repayments: \$ 600

● From accrued interest: \$ 177

Disbursements:

We made disbursements of \$8,104

We were able to meet the needs of a number of families/individuals this year-

Emergency Housing Expense: \$5,000

Overdue Back Taxes: \$1,000

Short Term Housing: \$1,634

Grocery Help (multiple): \$370

Ending Balance (both accounts): \$7,808

● Ending Balance P&D Dec 31, 2025: \$5,872

● Ending Balance WSB Dec 31, 2025: \$1,936

As we wind down our church season, we are planning to hold our New Deacon installation on June 3rd to welcome three new deacons: PJ Dodge, Kristen Herlihey, and Terry Marotta. We are thrilled to have these dynamic church members join the Diaconate. We will honor the outgoing deacons, Carol Andrus, Petra Sansom, and Branda Wilhoite as they conclude their three year term and join the ranks of Life Deacons.

Respectfully submitted, Branda Wilhoite (Head Deacon), Carol Andrus, Petra Sansom, Rich Crawford, Julia Daggett, Robin Delurey, Richard Carbone, Betsy Goodell, Andy McKinley

REPORT OF THE FAITH FORMATION MINISTRY

Children and Youth Faith Formation (CYFFORM)

Rachel Chidsey (Co-Chair), Gretchen Clarke, Rev. Maeve K. Hammond, Maggie Keeler, Tim Malcolm (Co-Chair), Kris Montgomery, Amy Orsenigo

Tell the congregation about one to three items that went well for your ministry this past program year.

- CYFFORM is excited to continue many of our beloved traditions and to bring back a reimagined one as well. Traditions like the Christmas pageant, Blessing of the palms, and Easter egg hunt (which attracted ~200 kids + families) help build a strong sense of community within church families. They bring people of all ages together, fostering connection, participation, and belonging. At the same time, these joyful seasonal events create meaningful shared memories and help families celebrate the rhythms of faith across generations. This year CYFFORM brought back the Christmas tree lighting supper with pizza instead of baked beans . Although we had a smaller group of congregants attend this year, we are hopeful that we will be able to attract a bigger crowd in years to come.
- We're encouraged by the growing number of children participating in Stepping Stones and hope this momentum will allow us to expand and enrich our programs in the future. Throughout the year, we explore stories from the Bible: the Old Testament in the fall, Jesus' ministries in the winter, and the New Testament in the spring. Learning comes alive through a variety of activities, including games, crafts, STEM experiments, plays, and other creative ways to engage with the stories.
- With the help of our Youth Ministry Associate, Luke Vaughn, Junior Forum and Forum have focused on three areas of faith development: 1) service, 2) biblical literacy, and 3) fellowship.
 - Our service activities have included serving and making food for The Dwelling Place, writing letters to elders and home-based parishioners, preparing seasonal care bags for the Outreach Ministry's ReachOut efforts, baking goodies for our Advent and Palm Sunday bake sales, making blankets for Project Linus, and making care (hygiene) kits for Rosie's Place. We hope to have a Reno Garden clean-up day in April and a Service Saturday project at Cradles to Crayons in Newton. We have also encouraged their participation in local events, such as Winchester's No Kings Rally in March and the upcoming PRIDEFest in June.
 - Junior Forum is steadily getting through the names of the books of the Bible! Forum is spending time with passages from Scripture and how they may apply to their personal lives and the world around them via Talk Sheets.
 - Junior Forum regularly has 10-12 youth present at our weekly gatherings. Our highest attendance was 15 youth, which is a record for the past few years! Middle school seems to be a critical age in terms of community bonding and fellowship development. While our Forum numbers are consistent at 4-5 youth, we are not growing this year.
 - The Youth Ministry Associate is an indispensable factor in the strength and stability of our youth programming this year. A consistent presence creates programming consistency, which encourages youth participation and creates

a fellowship-based and knowledge-based foundation to build towards particular goals.

Tell the congregation about one to three items that your ministry struggled with, for example:

- We are deeply grateful for the time, energy, and care our dedicated volunteers pour into Stepping Sunday School each week. Their commitment makes a lasting impact on our children and our church community. At the same time, it can be a challenge to consistently find enough volunteers to open both our K-2 and 3-5 classrooms each week.
- We've found it can be challenging to engage parents in events outside of worship, as busy schedules and competing commitments often make participation difficult. Still, we remain hopeful about creating meaningful opportunities that draw families together beyond Sunday services.
- Junior Forum's numbers are growing, but Forum's numbers have remained in the lower range (though very consistent!). We believe Forum's numbers are low for a couple reasons: 1) busy, overstretched schedules impact participation and 2) the older high schoolers (sophomores - seniors) did not have a chance to bond together in middle school due the COVID pandemic's disruption to youth programming in 2020 and 2021. Unfortunately, we are still experiencing the social effects of the pandemic in our high school programming.

Report of the Adult Faith Exploration Ministry

At FCC in 2025–26, there has been a rich array of opportunities for adults to learn and explore their faith alongside fellow congregants, including Roots and Branches, Adult Bible Study, Tuesdays with Jesus during Lent, and additional programming through the Justice Ministry. AFEM has played a supportive role in these efforts, while also struggling with how best to contribute within an already full calendar. We welcome new ideas and new members as we look ahead to the next program year.

Respectfully submitted,
Elizabeth Page and Liz Sayre

REPORT OF THE PERSONNEL MINISTRY

The Personnel Ministry supports the church's staff by promoting fair and thoughtful practices around compensation, benefits, policies, and performance, and by serving as a resource to staff and leadership.

Highlights from the program year so far include:

- **Staff Support and Responsiveness:** Personnel members continued to serve liaisons to staff, providing an additional points of contact and support as needed.

This year included increased engagement on workload, evolving roles, and personal circumstances, working with staff and leadership to provide flexibility while maintaining continuity of operations.

- **Compensation and Benefits Management:** In response to budget pressures, Personnel worked with leadership to implement cost-saving measures while protecting staff, including transitioning clergy to a higher-deductible health plan with a reimbursement structure to avoid additional out-of-pocket costs. We also reviewed compensation practices and continues to monitor market competitiveness and internal equity.
- **Staffing Structure and Role Adjustments:** Personnel supported adjustments to staffing structure to better align roles with current needs, including refining hours and responsibilities for facilities staff and continuing to support newer roles such as the youth program assistant. We also began planning for upcoming committee transitions and future staffing continuity.
- **Performance Reviews and 360 Review Development:** The committee continues to manage annual performance reviews has laid the groundwork to implement a more robust 360-degree review process. This new approach includes both staff-based feedback and congregational input, designed to provide more meaningful and well-rounded insight while remaining streamlined and manageable. Implementation is planned for Spring 2026, with results informing June performance reviews.
- **Safe Church Policy Completion:** A major focus of the year was the overhaul of the church's Safe Church policy, including updates to policies and procedures, clearer reporting protocols, training expectations, and an anonymous reporting mechanism. The updated policy is now with the Leadership Team for final review and approval.
- **Emergency Planning and Safety Coordination:** Personnel is helping with work on emergency preparedness and supporting efforts to ensure staff and volunteers are informed and prepared, in coordination with Facilities.

Remaining work this year will focus on finalizing and launching the 360 review process and supporting Leadership Team approval and rollout of the Safe Church policy. Looking ahead, we will refine review practices, support staff through evolving needs, and improve coordination across ministries on personnel matters. We also need to recruit one or two new members.

We are grateful for the dedication of our staff and for the opportunity to support them in their important work serving the church community.

Respectfully submitted,
Christian Ehrbar

On behalf of the Personnel Ministry Team:

Rev. Will Burhans, Ed Chidsey, Christian Ehrbar, Suzanne Kahl, Brian Plosky, and Nick Troisi

REPORT OF RIPLEY CHAPEL PROGRAMMING

At first you might find that nothing happens there.

But if you have a sacred space and use it, eventually something will happen. Your sacred space is where you find yourself again and again.

(Joseph Campbell)

As vital, sacred space, Ripley Chapel offers us the opportunity to enhance and deepen our spiritual lives. We aspire to offer engaging worship, healing circles, contemplative practices, as well as a vibrant resource for youth and children. Ripley Chapel is home to rich artistic expression: concerts, art, poetry and more, where our neighbors and the larger community are most welcome.

What went well for the Ministry (September 2025 – Spring 2026):

- Ripley Chapel played host to moving and thoughtful worship services and meetings, including Taizé services (with a special nod to our Ash Wednesday service), SoulCollage® workshops, Roots and Branches and other gatherings/meetings. These rich programs were offered in person to an engaged congregation.
- We offered a healthy diversity of in-person and live stream concerts and events from Ripley Chapel, under the umbrella of **Ripley Presents**. We saw our audiences increase, and we live streamed the events to an enthusiastic virtual audience! We have a known presence in the community, and we are selling well on a regular basis.
 - In early October, Ripley Presents hosted the gritty and wonderful **Sarah McQuaid**.
 - In November, **Flamy Grant** brought a unique blend of rock, wit, soul, and drag to our chapel (along with a stupendous audience)!
 - In November, Ripley Chapel participated in Winchester's annual **Open Studios**. As curator of the event, Tracy Vartenigian Burhans featured local artists Jenny Olsen, Marisa Paterson, Jamie Devol, Carolyn Latanision, and Kiyomi Yatsuhashi (whose beautiful textiles graced the Reno Garden). The chapel exhibit, with the help of the Ministry Team and the Deacons, attracted at least 100 people on the day of the event!
 - In December, Ripley Presents hosted a trio of beautiful singers: **Pandora Consort**, a stunning chant concert, "Hildegard Re-imagined."
 - In January, the chapel rocked to the **Willie J. Laws Band**, a genre-bending sound tempered with the grooves of Motown, Memphis, and New Orleans.
 - In February, we featured **Rachel Sumner and Traveling Light**, a Boston-based string band blending folk tradition with feminist storytelling.
 - In March, Ripley Presents offered **Syldason**, an exciting voice/marimba duo, melding folk and classical traditions to form a new Balkan repertory.

