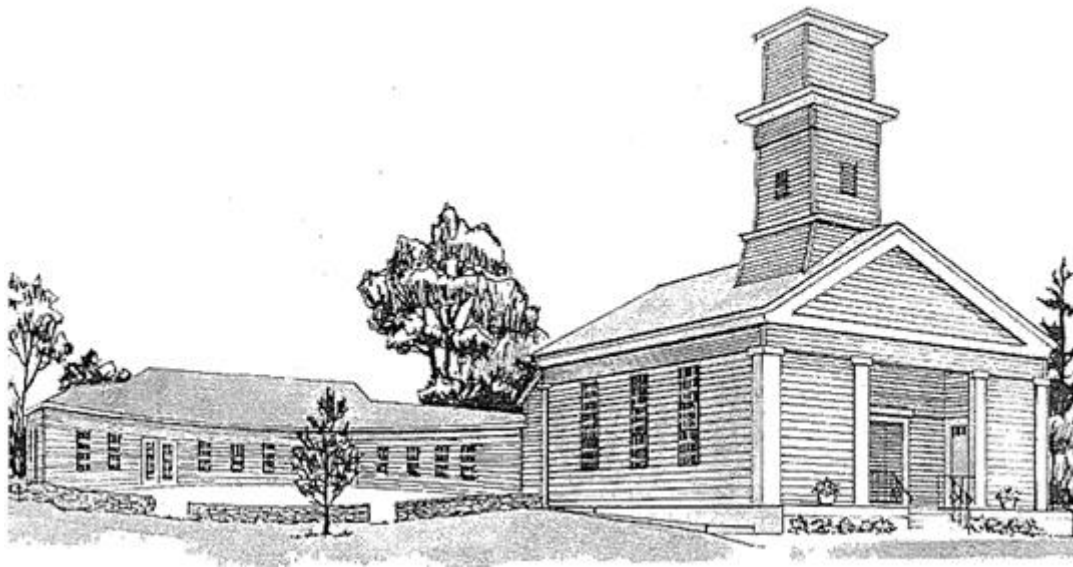


**GILEAD
CONGREGATIONAL
CHURCH, UCC**

**2021
ANNUAL REPORT**



273 YEARS

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**ANNUAL MEETING AGENDA
OF THE
GILEAD CONGREGATIONAL CHURCH, UCC
NOVEMBER 7, 2021**

- I. Call to Order
2. Prayer
3. Minutes of the 2020 Annual Meeting
4. Accepting of the Pastor, Board and Committee Annual Reports
5. Nominating Committee Presentation of Slate
 - a. Further nominations may be made from the floor
 - b. Election of Nominees --- acceptance of slate as amended
6. Presentation and Adoption of 2022 Budget
7. Other Business
8. Adjournment

2020 ANNUAL MEETING MINUTES Gilead Congregational Church, UCC

November 1, 2020

The Annual Meeting was called to order by moderator Barry MacLachlan at 11:33 am. The meeting was held remotely on ZOOM due to the Covid virus which is ravaging the United States and the world at this time. Approximately 45 people were present for the meeting. Pastor Denise Esslinger offered an opening prayer. A motion was made and seconded to accept the minutes of the November 3, 2019 Annual Meeting. Approval was unanimous.

Committee Reports: A motion was made and seconded to accept the committee reports as presented in the 2020 Annual Report. Approval was unanimous.

Nominating Committee: A motion was made and seconded to accept the recommendations of the Nominating committee as presented. Approval was unanimous.

2021 Annual Budget: The 2021 budget was presented and a motion was made and seconded to accept as proposed. Approval was unanimous.

Southern New England Conference: Bob Woodward presented an update on our Conference. Reverend Goodwin is the newly elected Executive Minister for what is now called the Southern New England Conference and includes what was formerly the Connecticut, Massachusetts and Rhode Island Conferences. He shared his concern for the transition of associations in the new structure and how that will impact their work and the ability of area Conference Ministers to resource and serve associations and local churches. Bob also highlighted the ministries of Silver Lake.

Other Business:

- Pastor Denise was recognized for the 25th anniversary of her ordination and for her 22 years of exemplary service to the Gilead Congregational Church.
- Barry MacLachlan stated the Church was opened today for the 10:00 service with all the proper protocols for dealing with the Covid virus situation. Pastor Denise mentioned that today's attendance was 31 people in the Sanctuary.
- Pastor Denise informed us that our Minister of Music, Daniel Hoehn, has tendered her resignation effective the end of December. A search committee will be formed.

A motion was made, seconded, and unanimously approved to adjourn the Annual Meeting of the 272nd year of the Gilead Congregational Church at 11:56 am.

Respectfully Submitted,
John S. Jenkins, Clerk

PASTOR'S REPORT

Dear Ones in Christ,

I have been with you as your Interim Pastor for three months at the time of this report. For me, they have flown by as I have met so many of you and become engaged in the work of this faithful congregation. I feel blessed by our relationship, and hopeful for the sacred work we will accomplish together.

While this report is brief, reflecting that brief time, it is naturally shaped by the continuing challenge we have all worked through since the spring of 2020. The COVID 19 virus has upended most of the assumptions we have made about our society and how things work. The Gilead Congregational Church is not alone as our shared life and ministry continues to adjust to the need to keep one another's well-being in mind. Our pandemic practices are well in line with Jesus' command that we love one another as he loves us. Knowing his teaching about who our neighbor is, and loving that neighbor through safe practices, is at the core of our Christian discipleship. Through the "Board of Visitation" that our Deacons established this summer, we are addressing one of our largest concerns in this time: ensuring that our members feel connected to their church, and cared for even in isolation. You are remembered, and loved.

One major piece of work of pastoral transition is to represent the congregation to potential candidates as your next settled pastor. At this writing, we are preparing to survey the active congregation so we can build a comprehensive "character profile" of this church. We plan to present the findings in November and December, soon after this annual meeting. Because our "search and call" process is one of discernment rather than assignment, this is a crucial step in making sure we are giving interested persons a clear and accurate picture of Gilead Congregational Church. While we're going about the business of the search, I am looking forward to celebrating the days and the seasons with you over this time of change. I am mindful of the losses we have mourned since my arrival in July: Betty Cordani, Gary Sarra, and Bea Stokes. I offer thanks to God for the lives they lived, and prayers of comfort to those who miss them every day. I was honored to officiate at the wedding of Piyauan Kamdee and Chris Huhn in our beautiful Garden of Remembrance. Three of these four services took place within a nine day span in August, and they were a better introduction to the depth and breadth of this congregation's caring ministry than anything I could ever imagine. Thanks be to God.

I plan to be with you through this transition, in God's grace. Thank you for your prayers for me, and please, please keep them coming. I promise to do the same for you.

Yours in Christ,

The Rev. Matthew McCaffrey, Interim Pastor

MINISTER OF MUSIC

It has been an incredibly rewarding six months since I assumed the role of Minister of Music back in April. Since then, I have been working hard to choose and perform meaningful and thoughtful musical selections to elevate the message and scripture of every Sunday morning service.

I have been working closely with Lisa Cox to make sure the sound for both our in person and online worshippers comes through in a quality and clear manner. We have made a few investments to improve our audio quality and expand our performance potential, namely adding additional microphones and instrument cables.

Throughout the summer, I have been choosing a diverse selection of musical offerings that called for both piano and guitar accompaniments. I will continue to actively include a variety of instruments into the service.

The Covid-19 pandemic has had a serious impact on our ability to sing communally, and our Youth and Adult Choirs have been postponed since before I assumed this position. While the Youth Choir will continue to be on hiatus, I am pleased to say that the Adult Choir has resumed regular Wednesday night rehearsals as of September 22nd, and will rehearse until it is deemed unsafe to continue in this way. The Adult Choir is meeting primarily as a fellowship activity, but will sing at outdoor services when able. Indoor services will require more logistical planning, but it is my hope that some or all of the choir will be able to participate on a weekly basis when service is moved indoors.

Though the Youth Choir has not been meeting, I have asked youth soloists to participate in services throughout the summer months. I will continue to reach out to individual youth musicians so that they can share their talents with the congregation, and receive valuable experience performing in front of others.

I spend my time each week choosing musical selections based on the scripture readings chosen by Pastor Matt, and practicing both in my home and at the church. I have especially been practicing the organ, in anticipation for the return to indoor service in the future. I have also been writing pieces specifically for our worship services, and have already premiered several brand new keyboard pieces written for this congregation. My first big creative project is to create and publish a set of newly-written keyboard compositions for worship, titled "On Gilead Hill: Preludes & Postludes for Worship".

Musical selections continue to be reported to CCLI and One License. Carol Geyer created a form that she and I can access to update copyright information on, which Lisa Cox can then access to create the slides for our livestream. I am grateful to have stepped into this position with such important and effective infrastructure developed by Carol, and I will continue to use this system and improve on it when necessary.

With the uncertainty surrounding the Covid-19 pandemic, it is difficult to plan with specificity. However, I have some long term goals that I would like to start implementing, including bringing in various groups to perform at the church for worship, fellowship, and community. I also am putting together an idea to run by the Christian Education board that would have our kids write and possibly perform their own hymns.

The outpouring of love and support has been incredible over these past six months, and I look forward to channeling that love and support into engaging and meaningful experiences for all members of this congregation and the community this church supports.

Respectively submitted,
Andrey Stolyarov

MINISTER OF COMMUNICATION AND TECHNOLOGY

This year we enhanced our Live Streaming capabilities as Covid-19 continued to change the way we worship as a community. The Church invested in an upgraded sound system in the sanctuary and permanent live streaming infrastructure. This has given us the capability to stream simultaneous to both YouTube and Facebook and to greatly increase the quality of the audio and video on the Live Stream. In April, we returned to the Garden for weekly worship with improved Live Streaming capabilities.

