



2025 ANNUAL REPORT

Annual Meeting January 25, 2026
The Congregational Church of Middlebury, UCC

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WARNING
CONGREGATIONAL CHURCH OF MIDDLEBURY, UCC
ANNUAL MEETING
SUNDAY, JANUARY 25, 2026

The Congregational Church of Middlebury, United Church of Christ, is hereby warned and notified to meet in Annual Meeting in person or by Zoom in the Church Sanctuary on January 25, 2026 to transact the following business:

1. To approve the printed minutes of the Annual Meeting of January 26, 2025.
2. To receive and act separately on the report of the Church Treasurer and the report on the Church's Invested Funds.
3. To receive and act on the reports of all other Officers, Boards, and Committees.
4. To act on the proposed Church Budget for 2026.
5. To receive the report of the Nominating Committee, and to elect Officers, and Board and Committee Members for 2026.
6. To act on the recommendations for the changes to the Church By-Laws.
7. To receive a report from the Trustees on the roof replacement project.
8. To consider any other business which may properly come before this meeting.

Respectfully submitted.

Matthew Cox
Church Clerk

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Summary of the Proposed 2026 Church By-Laws Amendments

1. Delete in its entirety Article XI, Section H. which established the Columbarium Committee. Going forward, the work of the Committee will be completed by the Trustees and by church staff.

Article XI. Committees, Section H. Columbarium Committee. The Columbarium Committee is a standing committee appointed by the Board of Trustees to provide oversight, approval and management of the Columbarium on behalf of the Church. The Columbarium Committee will consist of at least five members. The Rules and Regulations for the management of the Columbarium will be approved by the Church Council. The Columbarium Committee has no limits in its size or in the length of service by its members.

2. Delete the second sentence in Article X, Section A. This will lower the number of board members for the Board of Pastoral Care and the Board of Membership from twelve members to nine members.
3. Replace the word "will" to "may" regarding the appointment of Junior Deacons.
4. Add the following language to Article X, Section A: In addition to the fifteen members of the Board of Deacons, an additional person may serve as the Online Deacon. The Online Deacon will be elected at the Annual Meeting for a term of one year. This deacon position may be renewed annually.

Article X. Church Boards, Section A. Board Members. The Board of Deacons will consist of fifteen members. **The Board of Pastoral Care and the Board of Membership will consist of twelve members.** The remaining boards will consist of nine members each. One third of the members of each board will be elected at the Annual Meeting by the Church membership to serve a three-year term on the board to which they are elected. After serving a full term on the board, a member will not be eligible for reelection to the same board until the lapse of one year. The terms of board members will be so arranged that one-third of the members' terms will expire annually. Any vacancy which may arise on a board will be filled by a member of the Church appointed by the Church Council. A member so appointed will serve until the next Annual Meeting, at which time a member will be elected to serve the balance of the term.

Additionally, the Board of Deacons **will** may appoint two junior deacons for one-year terms from among the high-school youth in the congregation. Junior deacons may serve two consecutive terms. Their work is supervised by the Chair or Vice-Chair of the Board of Deacons.

In addition to the fifteen members of the Board of Deacons, an additional person may serve as the Online Deacon. The Online Deacon will be elected at the Annual Meeting for a term of one year. This deacon position may be renewed annually.

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CONGREGATIONAL CHURCH OF MIDDLEBURY, UCC
ANNUAL MEETING
January 26, 2025
MINUTES

Vice Moderator Alyssa Sinclair opened the meeting at 11:23 a.m. and said she is presiding in the absence of Moderator Leanna Maglienti, who is ill with COVID and unable to attend. Alyssa thanked Lisa Rader for administering the computer linkup allowing church members to participate from their homes and thanked Leanna and others for preparing for the annual meeting. She also thanked church staff, church board and committee members, and Nancy Foster, who is stepping down after 10 years as church clerk.

Pastor Elizabeth Gleich led the opening prayer and reviewed some events in the life of the church in 2024, including our donation of more than three tons of food to HOPE (Helping Overcome Poverty's Effects), our continuing support of Friday night Community Suppers, the opening in our church building of the Red Clover Children's Center, the addition of 15 new members to our congregation, the performance of two baptisms, and the hiring of new staff including Director of Children and Youth Ministries May Poduschnick, Director of Music Ronnie Romano, Church Administrator Mira Cabrera, and Building Co-Managers Wendy Warren and Mike Rowe. She also noted that 2024 marked the 100th anniversary of the church bazaar, the complete restoration of the sanctuary windows, and a Christmas Pageant. Elizabeth gave thanks for the lives of seven church members who died in 2024: Priscilla Tully, Barbara Stiles, Jennifer Smith, Peg Lawrence, Betsy Gleason, Bill Fifield, and Fred Barnes.

Alyssa said a quorum was present. About 80 church members were gathered inside the church and about 11 others were participating remotely through a video and audio link. Alyssa asked for a motion certifying this as a legal meeting of the Congregational Church of Middlebury, UCC. Churchill Franklin, a member of the Board of Trustees, made the motion, Peggy Rush seconded it, and the congregation voted to approve it.

Article 1.) Last Year's Annual Meeting Minutes. Pat Chase moved to approve the minutes of last year's annual meeting, which was held on January 28, 2024. Paige Russell seconded the motion. Nancy Foster offered one correction: Frank Winkler, who was unable to attend, asked her to point out that Victor Nuovo's last name was misspelled in the minutes. The congregation voted to accept the minutes.

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Article 2.) Church's Treasurer's Report. Churchill Franklin made a motion to consider the church treasurer's report. Peggy Rush seconded the motion. Ian Phair, chair of the Budget and Stewardship Committee, explained that the church formed two new Special Funds accounts in 2024. One contains money associated with the Friday night Community Suppers. The other is a money market account, set up with funds transferred from the Building Care and Maintenance endowment, that's being used to pay for building repairs. Placing funds in a money market account to pay for building expenses the church expects to incur will reduce the need to make repeated withdrawals from the endowment, Ian said. The largest building and maintenance expenses in 2024 were for rebuilding the windows in the sanctuary (about \$215,000) and to paint portions of the church exterior (about \$58,000). There were no questions from the floor. Alyssa called for a vote and the congregation accepted the treasurer's report.

Report on Church's Invested Funds. John Emerson moved to consider the report on the church's invested funds, and Janet Franklin seconded the motion. John asked for clarification about the \$323,000 that was withdrawn from invested funds. If the church spent \$215,000 on the window project and \$58,000 on painting, how was the remaining \$50,000 used? Ian said those funds are sitting in the new Building Care and Maintenance money market account, which has a balance of about \$53,000. Susan Baker asked about the rate of return on the church's Green Fund, and whether the fund was benchmarked to an index. Ian said about 70 percent of the money in the Green Fund is in equities and about 30 percent is in fixed income investments. The fund's rate of return in 2024 was about 13 percent. Alyssa called for a vote and the congregation accepted the report on invested funds.

Article 3.) Other Reports from Officers, Boards and Committees. Judy Albright, Director of Communications, moved to consider reports from other officers, boards, and committees. Cindy Marshall, chair of the Board of Membership, seconded the motion. John Evarts, a member of the Board of Trustees, offered a correction to the Trustees' report. He said the HVAC system that serves the church addition experienced a water leak, not a refrigerant leak, in 2024. Alyssa called for a vote and the congregation accepted the reports.

Article 4.) Report of the Budget Committee. Pat Chase made a motion to consider the Budget Committee's report. Michael Giorgio, a member of the Board of Trustees, seconded the motion. Michele Brown, co-chair of the Budget Team, said the team took two steps this year to help church members better understand church finances: during the Stewardship Campaign, it simplified the way it presented budget information; it also wrote stories for the church newsletter explaining budget issues. The church's operating budget ended the year with a \$39,000 surplus, which will be carried over into the 2025 budget, Michele said. About half of the surplus is a result

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of plate offerings that exceeded expectations. Community Supper expenses exceeded projections by \$13,000, primarily because the number of people served at weekly suppers grew from about 350 to more than 425. Personnel expenses were about \$5,600 below projections, largely because the music director's job was unfilled for a portion of the year. Major maintenance expenses exceeded projections by \$16,000; most of the additional spending was a result of problems with the air conditioning system and a faulty pressure regulator. The \$12,000 budgeted for contingency expenses in 2024 was unspent. During the 2025 Stewardship Campaign, 185 church members offered pledges, producing a 91.6 percent participation rate, and the church received additional pledges after the campaign concluded. Church members pledged about \$40,000 more than a year ago, exceeding the Stewardship Campaign's 2025 goal by about \$20,000. Spending is projected to grow by 7 percent in 2025. Some of that growth comes from \$10,000 the church plans to spend on sabbatical support in 2025. Because both pastors will be on sabbatical for portions of the year (see below), the church will hire substitute ministers and pay for pastoral care visits and a summer intern. John Emerson asked why endowment income used to support the operating budget is projected to decline by \$1,700 in 2025, when 2024 investment returns were so healthy. Ian said it's because the pot from which the church will draw endowment earnings in 2025 is smaller. The church has moved some endowment funds into a separate building care and maintenance account, the income from which is unavailable for operating support. Alyssa asked for a vote and the congregation approved the 2025 budget.

Article 5.) Report of the Nominating Committee. Michele Brown made a motion to consider the nominating committee report and Churchill Franklin seconded it. Nominating Committee Chair Annie Moore-Cox said that while most church board, committee, and officer positions are filled, some vacancies remain, and she encouraged anyone interested in serving in one of those roles to contact her. Bonnie Stevens, who was participating in the meeting remotely through a video and audio link, said one of the two auditors listed in the report is moving away from the area, and she asked if there is a vacant auditor position in 2025. Annie said that the auditor who is relocating has agreed to finish work on the 2024 budget, and the church will need a second auditor for the 2025 budget. Alyssa asked for a vote and the congregation approved the Nominating Committee report.

Article 6.) Proposed Changes to the Church By-Laws. Nancy Foster moved to consider two proposed changes to the church's by-laws, and Pat Chase seconded the motion. Alyssa explained that the first change would add to Church Council a representative from the Budget and Stewardship Committee. The second would give church budget officers an extra week to prepare the annual budget: instead of requiring the budget committee to submit its report to the congregation at least two Sundays before the annual meeting, the committee could share it one week in

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advance of the meeting. Alyssa asked for a vote and the congregation approved both by-law changes.

Article 7.) Other Business.

Anonymous Gift. Sally Holland, chair of the Planned Giving Committee, said the church recently received an anonymous endowment gift of \$2,000 in honor of Jennifer Smith, who died in 2024 after serving as Director of Children and Youth Ministries and, more recently, as Church Administrator. Sally was participating in the meeting remotely via an audio and video link. She said the gift is unrestricted and will be used to support the annual operating budget. She said she hopes other people will make similar gifts to honor Jennifer's life.

Sabbatical Update. Dan Brown, a member of Church Council, said Pastor Andy and Pastor Elizabeth are both taking sabbaticals in 2025, which is unusual. Their absences will overlap for a six-week period, from July 1 to Aug. 12. Our church offers its ministers a sabbatical every five years, and Pastor Andy is due to take one in 2025. Pastor Elizabeth was due to take a sabbatical in 2024 but delayed it because she had been away on maternity leave and didn't want to take more leave time so soon after returning. She, too, is scheduled to take a sabbatical in 2025. To fill the void when both pastors are away, the church plans to hire former Director of Children and Youth Ministries Eliana Cañas Parra, a student at Yale Divinity School, as a summer intern for nine weeks. Eliana will provide pastoral care and operational support, and also do some preaching. The church will also use pulpit supply. Among those scheduled to deliver sermons are James Davis, Mark Orten, Nancy Wood and Steven Jewett. Steven has also agreed to perform baptisms and any other sacraments requiring an ordained minister. If they stay on schedule, Pastor Andy will take his next sabbatical in 2030, and Pastor Elizabeth will take one in 2029.

Building Manager retirement. Alyssa thanked Jeff Ellison, the church's building manager, who is retiring after five years of service. The church is holding a retirement party for Jeff after church services on Sunday, Feb. 9, 2025.

Pastor Elizabeth closed the annual meeting with prayer. Peggy Rush made a motion to adjourn, and Steven Jewett seconded it. The meeting concluded at 12:14 p.m.

Respectfully submitted,
Matthew Cox, Church Clerk

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Staff Reports

Senior Pastor, Andy Nagy-Benson

Dear Church,

The Apostle Paul opens his letter to the Philippians with genuine affection. Philippians is an agape-love letter written to a Christian community that Paul knew well. This church in Philippi not only received Paul's testimony and teaching, they actively supported Paul's efforts to share the *good news of great joy* with as many people as possible, beyond Philippi. There's good reason for Paul to begin with thanks, and he does so, prayerfully: "I thank my God every time I remember you, constantly praying with joy in every of my prayers for all of you, because of your sharing in the good news from the first day until now" (Phil 1:3-4).

"I thank my God every time I remember you." I know that feeling. Looking back on this past year, there's good reason for me to begin with thanks.

I am grateful for your support and encouragement along the Doctor of Ministry trail, and for your sharing in the joy of its completion.

And I give thanks for the blessing of a three-month sabbatical. That time to rest and write and read and be with our family was deeply restorative, even generative.

I am grateful to the Sabbatical Planning Team and to the worship leaders and pastoral care providers who served our church so well. I'm grateful for Eliana Cañas Parra's sabbatical coverage.

I thank my God for this congregational ministry we all share.

I give thanks for the teams that support our worship services, and for all who gather in our pews and online.

I give thanks for the good stewards of our church buildings, and for the people who meet here.

I give thanks for this year's Church Retreat.

I give thanks for the nearly 10,000 pounds of provisions we donated to HOPE throughout the year.

I give thanks for our community's appetite for service, and I'm inspired by the ways you show up for one another.

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I give thanks for Friday Night Community Supper's return to in-house meal service.

I give thanks for our Church School teachers and Youth Group leaders—and for our children and youth!

I give thanks for Arts in Unity and for the four-week exploration of a parable and a painting.

I give thanks for our 101st Holiday Bazaar.

I give thanks for the abundance of time and mind that so many volunteers pour into our church.

I give thanks for my colleagues. I'm grateful to work alongside such fun, generous, faithful partners in ministry. What a team!

My thanks flows on

Thank you, church, for sharing in the work of being church, for sharing your gifts with our community. And thank you for all the good this Annual Report reflects. These pages feature a congregation that I am glad and grateful to serve.

I thank my God for you.

Peace,
Rev. Dr. Andrew Nagy-Benson, Senior Pastor

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Associate Pastor, Elizabeth Gleich

Dear Church,

Each year I write a report on the work and ministry of this church and my part in it, and each year I am simply awed and grateful. I have a spectacular front-row seat to the ministry of each member of this congregation, and I hope you know how thankful I am for all the ways, seen and unseen, that we live into our church's mission to "live as Jesus taught, loving God and loving our neighbor as ourselves." Thank you for trusting me with your most precious questions and hopes, and for letting me work alongside you in this shared calling.

This year of ministry was marked by a "season of sabbaticals." I was deeply grateful to receive the gift of three and a half months of rest, reflection, and renewal, made possible by the support of this congregation. During that time, I spent unhurried time with family and rediscovered Benedictine spirituality, filling my spiritual cup in ways that I trust will sustain me for some time. I returned in October refreshed and grounded with renewed clarity for the work we share!

Taizé services continued to be a meaningful and growing part of our worship life this year. Starting this fall, in collaboration with Ronnie, I co-led the Taizé. With the shift to a monthly Wednesday evening schedule, we have begun to see renewed energy and participation. These services have offered an important alternative entry point into worship for people seeking stillness and community, and they have drawn participants from both within and beyond our congregation.

Pastoral care remained a central and sacred part of my ministry this year. Together with Pastor Andy, I had the privilege of walking alongside individuals and families through seasons of joy, grief, illness, and transition—through visits in homes and hospital rooms, over cups of coffee, and through conversation and prayer.

I also devoted significant energy to nurturing community among families with young children, particularly through our monthly Parent Playdates. This ministry, now completing its first full year, has become a meaningful point of connection for parents. Each gathering includes shared meals, conversation, and childcare, offering space for community and reflection on both parenting and faith.

In late winter, I taught an eight-week "adult confirmation class," inviting participants into engagement with scripture, theology, church history, and the life of the United Church of Christ.

During the 2025-2026 program year, I led our Senior High Ministry alongside Pete Nelson, Steve Abbott, and Diane Monroe. This fall, I handed that baton to Pastor Andy and formed a College Ministry Team with church members Kristie Skor and

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Maya Troy to more intentionally engage Middlebury College students connected to our congregation. Together, we have begun discerning ways to offer hospitality, community, and pastoral support during the academic year.

I continue to serve as Chair of the Middlebury Area Clergy Association (MACA), which convenes faith leaders from across the Middlebury area for mutual support, collaboration, and shared response to community needs. I also serve the wider church as Moderator of the Addison Association of the United Church of Christ. These roles have deepened relationships across congregations.

I am thankful for the trust this congregation places in me, for the staff and lay leaders with whom I serve, and for a church that leads with love.

Thanks be to God for the work we do together.

Peace,

Rev. Elizabeth Gleich, Associate Pastor

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Church Administrator, Mira Cabrera

This past year marked a full program year for me in the role of Church Administrator, following a period of transition and change in staffing in 2024. Having now spent a full year in this position, my focus has been on strengthening and streamlining administrative systems while supporting the work of the church through a stable and friendly office presence.

One of the most meaningful aspects of this role continues to be the human connection at the heart of it. Whether answering the phone, welcoming visitors, supporting families through funerals and weddings, or helping members navigate church life, the office often serves as a first point of contact. I am grateful that you entrust me to ensure that people experience our church as welcoming, organized, and caring.

