



# 390<sup>th</sup> ANNUAL MEETING

January 26, 2025

## AGENDA

- Call to Order
- Opening Prayer
- Reports & Related Approvals
- Financial Update for 2024 & 2025
- Update on Ministerial Transition
- Any other business
- Closing Prayer
- Motion to Adjourn



# AGENDA

- Call to Order
  - Acknowledgement of Quorum
- Opening Prayer
- Appointment of Parliamentarian
- Approval of Minutes

*MOVE that we approve the minutes of the Annual Congregational meeting of January 28, 2024, and the Fall Congregational meeting of November 17, 2024.*



# REPORTS & RELATED APPROVALS

Reports of the Staff, Officers & Committees

*MOVE to accept the 2024 Annual Reports (with the exception of the Slate of Nominees and the Treasurer's Report) as written.*

Appreciations



# REPORTS & RELATED APPROVALS

Presentation of the Slate of Officers,  
Boards & Committees

*MOVE to accept the slate of First Church  
Officers and members of Boards and  
Committees for 2025, as presented by the  
Gifts Discernment Committee, for approval by  
the congregation.*



# REPORTS & RELATED APPROVALS

Treasurer's Report

- Two Annual Treasurer's Motions
- How did we end 2024?
- What is the outlook for 2025?
- Third Treasurer's Motion





# TREASURER'S REPORT

## TREASURER'S MOTION # 1

*MOVE that the actions of the Treasurer in receiving income and paying expenditures in the amounts shown in the 2024 Annual Financial Reports be hereby accepted pending submission to our accountant for the annual audit.*



# TREASURER'S REPORT

## TREASURER'S MOTION # 2

*MOVE that the Treasurer is authorized to disburse funds in accordance with the approved 2025 budget. In the event of an unbudgeted or unplanned financial need, approval of these additional expenditures is required as follows:*

- Committee Chair or Designate: authorized to spend up to \$1,000
- Committee Chair or Designate and the Treasurer, Associate Treasurer, or Moderator (indicated by their signature on the check): authorized to spend up to \$10,000
- Executive Council: authorized to spend up to \$50,000
- Amounts over \$50,000 require a Congregational vote.



# OVERVIEW

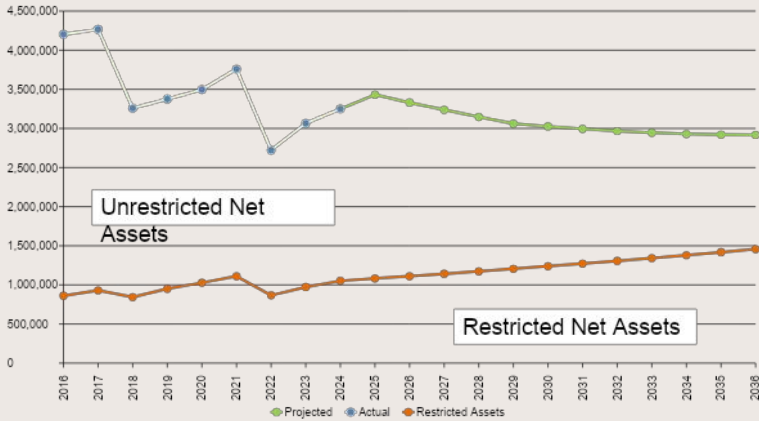
## 2024

### Balances

How did we end 2024?

- began the year with \$3.1 million
- ended with \$3.3 million

TOTAL NET ASSETS BY YEAR



# OVERVIEW

## 2024

### Balances

How did we end 2024?

