

**GLEN RIDGE  
CONGREGATIONAL CHURCH  
ANNUAL REPORT  
2024**



**As issued at the Annual Meeting  
Sunday, February 23, 2025**

**IN ACCORDANCE WITH ARTICLE VIII, SECTIONS 1 AND 4 OF THE CONSTITUTION OF THE GLEN RIDGE CONGREGATIONAL CHURCH; THE ANNUAL MEETING OF THE CONGREGATION IS CALLED FOR SUNDAY, FEBRUARY 23, 2025, TO MEET AT 11:15 AM FOR:**

- 1. THE ELECTION OF OFFICERS**
- 2. VOTING ON THE 2025 BUDGET**
- 3. THE TRANSACTION OF SUCH OTHER BUSINESS AS MAY COME BEFORE THE MEETING.**

**Meeting held in-person in Robinson Hall and via Zoom.**

**Carol Harpster**

*Carol Harpster*

**Secretary**

## **THE COVENANT OF THE GLEN RIDGE CONGREGATIONAL CHURCH**

We covenant with God and one another to be the church of Jesus Christ, loving God and our neighbors. With God's help:

- We shall come together to glorify and worship God, proclaim the Good News of Jesus Christ and celebrate God's presence among us;
- We shall teach ourselves and our children the faith of the church and shall together follow in the ways of Christ;
- We shall share our beliefs by word and example and be a welcoming and caring home community where all persons may find their faith;
- We shall grow spiritually, nurture and strengthen each other, share our joys and concerns and treat each other and all people with respect, compassion, and dignity;
- We shall go where God calls us to offer faith and encouragement, extending a helping hand to all God's people;
- We shall participate in the ministries and mission of the United Church of Christ.

Relying on the power of God's Holy Spirit, we go forth to live and serve as Christians.

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Reports not included this year:

Nominating Report

Narrative Budget

**ANNUAL MEETING  
GLEN RIDGE CONGREGATIONAL CHURCH  
February 23, 2025**

**11:15 am in Robinson Hall and via Zoom**

**I. CALL TO ORDER BY MODERATOR** Sherry Brabham

**II. CONVENING PRAYER** Rev. Rusty Eidmann-Hicks

**III. HYMN “ALL ARE WELCOME”**

**IV. CALL TO MEETING BY SECRETARY** Carol Harpster

**V. MINUTES OF THE LAST ANNUAL MEETING**

The minutes of the Annual Meeting held on February 25, 2024 were approved by the Church Council at their February 27, 2024 meeting as authorized by the congregation.

**VI. IN THE LIFE OF CHURCH IN 2024** Sherry Brabham

1. Parish Clerk’s Report Carol Harpster

a. Introduction of New Members

b. Remembrance of Members, family and friends who died in 2024

2. Moderator’s Message Sherry Brabham

**VII. CONFIRMATION OF QUORUM**

**VIII. ACCEPTANCE OF ANNUAL REPORTS**

**IX. NEW BUSINESS**

1. Pastoral Search Update Sherry Brabham

2. Announcement of the H. Bart Brown Bequest Sherry Brabham

3. Approval of the 2025 Budget Pam Figlar

4. Report of the Nominating Committee Sherry Brabham

a. Nominations by petition

b. Election

**X. OTHER BUSINESS**

This is the time for Old Business not previously reported, the *Second Mile Award and the Day One Award*, communications, words of appreciation for the work of the retiring officers, awards, etc.

**XI. MINUTES OF THE CURRENT MEETING**

The Moderator will request a motion to refer the minutes of this meeting to the Church Council for approval.

**XII. THE INSTALLATION OF CHURCH OFFICERS**

**Rev. Rusty:** *Beloved, we’ve voted them in and now we’ve got to bless them in. We’re going to perform an Affirmation of Ministry, which is a way that we as the church can recognize the diverse gifts of all our members and celebrate the particular ministries that each person is called to in our church or out in the world.*

*I ask the newly elected officers and all those who will serve in an official role on the ministries to please come down and join me on the chancel.*

*You have been called by God in accordance with the faith and order of this church to serve among us. You have heard the voice of this congregation and have accepted their call. Do you accept the office to which you have been elected, and will you faithfully discharge its duties as set forth in the Word of God and in the Constitution and Bylaws of the Congregation?*

**Response:** I do and I will, with the help of God.

**Rev. Rusty:** *Do you promise to live fully into your commitment as both a leader of the church and a faithful follower of Jesus?*

**Response:** I do, with the help of God.

**Rev. Rusty:** *Do you promise to exercise your ministry diligently and faithfully, showing God's love in all you do?*

**Response:** I do, with the help of God.

**Question to the Congregation:**

**Rev. Rusty:** *Members of this household of faith, you have heard the promises of our brothers and sisters and siblings in Christ who have answered God's call to service. Let us affirm our intention to live in covenant with them.*

*Do you, the congregation of Glen Ridge Congregational Church, promise to celebrate the call of these newly elected leaders to serve our church?*

**Response:** We do.

**Rev. Rusty:** *Do you promise to live in Covenant with our leaders, being partners, allies, and collaborators in their service?*

**Response:** We do, with the help of God.

**Rev. Rusty:** *Do you promise to love these leaders, to honor their work among us, to pray for their success, and to bless them in good times and in hard times?*

**Response:** We do, with the help of God.

**Rev. Rusty:** *Let us pray. Eternal God, you have called these people to serve you in this household of faith, which you have entrusted to our care and keeping. Send your Holy Spirit on them that they may serve among us with honor and faithfulness. Help them to be diligent in their duties that our church may prosper in the mission you place before it. May their example prove worthy for all of us to follow, as we are united in Christ's ministry, to the glory of your name. Amen.*

**XIII. HYMN      "GUIDE ME, O THOU GREAT JEHOVAH"**

**XIV. MOTION TO ADJOURN THE MEETING**

**XV. BENEDICTION**

Rev. Rusty Eidmann-Hicks

## GLEN RIDGE CONGREGATIONAL CHURCH

### 2025 NOMINATIONS FOR FEBRUARY 2025 ANNUAL MEETING

The Church Council encourages every one of you to participate in the life and mission of GRCC. We truly need your time and talents. Even if you are not an elected member of a specific ministry, we welcome you to attend any scheduled ministry meeting and/or to contribute to any specific, time-limited project that appeals to you. Know that every one of your contributions will make a difference and enhance the life of our church community and the people we serve.