- In April, Ripley Presents hosted our favorite local band – **Hank Wonder** – who rocked us (and our sold-out audience) with their special brand of Country and Southern Soul.

What the Ministry struggled with (September 2025 – Spring 2026):

Attendance this year was variable. While many of our concerts sold incredibly well, a couple of the offerings played host to a smaller audience. We are still working hard to discern what works for our families, children, and youth. We remain enthusiastically committed to listening to how we can best support the families of our church.

Respectfully submitted on behalf of Ripley Programming,
Jane Ring Frank, Minister of Worship and the Arts

REPORT OF THE FACILITIES MINISTRY *June 2025 to May 2026 Program Year*

Items that went well for our ministry this past program year.

We accomplished a handful of projects around our campus with our small team of dedicated volunteers. We identified large scale maintenance projects and supported DCTF – DeCarbonization Task Force and Open Doors Working Group as it works to define future uses of the building. The paid staff of Building Manager, Ed Banzy and Building Superintendent David Fay handle daily and weekly operations. After the departure of our building supervisor and custodian in mid-2025 we retained the cleaning services of Jaqueline DeJesus and crew (company: Solutions Cleaning) to assist in cleaning our campus.

The team:

The Facilities Ministry has continued this year with a Rotating Chair to handle the workload of that position. Having different FACMIN committee members as monthly rotating chairpersons' strains communication with our congregation, ministerial/professional staff, other church committees (including Facilities Ministry) and the Building Manager. Ideally, one individual chairing Facilities Ministry for a yearly term would better serve the above-mentioned church participants.

This past year was a changeover year for the committee with Paul Andrus, Ted Lamson, and Peter Woolford leaving and our welcoming aboard: Caroline Lafferty Andy Gallop, Tony McPherson and David Peretti.

Jerry Vaughn has done incredible work along with Ed Banzy on the pending Chidley Stage Electrical project, in helping Facilities Ministry and Leadership Team obtain 3 qualified electrical contractors for the committee along with Leadership Team to choose one winning bidder, to do the job, this July-August 2026.

Major Projects – Professionals Hired

- Installed new playground fencing to secure playground area
- Fire sprinklers (wet & dry) samples were tested, they all passed (hooray!) saving minimum 50K, will need to be tested again in 5 years, and totally replaced when 70 years old (installed 1965)
- Significant Boiler repairs by Fraser Engineering, and receipt of a Boiler Inspection Certificate from Hartford Boiler Company
- Steam Trap Systems LLC replaced around 50 Steam Traps that were wholly paid for by MassSave/National Grid. We're hoping National Grid expands their program to cover other steam traps that were not covered this past winter for our heating system.

Small and Medium projects: Lay Volunteers

Lay team members are contributing to projects that match their skills whether by fixing floor tiles on the Childley Hall exit to playground, securing stair treads on Dix Portico Stairs, watering front Patio Planters, installing staff only parking signs, striping parking spaces, or re-mounting World War II Plaque.

Many e-mails were sent/received by lay volunteers with American Tower Corporation discussing their tenant, T-Mobile request to upgrade their AC Cooling System in their Steeple Equipment Room. Much discussion and questions regarding pending Chidley Stage Electrical Rewiring Project. Interaction with Ministerial Staff, Professional Staff, church tenants, church members and church committees on building and grounds, recycling and health & safety issues.

Funding:

The budget for Facilities interior and exterior maintenance was decreased by 19% for the 2026 budget from the 2025 budget. This reduction challenged our ministry given the 1854/1927/1965 structures on our campus and the combined antiquated MEP (Mechanical, Electrical & Plumbing) Systems and non-insulated building envelope contained therein, that this money is meant to repair and maintain. **Those challenges combined with current nationwide inflation on our existing vendors' materials and labor costs force the committee to be more in a more re-active versus pro-active role not knowing what unforeseen heating system repair, plumbing, electrical, snowplowing/shoveling, etc. costs might be coming with a 19% budget cut year.**

Items that our ministry struggled with:

As mentioned in last year annual FACMIN report our heating system continues to be a long term struggle for our ministry.

- The current status quo for our heating system continues to be expensive, the system is hard to manage on a day to day basis, and we have repeated heating system crisis. Ed Banzy spends considerable amounts of time answering no heat/too much heat calls from Staff, Tenants, and Members trying to diagnose the problem before calling in professional help (usually Fraser Engineering at \$180. Per hour). The expenses are related to the repairs of the system, in

- addition to the methane (natural gas) we burn. In 2025, we spent \$21,959. on equipment, maintenance and repairs and an additional \$31,368.00 on gas
- In 2025 through April 8 we spent \$8,773 on heating related maintenance and repair and \$22,632 gas. We expect the burner will need to be replaced this year or next, costing roughly \$5,000. Decarbonizing our heat has the potential to save considerably on maintenance and repair expenses.

Year	2018	2019	2020	2021	2022	2023	2024	2025	2026YTD	
Total Equipment expenses	\$21,903	\$29,966	\$8,314	\$53,678	\$24,749	\$12,940	\$23,890	\$21,959	\$8,773	
Methane (natural gas) Fuel Costs	\$31,926	\$28,224	\$22,995	\$20,407	\$24,602	\$28,712	\$25,591	\$31,368	\$22,632	
Total HeatingCost	\$53,829	\$58,190	\$31,309	\$74,085	\$49,351	\$41,652	\$49,481	\$53,327	\$31,405	
				* 2021 \$48K replaced all 8 cast iron boiler sections						

-As mentioned in last year’s FACMIN Annual Report, The Decarbonization Task Force applied for a Mass Save funded insulation program for Houses of Worship in June 2024. The MassSave Contractor, Advanced Green Insulation came to FCCW for a walk thru of our building. They identified 2 things that were required for them to consider this project. The first was removal/deactivation of all electrical knob & tube wiring in the floors, walls and ceilings they insulate and the second is a safe work surface/catwalk for their workers insulating the sanctuary attic.

A structural engineer and contractor evaluated our sanctuary attic floor joists and determined that the sanctuary attic floor joists could not support the weight of the catwalk planks and the workers on them. If catwalks cannot be installed in the sanctuary attic, then insulation workers would need to access the sanctuary attic from the inside(worship) of the sanctuary which would involve removing pews, erecting scaffolding to reach the ceiling and cutting holes to blow insulation up into the attic (after electrical rewiring was done). Then holes would need to be patched and repainted which may result in the need to blend the ceiling paint color with the ceiling patches. After that, removal of scaffolding and installing pews back into the Sanctuary. Since these costs would be considerable, insulating the Sanctuary Building Envelope will undoubtedly await a decision by the congregation and the Open Doors Group as to the future look of the FCCW Campus and our missions and ministries going into the future.

Other pending large expenditures include items such as elevator controls. sewer drain and sewer ejector tank cleaning/pumpout, Palmer Room storm windows, roof insulation, and eventual replacement of the gas burner that heats the boilers of our heating system.

Gratitude

- Excellent service from our contractors: Solutions Cleaning, Mirley Electric, Fraser Engineering, Maillet Roofing, Jack McHugh Remodeling, Anthony's Painting, Loftus Plumbing, Perennial Landscaping, Clipco, and Painters Pride.
- Renee Spaulding headed up efforts to remodel the Family Room along with new flooring, couches and a credenza. Stone Room and Family Room were re-painted by Maggie & Ben Keeler, and their son Nate with help from Peter Woolford.

A huge thank you goes to each of the Facilities Ministry members who volunteered their time, talent, and energy this past year to keep the building functioning properly so that we *can be a nurturing, worshiping, caring community that grows in faith, serves with love and welcomes all with joy.*

Current Lay Volunteers: Caroline Lafferty, Joe Carter, Andy Gallop, Tony McPherson, David Peretti, Jerry Vaughn

2025 Retired Lay Volunteers: Paul Andrus (still volunteering), Peter Woolford, and Ted Lamson

Ministerial Liason: Rev. Will Burhans

Professional Staff: Ed Banzy, David Fay

Building Manager Report for April 2025 through April 2026

(Events are not in chronological order and were accomplished by the Facilities Staff in conjunction with contractors as noted.)

Safety/Security:

1. The sprinkler system and alarm panel were inspected and tested in early July.
2. Meet with Cannistraro Construction for removal of sprinkler heads for testing in late July.
3. Meet town Building Inspector, Tom Kennedy, for safety inspection in September.
4. Receive test report on sprinkler heads. Sixteen (16) heads were tested and all passed. The heads tested were dated 1937 and 1965.

Painting:

5. Plastering and repainting was completed in the second-floor corridor near the handicap ramp.

Personnel:

6. Complete reviews for Bill Lewis and Luis Fonseca in June.
7. In late June, Paul Andrus and I interviewed Jaqueline De Jesus for the cleaning of the building.
8. Jaqueline and her crew, Solutions Cleaning, started in July to do a top to bottom deep clean of the entire building.
9. In late August, Paul Andrus and I interviewed Dave Fay for the vacant Building Superintendent position.
10. In late September, Dave Fay was onboarded and began his employment at FCCW.

