

2025 Annual Report and Financial Statements

First Congregational Church
United Church of Christ
Columbus, Ohio



Presented at the Annual Meeting of the Church
Sunday, January 25, 2026
Following Worship

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First Congregational Church 2025 Statistics

Births – 2

Isabella Jane DeFrancisco	9/17
Nile Koly Blanks	10/.1

Baptisms – 2

Braiden Margaret Havlicek	4/20
Hugh Nickoley Guild	8/3

Deaths – 9

Bernie Martin	1/5
Anne Morganstern	1/19
Jan Kevan	1/29
Martha Huey	2/26
Mary Kay Beall Carter	3/1
Richard Ogle	3/27
Carol Lowy	4/25
Samuel Ronald Cook, Jr.	8/15
Bradford Myers	10/1
Janice White	11/4

Memorial Services / Funerals – 4

Anne Morganstern	1/19
Carol Lowy	4/30
Martha Huey	6/25
Janice White	12/13

Transfers – 7

Alan Miller	2/25
Murley Miller	2/25
Karl Danneberger	4/6
Sallie Danneberger	4/6
Timothy Ahrens	6/5
Shane Gilles	10/12
Joanna Samuelson	10/13

Reinstatement of Membership – 1

Neal Brower	1/21
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Termination of Membership – 2

Michael Papisidero	11/18
Austin Paul	11/18

Weddings – 5

Sydney Rankin and Bryce Keaton	6/28
Steve McLain and Stephen Wild *	7/9
Lauren Woodford and Will Hirschman	7/12
Victoria Walschott and Tyson Chiriack	9/19
Erin Achille and Jeff Dlugoz	11/8
* Member wedding	

New Members – 16

Phil Armbruster	3/30
Andrew Guild	3/30
Molly Guild	3/30
David Havlicek	3/30
Kara Havlicek	3/30
Steve McLain	3/30
David O'Connor	3/30
Nathaniel Powell	3/30
Stephen Wild	3/30
Darlene Yeager-Torre	3/30
Makayla George	11/30
Teddi Obergefell	11/30
Joseph O'Connor	11/30
Steven Simpkins	11/30
David Stang	11/30
Liz Vanner	11/30

Beginning Membership.....	1,186
Additions.....	+16
Reinstatement of Membership..	+1
Transfers/Termination of Membership..	-9
Deaths.....	-9
Ending Membership	1,185

Staff Reports

Interim Senior Minister 2025 Annual Report

Submitted by Rev. Becky David, Interim Senior Minister

Beloved Community:

As I sit down to write this year in review, my heart is full of joy and pride for the amazing work this congregation has done in 2025. I am not going to talk about our accomplishments and successes. All of that information will be found in the individual commission reports. What I want to celebrate with you is the heart of this congregation, its courage, and its resiliency. And believe me, you have all of that in spades.

From the moment I stepped in the door in December of 2024, you have been gracious, open and so very kind. I felt not only an immediate respect for me as your Interim Pastor (which trust me is not a given) but a willingness to come to know me, a desire to know about my family, and even a concern about how I get along being so far away from them. This kindness is not lost on me. Many of you have opened your homes to me, invited me to dinner, shared a martini, or sat in my office for significant conversations.

Perhaps most important to me, however, has been your willingness to let me shepherd you. You have allowed me to preach from my heart, and I hope that preaching has touched yours. You have given me permission to preach the real Jesus – the Jesus of justice and inclusion and love. You have allowed me to challenge you, to invite you, to encourage you. I have not always said or done what you wanted me to do or say – and I know that because many of you more courageous ones have told me so! We have disagreed, sometimes changing our minds, but most often looking for common ground and paths forward. Courageous, I say.

I have made changes to worship and approached my role much differently than my predecessor. Most of those changes were welcomed, some not so much. And we are still here together, every week evaluating worship, every week someone offering me feedback, learning how to be a worshipping community together.

I have watched the Council embrace their leadership role when it was most important and difficult, taking responsibility for the culture of the congregation and trying to lead towards more health and more transparency. Your leaders stepped into an entire new way to look at stewardship, commissions practiced decreasing the organizational silos and began looking for ways to work together toward common goals. Courageous. Really.

We have come together in various iterations to share stories, begin to heal pain, talk about what troubles you, and dream a new future. In congregational conversations and in small groups you continue to move towards more community, more justice, more creativity.

Lest you think I see you all through rose colored glasses, believe me when I tell you I know there is a lot of work still to be done. But the truth is, there always will be. I know many of you are anxious about getting through the interim time and “settling” with a new pastor. But truth again – things likely will continue to change because the world continues to change. You are being invited into this dance of evolution with an incarnate God that simply will not let you stand still; will not let you settle for the way you’ve always done it. God’s Kin-dom won’t wait for that. It can’t wait for that. It needs us to get busy, and comfort has never been a good motivator for getting stuff done!

But what I have witnessed tells me you are resilient and this church will not break under the challenge of change. Or at least it doesn't have to. So, my hope for all of you as we enter 2026 together is this: that you will all let go just a little bit more. I hope and pray that you will let go just a little more of your comfort so that you can see what amazing new thing God is inviting you toward. I hope and pray that you will let go just enough of your dream for this congregation so that you can more clearly see what God is trying to dream through you. I hope and pray that you will learn that no matter who you have in the pulpit, the strength of this congregation lies in its people, in your ability to work toward honest community, and your willingness to own the justice and mercy mission of which you are all so rightfully proud.

It has been my privilege to work with you this past year and I look forward to preparing you more fully to fall in love with your next pastor because I have little doubt your next pastor will fall in love with you.

Lovingly Submitted,
Rev. Becky David

Interim Associate Minister (IAM) 2025 Annual Report

Submitted by Rev. jessica young chang, Interim Associate Minister (they/she)

Accomplishments

- IAM supervision of Stephen Ministry Leadership and Congregational Care Ministry team. Created healthy working relationships with leadership and supported Stephen Ministers in season of transition and commission of 2025 cohort.
- IAM attended UCC Conference and Association annual meetings, representing First Congregational UCC.
- IAM served as congregational/clerical representative for 2025 Gladden Lecture featuring Peter Enns.
- IAM began liaising with Justice & Mercy commission, offering support and guidance regarding various activities.
- IAM began liaising with Faith Formation commission, offering support and guidance regarding various activities.
- IAM crafted confirmation curriculum, began co-teaching November 2025.
- IAM joined Ministry Readiness team. Attended ACLU training on dealing with government officials during protest.
- IAM performed weddings and memorials by congregation/community request.
- IAM planned and hosted three healing circles for congregation.
- IAM attended Interfaith Association of Central Ohio Annual meeting.
- IAM co-planned and co-facilitated healing service for congregation held on November 23, 2025.
- IAM planned and co-hosted Longest Night/Blue Christmas service during Advent planning season.
- IAM preached at least once monthly during first quarter of employment.
- IAM facilitated BOBS worship service on December 25, 2025.

Goals for 2026

- Host UCC 101 class for adult congregational members/visitors.
- Increase preaching frequency to twice monthly.
- Additional goals TBA in collaboration with Interim Senior Minister.
- Increase frequency/consistency/process of pastoral care and visitation.

This year I have learned about the importance of clear communication and healthy boundaries in ministry. I am grateful to have the opportunity to practice communicating clearly with the staff and congregation members, and to clarify points of confusion or conflict when necessary. I hope that in the coming year, I will deepen my connection with individuals and the congregation, and deepen my ministry in Reproductive Spiritual Care.

Addendum

Accomplishments and Successes Outside First Congregational UCC Church

- IAM was guest on a spirituality podcast.
- IAM was speaker regarding reproductive chaplaincy at Harvard Divinity School.
- IAM continued to volunteer at Faith Aloud.

Minister of Music 2025 Annual Report

Submitted by Joshua Stafford, Minister of Music

The First Church Choir has continued to offer exceptional music at worship services, including choral evensong and Lessons and Carols throughout the year. They have showed tremendous musical growth. A particular highlight this fall was welcoming Richard Webster for a long weekend of work with the choir and a joyful hymn festival.

First Church Ringers have continued to excel under the direction of Jennifer Fry. First Church Campanelle, our beginning bell group, has shown great enthusiasm and dedication. They played for their first bell festival in November. This group has also proved to be a helpful feeder program for the larger First Church Ringers group.

First Church Choristers have been on a hiatus this fall, and we hope to relaunch that group next fall. In their absence, we've been offering music regularly during the Sunday Stories time of the 9 a.m. service to a very enthusiastic group of children. We are very excited to launch our first Singing and Ringing Day Camp this coming June.

We have also faced some challenges with the Kimball organ this year. A broken spring and lack of 1931 replacement parts necessitated a rebuild of the entire pedalboard for the Kimball over the summer. The pedalboard is now much nicer to play! A routine backup of its combination action also went awry, necessitating the replacement of the entire CPU for the instrument. Thankfully, our endowment funds were able to cover these emergency repairs. Now that we're 20 years past the last rebuild of the Kimball, we should probably expect more of these repairs. The Beckerath is also in need of significant maintenance work, particularly adjustments to the keyboard action as well as cleaning and repair for some of the pipework. We hope this can be accomplished in the near future.

First Church Arts has had a wonderful year. The spring included a full house for our organ and orchestra concert, a piano and organ collaboration with Alan Morrison, and a recital by Caroline Robinson. This fall featured a solo recital by our Minister of Music, the hymn festival with Richard Webster, and a 20th anniversary celebration for Ohio Capital Winds. Our donors have been especially generous this season, allowing us to dream big for next season and to look further ahead to the 175th anniversary celebrations of the church in 2027. We look forward to sharing some of these plans with you soon!

Interim Director of Faith Formation 2025 Annual Report

Submitted by Leslie Fulford, Interim Director of Faith Formation

2025 has been a year of rebuilding – especially for our youth programs. After a period of low participation, we are happily experiencing signs of new growth with our teens as we tap our seniors to help shape offerings that meet them where they are.

In November, we kicked off a new confirmation class with four middle school students. Led by Rev. Jessica Young Chang and supported by Jackie Dean and me, we are excited to go on a faith journey with these students and look forward to their May 2026 confirmation. With smaller numbers of students, we are looking at an every other year model for students in seventh-ninth grades.

Nine a.m. worship is full of families with young children. We love the energy and participation of the children during children's time, communion, Sunday stories and music with Mr. Josh, which we have added to our programming. Recognizing that our younger children do not usually attend 11 a.m. worship, we sunsetted those programs at 11 a.m., so our older youth could benefit from the sermon. While children are in Sunday school, parents were given their own "time out" for coffee and conversations in the Adult Library, a new offering.

The Faith Formation commission strives to create programs that build community and enhance spiritual and person growth, yet we struggle to find the formula that grows participation and community in the church. We never know which offerings will be a hit or miss but we continue to strive for better and are grateful for the time, talent and support of our commission members, teachers, leaders and participants and to God for guiding us in the work we do. I'd like to offer a special thank you to Faith Formation commissioner, Cami Curren, for her hard work and dedication to the church and our initiatives, especially for being a champion of church safety.

In 2026 we hope to lead an immersive mission trip, grow Sunday school and youth participation, offer more robust parent resources and lead a safe church initiative with training for our leaders and congregants.

2025 Highlights Include

- Mardi Gras party and king cake baking
- Light of the World movie outing
- Family camp at Camp Akita
- Youth bible study with Maggie Myers
- Children's mission project in the King-Lincoln district with kids from Broad Street Presbyterian Church
- First Serves monthly outreach projects and new teen leader, Donna Vogt
- An outing to see spoken artist, Shaun Boothe's Unauthorized Biography series
- Youth mission overnight trip to Camp Washington serving meals and working with children
- Family playground time
- The return of Senior Sunday
- Youth volunteering at Leveling the Playing Field and Bethlehem on Broad Street
- Easter Egg hunt
- Bounce House and games for Legacy Sunday
- Christmas pageant with "alums"
- Parent Coffee and Conversations
- Adult education Bible and book studies and cultural discussions
- Safe church initiative planning

Administrative Manager 2025 Annual Report

Submitted by Amy Wagner, Administrative Manager

Change seems to be the one constant in the life of First Church. 2025 featured new staff to lead us in worship and help us maintain and improve our beautiful building.

Accomplishments

- Completed training and was commissioned to serve as a member of the Visitation Ministry, empowering me to visit with members who are hospitalized or who could benefit from a visit at home.
- Assisted in forming the Care & Share Kitchen, which now has a dedicated freezer with ready-to-go meals for those in need of support.
- Participated in weekly Worship Planning meetings, preparing bulletins for both 9 and 11 a.m. worship services and arranging for liturgists and sponsors for flowers and coordinating with Justice & Mercy and the Vergers to include accurate information in the weekly bulletins.
- Led First Church Care Ministry monthly meetings and utilized Realm to record First Church Card Ministry monthly activities and generate monthly reports for the Senior Deacon.
- Continued to lead the Schumacher Awards committee, responsible for distributing applications to churches and schools within a five county area, collecting the completed nominations, and distributing them to committee members for scoring.
- Served on the Stewardship Committee, providing strategic planning and coordinating the initial mailing and thank you note writing sessions.
- Worked with wedding couples to provide facility tours, schedule their weddings, and assign staff. Served as one of two lead wedding coordinators and managed the wedding coordinator team.

Items still to be accomplished

- I plan to work with staff and commissions / committees to develop better documentation of our best practices and help implement them accordingly.

I am deeply grateful for Phil Armbruster, Mark Brown, Bev Cook, Barbara Clapham, Mary Day Fewlass, Carol Gallagher, Pat Liebchen, and Marti Rideout for their unwavering willingness to support staff and the congregation by volunteering in numerous ways throughout the church. Likewise, I truly appreciate Ruth Decker, Ron Jenkins, and Margaret Cipriani for using their time and talents to review the various worship materials each week. I am grateful to all of you and all those who have said “yes!” to volunteering for leadership, committees, and other volunteer activities.

I am grateful to the staff, lay leaders, commission and committee members, and the congregation for their continued support of the ministry and missions of First Church.

Communications Manager 2025 Annual Report

Submitted by Melissa Kulwicki, Communications Manager

Things accomplished in Communications in 2025

- Oversaw First Church Social Media accounts and the church website.
- Created and distributed weekly emails including *Connections*, *First Reflections*, Saturday worship reminder, as well as the majority of “stand alone” emails.
- Edited the weekly sermon video.
- In June 2026, celebrated six years as Editor of First Reflections. This year was exciting because we were able to expand our pool of writers and hear from more diverse voices. Continued to deliver the weekly Depart to Serve announcements.
- Served as staff liaison to the Communications and Technology Commission
- Worked closely with Church Growth to expand church marketing efforts.
- Assisted the Stewardship committee with the messaging of this year’s annual campaign by designing the campaign graphic, printed materials, and creating update graphics and large signs.
- Continued to collaborate with other commissions to promote events and assist with special projects.
- Supported the “First Serves” program with projects through providing printed materials and promotional efforts.
- Wrote a Digital and Social Media policies for First Church that are currently under review
- Recorded life at First Church by photographing worship services and special events.
- Served on the Washington Gladden Social Justice Park “Tell the Story” committee to help support and cross promote the park and events
- Helped plan and promote the screening of the film “Mama Bears”
- Helped plan and lead First Church’s participation in the Columbus Pride March.

Plans for 2026

- Continue to establish and strengthen unified First Church branding across all programs and platforms.
- Establish how our faith community can best use social media.
- Refresh the website to make it easier to navigate and include more information about specific commissions and programs.
- Help users update Realm with current information and photos.

I am grateful for another year serving this community of faith and look forward to what 2026 brings!

Building and Grounds Superintendent 2025 Annual Report

Submitted by Kevin Salem, Building and Grounds Superintendent

I began as the Building and Grounds Superintendent on September 8 and quickly tried to learn about the building and see what I could accomplish. I set up meetings with my staff and worked on a list of things that I was given.

We cleaned out the Suzuki room this fall. We also cleaned out classroom H and moved my office from the basement to classroom H so that we can have more space for the archives and the adult library. We removed and had soda blasted and repainted the three radiators from the three offices that are inside the adult library. We will reinstall them after rooms have been repainted. We rebuilt and refinished the light in the narthex of the church and had the narthex painted. We refinished the steps of the narthex and had the radiator screen soda blasted and repainted. The stairway to the second floor from the Education Wing to Parish Hall was repainted. I was able to get a color matching tool from Sherwin-Williams, and this helped get the correct paint, so I was able to prime and paint the steps to make them look and to make sure that we have the ability to update the stairs in the rest of the building. The Sanctuary ceiling lights that run on the motorized winch I was able to find the control switch and get the last manufactured replacement and replace it and then raise it back up into the engaged position so that the lights were now working properly.

We had a very successful fall cleanup day. We had over 60 leaf bags of lawn debris picked up and taken to the recycle center. We worked with an outside company to clean out the gutters of the church after we cleaned off the roof ourselves. This something we will look at doing twice a year, once in the spring and once in the fall going forward it, as cheaper than renting a lift.

I was able to get a new supplier for custodial goods, and the costs of our paper products are of a better quality and are at a better price. I also negotiated a better price for a fire alarm inspector with Silco fire over Koorsen. For 2026 we change garbage haulers, saving the church over \$80 a month.

We have worked on many other projects. We received and are using a new floor scrubber which works great and saves a lot of time. We have waxed almost all of the floors in the building. We still need to do the second floor of the Education Wing and some rooms. Worked on B.O.B.S. to help make sure it went well. We had to replace an outlet outside on one of the light poles. We worked with Park on the Carriage House to repair the damage from the car.

I learned a great deal in my first four months at First Congregational Church; I plan on being here for a very long time. I enjoy working here. Thank you for letting me be your Building and Grounds Superintendent.

Officer and Commissioner Reports

Moderator's 2025 Annual Report

Submitted by Sarah Reed, Moderator

Resilient and agile are good descriptors of the way we have coped with this first full year of our current transition. At times it may have seemed like First Congregational Church was a floating island, untethered to any solid ground. Not so! The 2025 Council leadership and congregation have consistently turned to God, the Church's Constitution, and the 2027 Long Range Plan for direction in finding and focusing on what is our true North. We have listened to our Interim Senior Minister Rev. Becky David, who was hired to guide our transitional work. We have consulted with Association and Conference Ministers of the UCC. Most importantly, we have stretched and strengthened our listening muscles to become a healthier community of faith. The church's ability to adapt to changing needs and leadership is evidence of improving health.

