

# 2023 ANNUAL REPORT



## Church on the Hill

United Church of Christ  
Lenox, Massachusetts

*Led by the Holy Spirit, this congregation is committed to  
being Christ's disciples in the community.*

Annual Meeting  
Sunday, January 28, 2024

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# Order of Annual Meeting

The Church on the Hill  
The United Church of Christ in Lenox  
January 28, 2023

The Warrant for the Meeting ..... Emily Johnson, Clerk  
The Declaration of a Quorum ..... Emily Johnson, Clerk  
Moment of Prayer ..... Pastor Liz Goodman

*Moment of Silence for Deceased Members and Friends of the Congregation*



Bill Jones  
Mary Lou Johns

*For all the saints who from their labors rest,  
Who to the world their steadfast faith confessed,  
Your name, O Jesus, be forever blessed,  
Alleluia! Alleluia!*

Article I: Acceptance of minutes of previous Annual Meeting held on January 30, 2023  
Article II: Acceptance of reports of 2023 as printed in the Annual Report  
Article III: Adoption of the 2024 budget  
Article IV: Election of officers, boards, and committees  
Article V: Adoption of the 2024 version of the Bylaws  
Transaction of any other business that may legally come before the meeting  
Benediction

## Minutes of Previous Annual Meeting

Annual Meeting minutes  
January 29, 2023

Members present: John Powell, Carol Powell, Terry Weaver, Emily Johnson, Carol Maynard, Emily Wilson, Ann Trabulsi, Ticki Winsor, Ellen Merritt, Bob Gardiner, Louise McCue, Jesse Goodman, Amy Chin, Allegra Chin, Arthur Oliver, Davis Dyer, Liz Goodman

The meeting was called to order at 11:59am.

Liz began the meeting with a joining prayer.

**Article I:** The annual meeting minutes were accepted without discussion.

**Article II:** The annual reports were accepted without discussion.

**Article III:** Carol Powell announced that, for the first time in a long time, we have a balanced budget. We are also able to give Liz a raise this year. We have hired a bookkeeper which will help all the financial processes of this church go smoothly. The budget was approved unanimously.

**Article IV:** The slate of nominees was announced by Emily Johnson. There was a brief discussion about the opening for delegates which is an important part of helping the conference “find its course.” Church attendees may speak with John Powell and Liz Goodman if they are interested in becoming delegates. Amy Chin stated her pleasure that the three main committees are full this year. The slate was approved unanimously.

The meeting was called to a close at 12:09pm.

Respectfully submitted,  
Emily Johnson

## Reports

### Clerk's Statistical Report

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January 1, 2023 to December 31, 2023

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Active Membership as of 1/1/2023	67
Baptisms	0
Weddings	0
Confirmed into Membership	1 Mark Farrell
Letters of Transfer	0
Welcomed into our Fellowship	0
Deaths	2 Bill Jones Mary Lou Johns
Friend of the Church	0
Moved/Transfers	0

**Total Active Membership as of 12/31/2023 66**

Respectfully submitted,  
Emily Johnson, *Clerk*

### Report of the Pastor

“Giddy up,” is how I’d sum up my work in 2023 as pastor at this small but mighty church.

At the very moment the Chapel Steering Committee could celebrate the completion of our sprucing up the Chapel, the Capital Campaign Committee sprang to life to work toward realizing our vision for the Meetinghouse.

This was also the year we folded into the pastor’s duties some of the administrative tasks that have pastoral implications while handing off the bookkeeping tasks to Becky Jankowski, whose experience with congregational bookkeeping has been of immeasurable value.

While experiencing staffing changes “in the office,” we also had to give hearty thanks to Jenn Beaudry, our longtime sexton, as she moved on to new things in her life. Finding someone to take on that set of tasks was challenging, and after considering four candidates, all of whom fell through, we settled on hiring Jack Goodman, my son. It’s hardly “best practices” to have two members of the same family cover much of the staffing of a church. But it seems to be working out fairly well, especially given the occasional bringing in of a handyman to do things beyond the skillset (and toolset) that Jack brings to bear.

Having said this as introduction, I outline below my tasks and the time I tend to devote to each.

### **Leading Worship**

My highest priority any given week is preparing for and leading worship. The worship life of a congregation is its beating heart, and the sacrament of the word, always crucial, is even more so when our connection with one another is otherwise distant. Planning worship generally takes about 5 hours a week, and contemplating and eventually writing the sermon generally takes me about 10. (These are hours are largely shared with Monterey.)

