

# The Congregational Church of Salisbury

UNITED CHURCH OF CHRIST

*Meeting in Grace • Transformed by Love • Serving with Joy*



## The 281<sup>st</sup> Annual Meeting, Part I

Sunday, 26 October 2025



## Vision

Meeting in Grace;  
Transformed by Love;  
Serving with Joy

## Mission

The purpose of this Church shall be to bind together followers of Jesus Christ in the love of God and of neighbor through the worship of God in Christ, the development of Christian character and fellowship and the extension of the principles of the Christian faith. (Church Bylaws, Article II)

## Covenant Prayer

Dear God,

As we gather to discern your will,  
Let our church be a place where we learn about love  
and practice it, in keeping with our Covenant;

Where we envision peace,  
and work through open  
and honest communication to build it;

Where we strive to find harmony  
and uphold the dignity of all,  
while benefiting from our differences.

May we listen without judgment,  
use words with care,  
and exercise patience as we deliberate.

May your Spirit grant us  
the courage, power and grace we need  
to make decisions for the good of all.

It is in Christ's name that we pray:  
Amen.

## Call to Meeting

The 281<sup>st</sup> Annual Meeting, Part I, of the Congregational Church of Salisbury, United Church of Christ, will be held following the 10am worship service on Sunday, 26 October 2025, for the purpose of:

1. Discussion and vote on the 2026 budget;
2. Discussion and vote on the Nominating Committee;
3. Any other business that needs to come before the congregation.

All Covenant Partners of the Church are requested to attend, participate, and vote. All friends of the church are encouraged to attend and participate.

## Agenda

- I. Call to Order
- II. Opening Prayer
- III. Presentation of Minutes from previous meeting
- IV. Moderator's remarks
- V. Presentation of 2025 budget
- VI. Presentation of Nominating Committee slate
- VII. Pastor's report
- VIII. Closing Prayer

## Minutes of the 280<sup>th</sup> Annual Meeting, Part II

The 280<sup>th</sup> Annual Meeting, Part II of the Congregational Church of Salisbury, UCC was held following the worship service on Sunday, 27 April 2025.

- I. **Opening Prayer** (C. Noyes, Moderator)  
All present joined moderator Charlie Noyes in reciting the Covenant Prayer.
- II. **Call to Order** (C. Noyes)  
Having determined that a quorum was present (20% of Church membership), C. Noyes called the meeting to order.
- III. **Minutes of Previous Meeting**  
Motion to accept the minutes of the 280<sup>th</sup> Annual Meeting, Part I: made by Theresa Carroll; seconded; and approved by voice vote.

IV. **Moderator's remarks** (C. Noyes)

- A. Appreciation for Betsy Beck, former moderator.
- B. Goal of implementation of Action Plan: Of the 78 objectives cited on the Action Plan, we are currently implementing or actively involved with 50 objectives (64% of the objectives) 8 months into a 5-year cycle.
- C. Accessibility Project: being designed by Sarah and Joe Lesch and the design is being finalized. We are working with a professional engineer in town who is volunteering his expertise and services. Additionally, a friend of the church has volunteered his expertise and services for the landscaping of the final project. The design was accepted by the Historic District Commission.
- D. Encouragement to read the Annual Reports, which reveal the remarkable ministries happening in this place.
- E. Quoting an email from Betsy Beck, sent to Charlie and Pastor John: "As I was walking back to my car after the rally on the white heart lawn, I bumped into Jay Bradley, who now plays with the Bell Choir. He also teaches in several other local school music programs. ... As we stood there in the pouring rain lamenting the state of the world, he said, 'This place, going to this church is really where it's happening in Salisbury.' He had been at the Public Conversation of Consequence last Sunday. ... Thank you both for all you do to help people know exactly how much great stuff is happening at our church. That message is being spread by you and by others, and you are making it come alive. So thank you."

V. **Committee Reports**

Motion to accept the reports of Boards and Committees made by Lorna Edmundson, seconded, and approved by voice vote.

VI. **Election of Officers and Committees**

Emily Elliot, Nominating Committee chair, presented and moved the slate of officers and board and committee members. Motion seconded; approved by voice vote.

VII. **Pastor's Remarks**

- A. Thanks to each of you for this church's fidelity to its mission, and the good energy that is being poured into putting feet and hands to the words on the page and moving that really splendid work of creating this new mission into reality.
- B. Gratitude to church leaders, with special thanks to those leaving their roles as officers and board and committee members — including Jano Fairservis, of blessed memory, who is now probably telling jokes at the heavenly feast.
- C. Appreciation for Jenn Oberto, who is moving from the area and will be leaving her job as Church Administrator.