A significant goal for the year was to see First Congregational Church continue healing after the resignation of staff members in 2022 and the retirement of Rev. Dr. Timothy Ahrens in 2024. The growth of Congregational Care ministries, the insightful preaching of Interim Senior Minister Becky David, and the Council leadership use of concepts from Healthy Congregations all contributed to a healthier and more positive atmosphere for worship and ministry. This is work that must continue as we prepare for calling new pastoral leadership in 2026.

The 2027 Long Range Plan provided the foundation for our work together:

WORSHIP: In a transition time when congregations often see declines in worship participation, we have seen attendance at 11 a.m. remain at post-pandemic levels, while attendance at 9 a.m. has steadily increased. We were able to balance the needs for worship experiences that are meaningful to those who are fed by the intimacy of personal worship, and ones that prefer a more formally and publicly expressed worship. While changes to worship liturgies and practices were sometimes challenging, our November worship survey showed a 100% rating that overall, worship is a meaningful experience.

WELCOME: Building relationships is one of the most important and sometimes one of the most challenging aspects of church life. Visitors and new members affirm the welcome that members extend, while we all recognize the need for stronger outreach to all who enter our building. A great help was the Church Vitality Commission's promotion of neighborhood care circles to build relationships, while also providing our weekly Coffee Hour.

CONNECT: Congregational Care continues its exciting transformation to meet the needs of our members and friends. New Stephen Ministers are being trained, and new small group ministries continue to be added. After many years, home visitations with Communion have been re-instituted. Rev. Jess Young Chang initiated listening circles to support individual needs for healing, while she also met members where they live and gather to offer her pastoral support.

ENGAGE: Our Justice & Mercy Commission continued to support forty-plus justice-based organizations through our weekly offerings. They also extended their ministries to include a Rapid Action Team to respond to fast-paced changes in our community and a Human Rights Committee which will bring programs such as the *Mama Bears* movie and discussion.

BUILD: We are all very proud of our nearly 100-year-old building, and we all know that it presents challenges to maintain its beauty and function. New Building and Grounds Superintendent Kevin Salem has proactively taken on these challenges. In 2025, First Congregational Church was awarded a Sacred Spaces Grant that will address maintenance of the Broad Street entrance and façades of the church. Also, in 2025, the House & Grounds and Communications & Technology Commissions began upgrading lighting and installing security cameras around the building.

COMMUNICATE: Ensuring effective communications was a task for church leaders to be transparent in sharing information and The Communications & Technology Commission to develop and implement the means for us to be connected as community.

CULTIVATE: Steve Sterrett and Kathy Reed led the Stewardship & Growth Commission to develop a year-long emphasis on stewardship and gratitude, while welcoming new members into our church community.

STRENGTHEN: To facilitate decision making, while also ensuring time for listening and creating, Church Council adopted the use of a consent agenda for straight-forward decisions and that allows discussion of more complex decisions. Also, commissions submit written monthly reports, with an annual presentation of concerns and initiatives. In addition to monthly meetings to oversee the work of the church, Council met for two day-long retreats in which they focused on building relationships and establishing priorities.

This Christian work that we do is a practice in which we are continually striving for a better way. Like the practice of medicine or law, our work in the name and manner of Jesus is what we continually strive, learn, and grow stronger in doing. This transitional time is the perfect time to look at our church systems, policies, structures, and plans. A fundamental goal in our transition is to become a healthier/stronger church, so that in 2026 we are ready to welcome the next generation of First Congregational Church pastors. Becoming healthier and stronger requires that we reflect on our covenantal relationships and develop policies and procedures. It also requires us to function within our means with a balanced budget. This may mean going on a diet and cutting programs. This may mean evaluating paid and volunteer staffing needs and effectiveness. It means thinking boldly. It means taking risks. In 2026, I invite us all to think the unthinkable; try the untried.

I am deeply grateful to all the volunteers and staff members who make it possible for First Congregational Church to continue its ministries of love, inclusivity, and social justice. I am surrounded by leaders who love this community and the work it does in Christian love. Thank you, every one.

Board of Deacons 2025 Annual Report

Submitted by Martha Worth, Senior Deacon

In this year of transition, the Deacons have not only supported two worship services, special services during Holy Week, Advent, Baptisms and Memorial services, but also adapted to and facilitated changes in worship and organization of the Diaconate.

Accomplishments

- Expanded the Board of the Diaconate. Verger Ministry Deacon and Care Ministry Deacon join the Worship Deacons. This creates a more structured organization while maintaining the functionality of each group under the umbrella of the Diaconate.
- Created and submitted an aspirational budget for 2026.
- Engaged volunteer bakers for the bread used for Communion. Made sure that elements of communion were gluten free for those who needed them.
- Re-established and trained a home communion team.
- Welcomed the addition of vergers and crucifers to the Worship services.
- Started the expansion of the Acolyte ministry to include teens and adults.
- Worked to streamline the worship assignments and Sunday duties of the Deacons which included revisions to the Deacon Manual.
- Continued the Flower Ministry, giving Sanctuary bouquets to those names provided by the Office.
- A Verger Ministry was established under the umbrella of the Diaconate. Their presence in worship has taken some of the burden of the worship deacons and made worship flow smoothly.
- The Care Ministry expanded with the establishment and training of the Stephen Ministers.

Items Not Accomplished This Year

- Unfortunately it has been difficult to recruit the younger children to serve as Acolytes.
- We added three new Deacons to the Board over the year but fell short of the 15 as required by the Constitution.

What We Have Learned This Year

- Learning to simplify the duties of the worship deacons has not affected the quality of their service to worship.
- We are an adaptable group who have stepped up amid this transition period, and who have taken pride in making sure that those who come feel welcome and experience a meaningful worship experience.

First Church Board of Deacons

2026	2027	2028
Matt Myers	Allen Baker	Gary Seigerst
Dayna McCrary	Brian Kemp	Stella Braide
Allison Lowery Palmer	Heather Bowen	Fubara Braide
Fran Panek	Thom Smith	Vacant
Marty Worth	Dayna McCrary	Vacant

Board of Trustees 2025 Annual Report

Submitted by Frank Cook, Chair of Board of Trustees

The Board of Trustees, First Congregational Church UCC, Columbus, Ohio, had a busy year during 2025. We were involved in a variety of activities. Our main objective is to oversee the growth, protection, and administration of both restricted and unrestricted endowment funds in support of the activities, life and ministry of the Church. At the beginning of each year, the Trustee Board approves budget allocations for each of its endowment funds and for its reserves.

Members of the 2025 Board of Trustees are: Frank Cook, chair; Sarah Reed, moderator; Judy Smith, secretary; Melody Leidheiser; Victor John; Hugh Schultz; Todd Jacobson; Janet Miller, and Matthew Bendick. David Holt is treasurer for the Board. The Rev. Becky David and the Rev. Jessica Young Chang were non-voting members of the Trustees.

A list of some of the Board of Trustees activities and accomplishments during 2025 include:

- Toward the end of 2024, endowment accounts, both restricted and unrestricted, overseen by the Trustee Board, exceeded \$6 million. The Trustees were involved in a discussion by Council, Commissions and Committees in creating an Aspirational Budget, initiated by Moderator Sarah Reed, for 2026
- The Board received a performance report from Manning & Napier Investments. As of October, the 3-year average for annual returns was 10.72%; the year-to-date average for 2025 was 9.53%, and since the inception of investments with Manning & Napier, annual investments have averaged 8.53%.
- The Board also held discussions with a representative of the Church's insurance company, Richey-Barrett Insurance Co. of Cleveland, during the year. And the Board is creating a committee to update the insurance policy to add sexual misconduct liability.
- Planned giving has been an important topic for the Board. Under the guidance of Board member Victor John, an endowment pamphlet has been developed. Also, development of a year-round plan for encouraging planned giving and estate planning by our Church members is being discussed with the assistance of Steve Sterrett, Stewardship & Church Growth Commission, and Bridget Tharp, Church member. Information would include gathering any planned gifts that are documented, analysis of members by age and activities they are interested in, followed by development of a plan for on-going communications about planned giving.
- During 2025, the Church benefited by planned giving from two estates: the Pat Grosseck estate, and the G. Dene Barnard estate which left designated funds to the Barnard Music Fund, the Stained Glass Fund and the Organ Preservation Fund.
- This year's Legacy Sunday Picnic on Sunday, September 28, was a great success with many Church members joining in the fun. The Board and the Church Vitality Commission, headed by Pat Patterson and Susie Loik, did a great job of planning and providing the picnic. Activities included a pie-baking contest and activities for the children, headed by Leslie Fulford, interim director of Faith Formation.
- Tom Worley, who served as interim Board Treasurer in 2025, was instrumental in winning a property tax appeal versus the Columbus School Board regarding taxes for some of the parking lot properties. Money will be returned to the Church or credited for future tax payments.
- Tom Worley has also been involved in applying for a National Fund Grant Proposal for Sacred Places, seeking funds for work on the Church's roof, plumbing, air conditioner, spire and tuck pointing.

- In other areas, the Trustee Board
 - Has been in conversation with Jim Lowe regarding policies about unsheltered visitors and installing security cameras both inside and outside the Church Building, as well as expanding the building's wifi.
 - Has been in conversation with the House & Grounds Commission regarding the necessary repair work on the Carriage House following a vehicle accident there.
 - Is creating new policies for audit procedures, including spot audits and annual audits.

Year 2025	1/1/2025	2025	2025	2025	12/31/2025	2025	12/31/2025
CHURCH ENDOWMENT FUNDS	Beginning Balances	Spending Budget	Spending Actual	Gifts and Bequests	Balances before Investment Growth	Investment Gain Allocation	Balances with Investment Growth
UNRESTRICTED PURPOSE							
Legacy Fund	\$ 1,734,651.32	\$ 84,720.62	\$ 69,373.75	\$ 4,578.80	\$ 1,669,856.37	\$ 188,901.53	\$ 1,858,757.90
Includes Gladden, Comstock, Schumacher funds restricted principal \$150,000 and Trustee designated reserves for Emergency Repairs and the Restore, Repair, Enhance Reserve							
Total Unrestricted	\$ 1,734,651.32	\$ 84,720.62	\$ 69,373.75	\$ 4,578.80	\$ 1,669,856.37	\$ 188,901.53	\$ 1,858,757.90
RESTRICTED PURPOSE							
Music, Art and Heritage							
Barnard Music Fund (25Kmin.)	87,100.52	4,254.00	4,109.99	11,969.99	94,960.52	10,113.07	105,073.59
Jackie Owen Fund	211,300.81	10,319.96	9,572.65		201,728.16	22,915.50	224,643.66
Organ Preserv. Endow. Fund	221,188.30	10,802.87	7,577.65	15,230.96	228,841.61	24,986.39	253,828.00 a
Martin/MacNevin Fund	178,597.63	8,722.73	8,722.00		169,875.63	19,333.20	189,208.83
Music/Arts/Heritage Endowment	47,798.43	2,334.48	2,334.48		45,463.95	5,174.17	50,638.12
Flower Fund	32,595.62	1,591.97	1,591.98		31,003.64	3,528.47	34,532.11
Building and Grounds							
Building Endowment	98,171.56	4,794.71	4,775.00		93,396.56	10,628.17	104,024.73
Starr-Wingfield Furnishings	21,295.00	1,040.05	1,040.00		20,255.00	2,305.18	22,560.18
Gordon Playground Fund	23,595.04	1,152.39	1,150.00		22,445.04	2,554.29	24,999.33
Johannes Landscape Maintenance	46,466.42	2,269.43	2,269.34		44,197.08	5,029.99	49,227.07
Church Acquisition, Exp. Devel	10,437.67	509.78	0.00		10,437.67	1,158.68	11,596.35
Washington Gladden Social Justice Pa	491,622.88	24,010.93	24,000.00		467,622.88	53,218.71	520,841.59
West Lot Fund	606,117.71	30,000.00	30,000.00		576,117.71	65,589.70	641,707.41
Stained Glass Preservation	50,056.60	2,444.77	0.00	10,160.96	60,217.56	6,130.86	66,348.42 a
Faith Formation							
Endowment- Education	14,366.02	701.64	320.25		14,045.77	1,576.67	15,622.44
White Youth Endowment	77,535.53	3,786.85	0.00	358.49	77,894.02	8,627.42	86,521.44
Keeler Youth (67000min)	158,470.92	7,739.74	3,148.31		155,322.61	17,413.87	172,736.48
Adult Guild Library	26,985.14	1,317.96	1,296.35		25,688.79	2,922.36	28,611.15
Justice and Mercy							
Good Samaritan Fund	451,826.18	22,067.26	22,067.26	200.00	429,958.92	48,927.06	478,885.98
Knight-Perry Fund	7,592.74	5,492.74	1,391.28	1,606.00	7,807.46	849.35	8,656.81
Social Concerns Endowment	43,422.89	2,120.78	2,089.26		41,333.63	4,702.30	46,035.93
Missions Endowment	216,577.51	10,577.68	10,200.00		206,377.51	23,465.82	229,843.33
Gladden Lecture Endowment	330.28	329.69	0.00		330.28	36.66	366.94
Church Support							
McElroy Wright Fund	136,249.04	6,654.42	6,654.42		129,594.62	14,748.94	144,343.56
Church Support Endowment	119,736.28	5,847.94	5,847.94		113,888.34	12,961.43	126,849.77
Leidheiser Fund	42,454.01	2,073.46	2,073.46		40,380.55	4,595.64	44,976.19
Buel Family Fund	45,000.60	2,197.84	2,197.84		42,802.76	4,871.31	47,674.07
Stewardship Continuity	151,839.17	7,415.85	7,415.85		144,423.32	16,436.56	160,859.88
Gearhart Remembrance Fund	90,965.19	4,442.75	1,467.25		89,497.94	10,015.09	99,513.03
Pastor's Fund	253,339.12	12,373.12	12,373.11		240,966.01	27,423.92	268,389.93
Total Restricted	\$ 3,963,034.82	199,387.79	175,685.67	39,526.40	3,826,875.55	432,240.78	4,259,116.33
Total All	\$ 5,697,686.14	284,108.41	245,059.42	44,105.20	\$ 5,496,731.92	\$ 621,142.31	\$ 6,117,874.23
a) Gifts left by G Dene Barnard for the Organ Preservation Fund and the Stained Glass Window Preservation Fund are still in process and will be received in calendar 2026							
Investment choices are overseen by Manning & Napier within guidelines approved by the Trustees							
Investment portfolio is held in Trust by Schwab							
Checking transaction account is held at Fifth Third Bank							
					Amounts		
01-01-2025 Endowment Balances					\$5,697,686.14		
Gross market value annual change; dividends, interest, realized and unrealized gains (lo					657,280.15		
Manning & Napier investment expenses, fees, and foreign taxes					(35,937.84)		
Spending					(245,059.42)		
Gifts & Bequests					44,105.20		
Banking Fees					(200.00)		
12-31-2025 Endowment Balances					\$6,117,874.23		
Schwab account market value as of 12/31/25					\$ 6,096,724.44		
Fifth Third bank balance as of 12/31/25					44,936.49		

deposits in transit					6,057.29			
checks not yet cleared					(29,843.99)			
Total Value of Endowment Funds as of 12/31/25					\$6,117,874.23			
					6,117,874.23			
					(5,496,731.92)			
Investment gains available to allocate:					\$ 621,142.31			

Stewardship and Growth Commission 2025 Annual Report

Submitted by Steve Sterrett, Commissioner

Year-Round Stewardship

- In the spring, the commission studied and planned year-round stewardship activities with the themes of preaching the theology of generosity and teaching the practice of gratitude. The commission hosted the first Celebration of Gratitude during coffee hour on March 9.
- Throughout the summer, the commission worked with Melissa Kulwicki to encourage lay leaders and church members to write what inspires them about our faith community and brief messages of gratitude for publication in our church's print and social media.
- At the commission's request, Council developed an "aspirational church budget" for 2026 that documents the goals and priorities of our church's boards and commissions. Lay leaders in September and October explained during worship services their aspirations for 2026.
- At the commission's request, a church member prepared a useful demographic analysis of household pledging and pledge amounts for 2025 to help guide future campaigns.

Stewardship Campaign for 2026

- The commission launched the campaign with the theme of "Faith to Lead, Courage to Act" on Sunday, October 12, with the formal close of the campaign with a special liturgy on Sunday, October 26. The goal was to raise \$850,000 from at least 200 households.
- Commission members worked with the church office staff to prepare and mail stewardship appeal letters to more than 350 households.
- Throughout November and into December, commission members and Annette McCormick contacted households multiple times through phone calls, email and text messages.
- The campaign was a success. As of December 31, 2025, the church received pledges totaling \$801,057 from 187 households – an 8% increase over \$742,253 pledged for 2025 from 185 households. This is quite an accomplishment in a time of ministerial transition.

New Member Classes

- The commission held a new member class on March 10 with 10 people formally accepted into membership on March 30. A second new member class was held in two sessions on November 2 and 13 with six people joining on November 30.
- The commission works with the church office to track visitors and to maintain a spreadsheet of church visitors and potential members.

Engagement Fair

- In cooperation with other commissioners and lay leaders, the commission organized the second Engagement Fair on Sunday, September 7, to introduce church members to the many opportunities for spiritual growth, service and fellowship in our faith community.

Outreach

- The commission worked with Melissa Kulwicki to promote our Easter and Advent services to the wider community through a variety of media.
- Commission members participated in a brainstorming session on December 7 to discuss ways to connect with our downtown neighbors.

Priorities for 2026

- The commission will review the stewardship campaign just completed for ways to make the pledge campaign for 2027 more effective.
- The commission will study and implement ideas to communicate our church's extravagant welcome to our growing downtown neighborhood.