### **Committee work**

I attend monthly meetings of the Council, Deacons, and Trustees. This tends to be 4-5 hours per month. The Chapel Steering Committee (not an official committee of the church) tended to be about 1 hour a month with note-taking and agenda setting up top of that, but this completed its work in midsummer. The Capital Campaign Committee ramped up beginning in July, and has tended to spend a very fruitful hour and a half together every two weeks or so.

### **Communication** (Hilltopics, web site, bulletin, email messages, podcast, etc.)

Messaging with the congregation and wider public generally takes about 10-15 hours a month.

### **Pastoral Care**

This can vary from 1-5 hours per month, and, as usual, I reiterate my availability for care however it might be needed. I also encourage people to let me know when a pastoral emergency arises. Never assume I already know or someone else has already told me.

### **Faith Formation**

The (both-church) lectionary Bible study, which takes place on Zoom, came to very low numbers and therefore took a hiatus beginning in the fall as our meeting time coincided with a training I needed to participate in for the month of October. We resumed but again had to take a break do to other demands on my time. I find this regrettable but something that will probably remain the case for a few months at least.

The (both-church) book club, also on Zoom, has allowed in-depth study of whole books of the Bible, and is also open to theological exploration, cultural criticism from a Christian perspective, or literature, which we decide as we go. This is about 1-2 hours per week, depending on whether the book club is active or between books.

### **Capital Campaign & Master Planning**

We completed our work with Eileen Mahoney in the spring. For various reasons, we decided to move more “in-house:” with these efforts. A committee gathered, consisting of Janice McCormick, Davis Dyer, Peter Metz, and me. This has been a fruitful change. (See Janice’s report included in these pages on behalf of the “Cap Cam Com.”)

### **Administrative Odds and Ends**

I have appreciated the chance to get involved in the administrative duties of the church and its buildings. Though not a long-term change in church structure, this serves for now because it helps me understand what staffing needs we’ll likely have once we are who seem to be becoming. We’re amidst a lot of changes, for reasons internal and external to us. Though it might feel often like chaos is the only constant, the truth as I feel it is that we’re moving toward a sustainable way of being in a new age that is yet unfolding.

### **Conclusion**

It has felt to me like a lively and hopeful year for Church on the Hill. We face many challenges, most of which are challenges most of our neighboring congregations also face. But we’re doing it,

from what I can discern, together under the guidance of the Holy Spirit. What a joy that can be—if at times also utterly exhausting!

Happily submitted,  
Rev. Liz Goodman

### **Report of the Music Minister**

2023 was a good year for music at Church on the Hill. It was the first year of uninterrupted services since the Covid outbreak. (2022 was close. The first 2 services of January that year were called off, first because Liz had Covid, second because of an ice storm.) This made for lots of music!

The year began with the annual appearances by Jack Brown for Epiphany, Steve Wheelock on Easter, and Emily Johnson at Christmas, marking another post-Covid first, the return of guest musicians! In August soprano Rose Hunsberger sang for us, in October drummer Bob Vacca helped brought a jazz sound, and a choir of members of participants performed on Christmas Eve, a first in the time since I began. It went so well, we'll have to do it again!

Thanks to Emily Johnson and Peter Metz for filling in on piano and organ while I was away.

Respectfully Submitted,  
Charles Fitzhugh  
Minister of Music

## Report of the Moderator

It is hard to believe that another year has gone by in the life of our church. As in past years, it has been a busy and productive one for staff, officers, members, and for all of the committees. We had special worship services for Ash Wednesday, Maundy Thursday and Thanksgiving in the Chapel, in addition to our weekly worship services at the Meeting House.

Highlights for 2023 include a luncheon following our 2022 Annual Meeting in January, a Valentines luncheon in February, Maundy Thursday Simple Supper in April and our Harvest dinner in November which concluded our Stewardship Drive. In addition to our special luncheons and dinners, members have provided refreshments for our weekly fellowship hours following worship.

So, what happened in 2023? The Trustees, under the leadership of Carol Powell, have had an active year being good stewards for our buildings and keeping within our budget. The Diaconate, under the leadership of Louise McCue, has made worship special and meaningful – trying new ideas while maintaining our traditions. All of our worship services have been enriched by our Minister of Music, Charlie Fitzhugh.