- began the year with \$3.1 million
- ended with \$3.3 million

### Debt Retirement Appeal Status

- \$385k pledged
- \$352k received; \$33k receivable
- \$140k loan balance, to be paid off this winter

### Bequests received

\$47,590 received, most allocated to 5CF

# OVERVIEW

## 2024

### Expenses

Kept expenses to budget, with two exceptions:

- Urgent Tower Repairs
- Ministerial Transition

## 2024

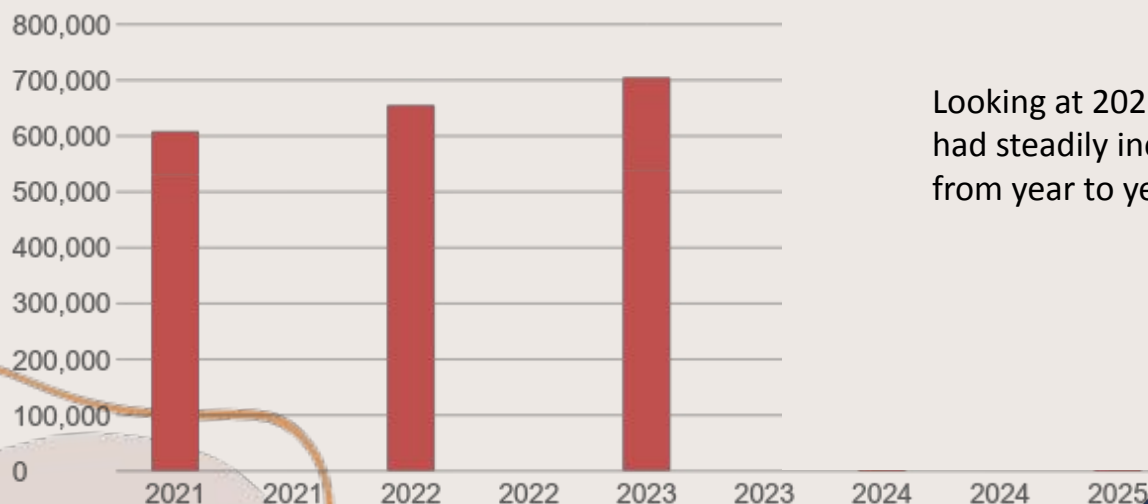
### Revenue

Income less than planned:

- Building Use up \$25k
- Contributions significantly lower than budgeted

## CAMPAIGN GOAL

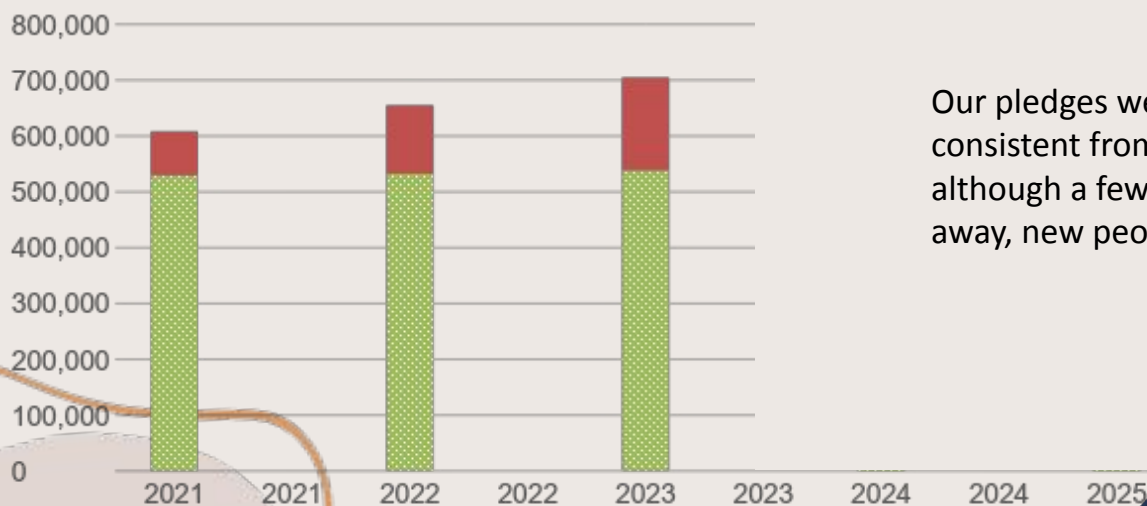
# HISTORICAL PLEDGES & GIFTS



Looking at 2021-2023, we had steadily increasing goals from year to year.