VIII. **Closing Prayer** (Pastor John)

IX. **Adjournment** (C. Noyes)  
Meeting adjourned at 11:41am.

Respectfully submitted,  
Elizabeth Wing, *Church Clerk*

## 2026 Budget Narrative

### Revenue

As we prepare for 2026 with the adoption of a budget, it seems appropriate to begin by giving thanks for the accomplishments and generosity of the Congregation in 2025. We can take pride in our growing array activities here in the community, including CROP Walk, our series of Community Conversations, Trail Magic for AT hikers, Kids Night Out, Fall Festival and support for four young Afghan women who sought refuge here. Equally inspiring are the financial contributions to 45 different charitable organizations at home and abroad. And last, but certainly not least, our visible leadership in Salisbury on climate sustainability. These accomplishments stem from many willing, capable and loving hands, focused leadership, and careful financial stewardship.

### *Pledging*

2024:	\$196,000
2025:	\$212,200
Goal for 2026:	\$227,500, up 7%

Pledges from Covenant Partners and others are in many ways the most important component of our financial resources. While the draw from our endowment is currently larger—and ensures we can cover our most essential staff and building expenses—annual pledges are the difference between a robust program of outreach and support in the face of growing need in the world and standing still. Growth in recent years in the amount pledged has been significant—growing 14% in 2025 alone. Next year’s goal of \$227,500 is ambitious, but achievable. The Stewardship Committee hopes we can is that we can encourage more members and friends of the Congregation to make a pledge commitment of any size. Knowing in advance what we can expect to raise for the year

### *Other contributions*

Important to note is that Light of Service is not included in the Operating Budget. It is distributed as collected, so has no budget per se. It has, however, become an important source of benevolences for the church, and something in which we can all take pride. One impact on the budget to note is that we now receive fewer non-pledge donations, but the significant growth in pledges has helped ensure we have the revenue we need for church operations.

### ***Draw from Endowment***

Held at 4%, allowed for \$7,000 increase. Trustees believe we must go no higher with the draw to maintain the stability of the endowment, which is both our inheritance from those who came before us and our legacy to the church's future

### ***Other Revenue***

The budget now reflects the full effects of the Green Team Project, with both enhanced revenue and reduction in costs (some exceptions explained below). We get revenue quarterly from Eversource for the power we generate, as well as from Flo, the provider of our EV charging system.

### ***Total Revenue:***

2024 Actual:	\$538,495
2025 Budget:	\$538,495
2026 Budget:	\$582,250

## **Expenses**

Candidly, this budget was more challenging to balance than the last two years. We have ambitious goals. Though the budget requires some tradeoffs, it responsibly balances our several objectives: growth in the activity and vibrancy of the congregation; greater impact in our community and the wider world; taking care of our staff; and finally, stewardship of our historic building.

### ***Compensation***

The Trustees have approved a 4% increase for our salaried staff, which is in line with many similar organizations, resulting in an increase in payroll of \$234,136 to \$236,830. Other Personnel Expenses similarly will rise \$113,381 to \$117,730.

### ***Benevolences***

Aside from the expenses for our staff, Benevolences is the largest expense category. Budgeted benevolences are set to rise to \$66,250 in 2026, up from \$60,250 in 2025. However, it is critical to understand that this is just a portion of the congregation's giving. It does not include benevolences from the Epiphany Fund, the Pastor's Benevolence Fund, Fall Festival, Light of Service, and the CROP Walk.

### ***Ministry Support (Administrative expenses)***

This will remain similar to 2025, including the inclusion of \$3,600 for the hosting of our new website.

### ***Maintenance & Repairs***

These are expected to be in line with the *budgeted* amount for 2025 at \$17,800. The actual expenses in 2025 have benefited from a large credit in connection with the rebate we received when we removed the vermiculite out of the attic in 2024.

### Utilities

Utilities are always tricky to budget, due to weather variations. The very cold weather in late 2024 and early 2025 led to more significant heating expenses for both electricity and the propane system that kicks in when the cold is great than the heat pump can handle. As we learn about our new heat pump HVAC system, we are managing its unique characteristics more effectively.