Technology accomplishments for 2021 include:

- Installation of a new Video Streaming System inside the Sanctuary consisting of a Marshall Electronics wall mounted 20x PTZ camera, integration of an existing Canon Vixia RF 800 on the rear wall and full integration with an upgraded sound system. Conversion of a storage closet in the rear of the sanctuary to an operations room with a dedicated streaming laptop, 22inch LED monitor, 4 channel Live Stream Switcher and joystick controller.
- The Mackay DLi608 mixer was reconfigured for usage outdoors beginning in April. This allowed us to increase the number of inputs from two to twenty which supported the addition of a guitar and several vocal mics that were implemented on several occasions over the summer. We also have the ability to adjust the sound controls remotely via an iPad. A dedicated streaming laptop that was donated by a church member is also being used.
- The churches internet infrastructure was extended out to the Garden via a ditch from the parish house out to the gazebo. This work was completed by Barry McLaughlin, Jim Burgess with assistance from several other church members. This provides us with a direct connection to the internet and has given us the bandwidth needed to successfully live stream.
- Bids were obtained and work is being planned for the purchase and installation of a new projector which will be installed in the ceiling of the sanctuary and wired directly to our Live Streaming system.
- Work on an updated GCC webpage to a more modern and streamlined design was completed by Heather Summerer using Bluehost web builder. Final changes are underway to and the new site will be deployed before the end of the year.
- Several articles were written and submitted for Hebron Views and the RiverEast. We also continue to leverage social media via the GCC Members and Friends private Facebook Group and our external GCC page. We've increased the number of subscribers on our YouTube channel to 72.
- Loop Bulletin – we evaluated and will be implementing Loop Bulletin which will provide members with mobile access to the weekly order of worship and provide a quick and easy way to access signups, links and announcements.

Many thanks to Gayle Sylvester and Ben Risley who operate the equipment weekly to ensure the live stream is broadcast to our audience. I'm grateful for the efforts of Jim Burgess for all the time and effort he puts in to support technology at the Gilead Church. Many thanks to the Board of Trustees who help the A/V team move equipment in/out to the Garden each week from April through October.

Respectfully submitted,
Lisa Cox

CLERK'S REPORT

2021 marks the 273rd year of the Gilead Congregational Church (GCC) since organizing in 1748. As of September 27, 2021, our membership stands at 442. Since our last Annual Meeting, we have welcomed 15 new members, including 6 Confirmands. During the past year, there were 2 weddings in the Garden of Remembrance with another wedding officiated by Pastor Denise offsite. Our congregation participated with Pastor Denise in 4 baptisms. It is with great sadness that we report the passing of beloved Church members, Beatrice Anderson, Betty Cordani, Bea Stokes, and Gary Sarra. Memorial Service for each member were held in the Garden of Remembrance.

The Annual Church Meeting was held on November 1, 2020, with approximately 45 members present. The meeting was held remotely on ZOOM due to the Covid virus which continues to ravage the United States and the World at this time.

The major event of the year was the retirement of our beloved Pastor Denise effective on June 30, 2021. We all miss her and wish her well in her retirement. A grand party was held in June to celebrate her 21 years of ministry to the Gilead Church.

Five Council meetings have been held since the last Annual Meeting, The first three were attended by Pastor Denise and representatives from the following Boards: Deacons, Trustees, Missions and Christian Education. The last two were attended by our Interim Pastor, Matt McCaffrey. At each meeting, the representatives gave a synopsis of important events and areas of upcoming focus.

In July we welcomed Pastor Matt McCaffrey to the Gilead Church as our Interim Minister. It is expected that Pastor Matt will be with us for 1-2 years while we search for a permanent Pastor

The Covid 19 pandemic continued to infringe on our ability to gather throughout the year. However, using Zoom, Social distancing, face masks, and available vaccinations we have continued to have regular services both inside the sanctuary and outside in the Garden of Remembrance. All services were also available on line using Facebook or U-Tube.

It has been a difficult year as the Covid 19 Pandemic of 2020 & 2021 has caused many disruptions in our church life. However, we have continued to function as a faith community via Facebook, Zoom, and beautiful Garden of Remembrance services, Thanks to the many people have contributed to these efforts. Let us look forward to the next year with hope knowing that we are not alone on our journey of faith.

Respectfully submitted,
John S. Jenkins, Clerk

BOARD OF TRUSTEES

This past year and a half has presented us all with extremely unusual times. We participated in farewells to our wonderful Pastor Denise, our long time Administrative Assistant, Sally Fritsche, our leadership for key areas involving music, faith formation and outreach. We have endured a worldwide pandemic for close to two years and yet we have remained a very strong community of faith, finding ways to cope and quickly respond to a variety of needs with solutions. The Trustees look forward to assisting the selection team that will be formed to lead our search for a settled Pastor while serving and supporting our church as we navigate through these times.

As difficult as it is to accept such significant events and the changes required to adapt, the Gilead Church members and friends have found creative ways to get together virtually using available technology and using our beautiful Garden of Remembrance (GOR). Together, we now have a strong leadership and support team with Interim Pastor Matt McCaffery, Administrative Assistant Tonya Maurer, Minister of Music, Andrey Stolyarov and Minister of Technology, Lisa Cox. The Trustees have coordinated a number of responses to challenges with the church infrastructure recently. The pandemic has caused some ideas for capital expenditures to be put on hold unless it is an emergency.

GCC has invested in upgrades to the audio visual systems within the main buildings, extended Wi-Fi capabilities to outside areas such as the GOR and parking areas. The gazebo now has both Wi-Fi and high speed network cable in place to support our broadcasting worship services over the internet.

A large power surge occurred this past fall causing many components of the GCC network and computing equipment to fail including the fire alarm system. New equipment was procured where necessary and some repairs completed. The sanctuary ceiling revealed the roof was leaking. Requests for quotes went out and new roof was installed. A little paint was used to get the sanctuary back to normal.

Financially, GCC has seen a reduction in both income and expenses. All the fund raising activities involving gatherings or close contact were not held or cancelled. To help offset this reduction of income, the Trustees have rented the Parsonage house for at least until a settled Pastor is called. Overall GCC expenses have been less than budgeted due to less facility use and less outreach activity. Pastoral expense will increase during our interim Pastor's time to include housing which wasn't anticipated in our present budget. Pledged giving is lower than expected when compared to budget. Staff changes/openings have also caused related expenses to run below budget as of end of September.

GCC now has several options to offer anyone wishing to donate. Assistant Treasurer, Joan Cordier can assist with any questions regarding methods for donations including use of non-taxable RMDs .

Initial efforts to stream services over the internet did not go well. The issues promptly caused GCC leadership to request formation of a Technology Committee. This committee consisted of members from several Boards. Meetings were conducted resulting in definition of a number of priorities. Streaming the services in a reliable manner to at least two services; Facebook and YouTube. Refreshing and re-hosting our Web Site will save some recurring costs. Presently, some additional audio/video resources are being pursued to further enhance worship within the sanctuary and the streaming of worship services on the internet. These are proposed to be within the physical

sanctuary and are being planned and implemented with the oversight of Lisa Cox and the Trustees approval.

The Trustees organized a successful spring cleanup and expect to have a fall work day to be announced soon. We look forward to joining with the GCC community in any and all efforts to perform the work of our Lord during and after this unexpected and horrific pandemic period.

The Gilead Church membership and friends of the church response to these difficult times has been extraordinary. This undivided community of faith continues to support the church in consistent and meaningful ways. We thank our members and friends for the support of GCC and look forward to our future together as we adjust to whatever our new normal may be. It is clear GCC will live on, undivided, to worship and reach out to support our local community and beyond.

Glory be to God.

Respectfully submitted,

Jim Burgess (Secretary and Asset Coordinator), Ron Dejewski, Ned Ellis, Brad Franzese, David Henry, Bob Kulow (Treasurer), Brian Lemire, Barry MacLachlan (Chair), Scott Summerer, Alan Thibault, and Don Woods,

GILEAD CONGREGATIONAL CHURCH
2021 BALANCE SHEET
As of September 30, 2021

ASSETS

Current Assets

Checking/Savings

1010 · Operating Account (Checking)	30,473.74
1015 · Reserves & Opns. (Money Market)	64,553.77
1025 · Petty Cash	<u>123.92</u>

Total Checking/Savings 95,151.43

Other Current Assets

1400 · Prepaid expenses	5,599.00
1500 · Investments	
1550 · UCF Fxd Inc. (Endowment Funds)	49,901.38
1565 · TD Ameritrade Bragg Fund Acct	16,329.18
1567 · TD Ameritrade Equity Fund Acct	31,901.26
1569 · TD Ameritrade Emerg. Fund Acct	20,395.41
1573 · UCF Equity Fund	113,139.96
1575 · UCF Cash & Equiv (Endow. funds)	20.39
1582 · UCF Fixed Income Fund (Bragg)	4,180.29
1583 · UCF-Cash&Equiv (Avail. Bragg)	678.71
1585 · UCF Cash & Equiv (Emer Reserve)	661.31
1587 · UCF Fixed Income (Emerg Fund)	2,498.12
1590 · U.C.C Cornerstone Fund - Note	10,900.79
1592 · UCC Cornerstone Term Note-24mos	25,532.29
1594 · UCC Cornerstone Term Note-36mos	<u>25,000.00</u>