Our financial records have been kept in good hands under Amy Chin, our Collector, for collecting and reporting our pledges and donations, Davis Dyer, our Treasurer, for paying all our bills and keeping accurate records and Becky Jankowski our bookkeeper for keeping our books in order. During the year our membership list was updated and our bylaws have been revised and updated to reflect the size of our congregation and the life of our church. In November, the Council developed a calendar of special worship services and events for 2024. A big thank you to Emily Johnson for keeping all our church membership records current as well as Council Minutes. The Chapel Steering Committee consisting of Susan Foulds, Louise McCue, Arthur Oliver and Liz Goodman completed their long work and time on renovating and refreshing the parlor into a beautiful, restful, inviting area. This was followed by an Open House and refreshments in October to the public to show what space is available for various functions.

Thank you to Davis Dyer, Janice McCormick and Peter Metz for their time and work with Liz and in chairing our Master Plan for the Meeting House as we gear up for our Capital Campaign. In May, after several years of dedicated service to Church on the Hill, Jenn Beaudry, our sexton retired. Jenn gave so much of her time to the church and was always available to help when ever needed. Jenn is missed and we wish her a well-deserved retirement.

The church was lucky in having Jack Goodman available to step up and serve as sexton. He is willing and able to give his free time after school and on weekends to serve as our sexton. Thanks Jack. Welcome to our staff!

This past year we lost two members – Bill Jones passed away on August 4<sup>th</sup> and Mary Lou Johns on October 13<sup>th</sup>. We were blessed to have them as dedicated members of the Church.

As I said last year, we have much to be thankful for this year. Our officers and committee members who work diligently to help complete the on-going work of our church. Our members who financially support the church. Davis Dyer, Emily Wilson and Bob Gardner who volunteer in the office. Our new Sexton, Jack Goodman for work in keeping our buildings clean. Charles Fitzhugh, Minister of Music, for his music and enthusiasm.



Last, but not least, a big thank you to our pastor Liz, who continually encourages, praises and guides us and helps us grow spiritually. Thank you for all you do - leading worship, working with the Trustees, Deacons, Staff, community, book group, Bible study, Chapel Steering Committee and the Master Plan and so much more.

Thank you for the privilege as serving as your moderator. I have appreciated the help and support of everyone during the past year as moderator - staff, members, officers and committee members. Thank you. Your help has been endless!

Respectfully submitted,  
John L. Powell, Moderator

### **Report of the Diaconate**

It is with a sense of joy and gratification to be able to reflect on 2023's Diaconate activities. Being the first full year of the post-pandemic era, it has been especially fulfilling for the Board of Deacons to engage in the worship and service of Church on the Hill in a more robust manner than the preceding few years.

Emily Wilson and I joined our hard-working Deacons in February. Starting with a spirit of hospitality, the Deacons organized a Valentine's luncheon with music, song, and lovely refreshments in the Chapel parlor. We successfully aided Pastor Liz Goodman in recognizing several important occasions in the Church calendar year with: an Ash Wednesday service, Palm Sunday and a resplendent Easter Sunday, complete with the Alleluias and spring flowers thankfully arranged by Susan Foulds. This year's Maundy Thursday observance with a soup and bread supper and the office of Tenebrae in the Chapel drew a record number of participants for this beloved service. Pentecost saw the flaming colors of banners and streamers flying from the balconies of the meetinghouse, while flowers were distributed in observance of Mother's and Father's days. The Deacons recognized the dedicated service and departure of our Sexton, Jen Beaudry in May and welcomed Jack Goodman as her replacement. We joined with the entire congregation in celebration of the refurbished Chapel interior lead by the Steering Committee with an Open House in October with the at-large community. This year's Thanksgiving service, held on the snowy Tuesday before the holiday, proved an intimate experience for all. The return of the Harvest Dinner, organized by the Deacons, was a welcome reprise of a favorite Church tradition as part of our Stewardship campaign. Advent in 2023 was a bustling season with decorations, a hugely successful Cookie Sampler, participation in a holiday outreach project for families in need through the Lenox Community Center, four beautiful worship services and an exquisite community Christmas Eve service. In December, the Deacons with the help of Pastor Liz and Sexton Jack Goodman moved our services to the closer environs of our elegant Chapel. The Diaconate continues to supervise the effort of providing volunteers for Liturgists and Refreshments at each worship service and, importantly, aiding in serving Communion each month, as well as in many ways in which our Pastor and congregation have need.