While many people experience the outward facing aspects of my role here at the church—a friendly smile to greet you or say ‘Hello!’ when you call—this year also included significant behind-the-scenes work aimed at increasing efficiency, reducing stress on volunteers, and preserving institutional memory. Some notable projects this year included:

- Transitioning key administrative workflows from paper and Word documents into shared Google Docs, allowing contracts and records to be attached directly to calendar events. This has streamlined scheduling, improved communication with Building Managers and outside group contacts while reducing paper use.
- Digitizing recurring weekly administrative tasks into a centralized checklist system, improving reliability and reducing time lost to searching for materials.
- Updating Facilities Use contracts to clarify expectations and reduce confusion for both those using our spaces and those supporting them. We also reactivated the Hospitality Team, who have helped welcome groups to our building outside of regular office hours (read more in the Hospitality Team report).
- Improving systems and documentation for Columbarium management, including governance, coordination with families, and record-keeping.
- Guiding the church’s database transition from Servant Keeper to Breeze, improving accessibility of membership and contact data for staff, volunteers, and members.
- Assisting with the design and production of stewardship materials, various communications/outreach materials, and the annual report.
- Transitioning all printed materials to in-house production, increasing flexibility and reducing costs.

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While much of this work is largely invisible, these systems support nearly every ministry and program of the church and help ensure smoother operations across staff, volunteers, church members, and visitors. I really enjoy the behind-the-scenes supportive aspect of this work and take great pride in helping those around me to shine and realize their fullest potential.

As a staff member it has been a privilege to support the life of this congregation and to contribute to the systems that help sustain it. On a more personal note, I have deep gratitude for the community of care that has surrounded me and my family this year. We couldn't be more grateful to have found our forever church home!

With love,
Mira Cabrera, Church Administrator

The Year at a Glance

Throughout 2025, our building supported both the spiritual life of the congregation and a wide range of community organizations. Below is a list of programming that was held in our spaces. For the sake of brevity, repeating events are listed only when they first occur. Church Programming is grouped together and listed first under each month; community use of our building spaces is listed second.

January 2025

- Jan. 2 - First MIDDWeek Morning Prayer of the year (held weekly)
- Jan. 3 - First Community Supper of the year (held weekly)
- Jan. 5 - Worship & Fellowship Hour (held in-person and online weekly); *Justice, Compassion, Democracy in 2025 & Beyond* Discussion
- Jan. 6 - First Walking Group (held weekly); Helping Hands (Greening of the Church)
- Jan. 8 - Church Council Meeting (held every 2nd Wednesday)
- Jan. 10 - Affinity Group (held monthly)
- Jan. 15 - First Green Team Meeting (held monthly on Zoom)
- Jan. 16 - Ladies Lunch (held monthly)
- Jan. 19 - *Justice, Compassion, Democracy in 2025 & Beyond* Discussion; La Comunidad
- Jan. 20 - *Prayer and Poetry for the Times* event
- Jan. 22 - All Boards Meetings (held every 4th Wednesday)
- Jan. 26 - Annual Meeting & Potluck Lunch; Taizé Service

- Jan. 6 - Yang Tai Chi (held weekly through June)
- Jan. 9 - Charter House Coalition Board Meeting (held monthly through the year)
- Jan. 10 - Porter Hospital Nurse Training
- Jan. 13 - Tai Chi Group with Wendy Covey (held weekly through June)

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- Jan. 15 - Wellspring Singers Rehearsal
- Jan. 16 - Tai Chi Group with Lindsay Hart (held weekly through June)
- Jan. 24 - Vermont Pastel Society Mid-State Meeting
- Jan. 28 - Middlebury Town Energy Committee Meeting

February 2025

- Feb. 2 - Star Conversation
- Feb. 8 - Parent Playdate
- Feb. 9 - Fellowship Hour with celebration of Jeff Ellison's retirement
- Feb. 16 - Lay Visitation Ministry Training
- Feb. 23 - College Student Gathering; Taizé Service
- Feb. 25 - *Deepening Our Faith: A Seven-Week Journey* with Pastor Elizabeth begins (held weekly)
- Feb. 5 & 19 - Wellspring Singers Rehearsals
- Feb. 12 - Elderly Services (ESI) Coordinators Retreat; Habitat for Humanity Family Selection Meeting (held monthly through the year)
- Feb. 19 - Wellspring Advisory Committee Meeting, Red Clover Board Meeting
- Feb. 20 - Habitat for Humanity Board Meeting (held monthly through the year)

March 2025

- Mar. 3 - Helping Hands
- Mar. 5 - Ash Wednesday Service
- Mar. 8 - Parent Playdate
- Mar. 12 - Bible Study with Rev. Andy Nagy-Benson begins (held weekly through mid-April)
- Mar. 16 - Prospective New Member Meeting
- Mar. 22 - Spring Fling & Corn Hole Tournament
- Mar. 26 - Defibrillator Training
- Mar. 30 -Taizé Service
- Mar. 4 - ESI College Course; Red Clover Children's Center (RCCC) Training
- Mar. 11 - ESI Lecture Series
- Mar. 19 - ESI College: Pollinator Protection Law; Wellspring Advisory Committee Meeting; Wellspring Singers rehearsal
- Mar. 25 - ESI College: Rising Cost of VT Healthcare; Atria Collective Award Ceremony; MUH Hockey Dinner
- Mar. 28 - RCCC Instrument Petting Zoo; Migrant Justice Meeting

April 2025

- Apr. 6 - Worship (Confirmation Sunday)
- Apr. 12 - Celebration of Life & inurnment of Milton F. (Bob) Campbell
- Apr. 13 - Worship (Palm Sunday & New Member Sunday)

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- Apr. 17 - Soup & Bread; Maundy Thursday Service
- Apr. 18 - Good Friday Ecumenical Service (St. Stephen's)
- Apr. 20 - Easter Sunrise Service (Middlebury College Stadium); Easter Sunday Worship; Family Easter Egg Hunt
- Apr. 27 - Worship (Earth Day Service); Taizé Service

- Apr. 1 & 30 - ESI College
- Apr. 2 & 16 - Wellspring Singers
- Apr. 8 - Pollinator Pathways Lecture
- Apr. 10 - Addison Central Educational Endowment Fund Meeting
- Apr. 16 - Wellspring Advisory Committee Meeting
- Apr. 26 - Vermont Foundation of Recovery Board Meeting

May 2025

- May 3 - Green Up Day with the Green Team
- May 4 - De-escalation Training
- May 17 - Art in Unity: *Pen & Paint Nature* with Judy Albright
- May 21 -Taizé Service

- May 1 - Addison Central Educational Endowment Fund Reception
- May 7 - ESI College (*Jeff Lunstead: South China*); Wellspring Advisory Committee Meeting; Wellspring Singers Rehearsal
- May 13, 20, 27 - ESI Book Group (*100 Years in Print*)
- May 13 - Early Care and Learning Partnership Meeting
- May 15 & 29 - ESI College
- May 16 - Vermont Pastel Society Mid-State Meeting
- May 21 - Wellspring Advisory Committee Meeting; Wellspring Singers Rehearsal

June 2025

- Jun. 1 - Jo and Dave Cole Award Ceremony
- Jun. 14 - John Tenny Memorial Service & Reception; Parent Playdate
- Jun. 15 - Worship (Children & Youth Sunday)
- Jun. 18-20 - Nature Bible Camp (Branbury State Park)
- Jun. 29 - Worship (Senior Youth Group Service Trip Reflections)

- Jun. 4 - Habitat for Humanity Family Selection Meeting; Wellspring Singers
- Jun. 5, 12 - ESI Events
- Jun. 13 - Energy Committee Workshop
- Jun. 21 - Dessureault Memorial Reception

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July 2025

- Jul. 12 - Bartlett Wedding
- Jul. 15, 22, 29 - Book Study with Eliana (*Help, Thanks, Wow*)
- Jul. 9 - Middlebury Community Music Center (MCMC): Skylark Quartet Performance
- Jul. 11 - MCMC Camp; Migrant Justice Meeting
- Jul. 18 - Decorative Arts Society tour of sanctuary

August 2025

- Aug. 9 - Parent Playdate (Lake Dunmore)
- Aug. 24 - Chancel Choir Retreat
- Aug. 1 - Living Hope Memorial Service for Reece Thibault
- Aug. 9 - Red Clover New Parent Orientation
- Aug. 20 - Red Clover Graduation Ceremony
- Aug. 26 - Easterseals Together Time begins (held weekly through December)

September 2025

- Sep. 7 - Worship (Welcome Sunday); Welcome Picnic
- Sep. 13 - CSAC Bocce Tournament (offsite)
- Sep. 13 - Santangelo & Wendel Wedding; Parent Playdate
- Sep. 14 - Justice, Compassion, and Love Team Open Meeting; Art in Unity Exhibit at Spirit in Nature Trails with Mira Cabrera
- Sep 19-20 - All Church Retreat at Silver Bay
- Sep. 16 - ESI College (Piano with Rick Hawley)

October 2025

- Oct. 1 - Taizé Service
- Oct. 5 - CROP Walk
- Oct. 7, 14, 21, 28 - *Parable and Painting: The Return of the Prodigal Son* with Pastor Andy & Katy Smith Abbott
- Oct. 11 - Kay Bussiere Memorial Service (Farmingdale Cemetery)
- Oct. 12, 19 - Art in Unity Scripture Reading Workshop with Annie Moore Cox
- Oct. 16 - Inurnment of Clarence "Bucky" Williams & Lillian Berkeley Williams
- Oct. 19 - Green Team Social Hike
- Oct. 25 - Nathaniel C. Hutner Memorial
- Oct. 26 - Inurnment of Jennifer Smith
- Oct. 3 - ESI Lecture: Current Politics
- Oct. 14 - ESI Class: Piano with Rick Hawley

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- Oct. 20 - CSAC Staff Meeting
- Oct. 23 - ESI College Class
- Oct. 28, 30 - Addison Central Education Endowment Fund Meeting
- Oct. 29 - RCCC Trunk-or-Treat; VT Public Research Group Event

November 2025

- Nov. 2 - Prospective New Member Meeting
- Nov. 8 - 101st Holiday Bazaar
- Nov. 5 - Taizé Service
- Nov. 15 - Parent Playdate, HOPE Food Drive (Hannaford)
- Nov. 16 - Worship (New Member Sunday)
- Nov. 22 - HOPE Food Drive (Shaw's and Middlebury Co-op)
- Nov. 24 - Helping Hands (Greening the Church)

- Nov. 2 - Middlebury College Students Clock Visit
- Nov. 11 - ESI College
- Nov. 13 - Addison County Chamber of Commerce Meeting
- Nov. 14 - Building Bright Futures Meeting
- Nov. 18 - ESI College
- Nov. 21 - ACLU Meeting; Migrant Justice Dinner

December 2025

- Dec. 3 - Advent Taizé Service
- Dec. 4 - *Poetry & Music* with Bianca Stone & Ronnie Romano
- Dec. 6 - Very Merry Middlebury Caroling; Rick Marshall Celebration of Life
- Dec. 11 - *Poetry & Music* with Rev. Dr. Andy Nagy-Benson & Ronnie Romano
- Dec. 14 - Fellowship Hour with celebration of Rev. Dr. Andy Nagy-Benson's graduation
- Dec. 18 - *Poetry & Music* with Jay Parini & Ronnie Romano
- Dec. 21 - Worship (Christmas Pageant)
- Dec. 24 - Christmas Eve Services (4:00 p.m. & 7:30 p.m.)
- Dec. 25 - Christmas Dinner

- Dec. 21 - Messiah Sing

Attendance at a Glance

To allow for accurate year-to-year comparison, this year's average worship attendance comparison is calculated using in-person Sunday services only. Memorials and other special services are excluded, as their frequency and attendance vary significantly from year to year and reflect pastoral care rather than weekly worship participation. Special Services (Easter, Christmas Eve) have been reported separately.

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Average Sunday Worship Weekly Attendance

Last Year's Numbers:

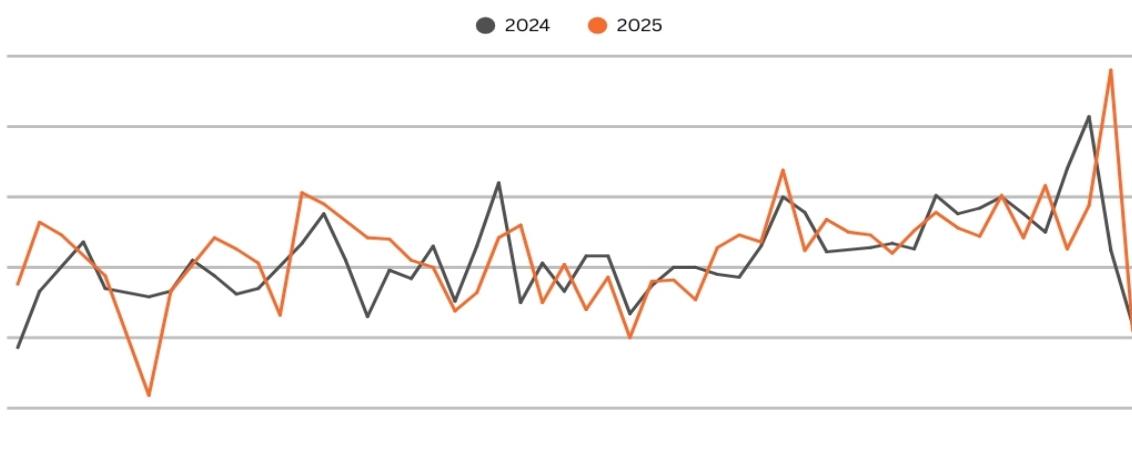
Jan. 1st, 2024 to Dec. 31st, 2024

an average of **159** people attended Church Services each week.

This Year's Numbers:

Jan. 1st, 2025 to Dec. 31st, 2025

an average of **162** people attended Church Services each week.



Special Worship Services Attendance

	2023	2024	2025
Easter	210	341	317
Christmas Eve 4:00	271	400	369
Christmas Eve 7:30	132	145	161

Online Viewing

In addition to in-person worship, we offer multiple ways to participate online, including YouTube, Facebook Live, and our website's media player (hosted by Clover). While calculating the number of unique online viewers across platforms is not possible, weekly view counts provide a meaningful indicator of engagement.

On YouTube, for example, online worship averaged **approximately 102 views per Sunday**, demonstrating consistent participation beyond the sanctuary. Online access plays a particularly important role during times when in-person attendance is limited. For example, on Sunday, February 18, a winter storm reduced in-person attendance to 59 (far below the in-person average of 162). On that same day, online viewership increased to 161 (far above the online average of 102). This highlights how online worship extends accessibility and continuity for our community and beyond.

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Membership 2025

Church Membership, Dec. 31, 2024	Regular Members	360
	Associate Members	16
	Total	376
New Members who joined April 13, 2025	Lydia Alberts	
	Andy Hooper	
	Caitlin Myers	
	Anne Hopkinson	
	Jade Martin	
	Andrew L'Roe	
	Jess L'Roe	
	May Poduschnick	
	Ronnie Romano	
	Maya (Slocum) Troy	
	Molly Tatlock	
	Total	+11
New Members who joined Nov. 16, 2025	Joe Cabrera	
	Mira Cabrera	
	Mary Cooper	
	Pete Emerson	
	Evelyn Geehan	
	Peter Hewitt	
	Alan Shashok	
	Total	+7
Confirmands (confirmed & joined April 6, 2025)	Raine Evans Nash	
	Saph Evans Nash	
	Alice Livesay	
	Eleanor Orten	
	Louisa Orten	
	Penny Stattel	
	Total	+6
Total Added Members 2025		+24
Members who transferred out	Total	0
Member Deaths	Kay Bussiere	
	Milton (Bob) Campbell	
	John Tenny	
	Leonard (Len) Tiedemann	
	Total	-4
Members made "inactive" by committee:	Total	-55
Total Subtracted Members 2025		-59
Status Corrections (database transition)		+8
Church Membership, Dec. 31, 2025	Regular Members	335
	Associate Members	14
	Total	349

Respectfully submitted,
Mira Cabrera, Church Administrator

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Director of Children and Youth Ministries, May Poduschnick

2025 was my first full year as Director of Children and Youth Ministries at our church. It continues to be a delightful, fulfilling, and challenging role as I am always adapting and balancing the needs of our families with what we can offer as a church community.

Church School continues to be a central part of our Christian education, from the nursery through middle school, as well as confirmation class for ninth and tenth graders. Even our youngest members have an important role and are learning. The nursery continues to be staffed by a diligent and faithful group of adult volunteers and teen staff who provide comfort and care for our growing population, while also introducing children to the very beginning of Christian formation. In the fall, we began introducing a monthly theme, along with a book of the month and a song of the month. Over the course of each month, children learn one aspect of our Christian faith through repetition of the song and story.

Church School families are an active and busy group, which makes attendance somewhat unpredictable, yet we remain a deeply engaged community. Highlights from 2025 include the Spring Fling and Cornhole Tournament in March, an epic Easter egg hunt on the Town Green, Children and Youth Sunday in June, and our first three day Nature Bible Camp at Branbury State Park. Additional moments included Backpack Blessings in August, the Reverse Advent Calendar challenge, and a beautiful sharing of A Charlie Brown's Christmas for our Christmas pageant. These special events took place alongside our regular Big Meetings on the first Sunday of each month and our ongoing Church School classes and gatherings. These wonderful children are the future and the life of our church, and they continue to bring us great joy.