### CHURCH OFFICERS

Position	To Be Elected	Term expires at Annual Meeting
President/Moderator	Sherry Brabham	2026
Vice President	Marcia O'Grady	2026
Secretary	Carol Harpster	2026
Treasurer		2026

### MINISTRIES

#### Adult Education

Chair: Holly Eastman

Members to Be Elected	Term expires at Annual Meeting	Members to be Elected	Term expires at Annual Meeting
David Ellertson	2026	Bob Hodgson	2026
Nadine Pappas	2026	Rita Ellertson	2026
Janet Mack	2026		

Ex-officio and volunteer members: none required

#### AP&P

Chair: Doug Steele

Members to Be Elected	Term expires at Annual Meeting	Members to Elected	Term expires at Annual Meeting
Sharon Harms	2026	Carl Rohling	2026
Dushont Marable	2026	Iryna Carey	2026

Ex-officio and volunteer members: Trustee of the Garden of Memory – Jim Watson.

#### Children & Youth

Chair: Carol Harpster

Members to Be Elected	Term expires at Annual Meeting	Members to be Elected	Term expires at Annual Meeting
Nick Gsell	2026	Win Ansley	2026
Sarah Hoffman	2026	Victoria Solarino	2026
Jill Baker-Ansley	2026	Jerry Melichar	2026
Janet Spoerl	2026	Fara Saathoff	2026

Ex-officio and volunteer members: Director of Children's Ministry – Tyra Brown and Chair of Pilgrim Preschool Board.

## Finance

Chair: Pam Figlar

Members to Be Elected	Term expires at Annual Meeting	Members to be Elected	Term expires at Annual Meeting
Gordon Hunziker	2026	Linda Seyffarth	2026
Dennis Krien	2026	Craig Wood	2026

Ex-officio and volunteer members: Endowment Trustee – Tom Coleman; Jerry Melichar and Joe Harpster.

## Nominating

Chair: TBD.

Members to Be Elected	Term expires at Annual Meeting	Members to be Elected	Term expires at Annual Meeting

Ex-officio and volunteer members: Representative of immediate past president; Representative of Women's Association – TBD.

## Outreach & Mission

Chair: Alicia Harrison

Members to Be Elected	Term expires at Annual Meeting	Members to be Elected	Term expires at Annual Meeting
Francie Starnes	2026	Susan Krein	2026
Susan Hughes	2026	Lynne Palmer	2026
Margo DiStefano	2026		

Ex-officio members: Delegate to the NJ Association and the Central Atlantic Conference: Janet Spoerl.

## Parish Life

Chair: Amy Haggerty

Members to Be Elected	Term expires at Annual Meeting	Members to be Elected	Term expires at Annual Meeting
Patti Gsell	2026	Janet Mack	2026
Jill Baker-Ansley	2026	Barbara Stevens	2026
Win Ansley	2026	Paula Ely	2026
Mollie Gilmore	2026		

Ex-officio and volunteer members: Parish Clerk Carol Harpster and Women's Association Delegates Ann Bronneck and Phyllis Connolly.

## Stewardship

Co-Chairs: Rebecca and David Mitchell

Members to Be Elected	Term expires at Annual Meeting	Members to be Elected	Term expires at Annual Meeting

Ex-officio and volunteer members: Senior Minister and past Stewardship Chairs.

## **Worship**

Co-Chairs: Nicole (Nikki) Ramirez and Wynne Zalewski

<b>Members to Be Elected</b>	<b>Term expires at Annual Meeting</b>	<b>Members to be Elected</b>	<b>Term expires at Annual Meeting</b>
Rita Ellertson	2026	Jim Watson	2026
Sarah Hoffman	2026	Rachel Cromie	2026
Ian Gilmore	2026		

Ex-officio and volunteer members: Senior Minister; Minister of Music Tom Mustachio; Co-Chairs of the Music Committee - David Dik and Jill Simmons

## **OTHER ELECTED POSITIONS**

<b>Position</b>	<b>Members to be Elected</b>	<b>Term expires at Annual Meeting</b>
Parish Clerk	Carol Harpster	2026
Historians	Marcia O'Grady	2026
	Ann Bronneck	2026
Auditor	Joe Harpster	2026
Assistant Treasurers	Chris Ely	2026
	Pam Figlar	2026
	Gordon Hunziker	2026
	Dennis Krein	2026
	Linda Seyffarth	2026
	Craig Wood	2026

## **DELEGATES TO CAC AND NJ ASSOCIATION**

<b>Members to be Elected</b>	<b>Term expires at Annual Meeting</b>
Janet Spoerl	2026



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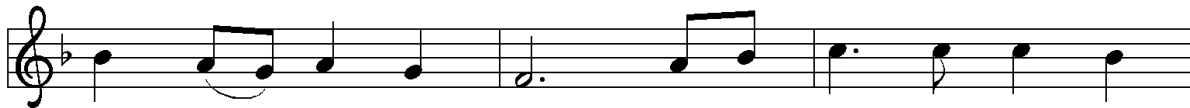
# All Are Welcome



1 Let us build a house where love can dwell and all can safe - ly  
 2 Let us build a house where proph-ets speak, and words are strong and  
 3 Let us build a house where love is found in wa - ter, wine and  
 4 Let us build a house where hands will reach be - yond the wood and  
 5 Let us build a house where all are named, their songs and vi - sions



live, a place where saints and chil - dren tell how  
 true, where all God's chil - dren dare to seek to  
 wheat: a ban - quet hall on ho - ly ground where  
 stone to heal and strength - en, serve and teach, and  
 heard and loved and trea - sured, taught and claimed as



hearts learn to for - give. Built of hopes and dreams and  
 dream God's reign a - new. Here the cross shall stand as  
 peace and jus - tice meet. Here the love of God, through  
 live the Word they've known. Here the out - cast and the  
 words with - in the Word. Built of tears and cries and



vi - sions, rock of faith and vault of grace; here the love of  
 wit - ness and as sym - bol of God's grace; here as one we  
 Je - sus, is re - vealed in time and space; as we share in  
 strang-er bear the im - age of God's face; let us bring an  
 laugh-ter, prayers of faith and songs of grace, let this house pro -



*Refrain*  
 Christ shall end di - vi - sions:  
 claim the faith of Je - sus:  
 Christ the feast that frees us: All are wel - come,  
 end to fear and dan - ger:  
 claim from floor to raf - ter:



all are wel - come, all are wel - come in this place.