CAMPAIGN GOAL  
PLEDGES MADE

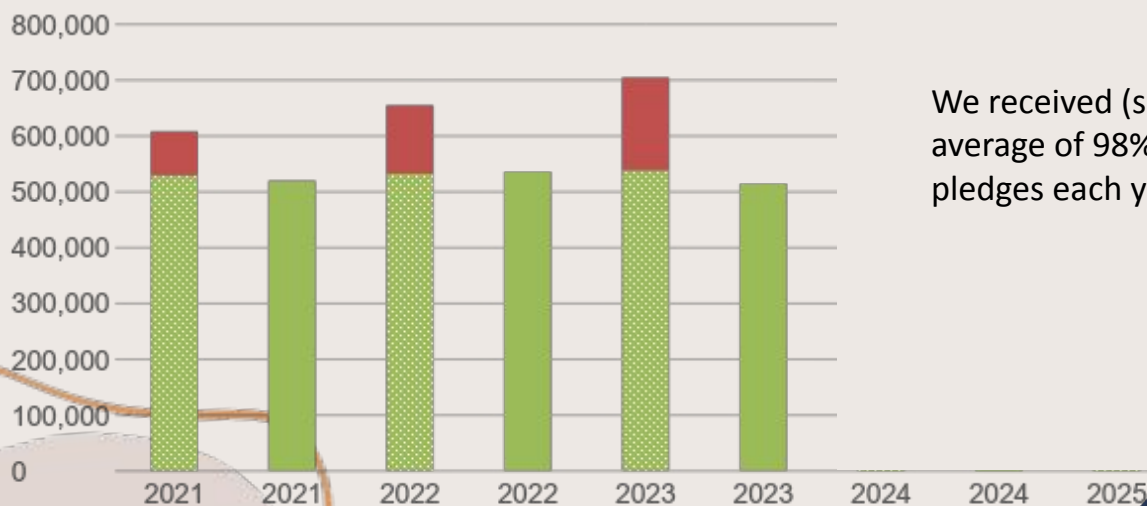
# HISTORICAL PLEDGES & GIFTS



Our pledges were pretty consistent from year to year. although a few people moved away, new people arrived.

CAMPAIGN GOAL  
PLEDGES MADE  
PLEDGES PAID

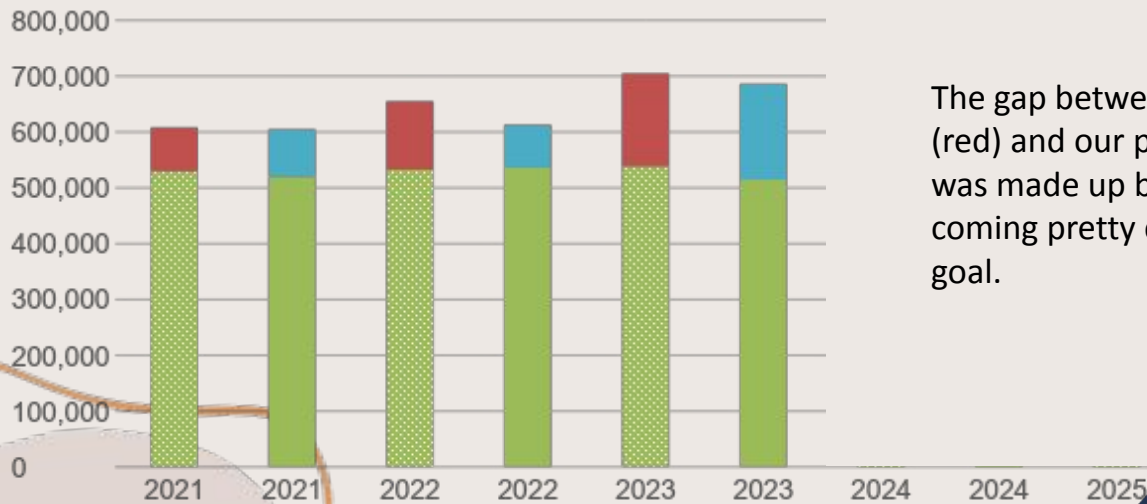
# HISTORICAL PLEDGES & GIFTS



We received (solid green) an average of 98% of those pledges each year.