The Junior Youth Group graduated seven eighth graders in June and welcomed a large group of sixth graders into our new ecumenical Junior Youth Group. This is a combined middle school youth group with St. Stephen's and St. Mary's churches, with leadership and involvement from both congregations. While collaboration can sometimes bring added complexity, it has been a true gift for the children to be together and to form a caring and supportive community. We have experienced challenges along the way, but we are learning and growing together in our faith, particularly as we explore the theme of Our Neighbors' Faith this school year.

In the spring of 2025, we confirmed six young people as they began their journey as full members of our church. Preparations are already underway for our next confirmation class, which will begin early next year.

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None of the ministry and programming offered to our children and families would be possible without the time, energy, and support of many volunteers. I am deeply grateful to our nursery volunteers, Church School teachers and helpers, Junior Youth Group leaders, parents who transport children to and from activities, and the many behind the scenes helpers who make this work possible. I also give thanks to the entire congregation for welcoming and loving our children and families so fully. Thank you all. I am grateful to be surrounded by such a great cloud of witnesses.

Gratefully,
May, Director of Children and Youth Ministries

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Director of Music, Ronnie Romano

Instruments

The Unity Hall Steinway had a humidity system installed at the recommendation of the piano tuner to keep the piano more stable in between tunings. It had been swinging quite sharp and flat which is problematic for the long-term sustainability of the instrument. Humidity levels in Unity Hall seem to be especially variable and inconsistent, resulting in the tuning instability. The humidity control system in the piano should help this issue but more investigative work should be done into regulating humidity in that room for the future. The Sanctuary Steinway is doing well, enjoying its new "short skirt" cover (as are the deacons). The upright Baldwin in Fellowship Hall is tuned once per year and is holding pretty well, often used during Friday Night Community Supper and for the Maundy Thursday service.

Chairs

New chairs were purchased this spring for the Chancel Choir to use during worship in the Sanctuary. They are the same model as the chairs in Unity Hall but a different color (green). Several have arms to make getting in and out of the seat even easier. The choir members are happy with their new seats!

Chancel Choir

A few new members joined the choir throughout 2025, as well as several special guests for Advent & Christmas. We continue to experiment with various musical styles, including the classical canon, contemporary choral music, spirituals, gospel, songs taught by rote, and more. I am grateful to these singers for their willingness to say "yes" to new things and for their long-standing commitment to providing quality music each Sunday morning.

Taizé

We moved Taizé services to Wednesday evenings this fall and had decent attendance numbers. The Advent Taizé service was the most well-attended. This continues to be a wonderful space for contemplative prayer and for guest musicians to share their musicality with us. Going forward, I continue to yearn for greater ecumenical community involvement from other nearby churches.

Handbell Choir

The Handbell Choir came back this year for the first time since the pandemic, ringing several times throughout the year. Of particular note was the antiphonal appearance in the balcony on Palm Sunday, echoing the choir as they sang of Jesus entering Jerusalem. We hope to create a more consistent rehearsal schedule for this group and grow its members so that we can share handbell music more frequently during worship services.

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Organ

Work was done on the air supply conduit this year to repair an issue that was causing a louder "hiss" of air when the instrument was turned on. The problem has been resolved and no further work is anticipated for 2026. Jeff continues to ponder ways to improve and/or expand the instrument to make it even more effective as a voice to accompany the congregation and choir during worship.

Ronnie Romano, Director of Music

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Building Managers, Wendy Warren and Mike Rowe

Our official first year started in February of this year. We have many thanks for outgoing Building Manager Jeff Ellison for training us on the many facets of the Building Managers job responsibilities and continuing to assist us with his knowledge. Our report is broken down into 9 areas:

Exterior:

- Reinstalled the downspouts on the "old" building and installed squirrel barriers to keep them from climbing up and nesting in the eaves.
- Filled the large unpaved area in the rear parking lot with crushed gravel to prevent automobile damage.
- Contracted Mason David Wright to repoint the base of the chimney, the foundation on the front of the "old" church and the northwest corner of the "old" building.
- Sanded and repainted the black metal railings on the Unity Hall entrances
- Sanded and repainted areas of the 3 signs
- Scrubbed moss off of Columbarium awning
- Polyurethaned weathered areas on Unity Hall exterior doors
- Installed a new compost shed behind the Red Clover shed
- Installed a motion detector light at main Unity Hall entrance
- Installed new light bulbs in steeple

Interior of Original Church Building and Sanctuary:

- Painted interior of old elevator shaft in the sanctuary and relocated the Bell Choir equipment there.
- Inspected the attic and found leaks in the roof.
Contracted with Painting with Purpose to repair and paint the water damage in the west balcony of the sanctuary (postponed until roof replacement).
Touched up paint on the interior of the pews, radiators and trim in the Sanctuary
Painted and touched up trim and walls in the Fellowship stairway and the 2 balcony stairways.
- Installed screens and storm windows in the new Sanctuary windows Spring & Fall
- Oversaw installation of Heat pumps in Fellowship Hall. VHV & Adams Electric did the work
- Installed new toilet seats and grab bar in Fellowship Hall bathrooms
- Narthex Doors were re-hung with new hinges and weather stripping and painted by Naylor & Breen
- Grease trap in kitchen cleaned out

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Interior Unity Hall Addition:

- Bathroom door was planed and re-hung as it was scraping the tile floor
- Repaired stairwell wall and repainted
- Painted stairwell railing
- Caulked cracks in cement floors
- Replaced stained ceiling tiles in Unity upper hall
- Contracted TNT to wash windows inside and out
- Repaired RCCC sink in Honey-Bees room

Regular Duties:

- Set up and take down tables and chairs in Unity Hall, Room 109 and Fellowship Hall daily
- Cleaning touch up daily
- Shoveling snow
- Watering and tending to gardens and trees
- Trash, recycling and compost
- Billing and paperwork
- Monthly Trustees meeting
- Weekly Staff meetings

Helping Hands:

Many thanks to Dorothy Douglas and the many volunteers who she coordinates monthly to do such tasks as polishing the brass rails in the Sanctuary, gardening, power washing the building, deep cleaning inside the buildings, decorating with greenery for the holidays, indoor gardening, shampooing upholstered chairs etc.

Kitchen:

- Many thanks to Ruth Penfield, Judy Jessup and Dan Brown for organizing and keeping the kitchen in top notch shape!
- The Hood fire suppression inspection was 12/25 by Impact Fire
- The grease trap was cleaned 9/25
- The Community Supper team uses the facility every Thursday and Friday for the weekly supper

Red Clover Children's Center:

- We were given a copy of their emergency response plan
- The Staff communicate their building use needs to us without a problem. It is a daily joy to interact with the little ones!

Contractors:

It would be impossible to run a building of this size with so many varied uses without partnership from all of our fantastic Contractors. We are very thankful for their responsiveness and professional expertise for helping when needed.

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- Mr. Mike's (weekly cleaning), VHV (heating & cooling) Steve Heitkamp and his crew, Adams Electric, Orkin, Jet Landscape, K.A. Bagley plowing, Naylor & Breen Construction, TNT window cleaning, Newton's Electric refrigeration, Sbardella roofing, David Wright Masonry, Omega Fire, Impact Fire, Fuller Plumbing, Painting with Purpose

Columbarium:

- Mike fine-tuned the procedures to ensure a seamless process during inurnment

Last but not least thank you to the Board of Trustees, Pastor Andy & Pastor Elizabeth and the Staff, Mira, Ronnie, May, & Jeff, the Church Council and the Deacon's especially Patrick Greene for helping us and working with us to do the best job for the Church that we can do.

Wendy Warren & Mike Rowe, Building Managers

Kitchen Management Team

The Kitchen Management Team works with our Building Managers to oversee our church's Kitchen, the Pantry Room off Fellowship Hall, and the Kitchenette next to Unity Hall. Our goal is to keep these rooms organized, clean and stocked with kitchen supplies.

Cleaning and safety: The kitchen cleaning team met in early 2025 for five hours to clean all shelves, drawers, sinks and wall surfaces, and the floors near baseboards as well as three sinks' floor drains. During the year, team members clean the warming oven, convection oven and dishwasher as needed. Two volunteers clean the range top, ovens, oven racks, and the overhead fan louvers. The dishwasher is used at least 6 days a week and requires monthly deliming. Two dedicated volunteers wash towels and tablecloths at least twice a week. Sincere thanks to our Building Managers for cleaning the grease trap under the 3-bay sink. Every year we review and respond to all completed Clean-up & Safety Checklists from groups who use the kitchen. It's important to show new kitchen users how to use the kitchen's cleaning supplies, cooking equipment, and the proper use of appliances and managing trash, recycling and compost, especially because the kitchen is inspected annually by the Vermont Dept. of Health. Thank you to all the clean-up teams who unselfishly volunteer behind the scenes!

Service calls for appliances: The Southbend 10-burner range's pilots were serviced in January and October. Church refrigerator's freon was recharged in July. The dishwasher's wash and rise systems (Ecolab), which require weekly oversight, were serviced by a local, licensed technician to analyze and replace parts.

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Purchases: Kitchen and Pantry Room purchases included: Several dozen forks (flatware) to resupply our inventory; large black rolling cart (replaced the one that went missing); two dozen white Melamine soup bowls; nine stainless steel chafing pan lids and a storage rack; replacement red rubber kitchen floor mats; lock system for the older Community Supper freezer; an additional metal shelving rack for the Pantry Room to store Community Supper donations.

Submitted by the Kitchen Team: Ruth Penfield (team coordinator), Dorothy Douglas, Margaret Eagan, Judy Jessup, and Pat Zeliff

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Church Council Reports

Church Council

Between annual Church meetings, the Church Council will have the responsibility for coordinating the programs of the Church and its business. The Church Council will have the powers generally ascribed to the board of directors of corporations.

I would like to begin by thanking this years' members of Church Council: Dan Brown, Michele Brown, Cathy Chase (Treasurer), Matthew Cox (Clerk), Nancy Foster, Robert Foster, Janet Franklin, Shannon Gleason, Rev. Elizabeth Gleich, Steve Jewett, Rev. Dr. Andrew Nagy-Benson, Michelle Nelson, Ruth Penfield, Nancy Lee Ross, Alyssa Sinclair (Vice Chair), and Bill Thurber.

I would also like to express my deep gratitude for our exceptional staff and the many devoted volunteers within our church for all that they bring to the life of this faith community.

Highlights of the Council year include:

- Celebrating Jeff Ellison, who stepped down from his role as Building Manager after four significant years, encompassing a pandemic and a major restoration project.
- Welcoming Wendy Warren and Mike Rowe onto the staff to share the role of Building Manager.
- Leaning into a season of sabbaticals, with both pastors taking time to rest this year. We are blessed with talented preachers and compassionate caretakers from our congregational ranks. We enjoyed multiple guest preachers who enlivened our pulpit over the summer, including Rev. Dr. James Calvin Davis, Rev. Lindsey Franklin, Rev. Dr. Steve Jewett, Rev. Mark Orten, Rev. Nancy Wood, and our Member in Discernment, Eliana Cañas Parra. Eliana also served as our Pastoral Intern for the months that our pastors were both on leave. A special thank you is offered to the Sabbatical Planning Team joining me in that work (Katy Smith Abbott, Dan Brown, Michele Brown, and Alyssa Sinclair) for their vision and support of this substantial effort.
- Approving the work of several new ministries including the Art in Unity Team, the Justice, Compassion and Love Team, and the College Ministry Team.
- Approving the installation of heat pumps in the Fellowship Hall as recommended by the Trustees.
- Reviewing and approving changes to the governing documents for the columbarium, the personnel policies, the investment policies, and the Safe Church Policy for the Lay Visitation Ministry.

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- Approving the recommendation of the Investment Committee and Trustees to change the rate of withdrawal from the endowment from a 4% average of the year-end balances for the previous five years to a 4.5% average of the year-end balances for the previous three years, beginning with the 2026 budget.
- Honoring the memory of Kay Bussiere, who served on Council most recently as co-chair of the Board of Pastoral Care, and who passed away in July.
- Making multiple appointments to fill vacancies on various church boards (Trustees: Joe Smith, Doug Sinclair & Susan Baker; Deacons: Mark Gleason & Michele Brown; Pastoral Care: Margaret Eagan).
- Appointing Joe Smith as our Financial Secretary in November to replace Irene Zaccor, who stepped down from her role as Financial Secretary after having served in the position with singular acuity and kindness for nearly 10 years.
- Receiving, reviewing, and approving the annual performance reviews of all staff members from the Personnel Advisory Committee. In acknowledgement of the expansion of our programming and facility use, we voted to expand the role of Church Administrator to a full-time hourly position, pending budget approval.

I am so grateful for the vibrant, humble spirit that this church family brings to the work of living out our mission as a church, "to live as Jesus taught, loving God and loving our neighbors as ourselves." May we continue to thrive in our work in the coming year.

Respectfully submitted,
Leanna Maglienti, Moderator

Board of Deacons

The members of the Board of Deacons are elected by the congregation to assist the pastors with weekly worship services, as well as special worship services, concerts, talks, and memorial services that are held in the church. Tasks include helping to coordinate worship, assisting with the administration of the sacraments (baptism and communion), arranging for flowers for the services as well as flowers for special services (daffodils and tulips at Easter, poinsettias at Christmas), ushering at church services, welcoming guest musicians during the summer, and recruiting and training people to run the audio and video equipment.

Additional activities in 2025 have included:

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- Providing a welcoming presence online for our weekly worship services. Jean Cherouny and Hal Colston provided this welcome and hosted an online fellowship hour after church every Sunday;
- Usher support for four special services (Ash Wednesday, Maundy Thursday, two Christmas Eve services) and 4 memorial services (Bob Campbell, John Tenny, Nathaniel Hutner, and Rick Marshall); Living Hope Church also rented our space for a memorial service for Reece Thibault
- Serving as Deacons for the Taize services in February, March, April, May, October, November, and December;

The flower fund is funded by income from named endowed Church funds designated for sanctuary flowers, by individual donations, and by memorial gifts. During the summer and early autumn, we used flowers from the gardens of the Evarts family and Elise Blair; thank you! Thank you also to those who made the flower arrangements for the Sunday services.

A special thank-you to all the audio and video helpers that livestream and record all Sunday and other worship and memorial services. Thanks also to our youth and adult volunteers who play an important part during worship as Call to Worship and Scripture readers.

It has been an honor to work with this year's Board of Deacons. This is a dedicated and caring group of individuals.

Respectfully submitted,
Will Nash, Board of Deacons Co-Chair

2025 Board of Deacons members: Will Nash (Co-Chair), Jeff Munroe (Co-Chair), Lisa Evarts (Flowers, Readers), Patrick Greene, Stephanie Mitchell (Nominating Committee rep, Readers), Pam Spatafora, Nancy Foster (Council Representative, Readers), John McLeod (AV team), David Phelps, Frank van Gansbeke, Ed Williams, Mary Williams, Mark Gleason, and Raine Evans Nash (Youth Deacon). Jean Cherouny served as Online Deacon.

Board of Trustees

The Board of Trustees is charged with the maintenance and care of the physical property of the Church. In consultation with the Pastor, it shall set policy and establish procedures for the use of Church property. The Trustees shall have the power to lease Church property. In consultation with the Pastor, the Board of Trustees shall recommend to the Church Council candidates for custodial positions.

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The Board of Trustees shall make long-range plans for maintaining the physical facilities of the Church. The Board of trustees shall have custody of and responsibility for the management of all trust funds and endowment funds held by the Church.

Once again, the Trustees dealt with a number of issues in 2025. I will recap the highlights. Please refer to the very comprehensive report of the details given in the Building Managers' Report.

The Windows Project, overseen by John Evarts, was successfully completed under budget and in a timely manner with minimal disruption. Special thanks to all those involved and for the congregation dealing with temporary window coverings etc.

It was decided to use some of the left-over funds from the Windows Project to install the postponed Heat Pump Project to provide seasonal air conditioning and supplemental heat to Fellowship Hall. This has certainly made the space more comfortable environment for many of the activities using the space.

The integration of the Red Clover Child Center (RCCC) into our church building and community continues and has gone well considering all of the renovations taking place. Once again, issues around space usage for classes, office, storage, play yard, etc. were addressed as needed. A Memorandum of Understanding was refined to track the impact on the Church and how to cost-share expenses and issues such as utilities, rubbish and trash removal, security, entrance and parking utilization and play space. A special thanks to all those who have made it go so smoothly, particularly with the impact created of the heat pump and windows projects. The overlapping activities made it especially difficult to account for the cost impacts. Several of the trustees meet quarterly with several from the RCCC Board to assess the overlapping expenses. Dan Brown serves as liaison with the Trustees and RCCC.

The return of Friday Night Suppers as a hybrid model with the emphasis on sit-down socialization started in January. The number of participants is growing. Church members are encouraged to attend and further community comradery.

The Investment Committee, a Sub-Committee of the Trustees, chaired by Ian Phair, deals with the invested funds of the Church and has worked to make sure funds were available to deal with needed cash flow associated with the window and heat pump projects. Susan Baker was a welcome addition to the committee. The Investment Committee and Trustees voted to change the rate of withdrawal from the endowment from a 4% average of the year-end balances for the previous five years to a 4.5% average of the year-end balances for the previous three years, beginning with the 2026 budget. Council approved.

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The Columbarium Committee was moved to be a Sub-Committee of the Trustees. Committee members Deb Karpak and Doug Sinclair worked with Mira Cabrera and the Pastors to assemble a Columbarium Governance document which was reviewed by the Trustees and recommended to Council and approved.

The Narthex door closures were upgraded by Naylor and Breen just in time for the wintry weather.

A Long-Range Planning Sub-Committee was established to determine future facility needs and potential capital requirements. The committee is currently populated by Churchill Franklin, Dan Brown, John Evarts, Erika Garner, Pastor Andy, Leanna Maglienti, Mike Rowe or Wendy Warren, and Robert Foster. At its first meeting it was decided to focus on the repair of the roof near term and to seek out long term needs such as scheduled maintenance of the building, the steeple, painting of the interior, etc.