### Program Expenses (Music, Education, Hospitality & Deacons)

This category of expense is the heart of our onsite activities, and while seemingly modest in comparison to other categories, it is critical to the objective of the Council and the Trustees to steadily expand the resources for outreach and engagement. This year we have increased the music budget by \$2,400 to fund the Friday Music program, continued growth in funding for religious education (especially the activities of the Youth Group) and included new funds in the Hospitality budget for eight Wednesdays of Trail Magic for AT hikers here at the church.

### Insurance

Our broker has advised us to increase our budget for insurance by 12% this year — which is better than I had feared it might be, given what’s going on in the insurance industry.

### Reserves

The amount we set aside in the budget to add to our reserve for capital spending will remain flat at \$40,000 for the year.

Respectfully submitted,  
Janet Offensend, *Treasurer*

## Proposed Budget 2026

	<i>Final 2024</i>	<i>8/31/25 Year to date</i>	<i>Budget 2025</i>	<i>Budget 2026</i>
<b>Income</b>				
<b>4997 · Draw from Special Music Fund</b>			<b>2,000</b>	<b>2,000</b>
<b>4999 · Draw from Endowment</b>	<b>305,000</b>	<b>205,833</b>	<b>310,000</b>	<b>317,000</b>
<b>4000 · Contributions Income</b>				
4002 · Pledges	196,106	175,014	192,000	227,250
4007 · Donations - Other	29,522	5,927	48,000	27,000
4068 · Gifts in Mem, spec anon				
<b>Total 4000 · Contributions Income</b>	<b>225,628</b>	<b>180,941</b>	<b>240,000</b>	<b>247,250</b>
<b>4040 · Rental Income</b>				
4043 · Other rental income	3,240	2,700	2,500	4,000

	<i>Final 2024</i>	<i>8/31/25 Year to date</i>	<i>Budget 2025</i>	<i>Budget 2026</i>
4050 · Miscellaneous Income				
4053 ZREC & Flo Income	4,626	2,363	4,000	5,000
<b>Total . Rental &amp; Misc Income</b>	<b>7,866</b>	<b>5,063</b>	<b>6,500</b>	<b>9,000</b>
<b><i>Total Income</i></b>	<b>538,495</b>	<b>391,837</b>	<b>558,500</b>	<b>582,250</b>
<b><i>Expenses</i></b>				
<b>5000 · Compensation</b>				<b>4.00%</b>
5011 · 1 Minister	81,632	66,114	85,023	<b>88,424</b>
5012 · 2 Music Director	44,707	30,996	46,563	<b>48,426</b>
5013 · 3 Sexton	14,148	9,688	16,122	<b>16,767</b>
5015 · 5 Bell Choir	6,001	4,168	6,250	<b>6,500</b>
5016 · 6 Guest Ministers	250	1,250	1,500	<b>1,500</b>
5021 · Church Administrator	46,292	39,217	51,408	<b>48,960</b>
5014 · Education	11,823	10,688	9,085	<b>9,403</b>
5026 · Youth Discussion Group Leader			1,800	2,700
5014 Sunday School Assistant	1,020		3,000	3,250
New: Youth Group Assistant			1,260	900
5018 · Guest Musicians (Sundays)	2,100	1,550	5,125	10,000
5029 · Cantor	7,026	600	7,000	-
<b>Total 5000 · Compensation</b>	<b>214,999</b>	<b>164,264</b>	<b>234,136</b>	<b>236,830</b>
<b>5030 · Other Personnel expenses</b>				
5031 · Minister Health Ins	21,802	15,245	24,000	24,000
5032 · Minister Pension	16,411	12,164	17,920	18,637
5033 · Minister Travel	3,453	8	3,000	3,000
5034 · Minister Housing	30,829	24,741	42,163	43,849
5035 · Minister Tax Reim	18,751		9,793	10,119
5036 · Employee Health Ins	-		-	-
5039 · Employee Pension/Benefits			1,164	2,434
5037 · Social Security	12,538	7,282	8,741	9,091
5038 · Worker's Comp	570		1,600	1,600
5055 · Minister Prof Exps/Cont Ed	1,345	385	3,000	3,000
5056 · In-service staff training	100		1,500	1,500
5030 · Other Personnel expenses - Other			500	500
<b>Total 5030 · Other Personnel expenses</b>	<b>105,799</b>	<b>59,824</b>	<b>113,381</b>	<b>117,730</b>