# HISTORICAL PLEDGES & GIFTS

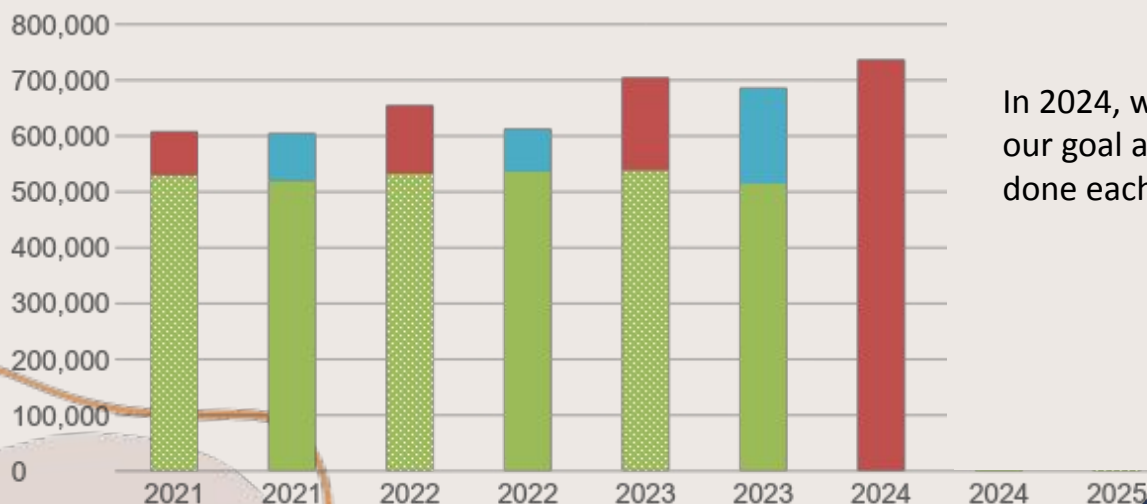
CAMPAIGN GOAL  
PLEDGES MADE  
PLEDGES PAID  
GIFTS



The gap between our goal (red) and our pledges (green) was made up by gifts (blue), coming pretty close to our goal.