Recently a leak was fixed in the roof which caused the stain in the sanctuary ceiling. While up in the lift, a number of photos were taken of the roof. It was determined that the need for replacement was as soon as possible. The Trustees authorized Naylor and Breen to prepare a bid package to include a scope of work including architectural review and needs assessment for the Sanctuary roof replacement. The roof project is hoped to be completed in 2026 if at all possible. The urgency is necessitated by the state of disrepair and the lead time involved in seeking bids, selecting a contractor, and lining up materials. The project will need to be financed by borrowing from the endowment which would then be replenished by a possible capital campaign.

I personally would like to thank my fellow trustees: Joe Smith, secretary; Churchill Franklin, vice chair and terming out; Deb Karpak, Columbarium Committee and occasional note taker; John Evarts, Window Project and narthex door project; Erika Garner, Investment Committee and who is stepping down; Dan Brown, RCCC liaison and coordinating the heat pump project amongst may other things; and Michael Giorgio, member of the Nominating Committee, who stepped off when he moved to Oregon; Doug Sinclair, Columbarium Sub-Committee; and Susan Baker, Investment Sub-Committee. I want to welcome Joe Cabrera, Mark Gleason, and Alan Shashok who are nominated to join the Board starting in 2026.

I would be remiss in not mentioning Leanna Maglienti who attended nearly every meeting and acted as a wonderful resource person.

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We want to express our sincere appreciation and thanks to Jeff Ellison who stepped down from the position of Building Manager in early February. He was replaced by Wendy Warren and Mike Rowe who dove right in and have helped make the Church run smoothly and are a wonderful addition to our staff.

Respectfully Submitted,
Robert Foster, Chair

Board of Mission and Social Concerns

The Board of Mission and Social Concerns will provide information to the church about the mission and outreach programs of the Church, whether local, national, or international. The Board will promote support of missions by the Church and make recommendations for its inclusion in the Church budget. The board will propose to the Church Council the disbursement of local mission funds. The board will encourage the Church in its covenants with the wider Church, including the Addison Association and the Vermont Conference of the United Church of Christ. The board will provide the Church with opportunities for concrete action to help meet human needs and to support peace, justice, and the integrity of creation. The board will also work to raise the Church's awareness of issues of local, national and global concern.

Our board had a remarkable year! Here are some details.

Gather & Share: We collected 10,193 pounds of food for HOPE in 2025! The goal we set for the year was six thousand pounds, a significant increase from 2024. The two food drives in November netted 6,215 pounds alone. We are grateful for the help of the Co-op, Shaw's, and Hannaford. The youth groups were a tremendous help on the second weekend.

The Presbyterian Educational Board presented their fine work in Pakistan. Polly Birdsall did a superb job hosting our guests and helping with the informative presentations we heard.

The CROP Walk's future. Over the past couple of years, the lion's share of the work has fallen to our church. Donations received had decreased to the point that we started to think of alternative ways to support CWS. However - Adam Smedberg from CWS just sent an email saying he had received \$20,740.30 from us. He also said he will not be in the office for the rest of the year. We will confirm those numbers when he returns in 2026. This might be an important development.

We allocated \$12,000 to worthy causes in 2025. The budget assigns this money, and we distribute it throughout the year. Beneficiaries include Open Door Clinic, Migrant

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Justice, Vermont Afghan Alliance (supporting Afghan refugees in Vermont), Presbyterian Education Board (supporting schools in Pakistan, including scholarships for 2 students), HOPE, the Parent Child Center, Save the Children, Atria, Addison Allies, and Vermont Interfaith Power and Light.

I would like to thank all the members of the Board for their thoughtful work in 2025. It was a pleasure to serve with Polly Birdsall, Nancy Lee Ross, Bobbie Shinehouse, Gus Jordan, and Walter Stugis.

Respectfully submitted,
Steven Jewett

Board of Membership

The Board of Membership will undertake programs to promote Church growth, reach out to newcomers, assist the Senior Pastor in installing new members, and provide for the orientation and assimilation of new members into the Church. At least once every three years, with the help of the Senior Pastor and the Clerk, the Board will undertake a survey of the Church membership list and make necessary revisions and reclassifications. The Board will coordinate with other boards and groups to provide for the strengthening of the bonds of fellowship and community within the Church.

Key Initiatives & Activities

New Member & Visitor Engagement: The board hosted two New Member Sundays on Palm Sunday (April 13) and November 16, welcoming a total of 18 new members (11 in April and 7 in November). A Welcome Buddy system was implemented to foster personal connections, and new members were presented with a book selected by Pastor Andy, a photograph of our church, and a welcome note.

Greeter Program: Filling greeter slots remained a challenge, prompting targeted outreach and monthly commitments. Special thanks are extended to dedicated volunteers. All Church board members are encouraged to sign up to be a greeter!

Social & Community Events: The board successfully organized and supported several events:

- Annual Meeting Potluck (January)
- Maundy Thursday Soup Supper (April)
- Coffeehouse Event (May) - strong turnout and positive feedback; potential for semi-annual scheduling
- Welcome Sunday (September)
- New Member Sundays (April and November)

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Membership Directory Review: Conducted as part of the triennial review process and completed in December 2025 in collaboration with church leadership.

Governance & Planning

- Updated the Board Handbook and clarified roles.
- Discussed a bylaw change to reduce board size from 12 to 9 members.
- Established the 2026 officer slate:
- Chair: Shannon Gleason
- Vice Chair: Janet Franklin
- Nominating: Nancy Tellier
- Secretary: Kristie Skor
- Planned future events in Q1 2026: Annual Meeting Potluck (Jan 2026) and Coffeehouse (TBD)

Highlights & Learnings

- Strengthened personal connections with new members through buddies and biography summaries for Church Matters and the Breeze database.
- Coffeehouse proved effective for community building and may expand in the future.
- Identified need for better advance planning for New Member Sundays (e.g., name tags and welcome materials).
- Continued emphasis on greeter recruitment and volunteer engagement.

Acknowledgments:

Thank you to Eric McFerran, Peter Vant, and Deb Farnham for their service. Welcome to new board members Kristie Skor, Robin Bently, Bronwen Kent, and Judy Albright!

Shannon Gleason, Chair

Board of Christian Development

The Board of Christian Development will be responsible for supporting the Church's Christian educational programs. The Board will be responsible for supporting the Director of Children and Youth Ministries in their leadership of the children and youth educational programs, and may also support the pastors and other lay leaders in providing adult education classes. In consultation with the Senior Pastor, the Board will participate in the selection of candidates for employment in the Christian Development Program, recommend candidates to the Church Council and consult on the employment contract for such persons. The Board will also be responsible for managing the Church's nursery. The Board will develop programming centered around fellowship that engages youth and families of the church.

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First of all, thank you to all Board members who have served in the past year, and to those who have agreed to join in our effort. A special thanks goes to our Director of Children and Youth Ministries, May Poduschnick, who covers all bases and programs for us, as she develops new activities constantly, maintains contact with children and parents alike, and injects great energy into all she does.

Of special note, though not exclusively, May wove singing and Christian learning into our nursery program, to make it much more than just child care. We feel that the Nursery is fundamental to serving and attracting families, open 52 Sundays a year, and supports several other events, including Parent Playdate each month. May was the force behind the first season of an ecumenical Vacation Bible Camp week at Branbury State Park, and the creator of an all-Church retreat at Silver Bay on Lake George in the Fall.

Other Board events included a Family Fun/Cornhole party in March, hosting the Confirmation Class reception in April, and offering an Ice Cream Sunday to celebrate completion of Church School. As usual, we helped host the Welcome Sunday at the Franklin's home in early September.

With May's vibrant leadership, we are happy to provide the Christian learning and fellowship our children need and deserve, and we look forward to continuing and expanding those activities. For more detail, please read May's DCYM report.

Bill Thurber, Chair

Board of Pastoral Care

The Board of Pastoral Care will minister to the members of the Church and reach out to members with special needs. The Board will assist the pastors with visitation of Church members, including inactive members, the home-bound, and those in hospitals and nursing homes. The Board will recognize and contact seniors at times of special celebrations including birthdays. The Board will assist the pastors by preparing and hosting receptions following memorial services and funerals.

The Board of Pastoral Care has the responsibility of assisting the Pastors with many tasks, including memorial service receptions, cards, and organizing Meal Trains for families and individuals in need. We also distribute altar flowers, Christmas poinsettias and Easter lilies.

- This year 70 members who are over 80 were offered visits on their birthdays with either flowers, fruit, cake or a lunch out from our board.

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- Our corresponding secretary sent over 200 cards throughout the year for birthdays, illness, bereavement, graduations and just keeping in touch.
- We organized three receptions in Fellowship Hall following memorial services held in the Sanctuary.
- We also hosted a reception for the guests who attended the Jo and Dave Cole Award on Sunday June 1st in honor of Derek Bartlett.
- Meal Train meals were provided for 10 households, each lasting for several days to several weeks. More were offered but those potential recipients declined.
- Altar flowers were distributed to honor individuals every Sunday.

In mid-December we assembled 21 Christmas bags filled with lots of homemade treats, fruit, cheese, candy, game books and calendars. The bags were delivered to our church members who could use a little joy at Christmas and also to the Charter House. We continue to be grateful for the help provided by members of the church as we could not do this alone.

At September's Council meeting, Margaret Eagan was appointed to fill our co-chair position, left open after Kay Bussiere's passing on July 24th. Kay had served as co-chair since 2022 until July of this year. She also managed the Meal Train meal sign-ups. On June 22, she attended worship service in person and brought special containers holding dozens of Monarch butterfly chrysalises to show the Sunday School children. We miss Kay very much. She was a well-loved, compassionate and gentle soul.

Leaving the board this year are Elise Blair, Beth Campbell, Carol Campbell, Lesley Dunakin, Ruth Penfield, and Julie Tatkon, and we are very grateful for their service to our Board.

Ruth Penfield & Margaret Eagan-Co-Chairs; Ruth Penfield-Recording Secretary, Meal Train, co-chair Receptions; Pat Zeliff, Corresponding Secretary; Elise Blair-Flower Distribution; Nancy Adams-co-chair Receptions; Jean Fifield-Nominating Committee Rep; Carol Campbell; Beth Campbell; Lesley Dunakin; Victoria Luksch; Julie Tatkon

Committee Reports

Columbarium Committee

The columbarium is located in the beautifully landscaped area on the east side of the church that provides an atmosphere of peace and tranquility to reflect, grieve, honor and celebrate loved ones in their final resting place. It is a sacred place for those with a connection to this church that has been an integral part in their life or the life of someone close to them.

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The columbarium was completed in the summer of 2022 and the landscaping in 2023, with the first inurnment taking place in 2024. Presently 9 of the 110 niches have been reserved by some of our UCC families who have chosen this as their final resting place. The remaining niches are available until all have been reserved by others in or connected to our congregation. Each niche has a capacity to hold up to two urns.

Construction of the columbarium was under the stewardship of the Trustees and was funded through an advance from our Special Funds. Over time, fees for the reservation of niches are intended to reimburse the fund as well as establish a perpetual care trust, ensuring ongoing maintenance.

This year has been spent streamlining systems for informative, easy access. Pending a congregational vote on the By-Laws during the 2026 Annual Meeting, the Columbarium Committee will be dissolved. Maintenance of the columbarium will continue to fall under the Trustees and a columbarium subcommittee will be composed of Trustees as needed. Further information on reserving a niche is available by accessing the church website and/or directing any inquiry to the Middlebury UCC office.

As each of us looks to make our final arrangements ahead of time, hoping we won't need to use them for a long, long time, preplanning gives us and our families peace of mind.

Respectfully submitted,

Deb Karpak
Trustee
Columbarium Committee

Personnel Advisory Committee

The Personnel Advisory Committee (PAC) is a standing committee of the Church Council. Its responsibilities are to advise and assist the Church Council in implementing the Church's Personnel Policy. Those serving on the PAC in 2025 were Dan Brown, Michelle Nelson, Alyssa Sinclair, and Leanna Maglienti (ex officio).

Early in January 2025, PAC worked to review and update the job description for our Building Manager position, following the departure of Jeff Ellison. The intent was to post the job promptly, but the church was fortunate to hear from Wendy Warren and Mike Rowe who expressed their interest in applying for the job together, sharing the position's tasks. After an interview and application process, the church happily hired them as our new Building Managers.

The PAC also worked in tandem with the Sabbatical Planning Team to ensure that the necessary employment agreements were in place to support the clergy assuming

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pastoral duties during the dual sabbatical season (Eliana Cañas Parra, Steve Jewett, and Nancy Wood).

We also reviewed and approved a new position description for the church's Financial Secretary in preparation for the departure of Irene Zaccor. Joe Smith, who agreed to assume the duties of financial secretary, worked with Cathy Chase and Irene to ensure a smooth transition.

In October and November, the PAC completed its annual evaluations of all Church Employees. The PAC reviews materials presented by staff members and responded to by Pastor Andy, and it presents its findings to the Church Council. The PAC also coordinates the annual reviews of our pastors and leads the Church Council in discussing their work. The Council then votes on its findings for all Church employees.

Following the consideration of motions that summarized its findings from the various reviews, the Church Council unanimously adopted the following:

Having reviewed the annual performance assessments of all staff employees, Church Council applauds their dedication to the Church programs and missions. We are a thriving congregation thanks to their efforts in front of and behind the scenes. Church Council gratefully acknowledges the excellent contributions by all our staff in their respective roles. We extend our heartfelt thanks to all!

The PAC would also like to acknowledge and thank Irene Zaccor for her long and loyal service as our church Financial Secretary. We want to express our admiration for her many talents and our gratitude that she shared them with our church community for so long. Irene left us with an impressive tradition of excellence, and we will steward it well.

In addition, I would like to acknowledge Leanna Maglienti for her tireless work as our moderator. I'd also like to thank Dan Brown for his partnership on this committee, and Michelle Nelson for stepping so readily into the work of the PAC in 2025.

Respectfully submitted,

Alyssa Sinclair, for the Personnel Advisory Committee

Nominating Committee

The church members listed below will be joining the church's Boards in late January 2026, pending election at the Annual Meeting in January 2026. Open seats are

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indicated below. If you have an interest in serving on one of these boards, please contact the Nominating Committee chairperson or the Moderator.

<u>Church Council</u>	<u>Candidate</u>	<u>Term Expires late January of:</u>
Moderator	Leanna Maglienti	2027
Clerk	Matthew Cox	2027
Treasurer	Cathy Chase	2027
Financial Secretary	Joe Smith	2027
Auditor	Rich Carpenter	2027
	Ian Phair	2027
Historian	Open Seat	2027
Council Member at Large	Open Seat	2029
	Michele Nelson	2028
	Dan Brown	2027
Church Delegate	Jackie Davies	2027
	Nancy Jakiela	2027
	Cindy Marshall	2027
<u>Board</u>	<u>Candidate</u>	<u>Term Expires late January of:</u>
Trustees		
	Mark Gleason	2029
	Joe Smith	2029
	Erika Garner	2029
	Alan Shashok	2028
	Joe Cabrera	2028
	Susan Baker	2027
Deacons		
	Sara Marshall	2029
	Andy Hooper	2029
	Tiffany Nourse Sargeant	2029
	Judy Jessup	2029
	Ruth Penfield	2029
	Michele Brown	2028
	Raine Evans Nash	2027
	Jean Cherouny, Online Deacon	2027
Christian Development		
	Katie McMurray	2029
	Stacia Greene	2029

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	Open Seat	2029
	Annie Moore-Cox	2028
	Open Seat	2028
	Carol Campbell	2027
Pastoral Care		
	Margaret Eagan	2029
	Jim Eagan	2029
	Sarah Tully	2029
	Pam Quinn	2027
	Open Seat	2027
Mission and Social Concerns		
	Cindy Marshall	2029
	Glenna Emilo	2029
	Open Seat	2029
	Deb Farnham	2027
Membership		
	Kristie Skor	2029
	Robin Bentley	2029
	Judy Albright	2029
	Bronwen Kent	2028

The Nominating Committee for 2025 consisted of: Annie Moore-Cox, At Large Member and Chairperson; At Large members Ruth Penfield and Judy Albright; Bob Foster (representative from Trustees); Stephaine Mitchell (representative from Deacons); Robin Bentley (representative from Christian Development); Jean Fifield (representative from Pastoral Care); Diane Mott (representative from Mission and Social Concerns); Nancy Tellier (representative from Membership).

The Nominating Committee for 2026 will consist of: Robin Bentley, At Large member and Chairperson; Ruth Penfield, At Large member; Annie Moore-Cox, At Large member; a representative from each Board, to be elected at the February 2026 Board meetings.