This year the Diaconate examined our perspectives and practices for welcoming new members to the congregation. Soulful discussions ensued regarding: What does membership mean? How is our welcome? In conclusion, a new Litany of Membership was adopted, as well as newer and simpler procedures for welcoming, installation of mentors into the process, distribution of certificates and most importantly, an emphasis on hospitality and inclusion for our newest members. We are delighted to welcome Mark Farrell into our fellowship.

In conclusion, I and the entire Board of Deacons recognize the extraordinary blessing of having Rev. Elizabeth Goodman as our Pastor and thank her for all of her guidance, hard work and inspiration. Many thanks also go to our “retiring” Deacons, Carol Maynard and John Powell for their unrelenting willingness to serve this faith community.

Respectively submitted,  
Louise McCue, Chair  
Carol Maynard, Ellen Merritt, Arthur Oliver, John Powell, Emily Wilson

### **Report of the Trustees**

The Trustee Committee in 2023 consisted of Ticki Winsor, Ann Trabulsi, Jesse Goodman, Peter Metz and Carol Powell, chairperson.

Anne Trabulsi resigned from the Trustees and the Finance Committee in April.

The refurbishment, under the guidance of Louise McCue, Arthur Oliver, and Susan Foulds, continued in 2023. The kitchen area, downstairs bathroom, stairway and hallways were painted. New carpet tiles were laid in the hallway and outside the office. Blinds and drapes were hung in the parlor along with other new furniture and accessories.

The work on the clock in the Meeting House was completed and the grant money from the town was paid to the Church on the Hill. However, the cost for the repairs to the cupola and steeple were found to be much more costly than expected. We have applied to the town for another grant to do those repairs.

In May our long-time sexton, Jennifer Beaudry, resigned and Jack Goodman was hired to replace her.

The rental fees for both the Meeting House and the Chapel were updated and rates increased.

Our rentals continue to be strong with a number of weekly rentals, BUTI ( Boston University Tanglewood Institute ) rented space in both the chapel and Meeting House again this summer for ten days and our long term renter WAM ( Where Arts and Activism Meet ) renewed their contract for another three years.

David Benzenhafer was appointed to the Finance Committee after the resignation of Anne Trabulsi and the death of William Jones.

Thank you to, Ticki Winsor, Peter Metz, and Jesse Goodman for all their time, work and input throughout the year, Davis Dyer, our Treasurer, who attends our meetings and helps us understand the budget, Becky Jankowski, our bookkeeper, that gets the budget report out to everyone each month and especially Liz, our pastor, who continues to give us guidance and support.

Respectively submitted,  
Carol Powell, chairperson

## **Report of the Treasurer**

This was the first year on the job for both our bookkeeper, Becky Jankowski, and myself as treasurer. I start by thanking Becky for her excellent work, Mark Farrell for facilitating the transition, and assistant treasurer Allegra Chin for stepping up during my time away during the late winter. I'm grateful also for the support of Pastor Liz Goodman, Carol Powell and the Trustees, and John Powell and members of the Church Council, especially Collector, Amy Chin.

### **2023 Highlights**

- We recorded higher than expected pledges and plate offerings thanks to our members and friends.
- We benefited from a significant increase in rental income, especially at the remodeled Chapel.
- The endowment delivered as forecast, with credit to Jesse Goodman and the Finance Committee and our financial advisors, Renaissance Investment Group.
- We collected more than \$20,000 in reimbursed expenses from the Lenox Community Preservation Commission for work done to repair the clock and bells in 2021 and 2022.
- The Capital Campaign Committee raised \$42,000 toward the future campaign to renovate and revamp the Meeting House.
- At last year's annual meeting, the congregation authorized spending up to \$50,000 from the endowment to support the capital campaign. We did not need to draw on that authorization in 2023 and it remains in effect for future use.
- Expenses fell mostly within budget estimates except for the discovery that COH had missed a large number of payments to the UCC Pension Boards for Pastor Goodman's annuity and insurance accounts between 2020 and 2023. These payments have now been made and her accounts are caught up.
- The budget report below presents the financial results in two ways: 1) including income incorporating the capital campaign authorization and funds donated to the capital campaign during the year; and 2) without those special contributions. Version 2) provides a more accurate depiction of our operating income and expenses for the year.
- COH ended the year with a surplus of nearly \$7,000, which will carry over to 2024.

### **Looking Ahead to 2024**

- We've simplified and restructured the expense budget to provide a clearer picture of funds spent directly on Worship & Outreach, as opposed to funds spent indirectly in support of that mission via administration and asset management.
- We are projecting a modest deficit of about \$1,200 for 2024 but, given the pattern in recent years of increases in unrestricted income above the estimates, we are optimistic that the deficit may be reduced or eliminated.
- The 2024 budget proposed here is a summary of a much more detailed version that is available to members and friends on request.