# HISTORICAL PLEDGES & GIFTS

CAMPAIGN GOAL  
PLEDGES MADE  
PLEDGES PAID  
GIFTS

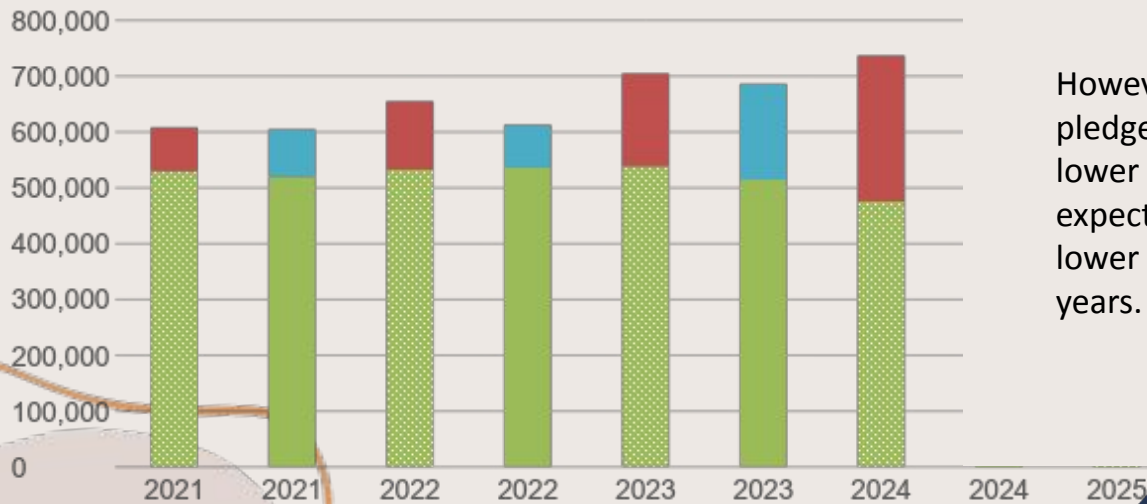


In 2024, we increased our goal a bit, as we had done each year.



# HISTORICAL PLEDGES & GIFTS

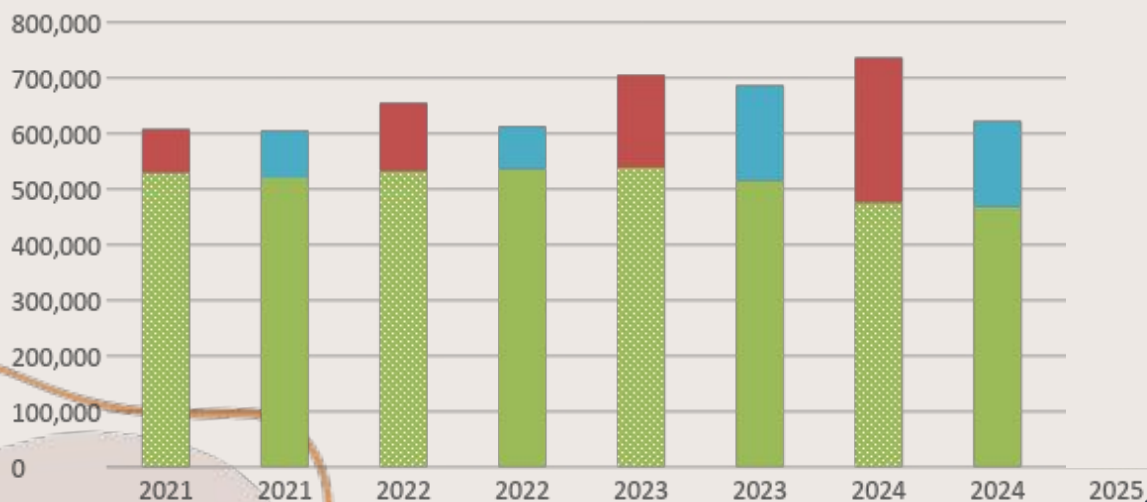
CAMPAIGN GOAL  
 PLEDGES MADE  
 PLEDGES PAID  
 GIFTS



However, our pledges were much lower than we expected, and much lower than previous years.

# HISTORICAL PLEDGES & GIFTS

CAMPAIGN GOAL  
 PLEDGES MADE  
 PLEDGES PAID  
 GIFTS



And although we received many gifts, we still fell short by \$115k.

2024

## PLEDGES & GIFTS

And although we received many gifts, we still fell short by \$115k.

	Budgeted	Actual
Pledges & Gifts	726,000	
--Pledges		468,195
--Gifts		142,781
Plate	11,000	11,510
TOTAL	737,000	622,285