Roofing:

11. Annual slate roof repairs were performed in November.
12. Gutters were cleaned and dry wells were flushed in November.

Heating:

13. Fraser Engineering cleaned and tuned the boiler in August.
14. In September, two (2) heating valves were stuck in the open position; one in the lower office and one for the Tucker/Chidley circuit. Fraser Engineering sent a technician who removed the actuators from the valves and turned them by hand, apparently freeing the valves to operate properly since that time.
15. Hartford Steam Boiler completed the boiler inspection on January 14th and we failed inspection.
16. Fraser Engineering was contacted and arranged maintenance to address the boiler inspection issues and boiler was repaired on January 19th.
17. Contacted Fraser Engineering about a leaking valve in the Facilities storage room on January 22nd. A technician came on January 23rd and replaced the packing and face seal between the valve flanges.
18. Boiler repairs were reinspected on February 6th and a certificate issued for use.

Elevator:

19. Elevator passed inspection on February 12th. However, the phone needed to be replaced. Sarah found a phone and it was mounted in the elevator. A technician from Otis Elevator came to check the phone operation on April 1 and discovered that you could call out but not receive calls. Even though this was rectified via the software, The phone was removed and a new call box was installed by Otis.

Plumbing:

20. Fortunately, we were able to go for an entire year without the need for any plumbing repairs.

Electrical:

21. In May, Reno Garden fountain was inoperative. Mirley replaced the GFCI and added watertight cord caps. Also found a loose receptacle in Chidley Fireside which was repaired.

22. Mirley replaced a light fixture in the NCNS space.
23. In June, Mirley rewired a circuit breaker on the stage to prevent regular tripping of the breaker when using outlets on the stage or in Fireside.
24. In late June, Mirley replaced wiring to the lights in the boiler room.
25. In early July, Mirley was onsite for the sprinkler test to assist in lockout with Winchester Fire Department.
26. In July, Mirley completed the four (4) year upgrade of Exit signs and Emergency Backup Lighting in the building.
27. In late July, Mirley replaced light receptacles and wiring in the oil tank storage room.
28. In September, I called Mirley to troubleshoot issues with electrical in Palmer Room. Discover that Palmer is wired from three (3) different breaker boxes. One located in the closet outside Maggie's office, one in the Alarm Panel room outside the Treasurer's office and one on the stage.

Existing renters and new rentals:

29. Worked with Temple Shir Tikvah for details on Rosh Hashanah service in September.
30. Worked with Temple Shir Tikvah for details on Yom Kippur service in October.

Miscellaneous:

31. Attend a bi-weekly meeting with Rev. Will.
32. Attend a bi-weekly Ministry Team meeting.
33. Attend a monthly Facilities Ministry meeting.
34. Engage in regular conversations with my HR contact.
35. Engaged with the Open-Doors Working Group as needed relative to building needs.

Respectively submitted.,
 Ed Banzy
 Building Manager

REPORT OF THE RENO GARDEN COMMITTEE

September 2025–June 2026

The Garden

Last fall, we planted 100 daffodil bulbs, which are just beginning to bloom this spring of 2026. We continue to have the trees cared for by SavaTree, whose team schedules applications at the appropriate times to control disease.

The woodland setting of the garden does not easily support a wide variety of plantings. However, we are learning what thrives and what does not.

Robin Delurey continues to keep the tricky fountain in working condition—no small task—including donning rubber boots to muck out leaves that accumulate over the fall and winter. This water feature remains a challenge, and we are ever grateful to Robin for the ongoing care.

Bench and Bricks

This spring, two names will be added to the granite bench in the garden: Martha (Mike) Redding and Carol Johnson. After their names are engraved, there will be room for just one more. We are exploring the possibility of adding another bench near the fountain area.

The engraver we have used since the inception of the garden, Roessler Memorials, has become part of a larger entity, Quincy Memorials Group. Our new contact person, Jen, has been terrific, and we are pleased that Peter will continue as the engraver, maintaining continuity in the lettering.

Pavelok of Bow, NH—the provider of the engraved bricks surrounding the lower garden since its inception—has closed and retired. The search for a new vendor offering the same brick style and engraving has been time-consuming. However, after extensive research, we have found Stiles and Hart of Bridgewater, MA. They will be able to produce our bricks by incorporating them into their larger orders. Our contact there is Kevin Barry. At present, four bricks are in their queue.

The Big Discovery: Are Cremation Ashes Good for Plants?

Unfortunately, the answer is no.

Through conversations with Rev. Will, we have learned the following:

- Human ashes do not decompose in the same way as plant matter and can be harmful to the environment.
- Cremains are not beneficial to soil or to surrounding trees and plants.
- They contain high levels of salt, which is toxic to most plants and can leach into the soil, negatively affecting soil pH.

Going forward, we will explore new guidelines, such as requiring that ashes be buried in biodegradable urns with specially prepared soil designed for planting with cremation ashes.

We say goodbye to Elizabeth Cooper, with gratitude for her attention to so many garden details. The Reno Garden Ministry is actively seeking new members—no “green thumb” required!

Respectfully submitted, Pam Budner, for the Committee Lynne Rahmeier, Robin Delurey, Julia Daggett, Jim Stansfield

REPORT OF THE FINANCIAL RESOURCES MINISTRY

In 2025, The Financial Resources Ministry (FRM) continued its focus on the annual stewardship campaign and welcomed two new members (Liz Sayre and Jason Ryan) as two long serving members (Penny Sparrow and John Wilson) completed their service. The Stewardship Campaign for 2026 was successful in having several households pledge for the first time and in having steadfast pledgers that increased their support. Together, the congregation exceeded the FRM's pledge goal and raised \$724,587. As always, the FRM would like to especially thank Sarah Marino, Janet Hall, and Nancy Kneiss in all of their behind the scenes support of the FRM to run a successful stewardship campaign. The FRM is also grateful for the generosity of everyone who has pledged and the significant, positive impact it has on our congregation.

On behalf of the FRM team,
Ed Valeriano, FRM Chair

REPORT OF THE HEALTH & WELLNESS MINISTRY

This past year the HWM chair role transitioned smoothly from Rev Maeve to Michelle Crawford, with Rev. Maeve serving as pastoral liaison to the committee, and PJ Dodge as assistant chair, prepared to take on the role of chair next year. This year we were pleased to offer: - Healing services in November and March, with laying-on-of-hands prayer time at both. - Eleventh Hour talk in April: Collaborative Problem Solving, Curiosity Over Conflict. - Church bike ride in September (rescheduled after a rainout in June) and one planned for this coming June as well. - A redesigned HWM website that reflects our current mission and offerings. We continue to maintain and monitor the AED in the church lobby and we moved all HWM-related items to a smaller closet and found many items to donate for better and more timely use by other church groups as well as the Outdoor Church. We have not yet gotten a formal Caregiver Support Network (CSN) up and running but have gathered and updated information for this effort and provided links to Jenks Center offerings that may be helpful for those in caregiver roles. We also redistributed a questionnaire to gauge current caregiver support needs in our congregation. While we've had many who have demonstrated interest in providing support, we have not had great interest expressed on the receiving side. **Health & Wellness Ministry:** Michelle Crawford, PJ Dodge, Matthew Gardiner, Maeve Kieran Hammond, Marianne Iacuzio, Eileen Morris, Christine Tresselt, Shashi Narayan Uhlmann

REPORT OF THE JUSTICE MINISTRY

Our Members: Bruce Alexander, Linda Alexander, Karen Bellacosa, Will Burhans, Sarah Gallop (chair), Maeve K. Hammond, Jessica McArdle, Carolyn Plosky, Katherine Plosky, Branda Wilhoite, and Julianne Zimmerman

The Justice Ministry, now in its second year, aims to coordinate and advance FCCW's justice-related engagement. Our work this year was organized around 1) discernment outcomes from our 2025 retreat, 2) individual members' passions and expertise, and 2) ongoing current events.

During the program year, we carried out activities related to immigration, LGBTQIA+ support, climate action, democracy, and justice in general

Specifically, in the last program year, members of the Justice Ministry:

- Hosted Hospitality Hour in Reno Garden with a letter-writing station for members of the congregation to communicate with legislators about climate concerns; one member provided testimony during worship
- Organized a "Letter-Writing for Justice" station at the bottom of FCCW's steps on Town Day with a bouncy house, coloring supplies, and lemonade to draw people in 😊 and then we provided information and materials for townspeople to write letters to legislators about climate and other justice-related concerns.
- Promoted and participated in Winchester's PrideFest parade wearing FCCW shirts.
- Organized three Repair Cafes where townspeople are invited to bring in items needing mending, fixing, and sharpening.
- Implemented a composting pilot with Black Earth in Chidley Hall and later extended it to other church building locations
- Hosted a three-part Tuesday series on storytelling, theology, and identity called "Coming Home to Yourself"
- Promoted and participated in three No Kings Day events in Winchester; two of these events included FCCW as a focal point (either as a gathering place or as a stop along the way). Both times, members of the Justice Ministry addressed the crowd, once on immigration rights and once with a justice-related blessing. We provided a sign-making station with materials for one of them, and several members served as marshals for the event.
- Took turns writing a monthly Justice Ministry update for the Thursday e-mail blast sharing information about upcoming events and justice-related resources
- Promoted and participated in rallies for detained immigrants in Burlington and other locations

- With the Adult Faith Exploration Ministry, planned and hosted a six-session Tuesdays with Jesus program focused on the Gospel of Matthew and justice-related themes using the Presbyterian Outlook Devotional entitled “Discipleship in a Divided Age”
- Celebrated the designation of our FCCW becoming a Level Three Green Congregation on Creation Care Sunday

Upcoming Work

- Update the justice-related information on FCCW's website by combining the racial justice and the environmental justice landing pages
- Explore FCCW's investment policies in relation to justice-related themes; hold an investment workshop
- Ask ourselves how we can help FCCW practice justice in all that it does. Can justice be the cornerstone and the connective thread through everything that we do?