Respectfully submitted,  
Davis Dyer, Treasurer

## **Report of the Memorial Committee**

The Memorial Committee was largely dormant this year. The members as of last year, John Powell, Susan Foulds, and Peter Metz, continued to occupy their roles, though we realize not in accordance with the bylaws. We plan to correct that in 2024.

As for 2023, we saw the completion of the exterior signs at both the Chapel and the Meetinghouse. Interior signage in the Chapel is on hold for now, pending a reforming and revitalizing of this committee and a discussion as to whether such things are necessary.

Memorial Funds were approved for details of décor as decided by the Chapel Steering Committee, which completed their work in the summer.

Faithfully submitted,  
Liz Goodman on behalf of the Mem. Com.

### **Report of the Chapel Steering Committee**

The Chapel Steering Committee consisted of Susan Foulds, Louise McCue, Arthur Oliver, and me. After two years together, we completed our work in summer 2023. Newly repaired and painted walls, new carpet tiles in the entryway, new (used) furniture in the parlor along with curtains, pillows, and lamps, all amount to a Chapel building that inspires people to delight and gratitude. It is now host to groups as varied as AA, a clergy group, a couple theatre companies, and movement classes of various sorts. It truly has become a resource to so many, and only will more so going forward. The “CSC” is to be congratulated, and was rightly celebrated at an open house the church hosted in the fall.

Hopefully submitted,  
Liz Goodman

### **Report of the Capital Campaign Committee**

The Capital Campaign Committee (CCC) formed in August 2023 to seek funding for the continued renovation of the church steeple as well as to examine fundraising for a more significant renovation and possible expansion of the community uses of the Meeting House. The CCC team has been active since then and has made significant progress. The goals for the coming year are to expand fundraising through a combination of matching grants and donations.

**Committee Members:** Elizabeth Goodman, Davis Dyer, Peter Metz, Janice McCormick  
Committee created in August 2023.

We met at least three times per month since August 2023.

**Our goal:** Explore strategies for a successful capital campaign for renovating the Meeting House, making it ADA compliant and more user-friendly as a venue for other community activities.

**The mission** of our capital campaign is “Help make a community landmark a community resource.”

#### **Tasks and Achievements:**

September-December ~ collaborated with a consultant to plan and conduct a feasibility study for our goal and for a capital campaign and met multiple times with Robert Harrison, architect of the proposed Meeting House renovations.

We received unsolicited gifts this year of \$42,000 for a capital campaign. We are encouraged by these donations, which make us optimistic about our future fundraising prospects.

We are seeking and applying for outside grants. We wrote and submitted a grant proposal to the Town of Lenox Community Preservation Committee.

### **Grant Applications**

Lenox CPC – Community Preservation Committee

- Wrote and submitted a grant proposal to the Lenox CPC for \$76,000 for repairs of the Meeting House steeple on 10/23/23.
- Presented our application to CPC on 11/6/23.
- Met again with CPC on 1/18/24.
- A decision on our application will be known in late winter or early spring and if successful will be voted on at the annual town meeting in May.

### **Exploring Other Grant Opportunities:**

- National Fund for Sacred Places – grant administered by Partners for Sacred Places and the
- National Trust for Historic Preservation (matching grants up to \$250,000)
- SAT (Save America’s Treasures) administered by US Park Service (matching grants up to \$ 250,000)
- Massachusetts Historic Commission (matching grants up to \$ 100,000)
- Local foundation grants (Taconic, Fitzpatrick, etc.)

### **Outreach Meetings**

- To local community – COH and Lenox
- Feasibility study interviews conducted October 2023
- Meetings with local organizations, architects, town leaders, other non-profits, and churches to discuss goals, methods, organizational models, and the feasibility of a successful capital campaign.

### **2024 CCC Goals**

- If Lenox CPC grant awarded, begin work on the steeple renovations
- Apply for large national matching grants
- Expand outreach to potential large donors
- Investigate forming a separate nonprofit organization (“Friends of the Meeting House”) to oversee fundraising for the Meeting House renovations
- Expand Team ~ Identify additional members to join campaign committee.
- Continue networking, identifying potential advisors, allies, and donors.