Respectfully submitted,
Annie Moore-Cox, Nominating Committee chairperson

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**2025 Officers, Church Council, and Boards of the Church
(as of 12/31/25)**

Officers

Senior Pastor	Rev. Dr. Andy Nagy-Benson	ex-officio
Associate Pastor	Rev. Elizabeth Gleich	ex-officio
Moderator	Leanna Maglienti	2026
Clerk	Matthew Cox	2026
Treasurer	Cathy Chase	2026
Financial Secretary	Joe Smith	2026^
	Irene Zaccor	(until November 2026)
Auditors	Gene Devlin	2026
	Ian Phair	2026
Historian	Mal Chase	2026
Church Delegates	Jackie Davies	2026
	Nancy Jakiela	2026
	Cindy Marshall	2026

Church Council

Leanna Maglienti, Moderator	2026
Matthew Cox, Clerk	2026
Cathy Chase, Treasurer	2026
Rev. Dr. Andy Nagy-Benson	ex-officio
Rev. Elizabeth Gleich	ex-officio
Nancy Foster (Deacon)	2026
Robert Foster (Trustee)	2026
Bill Thurber (Education)	2026
Janet Franklin (Membership)	2026
Or Shannon Gleason	2026
Ruth Penfield (Pastoral Care)	2026
Steve Jewett (Mission)	2026
Or Nancy Lee Ross	2026
Michele Brown, At-Large (Budget)	2026
Alyssa Sinclair, At-Large, Vice Mod	2026
Dan Brown, At-Large	2027
Michelle Nelson, At-Large	2028

2025 Nominating Committee

Annie Moore-Cox, Chair
Judy Albright, At-large member
Ruth Penfield, At-large member
Robin Bentley, Christian Development
Stephanie Mitchell, Deacons

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Nancy Tellier, Membership
Diane Mott, Mission & Social Concerns
Jean Fifield, Pastoral Care
Robert Foster, Trustees

Boards of the Church

Board of Christian Development

Louise Wright	2028
Open Seat	2028
Open Seat	2028
Kisung Davis	2027
Robyn Stattel	2027
Open Seat	2027
Robin Bentley, Nom Comm	2026
Judy Jessup, Secretary	2026
Bill Thurber, Chair	2026

Board of Deacons

Nancy Foster	2028
John McLeod	2028
Open Seat	2028
Will Nash, Co-Chair	2028
Pamela Spatafora	2028
Lisa Evarts	2027
Patrick Greene	2027
Stephanie Mitchell, Nom Comm	2027
David Phelps	2027
Jeff Munroe, Co-Chair	2027
Mark Gleason	2026^
Frank Van Gansbeke	2026
Ed Williams	2026
Mary Williams	2026
Michele Brown	2026^
Raine Evans Nash, Youth Deacon	2026
Jean Cherouny, Online Deacon	2026

Board of Membership

Deb Evans-Nash	2028
Stacia Greene	2028
Katy Smith-Abbott	2028
Open Seat	2028
Open Seat	2027

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Deb Farnham	2027
Janet Franklin, Co-Chair	2027
Shannon Gleason, Co-Chair	2027
Nancy Tellier, Nom Comm	2027
Eric McFerran	2026
Kristie Skor, Secretary	2026*
Peter Vant	2026***

Board of Mission & Social Concerns

Gus Jordan	2028
Nancy Lee Ross, Vice Chair	2028
Walter Stugis, Secretary	2028
Polly Birdsall	2027
Barbara Shinehouse	2027
Open Seat	2027
Steve Jewett, Chair	2026
Diane Mott, Nom Comm	2026
Open Seat	2026

Board of Pastoral Care

Nancy Adams	2028
Victoria Luksch	2028
Open Seat	2028
Open Seat	2028
Elise Blair, Flower Distribution	2027**
Jean Fifield, Nom Comm	2027**
Pat Zeliff, Cor. Secretary	2027
Beth Campbell	2027
Carol Campbell	2026
Lesley Dunakin	2026***
Ruth Penfield, Co-Chair, Secretary	2026*
Margaret Eagan, Co-Chair	2026^

Board of Trustees

John Evarts	2028
Erika Garner	2028
Dan Brown	2027**
Deb Karpak	2027
Robert Foster, Chair, Nom Comm	2026
Churchill Franklin	2026
Doug Sinclair	2026^
Joe Smith, Secretary	2026^
Susan Baker	2026^

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* elected to a one-year term in 2025 at Annual Meeting

** elected to a two-year term in 2025 at Annual Meeting

*** elected to a two-year term in 2024 at Annual Meeting

^ appointed to fill an open seat by Council in 2025

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Proposed 2026 Officers, Church Council, and Boards of the Church

Officers

Senior Pastor	Rev. Dr. Andy Nagy-Benson	ex-officio
Associate Pastor	Rev. Elizabeth Gleich	ex-officio
Moderator	Leanna Maglienti	2027
Clerk	Matthew Cox	2027
Treasurer	Cathy Chase	2027
Financial Secretary	Joe Smith	2027
Auditors	Rich Carpenter	2027
	Ian Phair	2027
Historian	OPEN SEAT	2027
Church Delegates	Jackie Davies	2027
	Nancy Jakiela	2027
	Cindy Marshall	2027

Church Council

Leanna Maglienti, Moderator	2027
Matthew Cox, Clerk	2027
Cathy Chase, Treasurer	2027
Rev. Dr. Andy Nagy-Benson	ex-officio
Rev. Elizabeth Gleich	ex-officio
(Deacon)	2027
(Trustee)	2027
(Education)	2027
(Membership)	2027
(Pastoral Care)	2027
(Mission)	2027
Michele Brown, At-Large (Budget)	2027
Dan Brown, At-Large, Vice Mod	2027
Michelle Nelson, At-Large	2028
OPEN SEAT, At-Large	2029

2026 Nominating Committee

Robin Bentley, Chair
Annie Moore-Cox, At-large member
Ruth Penfield, At-large member
(2026) Christian Development
(2026) Deacons
(2026) Membership
(2026) Mission & Social Concerns
(2026) Pastoral Care
(2026) Trustees

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Boards of the Church

Board of Christian Development (7/9 seats filled)	
Katie McMurray	2029
Stacia Greene	2029
OPEN SEAT	2029
Louise Wright	2028
Annie Moore-Cox	2028 (2 yr term)
OPEN SEAT	2028
Kisung Davis	2027
Robyn Stattel	2027
Carol Campbell	2027 (1 yr term)

Board of Deacons (15/15 seats filled)	
Sara Marshall	2029
Andy Hooper	2029
Ruth Penfield	2029
Tiffany Sargent	2029
Judy Jessup	2029
Nancy Foster	2028
John McLeod	2028
Michele Brown	2028 (2 yr term)
Will Nash	2028
Pamela Spatafora	2028
Lisa Evarts	2027
Patrick Greene	2027
Stephanie Mitchell	2027
David Phelps	2027
Raine Evans Nash	2027 (1 yr term)
Jean Cherouny, Online Deacon	2027

Board of Membership (9/9 seats filled)	
Kristie Skor	2029
Robin Bentley	2029
Judy Albright	2029
Deb Evans-Nash	2028
Katy Smith-Abbott	2028
Bronwen Kent	2028 (2 yr term)
Janet Franklin	2027

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Shannon Gleason	2027
Nancy Tellier	2027

Board of Mission & Social Concerns (8/9 seats filled)

Cindy Marshall	2029
Glenna Emilo	2029
OPEN SEAT	2029
Gus Jordan	2028
Nancy Lee Ross	2028
Walter Stugis	2028
Polly Birdsall	2027
Barbara Shinehouse	2027
Deb Farnham	2027 (1 yr term)

Board of Pastoral Care (8/9 seats filled)

Margaret Eagan	2029
Jim Eagan	2029
Sarah Tully	2029
Nancy Adams	2028
Victoria Luksch	2028
Jean Fifield	2028
Pam Quinn	2027 (1 yr term)
Pat Zeliff	2027
OPEN SEAT	2027

Board of Trustees (9/9 seats filled)

Joe Smith	2029
Mark Gleason	2029
Erika Garner	2029
John Evarts	2028
Joe Cabrera	2028 (2 yr term)
Alan Shashok	2028 (2 yr term)
Dan Brown	2027
Deb Karpak	2027
Susan Baker	2027 (1 yr term)

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Other Groups and Teams

Affinity Group

The Affinity Group is in its eleventh year and includes twelve women who meet once a month to study, pray, and support one another. The group gathers in person and rotates facilitation while exploring a variety of books, articles, poetry, and topics of shared interest. Each member brings her own life experiences, and together we share in one another's joys, struggles, and ongoing learning. Those interested in joining the group are welcome to email maypoduschnick@gmail.com.

Submitted by May Poduschnick, Monthly Affinity Group Coordinator

Art In Unity

The mission of Art in Unity is to inspire personal and communal spiritual growth through the collaborative process of creating and celebrating art. We Believe:

- That art can deepen our relationship with God, through expressions of faith and wonder in all forms.
- That art can and should connect us with one another through increased understanding and an appreciation for difference.
- That collaboration among church ministries and programs through art, strengthens all church programs.
- That opening our doors to the broader community through artistic creation and events makes us a more welcoming and affirming church.
- That we all are blessed with the gift of creativity. Community. Creativity. Collaboration.

Art in Unity had been a longtime dream of Judy Albright's. In April and May of 2025 Judy and Deb Farnham met with Andy Nagy-Benson, then with Council to receive both encouragement and financial support for moving forward with this new ministry. Our first team meeting occurred on June 4 with 7 members in attendance. Our monthly meetings since then have included defining our mission, generating event ideas, planning future functions, investigating sound equipment needs, and reviewing past events.

The first Art in Unity supported event was held on summer solstice in collaboration with Spirit in Nature and led by Mira Cabrera. The public was invited to explore the intersection of art and nature through Mira's paintings and through the beautiful grounds of Spirit in Nature, poetry, and community. Mira's paintings were then displayed throughout Unity Hall.

Our next event was again a collaborative one, this time with the Green Team. Joyful Wraps: Crafting Eco-Friendly Holiday Cheer was held on Sunday November 30 following church service. Led by Mira and Judy with help from the Green Team and Art in Unity much fun was had. While Ronnie played the piano and Judy Jessup

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served cocoa and cookies, people decorated paper bags and tags and wrapping paper with recyclable, recycled, and reusable items.

Our final event of 2025 was the 3-part Advent series Poetry and Music. December 4 our guest poet was Bianca Stone, Vermont's Poet Laureate. December 11 the poet was our very own Andy Nagy-Benson. The final poet in December 18 was Jay Parini, Professor Emeritus and Writer-in-Residence at Middlebury College. Ronnie Romano responded to all of the poems with piano improvisations based on what he heard in each one. The events were well received by the attendees.

Plans that are evolving for 2026 include a collaborative event with Justice, Compassion, and Love team; piano 'event' with Ronnie Romano; meditative drawing with Judy Albright; more Poetry and Music; and who knows what else! We expect it to be an exciting and full year celebrating art of all kinds with the many gifts God has given each one of us. If you have other ideas you'd like the Art in Unity team to explore let us know. Or better yet come join us! We'd love to have you.

Respectfully submitted by Judy Albright and Deb Farnham

Audio Visual Team

The AV Team covered a total of 58 services in 2025. Volunteers operated sound, video, and livestreaming for 52 Sunday morning services, plus at least some aspect of AV support for six additional, special services. Returning members of the team included Jon Andrews, Dorothy Douglas, Robert Foster, Shannon Gleason, Leanna Maglienti, John McLeod, Gwen Nagy-Benson, Rachael Nagy-Benson, Joe Smith, Conor Stinson, and Michele Brown as a pinch-hitter. The AV Team is always happy to help train additional volunteers. (The view from the AV station is unmatched!) As always, Andy Nagy-Benson, Elizabeth Gleich, Jeff Buettner, and Ronnie Romano were a huge help week-to-week with setup, testing, operation, and general consulting.

Thanks to all who helped make our services as accessible and seamless as possible throughout the year!

Submitted by John McLeod, Coordinator

Caregivers Groups

The goal of the groups is to help caregivers support one another. The groups are open to men and women.

In the first group, which started in 2020, many have lost loved ones. The first group has been together for 5 years. The second group started in 2024. In the second group of 9 people there are more Alzheimer's, Dementia, and aging people. Coping

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with people who are gradually getting worse and taking care of oneself is a very difficult task and finding others with similar issues is a big support for all. We welcome anyone from our church and beyond for an hour plus. We meet every other week at 4:00 p.m. at my house.

Submitted by Elise Blair, Group Leader

Community Supper Team

The generosity of this Church, including its leaders, staff, and many members, makes this program work. We serve the larger Community every Friday night with a warm meal - this year we did 7,500 meals. This part of our program is staffed by church members, community members, and college students. We are also privileged to have church members attend the meal to make it a true community event. Music is often provided by Ronnie or Peter and this adds greatly to everyone's enjoyment. At times we receive food from the Middlebury Coop, Charter House, and local grocery stores. This is the Community supporting the Community!

We also have fully inaugurated our "In The Bag" program that serves 40 families and 12 -15 home bound individuals. The family bags contain groceries for two complete meals as well as extras. The individuals receive homemade soup, bread and desserts. These bags are delivered at noon on every other Friday by our very kind drivers. Our purchasing agent, Sue Sears, has the program well under control. Jane Steele buys all the meat for this program (as well as for the suppers).

The third aspect of Community Suppers is the Christmas dinner on Christmas day. This year, thanks to a generous gift, we delivered 350 meals from Rosie's restaurant to all our families and individuals. We also served an in house meal. Sarah Stahl organized the pie program and Victoria Jette helped us obtain 60 homemade pies. Many people, including friends from Havurah, served, packed and delivered meals. (Note from Gus: Special thanks to Dottie and her family, who have spearheaded this meal for 25 years.)

The kitchen committee with Ruth Penfield and company helps us out by maintaining a great work space. Judy Jessup is always there to be helpful and Pat Chase continues to get us mac and cheese and great cleanup crews EVERY week. We are very fortunate to have this support!

It takes a village to sustain this program - how grateful we are that we are in this village!!

Submitted by Dottie Neuberger and Gus Jordan

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Fellowship Hour Team

We continued to provide snacks and drinks after Sunday Church services. There are always opportunities to help with providing baked goods/food, set-up and clean-up. Sign-up sheets are available in Fellowship Hall and there is now an online option for sign-ups as well. We would like to especially thank Peggy Rush, Judy Jessup, Ruth Penfield, Dorothy and Jim Douglas that always go out of their way to help with set-up and clean-up. If you enjoy socializing and getting coffee and a snack after Church please consider volunteering. Thank you.

Submitted by Jim & Margaret Eagan, Fellowship Hour Team

Green Team

The Green Team had an active 2025, meeting monthly on Zoom with a break for summer. Our work throughout the year continued to focus on informing and encouraging the congregation regarding creation justice practices and issues and providing them (and members of the wider community) with some means to live more sustainably, building our awareness of creation justice issues in our community and state, and connecting with broader environmental justice movements.

Accomplishments during the year include:

- Our Lenten theme was "Mission Possible: Electrify," emphasizing the Energy Navigator program. On March 9, coordinator Adayliah Ley hosted an information program in the Fellowship Hall about the program and how to request an audit.
- On April 27, the church held a creation-focused service on Creation Justice Sunday that included the reading of our Creation Justice Covenant as a celebration of our anniversary as a CJC church.
- We participated in the Green Up Day event in Middlebury during the first weekend of May with the church's youth groups.
- We held a garden seedling giveaway on Mother's Day. In addition to handing out seedlings to the congregation during Fellowship Hour, we coordinated with the Champlain Valley Office of Economic Opportunity (CVOEO) and provided their clients with over 200 plants.
- One of our members attended the UCC Climate Summit to gather ideas and inspiration to share with the congregation.
- We maintained a Creation Justice focused bulletin board in Fellowship Hall, including collecting cards from the congregation about what they're doing to help the planet.
- We submitted articles for the Church Matters newsletter in several months about the environmental work of our congregation, local community, and state.

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- We asked the Board of Mission & Social Concerns to financially support VT Interfaith Power and Light.
- On October 19, we invited the congregation to join us on a hike (Wright Park/Belden Falls).
- On November 30, we collaborated with the Art and Unity Team, hosting a well-attended and joyful fellowship event, creating eco-friendly gift wrap.

2025 Green Team Members: Eliana Cañas Parra, Diana Davidson, Hal Colston, Judy Jessup, Leanna Maglienti, co-chair, Su Reid-St. John, co-chair, and Paige Russell

Submitted by Leanna Maglienti

Helping Hands

The Helping Hands Crew has met monthly to assist the Building Managers with small projects that might arise inside and outside of the building. This year we have greened the Church and Unity Hall for Advent and reversed the process post-Advent. We have washed handrails inside the building along with dark parts of the pews, polished balcony rails 3 times, dusted hymnal racks, molding and furniture in the sanctuary and washed some interior windows in other parts of the building.

When weather permitted, we cleaned the gardens, added mulch around the trees, raked the lawns and power-washed the porticoes. In Fellowship Hall we wiped down the wainscoting and benches. The bathroom walls and floors off Fellowship Hall and the Seymour St. entrance walls and windows were washed. It was a busy year, as many hands do make lighter work, along with good fellowship. We are grateful to all of those who could come regularly or when their schedules would allow. Come and join us!

Submitted by Dorothy Douglas, Team Leader

Historian's Report

Mal Chase served with distinction as our Church's Historian from 2018 through 2025. In 2025, Mal contributed multiple articles to Church Matters featuring a compendium of our church moderators, church clerks, our earliest settled pastors, and the concerts that have been held in the sanctuary, as well as sharing historical sketches from the earliest versions of our membership directories, once known as our "Manuals." His most recent contribution featured the architectural history of our church building and its Palladian windows. With his characteristic good humor and curiosity, Mal provided some detail behind his work as the Church's Historian in that article:

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From the Historian's Desk

Now, I'll admit, not all of my time on various boards and committees has been thrilling (i.e. note-taking). But through it all, I've come to understand the relative priorities of our many church activities. That's helped me focus my efforts on the projects that spark some joy—like tracking down long-lost documents from our past. One such project began with a tip about where the church's historical records were stored. Armed with optimism and a flashlight (just kidding—sort of), I dove in... only to find the records weren't all there. While that could have been discouraging, it actually became the spark for a larger project: writing a full history of the church and rallying others to help uncover the pieces we're still missing."

May we all find such joy in service of our community!