Text: Marty Haugen, b. 1950

Music: TWO OAKS, Marty Haugen

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# Guide Me, O Thou Great Jehovah

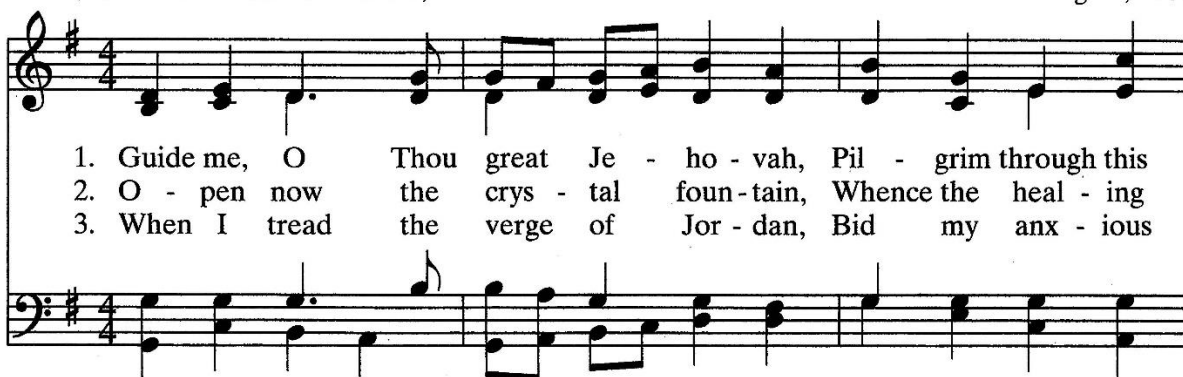
CWM RHONDDA 8.7.8.7.8.7.7

William Williams, 1745

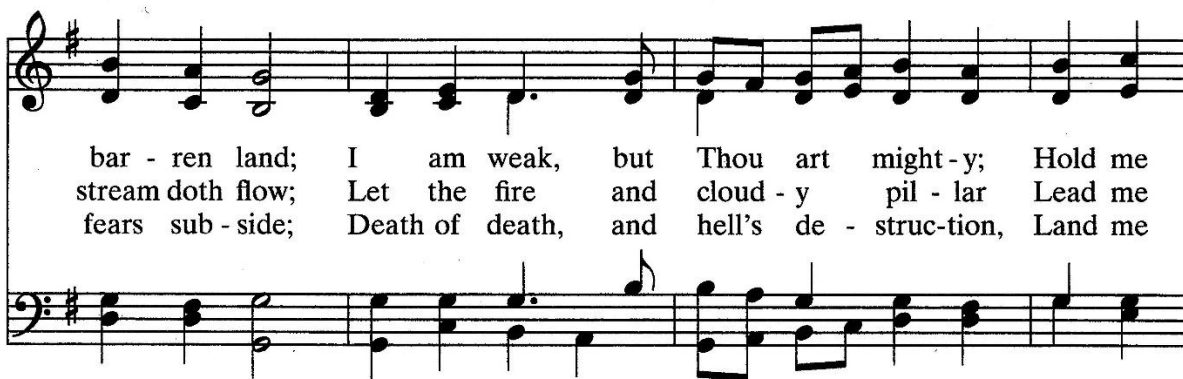
Stanza 1 trans. Peter Williams, 1771

Stanzas 2-3 trans. William Williams, 1772

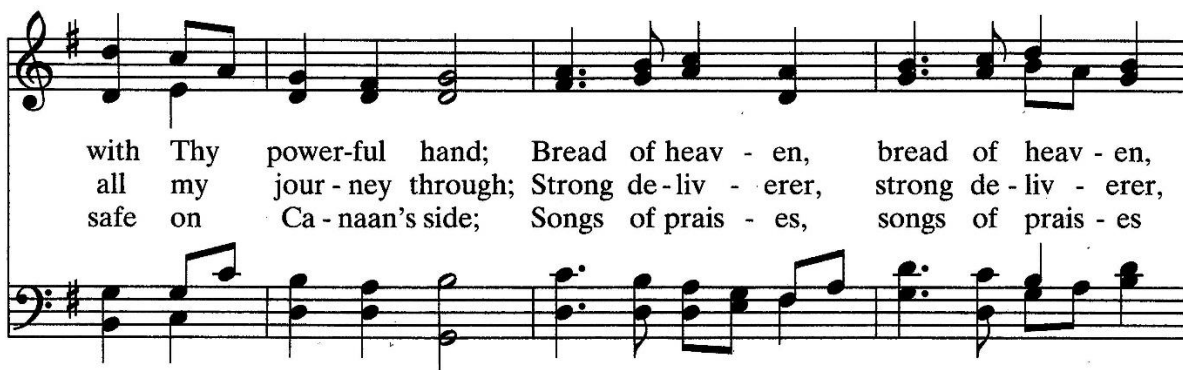
John Hughes, 1907



1. Guide me, O Thou great Je - ho - vah, Pil - grim through this  
2. O - pen now the crys - tal foun - tain, Whence the heal - ing  
3. When I tread the verge of Jor - dan, Bid my anx - ious



bar - ren land; I am weak, but Thou art might - y; Hold me  
stream doth flow; Let the fire and cloud - y pil - lar Lead me  
fears sub - side; Death of death, and hell's de - struc - tion, Land me



with Thy power - ful hand; Bread of heav - en, bread of heav - en,  
all my jour - ney through; Strong de - liv - erer, strong de - liv - erer,  
safe on Ca - naan's side; Songs of prais - es, songs of prais - es



Feed me till I want no more, Feed me till I want no more.  
Be Thou still my strength and shield, Be Thou still my strength and shield.  
I will ev - er give to Thee, I will ev - er give to Thee.

## **BRIDGE MINISTER'S REPORT**

It has been a privilege to return again as a "Bridge Interim" here at GRCC. These past months have been a refreshing re-union with many whom I have known for years, and a chance to meet new folk who are contributing so much to the life of this church. I stepped in following the departure of Rev. Jeff Mansfield, who dedicated his previous five years to his vibrant, creative ministry. His work had a deep, positive impact on the spiritual life and inclusivity of the congregation and its relation with the wider community. I realized that my initial work would be assisting the church on its journey of grief, to celebrate his ministry and to help the church to let go and move on, while also appreciating the many ways that Jeff gave himself fully to building up the church.