Total 1500 · Investments 301,139.09

Total Other Current Assets 306,738.09

Total Current Assets 401,889.52

TOTAL ASSETS 401,889.52

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

2100 · Payroll Liabilities

21030 · Federal Tax Withholding	501.67
21040 · CT State tax Withholding	125.86
21042 · CT Paid Family Leave Tax	89.37
21050 · Social Security (ER)	327.88
21055 · Social Security (Employee)	327.88
21060 · Medicare (ER)	76.68
21065 · Medicare (Employee)	<u>76.68</u>

Total 2100 · Payroll Liabilities 1,526.02

2200 · Reserve Liability Accounts

22004 · Long term Cap. Improv. Reserve 100,167.31

22007 · Memorial Funds Reserve	7,476.81
22008 · Sabbatical Funds Reserve	3,359.47
22010 · Sunday School Funds	409.62
22025 · Key Deposit Fund	226.80
22035 · Grief Support Group Fund	89.78
22070 · Vacation Bible School Funds	2,079.55
22090 · Youth Group Fund Raising	7,576.71
22095 · Men's Fellowship Reserve	1,855.33
22120 · Tools of hope	20.00
22150 · Music Supplies Funds	867.46
22221 · Missions Reserve	9,001.53
22223 · Missions Reserve-Avail. Bragg	4,496.55
22225 · Mission Trip Fund Raising	1,113.24
22235 · Garden of Remembrance Reserve	5,080.35
22237 · Gilead Open Golf Tournament	33.36
22254 · Backpack Blessings	75.00
22255 · Tables/Chairs - Fellowship Hall	63.61
22257 · Pastor's Discretionary Reserve	729.49
22260 · Prayer Shawl Funds	122.50
22262 · Quilters Reserve Fund	190.00
22275 · Music Reserve Fund	818.58
22276 · Organ Reserve Fund	1,381.83
22277 · Community Car Repair Fund	4,376.49
22279 · Escrow - Parsonage	1,800.00
22300 · Endowments-1550 UCF Fxd Income	49,901.38
22310 · Endowments-1573 UCF Equity Fund	113,139.96
22315 · Endowments - 1567 TD Ameritrade	31,901.26
22320 · Bragg Princ. 1565 TD Ameritrade	16,329.18
22325 · Emerg Fund - TD Ameritrade 1569	20,395.41
22500 · Endowments-1575 UCF Cash&Equiv	20.39
22510 · Emerg Res Fund - 1585 UCF Cash	661.31
22513 · Emerg Res Fund (1587 UCF Fixed)	2,498.12
22515 · Emerg Res Fund - 1590 UCC Corn	10,900.79
Total 2200 · Reserve Liability Accounts	<u>399,159.17</u>
Total Other Current Liabilities	<u>400,685.19</u>
Total Current Liabilities	<u>400,685.19</u>
Total Liabilities	400,685.19
Equity	
3010 · Unrestrict. (Retained Earnings)	-15.00
Net Income	<u>1,219.33</u>
Total Equity	<u>1,204.33</u>
TOTAL LIABILITIES & EQUITY	<u><u>401,889.52</u></u>

GILEAD CONGREGATIONAL CHURCH
2021 PROFIT & LOSS, BUDGET VS ACTUAL
As of September 30, 2021

	Jan - Sep 21	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
4 - Income				
4010 - Envelopes & Pledges	174,065.25	289,282.00	-115,216.75	60.17%
4020 - Plate	5,891.00	6,000.00	-109.00	98.18%
4040 - Miscellaneous	22,109.35	12,000.00	10,109.35	184.25%
4050 - Womans Fellowship	1,000.00	1,000.00	0.00	100.0%
4065 - Rental Income - Parsonage	850.00			
Total 4 - Income	<u>203,915.60</u>	<u>308,282.00</u>	<u>-104,366.40</u>	<u>66.15%</u>
Total Income	<u>203,915.60</u>	<u>308,282.00</u>	<u>-104,366.40</u>	<u>66.15%</u>
Gross Profit	203,915.60	308,282.00	-104,366.40	66.15%
Expense				
6 - Expenses				
61 - Pastoral				
610010 - Pastoral Salary	34,279.42	36,206.00	-1,926.58	94.68%
610020 - Pastor Social Security	2,955.96	3,601.00	-645.04	82.09%
610030 - Auto Expense Allowance	1,646.79	4,500.00	-2,853.21	36.6%
610040 - Health & Dental Insurance	8,076.00	16,152.00	-8,076.00	50.0%
610050 - Annuity	11,967.94	21,300.00	-9,332.06	56.19%
610055 - Annuity Reclassification	16,166.00	24,500.00	-8,334.00	65.98%
610060 - Professional Expenses	674.16	2,750.00	-2,075.84	24.52%
610070 - (Family Protection) Life Insur.	226.69	706.00	-479.31	32.11%
610080 - Minister of Missions Salary	0.00	0.00	0.00	0.0%
610085 - Minister of Comm. & Tech Salary	10,312.50	32,773.00	-22,460.50	31.47%
Total 61 - Pastoral	<u>86,305.46</u>	<u>142,488.00</u>	<u>-56,182.54</u>	<u>60.57%</u>
62 - Trustees				
620020 - Social Security (Employer)	2,547.00	4,864.00	-2,317.00	52.36%
620030 - Medicare (Employer)	595.67	1,138.00	-542.33	52.34%
621 - Custodial				
621010 - Church Custodian Salary	1,512.50	2,600.00	-1,087.50	58.17%
621030 - Parish Cleaning Wages	898.70	2,082.00	-1,183.30	43.17%
Total 621 - Custodial	<u>2,411.20</u>	<u>4,682.00</u>	<u>-2,270.80</u>	<u>51.5%</u>
622010 - Secretary Salary	14,872.80	19,000.00	-4,127.20	78.28%
622030 - Lawn Maint./Snow Removal	2,770.00	4,150.00	-1,380.00	66.75%
622040 - Fire Alarm Maint.	2,917.68	1,500.00	1,417.68	194.51%
622050 - Burner Maint.	1,945.00	2,500.00	-555.00	77.8%
622060 - Service Contract - Copier	287.71	1,200.00	-912.29	23.98%
623010 - Parsonage Oil	1,692.83	4,000.00	-2,307.17	42.32%
623020 - Parsonage Electric	1,077.27	1,800.00	-722.73	59.85%
623030 - Parsonage Propane/Septic	280.00	300.00	-20.00	93.33%
623040 - Parsonage Telephone	150.00	300.00	-150.00	50.0%

623050 · Insurance - Comp & Property	14,899.50	12,000.00	2,899.50	124.16%
623070 · Stat/Postage/Supplies	1,458.37	2,900.00	-1,441.63	50.29%
623090 · Church Electric	2,428.26	5,000.00	-2,571.74	48.57%
623100 · Church Heat/Oil	2,255.02	5,000.00	-2,744.98	45.1%
623105 · Church Propane	106.00	300.00	-194.00	35.33%
623110 · Church telephone	1,984.17	2,650.00	-665.83	74.87%
623120 · Parish House Electric	497.48	700.00	-202.52	71.07%
623130 · Parish House Heat/Oil	1,017.52	2,000.00	-982.48	50.88%
623140 · Facilities Maintenance	2,181.98	4,000.00	-1,818.02	54.55%
623150 · Long Term Capital Improvements	22,293.87	16,500.00	5,793.87	135.11%
623160 · Capital Improvements	1,680.42	2,500.00	-819.58	67.22%
623170 · Miscellaneous	1,465.14	75.00	1,390.14	1,953.52%
623180 · Information Technology Support	3,168.37	2,500.00	668.37	126.74%
623190 · Kitchen Supplies	75.84	1,300.00	-1,224.16	5.83%
623195 · Building Supplies	134.67	750.00	-615.33	17.96%
623205 · Bank Fees (Vanco)	412.85	500.00	-87.15	82.57%
Total 62 · Trustees	87,606.62	104,109.00	-16,502.38	84.15%
63 · Diaconate				
630010 · Deacons Fund	370.18	1,250.00	-879.82	29.61%
630020 · Pulpit Supply	494.69	1,800.00	-1,305.31	27.48%
630030 · Sabbatical	0.00	400.00	-400.00	0.0%
630040 · Choir Director Salary	13,484.01	22,000.00	-8,515.99	61.29%
630045 · Minister of Music - Cont. Ed,	0.00	500.00	-500.00	0.0%
630060 · Sub Organist/Instrumentalists	325.08	1,200.00	-874.92	27.09%
630070 · Music Supplies	1,219.75	2,500.00	-1,280.25	48.79%
630080 · Piano Tuning	0.00	200.00	-200.00	0.0%
630090 · Organ Maintenance	650.00	2,000.00	-1,350.00	32.5%
Total 63 · Diaconate	16,543.71	31,850.00	-15,306.29	51.94%
64 · Missions				
640010 · O.C.W.M.	6,168.00	9,252.00	-3,084.00	66.67%
640020 · Tolland Assoc. Dues	0.00	258.00	-258.00	0.0%
640030 · Ct. Conference Assessment	0.00	0.00	0.00	0.0%
640040 · Heiffer Project	550.00	550.00	0.00	100.0%
640050 · Missions Discretionary Fund	0.00	0.00	0.00	0.0%
640060 · H.I.H.S.	0.00	550.00	-550.00	0.0%
640070 · Andover Newton	150.00	150.00	0.00	100.0%
640090 · Ministry Outreach	483.98	7,800.00	-7,316.02	6.21%
Total 64 · Missions	7,351.98	18,560.00	-11,208.02	39.61%
65 · Christian Education				
650010 · Adult Education	0.00	750.00	-750.00	0.0%
650020 · Confirmation Class	487.53	1,300.00	-812.47	37.5%
650030 · Sunday School Curriculum	0.00	650.00	-650.00	0.0%
650050 · Sunday School Supplies	448.58	1,750.00	-1,301.42	25.63%
650060 · Literature/Bulletins/Devotional	-32.60	400.00	-432.60	-8.15%
650080 · Bibles	40.49	325.00	-284.51	12.46%
650090 · CE Music	0.00	250.00	-250.00	0.0%
650095 · Vacation Bible School	0.00	250.00	-250.00	0.0%

650100 · Background Checks	31.50	600.00	-568.50	5.25%
Total 65 · Christian Education	975.50	6,275.00	-5,299.50	15.55%
6560 · Payroll Expenses				
660010 · Youth Group	0.00	1,500.00	-1,500.00	0.0%
660020 · Fellowship Committee	1,000.00	1,000.00	0.00	100.0%
660030 · Stewardship Committee	0.00	500.00	-500.00	0.0%
660040 · Garden of Remembrance Maint	2,913.00	2,000.00	913.00	145.65%
Total 6 · Expenses	202,696.27	308,282.00	-105,585.73	65.75%
Total Expense	202,696.27	308,282.00	-105,585.73	65.75%
Net Ordinary Income	1,219.33	0.00	1,219.33	100.0%
Net Income	1,219.33	0.00	1,219.33	100.0%

ENDOWMENT FUNDS

Gilead Church Endowment funds are invested and managed by the Trustees following the Church's Investment Policy. Our strategy is to create returns to support the current mission and goals of the church while preserving the principal amount.