Respectfully submitted,
Sarah Gallop, Chair

REPORT OF THE OPEN DOORS WORKING GROUP 2025-2026 Work Summary

The Open Doors Working Group (ODWG) is a team of six FCCW lay members, commissioned by the Leadership Team, tasked with evaluating the use and care of our facility, and ensuring the facility's alignment with our mission and the congregation's priorities. There are both pressing challenges and important opportunities on FCCW's doorstep and the ODWG team focused on helping the congregation explore thoughtful, realistic options for the future of our building this year, led by our consistent commitment to expand the impact of FCCW's overall mission.

What Went Well

- **Congregational Listening and Engagement** - (March 1 and 2, 2026) We held two open meetings—one in person and one on Zoom—to ensure broad access and participation. We were grateful for the strong turnout in person and the continued engagement online. These conversations were thoughtful and heartfelt. We heard excitement about future possibilities, appreciation for the transparent and structured approach ODWG is taking, and trust in the process, alongside understandable concerns. The group also held a series of “Community Needs

Validation” sessions with non-profit and service-oriented organizations in the Winchester area.

- **Space Planning (“Zones”) and Accessibility Work** - Over the year, the Working Group engaged architect **David Torrey** and his firm to begin professional space planning for the building. This work helped frame the facility into **Congregational and Mission Zones**, allowing us to think more clearly about use, access, and potential sequencing of work. Accessibility emerged as a non-negotiable priority across all spaces. Congregants expressed interest in seeing how renovations, particularly in the sanctuary and entrances, could create more welcoming, flexible, and accessible spaces, and appreciated having professional sketches and planning as a next step.
- **Exploring Mission Zone Options with External Voices** - The Working Group held discussions with current and prospective tenants, as well as developer and construction professionals, to better understand realistic options, especially for the Mission Zone. These conversations helped clarify financial trade-offs, operational responsibilities, and the kinds of partnerships that might be viable. There was strong congregational support for mixed-use approaches, for ensuring the congregation is not responsible for day-to-day operations, and for requiring that any partners provide sufficient financial support for the Mission Zone building.

Challenges and Struggles

- **Balancing Financial and Missional Priorities** - A major challenge has been holding together widely differing views about the Mission Zone - ranging from maximizing income, to support for improving access to the Congregational Zone, to prioritizing housing or mission-driven uses (some that require or provide access to grants or dedicated donor funds). These conversations are complex and, at times, emotional.
- **Complexity and Uncertainty** - The building’s complexity, along with issues such as parking, development zoning, construction phasing, and understanding Congregational Zone costs before committing to future Mission Zone uses, made clear that there are no simple or quick solutions. Prioritizing environmental sustainability versus the financial costs of sustainable upgrades was also a focal point.

Looking Ahead

In the coming months, ODWG will continue working with architects and advisors to refine space plans, incorporate feedback, explore funding and partnership options, and clarify implications for costs and operations. We hope to provide clearer visuals and concrete scenarios to help the congregation better understand choices ahead. While we remain open to hearing additional perspectives and welcome ongoing conversation, we also realize that the time for decisions and action is coming near. We hope to be in place to bring the congregation together for a dedicated meeting (potential “Special Congregational Meeting”) in the Fall of 2026.

The ODWG is blessed to have been looked to for help, for having the opportunity to learn so much about the church, and to have engaged with so many interested and involved congregants and partners! We thank the staff and congregation for their prayer, encouragement, and efforts.

Open Doors Working Group:

Ben Keeler (Chair), Jonathan Goodell, Kris Montgomery, Andrew Sansom, Penny Sparrow, and Branda Wilhoite

REPORT OF THE TREASURER

2025 was a good year for FCCW. We added a couple of new positions: An assistant to the Youth Director and an Independent Cleaning company. All good reviews as to the cleanliness of the church and the growth of our youth program.

We received a gift of \$100,000.00 from the Second Congregational Church in Winchester. Their congregation became too small, so they decided to close the church and sell the building. We were disappointed that the dozen or so remaining congregants decided to stick together and join the Methodist Church, however, we are very grateful that they wanted to remember us in this very generous way.

Many thanks to Sarah Marino, Office Manager, who keeps things running smoothly, Dave DuBard, who reallocates the endowment funds as necessary and Anne Hoenicke, who prepared the 4 exhibits which follow with my brief recap of each:

EXHIBIT #1:

We passed a balanced budget of \$1,124,025. We ended the year with a deficit of \$7,514.00 which is less than 1% of the budget

While our pledges and rental income fell short by \$17,000 and \$16,000 respectively, we were able to make that up in a few categories. We reduced our sabbatical contribution from \$20,000 to \$10,000 and had \$23,000 remaining in the Interior and Exterior Maintenance budgets. These budgets are very unpredictable

EXHIBIT #2a:

We began the year with \$5,793,604 in total endowed funds. After a 5% disbursement to the corresponding spending and savings funds, a 5.09% (3-year rolling average) disbursement (\$216,000) to the operating budget and a 16%+ performance return, the balance was \$6,734,822 at year end, an increase of \$941,218.

EXHIBIT #2b:

Our savings and spending funds began with a total balance of \$203,472. In addition, we started the year with \$162,851 in reserve funds (Kendall Loan, Memorial Reserve, Capital

Reserve, Emergency Reserve and Sabbatical Reserve) for a total of \$366,323. We ended the year with a total of \$552,456.

EXHIBIT #3

Exhibit 3a shows the generosity of this congregation, including extended family - a total of \$111,864 in gifts were received for Endowed and Savings/Spending Fund specific purposes (includes \$100,000 gift from the 2nd Congregational Church in Winchester). Exhibit 3b Provides details and notes about the spending and savings funds 2025 expenditures, confirming that the funds were spent according to the designated purpose specified by the original donor

EXHIBIT #4:

Provides details for all Outreach Giving in 2025. Note that our total giving is equal to 12% of our annual budget, although 4% of this amount is collected outside of the budget.

EXHIBIT #5:

Our endowment funds are held at Vanguard and self-managed. Currently, our goal is an allocation of 65% stocks, 30% bonds and 5% money market. David DuBard reallocates these funds as necessary, usually 3-4 times per year.

Following is a list of our current holdings. We are always open to feedback/suggestions, and anyone interested in being part of the Financial Resources Commission. Please let me know if you are interested.

The difference in the balance you see here and the balance above is due to a mortgage that the church holds.

AS OF 12/31/2025		
Vanguard Investment Funds		
Emerging Markets Stock Index Fund	\$ 357,944.75	5.4%
Explorer Fund	\$ 323,121.55	4.9%
Federal Money Market Fund	\$ 175,182.09	2.6%
Mid-Cap Index Fund	\$ 333,970.86	5.0%
Vanguard 500 Index Admiral CI	\$ 1,236,283.42	18.7%
Vanguard Hi Yld Corp Admiral CI	\$ 283,748.37	4.3%
Total International Stock Index Fund	\$ 1,176,863.81	17.8%
Vanguard Total Bond Market Index Fund	\$ 1,626,594.71	24.6%
Vanguard ESG US Stock EFT	\$ 572,421.95	8.6%
Vanguard ESG Intl Stok EFT	\$ 538,513.01	8.1%
TOTAL	\$ 6,624,644.52	

All funds are Admiral level

Respectfully Submitted,
Janet Hall, Treasurer

2025 Year End Operating Budget Results		Expenses exceeded revenue by:				
Transfer from Emergency Reserve to cover deficit	Year End Surplus/(Deficit)	(7,514)				
	2025 Budget	2025 Actual	Over/(Under) Budget	Percent of Budget		Notes

INCOME

1050	Pledge Receipts	\$710,000	\$693,168	(16,832)	97.6%	
1100	General Endowment Transfer	138,000	138,000	-	100.0%	
1200	Jenks Endowment Transfer	78,000	78,000	-	100.0%	
1250	Rental Income	136,025	119,996	(16,029)	88.2%	reduced summer rentals
1300	Back Pledges	5000	4,618	(382)	92.4%	
1350	Cash Collections	8,000	6,667	(1,333)	83.3%	
1400	Unrestricted Gifts	4000	5,000	1,000	125.0%	
1401	Non-Pledged Gifts	12,000	17,670	5,670	147.3%	several December gifts
1500	Interest / Miscellaneous	3000	2,786	(214)	92.9%	
1510	Transfer from Poduska Fund principal	30,000	0	(30,000)	0.0%	not needed in 2025
1705	Transfer to/from Emergency Reserve Fund					Pre-transfer
	Income totals	1,124,025	1,065,906	(58,119)	94.8%	