Church Vitality Commission 2025 Annual Report

Submitted by Pat Patterson, Commissioner

Church Vitality works to promote fellowship with the aim of developing a sense of belonging and community within this faith family, and nurturing fellowship and service.

Members of Church Vitality are Antoinette Koolemans-Beynen, Wendy Kennedy, Susie Loik, Vicki Lyden, and David Wyatt.

Items from 2025 include

- There were 14 meal gatherings from March to November. Group sizes ranged from three to 16 people. Individuals shared their enjoyment and ease in getting to know others from the church.
- The Coffee Hour activities are progressing nicely under the leadership of Antoinette Koolemans-Beynen. We offered a Coffee Klatsch between the 9 and 11 a.m. services but this did not work. We will continue to find ways of offering time for both services to interact.
- We participated in the Engagement Fair and acquired new member, David Wyatt.
- The Legacy Sunday picnic was a success under the guidance of the Trustees, Church Vitality, and Faith Formation.
- We had someone at each New Members class to share insight into Church Vitality. Those people were also representing other commissions or committees within the church.
- We submitted an aspirational budget reducing our ten accounts into four. Church Vitality also aspires to spend \$1,025 more in 2026.

Church Vitality thanks Wendy Kennedy and Susie Loik for their contributions to Church Vitality as they step off in 2026. We welcome new ideas and new members from all of First Church and will continue to offer engagement opportunities throughout the year.

Faith Formation 2025 Annual Report
Submitted by Cami Curren, Commissioner

This year, Leslie Fulford as part-time Director of Faith Formation has worked on rebuilding the program and has restarted a confirmation class for middle schoolers, co-taught by Leslie, Reverend Jessica Young Chang, and Jackie Dean. A youth Bible study in the early afternoon hours has been started and is led by the teens in the program.

The 9 a.m. programming for young children has expanded with Sunday stories and with Music with Mr. Josh. 11 a.m. programming for children has been largely discontinued due to poor attendance at that time.

Several trips for youth and families have been set up and are enumerated in Leslie Fulford's report. We have also had a successful Mardi Gras party, mini mission trip with Broad Street Presbyterian Church group, and monthly First Serves events with new teen leader Donna Vogt.

Family playground, outdoor time for Easter with egg hunts, and a weekly parent coffee hour to gather thoughts for future Sunday school programming and about children in the Sunday school age group, have been instituted. Adult Sunday School programming has continued.

Incomplete projects which have been undertaken include: a church safety program prominently featuring the Christian education perspective; a manual for the nursery is in draft form, awaiting approval; and basic of childcare books have been donated to the Sunday school and nursery. A fire, disaster, and intruder prevention program is being devised by various members of the church in a committee and is in draft form.

An electronic book available to the church regarding the formation of The Congregational Church as a whole and of our church in specific is underway and being written by Cami Curren. She is open to help from multiple church members that has been requested. Hopefully this will be available this school year.

Thank you for the opportunity to have as Director of the Faith Formation commission in the last two years.



House and Grounds Commission 2025 Annual Report

Submitted by Eric Klintworth, Commissioner

2025 was my second year as Commissioner (this time around) and we still lack a Commissioner-elect. The year was roughly divided into three phases.

Early on, Mike Sharrock was still working two to three days per week doing repairs in the building. Mike replaced the failed motor in the Ed Wing toilet exhaust fan and replaced the failing bearings in the Parish House toilet exhaust fan, among many other projects. But, in early spring, Mike had to take off in preparation for surgery.

Mike's absence left several House & Grounds volunteers to keep things patched together while Annette McCormick continued to supervise the custodians. There were, thankfully, no major disasters, but we scrambled a bit after the fire inspector visited, citing us for Exit signs that didn't light during power failure. Despite the signs 1998 vintage, I was able to locate and install the appropriate rechargeable batteries to restore their functionality.

It became abundantly clear as spring turned into summer that we needed a full-time Building and Grounds Superintendent. Thankfully, that reality was recognized by church staff and many members beyond House & Grounds, so we received much help from Personnel and Church Council. The position was advertised beginning in June and received many responses, although a couple of rounds of interviews were necessary before we finally found a suitable candidate.

That candidate, Kevin Salem, joined us as Building and Grounds Superintendent in early September, a bright beginning to the third phase of the year. His office is on the second floor of the Ed Wing, freeing up the space off the Adult Library for Archives use.

Kevin has been taking care of a plethora of maintenance and repair needs, as well as very capably supervising our three custodians, Alexis, Bob, and Bill. Among the extensive experience Kevin brought to us was a knowledge of commercial floor care. At his recommendation, we purchased a new, compact, floor cleaning machine, and our floors show it!

Projects

Several notable projects were undertaken during the year:

- Outdoor work days were held April 12 and November 15
- The West Narthex plaster repair and painting, near the Social Justice Window, was finally completed, closing out that project. The doors will be recoated in 2026 to maintain the exterior finish.
- The Ninth Street and West Cross Aisle doors were both entirely restored, thanks to a very generous anonymous donation. These doors, like the West Narthex doors, have a natural shellac finish that can periodically but inexpensively recoated, allowing it to last almost indefinitely.
- Peeling paint was removed in the Ed Wing second floor restrooms and any potential lead-containing paint encapsulated to avoid risk of exposure.
- We reorganized many of the dishes in the Servery to clear out a cabinet for Bereavement Committee use. This project had a lot of wrinkles, since the cabinets are original to the building and many shelves and doors were warped or misshapen, but the chosen cabinet is nearly ready for Bereavement use.

- The Senior Minister's office fireplace chimney was repointed to stop the persistent water intrusion. The mortar was missing several inches deep.
- Repairs were made in December to the sanctuary roof gutter on the east side, just south of the transept, and to the copper roof under the fleche, to stop persistent roof leaks. Additional work remains for 2025—the copper fleche is supported with steel, but these metals are galvanically incompatible (like the Statue of Liberty), so the steel is severely deteriorated. It will be repaired once we identify appropriate materials.

Speed Bumps

We had a few trying issues, concentrated in mid-year:

- Our zero-turn lawn mower quit running in June, mid-cutting, but the shop's diagnosis was rather sketchy—they recommended a new engine for nearly \$4000. We eventually took the mower to a small shop that debunked the first diagnosis. They were able to mow the entire lawn around their building without issue, so they suspect an intermittent heat-related problem. Rather than chasing that elusive gremlin, we chose to sell the old mower and purchase a new Toro zero-turn model. It will serve us for many years and has the bonus of a significantly more comfortable ride.
- In the wee, small, hours of July 6, a vehicle crashed into the northwest corner of the Carriage House (near Cleveland Avenue). The vehicle, abandoned and then towed away, knocked a small hole in the side of the building. That seemed a minor issue until we learned the City of Columbus had condemned the building, revoking its certificate of occupancy. That began a long saga of insurance inspectors and working with the City building department. The repair, costing well into five figures, should finally be complete in January or February 2026. Given the repair cost, we contemplated removing the building but decided to repair it due to the complexity of permits for a replacement building. To add insult to injury, the electric meter on the Carriage House, which the City had removed, also powers the Social Justice Park, so it has been dark since July. CCAD, who leases space in the building for some of their maintenance equipment, has been very cooperative while the building access has been restricted.
- Roof repairs made in late 2024 were helpful but did not entirely stop leaks under the fleche (spire) and outside the Senior Minister's office. Efforts to locate and repair those leaks will continue in 2026.

Justice and Mercy Commission 2025 Annual Report

Submitted by Jim Lowe, Commissioner

Who We Are

Since our Commission is essentially an umbrella coalition of First Church justice and mercy groups, most participants are active in these groups: BOBS, BREAD, Faith Mission, First Serves, Good Samaritan, Largest Table, Laundry Love, Sacred Earth, and Unsheltered Ministry. (Summaries of the work of those ministries are elsewhere in this report.) Representatives of these groups attend our monthly meetings, and other members with no particular affiliation join in. Our roster of regular and occasional attendees has expanded to include: Kris Brant, Tom Brownfield, Bev Cook, Debi Cunningham, Sue Johnson, Antoinette Koolemans-Beynen, Vicki Lyden, Janet Miller, David Nassau, Fran Panek, Janice Taft, Jim Velo, Denise Vogt, Donna Vogt, and Rev. jess young chang (clergy/staff liaison). New members are always welcome.

Accomplishments in 2025

Deep Griha: J&M sponsored, organized, and staffed a very successful fellowship luncheon and program on and for Deep Griha Society (DGS) in India, featuring Ashlesha Onawale, DGS Director. The event educated church members on the DGS mission, generated interest in their work, and raised funds.

“Mama Bears”: We organized and promoted the screening of this critically acclaimed documentary film on the difficult challenges faced by LGBTQ+ youth and their mothers who are devout members of conservative Christian congregations. The film was followed by a Q&A session featuring a mother of a Trans youth and subject-matter professionals from local organizations: Kaleidoscope Youth Center, Stonewall Columbus, PFLAG, Mama Bears, and Equitas Health. Over 125 people attended, and the related work helped to initiate relationships with the diverse panel and their organizations, while raising funds for promoting the film and to support Kaleidoscope.

New Opportunities: J&M initiated the formation of two new church bodies approved by Church Council: A Human Rights Committee to help educate and activate members on human rights issues; and a Rapid Response Team to quickly mobilize members on issues and for events that are important for our members and our beliefs, when time to do so is short. Both entities are in the formative stages.

Planning Special Mission Offerings: In recognition of the unique nature of our weekly Special Mission Offerings and their importance to carry out our beliefs, we have worked hard to identify special missions that support our congregation’s activist beliefs in both justice and mercy. Among other efforts to make the offerings relevant and successful, we have also linked offerings to dates of significant social justice events, and we are about to plan some mission selections based on their linkage to the sermons from our pastors. We have also worked to make the mission presentations more interesting by increasing our efforts to secure speakers from the respective missions or from among our members who have a strong personal link to the mission.

Grant Support: With the support of Church Council and the Trustees, we have continued J&M’s increased efforts to do justice and love mercy through grants from the Mission Endowment and Social Concerns Funds.

Focused Efforts in J&M Ministries: Building on the work of previous leaders, new Chairs of First Serves and Laundry Love have increased the volunteer support of these ministries and have begun to expand service opportunities.

Goals Not Accomplished in 2025

Special Mission Offerings: We have not yet put all the pieces together in this puzzle. Ideally, each week we would link the Special Mission Offering to the sermon of the day, and/or to an important historical occurrence, and/or an impactful current event, while also allowing us to plan an offering schedule more than a couple weeks ahead. The missions and ministries we supported in 2025 are included at the end of his report.

Lessons Learned This Year

Justice, Mercy, and Due Diligence: One of The most important lessons has been that, on more than one occasion, J&M or one of our ministries has been asked to approve funding or commit to volunteer efforts when we do not have all the facts (good or not-so-good) on the commitment or the ministry involved.

Areas for Additional Work in 2026

New Opportunities: We do not yet have either the Human Rights Committee or the Rapid Response Team up and fully functioning, These should be priorities to serve as vehicles to activate and involve our members

New Sources of Support: The continuing upsurge in human needs that is increasingly unmet by government funding cannot be matched by the level of funds we generate by Special Offerings for our ministries for neighbors in need, especially the Good Samaritan program. We need to seek other revenue streams to fund this help, in addition to the offerings.

2025 SPECIAL MISSION OFFERINGS			
DATE	MISSION	SUNDAY COLLECTION	YTD TOTAL
1/5	UCC/CWS-(Hurricane Relief)	\$ 711.00	\$ 748.00
1/12	Columbus Relief	\$ 989.00	\$ 1,324.00
1/19	NAACP Legal Defense	\$ 900.00	\$ 1,052.00
1/26	Knight Perry Fund (Trustees)	\$1,334.00	\$ 1,506.00
2/2	Good Sam	\$1,943.00	see Dec 24
2/9	Gladden Community House	\$1,199.00	\$ 1,671.00
2/16	BREAD	\$1,412.00	see Sept 14
2/23	ACLU-Ohio	\$1,085.31	\$ 1,422.31
3/2	Riverview International	\$1,155.00	\$ 1,497.00
3/5	Good Sam (Ash Wed)	\$ 349.00	see Dec 24
3/9	Largest Table	\$1,250.00	\$ 2,713.60
3/16	Neighbors in Need	\$ 823.00	see Oct 5
3/23	Immokalee Workers	\$ 591.80	\$ 673.80
3/30	Deep Griha	\$ 893.00	\$ 1,555.00
4/6	Good Sam	\$2,014.00	see Dec 24
4/13	Laundry Love	\$ 848.00	see Dec 24
4/20	One Great Hour of Sharing	\$2,814.00	\$ 3,621.00
4/27	S.E. - Animal Protect Ntwk	\$ 799.00	\$ 961.00
5/4	Bikes for All People	\$ 781.00	\$ 1,098.00
5/11	Celebrate One	\$ 927.00	\$ 1,104.00
5/18	BREAD	\$1,206.18	see Sept 14

2025 SPECIAL MISSION OFFERINGS

DATE	MISSION	SUNDAY COLLECTION	YTD TOTAL
5/25	NAMI	\$ 826.00	\$ 1,158.00
6/1	Kaleidoscope	\$ 932.00	\$ 1,233.80
6/8	Strengthen the Church	\$ 831.00	\$ 1,718.00
6/15	CRIS	\$1,393.00	\$ 1,544.80
6/22	Equitas	\$ 945.75	\$ 1,402.15
6/29	Faith in Public Life	\$ 803.00	\$ 1,040.00
7/6	Broad St Pres Food Pantry	\$ 885.00	\$ 1,362.00
7/13	Good Sam	\$1,419.00	see Dec 24
7/20	CWS - Emergency Relief Fund	\$1,487.00	\$ 2,468.80
7/27	Equal Justice Initiative	\$ 801.00	\$ 1,522.80
8/3	Laundry Love	\$ 866.00	see Dec 24
8/10	Gladden Food Pantry	\$1,219.00	\$ 2,150.80
8/17	First Serves	\$ 732.00	\$ 1,358.80
8/24	Mama Bears	\$ 890.00	\$ 1,302.00
8/31	Mid Ohio Workers Assoc	\$ 861.87	\$ 1,208.87
9/7	Good Sam	\$1,507.00	see Dec 24
9/14	BREAD	\$ 445.00	\$ 5,133.98
9/21	Largest Table	\$ 825.00	\$ 2,813.60
9/28	Legacy Fund	\$2,192.00	\$ 2,578.80
10/5	Neighbors in Need	\$ 881.00	\$ 3,355.60
10/12	Laundry Love	\$ 944.00	see Dec 24
10/19	Sacred Earth (Fanning Lighting)	\$5,919.00	\$ 5,989.00
10/26	Good Sam	\$1,259.00	see Dec 24
11/2	Pathway Clubhouse	\$ 804.00	\$ 1,456.00
11/9	LSS - Veterans Services	\$1,059.00	\$ 1,370.47
11/16	World Central Kitchen	\$1,139.00	\$ 1,405.80
11/23	Good Sam	\$2,507.00	\$19,385.40
11/30	BOBS	\$3,233.50	\$10,740.30
12/7	Gladden - Christmas Fund	\$1,370.00	\$ 1,877.00
12/14	Childcare Wonderland	\$ 910.00	\$ 1,611.80
12/14	Concert Fund (L&C)	\$1,061.00	\$ 1,061.00
12/14	Y Family Center (L&C)	\$1,106.00	\$ 1,106.00
12/21	UCC Christmas Fund	\$1,293.50	\$ 2,055.30
12/24	Good Sam (Christmas Eve)	\$1,388.92	\$23,998.32
12/24	Laundry Love (Christmas Eve)	\$1,388.93	\$ 6,582.67
12/28	Sandy Hook Promise	\$ 375.00	\$ 517.00
	Annual Totals	\$ 70,523.76	\$ 133,455.57

First Serves 2025 Annual Report

Submitted by Donna Vogt, Program Administrator and Leslie Fulford, Interim Faith Formation Director

First Serves provided intergenerational programming throughout the year on the fourth Sunday of the month, bringing church members together and engaging them in meaningful projects and fellowship to serve the community, including our youngest members, from age four and up.

Missions we served included

- Assembling and donating hygiene kits, Thanksgiving pantry items, and Halloween candy bags to the Gladden Community House
- Conducting a Diaper Drive for Little Bottoms
- Packing lunches for St. Stephen's Community Center's summer campers
- Providing Christmas gifts for Childcare Wonderland families

Though First Serves is a joint project of Faith Formation and the Justice & Mercy Commission, staff member Leslie Fulford provided most of the guidance and support in 2025. The program benefited from the lay leadership of Kris Brant (Childcare Wonderland project), Janice Taft (Little Bottoms project), and Denise and Donna Vogt. First Serves was in regeneration mode for part of the year, until Donna Vogt volunteered to take on the role as leader of the program in the fall.

Good Samaritan 2025 Annual Report

Submitted by Kristin Brant, Good Samaritan Program Co-Administrator

Melody Leidheiser and Kristin Brant are administrators for the Good Samaritan Mission. At the beginning of each month people call Good Samaritan and ask for help with gift cards, bus passes, state of Ohio ID and utilities in disconnect.

What We Accomplished

Financial Data and Clients Served

Utilities in disconnect:	\$27,706.19
Kroger \$50 cards:	\$9,800
Walmart \$50 cards:	\$9,540
Bus passes:	\$2,720
Birth Certificates:	\$50
Total amount distributed:	\$49,766.19
Families helped:	491

What We Couldn't Accomplish

This year was difficult for Good Samaritan because the donations we received several years ago from the Big Give had been distributed. With government assistance lowered to at risk families and rising costs we saw an increase of people asking for help. We had less money to donate but more people asking for help. We had 313 families ask for help that we were unable to help in 2025 because of lack of funds.

What We Have Learned - Again

What is reinforced for us every year is how grateful people are to receive any help at all. Each month we hear we are the only mission that has returned phone calls to people who ask for help. We are constantly amazed at the generosity of members of First Congregational Church to fund this critical mission.

What We Need to Work On

We would like to apply for grants to help fund Good Samaritan. We would like to be able to help everyone who calls each month asking for help.