We began 2021 with an invested balance of \$284,111.21. The "Equity" position was \$164,463.79 with \$119,647.42 in a "Fixed" position.

As of 9/30/2021 our total invested balance was \$301,139.09 with \$181,765.81 in Equities and \$119,373.28 in Fixed investments.

GCC guidelines (By Laws) call for periodic rebalancing to try and maintain a 60% Equity and 40% Fixed allocation. Presently GCC has allocations of 60% Equities and 40% Fixed.

GCC has a "No Fee" procedure for donation of stock, mutual funds, and RMDs. Please contact me if you would like to use any of these for making a donation.

Respectfully submitted,
Jim Burgess, Asset Coordinator

BOARD OF MISSIONS

The Board of Missions continued to work toward leading the congregation in improving the quality of life for those in our local community, wider community and world who are in need. The Board developed alternative ways and looked toward new ideas to continue the mission. Regular meetings were held in ZOOM format due to the continued Covid-19 pandemic.

Below is a list of missions we have supported and will support in 2021 as a Board and a Congregation:

- One Great Hour of Sharing, \$1015
- Heifer Project, \$550
- The Christmas Fund, \$285
- Neighbors in Need, \$335
- Andover Newton Seminary, \$150
- Hebron Interfaith Human Services, \$550
- IRIS, \$258

Hunger & Heating Assistance:

- Work continued toward eliminating local hunger and helping families establish self-sufficiency. Partnering with Foodshare, local school officials, faith communities, senior centers and social service providers and town officials we worked to identify issues specific to families in need in the communities of Andover, Columbia, Hebron, and Marlborough. The continued presence of Covid-19 has resulted in difficulties in gathering in groups to provide many community services and has presented new challenges for all communities.
- The “Give up and Give Back” Lenten Collection for HIHS took place. The program involved collecting donations. This took place in March. Drop off location greeters collected items from cars or at the door to minimize contact.
- The Crop Walk event for hunger relief was held virtually in 2020 and raised \$2555 for Church World Service and local community programs that provide food assistance. The 2021 Crop Walk occurred Sunday, October 3rd and was in-person at Andover Congregational Church. The 2021 walk raised a record amount of \$5,657.
- \$150 was collected toward the CWS Blanket Ministry
- The Tolland Association waived dues due to the pandemic. The Board then made the decision to donate the \$258 designated in the budget for dues to IRIS.

Impoverished Children:

- The committee offered a new project called “Hearts for Hope”. Hearts were offered to place in windows as a sign of hope during the difficulty of Covid-19 and specifically to spread awareness of the need to de-stigmatize the need for mental health especially in the community. Hearts were available at the church for pick up and a requested donation of \$10 was on the honor system.
- The usual Backpack program that takes place in late summer with HIHS was already set with a solid inventory of supplies. HIHS decided to pilot a food pantry at RHAM. The requested need was to support teens with personal care items. A collection location was set up at the parish house for drop off personal care items.

Gilead Helping Hands

- Requests for assistance were fielded in spring and involved minor to major repairs. Tasks completed included power washing, painting and repairs.
- New and continued projects include stone pathway repairs, entry access safety repairs, and house trim repairs.

Respectfully Submitted,

Jessica Blackletter, Dale Bland, Patrick Fagan, Susan Fredette, Sandy Hooker, Gloria Kimball, Phillis Kurz, Les Kurz, Laurie Larsen, Robert Owens, Gayle Sylvester, and Susan Swiatek (Chair)

COVENANT TO CARE

November 4, 2021 will be the 27th anniversary with our commitment to Covenant to Care for Children (CCC)-Adopt A Social Worker (AASW) program. Our covenant has been to support our church adopted social worker and to help children and families in Connecticut that are in crises and in need.

The AASW program has been a church wide mission that has supported CCC and the Department of Children and Families (DCF) with financial and donations of goods. This past year's donations included 48 Christmas gifts that included new toys, sundries, clothing, knitted clothing, crafts, and gift cards all worth \$1,870.00. All gifts were delivered to our adopted social worker Jeff Brown. In the fall, during Covid 19 shut down, we received a very generous donation for CCC from a friend of GCC. The items included 337 pieces of new clothing for children newborn to age 2. The value of the donation was \$966.00. CCC representative Catherine Haugh distributed the clothing to several families in need.

The Christmas Angel Tag mission (1996-2021) continued to be the primary mission for our church AASW program and has donated 1,385 gifts to this date. On Sunday October 18, 2020, the Christmas Angel Tag mission was presented to the church congregation. Because of Covid restrictions the Christmas Angel Tag mission was no longer implemented as developed. This became a Christmas gift collection for our adopted social worker Jeff Brown. Thanks to the help of Pastor Denise, Sally F., Lorraine Kreeger, and Julianna R., we were able to complete the Christmas gift mission for 2020.

The estimated value of all donations for Sept.2020-August 2021 was \$2,836.

From 1994-2021 our congregation has donated \$94,917.00

A final note, this will be my last Covenant to Care annual report as I will be retiring as our church CCC Liaison on August 31, 2021 after 27 years with the AASW program. It has been my pleasure to be part of this wonderful mission that has helped so many children and families in need and in crises in CT. My heartfelt thanks to the Gilead Church congregation for their generous support over the past 27 years.

Respectfully submitted,

Nancy Bennett, Liaison (GCC / Covenant to Care for Children)

DIACONATE REPORT

“A year of change, loss, love, growth and resilience”

The By-Laws of the Gilead Church provide a framework for our role as deacons: “The Pastor and the Diaconate shall share oversight of the spiritual life of the church.” We joyfully and prayerfully accept this privilege and responsibility. This role calls us to work with our pastor to attend to worship details, such as serving as “Deacon of the Day,” assisting with Communion, training and overseeing our Acolytes, assisting with baptisms and new members, and attending to budgetary issues.

One of our primary tasks this year has been maintaining protocols to provide a safe venue for worship in the time of COVID, while striving to preserve the spirit of community that we have long nurtured and enjoyed. We reviewed the current recommendations monthly and updated the worship protocols as needed. Our guiding principle has been that we can best show our love by providing a worship service that protects even the most vulnerable parishioners among us. We will continue to do so, as it seems that the virus will be with us longer than we expected.

Early in the year, we learned that our beloved Pastor Denise would retire at the end of June. Our Church Council voted to invite the deacons to form a committee to search for an interim pastor. The committee included representatives from various groups at the church. Those who agreed to serve include Jim Burgess (Trustees), Bruce Langevin (Stewardship and Sunday school teacher), Phyllis Kurz (Board of Missions), Sarah Cohen (Young Adult), Jon Kimball and Ginny Miller (Deacons.) After months of study, consultation with UCC specialists, reviewing six candidates, and conducting interviews on Zoom and in-person, we were delighted to offer the position to Rev Matthew McCaffrey. Pastor Matt is an intentional Interim Minister, meaning that his career choice is to work with UCC Churches in transition, and he has special training and experience working with congregations like ours. He has served 14 churches over the 33 years since his ordination.

Pastor Matt enthusiastically accepted our call and began serving as Interim Pastor of the Gilead Congregational Church on June 27, 2021. We’re delighted that God has sent us such a gifted and talented leader to guide us through these uncertain times. Pastor Matt and his wife Alison live in their home in Cheshire, where Alison is a pastor in the First Congregational Church of Cheshire.

In July we re-introduced our “Summer Potluck and Prayer” evening gatherings in our church terrace. Each of the two July gatherings was well attended with over 50 participants. For many this was a first opportunity to meet Pastor Matt. We ultimately decided not to continue to hold the gatherings in August because of COVID risk considerations.

With the transition to a new interim Pastor and the continued presence of Covid in our midst, there was a concern that we might not be meeting the needs of all of our members, especially those who are homebound or ill. In response to this concern, the deacons created a subcommittee, the “Board of Visitors” in July. This subcommittee will assess the needs of our members and refer concerns to our interim Pastor and/or call or visit to see how we may be of assistance. The Board of Visitors is beginning with three members, Dale Bland, Ginny Miller and Margot Sheehan. As we clarify the role of this subcommittee, other members of our Church will be included.

Our plan for the year ahead of us is simply to continue follow God's plan for "Serving Christ and the community since 1748."