EXPENSES

Income expense						
1505	Donations Transaction Fees	800	483	(317)	60.3%	Paypal, etc
Clergy - Salaries and Benefits						
3100	Lead Pastor Salary	94,383	94,385	2	100.0%	
3110	Lead Pastor Housing Allowance	74,000	74,000	0	100.0%	
3125	Lead Pastor Benefits	60,014	60,178	164	100.3%	
3105	Associate Pastor Salary	69,609	68,995	(614)	99.1%	
3115	Associate Pastor Housing Allowance	30,000	30,700	700	102.3%	
3120	Associate Pastor Benefits	23,649	23,849	200	100.8%	
	Total Clergy - Salary & Benefits	351,655	352,107	452	100.1%	
Clergy - Other Personnel costs						
3610	Lead Pastor Professional Expenses	1,500	1,376	(124)	91.8%	
3614	Lead Pastor Continuing Education	2,000	1,828	(172)	91.4%	
3615	Associate Pastor Professional Expenses	750	775	25	103.4%	
3617	Associate Pastor Continuing Education	750	539	(211)	71.9%	
3620	Sabbatical Reserve transfer	20,000	10,000	(10,000)	50.0%	L/T reduced mid-year
	Total Clergy - Other Personnel costs	25,000	14,519	(10,481)	58.1%	
Other Personnel costs						
3600	Travel	1,000	911	(89)	91.1%	
3616	Staff Professional Expenses	500	180	(320)	36.0%	
3618	Staff Professional Development	1,000	900	(100)	90.0%	
3630	Church FICA	20,079	19,016	(1,063)	94.7%	
3635	Workmen's Comp Insurance	4,500	2,073	(2,427)	46.1%	
3640	Personnel Contingency	1,000	1,000	-	100.0%	
	Total Other Personnel costs	28,079	24,081	(3,998)	85.8%	

2025 Year End Operating Budget Results		Expenses exceeded revenue by:				Notes
Transfer from Emergency Reserve to cover deficit		Year End Surplus/(Deficit)	(7,514)			
		2025 Budget	2025 Actual	Over/(Under) Budget	Percent of Budget	
Worship						
Worship Programming						
4170	Piano Maintenance	1,000	1,175	175	117.5%	
5500	Music and Arts Materials	2,000	1,713	(287)	85.7%	
5600	Deacons	2,000	2,508	508	125.4%	
5625	Worship & Congregational Life	2,000	2,050	50	102.5%	
Total Worship Programming		7,000	7,446	446	106.4%	
Worship Personnel (excluding clergy)						
3400	Minister of Music & Worship Arts Salary	58,948	58,948	0	100.0%	
3421	Minister of Music & Worship Arts Benefits	8,253	8,272	19	100.2%	
3401	Keyboards/Organist Salary	24,193	24,193	(0)	100.0%	
3500	Independent Contractors Music	16,360	16,340	(20)	99.9%	
5630	Worship AV/LS Independent Contractor	15,000	14,150	(850)	94.3%	
Ttl Worship Personnel (excluding clergy)		122,754	121,902	(852)	99.3%	
Total Worship		129,754	129,348	(406)	99.7%	
Christain Faith Formation & Exploration						
Christian Faith Formation & Exploration Progammng						
5800	Church School - Stepping Stones	4,000	3,512	(488)	87.8%	
5825	Adult Faith Exploration	800	453	(347)	56.6%	
5830	Library	100	68	(32)	67.9%	
5850	Youth Activities - Jr & HS Forum, etc.	6,000	2,772	(3,228)	46.2%	
5860	Confirmation	1,000	1,479	479	147.9%	
Total Ch Faith Formation Progammng		11,900	8,284	(3,616)	69.6%	
Christian Faith Formation Personnel						
3425	Minister of Children & Families	33,733	33,714	(19)	99.9%	
3403	Assistant to Youth Director	0	1,785	1,785	0.0%	
3501	Independent Contractors Nursery	3,000	1,298	(1,703)	43.3%	
3503	Nursery Supervisor	2,800	1,722	(1,078)	61.5%	
Total Ch Faith Formation Personnel		39,533	38,519	(1,014)	97.4%	
Total ChFaith Formation & Exploration		51,433	46,803	(4,630)	91.0%	
Outreach Mission and Service Programming						
5100	General Outreach Appropriation	46,000	46,000	0	100.0%	
5101	UCC United Church Mission	40,500	40,500	0	100.0%	
5102	Met BosAssociation level Support	1,800	1,800	0	100.0%	
Total Mission and Service		88,300	88,300	0	100.0%	
Business Office						
Business Office Accounts						
4000	Copier rent & maintenance	2,253	2,632	379	116.8%	
4010	Postage	2,500	2,202	(298)	88.1%	
4100	Office Expense	6,500	6,442	(58)	99.1%	
4105	Technology	8,000	6,979	(1,021)	87.2%	
4120	Wi-Fi-Telephone	4,000	3,712	(288)	92.8%	
Total Business Office		23,253	21,967	(1,286)	94.5%	
Business Office Personnel						
3200	Office Staff	60,264	56,441	(3,823)	93.7%	
3220	Office Staff Benefits	13,933	13,302	(631)	95.5%	
Total Business Office Personnel		74,197	69,743	(4,454)	94.0%	
Total Business Office		97,450	91,710	(5,740)	94.1%	

2025 Year End Operating Budget Results		Expenses exceeded revenue by:			Notes	
Transfer from Emergency Reserve to cover deficit		Year End Surplus/(Deficit)	(7,514)			
		2025 Budget	2025 Actual	Over/(Under) Budget	Percent of Budget	
Facility Maintenance						
Facility Maintenance Accounts						
4125	Electricity	16,000	14,417	(1,583)	90.1%	
4130	Water & Sewer	4,000	3,388	(612)	84.7%	
4140	Interior Maintenance	60,000	44,638	(15,362)	74.4%	
4141	Exterior Maintenance	10,000	1,514	(8,486)	15.1%	
4142	Capital Reserve	40,000	40,000	-	100.0%	
4145	Rubbish removal	2,808	2,808	-	100.0%	
4150	Sexton supplies	5,000	3,354	(1,646)	67.1%	
4153	Lawn Services	9,000	10,995	1,995	122.2%	Sprinkler system repair
4155	Snow removal	6,500	8,450	1,950	130.0%	Underbudgeted
4160	Insurance	59,593	59,593	-	100.0%	
4200	Fuel	33,000	31,368	(1,632)	95.1%	
Total Facilities Accounts		245,901	220,526	(25,375)	89.7%	
Facility Maintenance Personnel						
3300	Facilities Staff	82,656	71,799	(10,857)	86.9%	
3320	Facilities Staff Benefits	6,297	6,308	11	100.2%	
3505	Independent Cleaning		13,400	13,400		New mid-year
Total Facility Maintenance Personnel		88,953	91,507	2,554	102.9%	
Total Facility Maintenance		334,854	312,034	(22,820)		
All Church & Community Programs						
5640	Community Communications	1,000	1,232	232	123.2%	
5660	All Church Events	1,500	1,589	89	105.9%	
5670	Ripley Chapel Programs	10,000	8,990	(1,010)	89.9%	
5675	Justice Ministry	1,400	787	(613)	56.2%	
5690	Financial Resources Ministry	1,000	812	(188)	81.2%	
5750	Health Ministry	1,800	626	(1,174)	34.8%	
Total All Church & Community Programs		16,700	14,036	(2,664)	84.0%	
EXPENSES TOTAL		1,124,025	1,073,419	(50,606)	95.5%	
Income Over/(Under) Expenses		0	(7,514)			

Area	2025 Actual \$	Percent of Total
Personnel	\$ 712,378	66%
Facilities	\$ 220,526	21%
Outreach	\$ 88,300	8%
Office	\$ 21,967	2%
Faith Formation	\$ 8,284	1%
All Other Ministries	\$ 21,964	2%
	1,073,419	100%

2025 Treasurer's Annual Report

EXHIBIT 2A: 2025 Report on Endowed Funds
General Purpose Endowment Funds
Restricted Principal & Designated Purpose Funds

Beginning Balances	Ending Balance
5,427,285 Total Endowed	6,182,369 Total Endowed
380,864 Total Savings/Spending Funds (SSFs) See Exhibit 2B	552,456 Total SSFs
5,808,149 Total Invested	6,734,824 Total Invested