Respectfully submitted,  
Janice McCormick, for the Capital Campaign Committee

**Report of the Collector**

2023 Pledges Budgeted	\$70,410
2023 Pledges Received (includes overpaid pledges)	\$71,990
Balance Expected (in unpaid pledges) payable in 2024	\$2,500

**2022 Operating Funds Collections**

2023 Pledges	\$71,990
2022 Pledges	\$4,325
2024 Prepaid Pledges	\$2,800
Unsolicited Gifts	\$2,985
Loose Plate	\$3,407
Fuel Fund	\$405
Christmas Eve	\$718
Labyrinth Donations	\$253
<b>Subtotal Operating</b>	<b>\$86,883</b>

<b>2023 Capital Campaign Contributions</b>	<b>\$32,000</b>
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**2023 Pass-Thru Collections**

Food Pantry	\$40
Special Fundraiser	\$490
Special Gifts - Unspecified	\$15
Pastor's Discretionary Fund	\$380
<b>Subtotal Pass-Thru</b>	<b>\$925</b>

**2023 UCC Special Offerings**

One Great Hour of Sharing	\$0
Strengthen the Church	\$0
Neighbors in Need	\$250
Christmas Fund (2022)	\$400
<b>Sub-total Special Collections</b>	<b>\$650</b>

<b>TOTAL AMOUNT RECEIVED</b>	<b>\$120,458</b>
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Respectfully submitted,  
Amy Chin, Collector

## Report of the Finance Committee

The task of the Finance Committee is to oversee the financial assets of the church in conjunction with a financial advisor. The members are Susan Foulds, David Benzenhafer, Jesse Goodman, Treasurer Davis Dyer, and Moderator John Powell. We are grateful to have David Benzenhafer as a new member this year. For the past several years, Renaissance Investment Group in Lenox has served as our professional advisor, selecting and managing our investments. The assets are actively invested in a combination of about 65% US equities and 30% bonds and 5% cash. There are three funds, Operating, Physical Assets, and Outreach.

The committee met in June 2023 with the staff of Renaissance Group. CEO Trevor Forbes and staffer Christopher Silipigno presented a report on market conditions and outlined their investment strategy.

The sum of the investments earned a 14.9% return during 2023. Subtracted from these gains are withdrawals of just over 4% and a management fee of 0.7%, resulting in a net gain of about 10%. Following is the 2023 annual report provided by Renaissance Investment Group:

### **Combined Total Value:**

January 1, 2023	\$1,038,079
December 31, 2023	\$1,138,175
Total Deposits:	\$1,051
Total Withdrawals:	\$38,144
2023 Combined Portfolio Return:	14.85%
2023 Combined Equity Return:	20.92%

<b>Asset Allocation:</b>	<b>Cash</b>	<b>Equity</b>	<b>Fixed</b>	<b>Total</b>
Operating	\$26,882	\$252,976	\$95,336	\$375,194
Physical Assets	\$20,020	\$461,930	\$239,820	\$721,770
Outreach	\$2,907	\$28,350	\$9,954	\$41,211
<b>TOTAL</b>	<b>\$49,809</b>	<b>\$743,256</b>	<b>\$345,110</b>	<b>\$1,138,175</b>
Asset %	4%	66%	30%	100%

It is the assessment of the committee that the Renaissance Group has been managing the investments competently, and we intend to continue to rely on their work.

One of the functions of the Committee is to determine the maximum amount that may be withdrawn from the funds during a calendar year. This amount is determined by a formula within the bylaws of the church. These amounts for 2024 are the following:

Church on the Hill, United Church of Christ

<b>Operating Fund</b>	<b>End of</b>	<b>Value</b>
	2021	424,428
	2022	346,686
	2023	375,194
<hr/>		
<b>TOTAL</b>		<b>1,146,308</b>
Divided by three and multiplied by 0.045		<b>\$17,195</b>
<b>Physical Assets Fund</b>	<b>End of</b>	<b>Value</b>
	2021	813,447
	2022	655,091
	2023	721,770
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<b>TOTAL</b>		<b>2,190,308</b>
Divided by three and multiplied by 0.04		<b>\$29,204</b>
<b>Outreach Fund</b>	<b>End of</b>	<b>Value</b>
	2021	45,030
	2022	36,300
	2023	41,200
<hr/>		
<b>TOTAL</b>		<b>122,530</b>
Divided by three and multiplied by 0.04		<b>\$1,633</b>

Please direct any questions regarding this report, and any comments or questions about the committee's work to Jesse Goodman.