Respectfully Submitted

Amy Destine, Todd Helweg, Jon Kimball (Co-Chair), David Kline, Jim Ledbetter, Lynn Lukach, Ginny Miller, Teresa Olio, Margot Sheehan (Co-Chair)

WELCOMING COMMITTEE

The role of our Welcoming Committee has changed dramatically due to the Covid-19 pandemic. Last fall and over the winter our worship services were exclusively on-line; then in April shifted outdoors with social distancing with the option to join online. This said, the Welcoming Committee continues to find itself on hold.

Typically Greeters welcome people before the 10 a.m. worship service on Sunday mornings and encourage people to wear nametags in order to get to know one another and build community.

The Welcoming Committee also usually holds an annual dinner at the end of January for new members who joined in the previous year. This year the dinner didn't occur due to COVID risk considerations.

If you have any thoughts or ideas about how we can be welcoming, especially in the midst of the unique and challenging times we are living in, please speak with any member of our Committee.

Respectively submitted,

Ned Ellis, Tim Fellman, Jill MacLachlan, Ann Sarra, and Joe Sheehan

BOARD OF CHRISTIAN EDUCATION

The Board of Christian Education coordinates and sponsors various programs and events for all members and friends of the Gilead Church. While many see Sunday school as a large part of our focus, education and opportunities are available to all. Sunday school is for preschool up to 8th grade students. This pandemic year forced adaptation for our Sunday School Program from an in-person experience to one of primarily outreach offerings to our church families. We have approximately 70 children (39 families) registered for Sunday school. We secured the online curriculum of Whole People of God for use this year.

Our Sunday school Superintendents are Heather Franzese and Jeffrey Haines. Karen Risley and Sandy Waldo are the Co-Chairpersons of our Board. The Theme for this year was a whole Church Theme of “Planting Seeds of Hope”. Our usual format of teachers and classroom activities was set aside for this year instead we proceeded month by month with flexibility and fluidity.

The CE Board offered small outdoor/indoor gatherings utilizing safety protocols:

- **September** -CE Board member Ciara Franzese Read “I am Human”, Pastor Denise introduced the whole Church Theme and our Little Lending Library was dedicated.
- **October** -Pumpkin Parable and pumpkin decorating event was held, 6 children attended.
- **November** -Thanksgiving Sunday School activity, a colorful Thanksgiving turkey craft was created by each child. Spiritual focus, children identify what they are grateful for in their lives.
- **December** – “Hopeful Living” Devotional purchased and offered to the congregation for use during the Advent Season. “Advent in a Box” created by the CE Board based on activities developed by Traci Smith in her book “Faithful Families for Advent and Christmas”. These were delivered to each church school family to use weekly during Advent. Joe Zuzel once again shared his wealth of talent by directing a wonderful montage of musical gifts from all age levels in our congregation. Skylar Haines was instrumental in creating the video for presentation during December 20 service.
- **January** -A month of evaluation/planning and where to go from here with the continuing uncertainty in this new year. Efforts to engage and support families from a distance as the pandemic continues. CE members continue to meet monthly via Zoom and send a representative each month to the council meetings. We explored multiple resources for a new curriculum for the next year as we have used the Whole People of God for several years now. Youth Group participated in a Soup Kitchen community service project this month.
- **February** -Valentines for shut-ins (approximately 12 recipients) activity to make them. Red Hearts for Hope Fund raiser for AHM mental health services collected \$2000 plus so far. Lenten Home Church gatherings began and were successfully attended. The theme was derived from the book “Weathering the Storm Tracy W. Mere-Muska that was a Lenten focus last Lenten season. Recurring need for this wisdom in the present world. Lenten Blessing Bags were created for children/families to use the ideas and materials for inspiring Hopeful Acts of Kindness. They were delivered to each family for use during Lent.
- **March** – Continuation of Lent through to Palm Sunday and Easter. Karen Risley emphasized the story of Palm Sunday with our very own “tomb”.
- **April**- Our Easter activity was held on 4/3/21, 6 attendees focus on the Easter symbols and their meaning. We also had an Easter egg hunt, all activities outside in the Garden of Remembrance and the adjoining field.

- **May-** There were 6 in the confirmation class, and they led the Church service on May 23. May 2 Children's activity centered around theme of planting seeds of hope with decorated clay pots and planting seeds (7 attendees).
- **June-** CE board met and decided on a theme for church school 21-22 season "Make Music and Praise the Lord". Children's Sunday 6/13 was a special children's message by Pastor Denise, recognition of Phil Parizeau's 30 years of service as a Sunday School teacher. Karen offered the dedication to for Pastor Denise's Memorial Garden and the children "planted" love rocks as their recognition.
- **July** – This month's activity was creation of Prayer Jars, focusing on some reasons and methods of prayer and communicating with our God. We are looking forward to planning hopefully for the 21-22 Sunday school year.

This year was a special challenge with Covid-19. We made adjustments and tried to be creatively helpful and spiritually supportive to the children and families of the Gilead Congregational Church.

Respectfully Submitted,

Cindy Links-Fagan, Ciara Franzese, Heather Franzese, Jessica Peltier, Deb Meincke,
MaryBeth Acker, Amy Daniels, Karen Risley (Co-Chair), and Sandy Waldo (Co-Chair)

YOUTH GROUP

The Gilead Congregational Church Youth Group's mission continues to be to:
"Provide the youth of the church and community with regular opportunities
to participate in Christian service and fellowship."

The Youth Group typically meets one Sunday evening each month for team building, conversation, planning for upcoming events, and fellowship. From September 2020-June 2021, our activities continued to be curtailed by COVID-19.

We kicked off the year with a zoom meeting on Sept. 20. Our goal was to find out how the youth were managing the "new normal" and to talk with them about their comfort level for in-person, socially distanced or virtual activities.

We restarted our email "Wednesday Wisdom" messages of hope and kindness and continued them until the end of the school year.

There were opportunities for service including the annual Crop Walk benefitting Church World Service which was offered as a virtual event. With some creative thinking, we prepared meals for the Covenant Soup Kitchen in January, March and May, providing meal ingredients for pickup and preparation by YG members and preparing one meal socially distanced in the Fellowship Hall. Meals were dropped off at the Soup Kitchen for Saturday lunches. We also connected with homebound senior members of the congregation by baking and delivering cookies and notes for Christmas and Valentine's Day. We helped HHHS deliver Thanksgiving Food Baskets and youth also volunteered to coordinate children's activities at Pastor Denise's celebration.

We did not hold our annual Homeless Awareness Night.

Our usual fundraising activities were not possible due to COVID-19 and the cancellation of the Hebron Maplefest.

On the social side of things, we didn't have regular meetings, but we were able to have our very popular Pumpkin Bowling event and pumpkin carving in October. In November, we offered an opportunity to watch a Charlie Brown Thanksgiving in the Fellowship Hall. In December, we did a drive-through distribution of Gingerbread Houses and candy in the church parking lot. The kids spent the afternoon decorating their Gingerbread Houses and then we gathered on zoom in the evening to see their creations.

Our numbers were limited by social distancing requirements, but we had 20-30 youth participate in at least one event throughout the year and an average of 5-15 participate in some of our events. The Youth Group thanks the congregation for their continued support throughout the year.

Respectfully submitted,

Jeff Brown, Brian and Heidi Byrne (Chair), Karen Cohen, Becky Cook, Brad Franzese, Todd Helweg, Jaime McKinley, Karen Risley

MUSIC COMMITTEE

This year has been an unusual time for the music committee and for the music program as a whole at Gilead Congregational Church. We have had busy moments and quieter ones as we try to navigate the protocols associated with Covid-19.

At the end of last summer, we were notified of the resignation of the Minister of Music. A search committee was formed, consisting of members of the committee and also other representatives from the church. After many interviews, we were fortunate to find Andrey Stolyarov. We were very impressed with his resume and also his passion for music. We felt as though he would be a wonderful addition to our church family and had a lot of enthusiasm when it came to making community connections outside the church in order to expand our music program. The committee met with him soon after coming on board, to review the role of the committee and also ways in which we could support community outreach. He also has a passion for composing which will add a new element to our musical repertoire.

Stepping into this position during the heart of Covid has required a great deal of flexibility and creative thinking when it comes to music. He has led us through a variety of models including singing in the outdoor services and engaging small groups. At this point are looking at practicing with protocols in place, and then utilizing small groups and soloists to participate in Sunday services.

Other projects we have worked on have included measuring and obtaining quotes to place glass on the organ in the sanctuary. This will ensure that the new equipment is well cared for and preserved for many years to come.

In the upcoming budget we continue to support the maintenance of the organs and pianos. We are also maintaining licenses for copying music as well as licenses for recording and sharing music online. The budget will encourage professional development for Andrey, as well as, budget for subs in the cases of his absence. The music budget is a subset of the diaconate budget.

We have several members who will be completing their terms this year. We look forward to having new members who will continue to nurture and grow the musical program, which has been, and continues to be an integral part of the Gilead Congregational Church,

Respectively submitted,

Carolyn Bennett, Peggy Besmond, Judy Brandi, Judy Brown, Renee Ellis

WOMEN'S FELLOWSHIP

The Women's Fellowship Committee is open to all women of the Church. Prior to the pandemic, we met periodically during the year for fellowship, fundraising and service. The Women's Fellowship is available to coordinate receptions for various church functions (including funeral receptions) as requested. A donation is suggested for these activities.

This has been another year of limited meetings and activities due to the pandemic.

- The cook book sale has continued and has raised \$132.00.
- Funeral receptions have contributed \$400 to our fund.
- Donations include \$300 to the Silver Lake Conference Center.
- Donations totaling \$1700 have been made by Women's Fellowship to the Church, the Covenant Soup Kitchen, HIHS, AHM and HELO.