Respectfully submitted, on behalf of a grateful congregation,
Leanna Maglienti, Moderator

Holiday Bazaar Team

The Table/Room totals for a successful 2025 Holiday Bazaar are listed below. A huge thank-you to our team of volunteers, which exceeded 50 people from our church community, all contributing in different and meaningful ways – from planning and publicizing to room decorations, arranging, donation collecting, and cleanup (and beyond). We were thrilled to open our doors to the community for the 101st consecutive year, continuing a beloved tradition of fellowship and holiday cheer.

Special thanks to the many who created handmade items to sell, especially Dorothy Douglas for another beautiful quilt – a Braided Irish Chain Pattern handcrafted from colorful Robert Kaufman batiks. Also thanks to Judy Jessup and Ruth Penfield for guiding new bazaar leadership through a very well-organized process!

Holiday Bazaar Financial Report, as of 12/11/2025

2025 Bazaar Proceeds: \$14,794.43

Total Bazaar Income: \$15,754.17

Total Bazaar Expenses: \$959.74

Sales by table are recorded below as of 11/25/25

- Books: \$2213
- Crafts: \$2852.77
- Bakery: \$1380.61
- Games/Puzzles/Toys: \$684.17
- Garden/Plants: \$966.52
- Jewelry/Scarves: \$2515.85
- Theme Baskets: \$1170

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- Quilt Raffle: \$1645
- Soups & Pies: \$2326.25

Thank you all! Well done, Church!

Submitted by Grady Ross and Deb Farnham, 2025 Holiday Bazaar Co-Chairs

Hospitality Team

The Hospitality Team was re-activated this year to support community engagement, and to assist the administrative work of keeping our building open, safe, and well cared for beyond regular staffed hours. This team formed specifically to help bridge a growing need: supporting outside groups whose work aligns with our values, while ensuring that church facilities are used responsibly and with care.

Hospitality Team members work closely with the Church Administrator and Building Managers to serve as on-site representatives of the church before, during, and after events. Their presence allows the church to extend hospitality in a tangible way—welcoming event hosts, communicating shared expectations for space use, attending to safety needs, and ensuring that the building is secured and respected at the conclusion of each event. This partnership has been essential in allowing the church to remain accessible to the wider community while maintaining appropriate oversight and stewardship of our facilities.

This year, team members participated in a training focused on facilities use agreements, safety protocols, emergency procedures, and the values that guide our hospitality. Since regrouping, the team has supported events hosted by a wide range of organizations, including Easterseals, Atria, Elderly Services, Early Care and Learning Partnership, the Addison Central Educational Endowment Fund, Vermont Foundation of Recovery, Migrant Justice, and Pollinator Pathways. Many of these groups would not otherwise be able to use our spaces without this additional layer of support.

The Hospitality Team's work makes a real difference—both in protecting the building and in expanding the church's impact in the community. I am deeply grateful to these volunteers for their generosity, reliability, and care, and for the way they quietly support the church's mission through their presence and service.

Hospitality Team Members: Dorothy Douglas, Jim Douglas, Jim Eagan, Margaret Eagan, Ruth Penfield, and Judy Jessup

Submitted by Mira Cabrera

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House Menders

A group of House Menders spent time this spring to discuss organization and future projects. Emphasis was on talents available and types of work to accomplish. An All Church email went out soliciting church member interest and skills; there was a very disappointing low number of responses.

In late spring 4 Menders spent a Saturday building a wheelchair ramp in a garage for a church member. Another project was moving furniture to clear rooms of a church member's house for installation of carpeting. After the installation the group moved the furniture back into the house.

In the summer 12 Menders spent a morning helping a church member move from one house to another.

In December the Menders helped move a church family from their apartment to temporary housing and prepare their recently purchased old farmhouse for future occupancy. Twenty-four Menders worked for 4 days, emptying out the farmhouse and cleaning, in order to prepare the house for future repairs and occupancy. In addition, the basement and a shed were cleaned out and we filled a 30-yard dumpster, plus took three trailer loads and a pickup to recycle and discard materials. Menders also assisted in moving and cleaning their existing apartment, resulting in several U-Haul loads to the farmhouse and temporary apartment.

House Menders are looking for 2026 future projects which will include work on the farmhouse and a potential Service Trip.

Submitted by Dan Brown, Coordinator

Justice, Compassion, & Love Team

The Justice, Compassion & Love Team emerged following three after-church discussions held in Unity Hall in January and February. These discussions focused on the national political and cultural climate of 2025, and on appropriate responses to them by the Christian Church and by our own Church community. We encouraged the expression and thoughtful consideration of a variety of perspectives shared by members who participated in these gatherings and who responded to the issues being raised.

The JCL Team shared information, essays, and sermons with members of the congregation who participated in an informal distribution list. Some of the items shared were explicitly political, while others explored general issues from the perspective of the Scriptures and Christian teachings. We expanded our core team to six members, including Pastor Andy (and Pastor Elizabeth when Andy was unavailable). In June, we brought a proposal to Church Council to formally recognize

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our JCL Team as a part of the Church's organizational structure (somewhat analogous to the Green Team). On June 11, Council unanimously approved the proposal.

Our congregation explored whether and how the JCL agenda may affect our worship services. Flowing from a diversity of opinions, we sensed a general consensus that we ought not discuss specific political leaders or legislative bills during Sunday worship. Of course, references to Christian values as they relate to events in our nation and world are, and always have been, appropriate and indeed needed. We have also explored what activities and speech are appropriate in the Church's outreach, and in the surrounding community. Our organizations and individual members are, and should be, free to express their perspectives as guided by Christian conscience. Such views would not be represented as positions of the Middlebury Congregational Church, UCC unless formally endorsed by the Church Council and/or voted by the Congregation. As illustration, we note that some Church members have carried signs at rallies or marches, identifying themselves as members of the Congregational Church or displaying the logo of the JCL Team.

Activities of the JCL Team have also included:

- Developing a Mission Statement for the JCL Team: *To live out the teachings of Jesus by serving our neighbors and championing social justice – working together and with the wider faith community to create a more compassionate and loving world.*
- Creating a JCL web page as a part of our Church's presence on the web: <https://www.midducc.org/links/justice-compassion-love-team>
- Collaborating with the *Board of Mission and Social Concerns* in endorsing a statewide effort by the UCC Church to help fund the *Vermont Afghan Alliance*.
- Sharing statements and positions taken by the national UCC organization, and by the Vermont Conference of the UCC; some of which advocated political activism.
- Hosting another open meeting on Sunday, September 14th in Unity Hall, following the worship service. The subject of the meeting, "Church and State", was the title of James Calvin Davis's sermon on July 13th. Discussion at the well-attended gathering was wide-ranging. Both James and Pastor Andy shared their own views at the conclusion of the meeting.
- Sharing information about several community events, including a *Middlebury Pride Parade* on October 11, and *No Kings Days* held on June 14 and October 18. The three events were well-attended by Church members and by the wider community.
- Planning for all-church events in early January and in March, 2026.

The JCL Team appreciates the active involvement and support for its work by so many in our congregation. We thank our pastors, Andy and Elizabeth, for their encouragement, advice, and support.

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We close with the words that end our Church Covenant: *This is who we are: A church united in its diversity, with a faith centered on Jesus, committed to living out the Christian vision captured in the words of the prophet Micah: "What does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?"* (Micah 6:8)

Submitted by John Emerson, with Judy Albright, Gary Gillen, Candy McLaughlin, Caitlin Myers, and Andy Nagy-Benson (JCL Team)

Lay Visitation Ministry

After a hiatus post-pandemic, the Lay Visitation Ministry was reactivated in the first half of 2025. This outreach of our church is described in the statement of "WHO WE ARE: The Lay Visitation Ministry is a group of trained volunteers. On behalf of the congregation, we provide compassionate presence and support by visiting members who are unable to attend church and/or who have challenging life situations. We recognize the rich backgrounds and gifts of those we visit, and look upon our lay ministry as a shared journey."

Currently we have 10 trained Lay Visitors who visit 13 members of our congregation.

Submitted by Bonnie Stevens, Lay Visitation Ministry Coordinator

Online Fellowship Hour Team

Jean Cherouny and Hal Colston delight in sharing online fellowship with church worshipers each week. In their second year, they have seen fellowship grow to include five core members. Highlights include seeing May on her trips and Eliana in between her sermons. Over thirty people participate each week watching online worship. Christine Olsen is also a great team member whom you will see each week. See you online in 2026!

Submitted by Jean Cherouny, Online Fellowship Hour Deacon

Red Clover Children's Center

This year was a steady and fulfilling one for our program, filled with joy, growth, and meaningful learning experiences. We proudly served 26 enrolled children, supported by a dedicated team of 8 employees and 3 Middlebury College substitutes whose flexibility and commitment strengthened our daily operations. Together, this team helped create a nurturing, engaging environment where children could thrive.

As we continue to grow, our program has become increasingly stable and truly flourishing. We are deeply grateful to Dan Brown for his ongoing volunteer support—

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always ready to step in wherever help is needed. We also celebrate the strong, positive working relationship between the childcare program and the church, and extend our heartfelt thanks for this continued partnership and the broader community support that makes our work possible.

Submitted by Tessa Dearborn, Executive Director of Red Clover Children's Center & Ellen Whelan-Wuest, Chair of Red Clover Children's Center Board

Retreat Planning Team

The first ever MiddUCC All-Church Retreat happened September 19-20, 2025 at Silver Bay YMCA. We were thrilled to have over 50 people across generations attend and join in the activities.

The theme for this year was "Getting to Know You..." Many of us know one another from weekly worship and coffee hour, but we wanted the retreat to give us the opportunity to go deeper:

- To get to know others in new ways,
- To grow in understanding of ourselves,
- And to deepen our relationships across generations—between youth and seniors, newcomers and longtime members alike.

Silver Bay offered the perfect setting: a beautiful campus where you could find both quiet and reflection, as well as fun and play. Even though the retreat was less than 24 hours, it still provided a feeling of refreshment and renewal.

Plans are underway for 2026 Retreat in October. Now is the time to share any good idea you thought of on the way home last year.

Submitted by May Poduschnick & the Retreat Planning Team

Safety Team Report

The Safety Team is charged with conducting a periodic review of the Churches' safety guidelines, including emergency protocols and Deacons' procedures to ensure a safe environment for all. Our last review was completed and included updates in seven areas of concern, including Emergency Information, Deacons Procedures, Door Lock System, Persons in Distress, Active Shooter, Gas Leak and Fire Protocols.

The result of this review was submitted for Church Council review.

Respectfully submitted by the Safety Team: Dave Phelps, Mal Chase, Dorothy Douglas and Michele Brown

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Tech Team

The Tech Team was formed in 2022 to help facilitate the growing use of technology in our church and plan for the maintenance, replacement, and upgrade of technology equipment. During 2025 we investigated church database options to replace Servant Keeper and helped transition our church to our new database, Breeze. This new database has made it a “breeze” for our staff to work with our data. We will also be transitioning to the Breeze giving platform in 2026.

Our team worked with the Tech Medic to address challenges we have been having with Google drive and replaced two computers for staff.

We have been working on making upgrades to our A/V system to improve sound quality and make it easier to run the A/V system on Sundays, and we have been exploring options to reduce our software costs. We will continue this work in 2026.

We welcomed Ruth Penfield onto our team this year and Joe Cabrera will be joining our team in 2026.

Submitted by Jon Andrews, Erika Garner (chair), Elizabeth Gleich, Andy Hooper, and Ruth Penfield

Walking Group

We did a total of 22 walks throughout the year and averaged about 8 walkers. The most we had was 14, and one walk only had 2. We did acquire 2 new walkers, perhaps to add to the ones who now choose not to walk. After all, we are all a year older!

Submitted by Lois Farnham, Walking Group Coordinator

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Financial Reports

Budget and Stewardship

The Budget and Stewardship Committee and its four working teams met as needed during 2025 to review the Church's income and expenses against the annual operating budget, to set goals for the fall Stewardship Campaign, to conduct the Campaign, to follow up with all potential pledge families/individuals, and to construct a recommended operating budget for 2026.

2025 Operating Account Results

- The 2025 operating account finished the year with a surplus of \$20,275. This surplus is much less than the surplus we saw at the end of 2024 (\$39,115) and the end of 2023 (\$49,045). Both income and expenses were greater than budgeted.
 - Income was higher than budgeted by \$23,425. This was due primarily to the money received for the following being higher than budgeted: pledges by \$18,082, bazaar income by \$2,199, and Community Supper donations by \$4,314. As occurs every year, some of our income goals fell below the budgeted amounts. \$55,059 had been budgeted to be transferred from Special Funds; additional money totaling \$5,323 was transferred from the Special Funds. Additional detail is listed below.
- Expenses were higher than budgeted by \$3,150. Some Expense sections were higher than budgeted and some were lower than budgeted.
 - The "Expenditures - Wider Mission" expenses were higher than budgeted by \$10,222, due to the overage in the "Community Suppers" expenses. The money for the Community Suppers' expenses, minus the donations, was taken from the Community Suppers Special Fund.
 - The "Programs and Operational Expenses" were lower than budgeted by \$5,201.
 - The "Personnel - Salaries" expenses were higher than budgeted by \$51.
 - The "Employer Costs" expenses were higher than budgeted by \$3,499.
 - The "Building" expenses were lower than budgeted by \$4,238.
 - The "Fundraising Expenses" were lower than budgeted by \$1,409.
 - The "Unplanned Expenses" were higher than budgeted by \$225.
- The budgeted transfer from Special Funds was \$55,059; the actual transfer was \$60,382. Council approved this increase in the use of Special Funds for the budget.
 - Community Suppers expenses were budgeted to be \$33,000 with a plan to raise \$10,000 in donations and pay the remaining \$23,000 of the expenses from the Community Suppers Fund. The expenses were greater than planned (\$46,003 instead of \$33,000). Donations were also greater than planned (\$14,314 instead of \$10,000). To support this overage, \$31,689

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instead of \$23,000 was transferred from the Community Suppers Fund to the operating account.

- \$2,000 was budgeted for the Senior Youth Group service trip from the Barberis Memorial Youth Group Fund. Only \$1,681 of this was spent from the Barberis fund, due to a generous gift earmarked for the service trip.
- \$725 was budgeted and used for the Children's Ministry (Church School) from the Children's Ministry Fund.
- \$2,500 was budgeted for Chancel Choir chairs in the sanctuary. This was the amount budgeted two years ago for the chairs which were never purchased. The cost of the chairs was \$5,865.15; this payment was made directly from the Ben and Lois Foster Family Music Fund.
- \$3,000 was budgeted for organ repairs from the Organ Repair and Improvement Fund. No repairs were made, so no money was transferred.
- \$170 was budgeted for one tuning of the piano in Unity Hall from the Unity Hall Piano Fund. Funds were transferred for one tuning and for a humidity system which was installed on that piano (totaling \$845).
- \$3,000 was budgeted and used for guest musicians from the Foster Family Music Fund.
- \$3,000 was budgeted for technical equipment upgrades from the Tech Equipment Fund. \$2,698 of this was transferred to the operating account for the purchase of computers for the Senior Pastor and the Church Administrator.
- \$1,000 was budgeted and used for guest musicians for the Taize services, \$479 from the Special Music Fund and \$521 from the Foster Family Music Fund.
- \$2,000 was budgeted for flowers for the Sunday morning worship services and the Christmas greens; \$2,421 was transferred from the Flower Fund.
- \$2,000 was budgeted and used for support for our Member in Discernment Eliana Canas Parra. It is customary that the home church offers a financial stipend to the MID. This money came from the Council Unrestricted Reserve Fund.
- \$2,514 was budgeted for the final payment for Pastor Andy's doctoral program; the actual payment was \$2,145, so this amount was transferred from the Senior Pastor's Advanced Education Fund.
- \$9,850 was budgeted for Sabbatical expenses, which included the pay for the ministerial support from Rev. Steve Jewett, Rev. Nancy Wood, and Eliana Canas Parra, as well as the additional preaching support needed. To support the actual expenses totaling \$9,821, money was transferred from three Special funds: \$600 from the Sabbatical Coverage Fund; \$3,036 from the Pastor's Advanced Education Fund, which was the amount remaining in that special fund; and \$6,185 from the Council Unrestricted Reserve Fund.
- \$300 was budgeted and used for Staff Education expenses from the Staff Education Fund.

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- Our church hosted a de-escalation training in May for members of our church and other faith communities. The cost for the speaker plus lunch, minus the contributions from other faith communities, was paid for from the Council Unrestricted Reserve Fund for a total of \$1,835.
- The Special Funds had a residual line item from previous Pass Through accounts, with an amount remaining of \$392.93. This was divided, with \$171.19 transferred to the Jo and Dave Cole Award Fund to offset the negative amount in that line item, and the remaining \$221.74 transferred to the operating account with the money delineated above.
- The Unplanned Expenses total \$3,225. Some of the items expensed in this line are:
 - Retirement gifts for Jeff Ellison and Nancy Foster
 - Snacks for the Lay Visitation ministry training
 - De-escalation training in May
 - Sign-up fee for the bocce tournament to benefit the Counseling Service of Addison County.
- The Budget and Stewardship Committee has recommended, and Council has approved, carrying the \$20,275 surplus into the 2026 operating budget.
- The Pastors' Discretionary Reserve was formed from a generous gift in 2020 and is held in the Special Funds. Individuals can, and do, donate to this fund each year. Money from this account is transferred by the Church Treasurer as needed to a separate bank account, which is used by the pastors and monitored by the Church Administrator to help people in need. In 2025, \$15,953.29 was used to provide support for local families facing immediate needs, including medical bills, emergency housing and rent assistance, transportation, and utility costs.