2024

## PLEDGES & GIFTS

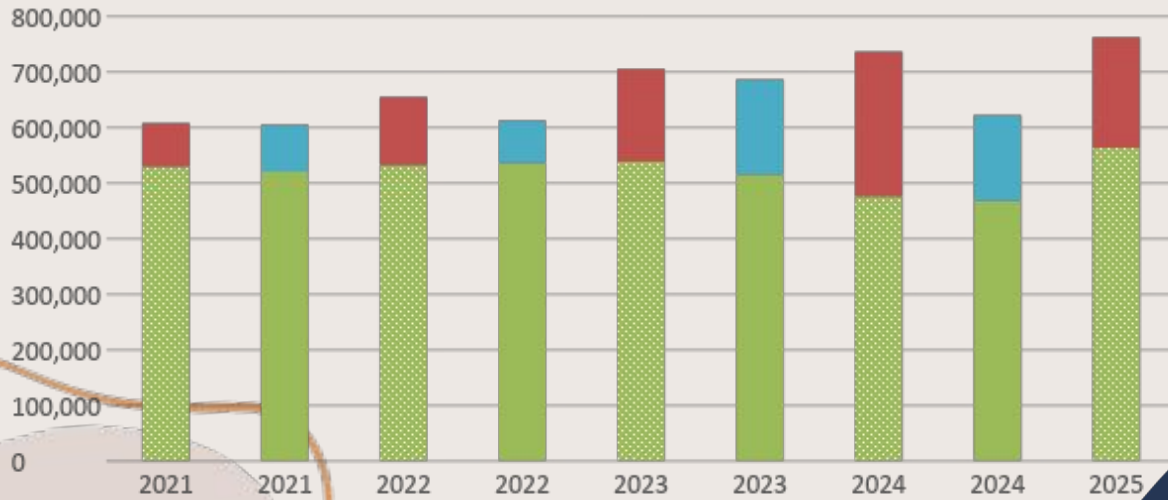
What didn't become clear until after our 2025 pledge campaign in November is that we had an unusually high number of people (who had given consistently over the years and collectively gave \$91k in 2023) either move, or have significant changes in health or employment, and therefore reduce their giving.

	2023	2024	2025
Transition of 18 households	91,063	27,000	8,600

# HISTORICAL PLEDGES & GIFTS

**CAMPAIGN GOAL**  
**PLEDGES MADE**  
**PLEDGES PAID**  
**GIFTS**

Our 2025 pledge goal was set before we realized the 2024 changes, and although those who pledged increased by 17%, we are still short of our \$751k goal, leaving a gap of \$80,000.



# 2025 PLEDGES & GIFTS

Our 2025 pledge goal was set before we realized the 2024 changes, and although those who pledged increased by 17%, we are still short of our \$751k goal, leaving a gap of \$80,000.

	Budgeted	Revised
Pledges	751,000	583,800
Pledges outstanding		38,000
Gifts		49,200
Plate	11,100	11,100
Gap		<b>80,000</b>
<b>TOTAL</b>	<b>762,100</b>	<b>762,100</b>



# TREASURER'S REPORT

## TREASURER'S MOTION # 3

*MOVE that the approved 2025 budget be amended as follows:*

- *To decrease the contributions line by \$80k to \$682,100*
- *To decrease the corresponding Missions 10% by \$8k to \$101,750*
- *To update the totals and increase the projected deficit by \$72k to (\$ 98,658)*

### 2025 at FIRST CHURCH IN CAMBRIDGE, CONGREGATIONAL

What we have as a gift from the past:	12/31/2022	12/31/2023	12/31/2024
UNRESTRICTED FUNDS	1,177,484	1,603,892	1,740,316
CAPITAL RESERVE FUNDS	1,610	27,185	(652)
DONOR-RESTRICTED FUNDS	218,054	274,682	269,515
CAPITAL FUNDS	354	3,211	40,259
FRIDAY CAFÉ FUNDS	87,130	89,946	96,840
SHELTER FUNDS	153,707	161,660	155,132
ENDOWMENT FUNDS	861,521	972,483	1,052,232
<b>TOTAL</b>	<b>\$2,499,859</b>	<b>\$3,133,058</b>	<b>\$3,353,641</b>