Respectfully submitted,  
Jesse Goodman



## Church Budget 2024

Description	Budget 2023	Actual 2023	Budget 2024
<b>INCOME</b>			
<b>UNRESTRICTED</b>			
Prior-Year Surplus	\$10,000.00	\$3,003.50	\$6,935.58
Current Pledges	\$69,060.00	\$71,990.00	\$72,185.00
Prior-Year Pledges	\$4,400.00	\$4,325.00	\$2,500.00
Plate Offerings	\$3,100.00	\$4,125.00	\$4,000.00
Unsolicited Income	\$6,000.00	\$5,022.55	\$5,000.00
Bank Account Interest	\$15.00	\$24.48	\$25.00
Meeting House Rentals	\$ -	\$1,725.00	\$1,800.00
Chapel Rentals	\$12,000.00	\$20,560.80	\$23,000.00
Endowment Operating Fund	\$16,989.00	\$16,540.00	\$17,195.00
Expense Reimbursement	\$ -	\$20,178.00	\$ -
<b>Subtotal Unrestricted Income</b>	<b>\$121,564.00</b>	<b>\$147,494.33</b>	<b>\$132,640.58</b>
<b>RESTRICTED</b>			
Endowment Physical Assets	\$20,999.00	\$14,744.76	\$22,504.00
Utilities Fund	\$8,400.00	\$5,339.24	\$6,700.00
Fuel Fund	\$600.00	\$405.00	\$ -
Endowment Outreach	\$1,580.00	\$1,520.00	\$1,633.00
Memorial Fund	\$ -	\$7,944.83	\$ -
Cell Tower Electricity Reimbursement	\$10,000.00	\$9,546.78	\$10,000.00
Capital Campaign Donations	\$10,000.00	\$42,000.00	\$15,000.00
Capital Campaign Endowment Reserve	\$50,000.00	\$ -	\$50,000.00
Discretionary Fund	\$ -	\$1,752.61	\$2,000.00
Pass Through Income	\$ -	\$2,331.00	\$1,200.00
<b>Subtotal Restricted Income</b>	<b>\$101,579.00</b>	<b>\$83,253.22</b>	<b>\$107,837.00</b>
<b>TOTAL INCOME</b>	<b>\$223,143.00</b>	<b>\$230,747.55</b>	<b>\$240,477.58</b>
<b>Total Income excl. Cap Camp</b>	<b>\$163,143.00</b>	<b>\$188,747.55</b>	<b>\$175,477.58</b>

Church on the Hill, United Church of Christ

Description	Budget 2023	Actual 2023	Budget 2024
<b>EXPENSES</b>			
<b>WORSHIP &amp; OUTREACH</b>			
Personnel	\$60,010.00	\$79,025.95	\$67,163.86
Diaconate	\$1,250.00	\$1,562.96	\$2,050.00
Outreach and Missions	\$4,670.00	\$6,593.82	\$6,758.00
<b>Subtotal Worship &amp; Outreach</b>	<b>\$65,930.00</b>	<b>\$87,182.73</b>	<b>\$75,971.86</b>
<b>ADMINISTRATION &amp; ASSETS</b>			
Trustees	\$3,650.00	\$2,861.42	\$4,800.00
Administrative Payroll	\$22,679.00	\$16,923.12	\$20,700.00
Office Administration	\$6,025.00	\$5,355.05	\$5,850.00
Maintenance and Repair	\$21,100.00	\$24,737.13	\$22,654.00
Utilities	\$19,500.00	\$15,291.02	\$17,875.00
Insurance	\$9,500.00	\$10,112.00	\$11,000.00
Town of Lenox	\$1,713.00	\$1,426.00	\$1,450.00
Capital Campaign	\$10,042.50	\$15,592.50	\$15,250.00
<b>Subtotal Administration and Assets</b>	<b>\$94,209.50</b>	<b>\$92,298.24</b>	<b>\$99,579.00</b>
Pass Through Expenses	\$ -	\$2,331.00	\$1,200.00
<b>TOTAL EXPENSES</b>	<b>\$160,139.50</b>	<b>\$181,811.97</b>	<b>\$176,750.86</b>
<b>TOTAL INCOME</b>	<b>\$223,143.00</b>	<b>\$230,747.55</b>	<b>\$240,477.58</b>
<b>SURPLUS/DEFICIT</b>	<b>\$63,003.50</b>	<b>\$48,935.58</b>	<b>\$63,726.72</b>
<b>Total Income excl. Cap Camp</b>	<b>\$163,143.00</b>	<b>\$188,747.55</b>	<b>\$175,477.58</b>
<b>Surplus/Deficit excl. Cap Camp</b>	<b>\$3,003.50</b>	<b>\$6,935.58</b>	<b>(\$1,273.28)</b>