Category			Starting Balance 12/31/2024	2025 Activity						Ending Balance 12/31/2025	% of Ttl invested funds
				Amount Disbursed	percent disbursed	Changes in Fund Principal (Mortgage)	balance before income & gain distribution	Add 2025 Investment Income	Add 2025 Portfolio Gain (Loss)		
General Purpose:											
General	General Endowment (includes Burhans mtg principal)	5% draw on	2,921,278	138,000	4.72%	3,740	2,787,018	98,532	433,859	3,319,409	49.3%
General	Jenks Endowment (1)	3yr rolling bal	1,662,941	78,000	4.69%	0	1,584,941	56,062	246,855	1,887,858	28.0%
Subtotals - General Use			4,584,219	216,000	4.71%	3,740	4,371,959	154,594	680,714	5,207,268	77.3%
Designated Purpose Use:											
Divinity Scholarship	Howard J. & Frances Elder Chidley Memorial Fund	5% draw	14,392	720	5.00%	0	13,672	472	2,078	16,223	0.2%
In Need	John Cleworth Pastor's Fund	5% draw	8,605	430	5.00%	0	8,175	282	1,243	9,700	0.1%
In Need	Charles H. Mason Pastor's Fund	5% draw	14,148	707	5.00%	0	13,441	464	2,043	15,948	0.2%
In Need	Mary Amy Hall Pastor & Deacons Fund	5% draw	29,004	1,450	5.00%	0	27,554	951	4,188	32,693	0.5%
In Need	Mason/Skillings Denominational Support Fund	5% draw	45,131	2,257	5.00%	0	42,874	1,480	6,517	50,872	0.8%
Facilities	Eugenia Elizabeth Palmer Special Needs Fund	5% draw	185,618	9,281	5.00%	0	176,337	6,088	26,805	209,230	3.1%
Facilities	Frederic E. Abbe Fund (2)	5% draw	98,152	2,454	2.50%	4,454	100,152	3,381	14,886	118,418	1.8%
Facilities	Peter T. & Carol Gustafson VanAken Fund	5% draw	160,290	8,015	5.00%	0	152,276	5,257	23,147	180,680	2.7%
Facilities	Dorothy and Robert Beattie Family Fund	5% draw	37,402	1,870	5.00%	0	35,532	1,227	5,401	42,160	0.6%
Energy Conservation	Steeple Cell Antenna Income Fund (3)	5% draw	29,405	1,470	5.00%	7,655	35,590	1,097	4,828	41,515	0.6%
General-LT Discretion	Poduska Fund (4)	5% draw	34,218	1,711	5.00%	0	32,507	1,122	4,941	38,571	0.6%
Flower	Palmer - Niedringhaus Easter Flower Fund	5% draw	4,975	249	5.00%	0	4,726	163	718	5,608	0.1%
Youth	Eberle Forum Fund	5% draw	10,617	531	5.00%	0	10,086	348	1,533	11,968	0.2%
Youth	Redmond Youth Fund	5% draw	3,362	168	5.00%	0	3,194	110	486	3,790	0.1%
Youth	Jance Wilson Youth Directed Fund	5% draw	10,547	527	5.00%	0	10,020	346	1,523	11,889	0.2%
Reno Garden	Reno Garden Endowment Fund (5)	5% draw	39,163	1,958	5.00%	7,905	45,110	1,421	6,256	52,787	0.8%
Music	Music Endowed Fund	5% draw	20,960	1,048	5.00%	0	19,912	687	3,027	23,626	0.4%
Music	McIndoe Organ Maintenance Fund	5% draw	77,428	3,871	5.00%	0	73,557	2,539	11,181	87,277	1.3%
Music	Cassie M. Wallace Music Fund	5% draw	19,649	982	5.00%	0	18,667	644	2,838	22,148	0.3%
Subtotals - Designated Purpose			843,066	39,700		20,014	823,380	24,896	109,622	975,101	14.5%
Grand Total			5,427,285	255,700		23,754	5,195,340	179,490	790,336	6,182,369	91.8%

- (1) Jenks Bquest: "Income from this principal gift shall be used as FCCW shall determine. Principal may be spent only on capital acquisitions and any asset built shall be named for James L Jenks, Jr and his wife, Evelyn M. Jenks"
- (2) Abbe Fund - \$2K gift from Second Congregational voted by LT. Half of 5% draw \$2,454 added to principal until it reaches \$100K, half of 5% draw goes to corresponding Savings/Spending Fund (SSF).
- (3) Steeple Cell Antenna Income: Principal is Temporarily Restricted. Only fund that includes energy conservation in its purpose. The Cell Antenna lease expires in 2047. In 2025 \$7,655 revenue sharing received.
- (4) Poduska: Principal is not restricted, it may be spent at LT discretion
- (5) Interment fees, engraving fees, deposits for future placements

2025 Treasurer's Annual Report

EXHIBIT 2B: 2025 Report on Savings/Spending Funds and Reserve Funds

3.45%

Designated Purpose Funds

Category	(DR) = Donor Restricted Purpose All other funds are Board Restricted	Starting Balance 12/31/2024	2025 Activity				Balance before Income Distribution	Add 2025 Investment Income	Final Balance 12/31/2025
			Transfer from Restricted Principal Fund on 1/1/25	Gifts and Fund Additions	Fund Expenditures	Fund			
Designated Purpose Savings/Spending Funds									
Divinity Scholarship	Chidley Scholarship Spending Fund (DR) (5)	(11,915)	720			(11,195)	0	(11,195)	
Individualized	Memorial Gifts Spending Fund	14,295		8,400	(8,700)	13,995	488	14,483	
Facilities	Palmer Special Needs Spending Fund (DR)	4,668	9,281		(13,693)	256	245	502	
Facilities	Prudential Spending Fund (DR) (6)	8,652	4,324		(10,493)	2,483	267	2,750	
Facilities	Van Aken Prudential Spending Fund (DR)	3,366	8,015		(5,255)	6,126	302	6,428	
Facilities	Steeple Lighting Spending Fund	2,290				2,290	79	2,369	
Energy Cons	Steeple Cell Antenna Income Fund	5,191	1,470			6,661	230	6,891	
In Need	Pastor's Special Needs Spending Fund (DR)	9,733	1,138			10,871	375	11,246	
In Need	Pastor & Deacons Spending Fund (DR)	3,086	1,450	4,379	(3,220)	5,695	177	5,872	
Flower	Flower Spending Fund	1,268		1,085	(992)	1,361	45	1,406	
Flower	Niedringhaus Flowers Spending Fund (DR)	2,686	124			2,810	97	2,907	
Flower	Niedringhaus Lilies Spending Fund (DR)	4,269	124			4,393	152	4,545	
Youth	Eberle/Redmond Forum Youth Spending Fund (DR)	13,494	699			14,193	490	14,683	
Youth	Peretti Mission Trip Scholarship Fund (DR)	12,135				12,135	419	12,554	
Youth	Youth Mission Trip Spending Fund	19				19	1	20	
Youth	Janice Wilson Youth Directed Spending Fund	1,628	527			2,155	74	2,230	
General-LT Discretion	Poduska Spending Fund	5,739	1,711			7,450	257	7,707	
In Need	Outreach Activities Spending Fund	31,280			(280)	31,000	1,075	32,075	
Health Ministry	Irwin Memorial Health Ministry Spending Fund	15,643				15,643	540	16,183	
Library	Library Spending Fund	5,274				5,274	182	5,456	
Music	Music Expendable Spending Fund (DR)	8,260	1,048		(2,200)	7,108	283	7,391	
Music	McIndoe Organ Maintenance Fund (DR)	23,103	3,871			26,974	931	27,906	
Music	Wallace Music Spending Fund (DR)	5,424	982		(3,575)	2,831	159	2,991	
Garden	Reno Garden Spending Fund (DR)	33,884	1,958		(5,962)	29,880	1,135	31,015	
Total Designated Purpose SSFs		203,472	37,443	13,864	(54,369)	200,410	8,005	208,415	
Reserve Funds									
Cash Flow Loans	Kendall Cah Flow Loan Fund (7)	14,680		18,000		32,680	818	33,498	
Facilities	Memorial Capital Reserve Fund	2,497				2,497	86	2,583	
Facilities	Capital Reserve Fund (8)	11,759		120,000		131,759	2,478	134,237	
Operations	Emergency Reserve Fund (9)	108,550		33,347		141,897	4,324	146,221	
Personnel	Sabbatical Reserve Fund (10)	25,365		10,000	(8,760)	26,605	897	27,502	
Total Reserve Funds		162,851	0	181,347	(8,760)	335,438	8,602	344,040	
TOTAL SSFs and RESERVES		366,323	37,443	195,211	(63,129)	535,848	16,608	552,456	

Pass-Through Funds	Starting Balance	Xfer from Restricted Principal Fund	Funds Received	Funds Disbursed	Ending Balance
Housing Loan Fund	0	0	7,676	(7,676)	0
Christmas and Easter Offerings	14,541	0	19,132	(24,292)	9,381
Directed Gifts & Just Peace Offering	0	0	6,606	(5,860)	746
Mission Trip Support Fund	0	0	3,464	(3,762)	(298)
Denominational Support Spending Fund	0	2,257	0	(2,259)	(2)
Total: Pass-Through Funds	14,541	2,257	36,878	(43,849)	9,826

(5) Negative since 2016 due to Deacons authorizing 2 tuitions for In-Care members at same time. It will take 15-20 years to repay with annual 5% draw.
 (6) Endowment Xfer: \$2,454 from Abbe; \$1,870 from Beattie
 (7) Gift from 2nd Congregational Church upon their dissolution.
 (8) \$40K transfer from operating budget, \$80K gift from Second Congregational upon their dissolution.
 (9) \$33K transfer of 2024 surplus from operating bdtg
 (10) \$10K from the operating budget to Sabbatical Reserve to fund Pastor's Letter of Call provision of six months sabbatical every 5-7 years of full time ministry

Exhibit 3A: 2024 Treasurer's Report of Gifts Received to Endowed and SSFs

Category	Fund Type/Fund Name	Gifts & Receipts	Description
	Endowed Principal		
Facilities	Frederic E. Abbe Fund	\$ 2,000	LT vote: recipient of Gift from Second Congregational Church upon its dissolution
Savings / Spending Fund			
Individualized	Memorial Gifts Fund	8,400	Gifts in memory of those who passed away
In Need	Pastor & Deacons Fund	4,379	Communion Sunday donations in P&D Fund envelopes
Flower	Flower Fund	1,085	Chancel flower donors for worship
		\$ 13,864	Total Saving/Spending Funds Gifts & Receipts
Reserves			
Cash Flow	Kendall Cah Flow Loan Fund	\$ 18,000	LT vote: recipient of Gift from Second Congregational Church upon its dissolution
Facilities	Capital Reserve Fund	\$ 80,000	LT vote: recipient of Gift from Second Congregational Church upon its dissolution
		\$ 98,000	
\$100,000 Memo: Total 2nd Congr'l Gift		\$ 111,864	Total Gifts Received

Exhibit 3B: 2024 Treasurer's Report of Expenditures from Savings/Spending Funds and Reserve Funds