BREAD 2025 Annual Report

Submitted by Antoinette Koolemans-Beynen, BREAD Team Member 2019-2025

"The BREAD Network of First Congregational Church suffered through a difficult year with a significant loss of team members. In spite of that, we had 72 members and friends attending the big Nehemiah Action and raised a total of \$11,750 with 20 of our 22 Network Members investing \$200 or more.

An additional \$3,933.98 was contributed by the Church, raising the total investment of First Congregational Church to \$15,683.98.

Although there is a strong commitment to our Congregation's Justice Ministry, it is my hunch that all our energy at this point needs to be invested in building up our membership, both in numbers and in leadership commitment.

As the French say: Il faut "Reculer pour mieux sauter": taking a couple steps backward, in order to run and jump farther."

Faith Mission Meals 2025 Annual Report

Submitted by Fran Panek, Team Member

In 2025, the First Church Faith Mission Meal Creators presented another great selection of meals for the residents of Faith Mission, located about three blocks away from our Church.

Faith Mission is a long time recipient of dinners on the fourth Friday of the odd numbered calendar months and of lunches on the fourth Saturday of four of the even numbered months. The team is headed by Bruce Panek, who started with Dorothy Cromartie in 2002. The collective number of people who have helped prepare these meals is impressive, but the group in the kitchen on any scheduled week is between five and eight. We specialize in tasty, healthy meals with protein, vegetables, soups, salads, and light desserts. In 2025, our cooks provided meals to the mission, and our servers helped 1,082 homeless folks to a tasty hot meal of a variety of foods ranging from meat loaf, baked chicken thighs, fish plaki, lasagna with rice, noodles/pasta, or potatoes, mixed greens, marinated tomatoes, Italian green beans, tossed salad, and iced tea for dinner. Saturday lunches featured turkey sandwiches, hot dogs, coleslaw, pasta salad, fresh vegetables, chips, and homemade cookies from our Cookie Ladies. In the summer months, we frequently make minted ice tea, using the mint from the herb bed on the west side of the Education Wing.

Cooks included: Sarah Reed; Sandra Geronimo; Paul and Mark Lediheiser; Donna, Nate and Denise Vogt; Dawn George; and Bruce and Fran Panek. Servers included: Linda Delma; Antoinette Beynan; Carol Ernst-King; Junko Shigemitsu; Chris Farquhar; Debi Cunningham; Nancy and Ellen Braverman; Todd Cunningham; and Carol Hyding.

If you are interested in joining the crew, please reach out to Bruce or Fran Panek. We love to have folks help that love to cook and eat delicious homemade meals.

Sacred Earth Committee 2025 Annual Report

Submitted by Pat Patterson, Chair

Sacred Earth (SE) worked to encourage environmental stewardship at our church, in our community, and in our homes.

An offering for the Animal Protection Network in April received \$961. An offering in October was for funding new lighting in the Fanning Room. Through these offerings we support local organizations, and the House and Grounds Commission.

Sacred Earth continues to sell Fair Trade coffee, tea and cocoa during coffee hours. The profits support small-scale farmers.

Eco-tips in Connections were written this year. These tips educate members of First Church in using our natural resources and how to properly recycle items.

We welcomed new member Darlene Yeager-Torre this year. Other members are Bev Cook, Dawn George, Sarah Giffen, Jim Griffin, and Lynn Wallich.

Laundry Love 2025 Annual Report

Submitted by Vicki Lyden, Laundry Love Program Administrator

Laundry Love had a successful year of providing laundry service - supplies and washing and drying machines - to a community of low income, no income, and unsheltered residents of Franklin County on the last Tuesday of each month. Our Laundry Love mission is the only available laundry service in Franklin County. We provide services and supplies for an average of 28 - 36 individuals or family units each month. Many community participants travel substantial distances to be a part of Laundry Love, often by bus.

Some highlights from 2025 include:

- Mid-year a “team” of volunteers stepped forward to help as needed. Our dedicated volunteers have added fresh energy, enthusiasm, ideas, and time to our laundry evenings. Volunteers are always welcome!
- Volunteers provided craft activities, including art supplies, for family units with children to use while their parents launder clothing.
- A Christmas celebration at the December Laundry Love evening with fresh fruit, cookies and goodies, music, and holiday cards provided for a fun evening.
- Conversations, interactions, and fellowship with community members who rely on this one evening a month set the atmosphere.

Some areas to consider for the future:

- Calls to First Church office from people asking for help and details demonstrate the great need for the laundry services offered through Laundry Love. Expanding this mission to other areas of Columbus is greatly needed.
- Being able to provide bus passes to our attendees would be extremely helpful.

Laundry Love is grateful for the financial donations and laundry supplies donated by the congregation of First Church. Our biggest supply need is liquid laundry detergent. Our Laundry Love community is greatly appreciative of the commitment by First Church to this mission and expresses their gratitude to volunteers.

Personnel Commission 2025 Annual Report

Submitted by Neal Brower, Chairperson

Personnel Commission Accomplishments in 2025

- Implemented a purposeful and consistent effort to recognize and show appreciation to our dedicated staff.
- Completed a successful search for a new Building Superintendent, which resulted in the hiring of Kevin Salem. Kevin joined the First Church staff on September 8 and has already proved himself to be a valuable addition to our team.
- Launched a comprehensive performance management program, with meaningful performance evaluations completed for every staff member. The process included goalsetting for 2026.
- Leveraged the “Aspirational Budgeting” process to advance our strong recommendation for meaningful staff pay increases in 2026.
- Supported the Transition Team in the search that resulted in our hire of Rev. Jessica Young Chang as our Interim Associate Minister.

Personnel Commission Learnings from 2025

- We came to a stronger, deeper understanding of the value and importance of sincere, consistent, and meaningful efforts to demonstrate appreciation to the First Church staff.
- We recognized the efficiency and effectiveness of working subcommittees thanks to the examples set by our Staff Appreciation and Performance Management subcommittees.
- We learned that hiring is a difficult, time consuming, and sometimes disappointing process. And we came to the realization that it's better to be patient and methodical in a search, extending it, if necessary, rather than to “settle” for a less-than-optimal candidate.
- We came to appreciate the documentation of processes.

Personnel Commission Priorities for 2026

- Research and propose policy guidelines for future artistic license agreements between First Church and staff members regarding ownership of the creative products and intellectual property staff create during their employ. Such creative products and intellectual property might include sermons and other writings by clergy and/or new music or musical settings written by the Minister of Music.
- Complete a review of the First Church Personnel Policies and Practices.
- More fully leverage the resources of the Microsoft 365 system provided by First Church for committee calendaring, communications, and recordkeeping.
- Research and propose a system for storing employee performance evaluations and other confidential records related to church employees.
- Research and propose a records retention schedule and disposal process for First Church personnel records.
- Create a calendar documenting the annual cycle of personnel-related processes, events, and deadlines.

The Personnel Committee is working to ensure that First Church has healthy and coherent human resources policies, processes, and systems in place. A strong HR program will enhance the experience for our excellent First Church staff and will make our church a more appealing destination for the candidates who will soon be considering leadership positions with us.

Music, Art, and Heritage Commission 2025 Annual Report

Submitted by Jim Griffin, Commissioner

2025 has been a year filled with activities and programs that showcased our rich artistic heritage at First Congregational, United Church of Christ, Columbus, Ohio. I want to personally thank Becky Taft, Chair, Art Committee; Jim Gallagher, Chair, Music Committee; and David Mailer and Greg Duncan, Co-chairs, Heritage Committee for their leadership and commitment.

Art Committee

The Art Committee has spent countless hours refurbishing the Senior Minister's Office. New paint, blinds, and furnishings refreshed Rev. Becky's office. In addition, the Art Committee spearheaded a complete inventory of First Church's physical assets (e.g. china, fixtures, furniture, etc.). The Art Committee also promoted a picture hanging system that does not create holes in our plaster walls. Picture Hanging Kits have been created for each office/room. In addition, a book is nearly finished that highlights the architectural significance of First Church. Stay tuned for additional information on a publication date...

Heritage Committee

submitted by David Mailer, Archivist

The following activities have kept the Heritage Committee very engaged in 2025:

First Stories: Nancy Braverman recently completed her most recent edition of First Stories (modeled after NPR's "Story Corps"), an audio recorded conversation with Becky and Sheldon Taft. This follows earlier editions that featured Jackie Dean, Marty Worth, Tim Ahrens (two parts), Deb Anderson, and Tom Brownfield. Once edited, this latest edition will join the earlier episodes on the church website under "About First Church", then clicking "Church History" and "Archives". <https://www.first-church.org/archives/> A huge thanks to Nancy for all of her time, effort, and journalistic talent in preparing for and eloquently recording these fascinating journeys through our church's history as told by those who have spent their lives making and witnessing the history of our church. Although thoroughly enjoyable for us to listen to today, they will be treasured first-person accounts of our church's history for those that listen to these interviews 50-100 years down the road.

Columbus Metropolitan Library Online Collection: After a year and a half in the making, our First Church online collection is now "live" on the Columbus Metropolitan Library's (CML) website. Our collection can be found on CML's website by clicking on "History and Genealogy" on the homepage and then selecting "My History" on the left side of the next page and then scrolling down further to "Browse by Collection". To make life simpler, here's the link: <https://digital-collections.columbuslibrary.org/digital/collection/fcc>

The collection definitely needs some organization to make it easier to navigate. There are over 700 items already scanned and uploaded. On Page 5(?) is a slide deck of photos taken from 1958-1964 of the education wing construction. It's interesting to see how much the neighborhood around us has evolved since that time. There are numerous more items that we scanned and digitized, including all of the photos that we have of the 1931 construction and the building as it was when it first opened on December 6, 1931, that are still awaiting metadata entered before they can be uploaded. Last year, the library paid to have 3-years worth of cassette tapes of our church services from 1987-89 digitized. I took them another box from 1990-93 that they are paying to digitize for us this year. The cassette tapes of our church services go up through 2004. This will take a few more years, but this is all being done free of charge for us. All of our digitized photographs, recordings, documents, books, etc. are

scanned in the highest resolution TIFF color format that allows all media forms to be printed in the same size and resolution as the original. Even black and white photos are scanned in color to exactly match the original. The library is giving us digital files of every item we scan and they scan for us. The goal is to eventually have our entire archives scanned and available online, except for sensitive documents. I'm uncertain about the large number of the random 1980s documents in our online collection since we are focusing our initial scans on the items "that we would want to save first if the building caught fire". The 80s are well represented in that event so far.

We will soon complete scanning and uploading all of our annual reports, church blueprints, Gladden's 40+ books that he authored, all materials related to the 1931 building including letters between John Russell Pope and Howard Dwight Smith. Obviously, I am beyond excited about this project! If you would like to join in the fun, the library can train you on their scanning equipment. The local history and genealogy staff are dedicated individuals who are extremely passionate about their mission and work and are incredibly patient with volunteers-in-training.

Filling in a Large Gap from 2005-2022: When our church records went online around 2005, a massive void was created in our archives collection. Amy Wagner and Melissa Kulwicki have agreed to download onto hard drives two decades worth of church bulletins, newsletters, sermons, "Connections," etc. We will then print paper copies so we have both hard copies and digital copies of our entire church history. We cannot thank Amy and Melissa enough!

First Church Art: Darlene Yaeger-Torre continues her work to help properly preserve our church's framed photographs and artwork in acid free media. Many of these items are hanging in spaces throughout the church and others are stored in the archives, soon to be rotated on display, including in our reimagined library space. Darlene will also help us to scan these works of art and larger photographs at CML on their large-item scanner (about the size of the meeting table in the library). Darlene has also volunteered to serve as our co-archivist! Thank you so very much, Darlene!!!

Transcribing Old Documents: A very special thank you to Ruth Decker, Bev Cook, and Margaret Cipriani for their work on transcribing our older church documents from the 1800s and early 1900s that were handwritten instead of typed. Their finished work will be uploaded at CML and accompany the original handwritten materials. Most people under the age of 35 know how to read cursive. It's like SnapChat for older people. We can write whatever we want and younger people will never be the wiser;-) These items include the minister's reports in our earlier annual reports that are in Washington Gladden's own handwriting. Ruth, Bev, and Margaret all have interesting stories to share about what interesting entries their transcribing. I think that Ruth described it as reading a soap opera! Church drama from the 1800s!

Remarkable Ohio State Marker to Honor Washington Gladden: Congratulations and a huge thank you to Tom Worley for applying for and being awarded an Ohio Historical Marker that honors Washington Gladden to be placed in the Gladden Social Justice Park that Tom helped to found! While not a project of the heritage committee, this is literally a monumental achievement for First Church. Washington Gladden will now join Jesse Owens, the Wright Brothers, Neil Armstrong, etc. as individuals with official State Markers. I hope to do something similar for our church building and congregation to coincide with the 100th anniversary of our church building in 2031. I hope that Tom is willing to help guide us through this process as we get closer to the 2031 application cycle. I think that the state awards 20-30 markers annually. There are currently 1,700 Remarkable Ohio State Markers around Ohio.

Files from Rev. Ahrens: We have several bankers boxes full of materials from Rev. Ahrens personal files that need sorted by year and category and placed in archive storage boxes. If anyone has time to volunteer during church office hours, we can set you up with a work area in the library.

Cataloguing Our Archive Collection: A special thank you to Kristin Bandy for all of her work cataloguing our entire archives so that we can see what documents/materials are in each and every archive box we have in our collection (over 300 and counting). This is obviously a huge task and Kristin is doing wonderful work in this area for us. Kristen is close to completing a graduate degree specializing in archiving.

Permanent Archive Box Labels: With the help of many volunteers between Christmas and New Years in 2022, we took the contents out of every archive box and sorted everything on tables in the parish hall by year. Prior to that massive sorting, the boxes contained random files in no particular order. We placed temporary post-it notes on each box and stored them in the archives rooms in chronological order. We have archive label holders that are made to attach to each box to hold an index card type of label. We didn't order the precut labels due to cost and challenge of printing on them, planning instead to use card stock that we can easily print on and then cut to size. This is a project in search of a willing volunteer with availability during church office hours and possibly their own laptop and printer.

Gladden Collection of Sermons, Correspondence, and Photographs: In 1985-86, our church archives were donated to the Ohio Historical Society. It is unclear if this was done with the approval of the church council. A little research in our archives should shed some light on this. The only signature on the donation document is the volunteer archivist at the time. Rick Sayre, volunteer archivist and historian from 1990-2020 (and assistant archivist for 20 years prior), negotiated the return of our archives in 2015, but apparently signed over our Gladden collection of sermons, correspondence, and photographs as a stipulated term required by Ohio History Connection (formerly known as the Ohio Historical Society) if they were to agree to return the rest of our archive collection. <https://aspace.ohiohistory.org/repositories/2/resources/3016> <https://researchworks.oclc.org/archivegrid/collection/data/1473836204> We are most definitely indebted to Rick Sayre for securing the return of our archives! Interestingly, we do have a few of Gladden's sermons and several photos, not to mention his library of books in our archives? Nevertheless, I want it all back! I'm half joking. After a few email messages back and forth about gaining access to the collection to scan and upload to CML and print copies for our own archives, I received a hard "no" from Ohio History Connection. Most or all of the collection is on microfilm and we are welcome to view the microfilm by visiting Ohio History Connection. A small portion of the collection has been digitized and is viewable online: https://ohiomemory.org/digital/search/searchterm/washington_gladden/field/all/mode/all/conn/

Tom Worley was allowed to print some of the documents that he needed for the Historical Marker application that he was working on this year. I hope that our church leadership can forge an official partnership with Ohio History Connection that gives us equal ownership and access to the collection, even if the collection remains housed in their archives. I think Tom was telling me that Washington Gladden and James Thurber are the only 2 authors that Ohio History Connection maintains complete collections for. If nothing else, Ohio History Connection should allow us to digitize the entire collection so our congregation has access to read everything he wrote while serving as our minister.

Grand Roster: This is a project in search of a volunteer. I think that it would be really cool to have a Grand Roster of everyone that was ever a member of our church and the year that they joined. We could also create rosters of everyone that has ever been baptized and married in our church.

“Yearbook” Pictures: I think that it would be great to have annual group photographs of our church staff, choir, council, committees, etc. with identifying name keys (think of group pictures in your high school yearbooks). We have a few scattered photographs like this from the 1950s and early 1960s.

Online “Book” of First Congregational Church History: Greg Duncan, Melissa Kulwicki, and I met with a representative from Josten’s a year or two ago about possibly publishing a coffee table history book of First Congregational Church to coincide with the 100th anniversary of our current building in 2031 or the 175-year anniversary coming up in 2027, but this book would cost \$100 or more. The Art Committee is already publishing a coffee table style book that should be released in the near future. The Art Committee also has a wonderful website that features the most beautiful photographs of our church that I’ve ever seen. Nancy Braverman has already written a complete history about music at First Church - its a fascinating read! Here is a link on firstchurcharts.org: <https://static1.squarespace.com/static/6446e1ceb557a4292754a5dc/t/68ff980a9e50114f346e13b5/1761581066919/A+History+of+Music+at+First+Church.pdf>

We have detailed narratives about our stained glass. <https://static1.squarespace.com/static/6446e1ceb557a4292754a5dc/t/647f7e7a39ac6b26ec29ed6d/1686077064005/Stained+Glass+Booklet.pdf> A comprehensive narrative about our church building was written by two professional grant writers for our National Register of Historic Places nomination form/application. Perhaps the better idea here is to partner with the Art Committee and add more “chapters” to their wonderful website if they are willing and the site can handle more photos and narratives. The grand roster could possibly be published on this site. Instead of anniversary publications, the firstchurcharts.org site could serve as an always-updated anniversary celebration of our church’s history. We could also create a digital “book” that reads more like an actual book.