## Proposed Nominations for Ministries in 2024

Terms of office begin day after Annual Meeting (January 2024)

**Bold - to be elected**

### Elected Ministries

#### Officers

*"Officers are elected to a one-year, renewable term."*

*(By-Laws, Article V, Section 1)*

**Amy Chin**  
*Moderator*

**Emily Johnson**  
*Clerk*

**Davis Dyer**  
*Treasurer*  
**Mark Farrell**  
*Ass't Treasurer*

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#### Committee of Deacons

*"There shall be five members on the Diaconate who shall be elected annually for a term of three years. After serving one full term, such members(s) may be re-elected for an additional one year term each year for a maximum of three additional years."*

*"The Diaconate shall cooperate with the Pastor in ministering to the spiritual needs of the Church and community. It shall aid the Pastor in caring for the poor, the sick and the sorrowing. It shall help the Pastor in extending an invitation to strangers to worship with us."* *(excerpted from By-Laws, Article VI, Section 2)*

**1 year (Jan. 2025)**

**Ellen Merritt**  
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**2 years (Jan. 2026)**

**Arthur Oliver**  
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**3 years (Jan. 2027)**

**Louise McCue**  
**Emily Wilson**

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#### Committee of Trustees

*"There shall be five members on the Trustees who shall be elected to serve one three-year term. After serving one full term, such members(s) may be re-elected for an additional one-year term each year for a maximum of three additional years."*

*"The Trustees hold, maintain, and provide insurance for all Church assets; supervise the Church budget; hire all paid staff (excepting the pastor)."* *(excerpted from By-Laws, Article VI, Section 3)*

**1 Year (Jan. 2025)**

**Carol Powell (Chair)**

**2 Years (Jan. 2026)**

**Peter Metz**  
**Jesse Goodman**

**3 Years (Jan. 2027)**

**Carol Maynard**  
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### Committee of Delegates

*“The Committee of Delegates shall consist of two people, one elected annually for a period of two years (term renewable). It is the duty of this Committee to attend those Area, Association, Conference and National meetings of the United Church of Christ at which the Church is allowed representation. The Delegates shall vote in the name of the Church and, periodically, give reports of such meetings to the Church Council, and at the Annual Meeting of the Church.”*  
(excerpted from By-Laws, Article VI, Section 5)

#### 1 Year (Jan. 2025)

Robert Gardner

#### 2 Years (Jan. 2026)

Amy Chin  
Emily Johnson

### Non-elected Ministries

#### Church Council

*“The Church Council consists of the Moderator (presiding), the Pastor, the Clerk (as secretary), the Treasurer, the Collector and one representative each from the Diaconate, the Trustees, Christian Education Ministry, the Committee of Delegates, and the Outreach Ministry.”*

*“It shall be the function of the Church Council to visualize the entire task of the Church and to coordinate its activities.”*  
(excerpted from By-Laws, Article VI, Section 1)

Amy Chin (Moderator)	Liz Goodman (Pastor)	Emily Johnson (Clerk)
Davis Dyer (Treasurer)	Carol Powell (Trustees)	Louise McCue (Deacon Rep)
Emily Johnson (Delegate)	Amy Chin (Outreach rep)	

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#### Finance Committee

*“The Finance Committee is a sub-committee of the Trustees and shall consist of the Moderator, Treasurer, and at least three members appointed by the Trustees. The Finance Committee shall be responsible for overseeing the financial assets of the Church, in conjunction with a financial advisor.”*  
(excerpted from By-Laws, Article VI, Section 3)

#### 1 year (Jan.2025)

Amy Chin  
(Moderator)  
Davis Dyer  
(Treasurer)

#### 2 years (Jan 2026)

David Benzenhafer

#### 3 years (Jan.2027)

Jesse Goodman

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#### Memorial Committee

*“The Memorial Committee is a sub-committee of the Diaconate. Its members shall consist of the Pastor, a member of the Diaconate, and the Assistant Treasurer. This committee is responsible for receiving, acknowledging, and dispensing of memorial gifts.”*  
(excerpted from By-Laws, Article VI, Section 2)

Pastor  
(ex officio)

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(Deacon Rep)

Asst. Treasurer,  
(ex officio)