	<i>Final 2024</i>	<i>8/31/25 Year to date</i>	<i>Budget 2025</i>	<i>Budget 2026</i>
<b>6100 · Ministry Support</b>				
6105 · Equip Rental - Copier	5,552	3,682	6,000	6,000
6106 · Bank and Credit Card Fees	1,043	954	1,000	1,000
6111 · Computer and Technology	2,057	1,171	6,000	2,500
6112 · Publicity and Marketing	4,186	4,009	5,000	5,000
6115 · Telephone	3,164	2,281	3,000	3,500
6120 · Other (inc. new website, '24/25)	4,683	4,659	1,000	4,600
6125 · Supplies	1,382	565	2,000	1,500
6130 · Postage	487	272	400	400
6140 · Payroll Costs	1,769	366	2,000	2,000
<b>Total 6100 · Ministry Support</b>	<b>24,323</b>	<b>17,595</b>	<b>26,400</b>	<b>26,500</b>
<b>6200 · Maintenance &amp; Repairs</b>				
6201 · Church Maintenance	13,594	4,247	10,000	10,000
6202 · Custodian Supplies	1,111	1,029	1,000	1,800
6205 · Church Repairs	(646)	(2,558)	6,000	6,000
<b>Total 6200 · Maintenance &amp; Repairs</b>	<b>14,059</b>	<b>2,718</b>	<b>17,000</b>	<b>17,800</b>
<b>6250 · Utilities</b>				
6251 · Electricity - Church	200	8,826	-	1,000
6252 · Electricity - Lot	602	405	600	650
6253 · Fuel - Church	1,401	4,353	400	
6257 · Water & Sewer	791	467	700	800
6259 · Propane - Church			100	2,000
<b>Total 6250 · Utilities</b>	<b>2,994</b>	<b>14,051</b>	<b>1,800</b>	<b>4,450</b>
<b>6300 · Program Expense</b>				
6302 · Bell Choir	6		500	250
6303 · Deacons	378	517	2,900	1,000
6304 · Music				
6312 Concerts/Events	11,063	965	6,600	9,000
6304 Music - Other	1,786	966	3,500	3,500
6305 · Organ and Piano	1,699	912	1,000	1,800
<b>6304 · Music-total</b>	<b>14,548</b>	<b>2,843</b>	<b>11,100</b>	<b>14,300</b>
6306 · Religious Education	1,663	258	5,375	6,375
6330 · Hospitality	5,186	2,767	6,500	7,500
<b>Total 6300 Program Expense</b>	<b>21,781</b>	<b>6,385</b>	<b>26,375</b>	<b>28,175</b>

	<i>Final 2024</i>	<i>8/31/25 Year to date</i>	<i>Budget 2025</i>	<i>Budget 2026</i>
<b>6700 · Insurance - Fire, Liability...</b>	<b>18,615</b>	<b>16,265</b>	<b>29,670</b>	<b>33,230</b>
<b>6701 · Accountants &amp; Professional Fees</b>	<b>6,947</b>	<b>6,403</b>	<b>8,000</b>	<b>9,000</b>
<b>6800 · Reserves</b>				
6803- Capital Reserve Contribution	35,000	26,667	40,000	40,000
6805 · Sab-Ed Res - Minister	1,000	667	1,000	1,000
<b>Total 6800 · Reserves</b>	<b>36,000</b>	<b>27,334</b>	<b>41,000</b>	<b>41,000</b>
6900 - Miscellaneous				
<b>7000 · Benevolences</b>				
7001 · Our Church's Wider Mission	24,415		24,000	28,000
7011 · Christian Action	20,351	20,291	21,250	23,250
7012 · Bridgeport	4,622	4,000	4,000	4,000
7013 · Deacons Discretionary	831	1,690	1,000	1,000
7014 · Silver Lake	10,000	1,390	10,000	10,000
Other	1,756	362		
<b>Total 7000 · Benevolences</b>	<b>61,975</b>	<b>27,733</b>	<b>60,250</b>	<b>66,250</b>
7030 · Membership				
<b><i>Total Expenses</i></b>	<b>508,468</b>	<b>342,572</b>	<b>558,012</b>	<b>582,215</b>
<b><i>Net Revenue</i></b>	<b>30,027</b>	<b>49,265</b>	<b>488</b>	<b>35</b>



## The Congregational Church of Salisbury

UNITED CHURCH OF CHRIST

*Meeting in Grace • Transformed by Love • Serving with Joy*

30 Main Street | P.O. Box 392 | Salisbury, CT 06068 • 860-435-2442

email: [welcome@salisburyucc.org](mailto:welcome@salisburyucc.org) • web: [salisburyucc.org](http://salisburyucc.org)

Office Hours: 8:30am – 1:30pm, Monday-Friday