A procedure for funeral receptions was written up this year. There will be a Women's Fellowship meeting on November 3, 2021. We look forward to returning to our usual activities as soon as it is possible for us to safely do so.

Respectively submitted,

Jean Dormer (Co-President), Renee Ellis (Co-President), Margaret Gibbs (Treasurer), and
Connie Tormey (Secretary)

MEN'S FELLOWSHIP

Men's Fellowship is an informal social group open to all men of the church. Our goal is to foster friendship and provide support.

Although the pandemic prevented Men's Fellowship from gathering during the last year, we hope that conditions will improve so that the Gilead Congregational Church can once again enjoy our down home cooking and good cheer!

Respectively submitted,
Tim Fellman

PASTORAL RELATIONS COMMITTEE

The Pastoral Relations Committee conducts an evaluation every other year and will vary the format and scope depending on where we perceive attention is warranted at the time.

With Pastor Denise Esslinger's retirement in June, an evaluation was not conducted in 2021.

There was no other business for the Pastoral Relations Committee this year.

Respectfully submitted,

Brian Byrne (Chair), Sharon Ledbetter, Katie McClaine and David Olio

STEWARDSHIP COMMITTEE

The theme for our 2021 stewardship campaign was “Planting Seeds of Hope”. The pandemic that began in 2020 demanded changes to many aspects of our lives, including how we approached our annual stewardship campaign. During the first three Sundays in November 2020, the Stewardship Committee shared a different video montage at the start of service. Each week the videos contained clips from different congregants sharing their stories of hope. On the third Sunday we held a pledge parade and delivered yard signs with our planting seeds of hope logo to each member who had pledged. Pictures were taken of each family and their sign and all of those were shared the following Sunday for Pledge Sunday. We hoped that this approach provided food for thought as people considered their pledges. Most importantly it allowed us to glimpse the friendly faces of the people we had missed during the long months of virtual worship.

At the Annual Meeting a pledge budget of \$289,282 was set for 2021. This represented an increase of 1% over the 2020 pledge budget. As a result of the campaign members of the congregation generously pledge \$226,120. In this unprecedented year we found ourselves with a gap of \$63,000. We hope and trust that, as in years past, we will close the gap by year's end through both lower expenses and end-of-year giving.

Our Stewardship Committee continued the practice of thanking all members who submitted a pledge. The committee received the names (and only the names as the amount pledged by individuals is known only to our Assistant Treasurer) of those who pledged. Committee members then wrote thank you postcards to each person / family to thank them for their generosity. These personal postcards were well received and the committee felt they were worthwhile.

The Committee also continued to coordinate “Journey of Faith” speakers. As each person shared their faith journey we continued to be inspired. Since our last annual report two people have shared their personal journeys through “Journey of Faith”; Anna Parker and Denise Esslinger. We thank each of them for helping our congregation to grow spiritually by sharing their stories with us.

The committee continued to educate the congregation about giving options. Information about using electronic fund transfers and bill-paying services was made available during the 2021 campaign as a way for people to meet their pledge commitments. The committee has continued to explore other digital venues for giving.

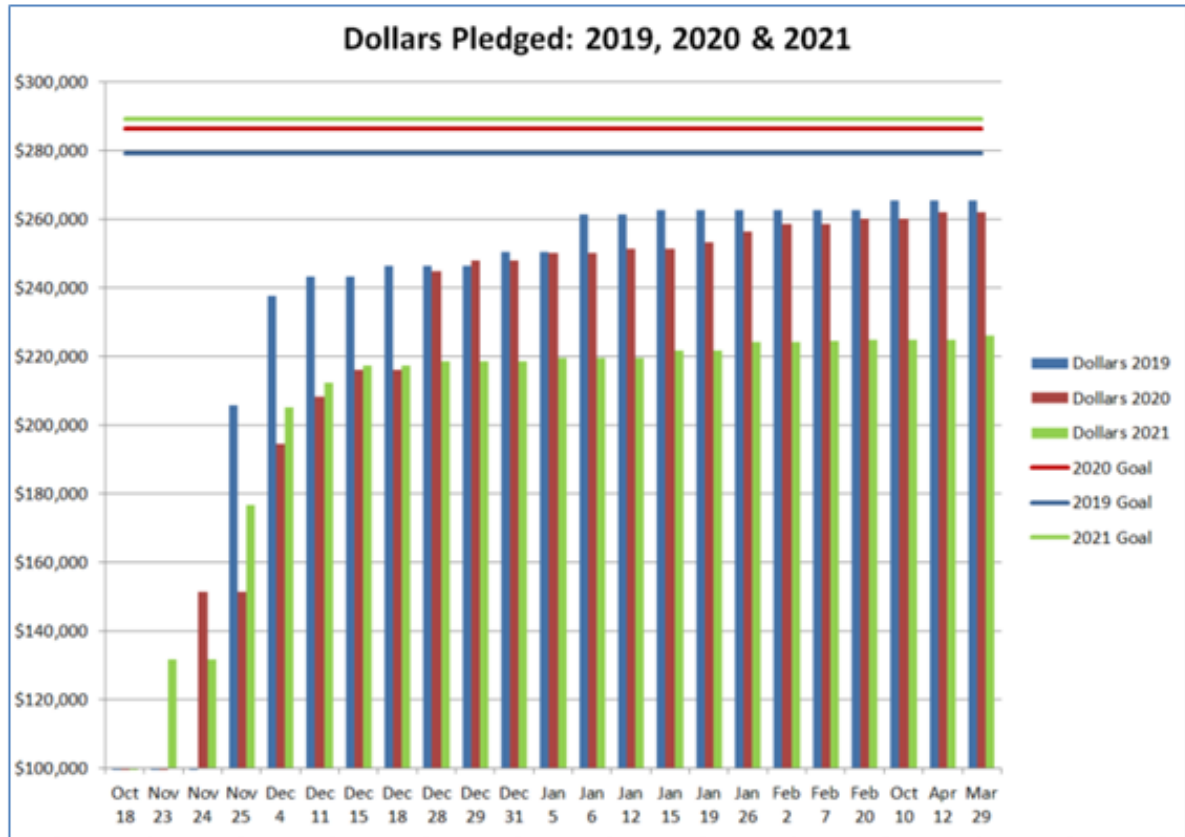
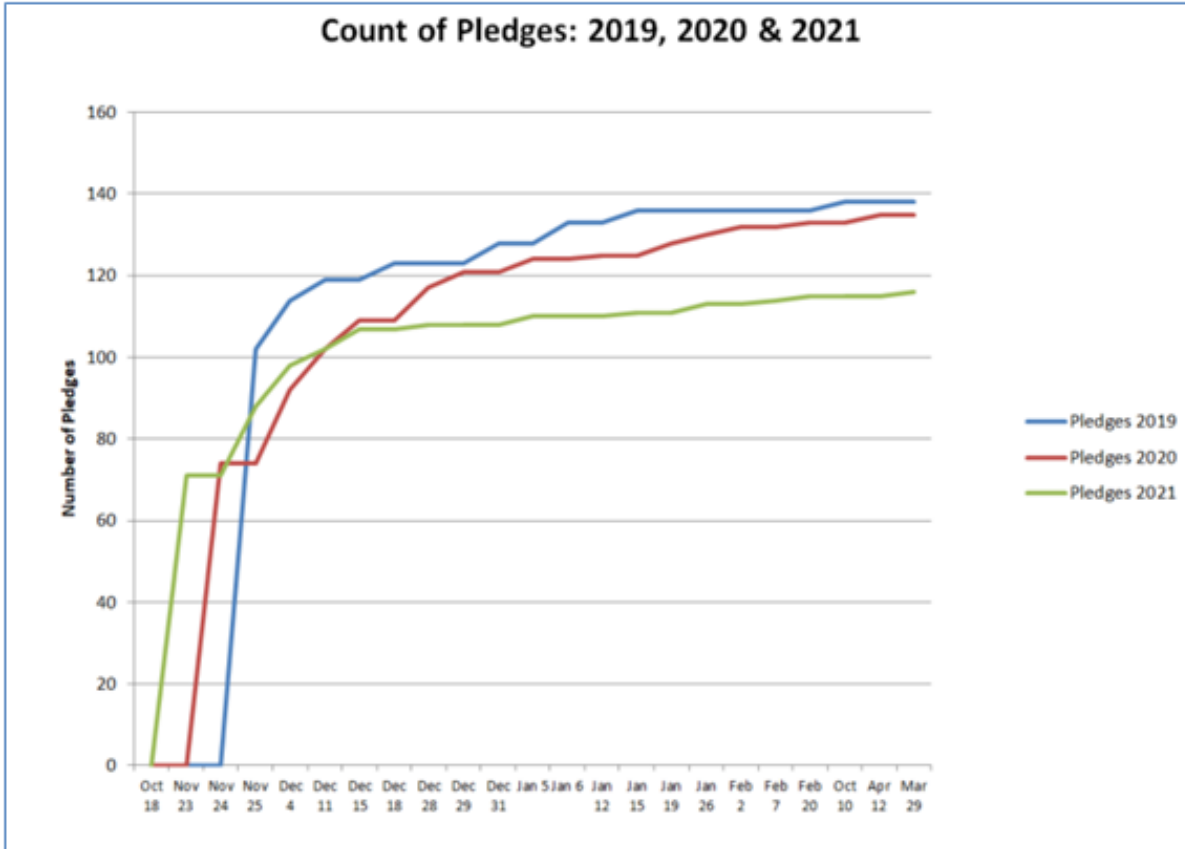
We thank each church member who attends worship, whether virtually or in-person, and serves to do the work of our church. Together our church generously touches lives locally and in the wider world.