What I worried would be a frigid, lame-duck holding pattern, has instead turned out to be a delightful re-joining of a caring community of faithful church members and friends, filled with glorious music, wise leadership and humming activity. What I believed would be a three-month stint has turned into six. I volunteered for another term, sympathizing with how difficult it would be to cobble together visiting preachers for months at a time. Now I am pleased to have agreed, considering how much I have enjoyed reconnecting with this faithful community and its excellent leadership.

So many churches in our New Jersey Association are just limping along, but this church is holding its own, with integrity, creativity and dedication. COVID was not kind to churches, and bouncing back has been rough; our society is not church-friendly these days. But GRCC has proven to be resilient, thanks to skilled staff, an undaunted congregation, and music that shakes the rafters every Sunday.

I am serving part-time, twenty hours a week. This has allowed me to focus on three elements of ministry: worship leadership, pastoral care, and staff management. So, for the purposes of this report, I will describe my work in these areas of ministry.

### **Worship Leadership:**

As I have come up to speed as a worship leader during this interim, I have relearned that worship leadership is a balancing act – working in harmony with my team-mates. These, of course, are the amazing musical offerings coordinated by Tom Mustachio. Tom's music ministry, along with the Chancel Choir and Bell Choirs, consistently offer inspiring and uplifting music that is glorious and spiritually rich. Musicians tend to be perfectionists, because a sour note can sink a performance. Not being a perfectionist, I strive to integrate my participation with that of Tom and the choirs so that it flows in tune with the work of the choir. It has been good exercise for me and I am honored to be able to complement the fine work of the music ministry. I am grateful to Tom for his exacting attention to the creation of the weekly bulletin and oversight of the sound-system and digital streaming technology of the worship services. And I am impressed by his superb concerts and musical programming to the wider community that puts the church on the map and highlights the church's many programs.

### **Pastoral Care:**

One of the challenges of jumping back into this interim ministry has been learning names and whom to call and visit. It has been a joy to visit and get to know so many delightful older church members, who happen to be homebound or going through a health crisis. I am grateful to Jan Spoerl and our staff members: Tyra, Tom, and Alicia for giving me clues about who has pastoral care needs and issues, and whom I should be calling on. This has been valuable and allowed me to reach out to offer pastoral care.

**Staff Management:**

This church is privileged to have such talented and dedicated staff: Tom, Alicia, Tyra, and Octavio. Each are highly skilled in their areas of expertise, and perform their duties with diligence and independence. I admire how complex and demanding their work can be, and the skills involved in making them flow smoothly. My job has been simply to listen and encourage and get out of their way. Tyra Brown has an enormous wealth of knowledge and experience brought to bear on the Children and Youth ministry. Alicia Harrison is a wizard at managing the multitude of tasks involved in administering the church office and buildings. Tom is a musical master and superb at organizing his many choirs, concerts and instrumentalists. Octavio watches out for our aging building with care, able to find easy fixes to expensive, seemingly unsolvable problems. I have benefited from information they shared with me about the church's programming and traditions. The staff have had to shoulder the disruptions and uncertainty associated with this transition of pastoral leadership. It is good that the church leadership has been attentive to the stresses involved and offered encouragement.

I would like to thank Sherry Brabham for her consistent support and excellent communication as the Church Moderator. She has been very sensitive to the shifting needs of the staff and congregation during this interim time. Rebecca and Dave Mitchell ran an upbeat and successful Stewardship Campaign to gather pledges and funds for the future ministries of the church. The Church Council has been steady in its leadership. Carol Harpster has kept the church school and the Pilgrim Preschool running efficiently, even with a bum foot. The Women's Association, under Ann Bronneck, is wonderfully active, running the Rummage and Antique Sale, giving great support to the church. Amy Haggerty who runs Parish Life has developed great programs to build up the community like the Christmas Cookie Exchange and Mexican Night. I've enjoyed working and talking with Jan Spoerl as she runs her Family Faith ministry – fostering a caring community of parents and kids. Many, many thanks!

Rev. Rusty Eidmann-Hicks, Bridge Interim

## MINISTER OF MUSIC'S REPORT 2024

I continue to be grateful to all who participate in our ministry of music – choir members, committee members, and members of the congregation. The congregation is the *Great Choir* of the church. We sing together the great hymns of the church, including music from a variety of styles and periods. We sing in praise, confession, meditation, prayer, and proclamation of our faith. Our music is *people . . . to . . . people*. Thank you for 16 years of mutual ministry.

### Choirs

Choral music is the heart of our program. I am grateful for the ministry of all our choirs. The following individuals have participated in our music ministry during all or part of 2024, which includes portions of two academic years. I apologize for any inadvertent name omissions. Names in bold were promoted to the next level choir in September 2024.

#### CHERUB CHOIR (Grades K–2)

<b>Miriam Ansley</b> <b>Jonathan Jimenez</b>	<b>Lily Moyer</b> <b>Will Schaller</b>	Annabelle Taylor Larkin Tiwari
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#### CAROL CHOIR (Grades 3–8)

Henry Ansley Miriam Ansley Vienna Gilmore Jeremy Jimenez	Jonathan Jimenez Lily Moyer Pia Moyer Avery Ramirez Gabriel Ramirez	Noelle Schaller Will Schaller Rhoda-Jane Taylor Wren Tiwari
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#### CHAPEL BELLS (Grades 3–12)

Henry Ansley Miriam Ansley Vienna Gilmore	Jeremy Jimenez Pia Moyer Avery Ramirez Gabriel Ramirez	Noelle Schaller Rhoda-Jane Taylor Wren Tiwari
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#### CARILLON BELLS (Adults–H.S.)

Karen Augis Deborah Brandell Tom Coleman Janet Dickinson	Patti Gsell Susan Hughes Gordon Hunziker Robin Jimenez Linda Kerr	Jerry Melichar Nikki Ramirez Jill Simmons Wynne Zalewski
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#### CHANCEL CHOIR (Adults–H.S.)