Music Committee

See Minister of Music 2025 Annual Report

Congregational Care Ministry 2025 Annual Report

Submitted by Susie Loik, Congregational Care Ministry Deacon and Stephen Ministry Leader

- Established Congregational Care Ministries (CCM) as a voting member of Church council, in September 2025. Unanimously approved by Church council.
- Updated, revised, and presented CCM's 'Communications Flow Chart' (see following page)
- Updated, revised, and presented CCM's 'Organizational Model' to Council.
- Refined and developed content on the Congregational Care Ministry (CCM) webpage to include each CCM's mission statement and logo.
- Stephen Ministry room moved from second floor of the education wing to the basement for easier access via elevator. Currently located next to the Spirituality Network's office.
- Purchased a five drawer file cabinet, keys for the two locking file cabinets, and two upholstered chairs for office.
- Continued to model healthy communication and behaviors supporting the work and goals of CCM.
- Designed and developed means by which to communicate CCM to the congregation and visitors. (announcements in Sunday Bulletin, on the Stephen Ministry and CCM bulletin boards (first floor main hall and first floor education wing hallways, respectively), Connections, Reflections, word of mouth, Stephen Ministry pamphlets in pew 'blue books', during services by our ministers).
- Initiated Visitation and Home Communion Classes for interested members of congregation, training two in Visitation, and eight in Home Communion (five of which are currently active).
- Annette McCormick was commissioned as a Stephen Ministry Leader.
- Susie Loik, Wendy Kennedy and Annette McCormick were commissioned as Care Deacons in conjunction with Worship Deacons.
- Wendy Kennedy and Susie Loik conducted quarterly meetings with CCM leaders/facilitators.
- December 14, 2025: Second class of Stephen Ministers completed 50 hours of training and were commissioned as Care Deacons.
- Coordinated with Melissa Kulwicki to create CCM logos and a presence on Church website. See attached "Congregational Care Ministries" for list of ministries and their logos.
- Card Care Ministry > 300 cards mailed in 2025.
- Fiber Arts Ministry delivered ~6 prayer shawls, crafted 50 children's scarves for BOBS.
- Care & Share Kitchen received home-prepared meals and has delivered six in response to requests.
- Care & Share Kitchen purchased 100 foil containers and one tote for meals.
- SM Grief Book Ministry mailed seven four-book sets accompanied cards, and 26 partial book sets and cards in 2025.
- Bereavement Team Ministry served three receptions.
- Coordinated with House & Grounds Commission and Kevin Salem, Building and Grounds Superintendent, to ready a section of servery cabinets for Bereavement Team Ministry's supplies. Awaiting interior cabinet painting and lock for base of cabinet.
- Full Circle Connections, convened by Jan Hamilton and Rev. Ron Botts, continues to discuss varied topics: "What are You Called to Do?," "Challenges of Aging," and "What are Your Favorite Holiday Memories?"
- Full Circle Connections purchased a portable poster-size sign for the Education Wing to communicate logistics and encourage participation.

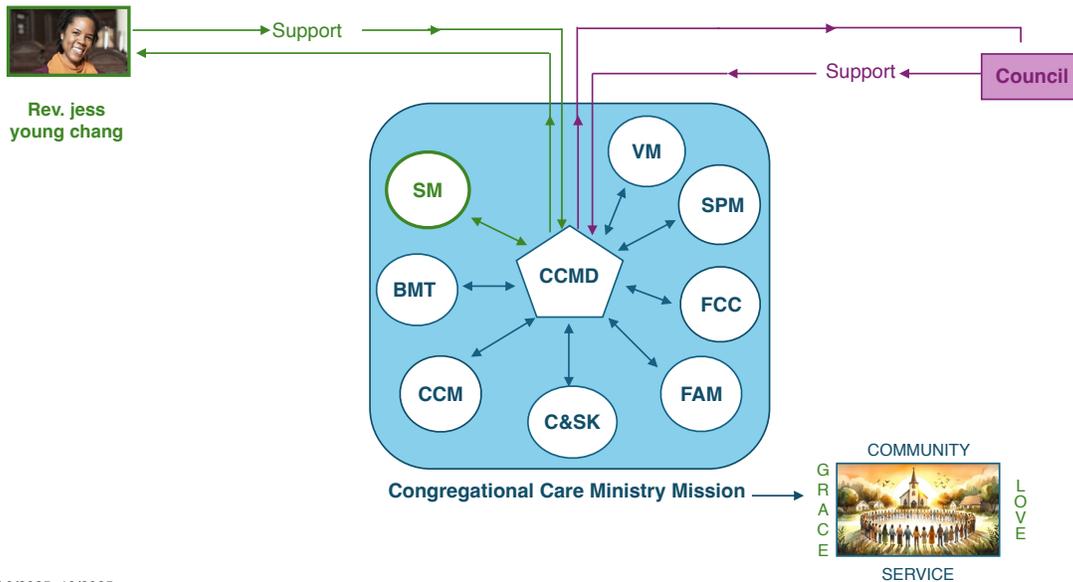
Goals for 2026

- Improve and increase Stephen Ministry and CCM presence on Church website and Facebook.
- Establish policy for CCM to maintain financial accountability, and awareness of budget.
- Schedule regular dedicated meetings with Home Communion lead, Jenny Provenzano.
- Offer a Visitation Ministry Class and encourage others to become Visitation Ministers.
- Develop system/list of those who would like to be visited or receive home communion.
- Promote benefits of having a Stephen Minister during life challenges.
- Continue to utilize our Associate Minister as a support person for Stephen Ministers and Leaders. Set a schedule with Rev. jess for regular monthly meetings.
- Focus on promoting the Care & Share Kitchen to congregation.
- Integrate new class of Stephen Ministers into 'the team'.
- Work with H&G Committee and Kevin Salem to complete Bereavement Team Ministry's supply cabinets in servery and transfer supplies from behind the stage.

First Congregational Church, UCC
 Congregational Care Ministry
 Communication Flow Chart

LEGEND

- | | |
|---|------------------------------------|
| CCMD = Congregational Care Ministry Deacons | FCC = Full Circle Connections |
| SM = Stephen Ministry | SPM = Spiritual Practices Ministry |
| BMT = Bereavement Ministry Team | C&SK = Care & Share Kitchen |
| CCM = Card Care Ministry | VM = Visitation Ministry |
| FAM = Fiber Arts Ministry | |



SEL 7/2025
 SEL revised 9/2025, 10/2025

First Congregational Church, UCC
444 E. Broad St.
Columbus, Ohio 43204
Congregational Care Ministries



Bereavement Ministry Team (BMT)

Jan Wade

“ . . . receptions or meals in the company of family and friends help provide closure, an important step in the healing process following loss.”



Card Care Ministry (CCM)

Amy Wagner

Meets monthly to write sympathy, get well, thinking of you, birthday, and anniversary cards to members, friends and others.



Care & Share Kitchen (C&SK)

Amy Wagner

The Care & Share Kitchen is a group of volunteers that comes together as needed, to “stock the freezer” with healthy meals in times of need, such as after a birth or an adoption, after hospitalization or rehabilitation, death of a loved one.



Fiber Arts Ministry (FAM)

Sarah Giffen

Unites fiber artists who find joy in knitting, crocheting, quilting, and weaving. FAM is an inclusive, welcoming community dedicated to sharing love and care through the art of fiber. Together, members craft prayer shawls, blankets for newborns, winter hats and scarves, and more.



Full Circle Connections (FCC)

Jan Hamilton

Initiated to provide a meaningful space where members can engage in conversations that truly matter. In times where social connection is essential yet often hindered, dedicating space for intentional conversation and support becomes invaluable. Through respectful listening and the open exchange of ideas, FCC fosters a sense of belonging, deepens our understanding of diverse perspectives, and sparks inspiration. This gathering creates a pathway to connection and healing.



Spiritual Practices Ministry (SPM)

Jackie Dean

One of the purposes of a spiritual practice is to cultivate self-care and spiritual growth while discerning God’s will in one’s life. Through prayers, meditations, reflections, journaling, and the creative arts, The Spiritual Practices Ministry offers individuals and groups an opportunity to engage their hearts, minds, and spirits while deepening their relationship with God, themselves, and others.



Stephen Ministry (SM)

Wendy Kennedy, Susie Loik & Annette McCormick

Lay caregivers who receive high-quality training in Christian caregiving. Among the training topics are: Feelings: Yours, Mine, and Ours; The Art of Listening; Assertiveness: Relating Gently and Firmly; A Process Approach to Caring; Confidentiality; and Ministering to Those Experiencing Grief. Stephen Ministers provide one-to-one care to individuals experiencing difficulties in life.



Visitation (VM) & Communion Ministry (CM)

Jenny Provenzano (CM)

When life’s challenges keep us apart, our Visitation Ministry helps to keep us connected. Through visits, prayer, and companionship, we remind one another that no one is forgotten and that we are always one in Christ. Trained lay ministers offer Communion to the sick and shut-in members of our church family.

***Committee Reports and
Additional Reports***

Transition Team 2025 Annual Report

Submitted by Jacquelyn Dean and Nancy Loy, Co-Chairs of the Transition Team

We came together as a group on March 4, 2024. Our charge was to help the congregation say “goodbye” to Tim and help discern the path forward. We have met, for the most part, every two weeks. During this time we have:

- Supported each other in the various ways we have come to the table and in our efforts to move the congregation in a positive direction in this transition time.
- Supported Rev. Joanna as she worked to establish the “Bridge Plan” - pastoral care and leadership immediately following Tim’s retirement.
- Supported the committee planning the retirement event.
- Held listening circles allowing our congregation members an opportunity to learn about the process of “transition”, express doubts and concerns and plan for the future.
- Searched for, interviewed and hired Rev. Becky David as our Intentional Interim Minister.
- Began reflecting on the the questions: “Who are we?”; “Who is our neighbor?”; and “What is God calling us to do?”
- Searched for, interviewed and hired Rev. jessica young chang to be our Interim Associate Minister.
- Provided space in the Congregational Conversations to give voice to their grief and concerns and to address unanswered questions.

As we move into the new year, we will continue to support Rev. Becky and Rev. jess as they move us towards our next phase. We will start to answer the questions of “Who do we want to be going forward?,” and “What leadership skills and experience should our next minister bring to the job?”.

Bethlehem on Broad Street (BOBS) 2025 Annual Report

Submitted by Gail and Jim Lowe, Coordinators

BOBS has offered a positive opportunity of service for First Church members since 1982, by partnering with an array of other faith and community organizations. In 2025 it included five major components:

- In early December, BOBS partner, Project Help Clothing Ministries, organized large clothing and gift collections and distributions through three allied service agencies.
- In mid-December, BOBS partner Broad Street United Methodist Church, led a coalition of 6 sister churches to serve a holiday meal to homeless and housing insecure people, followed with distribution of backpacks full of essentials like toiletries and hygiene kits. Kids' activities helped create a holiday atmosphere.
- A busy Christmas Day event at First Church, serving hundreds of people who are unsheltered, housing insecure, or simply alone at the holidays. We offered: a worship service; a hot, sit-down meal; live holiday sing-alongs; fellowship; empathy; referral services; and gifts of winterwear, toiletries, hygiene kits, blankets, toys, gift cards, and poinsettias.
- Post-Christmas pick-ups of undistributed gifts go to partner agencies that serve our target population. Among these are YWCA Family Shelter, BBlessed 2, Central Community House, Church 4 All People, Faith Mission, Gladden House, Kaleidoscope, Open Shelter, Project Connect, New Life Community Outreach, and Star House.
- Financial donations in March to ally charities with common goals, chosen by the BOBS Board, after our other financial commitments are satisfied.

Accomplishments

- We succeeded in filling all but two co-leader positions, helping assure back-up coverage in our program areas.
- We continue to build stronger Board coordination and cooperation.
- Our efforts to expand Board diversity continue to be successful.
- We again raised the quality of our website, and reduced technology glitches.
- Our Greeter/Security posts were fully staffed, and we had very few conflicts.
- Our one-year-old steam table was a great success.
- We continued our partnerships with Kroger, Church World Services, Bombas, Straders Nursery, Timbuk Farms, Westerville Caring & Sharing, Santa's Silent Helpers, Upper Arlington Library, Dr. James Ford, DDS, and other suppliers, and developed new relationships with individual donors.
- We increased the number of Listeners again, so we had more volunteers to offer a "shoulder to lean on".
- In addition to serving 327 hot, sit-down meals to our appreciative neighbors, we also provided 200 take-home boxes.
- We delivered all our leftover main and side dishes, breads, and desserts to Star House, to serve youth clientele and to St. Dominic's Church for daily meals.
- Over 180 people volunteered on Christmas. We exceeded pre-Christmas volunteer goals, with over 70 people.
- First Church members and many other volunteer chefs delivered more than enough donations of cooked turkeys, hams, breads, breakfast treats, and desserts.
- We are again blessed and thankful for the help of First Church clergy and staff throughout the year.
- Communications between the dining room and sanctuary were improved.
- Our children's gift coordinators reorganized the gift distribution successfully.
- We reached out to over 60 churches and service agencies to invite guests.
- Our successes were the product of early planning and prep by our Board.

Not Yet Accomplished

- Our website's improved appearance still needs more and better photos.
- Our link between the online volunteer form and the database output requires too much hands-on work and follow-up.
- We need to communicate more with volunteers and donors prior to Christmas and throughout the year.
- We should seek a "communicator" and/or a database coordinator to help with volunteer recruitment and organization.

What BOBS Has Learned

- One of our 2 Lead Coordinators was incapacitated starting December 16. Though we found two excellent co-leads to step into her role leading the Listener Program, we didn't have anyone ready to pinch hit as Co-Lead for the whole event. We will always need to build in redundancy to be prepared for illnesses and other impacts on our volunteer staffing.
- Our promotion of BOBS through social service agencies and non-profits still needs further development.
- Our efforts to assure vegetarian options and desserts without nuts and gluten are appreciated and necessary.

Areas Needing Improvement

- On-line registrations need to be organized in a way that more closely aligns with our database format.
- Efforts to diversify the Board and recruit dedicated co-leads must continue.
- Volunteer and supporter thank-you notes and updates need more organization.
- Guest outreach through agencies unfamiliar with BOBS should start in August.

Unsheltered Ministry 2025 Annual Report

Submitted by Gail Lowe, Tom Worley, and Jim Lowe

This ministry began in 2022 as an outgrowth of extensive dialogue among church leaders and members about the interactions First Church and our members have with unsheltered people in our community, especially those visiting our property. The focus of the ministry and our interaction with unsheltered people changed dramatically in 2024, when the Church Council decided to curtail the practice of allowing people to sleep on the premises overnight. This summary speaks to the group's activities since that change.

Accomplishments

- We maintained a strong partnership with the Discovery Special Improvement District (SID), and worked closely with their ambassador patrol staff and outreach counselors to assist unsheltered neighbors. Unfortunately, the SID ceased operations at the end of 2025, and the duties they performed were shifted to Downtown Columbus, Inc. (DCI)
- We've collected and delivered household furnishings, housewares, cleaning supplies, etc., from First Church members and others who've donated them for unsheltered people who are new home dwellers.
- With funding given as gifts in honor of a former moderator and support from dedicated offerings, we continue to provide and maintain a Port-a-John in the parking lot for unsheltered visitors and other guests. Volunteers and a church custodian help with supplies and light cleaning 2-3 times weekly.
- Our volunteers still keep in touch with some unsheltered neighbors who previously slept on the church property, and we continue to provide advice, referrals to local service agencies, hospital visits, occasional meals and groceries, and compassionate fellowship;
 - We continue to maintain supplies for assisting unsheltered people when we encounter them in the neighborhood or receive requests for help. Items include material goods such as hats, gloves, ground cloths, blankets and bedrolls, ponchos, bottled water, and breakfast bars;
 - Assistance in replacing lost IDs and documents, submitting medical forms, and applying for services;
 - Advice and support in stopping or reversing eviction actions;
 - Transportation needed for food and prescriptions, medical treatments, and social service appointments.
 - Emergency lodging due to severe weather or security threats.

Not Yet Accomplished

- Since the cessation of neighbors sleeping on church grounds, we have taken methodical steps to enforce our policy of deterring visitors from leaving personal belongings unattended on the First Church and Social Justice Park properties. This is, and likely will be, a long-term need.
- We have not dedicated the time and attention needed to communicate with downtown churches and non-profits to create a more specific network of the organizations that serve unsheltered people.
- We do still have strong ties to the Columbus Coalition for the Homeless, and we should consider supporting some of their initiatives, such as their Mother's Day Brunch for homeless moms.
- We have not yet invested the time and attention needed to build as strong a relationship with DCI, although some of the prior employees of the SID transitioned to DCI, so we have maintained those contacts.

What We Have Learned

- Regardless of the caution we observe and the steps we take, we cannot assure complete safety and security for members, staff, and guests, not to mention unsheltered visitors
- Enforcing our policies still requires ongoing attention, persistence, and significant diplomacy.

Areas Needing Improvement

- Unsheltered people need a place to store belongings, even if only for the time they attend our worship services. We need to address this need.
- We need to be more proactive in engaging area churches, organizations, and city agencies.