Respectfully submitted,

Mark Bierbaum, Michael Bierbaum, Lisa Cox (Co-Chair), Charles Daniels, Lauren Henry (Co-Chair) and Bruce Langevin

*Stewardship trending data is included on the next page.

STEWARDSHIP TRENDING DATA



FELLOWSHIP COMMITTEE

The Fellowship Committee continued to be challenged by the Covid Pandemic restrictions on in-person events. We hope and pray that in the upcoming months we will be able to be once again together.

The following socially distanced events were held:

October 2020: Soup Swap- Members of our committee made and packaged crocks of soup that members and friends picked up following church. Soup and bread were also distributed to our members who couldn't get out.

November 2020: Our second Puzzle Swap was held following 2 weeks of puzzle collections.

December 2020: Church wide tree decoration. Ornaments were supplied with ribbon to add a note or family name. These were placed on a tree lit with Christmas lights just to the left of our main church entry doors.

February 2021: Corn Hole Tournament. This was set up in our Fellowship Hall. 10 Teams battled it out for the title of GCC corn hole champion.

June 13, 2021: Pastor Denise's Retirement Party: The Fellowship Committee members assisted with many aspects of this event in which planning began in March. Annette Langevin was asked to head up the Retirement Committee. Special thanks to Colleen Hunter who created, designed, and implemented our "Seasons of Love" theme in festive liturgical colors and provided the arranged, beautiful flowers for all the tables. Thanks to all that baked, assisted with set up and clean up, and everything in between.

Prior to the COVID Pandemic, the committee organized volunteers to host Coffee Hour after the 10:00AM worship service. We hope this will once again take place even if it's in a slightly modified format.

If anyone has any creative ideas for socially distanced or virtual activities that can bring our congregation together, please feel free to speak with a member of the Fellowship Committee.

Respectfully submitted,

Penny Besmond, Dale Bland, Judi Brandi, Berry Honore, Colleen Hunter, Janet Kline, Annette Langevin (Chair), Pat Martin, and Karen Voghel

MEMORIAL COMMITTEE

In the past year, memorial donations were received in memory of Betty Cordani, Garry Sarra, Bea Stokes, and Wilson Tyler.

As of 9/30/21, there was \$7,476.81 in the Memorial Fund.

The Memorial Committee would like to thank Joan Cordier for providing acknowledgements to family members as well as thank you notes on behalf of the church to all who made donations.

Respectively submitted,
Judy Brown, Renee Ellis, and Margaret Gibbs

GARDEN OF REMEMBRANCE COMMITTEE

Although there were no interments since our last report, we did experience a high volume of activity in the Garden.

Due to the pandemic, a majority of our worship services were held in the Garden. In addition, there was the blessing of the animals as well as two weddings, one funeral, four baptisms and one memorial service.

The Garden remains a place of peace and tranquility. Many times, people have been seen visiting the Garden seeking solace.

The beauty of the Garden is attributed in large part to those who worked in it. A special note of gratitude is extended to Michele Dupuis of Giving Gardens and Landscape. Her vision, work ethic and quality of work are beyond reproach.

We are indebted to Phyllis Kurz who coordinated the willing weeder schedule as well as the many weeders for their efforts. Not to be overlooked is the effort of Jack Hooker for scheduling the weekly mowers, two of whom, Bill Cox and Jim Burgess, are not committee members.

We thank Gayle Sylvester for power washing the gazebo, which received a new coat of paint thanks to the efforts of David Henry, Jerry Krasser and Diane Desruisseaux.

Gayle is recognized for designing and providing special cards which were used to acknowledge donations.

We would be remiss if we did not recognize Dan Dormer for his unselfish efforts on our behalf. Thank you, Dan.

In the spirit of gratitude, we extend our appreciation to those who were responsible for setting up and taking down the holiday lights.

Our gratitude is extended to Jack Hooker for taking down a couple of diseased trees and Doug Stewart for maintaining the plot plan identifying exactly where all are interred.

Finally, thank you Glen Hadley for seeing to it that our plaque is kept up to date. The plaque is located on the wall outside the coat closet. It shows the name of those who are interred as well as their respective dates of birth and death.

Currently, there are seventeen whose cremains are interred and one whose cremains were scattered. In addition, there are twenty who have pre-paid for their sites.

Again, we thank all for their love and support of the garden.

Respectively submitted,

Art Austin, Diane Desruisseaux, Harvey Desruisseaux (Chair), Glen Hadley, David Henry, Jack Hooker, Jerry Krasser, Lorraine Kreeger, Alice Marien, David Kline, Doug Stewart

HISTORIAN

More Comings and Goings and COVID-19

This past year has required us to be flexible both in our personal lives, as well as, our church life. COVID-19 remains as a defining element of how we worship. At times, we've gathered virtually only and other times physically together, but socially distanced and masked. This summer we had a bit of normalcy, worshipping together outside and mostly unmasked. We've had to be accepting of the decisions that the deacons have so carefully made to keep us safe. As the strong community of faith that we are, we will weather this storm together with help of God.

The beginning of 2021 brought changes to our music program as Danielle Hoehn left and our always willing and talented congregant, Carol Geyer, stepped into the role of organist and vocalist for the winter. After Easter, we were blessed to have Andrey Stolyarov join us as our Minister of Music. A Hebron resident, he teaches at the Hart School of Music and Capital Community College. Not only is he a teacher, but also a talented musician, playing the piano, organ and guitar and singing and composing music. We are, indeed, excited and fortunate to have this accomplished man share his talents with us.

January brought additional news that required our congregation to start a difficult journey together as we learned that our beloved pastor would be retiring at the end of June. Pastor Denise called each of us to let us know before the official announcement. As she said in her final sermon, she heard the "calling voice" telling her that it was time for the Gilead Church "to have a new pastor that has different gifts (than I do) to help lead this wonderful community of faith into God's future".

Denise Mae Esslinger was born on December 4, 1963 in Dayton, Ohio to the Rev. Dr. Donald and Doris Esslinger, joining her older brother Denis. She spent her first five years in Germantown, Ohio. From there the family moved to Norwich, NY for ten years and then onto Bethlehem, PA where Denise attended high school. Her father served UCC churches in these communities.

In 1985 after attaining a B.S. in Marketing, with Distinction, from Penn State University, Denise went to work in New York City for one of the largest advertising agencies in the world. This was an exciting and educational time for the daughter of a UCC pastor. She was surrounded by wealth and privilege, all the while struggling to make ends meet. A move to Philadelphia didn't bring the hoped for change she sought. While she thought the "calling voice" was telling her that she needed to be in a different place, it was actually telling her that she needed to do something different. She decided that her calling was to pursue the ministry. In 1993, she graduated from Lancaster Theological Seminary with a Masters in Divinity, Cum laude.

The path to Gilead Congregational Church was somewhat difficult and unexpected. While Denise was an excellent student, she did not find support for ordination from the committee she regularly met with within the United Church of Christ. After finishing seminary, she worked at the First Church in Cambridge, MA for a year where she learned much about the ministry and worked at church's shelter for men. She finally had her ordination interview and was approved for ordination by the committee. However, she subsequently received a letter from the Conference board of directors denying her ordination. She wondered if the "calling voice" was telling her that ministry was not the right path for her. However, she was thriving at First Church so she persevered. She subsequently served as Minister of Education for almost four years at Foster Memorial Church in

Springfield, MA and worked part-time at shelter for women and children. She felt God's call to "ministries of compassion and standing with those who are poor and vulnerable". And finally during this time, she was ordained. She came to learn years later that it was her advisor, who suffering from mental health issues, had undermined her path to ordination. She came to feel that this experience was "spiritually formative" for her.

Once again the "calling voice" sent her in pursuit of a new direction. She was drawn to urban ministry and interviewed at a number city churches across the country. During this time, the profile from the Gilead Congregational Church came to her attention. Although this was not where she had envisioned herself, she pursued this path and as she put it, "the rest is history".

Denise came to Gilead as the first settled woman pastor in the church's 250 year history. In 2009, she completed her Doctorate in Divinity from the Chicago Theological Seminary. Our congregation grew under Denise's leadership, as did our community involvement and the church became Open and Affirming. So much has changed in the last 22, almost 23 years, but the spirit of this church endures and flourishes. Denise inspired us with her passion for social justice and for those less fortunate than we, but she did so by asking us to think outside ourselves and not preaching at us. She has sent us on a journey to share the love of Jesus Christ. Love has always Denise's message and it is her charge that we continue sharing that message; that we listen to "the calling voice".

To send our beloved pastor off on her new journey, a party was planned for June 13. A dedicated group put together a fun celebration, as requested by Denise . This was not to be a day for tears, but a day of shared remembrances. Denise was affectionately "roasted" by Bruce Langevin using suggestions from members of our congregation. It was a truly happy day.

On June 27, Denise preached her final sermon (much of the above information came from that sermon) in which she shared her journey to Gilead Congregational Church. There were difficult times and rewarding experiences on the way, but in the end she called her time as our pastor as "one of the greatest blessings of her life". We were certainly blessed the have her serve as our pastor for almost 23 years.

Respectfully submitted,
Anne B. Lewis, Historian

AUDITORS

We have reviewed the financial records of the Gilead Church for the budget year 2020 and find them to be substantially complete, accurate, and in good order.

Respectfully submitted,
Art Austin and Jan Mango

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2021 BOARDS AND COMMITTEES

This report is respectfully submitted by the Gilead Congregational Church Nominating Committee. This slate will be voted on at the Annual Meeting on November 7, 2021.