Deborah Brandell Michael Brown Tom Coleman Rachel Creamer Nate Cromie David Dik Rita Ellertson Runyu Feng	Olivia Gasper Mollie Gilmore Bob Hodgson Susan Hughes Robin Jimenez David Kerr Susan Krien Bill McConnell	David Mitchell Deiniol McGovern Nadine Pappas-Wilkes Nikki Ramirez Diane Schaming Jill Simmons Janet Spoerl Elizabeth Taylor
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## GLEN RIDGE CHORAL SOCIETY (Adults–H.S.)

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*Members of the Chancel Choir, plus:*

Lee Adams  
Eileen Arcangeli  
Anthony Azari  
Grace Baumgarten  
Robyn Burns  
Bob Cook

Lisa DeLuca  
Paula Ely  
Pamela Figlar  
Margo Garrison  
Kathleen Kelly  
Jennifer Kohnen  
Sarah Lopez

Mary Lou Malyska  
Beth Mead  
Patrick Preblich  
Bill Schaller  
Cia Siebert  
Matt Tulleson

### Special Thanks to:

- Janet Spoerl, our volunteer Chapel Bell Assistant since September 2023.
- Diane Schaming, for volunteering as assistant director of the Cherub and Carol Choirs, attending weekly rehearsals and performances.
- Deborah Brandell, Chancel Choir/Choral Society President.
- Members of the Music Committee: Deborah Brandell, David Dik, Pamela Figlar, Nikki Ramirez, and Jill Simmons.
- Jill Simmons and Nikki Ramirez, for their dedicated service as our Music Librarians and Jill as our Vestment Supervisor.
- Bill McConnell and Avery Ramirez for their work as Music Library assistants.
- All of our choir parents, who regularly make choir a priority for their family. You are a blessing!
- My colleagues – Pastor Jeff, Reverend Rusty, Tyra, Alicia, Octavio, Vernon, Erika, and Mary J – who share our mutual ministry.

### Music Ministry Highlights

- ✦ **CHANCEL CHOIR** – our adult music leaders, whose care and dedication to their ministry is a great example for our younger choristers. We are blessed with an exceptional adult choir. The Chancel Choir forms the core of the GLEN RIDGE CHORAL SOCIETY.
- ✦ **GLEN RIDGE CHORAL SOCIETY** – for singers who wish to sing only for special concerts. They sang the Spring Community Concert, *Gilbert & Sullivan and Friends* in May 2024, Mozart's *Requiem* for All Saints' Sunday, and were the major choral force for *Welcome Christmas!* in December.
- ✦ **CARILLON BELLS** – our adult handbell choir provides a first-rate example of commitment and enthusiasm for our younger ringers. They rang in worship nearly every month, except summer.
- ✦ **CHILDREN'S/YOUTH CHOIRS** – Our children's choirs included *Cherub Choir* (grades 1-2), *Carol Choir* (grades 3-8), and *Chapel Bells* (grades 3-12). Our young people rehearsed weekly and sang and rang approximately once per month during the program year. The children sang in the *Gilbert & Sullivan* concert in May, and in *Welcome Christmas!* in December. Our young handbell ringers are really getting the hang of it now and flourishing. I'm so grateful to our children – singers and ringers – for their dedication and amazing spirit.
- ✦ **SOLOISTS** – We are grateful to the following musicians who shared solo vocal music for services throughout the year: Deborah Brandell, Mike Brown, David Dik, Runyu Feng, Olivia Gasper, Bob Hodgson, Kathleen Kelly, Dave Kerr, Deiniol McGovern, Diane Schaming, and Liz Taylor.

- ✦ **INSTRUMENTALISTS** – Thanks to the instrumentalists from the congregation who so generously shared their talents with us: Nate Cromie, *trombone*; Andrew Dik, *trumpet*; Patti Gsell, *flute*; Gabe Ramirez, *trombone*; Diane Schaming, *trombone*; Jill Simmons, *piano, organ, cymbells*; Audrey Wood, *piano*; Craig Wood, *flute*. We are blessed to have these talented musicians in our congregation! We were also fortunate to have many guest instrumentalists enhance our musical offerings throughout the year.
- ✦ **PANCAKE SUPPER** – was cancelled this year due to inclement weather.
- ✦ **MAUNDY THURSDAY** – Violin virtuoso, Bela Horvath, accompanied many of the musical offerings of the service. The Chancel Choir presented a number of lovely anthems. Diane Schaming's solo of *Recordare: Drop, Drop Slow Tears* - from "Eternal Light" by Howard Goodall, is now a much-anticipated tradition.
- ✦ **EASTER** – Thanks to our Chancel Choir, Carillon Bells, trumpeters Mike Korbin, Andrew Dik, trombonists Nate Cromie and Roger Verdi, and percussionist Kimberly Burja for making this a most joyful in-person resurrection celebration.
- ✦ **PIPE ORGAN REFURBISHMENT** – The refurbished pipe organ made its debut on Christmas Eve 2023. The Peragallo Pipe Organ Company continued to fine-tune it during January of 2024. The pipe organ, consisting of 50 ranks of pipe and 15 digital ranks created by Walker Technical, was re-dedicated on Sunday, March 24 in a recital by Wanamaker Grand Court Organist, Paul Richard Conte. The concert was presented in memory of Bart Brown, whose initial gift and challenge to the congregation provided the necessary funding to get the job done.  
  
Although the operating system was replaced and the console updated, as the technicians were going through the organ pipe by pipe, they discovered a number of mechanical issues that still need to be addressed. They have created a proposal for the completion of this work in phases.
- ✦ **SUMMER MUSIC** – Special music was offered each Sunday during the summer months. Thanks to all the vocalists and instrumentalists (listed above) for their musical offerings.
- ✦ **ORFFINATORS** – The following fine folks tried their hands at playing musical arrangements specifically written for creator Carl Orff's barred percussion instruments – Orff instruments (glockenspiels, xylophones and metallophones): Karen Augis, Nate Cromie, Mollie Gilmore, Patti Gsell, Dennis Krien, Jerry Melichar, Gabe Ramirez, and Nikki Ramirez.
- ✦ **ALL SAINTS' SUNDAY** – November 3: *Requiem* by W. A. Mozart was presented by the Chancel Choir and Choral Society as the core of this worship service. The Requiem was accompanied by organ, string quartet and timpani. Soloists were members of the Choral Society: Olivia Gasper, *soprano*; Kathleen Kelly, *soprano*; Diane Schaming, *mezzo-soprano*; Anthony Azari, *tenor*; and Deiniol McGovern, *baritone*.
- ✦ **ADVENT EXPERIENCE** – Members of the Children's Choirs and their singing parents formed a core of singing angels (with one angelsheep) to accompany the Christmas Story Tableau outside at the creche.
- ✦ **WELCOME CHRISTMAS! *Concert and Carol Sing*** – Sunday, December 15 at 3pm: 345 audience members, 65 musicians, and one seeing-eye dog in training enjoyed an afternoon of special holiday musical offerings by our Glen Ridge Choral Society, Chancel Choir, Carillon Bells, Children's Choir, brass, percussion, piano, and organ.
- ✦ **BELL SUNDAY** – December 22: Always a spirit-filled service. Our two handbell choirs – Carillon Bells, and Chapel Bells rang. The Chancel Choir and the children's choirs all sang. Great joy filled the room!