What we expect to receive in 2025:	2023 Actual	2024 Preliminary	2025 Budget Approved
CONTRIBUTIONS			
PLEDGES & GIFTS	686,505	622,286	682,100
RESTRICTED GIFTS	55,525	55,525	29,745
DONATIONS FOR PROPERTY USE	172,508	202,223	208,000
EVENT INCOME	27		
GRANT INCOME	3,635	2,500	0
INVESTMENT RETURN	5,380	442	400
MISCELLANEOUS INCOME	141		
TRANSFER FOR SHELTER ADMIN	66,005	60,751	59,905
TRANSFER FROM INVESTED FUNDS	132,000	127,000	127,000
<b>Total Operating Fund Income:</b>	<b>\$1,122,726</b>	<b>\$1,070,737</b>	<b>\$1,107,150</b>
Our 10% for Mission in 2025:			10%
UCC / MISSIONS / SOCIAL JUSTICE	98,047	96,169	101,750
What we expect to Spend on Ministry in 2025:			
ADMINISTRATION	112,240	111,594	120,049
BUILDINGS & GROUNDS	316,285	341,312	352,369
CHRISTIAN FORMATION	14,136	13,909	68,343
COMMUNICATIONS	13,951	13,142	65,797
DEACONS & MINISTRY	266,855	262,315	194,478
EXECUTIVE COUNCIL	74	274	100
FELLOWSHIP	11,136	12,673	12,000
FINANCE	109,552	106,741	114,605
GENERAL STAFF EXPENSES	34,951	41,078	44,942
MUSIC	57,542	60,248	60,435
Plus	ERC	57,545	
Less	LOAN INTEREST EXPENSE	19,325	8,608
Less	LOAN PRINCIPAL PAYMENTS	36,200	46,917
Less	TRANSFER TO CAPITAL RESERVES	63,600	98,600
Less	TRANSFER TO/(FROM) SABBATICAL RESEF	2,000	2,500
<b>Total Missions, Expenses &amp; Transfers:</b>	<b>\$1,098,250</b>	<b>\$1,216,080</b>	<b>\$1,205,808</b>
<b>Increase / (decrease) In Net Assets</b>	<b>24,476</b>	<b>(145,342)</b>	<b>(98,658)</b>
Year-end fund balances	<b>\$3,133,058</b>	<b>\$3,353,641</b>	<b>\$3,254,983</b>

# BRIEF BREAK

Please clear dishes:

- liquids in the buckets,
- ceramic dishes in the bins,
- compostable napkins and cups in the bin.



## MINISTERIAL TRANSITION UPDATE

January	February	March	April	May	June	July - Spring 2026
<ul style="list-style-type: none"><li>- Four Listening Sessions to Review Past Priorities</li><li>- Discovery Team Recruited &amp; Announced at Annual Meeting</li></ul>	<ul style="list-style-type: none"><li>- Discovery Team Begins with Charge to: offer additional listening sessions and opportunities for congregation feedback, elicit staff feedback &amp; develop church profile</li></ul>	<ul style="list-style-type: none"><li>- Begin recruitment for Search Committee</li><li>- Discovery Team Work</li></ul>	<ul style="list-style-type: none"><li>- Discovery Team Work</li><li>- Recruitment of Search Committee</li></ul>	<ul style="list-style-type: none"><li>- Discovery Team Work</li><li>- EC meeting to approve church profile and nominate Search Committee</li></ul>	<ul style="list-style-type: none"><li>- Complete Church Profile</li><li>- Special congregational meeting to elect Search Committee</li><li>- Church Profile posted</li></ul>	<ul style="list-style-type: none"><li>- Search underway with goal of recommending a candidate to the congregation in the Spring of 2026</li></ul>



# DISCOVERY TEAM

Martha Mueller Cook (Chair)

Moana Bentin

Andy Clark

Bill Hsiao

Curt Nickisch

Meredith Quinn

Mike Solberg

## AGENDA

- Call to Order
- Opening Prayer
- Reports & Related Approvals
- Financial Updates
- Update on Ministerial Transition
- Any other business
- *(Plug: All Church Leadership Retreat, March 1, 9:00 - 2:00!)*
- Closing Prayer
- Motion to Adjourn



# THANK YOU!

Please stack your chairs, ten chairs to a stack, not 9, not 11.

If you brought a serving dish to share, please collect it in the kitchen.



## 390<sup>th</sup> ANNUAL MEETING

January 26, 2025