Nominating Committee 2025 Annual Report Slate of Officers for 2026 Council

Officers

Moderator: Sarah Reed

Moderator Elect:

Treasurer: Ramona Moenter

Treasurer Elect:

Secretary: Amanda Butler

Secretary Elect:

Commissioners

Church Stewardship and Growth Commissioner: Steve Sterrett

Church Stewardship and Growth Commissioner Elect: Kathy Reed

Church Vitality Commissioner: Antoinette Koolesman-Beynan

Church Vitality Commissioner Elect:

Communications and Technology Commissioner: Mike Kennedy

Communications and Technology Commissioner Elect: Nathaniel Powell

Faith Formation Commissioner: Mariner Taft

Faith Formation Commissioner Elect:

House & Grounds Commissioner: Eric Klintworth

House & Grounds Commissioner Elect:

Justice & Mercy Commissioner: James Lowe

Justice & Mercy Commissioner Elect:

Music, Arts, & Heritage Commissioner: Jim Griffen

Music, Arts, & Heritage Commissioner Elect: Cheryl Hoskinson

Personnel Commissioner: Neal Brower

Personnel Commissioner Elect:

At-Large Members

Adult Member At-Large: Martha Wilson

Youth Member At-Large:

Trustees

Chair: (elected by Trustees)

Two-year term: David Hogrefe

Four-Year term: Charlie Weaver

Four-Year term: Victor John

Deacons

Senior Deacon: (elected by Deacons)

Three-year term: Barbara Mason

Three-year term: Sandra Geronimo

Three-year term: Martha Worth

Three- year term:

Three-year term:

Nominating Chair

Gregory Halbe

2025: Year in Review



The Washington Gladden Social Justice Park exists as a space for reflection, education, and action — honoring the legacy of Rev. Washington Gladden while responding to the urgent social justice questions of our time. Founded in 2018, the Park continued to serve as a physical gathering space, educational resource, and platform for dialogue rooted in community, history, and justice during 2025. Key accomplishments included:

- Activated new governance structure with both legacy and new board members, all involved in five active board committees.
- Expanded storytelling and outreach through social media and communications, including the launch of a newsletter, *The Park Bench*, sent to 1,507 recipients via print and e-mail with a 61% open rate and a 159% increase in web traffic the week of the launch.
- Co-hosted biblical scholar and theologian Pete Enns as the 2025 Gladden Lecturer in partnership with First Congregational Church and First Community with >200 attendees.
- Hosted key public programs to celebrate MLK Day and Earth Day with combined attendance of ~150.
- Launched a national art solicitation under the leadership of the Ohio Arts Council to select art to replace the vinyl murals of the park.
- Received approval from Ohio History Connection for an historical marker honoring Washington Gladden to be located adjacent to both church and park.
- Engaged external consultation to plan for long term sustainability with clear goals and objectives that align with 5-year strategic plan.
- Prepared for a future capital campaign to enhance the park and strengthen organizational capacity.
- Installed dedication signage for the Encova garden area and two new guide stones for a total of 44.

What was the Park unable to accomplish in 2025?

- Programming and community engagement took a back seat to our foundational work.

What have we learned this year as a Park?

- We need to build a strong and enduring foundation to support our ambitious vision for the park's physical presence, our community engagement and robust programming.

Looking ahead, what needs additional work/improvement?

- Continue to build our volunteer base to ensure we have diverse participation (age, gender, race, gender identity, interfaith, disability, etc.) and the skills, expertise, and talent we need to implement our vision and strategic plan.
- Continue to strengthen our partnership with First Congregational Church.

BY THE NUMBERS

25%
growth in followers

61%
email open rate

11,372
total reach

9%
average engagement rate



In 2025, the Park launched its newsletter, creating a new way to share updates, events, and reflections with supporters beyond social media.

West Lot 2025 Annual Report

Submitted by Tom Worley

West Lot Construction - 2025

In July, a car drove into the side of the Carriage House which was built in 1905. The car was abandoned (with no license plates). Our church's insurance policy covered most of the costs associated with the needed repairs. It took many months to get through the process of insurance estimates, construction bids, and city permits. The actual construction project only took a few weeks to complete. The work is to be completed in January 2026. During CCAD's summer break, arrangements were made for pavement repairs, and to reseal and restripe the west parking lot.



Mortgage Interest Rate Change

Our church purchased the West Lot in 2010 for \$2.75 million as part of a capital campaign: "Our Future's Broadening Way". The West Lot is composed of three parcels that collectively include the Washington Gladden Social Justice Park, the west parking lot, a gravel lot, the Carriage House, and the small area developed as the Sam Gordon Playground. In 2015, the church refinanced the mortgage with an interest rate of 4.0% guaranteed for 10 years. Effective January 1, 2026, the interest rate has adjusted to 6% for the next five years. Based upon national interest rates, our assigned interest rate can go lower but not higher during the five-year period. The new monthly mortgage payment is \$9,910.03. The church has made \$1,581,256.91 in principal payments and \$1,078,262.82 in interest payments since 2010. As of 12/31/25, the church owes \$1,168,131.83. It is projected that the mortgage and accrued construction expenses will be paid off in 15 or 20 years based upon mortgage interest rates, investment returns, and the level of offset payments from a tenant.

Tax Exemption Case and Restrictions

Because of a favorable tax exemption decision, the church can forgo paying \$70,000 for the annual West Lot property taxes since 2011. To date, this amounts to a savings of over \$1 million. The ruling came with some restrictions. Lot income can only be applied to lot expenses including site improvements, maintenance, repairs, utilities, security, insurance, landscaping, and mortgage interest. 100% of the income is applied to current and past accrued expenses. Under tax exemption, lot income cannot be used for church operations.

Lease

CCAD currently provides \$95,760 in annual offset payments for its secondary use of 133 parking spaces and partial use of the Carriage House. The church is recognized as the primary user of the West Lot via the lease.

West Lot Fund

The West Lot Fund was created in 2015 with the remaining capital campaign funds (\$570,000) that were designated for the acquisition of the West Lot. Church Trustees oversee the investment of the fund. In most years, the requested fund distribution is \$30,000. The fund is used to retire the lot's initial debt and to provide for its maintenance. The fund with a balance of over \$600,000 primarily supports mortgage principal payments.

Thanks to the donors of the 2010 capital campaign and to CCAD's need for parking, it is possible to make mortgage payments and to provide for maintenance of the lot through various church funds while complying with tax exemption standards for the lot.

National Fund for Sacred Spaces Grant

Submitted by Tom Worley

At the end of 2024, our church learned that the National Fund for Sacred Places accepted our church's grant application to support needed repairs for the south façade of our church building (along East Broad Street). The Fund awarded a \$250,000 grant dependent upon our church's ability to raise \$500,000 as a match as required by the historical preservation grant program.

During 2025, the church hired the architectural firm of Schooley-Caldwell to conduct a building assessment of the original 1931 building. The National Fund provided a supplemental grant of \$10,000 to assist with the costs of the assessment report. The assessment confirmed the need to embark on repairs that would include the replacement of the front steps, restoration of the Rose Window, and tuckpointing the south façade. The report projected that the cost of the grant project would total \$850,000. All construction must meet standards of the U.S. Department of Interior for historical buildings.

Even though it would be best to replace the Broad Street plaza and front landscaping at the same time, these features are not eligible for grant funding. For that reason, they will be addressed as a separate project as other funding is identified.

Council appointed the following individuals to serve as the Preservation Grant Team: Tom Worley, Sharon Ferguson, Rev. Joanna Samuelson, Melissa Kulwicki, Janine White, Eric Klintworth, Becky Taft, Victor John, Becky Taft, Brian Kemp, Anne Jeffrey Wright, and Mark Brown. The grant team in partnership with a historical preservation architect is to coordinate all facets of this project including communications, construction management, and fundraising.

The next phase of the grant program is the selection of the architect for the construction project and the solicitation of construction bids. This phase will help to identify the construction plan that will include the actual costs, the scope of the work, and the intended schedule for construction.

Because our church is responsible for raising the needed match dollars for the grant, the construction plan will be voted upon by the congregation at a special congregational meeting to be held sometime in 2026.

Financial Reports

Treasurer 2025 Annual Report

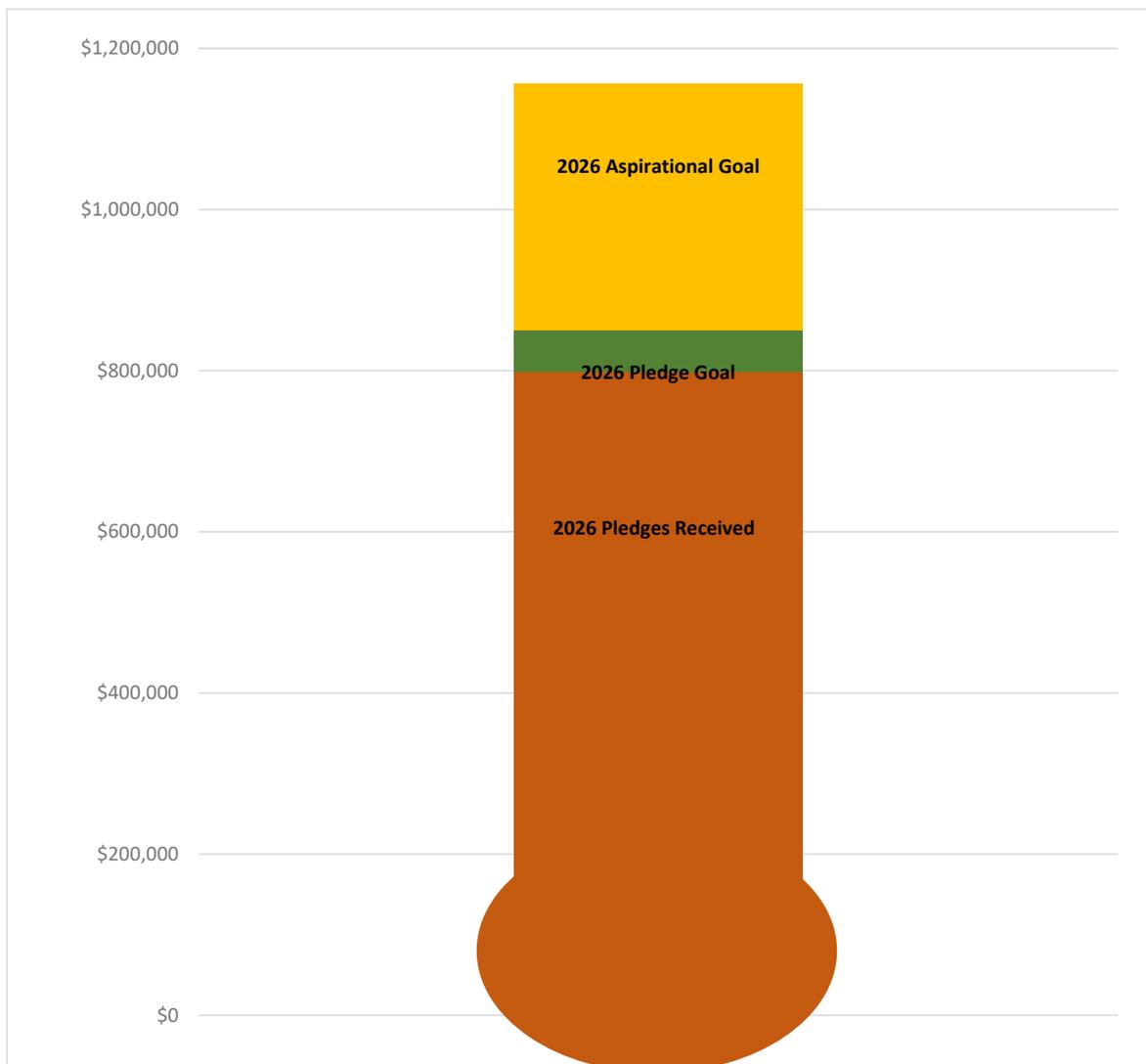
Submitted by Ramona Moenter, Treasurer and Annette McCormick, Administrative Manager

Accomplishments

- Year-end Net Income – Thanks to continuous efforts of Staff, Commissions, and the Congregation, First Church ended 2025 with essentially a positive bottom line of \$1,336.14! This is extraordinary, given the budget projected loss of over \$100,000.
- There was a significant emphasis on visibility and transparency of financial status, which contributed to this success. Monthly reporting of pledged giving and financial status is sent at least monthly to the entire congregation via Connections and Depart to Serve. Detailed monthly financial reports are submitted to all commissions and departments to assist in their budget management.

2026 Pledges Received	2025 Pledged Budget	2026 Pledge Goal	2026 Aspirational Goal	2025 Comparison	2026 Goal	Aspirational Goal
798,107	742,253	850,000	1,156,258	108%	94%	69%

This chart represents how we are making progress on our 2026 stewardship campaign. We surpassed the 2025 pledge campaign! Currently we are only \$51,893 from hitting our goal of \$850,000 for our 2026 campaign.



- 2026 Budget planning included for the first time “aspirational” input from all staff and commissions. While we aren’t able to achieve all the aspirations with current pledge giving, this has established priorities going forward as finances allow.
- Property Tax appeal of incorrect assessments was successful and resulted in a refund of over \$22,000!!! This would not have been possible without the efforts of Tom Worley.
- Mortgage interest for the West Lot was renegotiated and is now fixed at 6% for the next 5 years.
- \$ 24,000 Interest was received on the Money Market account, a significant accomplishment in uncertain financial times.
- Workers Compensation group coverage has been secured through Sedgwick, resulting in significant savings.
- Contract with outside firm (TASC) established for management of FSA (Flexible Spending Account) employee health expenses. Effective January 2026, this will provide outside expertise as well as ensure employee health care privacy.
- Contract with Spirituality Network renewed for office space rental in 2026.
- Payroll processing through ADP continues to be refined and all entries are now automatically downloaded into our accounting system, reducing the need for manual entries and minimizing errors.

Still To Be Accomplished

- Completion of financial review by external entity.
- Streamlining the number of General Ledger accounts to simplify financial reporting.
- Development of Financial Procedures Manual.
- Generation of monthly Balance Sheet.
- New West Lot rental agreement with CCAD; negotiations open in March 2026.
- Review and update rental rates for all types of building rentals, including weddings and miscellaneous.

What We Learned

- Tremendous value gained by working hand-in-hand with Stewardship & Growth during the Stewardship Campaign.
- There was an extremely positive and enthusiastic response to the concept of aspirational budgeting. This will be very helpful in establishing long range planning priorities.
- There is a significant need for the development of formalized written policies and procedures with regards to finances, payroll, etc.

Accounts	Actual Jan 1- Dec 31 2025	Budget Jan 1- Dec 31 2025	2026 Proposed Budget
Revenues			\$ 808,872.00
PLEDGES AND GIFTS			98%
Pledges-Current,Prior,New,Misc			
40000 Current Year Pledges	\$ 738,568.94	\$ 743,328.04	\$ 792,694.56
40005 Prior Year Pledges	\$ 5,357.96	\$ 2,000.00	\$ 3,000.00
40010 Unpledged Church Support	\$ 87,612.84	\$ 45,000.00	\$ 64,700.00
Total Pledges & Gifts	\$ 831,539.74	\$ 790,328.04	\$ 860,394.56
USE OF BUILDING & FACILITIES			
Contracted Tenants&MiscRentals			
40105 The Spirituality Network, Inc.	\$ 8,400.00	\$ 8,400.00	\$ 9,000.00
40111 Mosaic Program	\$ 6,500.00	\$ 6,500.00	\$ 3,250.00
40120 Miscellaneous Outside Rentals	\$ 3,170.00	\$ 7,500.00	\$ 6,000.00
Total Contracted Tenants&MiscRentals	\$ 18,070.00	\$ 22,400.00	\$ 18,250.00
Weddings			
40125 Weddings	\$ 14,005.00	\$ 6,000.00	\$ 8,000.00
40127 Less: Weddings Expenses-Coord./ Ads	\$ (2,428.05)	\$ (3,000.00)	\$ (3,500.00)
Total Weddings	\$ 11,576.95	\$ 3,000.00	\$ 4,500.00
North Parking Lot			
40250 Parking Lot	\$ 75,456.00	\$ 75,456.00	\$ 76,032.00
40252 Less: Real Estate Property Taxes	\$ 10,691.98	\$ (7,000.00)	\$ (6,400.00)
Total North Parking Lot	\$ 86,147.98	\$ 68,456.00	\$ 69,632.00
Total USE OF BUILDING & FACILITIES	\$ 115,794.93	\$ 93,856.00	\$ 92,382.00
OTHER REGULAR INCOME			
40255 Interest	\$ 23,993.36	\$ 20,000.00	\$ 24,000.00
40286 Gifts via The Columbus Foundation	\$ 21,862.38	\$ 21,500.00	\$ 21,500.00
40301 Fundraising Income	\$ 229.05	\$ -	\$ -
Total OTHER REGULAR INCOME	\$ 46,084.79	\$ 41,500.00	\$ 45,500.00
TRUSTEES GENERAL SUPPORT			
40220 Trustees-Restricted Funds Pledge	\$ 24,389.51	\$ 24,000.00	\$ 24,000.00
Total TRUSTEES GENERAL SUPPORT	\$ 24,389.51	\$ 24,000.00	\$ 24,000.00
ASSIGNED FUNDING			
Trustees Assigned Funding			
40200 Trustees-Insurance Contribution	\$ 46,780.00	\$ 48,000.00	\$ 50,000.00
40225 Trustees-Emergency Repair Contribution	\$ -	\$ 30,000.00	\$ 30,000.00
Total Trustees Assigned Funding	\$ 46,780.00	\$ 78,000.00	\$ 80,000.00
Major Projects Funds			
40314 Major Projects-Office	\$ 5,586.01	\$ -	\$ -
40315 Major Projects- H & G	\$ 15,250.00	\$ -	\$ -
40316 Major Projects-Deacons	\$ 5,877.55	\$ -	\$ -
Total Major Projects Funds	\$ 26,713.56	\$ -	\$ -
Total ASSIGNED FUNDING	\$ 73,493.56	\$ 78,000.00	\$ 80,000.00
EXTRAORDINARY INCOME			
40260 Other Miscellaneous Income	\$ 936.00	\$ -	\$ -
Total EXTRAORDINARY INCOME	\$ 936.00	\$ -	\$ -
Total Revenues	\$ 1,092,238.53	\$ 1,027,684.04	\$ 1,102,276.56
Expenses			
ADMINISTRATION			
STAFF COMPENSATION			
MINISTERS			
50200 Compensation-Ministers	\$ 145,488.87	\$ 146,959.92	\$ 150,000.00
50210 Business & Prof-Sr Minister	\$ 2,130.59	\$ 2,000.00	\$ 2,000.00
50211 Business & Prof-Assoc. Minister	\$ 717.91	\$ 1,000.00	\$ 1,000.00
50215 Mileage Reimbursement-SrMin	\$ 152.18	\$ 2,500.00	\$ 2,500.00
50216 Mileage Reimbursement-AssocMin	\$ 168.63	\$ 1,000.00	\$ 1,000.00