- ✦ **COMMUNITY HOLIDAY SING** – We once again co-sponsored the Community Sing at the Women’s Club of Glen Ridge on Sunday, December 22. I lead the singing on piano, with Darren Gage joining me on drums, and Kimberly Burja joining Darren on percussion for “The Twelve Days of Christmas”.
- ✦ **CHRISTMAS EVE** – We had one Festival Family Christmas Eve Service at 5pm, with music by the Chancel Choir, Children’s Choirs, Carillon Bells, Chapel Bells, organ, piano, trumpet, and timpani.
- ✦ **BANNERS** – Thanks to Sherry Brabham, Nikki Ramirez, Gabe Ramirez, Avery Ramirez, and Wynne Zalewski for taking care of the seasonal transition of the streamer banners that hang above us in the sanctuary. Some sets have been dry-cleaned.
- ✦ **COMMUNITY CONCERTS** – See information and data in the report of the Music Committee.

***Soli Deo Gloria!***

Respectfully submitted,

Thomas A. Mustachio  
*Minister of Music*

## **DIRECTOR OF CHILDREN'S MINISTRY ANNUAL REPORT**

We look back on a very busy year of many connections, transitions, and blessings at Glen Ridge Congregational Church. We are grateful for our congregation, our church school and our community. We completed many service projects helping others. We have had a year of fun events and collaborations with several ministries and churches trying new events and continuing our traditional events.

We started the year with several new family events. Children and Youth sponsored a family game night and also a Bingo event with Stewardship ministry and Parish Life ministry. Thank you, Rebecca Mitchell, Amy Haggerty, Mike Brandell, and Carol Harpster. We really enjoyed the fellowship and look forward to being together again in 2025.

In January, February and March, GRCC hosted the 5-church youth group meetings which I attended with Pastor Jeff Mansfield. I created crafts that were connected to discipleship and self-awareness themes. This is an extremely important ministry and I was happy to help when needed. Jeffery Blanford is now the Youth Group Coordinator. We welcome volunteers to help support this program. Thank you, Nate Cromie, for volunteering.

Our Service Projects for 2024:

- Collecting canned soup and chili for Montclair Inn seniors and Toni's Kitchen
- Hygiene Kits collected with MOM (Ministry of Outreach and Mission) for Church World Services
- Peanut Butter and Jelly collected for Toni's Kitchen
- Vacation Bible School (VBS) filled the shopping cart three times for Bloomfield Food Pantry
- Katherine's Toy Drive for pediatric cancer children at HMUC
- Socktober — donated socks to MOM's sock drive
- GRCC Rummage Sale — families worked at sale
- Thanksgiving desserts collected for the Rotary Thanksgiving drive
- Star Tree — collected gifts for Christmas with MOM, the congregation, and Pilgrim Preschool for St. James Social Services.

Thank you MOM and Alicia Harrison for letting C&Y participate in MOM service projects. The church school really enjoyed helping others this year. Thank you to the congregation for jumping on board our service train!

In February, our second graders and their families met to discuss the second-grade communion with Pastor Jeff. In March, the second-graders and several family members served communion to our congregation with Pastor Jeff. On Palm Sunday, we had "Way to the Cross". Easter was celebrated with close to 300 people and families sat together for the service. Afterwards, the congregation went to the South Lawn for the annual Easter egg hunt with the important message of "He Is Risen!"

We co-sponsored the Pasta Potluck in April with Parish Life where we shared yummy pasta dishes. The fellowship continued and the children enjoyed a movie in the Blue Room.

In May, Emiko and Tatsuo Honma and the Frost Valley YMCA staff hosted Japanese Children's Day with crafts and activities. All the children learned how to create origami fish and played games. Fun was had by all!

We hosted confirmation for 2024 with Union Congregational Church and Pastor Katrina Forman. We celebrated our confirmands and new members at a family breakfast and service at GRCC. We welcome Christiane Burnett, Blake Harrison, Tyler Kamil, Henry Rohling, and Elisabeth Weber as members of GRCC. As members, we encourage you to volunteer for ministries, church school, and events.

June was our end-of-year celebration with our Youth Sunday service where youth of all ages participated. We congratulated our high school seniors, now graduated, and college students, Aiden Arnett, Heather Downey, Savannah Steele, and Wesley Steele. Our Minasian award winners for 2024 were Nick Gsell and John Dobbs.

A week of Camp Firelight and Vacation Bible School was at the end of June. Camp was filled with songs, Bible stories, fun crafts, activities and fellowship. Thank you to our staff, Tom Mustachio, Maira Hernandez-Kinloch, Carol Harpster, Jennifer Bhujle, Nadine Wilkes, Alexander Stolte, Grace Arnett, Greta Pauliks, Vienna Gilmore, Devin Bhujle, and our mascot LU the Firefly. We enjoyed inviting several churches and making new friends. We love our community and wish to surround all with God's love. We look forward to VBS in 2025!

In August, we reconnected to families with our Pizza and Pops Party. Thank you Carol Harpster and Tom Mustachio as we hosted this event to get ready for church school and choirs for the school year. We are open to welcoming more families and youth to our programs.

September was bittersweet as we began another church school year and said Goodbye to Pastor Jeff, Bonnie, Romey, and Felix. We wish them well on their journey and know that we are better and stronger because of their time with us. On September 22nd, Reverend Rusty Eidman-Hicks and I presented Bibles to our third-graders. Congratulations to Miriam Ainsley, Sachin Bhujle, Rose Melichar, Jonathan Jimenez, and Lily Moyer. Enjoy reading your Bible and the stories that are an important part of our faith.