Stewardship Campaign for 2026

- The Stewardship Team worked from April into January, planning the campaign, creating the communications materials, arranging for speakers at October worship services, following up with those who have not pledged by December through general emails and personal contacts, and gratefully acknowledging pledges. This year the workload was shared among three teams: the Planning team, the Production team, and the Follow Up team.
- Twelve volunteers and both pastors worked on the Campaign, as did Church Administrator Mira Cabrera, some serving in multiple roles. Special thanks to Alice Munson for more than 50 years of helping to assemble the Stewardship information packet.
- Stewardship Campaign goals of \$510,000 and 100% participation by active members who are able to pledge were set. The financial goal represented a 3% increase over the total pledged in 2024 for 2025.
- The Campaign materials included the revised format for the operating budget, in which the budget line items were correlated directly to major program areas

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and facilities. A “range of giving” was included to give members and friends an idea of how we can collectively achieve our goal.

- With this participation goal in mind, the Follow Up Team contacted individuals and families who had not pledged by December. These contacts by email, note, and private conversation continued until the budget was finalized, and resulted in a 10% increase in stewardship participation from December to early January. General communications were also made from October into January, both to keep the church informed of the progress and, separately, with members who had not yet pledged.
- We can report the following results for 2026:
 - 193 pledges from 191 households, which is 92% participation of the active and able members and friends of the church. The participation range in recent years has been 89% to 96%. For 2025 there were 185 pledges.
 - Total amount pledged of \$517,018 versus a campaign goal of \$510,000. This additional amount pledged was helpful in balancing the 2026 budget. For 2025 \$495,435 was pledged.
- Many thanks to the 193 individuals, couples, and families who came through in such a supportive fashion!
- With these pledge figures, the Budget Team then turned to the task of completing a balanced budget for 2026.

2026 Operating Budget

- The proposed 2026 budget contains \$762,552 in income and \$762,546 in expenses. This represents a 2.8% increase over the 2025 budget.
- Budgeted income, which includes the transfers from Special Funds, is less than the 2025 actual income. This is due to two line items: the surplus carried into 2026 is less than that carried into 2025 (\$20,275 versus \$39,115) and the Associate Pastor Special Fund will contribute only \$9,729 in income versus \$17,910 in 2025. The Associate Pastor special fund will be depleted at the end of 2026, and the operating budget will support all of the costs associated with the associate pastor.
- Noteworthy items include:
- Increasing the Endowment’s support to the operating budget by increasing the annual withdrawal from the Unrestricted Endowment assets from 4.0% to 4.5% of the averaged previous three year-end values.
- Relying more heavily on the Special Funds, as detailed below.
- Decreasing our annual support to the Vermont Conference through Our Church’s Wider Mission (OCWM).
- Adding two new programs, the College Student Ministry and Art in Unity, both of which will be funded from the New Initiatives special fund.

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- Using \$3,000 from the Foster Family Music special fund to pay instrumentalists for the Ash Wednesday service, at which the entire Faure Requiem will be performed by the choir and an orchestra.
- Adding line items for the Annual Church Retreat, the Lay Visitation Ministry, and the Green Team, to acknowledge the costs (minimal) associated with each of these activities.
- Funding for a 2.5% cost of living adjustment in pastor and staff salaries.
- Adding a cash payment for each of our hourly staff to help offset health insurance costs.
- Including \$73,984 from Special Funds as follows:
 - Community Suppers - \$31,000 from the Community Supper Fund
 - Youth Service Trip - \$6,000 from the Barberis Memorial Youth Fund
 - College Student Ministry - \$750 from the New Initiatives Fund
 - Adult Choir - \$2,000 from the Ben and Lois Foster Music Fund
 - Adult Handbell Choir - \$200 from the Handbell Fund
 - Musical Instrument Maintenance - \$500 from the Organ Repair and Improvement Fund and \$330 from the Unity Hall Piano Fund
 - Guest Musicians - \$6,000 from the Ben and Lois Foster Music Fund
 - Software Licenses - \$3,000 from the Technology Fund
 - Tech Equipment - \$1,000 from the Technology Fund
 - Taizé - \$1,000 from the Ben and Lois Foster Music Fund for guest musicians
 - Flowers - \$2,000 from the Flower Fund
 - Member in Discernment Support - \$2,000 from the Church Council Unrestricted Reserve
 - Parent Playdate - \$1,100 from the New Initiatives Fund
 - Annual Retreat Incidentals - \$300 from the New Initiatives Fund
 - Art in Unity - \$800 from the New Initiatives Fund
 - Staff Education - \$600 from the Staff Education fund
 - Benefits to Staff - \$10,104 from the marketing gains and dividends earned on the Special Funds
 - Gardening Supplies - \$1,000 from the Flower Fund
 - Christmas Greens - \$1,300 from the Flower Fund
 - Unplanned Expenses - \$3,000 from the Church Council Unrestricted Reserve
- RCCC and church representatives are meeting quarterly to review and adjust the building expense allocations.

2025 Budget and Stewardship Committee - Ian Phair, Chair

Stewardship Planning Team: *Ian Phair, Chair; Michele Brown, Elizabeth Gleich, Sally Holland, Leanna Maglienti.*

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Stewardship Production Team: *Erika Garner, Chair; Michael Giorgio, Leanna Maglienti, Andrew Nagy-Benson, Ian Phair.*

Budget Team: *Michele Brown and Erika Garner, Co-Chairs; Cathy Chase, John Evarts, Robert Foster, Elizabeth Gleich, Sally Holland, Leanna Maglienti, Andrew Nagy-Benson, Ian Phair.*

Follow-up Team: *Sally Holland, Chair; Michele Brown, Richard Carpenter, Leanna Maglienti, Ian Phair, Kristie Skor, Katy Smith Abbott, Maureen Williams.*

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2025 Actual vs. Budget and 2026 Budget

2025 Actual vs Budget and 2026 Budget	2025		2026	
	Budget	Actual	Special	Budget
			Funds	
Net Surplus	\$0	20,275	\$73,984	\$6
RECEIPTS				
4000 - Pledges - current year	495,436	513,518		517,018
4005 - Pledges - prior year	4,000	1,447		2,000
4010 - Surplus/deficit carried over	39,115	39,115		20,275
4100 - Plate Offerings	28,000	23,920		25,000
4200 - Investment Income - From Endowment	47,676	47,676		53,601
4204 - Consignment	1,400	626		1,000
4206 - Fund Raising - Bazaar	13,500	15,699		15,000
4207 - From Special Funds	32,059	28,693		42,984
4208 - From Assoc Pastor Special Fund	17,910	17,910		9,729
4218 - Pastoral Care Income	500	200		500
4320 - Checkbook Interest	200	88		100
From Community Supper Fund	23,000	31,689		31,000
4322 - Community Supper Donations	10,000	14,314		13,000
4325 - Unplanned Gifts	6,600	7,826		3,500
4330 - Miscellaneous Income	300	50		0
4350 - Church Use	5,000	5,502		6,400
4365 - Steeple Rental Income	20,620	20,468		21,445
TOTAL RECEIPTS	\$745,316	\$768,741		\$762,552
EXPENDITURES - WIDER MISSION				
5000 - Basic Support - UCC - OCWM	45,000	45,000		40,000
5010 - UCC Conference & Addison Assoc. Dues	6,700	6,228		6,500
5020 - Local Mission	12,000	12,500		12,000
5025 - Community Suppers	33,000	46,003	31,000	44,000
5030 - La Comunidad	3,600	\$791		0
5055 - Yale Divinity School	300	300		300
Total Wider Mission	\$100,600	\$110,822	\$31,000	\$102,800
PROGRAMS AND OPERATIONAL EXPENSES				
5024 - Youth Service Trip	6,000	4,882	6,000	6,000
5200 - Children's Ministry	2,800	1,946		2,800
5205 - Jr. High School Ministry	1,400	493		1,000
5206 - Sr. High School Ministry	2,500	1,501		2,000
5207 - College Student Ministry (NEW)	0	132	750	750

The Congregational Church of Middlebury, UCC
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2025 Actual vs Budget and 2026 Budget	2025		2026	
	Budget	Actual	Special Funds	Budget
5208 - Adult Education	100	90		100
5210 - Adult Choir	4,100	2,041	2,000	2,000
5212 - Church School Music	100	0		90
5214 - Adult Hand Bell Choir	200	43	200	200
5215 - Musical Instrument Maintenance	4,480	1,950	830	2,000
5216 - Guest Musicians	3,000	3,450	6,000	6,000
5217 - Music Licenses	550	440		550
5218 - Software Licenses	5,000	9,342	3,000	6,800
5219 - Postage	500	275		300
5220 - Office Supplies	1,750	2,666		2,200
5221 - Worship Supplies (Deacons)	500	243		450
5240 - Telephone & Internet	4,000	5,036		4,200
5250 - Miscellaneous Expense	0	283		0
5251 - Fellowship Hour Expenses	300	598		700
5252 - Board of Christian Development Events	600	250		540
5253 - Communications and Outreach	2,500	887		1,350
5255 - Board of Membership	500	210		630
5256 - Board of Pastoral Care	1,500	951		1,350
5258 - Tech Equipment	4,060	2,928	1,000	1,000
5259 - Tech Support - Computer & Phone	2,000	2,522		2,000
5261 - Copier Rental	4,200	5,270		3,600
5263 - Legal and Accounting Services	220	75		220
5266 - Taize	1,100	1,175	1,000	1,100
5269 - Confirmation Class	500	621		600
5270 - Flowers	2,000	1,236	2,000	2,000
5271 - Conference attendees' expenses	300	150		300
5272 - Staff retreat expenses	650	550		650
5273 - Member in Discernment Support	2,000	2,000	2,000	2,000
5274 - Parent Playdate	1,800	1,774	1,100	2,500
Annual Retreat Incidentals (NEW)			300	300
Lay Visitation Ministry (NEW)				250
Art in Unity (NEW)			800	800
Green Team (NEW)				300
Total Programs and Operational Expenses	\$61,210	\$56,009	\$26,980	\$59,630
PERSONNEL - SALARIES				

The Congregational Church of Middlebury, UCC
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2025 Actual vs Budget and 2026 Budget	2025		2026	
	Budget	Actual	Special Funds	Budget
5300 - Minister's Salary & Housing	114,338	114,338		117,196
5307 - Contribution to Minister's Adv Ed Spec Fund	2,514	2,146		0
5308 - Associate Pastor Salary & Housing	74,610	74,610		76,475
5310 - Director of Children & Youth Ministries	26,400	30,662		27,060
5320 - Treasurer	2,851	2,851		2,922
5325 - Financial Secretary	2,851	2,851		2,922
5330 - Organist	13,500	12,750		13,838
5340 - Music Director	34,500	33,900		35,363
5351 - Church Administrator	43,680	44,037		47,757
5362 - Building Manager	43,680	41,258		44,772
5375 - Nursery Care Providers	3,900	3,500		3,750
5385 - Sabbatical Support	9,850	9,821		0
Total Personnel - Salaries	\$372,673	\$372,724	0	\$372,054
EMPLOYER COSTS				
5380 - Senior Pastor Social Security	8,747	8,747		8,966
5400 - Senior Pastor Annuity	16,007	15,617		16,407
5410 - Senior Pastor Life & Disability	1,715	1,673		1,758
5420 - Senior Pastor Medical Insurance	29,262	29,348		30,582
5430 - Senior Pastor Travel Allowance	3,000	3,000		2,500
5440 - Senior Pastor Professional Expense	2,500	2,991		2,000
5442A - Associate Pastor Social Security	5,708	5,708		5,850
5442B - Associate Pastor Annuity	10,445	10,191		10,707
5442C - Associate Pastor Life & Disability	1,119	1,092		1,147
5442D - Associate Pastor Medical Insurance	17,490	17,433		16,792
5442E - Associate Pastor Travel Allowance	1,000	1,000		2,500
5442F - Associate Pastor Professional Expense	2,500	2,771		2,000
Pastors' Cell Phone Expense	540	540		1,080
5446 - Staff Education Expense	300	395	600	600
5447 - Ministers' Ad Hoc Expenses	2,000	3,419		2,500
5458 - Substitute Organist	1,200	600		900
5460 - Substitute Minister	0	1,500		1,500
5470 - Worker's Compensation Insurance	3,500	2,551		2,463
5480 - Payroll Taxes	12,500	14,457		15,000
Benefits to Hourly Staff (NEW)			10,104	10,104
Total Employer Costs	\$119,533	\$123,032	\$10,704	\$135,356

The Congregational Church of Middlebury, UCC
2025 Annual Report

2025 Actual vs Budget and 2026 Budget	2025		2026	
	Budget	Actual	Special Funds	Budget
BUILDING				
7010 - Natural Gas	6,000	6,425		6,750
7030 - Electricity Church	13,000	15,167		14,371
7050 - Water & Sewer	1,600	1,579		2,000
7054 - Planned Annual Maintenance	13,000	10,114		12,000
7055 - Building Repairs	19,000	20,220		19,000
7062 - Custodial Services	10,000	8,816		9,000
7200 - Building & Liability Insurance	19,910	19,910		21,304
7220 - Lawn Care, Snow, Trash	7,000	7,427		7,500
7230 - Custodial Supplies	3,000	3,026		3,000
7231 - Gardening Supplies	250	841	1,000	1,000
7232 - Christmas Greens	1,100	1,185	1,300	1,300
7240 - Red Clover Contribution	-\$10,190	-15,279		-\$11,868
Total Building	\$83,670	\$79,432	\$2,300	\$85,357
FUNDRAISING EXPENSE				
5241 - Credit Card/Bank Processing Fees	2,400	2,692		2,800
5245 - Annual Stewardship Drive	1,000	420		500
5267 - Planned Giving	730	109		550
5279 - Bazaar Expenses	500	0		500
Total Fundraising Expense	\$4,630	\$3,221	\$0	\$4,350
UNPLANNED EXPENSES	\$3,000	\$3,225	\$3,000	\$3,000
SUMMARY				
	2025		2026	
	Budget	Actual	Spc Funds	Budget
TOTAL RECEIPTS	\$745,316	\$768,741		\$762,552
TOTAL EXPENDITURES	\$745,316	\$748,466	\$73,984	\$762,547
CASH SURPLUS (DEFICIT)	\$0	\$20,275		\$6

The Congregational Church of Middlebury, UCC
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Directed Mission Outreach Donations

Directed Mission Outreach Donations (Not included in the Operating Budget)		
HOPE	\$2,864	
Charter House Coalition	\$5,100	
Charter House (Christmas Eve)	\$2,954	
Migrant Justice (Christmas Eve)	\$2,954	
Jamaican Relief	\$44,231	
Ukraine Relief	\$400	
One Great Hour of Sharing	\$1,150	
Neighbors in Need	\$150	
CROP Walk distributed as follows:		
- HOPE	\$2,444	
- Vergennes Community Food Shelf	\$2,369	
- Have a Heart Food Shelf	\$1,296	
- John Graham Housing & Services	\$1,072	
- Community Supper	\$2,369	
- CWS/CROP	\$665	
Total	\$70,018	

Special Funds

The Church's Special Funds play an important role in supplementing the church budget and other activities of the church. The budget for 2025 relied on these funds for 7.85% of its total funding (\$60,382 (including \$31,689 for Community Suppers)). These funds are also used occasionally during the year to meet needs as they arise. This year that included disbursements from the New Initiatives Fund to fund the newly established Art in Unity ministry and the College Student ministry.

The source of these funds is varied. There are distributions every year from the Restricted Account of the endowment for purposes such as flowers, music, and pastoral care, among other donor designations that pass through our Special Funds. Members and friends who want to help support our programming, staff, and building needs with an expendable gift separate from an annual pledge to our operating budget have made gifts or bequests. There have been occasions in the past when our church has had a budget surplus, and that money has been allocated to specific purposes in the Special Funds. This year, gifts have included donations to help pay for youth group programming and the pastors' discretionary reserve fund.

The Special Funds are held and invested through Charles Schwab, and while they are listed separately in our Annual Report, the majority are invested in one single

The Congregational Church of Middlebury, UCC
2025 Annual Report

account, and receipts and disbursement for each line item are tracked by our Treasurer. The special funds that were collected for the Associate Pastor's Fund and were once in a separate account are now being tracked in a line item in the primary Special Fund account. As planned, that fund is on track to be fully spent down in 2026. A Schwab money market account to support Special Fund activity (and reduce trading activity in the primary Special Fund investment account) is also being used. This account serves as a pass through and is listed on the page with the Summary of Financial Condition.

In 2024, two Schwab accounts were created to i) track the expenses of our Community Supper program and ii) for larger capital projects (shown in the Annual Report as "Short Term Building Care and Maintenance Money Market Account.). The building account held a significant withdrawal from our Building Care and Maintenance Endowment account in order to pay for the bulk of the window restoration project in 2024. The remainder of the project was completed in 2025, and a historic preservation grant totaling \$20,000 was received from the Vermont Advisory Council on Historic Preservation to offset the cost. Since the window project came in significantly under budget, the Trustees opted to continue with capital improvements to the building using funds distributed from the money market account. After completing the windows, the heat pump installation and weatherizing the vestibule doors were the primary activities.

I am grateful for the many ways this church expresses its generosity within the church and with the wider community. Thanks be to God.