Invested in Vanguard Portfolio

Category	Savings / Spending Fund	Amount Spent	Use(s) Description	Fund Total	
Individualized	Memorial Gifts Fund	(8,700)	Audio/Visual Console Cabinetry Ripley Chapel	(8,700)	
Facilities Maintenance	Palmer Special Needs Fund	(13,693)	New fence for Nursery School Playground Safety	(13,693)	
	Prudential Fund	(10,493)	New fence for Nursery School Playground Safety	(10,493)	
	Van Aken Fund	(3,978)	Electricians - Exit/Emergency Back Up Lighting 3rd Floor	(5,255)	
		(1,277)	Electricians - Light Fixtures Replaced Storage Room Off Boiler Room		
Outreach/In Need	Pastor & Deacons Fund	(3,000)	Xfer to Deacons' WinchSavingsBank Account	(3,220)	
		(220)	Stop&Shop Gift Cards & Cash for those in need		
	Outreach Activities Spending Fund	(280)	50 Tote bags for Outreach Activities - "Reach Out", etc.	(280)	
Flower	Flower Fund	(360)	Chancel flowers for worship on Sundays with no donors.	(992)	
		(305)	Christmas Cuetlaxochitl Plants		
		(237)	Easter flowers		
		(90)	Palms		
Music	Music Expendable - General/All Music	(2,200)	Pentecost and Lessons&Carols Musicians and Guest Soloists (Alto, Tenor, Bass)	(2,200)	
	Wallace Special Music Fund	(3,575)	Pentecost and Lessons&Carols Soloists/Musicians, Summer Organ/Piano	(3,575)	
Garden	Reno Garden SS Fund	(1,894)	Disease prevention and treatment	(5,962)	
		(1,632)	Perennial Landscape Spring Clean Up & Mulch		
		(1,240)	Bench Engraving cost		
		(756)	Perennial Landscape Fall Work - Pruning, weeding, etc		
		(305)	Mirley Electric replaced GFI receptacle at frog pond		
		(135)	New flower plantings - hostas and narcissus trumpet		
			\$ (54,370)	TOTAL SAVINGS/SPENDING FUNDS EXPENDITURES	
	RESERVES				
	Personnel	Sabbatical Reserve	(5,000)	Travel - France, Germany, Hildegard Pilgrimage - Airfare, Car rental	(8,760)
			(3,760)	Sabbatical Minister - Emily Kellar	
Memo: Facilities Expenditures Total:		\$ (8,760)	TOTAL RESERVES EXPENDITURES		
	(29,441) 47%				
of total SSF spending		\$ (63,130)	GRAND TOTAL SSFs & RESERVES EXPENDITURES 2025		

Treasurer's 2025 Annual Report

Exhibit 4: All Outreach Giving 2025	Amount Donated & Disbursed 2025			Total OpBd +PassThru +SSF (46,000)
	Type of Fund			
	Operating Budget (46,000)	Pass Through Funds	Designated Purpose Spending Funds	
Outreach Ministry Grants				
ABC Winchester	(2,100)			
Allo Hope Foundation	(2,100)			
Boston Medical Center (BMC) Grow Clinic	(2,100)			
Caties Closet	(2,100)			
Children's Room	(2,100)			
End Hunger NE	(2,100)			
Food Link	(2,100)			
Friendship Home	(500)			
Habitat for Humanity, Essex County	(2,100)			
Immigrant Support Alliance	(2,100)			
Lowell Transitional Living Center	(2,100)			
MA Coalition for the Homeless - Build a Bed	(3,500)			
Mission of Deeds	(2,100)			
More Than Words	(2,100)			
Neighborhood Counseling and Community Services	(2,100)			
Outdoor Church of Cambridge	(2,100)			
Protect Global Children	(2,100)			
UTEC, Inc (United Teen Equality Center) Breaking barriers to Youth Success	(2,100)			
Winchester Farmers Market - Anna's Fund	(2,100)			
Woburn Council of Social Concern	(2,100)			
Women's Lunch Place	(2,100)			
Women's Money Matters	(2,100)			
UCC Denominational Support	Total	(42,300)	(2,259)	(44,559)
Metropolitan Boston Association	(1,800)			
Southern New England Conference, UCC - Proportional Giving	(40,500)			
Mason/Skillings Bequest Support for UCC			(2,259)	
Special Offerings - Pass Through Accounts, Collect then Disburse		(27,222)		(27,222)
Easter Offering 2024 - Miracle Feet (2025 transaction)		(50)		
Christmas 2024 Offering - Dwelling Place, New Stove		(14,242)		
Easter Offering 2025 - TUPIT Resentencing		(10,000)		
Just Peace Offering 2025 - Friendship Home		(2,930)		
Memo: Christmas 2025: Re-Member Seasonal Heat fund for Pine Ridge \$9,157 collected and disbursed in 2026				
Directed Gifts-Offering Plate Certain Sundays & Special Events		(2,930)		(2,930)
Food Pantry Gift Card Drive - Woburn Council of Social Concern (WCSC)		(2,175)		
Caring Canines - Blessing of the Animals collection		(675)		
Family Diversity Project (donations from We have Faith art display)		(80)		
Outreach Mission Trip Support Fund - Pass Through		(3,762)		(3,762)
December 2025 Deposit for June 2026 Pine Ridge Mision Trip		(3,762)		
Outreach Saving/Spending Fund Disbursements			(280)	(280)
50 Tote bags for Outreach Activities - "Reach Out", etc.			(280)	
Pastor's Special Needs Discretionary Fund WSB Acct			0	0
No expenditures in 2025			0	
Pastor's & Deacons' Fund Disbursements from Deacons' WSB Savings Acct			(3,220)	(3,220)
Those in need in the community and congregation			(3,220)	
Grand Totals Amounts Donated 2024	Operating Budget	Pass Through Funds	Restricted Spending Funds	Grand Total
	(88,300)	(33,914)	(5,759)	(127,973)
Total Year End 2025 Operating Income Actual	1,065,906			
Percent of Total Operating Budget Income	8%	3%	1%	12%
Total Outreach Giving Outside of Operating Budget			(39,673)	4%

REPORT OF THE OUTREACH MINISTRY

Spring 2025

- **Easter Offering:** In support of TUPIT (Tufts University Prison Initiative at Tisch College), a nonprofit that empowers people completing a prison sentence to strive for and complete an associate or a bachelor's degree, our congregation was inspired to donate **\$10,000**. Hilary Binda Founder and David Delvalle, former graduate and current Education and Reentry Director, spoke to the congregation on Palm Sunday about this program and how recidivism rates dramatically reduce with degree completion. The \$10,000 raised equates to one year of TUPIT tuition.

Summer 2025

- **Backpack Heroes:** With the generosity of our congregation, we helped purchase and deliver approximately 20 backpacks and school supplies to Youth Villages in Woburn this past August. Development coordinator, Samantha Tyler, writes, "1,300 youth headed back to school feeling prepared, confident, and excited." For a short recap video of the kids and families who benefitted, please visit: <https://vimeo.com/1116795058?share=copy>



Fall, 2025

- **Just Peace Offering:** In September with the generous donations of church members, we raised over **\$2,776 for Friendship Home**, an overnight respite and activity center in Norwell, MA, that provides day and evening programs for individuals with disabilities and those who care and advocate for them.
- **FCC grant distributions:** Completed in October, The average grant this year was \$2100 to 21 nonprofit, registered 501c3 organizations. Grant recipients tend to be organizations in which our church members can actively volunteer. The Outreach Committee focuses on homeless services and meal programs, women's shelters and parenting education, services for at risk children and teens, services for the mentally and physically disabled, other programs that provide services to people in significant need: **Allo Hope Foundation, Boston Medical Center's Grow Clinic for Children, Catie's Closet, The Children's Room, Essex County Habitat for Humanity,**

Outdoor Church, More than Words, Protect Global Children, Women's Money Matters Woburn Council for Social Concern, Women's Lunch Place, Mission of Deeds, Neighborhood Counselling and Community Services, End Hunger New England, Food Link, Immigrant Support Alliance, Lowell Transitional Living Center, Mass Coalition for the Homeless, UTEC, Winchester Farmers Market, and ABC House.

Holidays

- **Giving Tree:** In late November, the Outreach Committee organized its annual "Giving Tree," which helped organize the purchase of Christmas gifts for 25 children in need. Gifts were then delivered them to Youth Villages. We also worked with Woburn Council for Social concern to collect food gift cards, an ongoing effort along with the monthly collections of nonperishable food goods left in the red wagon in our church lobby. We also collected warm socks for the Outdoor Church.



- **Christmas offering:** This year, FCC Winchester contributed \$9,157.11 to Re-Member, an independent, non-profit organization working with the Oglala Lakota Nation on the Pine Ridge Reservation in South Dakota. Specifically, the money went to Re-Member's Seasonal Fund which helps, "source, cut, split, and deliver firewood and provide emergency electric and propane assistance during the cold winter months and operate and expand their Feather II Garden Program during the growing season" (Re-Member 2025)

SPRING

- **Delivering Joy:** This event was scheduled around Valentines Day and Lent. Rev Maeve led the children, Junior Forum, and Forum to prepare packages of mugs, teas and jars of bible verse. The gifts were then delivered to homebound and new-to-the-community church members. Approximately 20 gift bags were assembled and delivered by volunteers who signed up.
- **Easter Offering:** This Spring we chose Plummer Youth Promise as the recipient of our Easter Offering. Plummer Youth Promise provides housing, food, education and support to children and young adults within the foster system. FCC Winchester Outreach Committee set a goal of **\$10,000** to furnish several rooms in their new apartment for visiting family; a ribbon cutting ceremony is scheduled for May 1, 2026. To date, our generous congregation has raised **\$9,280**.