In October, our one-room schoolhouse's theme was Indigenous People Day. We read the book Brother Eagle Sister Sky and talked about how important it is for us to take care of our planet. Families volunteered for the church Rummage sale for charity.

On December 8th, we celebrated Advent with Advent Experience where over 100 community members came to see the live nativity with animals at the stable, and hear the Christmas story and sing carols. Thank you, Jan Spoerl, and all the volunteers who made this a great event. Then moving into Robinson Hall for the making of the themed Christmas ornaments with Mrs. Brown and Mrs. Harpster. Crafts and cookie decorating ending with another Christmas story at the close. Thank you, Jan Spoerl, Tom Mustachio, Carol and Joe Harpster, Rev Rusty, Swift Farms, Matt Tuleson, The Brown Family, and all the families that jumped in to help with our crafts and activities. It takes a village to host this event.

Our one-room schoolhouse for December was reading the Christmas story and making candy cane ornament crafts for the congregation and shut-ins. Bell Sunday and Christmas Eve were wonderful services with families attending together and enjoying the true Christmas spirit.

My final thank-you of the year is going out to all of our dedicated church school teachers and childcare workers. We could not provide our church school or childcare without them! Thank you to our childcare team, Paula, Maissa, Alex, Leticia, Laritza, Regina, Fany, and Dayanna. We are all grateful for your dedication and caring for our children. Thank you church school teachers, Carol Harpster, Amber Brosius, Jill Baker, Win Ainsley, Jennifer Bhujle, and Nick Gsell. Thank you to our substitute teachers Maira Hernandez-Kinloch, and Nadia and Jerry Melichar. You are the heart of our church school and your dedication and creativity are key to engaging our students.

We have had a truly blessed year and we look forward to a future of light, happiness, and fellowship in 2025.

Peace and Blessings,

Tyra Brown, Director of Children's Ministry

## 2024 ANNUAL REPORT OF THE COUNCIL SECRETARY

2024 was a year of transition for our Church – we gained new members, honored the lives of long-standing members who passed away and bid farewell to Pastor Jeff Mansfield, Bonnie Mohan, and their children, Romey and Felix. As we move ahead with the search for an Interim Minister and Full-Time Senior Settled Minister, we are blessed and graced with the presence of Bridge Minister and friend, Rev. Rusty Eidmann-Hicks, who has been a calm and reassuring voice during this time of change.

During 2024, your Council continued to meet primarily in-person and via Zoom, focusing on the search for a new minister and working with Rev. Rusty to make sure we continue to do God’s work.

Throughout the year, I had the privilege of recording the business and policy decisions voted on by the Council and summarizing the dynamic discussions which took place during Council and other special meetings. The information below includes all motions and proposals made during the above-mentioned meetings and touches on other major topics of discussion or special accomplishments.

***Approval of Meeting Minutes:*** Minutes of the 2023 Annual Meeting and all Council meetings were approved via motion, second and group vote.

MOTION/HIGHLIGHT	MOVED BY	SECOND	DISPOSITION
<b>January 23, 2024 Council Meeting</b>			
A motion to approve the minutes from the December 20, 2024 meeting was made.	Carol Harpster	John Dobbs	Approved
A motion that Glen Ridge Congregational Church temporarily suspend the By-Laws restrictions on the following (1) That the Glen Ridge Congregational Church Council temporarily suspend the restrictions in its current By-Laws that limit the years of consecutive service to the Council to three. (2) That the Glen Ridge Congregational Church Council temporarily suspend its restrictions in its current By-Laws that limit the role(s) of Council members to a single office in any given fiscal year. (3) That the Glen Ridge Congregational Church Council temporarily suspend the requirements in its current By-Laws for the number of elected positions in each ministry. (4) This motion will apply to Fiscal Years 2023, 2024, and 2025 with the expectation that the Glen Ridge Congregational Church Constitution and By-Laws will be reviewed, edited, revised and submitted for congregational approval prior to fiscal year 2026.	Sherry Brabham	Carol Harpster	Approved

<b>MOTION/HIGHLIGHT</b>	<b>MOVED BY</b>	<b>SECOND</b>	<b>DISPOSITION</b>
<p>Pam Figlar presented the 2024 budget.</p> <p>After meeting in Executive Session, a motion to approve the 2024 budget was made for inclusion in the Annual Report and presentation at the Annual Meeting.</p>	Pam Figlar	Carol Harpster	Approved
<b>February 25, 2024 Annual Meeting</b>			
<p>Moderator Sherry Brabham called the 136th Annual Meeting to order at 11:19 AM.</p> <p>Iryna and Michael Carey reported there were at least 53 members present meeting the quorum criteria of 53.</p> <p>Minutes from the last Annual Meeting on February 12, 2023 were approved by the Church Council at the March 1, 2023 Council meeting as authorized by the congregation.</p> <p>Carol Harpster presented the Parish Clerk's Report via Power Point. New members for 2023 were:</p> <ul style="list-style-type: none"> <li>• Mollie and Ian Gilmore</li> <li>• Fara and Matthew Saathoff</li> <li>• Confirmands – none in 2023</li> </ul> <p>A motion to accept all annual reports was made</p> <p>The 2024 budget was presented by Pam Figlar, Interim Finance Chair. A motion to approve the budget was made.</p> <p>The 2024 Nominating slate was presented by John Dobbs. A motion to approve the slate was made.</p> <p>The installation of new officers and members of the various ministries as well as the acceptance of ministry reports was accomplished with a litany of prayer and commitment.</p> <p><i>The Second Mile Award</i> was presented by Sherry Brabham to John Dobbs and Nicole (Nikki) Ramirez for their dedication to our church in so many ways and for their hard work on the Open &amp; Affirming (ONA) initiative.</p>	<p>Rebecca Mitchell</p> <p>Carol Harpster</p> <p>Carol Harpster</p> <p>John Dobbs</p>	<p>Doug Steele</p> <p>Iryna Carey</p> <p>Pam Figlar</p> <p>David Ellertson</p>	<p>Approved</p> <p>Approved</p> <p>Approved</p> <p>Approved</p>