COMMITTEE	MEMBER	TERM	TERM EXPIRES
DIACONATE Three year term Two term limit	Amy Huhn	2	2022
	David Kline	1	2022
	Jim Ledbetter	2	2022
	Todd Helweg	1	2023
	Lynn Lukach	1	2023
	Margot Sheehan	2	2023
	Jon Kimball	2	2024
	Ginny Miller	1	2024
	Heidi Byrne	1	2024
FELLOWSHIP COMMITTEE Three year term Two term limit	Penny Besmond	2	2022
	Janet Kline	2	2022
	Dale bland	2	2023
	Berry Honore	2	2023
	Colleen Hunter	2	2023
	Nancy Thorpe	1	2023
	Judy Brandi	2	2024
	Elaine Aubin	1	2024
BOARD OF TRUSTEES Three year term Two term limit	Dave Henry	1	2022
	Scott Summerer	1	2022
	Don Woods	1	2022
	Brad Franzese	2	2023
	Barry McLachlan	2	2023
	Ned Ellis *	1	2023
	Alan Thibault	1	2023
	Brian Lemire	2	2024
	Ron Dejewski	2	2024
Keith Carlough	1	2024	
STEWARDSHIP COMMITTEE Three year term Two term limit	Lauren Henry	1	2022
	Charles Daniels	2	2023
	Bruce Langevin	2	2023
	Doug Stewart	1	2024
	Paul Miller	1	2024

COMMITTEE	MEMBER	TERM	TERM EXPIRES
PASTORAL RELATIONS COMMITTEE Three year term Two term limit	Brian Byrne	2	2022
	David Olio	2	2022
	Sharon Ledbetter	2	2023
	Katie McClaine	1	2023
	Diane Dixon	1	2024
MUSIC COMMITTEE Three year term Two term limit	Penny Besmond	1	2023
	Judy Brandi	1	2023
	Carol Geyer	1	2024
	Carolyn Guarino	1	2024
NOMINATING COMMITTEE Three year term / No term limit	Paul Miller	n/a	2023
	Jan Andrews	n/a	2024
AUDITORS Three year term / Two term limit	Art Austin	1	2022
	Terry Lukow	1	2024
DELEGATES Three year term No term limit	Ginny Miller	n/a	2022
	Rence Ellis (alt)	n/a	2024
	Bob Woodward	n/a	2024
BOARD OF CHRISTIAN EDUCATION Three year term Two term limit	Cindy Links-Fagan	2	2022
	Ciara Franzese	1	2022
	Jessica Peltier	1	2022
	Marybeth Aker	1	2023
	Amy Daniels	1	2023
	Deb Meincke	1	2023
	Heather Franzese **	1	2023
BOARD OF MISSIONS Three year term Two term limit	Patrick Fagan	2	2022
	Sue Swiatek	2	2022
	Gayle Sylvester	2	2022
	Jessica Blacketter	2	2023
	Dale Bland	1	2023
	Susan Fredette	1	2023
	Gloria Kimball	1	2023
	Phyllis Kurz	2	2023
	Laurie Larsen	1	2023
	Sharon McKenna	2	2024
	Robert Owens	2	2024
	Roxanne Barrett	1	2024

COMMITTEE	MEMBER	TERM	TERM EXPIRES
GARDEN OF REMEMBRANCE No designated term No term limit	Art Austin	n/a	No expiration
	Diane Desruisseaux	n/a	No expiration
	Harvey Desruisseaux	n/a	No expiration
	Glen Hadley	n/a	No expiration
	David Henry	n/a	No expiration
	Jack Hooker	n/a	No expiration
	David Kline	n/a	No expiration
	Lorraine Kreeger	n/a	No expiration
	Alice Marien	n/a	No expiration
	Doug Stewart	n/a	No expiration
WELCOMING COMMITTEE No designated term No term limit	Ned Ellis	n/a	No expiration
	Tim Fellman	n/a	No expiration
	Jill MacLachlan	n/a	No expiration
	Ann Sarra	n/a	No expiration
	Joe Sheehan	n/a	No expiration
MEMORIAL COMMITTEE Two year term No term limit	Judy Brown	n/a	2022
	Renee Ellis	n/a	2022
	Margaret Gibbs	n/a	2023

YEARLY APPOINTMENTS (Officers)

CLERK	John Jenkins
ASST CLERK	Janet Boyce
TREASURER	Bob Kulow
ASST TREASURER	Joan Cordier
HISTORIAN	Anne Lewis
HEAD USHER	Jan Andrews

* = indicates filling unexpired term

** = Church Council agreed to extend term by one year

BOLD = indicates new members and / or members moving to a subsequent term

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GILEAD CONGREGATIONAL CHURCH

2022 PROPOSED INCOME AND EXPENSES

ACCOUNT	2021 Budget	2021 YTD*	2022 Budget	% change
4- INCOME				
4010 Pledges	289,282	158,647	236,836	-18.13%
4020 Plate	6,000	5,890	8,000	33.33%
4040 Miscellaneous	12,000	22,014	9,600	-20.00%
4045 Parsonage			21,600	
4050 Women's Fellowship	1,000		750	
Total Income	308,282	186,551	276,786	-10.22%

6-EXPENSES

61 - PASTORAL

10 Pastoral Salary - Base	36,206	29,272	60,084	65.95%
20 Pastor Social Security	3,601	2,571	4,596	27.63%
30 Travel	4,500			-100.00%
40 Health/Dental Insurance	16,152	8,076	11,706	-27.53%
50 Church Annuity	21,300	9,025	8,412	-60.51%
55 Annuity Reclassification/Housing	24,500	10,166	24,000	-2.04%
56 Housing				
60 Professional Expenses	2,750	675		
70 Family Protection	706	227		
610085 Minister of Comm. & Tech	21,848	9,037	22,000	
Pastoral Total	92,672	70,695	130,798	41.14%

62 - TRUSTEES

620020 Social Security 6.2%(Employer)	4,864	2,219	6,450	32.61%
620030 Medicare 1.45%(Employer)	1,138	519	1,546	35.85%
621010 Church Custodian Salary	2,600	1,262	2,600	
621030 Parish Cleaning Salary	2,082	898	2,000	-3.94%
622010 Secretary's Salary	19,000	13,193	20,000	5.26%
30 Lawn Maint/Snow Removal	4,150	2,770	3,000	-27.71%
40 Fire Alarm Maint.	1,500	2,918	1,750	16.67%
50 Burner maintenance	2,500	1,945	2,500	
60 Service Contract, Copier	1,200	179	1,200	
623010 Parsonage Oil	4,000	1,692		
20 Parsonage Electric	1,800	1,037		
30 Parsonage Propane/septic	300			
40 Parsonage Telephone	300	150		
50 Insurance	12,000	11,438	12,500	4.17%
70 Stationery/Postage/Supplies	2,900	1,273	2,000	-31.03%
90 Church Electric	5,000	2,143	4,000	-20.00%

100	Church Heat/Oil	5,000	2,255	4,500	-10.00%
105	Church Propane	300	106	200	-33.33%
110	Church telephone	2,650	1,775	2,500	-5.66%
120	Parish Electric	700	468	600	-14.29%
130	Parish Heat/Oil	2,000	1,017	1,750	-12.50%
140	Facilities Maintenance	4,000	2,181	2,000	-50.00%
150	Long Term Capital Improvements	16,500	22,293	10,000	-39.39%
160	Capital Improvements	2,500	1,680	1,000	-60.00%
170	Miscellaneous	75	1,465		-100.00%
180	IT Support	2,500	3,022	5,482	119.28%
190	Kitchen Supplies	1,300	75	500	-61.54%
200	Building Supplies	750	134	500	-33.33%
	Bank Fees (Vanco)	500	383	500	
	Trustees Total	104,109	80,499	89,078	-14.44%

63 - DIACONATE

10	Deacons Fund	1,250	370	750	-40.00%
20	Pulpit Supply	1,800	495	1,000	-44.44%
30	Sabbatical	400			-100.00%
40	Minister of Music - Base	22,000	11,401	25,000	13.64%
45	Minister of Music - Continuing Ed	500		300	-40.00%
60	Sub organist/instrumentalists	1,200	325	500	-58.33%
70	Music Supplies	2,500	1,219	1,500	-40.00%
80	Piano Tuning	200		200	
90	Organ Maintenance	2,000	650	1,000	-50.00%
	Diaconate Total	31,850	14,460	30,250	-5.02%

64 - MISSIONS

10	Our Church's Wider Mission	9,252	6,168	9,252	
20	Tolland Association Dues	258		258	
30	Ct. Conf. Assessment				
40	Heifer Project	550	550	450	-18.18%
60	Hebron Interfaith Human Services	550		450	-18.18%
70	Andover Newton	150		150	
90	Ministry Outreach	7,800	484	6,600	-15.38%
	Missions Total	18,560	7,202	17,160	-7.54%

65 - CHRISTIAN EDUCATION

10	Adult Education	750		600	-20.00%
20	Confirmation Class	1,300	488	1,200	-7.69%
30	Sunday School Curriculum	650		600	-7.69%
50	Supplies	1,750	334	1,500	-14.29%
60	Christian Literature	400		200	-50.00%
70	Baptism Crosses				
80	Bibles	325	40	300	-7.69%
90	CE Music	250		250	
95	Vacation Bible School	250		250	
	Background Checks	600	32	600	
	Christian Education Total	6,275	894	5,500	-12.35%

66 - OTHER

10	Youth Group	1,500		1,250	-16.67%
20	Fellowship Committee	1,000		750	-25.00%
30	Stewardship Committee	500		400	-20.00%
40	Garden of Remembrance Maintenance	2,000	2,913	1,600	-20.00%
	Other Total	5,000	2,913	4,000	-20.00%

Total Expenses	308,282	176,664	276,786	-10.22%
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* Year to date as of 8/31/21