Accounts	Actual Jan 1- Dec 31 2025	Budget Jan 1- Dec 31 2025	2026 Proposed Budget
50217 Worker's Compensation-Ministers	\$ 315.46	\$ 417.22	\$ 262.50
50220 Insurance-Ministers	\$ 48,702.94	\$ 41,364.24	\$ 66,483.12
50225 Pension-Ministers	\$ 19,387.18	\$ 20,574.39	\$ 21,000.00
50230 FICA/Medicare-Ministers Offset	\$ 10,966.61	\$ 11,242.43	\$ 11,475.00
Total MINISTERS	\$ 228,030.37	\$ 227,058.20	\$ 255,720.62
STAFF - Office			
50235 Compensation-Office	\$ 132,744.43	\$ 128,408.72	\$ 134,829.16
50240 FICA/Medicare-Office	\$ 8,914.46	\$ 9,072.87	\$ 9,572.37
50245 Business Professional-Office Mgr	\$ 12.77	\$ 200.00	\$ 200.00
50246 Business Professional-Business Adm	\$ 97.25	\$ 200.00	\$ 200.00
50250 Mileage Reimb-Office	\$ 363.57	\$ 200.00	\$ 200.00
50255 Workers' Compensation-Office	\$ 325.17	\$ 420.55	\$ 235.95
50260 Insurance-Office	\$ 37,026.67	\$ 40,378.47	\$ 39,281.02
50265 Pension-Office	\$ 8,542.56	\$ 8,542.14	\$ 8,969.24
Total STAFF - Office	\$ 188,026.88	\$ 187,422.75	\$ 193,487.74
STAFF - House & Grounds			
50000 Compensation-H & G	\$ 77,757.48	\$ 98,988.48	\$ 100,290.98
50010 FICA/Medicare-H & G	\$ 5,836.92	\$ 7,572.62	\$ 7,662.85
50013 Mileage Reimbursement-H & G	\$ 324.80	\$ 500.00	\$ 500.00
50015 Business Professional-H & G	\$ -	\$ -	\$ 200.00
50020 Workers' Compensation-H & G	\$ 130.98	\$ 1,494.13	\$ 1,105.91
50025 Insurance-H & G	\$ 142.32	\$ -	\$ 1,670.86
50030 Pension-H & G	\$ 3,077.90	\$ 3,278.35	\$ 5,539.81
Total STAFF - House & Grounds	\$ 87,270.40	\$ 111,833.58	\$ 116,970.41
STAFF - Music			
50385 Compensation Music	\$ 117,113.67	\$ 117,596.00	\$ 123,225.80
50390 FICA/Medicare-Music	\$ 8,997.66	\$ 8,996.09	\$ 9,426.77
50395 Business Professional-Music	\$ -	\$ 1,500.00	\$ 1,500.00
50400 Mileage Reimbursements-Music	\$ -	\$ 100.00	\$ 100.00
50405 Workers' Comp-Music	\$ 230.73	\$ 333.84	\$ 215.65
50410 Insurance-Music	\$ 12,557.08	\$ 12,738.12	\$ 13,648.32
50415 Pension-Music	\$ 7,410.42	\$ 7,416.00	\$ 7,786.80
Total STAFF - Music	\$ 146,309.56	\$ 148,680.05	\$ 155,903.34
STAFF -Faith Formation			
50530 Compensation-Faith Formation	\$ 40,641.34	\$ 38,731.36	\$ 39,958.46
50535 FICA/Medicare-Faith Formation	\$ 2,657.12	\$ 2,512.53	\$ 2,571.59
50540 Business Professional-Faith Formation	\$ 32.07	\$ 300.00	\$ 100.00
50550 Mileage Reimbursements-Faith Formation	\$ 247.10	\$ -	\$ 100.00
50555 Workers' Comp-Faith Formation	\$ 75.69	\$ 109.96	\$ 69.93
50560 Insurance-Faith Formation	\$ 5,786.02	\$ 5,887.86	\$ 6,342.96
50565 Pension-Faith Formation	\$ -	\$ 1,560.00	\$ -
Total STAFF -Faith Formation	\$ 49,439.34	\$ 49,101.71	\$ 49,142.94
STAFF -Communication & IT			
Compensation-Comm/IT	\$ 51,417.60	\$ 51,417.60	\$ 53,988.48
FICA/Medicare-Comm/IT	\$ 3,933.45	\$ 3,933.45	\$ 3,887.50
Business Professional-Comm/IT	\$ -	\$ 200.00	\$ 200.00
Mileage Reimbursements-Comm/IT	\$ -	\$ 100.00	\$ 100.00
Workers' Comp-Comm/IT	\$ 89.98	\$ 89.98	\$ 94.48
Insurance-Comm/IT	\$ 10,389.23	\$ 10,389.23	\$ 11,391.70
Pension-Comm/IT	\$ 2,570.88	\$ 2,570.88	\$ 2,699.42
Total STAFF -Comm/IT	\$ 68,401.14	\$ 68,701.14	\$ 72,361.58
Total STAFF COMPENSATION	\$ 767,477.69	\$ 792,797.43	\$ 843,586.63
OFFICE			
Office Expenses			

Accounts	Actual Jan 1- Dec 31 2025	Budget Jan 1- Dec 31 2025	2026 Proposed Budget
Office Supplies			
50294 Office Supplies	\$ 5,813.24	\$ 7,000.00	\$ 7,000.00
50305 Postage	\$ 1,662.74	\$ 2,200.00	\$ 2,200.00
Total Office Supplies	\$ 7,475.98	\$ 9,200.00	\$ 9,200.00
Office Fees			
50355 Payroll Service	\$ 3,595.34	\$ 3,000.00	\$ 3,600.00
50360 Bank/Broker Charges & Fees	\$ 6,726.84	\$ 7,500.00	\$ 7,000.00
50365 Dues & Subscriptions	\$ 453.14	\$ 800.00	\$ 800.00
Totals Office Fees	\$ 10,775.32	\$ 11,300.00	\$ 11,400.00
Other Costs			
50300 Staff Recognition	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
50374 Staff Retreat	\$ 495.91	\$ 500.00	\$ 500.00
50375 Misc./Volunteer Expenses	\$ 296.00	\$ -	\$ -
50771 Council Meeting Costs	\$ 517.62	\$ 500.00	\$ 2,000.00
Total Other Costs	\$ 2,309.53	\$ 2,000.00	\$ 3,500.00
Office Expenses	\$ 20,560.83	\$ 22,500.00	\$ 24,100.00
IT Contracts & Services			
50276 Computer Maintenance & Software	\$ 20,347.52	\$ 19,000.00	\$ 21,000.00
50290 Office Service Contract	\$ 8,467.41	\$ 9,000.00	\$ 9,000.00
50310 Telephone	\$ 4,699.33	\$ 4,600.00	\$ 5,000.00
50315 Internet	\$ 2,419.34	\$ 2,500.00	\$ 2,700.00
50839 Website Maintenance	\$ 442.37	\$ 500.00	\$ 500.00
Total IT Contracts & Services	\$ 36,375.97	\$ 35,600.00	\$ 38,200.00
Total OFFICE	\$ 56,936.80	\$ 58,100.00	\$ 62,300.00
Total ADMINISTRATION	\$ 824,414.49	\$ 850,897.43	\$ 905,886.63
HOUSE & GROUNDS			
Utilities			
50040 Electric	\$ 35,324.42	\$ 33,800.00	\$ 37,200.00
50045 Gas	\$ 23,818.19	\$ 23,000.00	\$ 25,300.00
50050 Water & Sewer	\$ 7,582.26	\$ 7,200.00	\$ 7,600.00
Total Utilities	\$ 66,724.87	\$ 64,000.00	\$ 70,100.00
Maintenance & Repairs			
Parts & Supplies			
50058 Parts & Supplies - Electric	\$ 1,538.26	\$ 1,000.00	\$ 1,000.00
50060 Parts & Supplies - Grounds	\$ 906.53	\$ 500.00	\$ 500.00
50061 Parts & Supplies - HVAC	\$ 2,691.93	\$ 1,500.00	\$ 2,000.00
50062 Parts & Supplies - Plumbing	\$ 577.89	\$ 500.00	\$ 500.00
50065 Parts & Supplies - Other	\$ 1,970.44	\$ 1,200.00	\$ 1,200.00
50068 Parts & Supplies - Paint	\$ 582.44	\$ -	\$ 1,000.00
Total Parts & Supplies	\$ 8,267.49	\$ 4,700.00	\$ 6,200.00
Outside Vendors			
50066 Outside Vendors - Electric	\$ 2,820.00	\$ 1,000.00	\$ 1,500.00
50067 Outside Vendors - Elevator	\$ 0.20	\$ 900.00	\$ 900.00
50069 Outside Vendors - HVAC	\$ 850.61	\$ 2,400.00	\$ 2,400.00
50070 Outside Vendors - M & R Other	\$ 3,509.97	\$ 3,000.00	\$ 3,000.00
50071 Outside Vendors - Plumbing	\$ 852.56	\$ 1,000.00	\$ 2,000.00
50072 Outside Vendors - Roof/Gutters	\$ 590.00	\$ 1,500.00	\$ 2,000.00
50073 Outside Vendors-Painting	\$ 2,580.00	\$ 2,000.00	\$ 2,000.00
50074 Outside Vendors - Cleaning	\$ (888.18)	\$ 1,700.00	\$ 1,700.00
Total Outside Vendors	\$ 10,315.16	\$ 13,500.00	\$ 15,500.00
Total Maintenance & Repairs	\$ 18,582.65	\$ 18,200.00	\$ 21,700.00
Operating Supplies			
Building Supplies			
50090 Paper Towels & Bathroom Supplies	\$ 1,489.01	\$ 1,200.00	\$ 1,300.00

Accounts	Actual Jan 1- Dec 31 2025	Budget Jan 1- Dec 31 2025	2026 Proposed Budget
50092 Light Bulbs	\$ 861.42	\$ 1,000.00	\$ 1,000.00
50093 Trash Bags	\$ 533.00	\$ 500.00	\$ 500.00
50094 Kitchen Supplies	\$ 208.46	\$ 200.00	\$ 200.00
50095 Soap & Chemicals	\$ 1,267.38	\$ 850.00	\$ 850.00
50117 Floor Finishing	\$ 1,406.89	\$ 1,500.00	\$ 1,500.00
50120 Others	\$ 628.04	\$ 750.00	\$ 750.00
Total Building Supplies	\$ 6,394.20	\$ 6,000.00	\$ 6,100.00
Building Chemicals			
50100 Lawn Chemicals	\$ 26.97	\$ -	\$ -
50105 Gas & Oil	\$ 72.79	\$ 200.00	\$ 200.00
50150 Boiler Chemical Services	\$ 1,573.95	\$ 900.00	\$ 900.00
50151 Wastewater Treatment Services	\$ 1,759.37	\$ 1,500.00	\$ 1,500.00
Total Building Chemicals	\$ 3,433.08	\$ 2,600.00	\$ 2,600.00
Total Operating Supplies	\$ 9,827.28	\$ 8,600.00	\$ 8,700.00
Contract Services & Licenses			
Security			
50125 Security	\$ 6,110.36	\$ 5,200.00	\$ 10,000.00
50126 Security-Discovery District	\$ 4,638.00	\$ 6,800.00	\$ -
Total Security	\$ 10,748.36	\$ 12,000.00	\$ 10,000.00
Contracted Services			
50127 Alarm, Access & Fire Services	\$ 2,518.29	\$ 1,500.00	\$ 1,700.00
50128 Kitchen Hood Services	\$ 1,338.65	\$ 500.00	\$ 1,000.00
50130 Snow Removal	\$ 550.40	\$ 2,000.00	\$ 2,000.00
50135 Trash Removal	\$ 3,038.52	\$ 3,000.00	\$ 2,200.00
50140 Mops & Mats	\$ 1,233.15	\$ 1,500.00	\$ 1,500.00
50152 Air Compressor Service	\$ -	\$ 1,000.00	\$ 1,000.00
50155 Pest Control	\$ 1,211.00	\$ 1,000.00	\$ 1,000.00
50157 HVAC Services	\$ 800.00	\$ 3,700.00	\$ 4,200.00
50158 Elevator Services	\$ 2,808.00	\$ 2,800.00	\$ 3,000.00
50175 Licenses /Permits/Inspections	\$ 905.29	\$ 1,200.00	\$ 1,200.00
Total Contracted Services	\$ 14,403.30	\$ 18,200.00	\$ 18,800.00
Total Contract Services & Licenses	\$ 25,151.66	\$ 30,200.00	\$ 28,800.00
Durable Goods			
50180 Furniture, furnishings & Equipment	\$ 1,810.05	\$ 1,000.00	\$ 1,000.00
50181 Tools & Maint. Equipment	\$ 550.89	\$ 800.00	\$ 1,000.00
Total Durable Goods	\$ 2,360.94	\$ 1,800.00	\$ 2,000.00
Total HOUSE & GROUNDS	\$ 122,647.40	\$ 122,800.00	\$ 132,500.00
MUSIC, ARTS, & HERITAGE			
MUSIC			
50429 Early Service Musician	\$ 1,750.00	\$ 2,500.00	\$ 2,500.00
50430 Vacation Substitutes	\$ 4,150.00	\$ 4,000.00	\$ 4,000.00
50431 License & Fees	\$ -	\$ -	\$ 250.00
50435 Piano Maintenance	\$ 690.00	\$ 1,000.00	\$ 1,000.00
50457 Printed Music: Choirs	\$ 2,255.00	\$ 2,000.00	\$ 2,000.00
50460 Materials & Supplies	\$ 2,906.98	\$ 2,500.00	\$ 2,500.00
Total MUSIC	\$ 11,751.98	\$ 12,000.00	\$ 12,250.00
ARTS & HERITAGE			
50490 Archives	\$ 249.62	\$ 300.00	\$ 300.00
Total ARTS & HERITAGE	\$ 249.62	\$ 300.00	\$ 300.00
Total MUSIC, ARTS, & HERITAGE	\$ 12,001.60	\$ 12,300.00	\$ 12,550.00
JUSTICE & MERCY			
50500 UCC - OCWM - Set Distribution	\$ 44,085.36	\$ 44,599.68	\$ 47,561.67
50505 CUE Seminars	\$ 400.00	\$ 400.00	\$ 400.00
50525 B.R.E.A.D.	\$ 500.00	\$ 500.00	\$ 500.00

Accounts	Actual Jan 1- Dec 31 2025	Budget Jan 1- Dec 31 2025	2026 Proposed Budget
Total JUSTICE & MERCY	\$ 44,985.36	\$ 45,499.68	\$ 48,461.67
FAITH FORMATION			
Resources			
50575 Curriculum	\$ 1,633.55	\$ 3,700.00	\$ 2,400.00
50580 Teacher Resources & Training	\$ 1,322.91	\$ 1,100.00	\$ 1,600.00
57000 Lenten Materials	\$ 150.81	\$ -	\$ 600.00
Total Resources	\$ 3,107.27	\$ 4,800.00	\$ 4,600.00
Programs			
50625 New Baby	\$ 128.34	\$ 250.00	\$ 50.00
50630 Christmas Activities	\$ -	\$ 300.00	\$ 800.00
50704 Graduation Gifts	\$ 278.09	\$ 200.00	\$ -
50707 Outings And Projects	\$ 742.70	\$ 1,000.00	\$ -
50649 Mission Projects	\$ 116.18	\$ 500.00	\$ -
50711 Denominational Youth Events	\$ 70.77	\$ 1,000.00	\$ 1,000.00
50715 Confirmation	\$ 135.90	\$ 600.00	\$ 500.00
Total Programs	\$ 1,471.98	\$ 3,850.00	\$ 2,350.00
Total FAITH FORMATION	\$ 4,579.25	\$ 8,650.00	\$ 6,950.00
CHURCH VITALITY			
Special Programs & Events			
50755 Spring Retreat	\$ -	\$ 200.00	\$ 1,000.00
50770 Fellowship Hour/Dinners	\$ 610.70	\$ 1,000.00	\$ 400.00
50775 Easter Brunch	\$ 16.97	\$ 400.00	\$ -
50783 Lay Leader Award & Fellowship	\$ 209.48	\$ 100.00	\$ 225.00
50795 Christmas Dinner	\$ -	\$ 300.00	\$ -
50800 Planned Special Events	\$ 46.88	\$ 425.00	\$ 175.00
50807 Hanging of the Greens	\$ 286.42	\$ 150.00	\$ 300.00
50810 Fellowship Beverages	\$ 357.11	\$ 600.00	\$ 400.00
50837 Church Council Events/Retreats	\$ 395.30	\$ -	\$ -
Total Special Programs & Events	\$ 1,922.86	\$ 3,175.00	\$ 2,500.00
Total CHURCH VITALITY	\$ 1,922.86	\$ 3,175.00	\$ 2,500.00
CHURCH GROWTH			
50350 Stewardship Campaign	\$ 593.71	\$ 500.00	\$ 600.00
50815 Advertising	\$ 2,063.33	\$ 2,000.00	\$ 2,000.00
50820 New Member Committee	\$ 484.21	\$ 500.00	\$ 600.00
50838 Church Growth Events	\$ 374.38	\$ -	\$ -
Total CHURCH GROWTH	\$ 3,515.63	\$ 3,000.00	\$ 3,200.00
DEACONS			
50840 General Fund & Supplies	\$ 821.44	\$ 900.00	\$ 1,200.00
50845 Honorariums for Worship	\$ 750.00	\$ 900.00	\$ 900.00
50855 Stephen Ministry	\$ 1,509.72	\$ 1,500.00	\$ 1,500.00
50856 Congregational Care	\$ -	\$ -	\$ 1,500.00
50866 Baptisms & Communion	\$ 261.08	\$ 200.00	\$ -
Total DEACONS	\$ 3,342.24	\$ 3,500.00	\$ 5,100.00
ASSIGNED SPENDING			
Trustees Funded			
Trustees-Property Insurance			
50055 General Liability Insurance	\$ 46,780.00	\$ 48,000.00	\$ 50,000.00
Total Trustees-Property Insurance	\$ 46,780.00	\$ 48,000.00	\$ 50,000.00
Trustees-Emergency Repairs			
50196 Emergency Repairs Trustees Approved	\$ -	\$ 30,000.00	\$ 30,000.00
Total Trustees-Emergency Repairs	\$ -	\$ 30,000.00	\$ 30,000.00
Total Trustees Funded	\$ 46,780.00	\$ 78,000.00	\$ 80,000.00
Major Projects Funded			
50372 Major Projects - Office	\$ 5,586.01	\$ -	\$ -