Respectfully submitted
Leanna Maglienti, Moderator

The Congregational Church of Middlebury, UCC
2025 Annual Report

2025 Special Funds held at Charles Schwab						
As of December 31, 2025						
		1/1/2025	Receipts	Disbursements	Market Gains/ dividends/losses	12/31/2025
Special Funds - Approval Needed by Council						
Music Funds						
Ben & Lois Foster Family Music Fund	\$ 49,818.28	\$ -	\$ 9,386.15		\$ 40,432.13	
Handbell Fund	\$ 200.00	\$ -	\$ -		\$ 200.00	
Organ Repair & Improvement	\$ 3,275.19	\$ -	\$ -		\$ 3,275.19	
Special Music Fund	\$ 478.60	\$ 366.30	\$ 479.00		\$ 365.90	
Unity Hall Piano Fund	\$ 1,325.00	\$ -	\$ 845.00		\$ 480.00	
New Initiatives Fund	\$ 57,091.39	\$ -	\$ 943.71		\$ 56,147.68	
Technology Fund	\$ 27,182.00	\$ -	\$ 2,698.00		\$ 24,484.00	
Church Council Unrestricted Reserve	\$ 61,743.41		\$ 10,019.73		\$ 51,723.68	
Subtotal Special Funds - Approval Needed by Council	\$ 201,113.87	\$ 366.30	\$ 24,371.59		\$ 177,108.58	
Special Funds - Approval Not Needed by Council						
Barberis Memorial Youth Group Fund	\$ 24,206.16	\$ 4,550.00	\$ 6,231.00		\$ 22,525.16	
Christian Education Fund	\$ 725.45	\$ -	\$ 725.45		\$ 0.00	
Flower Fund	\$ 12,708.21	\$ 4,825.19	\$ 5,560.45		\$ 11,972.95	
House Menders	\$ 2,775.22	\$ -	\$ -		\$ 2,775.22	
Jo and Dave Cole Award	\$ (300.86)	\$ 667.19	\$ 366.33		\$ 0.00	
Kitchen Supplies	\$ 2,872.87	\$ -	\$ 639.88		\$ 2,232.99	
Library Fund	\$ 125.57	\$ 64.78	\$ -		\$ 190.35	
Pastors' Discretionary Reserve	\$ 156,355.09	\$ 7,896.17	\$ 10,692.08		\$ 153,559.18	
Sabbatical Coverage (Reserve)	\$ 600.00	\$ -	\$ 600.00		\$ 0.00	
Sr Pastor's Advanced Education Fund	\$ 5,181.27	\$ -	\$ 5,181.27		\$ 0.00	
Staff Education	\$ 1,512.37	\$ -	\$ 300.00		\$ 1,212.37	
Associate Pastor Fund	\$ 27,639.53	\$ -	\$ 17,910.00		\$ 9,729.53	
Subtotal Special Funds - Approval Not Needed by Council	\$ 234,400.88	\$ 18,003.33	\$ 48,206.46		\$ 204,197.75	
Miscellaneous Funds						
Dividend/Market Gain on Special Funds	\$ 26,364.28	\$ -	\$ -	\$ 25,400.07	\$ 51,764.35	
Columbarium2022/Niche Receipts	\$ (102,234.61)	\$ 5,292.75	\$ 1,883.99		\$ (98,825.85)	
Prepaid Pledges/Gifts	\$ 69,140.00	\$ 66,867.50	\$ 48,140.00		\$ 87,867.50	
Solar Project 2018/GMP Credits	\$ (31,563.02)	\$ 5,785.00			\$ (25,778.02)	
Steeple Painting 2018/VTEL Receipts	\$ (65,703.86)	\$ 8,335.50	\$ -		\$ (57,368.36)	
Subtotal Miscellaneous Funds	\$ (103,997.21)	\$ 86,280.75	\$ 50,023.99	\$ 25,400.07	\$ (42,340.38)	
Pass Through Accounts	\$ 392.93	\$ -	\$ 392.93		\$ 0.00	
Total - All Special Funds	\$ 331,910.47	\$ 104,650.38	\$ 122,994.97	\$ 25,400.07	\$ 338,965.95	
Other SCHWAB Funds						
Community Suppers Investment Acct (Level 2)	\$ 249,760.26	\$ -	\$ 31,689.00	\$ 24,518.42	\$ 242,589.68	
Short Term Building Care & Maintenance MM Acct	\$ 53,149.75	\$ 20,000.00	\$ 61,626.00	\$ 1,290.24	\$ 12,813.99	

The Congregational Church of Middlebury, UCC
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Summary of Financial Condition

Summary of Financial Condition

Congregational Church of Middlebury, UCC

31-Dec-25

Assets

Cash - National Bank of Middlebury Checking Account	\$ 28,733	Balance
Special Fund - Special Funds MM - Schwab Account	\$ 48,112	Fair market value
Special Fund - Community Suppers - Schwab Account	\$ 242,590	Fair market value
Special Fund - Bldg Care & Maint MM - Schwab Account	\$ 12,814	Fair market value
Special Fund - Special Funds - Schwab Account	\$ 290,484	Fair market value
Acorn Energy Solar 2 Investment - Shoreham	\$ 46,400	Estimated fair market value
Endowment - Fiscal Account - Schwab Fiscal	\$ 738,001	Fair market value
Endowment - Fiscal Account - One Day in July	\$ 703,211	Fair market value
Endowment - Restricted - Schwab Restricted	\$ 267,828	Fair market value
Endowment - Bldg Care & Maint - Schwab Bldg	\$ 1,121,439	Fair market value
Church building(s)	\$ 3,245,850	Addition Valued at original cost; other property valued at \$1
Other Assets	\$ -	
Total Assets	\$ 6,745,463	

Liabilities

Notes Payable to Bank	\$ -
Notes Payable to Others	\$ -
Other liabilities	\$ -
Total Liabilities	\$ -

Net Worth	\$ 6,745,463
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Total Liabilities and Net Worth	\$ 6,745,463
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**Please note that Endowment Holdings are a combination of restricted and unrestricted funds, and managed in accordance with the guidelines provided by individual donors. As such, Endowment Holdings are not readily available funds for any purpose.*

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Investment Committee Report

**2025 INVESTMENT COMMITTEE REPORT
FOR THE CHURCH ENDOWMENT ACCOUNTS**

Endowment funds are used to maintain our facilities and provide programs for future generations. Gifts totaling \$40,800 were deposited into the endowment accounts this year and market appreciation increased the value as well. At the end of the year, total assets grew by 16.9% or \$409,185.

Withdrawals from the Fiscal and Restricted Accounts equal to 4% of the average of the year-end balances for the previous five years supported the operating budget. In 2025 the Fiscal Account provided \$47,676 to MiddUCC's operating budget.

The Fiscal account was split into two sub accounts at the end of April, 2022. \$500,000 was transferred into the Green account. The Green Account's investment strategy emphasizes industries with a lower environmental footprint.

The Restricted Account continues to house the gifts which are donor designated for specific purposes. For example, flowers for worship, the Christmas Fund, pastoral care, and music.

12-31-2025 BOOK VALUE & MARKET VALUE OF ENDOWMENT FUNDS

Fiscal Account -- Unrestricted Use	Book Value	Market Value
May Withdraw Income Only	85,836	246,135
May Withdraw Income and Principal	<u>574,987</u>	<u>1,195,077</u>
Total Fiscal Account 12/31/2025	\$ 660,823	\$ 1,441,212
Building Account -- Restricted Use	Book Value	Market Value
May Withdraw Income Only	360,372	695,096
May Withdraw Income and Principal	<u>289,162</u>	<u>426,342</u>
Total Building Account 12/31/2025	\$ 649,534	\$ 1,121,439
Restricted Account -- Restricted Use	Book Value	Market Value
May Withdraw Income Only	103,379	241,029
May Withdraw Income and Principal	<u>10,780</u>	<u>26,799</u>
Total Restricted Account 12/31/2025	\$ 114,159	\$ 267,828
Total Endowment	\$ 1,424,516	\$ 2,830,479

The Congregational Church of Middlebury, UCC
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FISCAL ACCOUNT -- General Endowment

The Church's general endowment, consisting of unrestricted funds

2025 SUMMARY	Schwab Intelligent Portfolio
Beginning Balance 1/1/2025	\$ 653,041
Additions:	
Deposits (+)	10,300
Investment Return:	
Dividends & Interest	21,849
Market Gains & Losses	<u>100,487</u>
Total Investment Return	<u>122,336</u>
Total Additions	\$ 132,636
Subtractions:	
Withdrawals	<u>(47,676)</u>
Total Subtractions	<u>(47,676)</u>
Schwab Fiscal Ending Balance 12/31/2025	<u>\$ 738,001</u>

2025 SUMMARY	Green Fiscal Account (Environmental)
Beginning Balance 1/1/2025	624,667
Additions:	
Deposits (+)	0
Investment Return:	
Dividends & Interest	11,212
Market Gains & Losses	<u>70,583</u>
Total Investment Return	<u>81,795</u>
Total Additions	\$ 81,795
Subtractions:	
Withdrawals: (Management Fee)	<u>(3,251)</u>
Total Subtractions	<u>(3,251)</u>
Green Fiscal Ending Balance 12/31/2025	<u>\$ 703,211</u>

Total Combined Fiscal Accounts **\$ 1,441,212**

The Congregational Church of Middlebury, UCC
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CARE AND MAINTENANCE OF CHURCH BUILDING ACCOUNT

Funds designated for the preservation and maintenance of the church building.

2025 SUMMARY Schwab Intelligent Portfolio

Beginning Balance 1/1/2025 \$ 928,549

Additions:

Deposits (+)	<u>12,500</u>
Investment Return:	
Dividends & Interest	32,911
Market Gains & Losses	<u>147,479</u>
Total Investment Return	<u>180,390</u>
Total Additions	\$ 192,890

Subtractions:

2025 Withdrawals	<u>0</u>
Total Subtractions	<u>0</u>

Schwab Fiscal Ending Balance 12/31/2025 \$ 1,121,439

RESTRICTED ACCOUNT

Funds for specified purposes, such as for flowers , music, and Christmas fund.

2025 SUMMARY Schwab Intelligent Portfolio

Beginning Balance 1/1/2025 \$ 215,037

Additions:

Deposits (+)	18,000
Investment Return:	
Dividends & Interest	7,474
Market Gains & Losses	<u>34,577</u>
Total Investment Return	<u>42,051</u>
Total Additions	\$ 60,051

Subtractions:

2025 Withdrawals	<u>(7,260)</u>
Total Subtractions	<u>(7,260)</u>
Restricted Ending Balance 12/31/2025	\$ 267,828

Total Combined All Three Major Accounts \$ 2,830,479

The Congregational Church of Middlebury, UCC
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<u>NAMED GIFTS in the FISCAL ACCOUNT</u>			2025		
Name	Gift Year	Latest Year	New Gifts	Book Value Donor's Gift	Type
<i>May Withdraw Income Only</i>				85,836	I
<i>May Withdraw Income and/or Principal</i>				574,987	IP
TOTAL FISCAL ACCOUNT December 31, 2025				660,823	~
Baker, Margaret Knight	2005			\$16,950	IP
Beckwith, Abby	1899			\$1,000	I
Beckwith, Julia	1887			\$500	I
Beers, Doris Katherine	2013			\$110,850	IP
Birdsall, Sophia Smith	1977	1984		\$1,200	I
Brewster, Charlotte Bass	1923			\$100	IP
Brown, David H.	1973			\$2,871	IP
Bryant, E. C. & Blossom	1954	1958		\$2,000	I
Burgess, Ruth	1998			\$500	IP
Button, Charles	1957			\$264	IP
DeAnguera, Helen	1995			\$20,000	I
Dickens, Sara Smith	1954			\$1,065	IP
Duff, Helga	1978			\$3,412	IP
Eddy, Elfrida	1966			\$3,000	IP
Elliot, Ralph A.	1982			\$2,500	IP
Fletcher, Paris (Transferred 3/4/2014)	1989			\$100,000	IP
Foster, Esther	1969			\$1,000	I
Helen & Howard Foster Fund	2009	2010		\$11,000	I
Gregory, Mr. & Mrs. J. Angus	1995			\$1,000	IP
Hagar, May W.	1973			\$22,574	I
Heinrichs, Dorothy P.	1981			\$3,000	IP
Holmes, Marion E.	1994			\$4,158	IP
Houston, John	1933			\$1,000	I
Hubbard, Ruth	1979			\$200	IP
Hunt, Hilda	1979			\$500	IP
Johnson, Rev. Roland V. E.	1994			\$3,000	IP
Lee, Charles	1959			\$50	IP
Louthood, Janette	1949			\$2,500	IP
Manchester, Mary	1963			\$1,000	IP
Mead, Albert D.	1948			\$2,000	IP
Minnie Hemenway Mead Fund	1942	1950		\$500	I
Munroe, Charles A.	1959			\$47,428	IP
Nichols, Jane	1912			\$500	IP
Peck, Susan	1965			\$500	IP
Phelps, Mary	1949			\$500	IP
Reger, Dr. Willard	1995			\$1,000	IP
Rikert, Carroll & Jane (The Wilson Fund)	1976	2016		\$5,014	IP
Jeanette & Harry Schofield Memorial Fund	2009			\$10,000	I
Sears, Arthur W.	2018			\$100,573	IP
Slocum, Drs. Howard I. & Julia W.	1993	2001		\$7,200	IP
Jennifer H Smith Children & Youth Memorial Fund	2025		\$10,300	\$10,300	I

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NAMED GIFTS in the FISCAL ACCOUNT			2025		
Name	Gift Year	Latest Year	New Gifts	Book Value Donor's Gift	Type
Starr, Emily	1898			\$4,763	I
Stewart, Philip	1946	1950		\$2,553	IP
Terrill, Rice M.	1985			\$2,000	IP
Twitchell, Ella	1948			\$3,823	IP
Ufford, Paige & Doris	2006	2012		\$14,700	IP
Warren, William & Kerrin	2017			\$40,773	IP
Wells, Barbara	2019			\$85,903	IP
Charles Baker Wright Memorial Fund	1948	1952		\$3,600	IP
			Total	\$660,823	~
Values shown above are the original gifts and do not represent their current market value.					

NAMED GIFTS: CARE AND MAINTENANCE OF CHURCH BUILDING					
Name	Gift Year	Latest Year	New Gifts	2025	
				Book Value Donor's Gift	Type
<i>May Withdraw Income Only</i>				\$365,372	I
<i>May Withdraw Income and/or Principal</i>				\$284,162	IP
Total Building Account				\$649,534	
Battell, Joseph	1916			\$1,000	I
Bliss, Steve - Memorial Fund	2021			\$250	I
Bowles, Robert D. - Fund (Transf'd 3/4/14)	1985			\$100,918	I
Burns, Richard	1974	1978		\$1,039	I
Russell Carpenter Memorial Fund	2022	2025	\$2,500	\$15,760	I
Collins, Dr. Ray - Fund (Transf'd 3/4/14)	1988			\$31,405	I
Congregational Campaign Fund	2024			\$170,041	IP
Freeman, Ruth - Memorial Fund	1985	1997		\$16,729	IP
Kathryn Kern Church Maintenance Endowment	2024			\$50,000	IP
Norman & Edith Olmstead Church Building Fund	2025		\$5,000	\$5,000	I
Porter, William (by Congregation Vote)	1928			\$5,000	I
Saul, Sue Wiilams	2019			\$200,000	I
Stewart, Emma	1928			\$20,000	IP
Stilling - Memorial Fund	2004			\$2,392	IP
Tenny, John - Memorial Fund	2025		\$5,000	\$5,000	I
Woodcock, Alice	1965			\$25,000	IP
			Total	\$12,500	\$649,534
Values shown above are the original gifts and do not represent their current market value.					

The Congregational Church of Middlebury, UCC
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NAMED GIFTS in the RESTRICTED ACCOUNT			2025		
NAME	Gift Year	Latest Year	New Gifts	Book Value Donor's Gift	Type
			<i>May Withdraw Income Only</i>	\$103,379	I
			<i>May Withdraw Income and/or Principal</i>	\$10,780	IP
TOTAL FISCAL ACCOUNT December 31, 2025					\$114,159
Flowers for Worship					
Beers, Douglas	1989			\$1,000	IP
Benedict, Christine Lapan	1993			\$1,921	I
Novak, Mr. & Mrs. Joseph (for Easter)	1986			\$500	IP
Saul, George & Sue Williams Saul	2004	2019		\$43,500	I
Slator, William	1978			\$5,000	I
Swett, Phelps & Eleanor (Feb., Mar., & Apr.)	1980	1982		\$1,200	I
Ruth and Stanley Wright Memorial Flower Fund	1983			\$500	I
				\$53,621	
Deacons (Discretionary Fund)					
Denton, Irving L.	1957			\$200	I
Manchester, Mary	1963			\$465	IP
				\$665	
Munroe Christmas Fund					
Munroe, Charles A.	1959			\$14,696	I
Pinney, Edna	1973			\$500	I
Duff, Helga	1978			\$1,000	IP
				\$16,196	
Munroe Beckwith Fund for the Needy					
Munroe, Charles A	1956			\$3,000	I
Beckwith, Abby	1899			\$186	I
				\$3,186	
Music					
Albert Hunt Ewell Music Fund	2015			\$6,815	IP
Organ					
Susan B. Miner Organ Maintenance Fund	*	1984	2008	\$5,000	I
Income accumulation may be expended.					
Susan B. Miner Organ Endowment Fund	*	2006	2008	\$5,000	I
Given in memory by Richard C. Hubbard.					
				\$10,000	
Other					
Collins, Edwin & Ruth (Library Books)	1935			\$500	IP
Munroe, Charles A. (Mausoleum Upkeep)	1959			\$4,676	I
Nuovo, Betty and Victor (Pastor Discretionary Fund)	2025		\$6,000	\$6,000	I
Reed, Bernice (Board of Pastoral Care)	1977			\$500	IP
Jennifer H Smith Children & Youth Memorial Fund	2025		\$12,000	\$12,000	I
				\$23,676	
TOTAL RESTRICTED ACCOUNT December 31, 2025					\$114,159

Values shown above are the **original gifts** and do not represent their current **market value**.

The Congregational Church of Middlebury, UCC
2025 Annual Report