APPENDICES

First Congregational Church Winchester, Massachusetts

Sunday, May 4, 2025; Annual Meeting Summary

The 185th Annual Meeting was held in person in the Sanctuary immediately following Sunday worship and was also live-streamed.

Opening and Welcome

Moderator Dina Pradel opened the meeting by confirming a quorum and welcoming attendees. She highlighted the importance of the Open Doors group's presentation and noted the two elections requiring a vote.

The congregation sang *For All the Saints*. Jenny Splaine led the reading of the covenant.

Lead Pastor's Reflections

Pastor Will Burhans offered reflections. He reminded the church of the 5-year strategic plan adopted four years ago, with three core objectives:

1. **Deepen Faith & Community:** Over 50 people are engaged each year through small groups like Roots & Branches and the annual Lenten series. Will named a growth opportunity in better connecting young adults and families with young children.
2. **Grow Children, Youth, and Family Ministry:** Thanks to Maeve Hammond and Maggie Keeler, the church has rebuilt youth programming, including middle school engagement, Bible camps, and 16 youth in the Confirmation program.
3. **Branch Out Through Worship, Arts, and Justice:** Ripley Chapel is now a vibrant space for community and artistic engagement, thanks to Jane Ring Frank's leadership. A new Justice Ministry has launched with six members guiding the church's justice-focused work.

Will emphasized the current focus on building sustainability: growing church membership, thoughtful stewardship, and long-term facilities planning—key to living out the mission to “grow in faith, serve in love, and welcome all with joy.” He also mentioned that the church is about to welcome ten new members. Our church is smaller than it was, but it is still viable, with a vibrant community: Now, we need to stay open to God's guidance as we reimagine what our facility can become. He ended by quoting Daniel Burnham: “Make no little plans. They have no magic to stir men's blood and probably will not themselves be realized.”



Open Doors Working Group (ODWG) Report

Mike Bailey introduced the purpose of the Open Doors group: to help the church reimagine the use of its historic, but increasingly burdensome, building. The facility should serve the mission, not distract from it, and become safer, more accessible, and environmentally responsible. We should think of the facility as an asset that was bequeathed to us by past generations of congregants.

Ben Keeler emphasized that Open Doors is not concluding but evolving, and congregants who wish to share ideas should reach out to an OD member. The work aligns closely with the church's mission, and future efforts will be focused and iterative. He thanked the team, including Penny Sparrow, who was not able to join the meeting, and noted the strong alignment between OD and church leadership.

Andrew Sansom described the scale and urgency of the task. FCCW's building, built to accommodate 2,700 members in the 1960s, now serves a congregation of around 400. With major deferred maintenance, the status quo is unsustainable. We should make decisions before we are forced to do so by circumstance. The group conducted listening sessions and found consensus around proactive, mission-aligned decisions for the building's future.

Renee Ryan presented the group's recommendations:

- Refocus on ministry, not maintenance
- Right-size and modernize gathering spaces
- Invest in sustainability
- Change how we manage the facility
- Explore expanded uses for the facility that align with FCCW's mission (e.g. affordable housing, arts, youth programs)

Ben outlined a strategic, phased approach:

- Create two conceptual zones: a "congregation zone" (anchored in the sanctuary) and a "mission zone" (hosting new or expanded ministries)

- Start with needed upgrades (e.g. insulation, accessibility)
- Reimagine space to support both spiritual life and community mission

Through all of these phrases, the church must affirm what it values and ensure that all projects are mission-aligned; the congregation must honor the legacy of the church while making improvements for the future.

Jonathan Goodell discussed next steps: space and program assessment over the next year, in collaboration with church leadership and congregation. This is an ongoing process of discernment and service; just as Jesus said he came to serve, we want to ensure that service is part of our vision. The building has evolved over time--the Parish House was originally a stable, and that space evolved to become Chidley Hall. We will continue to evolve.

Dina then thanked the members of ODWG for their hard work, and invited the congregation to reach out to them with questions or ideas.

Memorial and Gratitude

Joanie Valeriano led a time of remembrance for members lost over the past year: Mary Lucena “Mary Lu” (Hanna) Cowgill; Frederick “Fred” Davis Greene II; Dr. Thomas “Tom” Day Hayden; Carol Ann Johnson; Ruth (Beckley) McDowell; Elinor “Ellie” (Lindsey) Neville; and Paul Wilfred Rahmeier.

Dina invited the congregation to vote to approve and place on file the minutes of two Congregational meetings that have taken place since the last annual meeting: the May 5, 2024 Annual Meeting and the February 2, 2025 Budget Meeting. This was moved and seconded, and passed by verbal affirmation by the congregation.

Laurie Roby offered words of gratitude for all who serve in ministries, staff, and volunteers. She displayed slides listing the congregants who participated in the following ministries and groups: the Ministry Team, plus church staff and affiliates; the Leadership Team; Officers, volunteers and delegates; leaders and volunteers in Children and Youth Faith Formation, including Stepping Stones, Forum, and Junior Forum; Roots and Branches; Health and Wellness; Adult Faith Exploration; Mission and Outreach; Diaconate; the choir, music staff, and carilloneers; Financial Resources; Facilities; Personnel; Dwelling Place; Outdoor Church; Hospitality Hour; Immigrant Support Alliance; Communications; Open Doors; Decarbonization Task Force; Justice Ministry; Ripley Programming; Reno Garden; Habitat for Humanity; Ruth Group; and Men’s Groups.

Janet Hall shared financial updates, including:

- A \$25,000 gift to the Reno Garden Endowment Fund
- \$15,000 transferred from Paul Rahmeier’s memorial gifts
- A \$100,000 unrestricted gift from Second Congregational Church, of which \$18,000 has been applied to the Kendall Loan; the remaining \$80,000 will help support Open Doors work

Elections and Leadership Transitions

- Janet Hall was reaffirmed as Treasurer for another year.
- Patricia Brady was thanked for her service as Clerk; her replacement is TBD.
- Dina announced she is moving to Germany and will step down as Moderator later this year; her replacement is also TBD.
- New LT members: Aaron Kneiss and Janet Vaughn

Dina recommended that the congregation vote in these officers on a slate. Jonathan Goodell so moved; Ben Keeler seconded; and the congregation voted them in by acclamation.

Petra Sansom then thanked the outgoing deacons, including Head Deacon Kate Carpini. She announced the new deacons: Richard Carbone, Betsy Goodell, and Andy McKinley, with Branda Wilhoite as Head Deacon.

Closing

Will offered appreciation to Dina for her leadership. Maeve closed the meeting in prayer. The meeting concluded with the hymn *This is a Day of New Beginnings*. Dina adjourned the 185th Annual Meeting.

Annual Budget Meeting February 1, 2026

All Church Meeting

Led by Mike Bailey, Moderator

A meeting of the congregation of First Congregational Church in Winchester (FCCW) was held in person and on livestream on Sunday, February 2, 2026, following worship, upon notice given to the Congregation in accordance with the bylaws, to consider whether to approve the proposed budget for 2026. Moderator Mike Bailey called the meeting to order and opened the meeting by welcoming all and sharing a prayer. He stated that the meeting was properly noticed and that at least twenty-five active members qualified to vote were in attendance, satisfying the FCCW's quorum requirements.

The moderator reviewed the budget process and timeline. In October 2025, the Leadership Team (LT) discussed process changes for the budget development, one that started with the Congregation's missions and values. A sub-committee of the LT met and developed recommendations based on input from the Ministry Team and Life Ministries. The LT reviewed and debated the draft budget in December and finalized it at the December meeting. The budget was brought to the Congregation for approval at today's meeting. Meeting materials were sent out in electronic form in advance of the meeting and distributed again in physical form at the meeting.

FCCW's Treasurer, Janet Hall, made a presentation about the 2025 budget, making the following points:

- Decisions were made with great thoughtfulness and spirited debate.
- The preliminary budget started with a deficit of over \$100,000 and so many decisions were made to create a balanced budget.
- Many budget line items were cut by 10% across the board except for salaries
- Outreach and SECUCC dues were cut by more
- Close review of building interior and exterior maintenance created savings
- The stock market's strong return in 2025 increased the Endowment contribution.
- The operating budget does not address long-term capital needs

The Moderator asked if there were any comments or questions.

There was a comment about what the budget says about our current focus, whether it is externally focused on internally focused, in light of cuts to the outreach budget.

There was a comment related to the personnel budget and recent hiring. Had the church considered covering the newest position with volunteers instead. The Moderator noted that the staffing model has been discussed in depth and still there are gaps that are not being addressed.

There was a motion to approve the 2026 operating budget recommended by the leadership Team to the Congregation, it was seconded and passed by unanimous vote.

Several other items were raised for discussion.

- A member observed that it is difficult to evaluate year-over-year-trends for the church as a whole and that achieving greater financial transparency would be a worthwhile endeavor
- Another member noted that a more frequent review of the budget in addition to the annual budget meeting could be considered

David Page led the meeting's closing prayer.

Mike Bailey gave thanks to all who helped make the meeting go smoothly, including Janet Hall, Brian McArdle for the Livestream, Jane Ring Frank for monitoring the chat, Sarah Marino for all the administrative support, to the clerk for taking the minutes, to the congregation for attending the meeting, The meeting was adjourned following a unanimous voice vote.