Accounts	Actual Jan 1- Dec 31 2025	Budget Jan 1- Dec 31 2025	2026 Proposed Budget
70003 Major Projects - H & G	\$ 15,250.00	\$ -	\$ -
70004 Major Projects - Deacons	\$ 5,877.55	\$ -	\$ -
Total Major Projects Funded	\$ 26,713.56	\$ -	\$ -
Total ASSIGNED SPENDING	\$ 73,493.56	\$ 78,000.00	\$ 80,000.00
Total Expenses	\$ 1,090,902.39	\$ 1,127,822.11	\$ 1,197,148.30
Net Total	\$ 1,336.14	\$ (100,138.07)	\$ (94,871.74)
Prior years' accrued surplus/deficit	\$ -	\$ 43,031.89	\$ 44,368.03
Sustainable Budget Reserve Grant	\$ -	\$ 57,106.18	\$ 50,503.71
Adjusted Net Totals	\$ 1,336.14	\$ -	\$ (0.00)

The First Congregational Church
Summary of Restricted Net Assets YTD

Date Range: Jan 1st 2025 - Dec 31st 2025 | *Inactive Account | Includes Open Transactions

Accounts	Beginning Balance	Income	Expense	Ending Balance
Restricted Net Assets				
Missions				
80000 Bethlehem On Broad Street-Church	17,006.91	14,017.68	18,717.33	12,307.26
80003 BREAD	0.00	5,633.98	5,383.98	250.00
80005 Catalyst Project	225.17	0.00	0.00	225.17
80012 Riverview International	0.00	1,547.00	1,547.00	0.00
80014 World Central Kitchen	0.00	1,405.80	1,405.80	0.00
80024 Columbus Pride	142.89	1,239.15	1,173.56	208.48
80028 Bikes for All People	0.00	1,148.00	1,148.00	0.00
80029 Sandy Hook Promise	0.00	517.00	517.00	0.00
80035 Downtowners	0.00	200.00	200.00	0.00
80037 Childcare Wonderland	1,026.02	1,611.80	1,137.72	1,500.10
80038 Equal Justice	0.00	1,572.80	1,572.80	0.00
80040 Faith Mission Fund	3,341.62	250.00	2,678.64	912.98
80042 Faith In Public Life	0.00	1,090.00	1,090.00	0.00
80044 Lutheran Social Services	0.00	1,370.47	1,370.47	0.00
80045 Gladden Community House Fund	0.00	5,698.80	5,698.80	0.00
80048 Congregational Care Ministry	10.00	279.30	59.30	230.00
80050 Good Samaritan	14,663.57	25,750.82	28,272.26	12,142.13
80051 NAACP-Legal Defense	0.00	1,102.00	1,102.00	0.00
80056 Columbus Relief	0.00	1,374.00	1,374.00	0.00
80066 Laundry Love	1,555.47	6,596.17	5,411.18	2,740.46
80069 Kaleidoscope	0.00	1,283.80	1,283.80	0.00
80097 Sacred Earth	2,663.51	8,178.00	2,300.72	8,540.79
80127 YWCA - Family Center	0.00	1,106.00	1,106.00	0.00
80135 Other Missions	431.00	1,974.80	1,934.80	471.00
80144 Care-Card Ministry	494.55	50.00	18.42	526.13
80218 Unsheltered Support	2,481.58	125.00	1,494.00	1,112.58
80222 Mid Ohio Workers Association	50.00	1,258.87	1,308.87	0.00
80503 Vitality Events	2,887.34	26.00	28.00	2,885.34
84007 Huckleberry House	0.00	50.00	50.00	0.00
84014 Broad Street Food Pantry	(0.68)	1,362.00	1,361.32	0.00
84019 NAMI Franklin County	0.00	1,208.00	1,208.00	0.00
84023 Celebrate One	0.00	2,196.00	2,196.00	0.00
84027 Pathway Clubhouse	0.00	1,456.00	1,456.00	0.00
84029 Largest Table	1,035.73	3,013.60	2,194.42	1,854.91
84030 ACLU Ohio Foundation	0.00	11,539.33	11,539.33	0.00
84031 Immokalee Workers	0.00	1,396.80	1,396.80	0.00
84034 Equitas Health	0.00	1,452.15	1,452.15	0.00
84042 Sanctuary Nights	0.00	2,700.00	2,700.00	0.00
84043 Just Bearing Hope	0.00	8,700.00	8,700.00	0.00
84045 Mama Bears	0.00	2,256.00	2,256.00	0.00
UCC Missions				
80011 UCC-CRIS	0.00	3,277.60	1,744.80	1,532.80
80025 UCC CUE Fund	0.00	200.00	200.00	0.00
80030 UCC-Church World Service	0.00	3,316.80	3,316.80	0.00
*80049 UCC Hurricane Relief	0.00	70.00	70.00	0.00
80085 UCC-Neighbors in Need	0.00	3,367.60	3,367.60	0.00
*80090 UCC-Deep Griha-Onawales	0.00	2,732.00	2,732.00	0.00
80095 UCC-One Great Hour Of Sharing	0.00	4,271.00	4,271.00	0.00
80100 UCC-Strengthen the Church	0.00	1,768.00	1,768.00	0.00

Accounts	Beginning Balance	Income	Expense	Ending Balance
80130 UCC-Christmas Fund	0.00	2,055.30	2,055.30	0.00
80143 UCC-O.C.W.M Donations	0.00	100.00	100.00	0.00
Total UCC Missions	0.00	21,158.30	19,625.50	1,532.80
Total Missions	48,014.68	144,895.42	145,469.97	47,440.13
Faith Formation-Nonbudget				
80140 First Serves	1,693.19	1,493.42	1,143.99	2,042.62
80160 Camp Scholarships	410.00	930.00	930.00	410.00
80250 Youth Curr.	125.00	0.00	0.00	125.00
80295 Youth Mission Projects	9,458.54	0.00	0.00	9,458.54
80304 Faith Formation Fund-Church	(20.33)	370.00	0.00	349.67
80370 Adult Library	963.85	1,296.35	1,296.35	963.85
Total Faith Formation-Nonbudget	12,630.25	4,089.77	3,370.34	13,349.68
Music-Nonbudget				
80170 Concert Fund	71,703.98	76,028.38	48,649.15	99,083.21
80190 Instruments for Worship	5,829.53	1,773.94	2,913.20	4,690.27
80210 Music Special Projects	3,048.90	250.00	0.00	3,298.90
80530 Choir Funds	3,693.63	0.00	0.00	3,693.63
80607 Harpsichord Project	6,645.00	300.00	77.00	6,868.00
80801 Choral Music Funds	1,148.29	0.00	0.00	1,148.29
80802 Anthem Donations-Music	20.00	0.00	0.00	20.00
80803 Choir Tour Fundraising	996.58	0.00	0.00	996.58
80804 Choir Recordings	1,104.28	0.00	0.00	1,104.28
80805 Choir Tour Payments	1,183.59	0.00	0.00	1,183.59
80806 Choir Robes	22.51	0.00	0.00	22.51
80807 Choir Camp	20.00	0.00	0.00	20.00
Total Music-Nonbudget	95,416.29	78,352.32	51,639.35	122,129.26
Other-NonBudget				
*80027 Holy Lands Trip	(3,036.53)	6,450.00	3,413.47	0.00
80075 Congregational Care Team	100.00	0.00	100.00	0.00
80150 Staff Gift	520.00	15,900.00	15,840.00	580.00
80165 Computer Fund	0.38	100.00	37.79	62.59
80166 H & G Special Gift	10,885.51	36,759.00	30,559.00	17,085.51
80173 Deacon Fund-Bereavement	4,619.17	250.00	528.40	4,340.77
80175 Flower Fund	5,582.97	7,613.57	7,335.28	5,861.26
80215 Celebration & Remembrance	1,937.70	10,364.00	3,506.19	8,795.51
80220 Schumacher Fund	3,885.91	25,000.00	25,296.78	3,589.13
80230 Stephen Ministers	145.47	104.08	249.55	0.00
80240 Gladden Lecture	2,696.85	0.00	1,675.00	1,021.85
80245 Major Projects Fund-ColS Foundation	1,302.95	34,785.00	26,713.56	9,374.39
80300 Misc. Non Budget	5,869.32	50,409.62	50,345.67	5,933.27
80301 H & G Special Projects	10,666.64	0.00	0.00	10,666.64
*80505 Staff Retreat Fund	66.14	0.00	66.14	0.00
*80510 Kitchen Fund	50.00	0.00	0.00	50.00
80516 Social Justice Stained Glass Window	6,605.35	0.00	0.00	6,605.35
*80535 Spec. Sanctuary Events-Tues@1st	2,502.49	0.00	0.00	2,502.49
80540 Special Art Projects	3,294.43	0.00	0.00	3,294.43
80610 Christmas Ornaments	(443.46)	198.00	0.00	(245.46)
80613 Archives-Donations/Sales	0.00	500.00	0.00	500.00
80918 Historic Restoration Fund	2,527.92	729.47	0.00	3,257.39
80920 Sustainable Budget Reserve	135,713.70	0.00	0.00	135,713.70
84044 Prepaid Pledge 2026	0.00	61,627.02	130.00	61,497.02
Total Other-NonBudget	195,492.91	250,789.76	165,796.83	280,485.84
Site Plan Project				
*80902 Memorial Garden	14,855.24	0.00	0.00	14,855.24
Gladden Park				
80903 Social Justice Park	440,763.24	29,254.36	77,631.77	392,385.83

Accounts	Beginning Balance	Income	Expense	Ending Balance
Total Gladden Park	440,763.24	29,254.36	77,631.77	392,385.83
Total Site Plan Project	455,618.48	29,254.36	77,631.77	407,241.07
Capital Projects				
80310 Parking Lot North - Maintenance	2,502.61	0.00	2,457.00	45.61
80386 Preservation Grant Project	(37.78)	619,553.62	162,000.05	457,515.79
80387 Landscape Project	0.00	151,000.00	0.00	151,000.00
*80565 Sacristy	1,402.06	0.00	0.00	1,402.06
*80601 Anderson Fund-Donations	113.05	0.00	0.00	113.05
Total Capital Projects	3,979.94	770,553.62	164,457.05	610,076.51
West Lot & Capital Campaign				
Capital Campaign Donations				
80585 Capital Campaign-Gifts & Donation	2,755,937.09	10.00	0.00	2,755,947.09
80700 Capital Campaign-Trustees	500,000.00	0.00	0.00	500,000.00
Total Capital Campaign Donations	3,255,937.09	10.00	0.00	3,255,947.09
Capital Campaign Expenses				
80360 Expenses-Capital Campaign	(103,693.79)	0.00	0.00	(103,693.79)
80365 Building-Capital Campaign Expenses	(740,090.00)	0.00	0.00	(740,090.00)
80375 Missions-Capital Campaign Expenses	(221,510.00)	0.00	0.00	(221,510.00)
80385 Property-Capital Campaign Expenses	(1,790,033.65)	30,000.00	54,297.05	(1,814,330.70)
Total Capital Campaign Expenses	(2,855,327.44)	30,000.00	54,297.05	(2,879,624.49)
West Parking Lot				
80311 Parking Lot West-Expenses	(2,056,596.49)	0.00	67,389.33	(2,123,985.82)
80701 Parking Lot West-Revenue	1,405,402.96	129,600.59	0.00	1,535,003.55
Total West Parking Lot	(651,193.53)	129,600.59	67,389.33	(588,982.27)
Total West Lot & Capital Campaign	(250,583.88)	159,610.59	121,686.38	(212,659.67)
Trustee Accounts				
80053 Trustees-Good Samaritan-Endowment	0.00	200.00	200.00	0.00
80080 Trustees-Mission Endowment	0.00	10,200.00	10,200.00	0.00
80151 Trustees-Building Endowment	0.00	5,204.70	5,204.70	0.00
80163 Trustees-Restore, Repair Reserve	0.00	16,769.03	16,769.03	0.00
80180 Trustees-Alma Keeler Fund	0.00	3,506.80	3,506.80	0.00
80195 Trustees-MacNevin Organ Fund	7,281.94	8,722.00	8,722.00	7,281.94
80305 Trustees-Education Endowment Fund	0.00	320.25	320.25	0.00
80399 Trustees-Knight Perry Fund	0.00	3,047.28	3,047.28	0.00
80520 Trustees-Barnard Music Fund	0.00	16,355.40	16,355.40	0.00
80522 Trustees-Music, Art, Heritage Endow	0.00	2,334.48	1,334.48	1,000.00
80523 Trustees-Jackie Owen Fund	0.00	9,572.65	9,572.65	0.00
80600 Trustees-White Endowment	0.00	1,002.14	1,002.14	0.00
80604 Trustees-Starr-Wingfield Furnishing	0.00	1,040.00	1,040.00	0.00
80614 Trustees-Legacy Fund	0.00	8,961.63	8,961.63	0.00
80615 Trustees-Social Concerns Endowment	0.00	2,507.74	2,507.74	0.00
80617 Trustees-Gearhart Remembrance Fund	0.00	2,904.85	2,904.85	0.00
80619 Trustees-Organ Preservation Fund	17,304.66	15,269.65	15,269.65	17,304.66
80620 Trustees-Stained Glass Preservation	0.00	1,000.00	1,000.00	0.00
80623 Trustees-Gordon Playground	0.00	1,150.00	1,150.00	0.00
80624 Trustees-Johannes Landscape Maint F	0.00	2,269.34	2,269.34	0.00
80625 Trustees-Project 2020	0.00	3,887.89	3,887.89	0.00
Total Trustee Accounts	24,586.60	116,225.83	115,225.83	25,586.60
Total Restricted Net Assets	\$ 585,155.27	\$ 1,553,771.67	\$ 845,277.52	\$ 1,293,649.42

Minutes

First Congregational Church, UCC

Annual Meeting January 26, 2025

The meeting was called to order at 11:15 pm with Moderator, Greg Halbe, welcoming everyone and stating the purpose of the meeting: to elect officers and to approve the budget. A **quorum was found** to be in attendance as certified by the Senior Deacon, Tom Kiesel.

A. B. The first point on the agenda was to entertain a motion to appoint **Frank Cook to be the Parliamentarian**. Victor John moved and Sheldon Taft seconded the motion. All voted in favor.

C. D. After Reverend Becky David offered the **opening prayer**, Greg asked for **additions or corrections to the 2024 Annual Meeting minutes**. None were suggested, and so the minutes were approved as printed in the 2024 proceedings.

E. The **Interim Senior Minister's report** was brief and included Rev. David's **heartfelt thanks** for the warm welcome she received when she arrived in December. She continued by highlighting the many **vacancies in the 2025 slate of candidates** to serve on Council and Executive Committee.

F. Senior Deacon Tom Kiesel thanked the deacons for stepping up to fill in the **leadership gaps** in the past year, and Hank and Martha Wilson for their help with the **Engagement Fair** in the fall. He reflected on the need for committees to handle memorial services, communion set up and possible other services in the near future.

G. Frank Cook, Chair of the Board of Trustees, thanked his Board members and reported the 2024 review process of the financial management procedures. The **Church's total endowment continues strong** at over 5.6 million.

H. Tom Worley stated the **new governance model of the Social Justice Park Board** with sixteen active Board members, Alejandro Rodriguez presiding. A **permanent** display sign will soon be installed.

I. Secondly, Tom mentioned the selection of First Church for the **preservation grant of \$250,000** from the National Fund of Sacred Places. The selection was made because of First Church's **social justice legacy as well as the architectural uniqueness** of its building. A modest capital campaign would provide the required matching funds.

J. Sarah Reed, Moderator Elect, thanked **the transition team** for all the work done in the past year and the path forward they have mapped out. The Listening Circles will continue, questioning who we are and what God's plan for us could be. She informed the Congregation that Rev. Joanna will not continue to lead us after June as **UCC's "Best Practices" would call for a new Interim Minister**.

K. Greg thanked Sarah for sharing the workload with him and for her professional leadership. His biggest disappointment was the seemingly unsurmountable problems resulting in making the Church grounds unavailable to **the unsheltered population**. His task in the new year is to convene a Nominating Committee. He expressed his **profound gratitude for the support, love and grace** he experienced in his two years as Moderator.

L. Jim Velo and Ramona Moenter presented the Treasurer's report. **Staffing costs** are expected to continue rising, and 2025 will be a **critical year to balance the budget** as reserves are dwindling. Parking lot tax increases were **successfully challenged**, and the \$20,000 sustainable reserve was not needed this year.

Annette McCormick, business manager, presented the 2025 operating budget. As pledges for the year will continue to come in this month, the **total for pledged income is expected to add 10% to the \$743,000** registered so far. Reasonable savings will allow a 3% increase in staff salaries. Rental of space to a school will generate \$8,500. **Total budget set at \$1,027,000.**

Tom Brownfield moved and Jim Lowe seconded to approve the budget.

Discussion questions explored a possible savings from Joanna's termination in June and the Faith Formation part-time position. Both questions were answered negatively. Cathy Cunningham stressed the need for salary raises for staff in order to attract quality people. Victor John asked that the financial leadership continue to inform the congregation through the "Connections" and graphics. Gail Lowe expressed concern regarding the matching funds to be raised for the Preservation Grant. Tom Worley responded that he is exploring all possible funding, but his experience indicates that this sort of one time funding is generally easily raised. He exhorted the congregation to focus on annual pledges. The costs for the Social Justice Park will be borne by the larger community.

Victor John called the question, and **the budget was unanimously approved.**

M. Sarah Reed presented the **updated 2025 slate of nominations.** Todd Jacobson seconded and the **approval was unanimous.** Sarah reminded all incoming Council members to join her for the February 1 workshop. A standing ovation thanked Greg for his two years of service.

N. Joanna closed with prayer at 12:45, followed by the Lord's Prayer in which all joined.

Respectfully Submitted,

Antoinette Koolemans-Beynen, 2023-2024 Recording Secretary