<b>MOTION/HIGHLIGHT</b>	<b>MOVED BY</b>	<b>SECOND</b>	<b>DISPOSITION</b>
<p>Sherry Brabham presented the <i>Day One Award</i> to Amy Haggerty for becoming quickly involved in our church where she is a critical part of the Women's Association in so many ways including the Rummage Sale and Antiques Show.</p> <p>50-year member plaques were also presented to Linda and David Kerr.</p> <p>A motion to forward the minutes of this annual meeting to the next Council for review and approval was made.</p> <p>A motion to adjourn the Annual Meeting at 1:00 pm was made.</p>	Carol Harpster	John Dobbs	Approved
<b>February 27, 2024 Council Meeting</b>			
<p>Sherry Brabham welcomed new and returning Council members.</p> <p>A motion to approve the minutes from the January 23, 2024 Council meeting was made.</p> <p>A motion to request a building walk-through by AP&amp;P and the Glen Ridge police to identify/address security issues with the goal of increased security for the Antiques Show was made.</p> <p>A motion to approve Pam Figlar as Interim Finance Chair, with all the rights and responsibilities that go with that title, was made.</p>	<p>Carol Harpster</p> <p>John Dobbs</p> <p>John Dobbs</p>	<p>John Dobbs</p> <p>Pam Figlar</p> <p>Nikki Ramirez</p>	<p>Approved</p> <p>Approved</p> <p>Approved</p>
<b>March 26, 2024 Council Meeting</b>			
<p>A motion to approve the minutes from the February 27, 2024 Council meeting was made.</p> <p>There was some discussion, led by Pastor Jeff Mansfield, on our core principles including our mission statement, covenant and ONA statement.</p>	Carol Harpster	Holly Eastman	Approved
<b>April 23, 2024 Council Meeting</b>			
<p>A motion to approve the minutes from the March 26, 2024 Council meeting was made.</p> <p>A motion to approve moving forward with setting up a small working group to work on the process of developing a vision and mission statement with a presentation to Council and the Congregation by Fall 2024 was made.</p>	<p>Carol Harpster</p> <p>Sherry Brabham</p>	<p>Pam Figlar</p> <p>Nikki Ramirez</p>	<p>Approved</p> <p>Approved</p>

<b>MOTION/HIGHLIGHT</b>	<b>MOVED BY</b>	<b>SECOND</b>	<b>DISPOSITION</b>
<p>A small working group of Pam Figlar, Alicia Harrison and Carol Harpster tackled the task of updating our membership directory.</p> <p>A motion to approve the definition of active member as any GRCC member, including legacy members, who have attended or participated in any event or service or have made donations in the past 24 months will be considered “active” members. Council also agreed to the classification of “friend” as folks who actively participate in the activities of the Church and/or regularly support the Church financially but have not become members.</p>	Carol Harpster	Nikki Ramirez	Approved
<b>June 25, 2024 Council Meeting</b>			
<p>A motion to approve the minutes from the April 23, 2024 Council meeting was made.</p> <p>Discussion took place on the resignation of Pastor Jeff Mansfield. Craig Peterson, from the Central Atlantic Conference, was also in attendance.</p>	Carol Harpster	Michael Brandell	Approved
<b>July 8, 2024 Council Meeting</b>			
<p>A motion to accept, with regret, the resignation of Senior Minister Jeff Mansfield, effective September 9, 2024 and to call Rev. Rusty Eidmann-Hicks to serve as Bridge Minister for a period of three months from September 9, 2024 through December 1, 2024, serving 20 hours per week or two days inclusive of Sundays, was made. Council also authorized Sherry Brabham, the Executive Council and Finance Chair to work on details of the Call agreement.</p> <p>There was additional discussion on the parallel search committee processes (interim and settled).</p>	Sherry Brabham	John Dobbs	Approved
<b>July 23, 2024 Council Meeting</b>			
<p>A motion to approve the minutes from the June 25 and July 8, 2024 Council meetings was made.</p> <p>Alicia Harrison reported out on the church membership review/update being conducted by her, Pam Figlar and Carol Harpster.</p> <p>Sherry Brabham update the Council on the search for an Interim Minister as well as the Settled Minister search.</p>	Carol Harpster	Michael Brandell	Approved



<b>MOTION/HIGHLIGHT</b>	<b>MOVED BY</b>	<b>SECOND</b>	<b>DISPOSITION</b>
A motion to approve the Call agreement inclusive of compensation for Rev. Rusty Eidmann-Hicks was made.	Pam Figlar	Michael Brandell	Approved
<b>August 28, 2024 Council Meeting</b>			
<p>A motion to approve the regular and executive session minutes from the July 23, 2024 Council meeting was made.</p> <p>Rebecca and David Mitchell graciously agreed to run the Stewardship Campaign with goals and schedule.</p> <p>Council also reviewed church tasks that need ministry leadership during this time of transition.</p> <p>Sherry Brabham provided an update on the Interim Search process and indicated the Call agreement with Rev. Rusty Eidmann-Hicks has been signed.</p> <p>Plans were made and discussed for a grand send-off for Pastor Jeff Mansfield and his family.</p>	Carol Harpster	Marcia O'Grady	Approved
<b>September 24, 2024 Council Meeting</b>			
<p>A motion to approve the minutes from the August 28, 2024 Council meeting was made.</p> <p>A draft Safe Church Policy was presented by Carol Harpster.</p> <p>Rebecca and David Mitchell reported on the Stewardship Campaign kick off on October 27: <b>Imagine Together!</b></p> <p>Nikki Ramirez provided an update on the Interim and Settled Minister Search process. The search committee comprises Nikki Ramirez, Win Ansley, Sherry Brabham, Michael Brandell, Mollie Gilmore and Nadine Pappas-Wilkes.</p>	Carol Harpster	Ann Bronneck	Approved
<b>October 15, 2024 Council Meeting</b>			
A motion to approve the minutes from the September 24, 2024 Council meeting was made.	Amy Haggerty	Ann Bronneck	Approved

<b>MOTION/HIGHLIGHT</b>	<b>MOVED BY</b>	<b>SECOND</b>	<b>DISPOSITION</b>
A motion to approve the Safe Church Policy with edits was made.  Stewardship and Nominating updates were provided.	Rebecca Mitchell	Nikki Ramirez	Approved
<b>November 19, 2024 Council Meeting</b>			
A motion to approve the minutes from the October 15, 2024 Council meeting was made.  Susan Krien and Jim Watson provided background information and an update on the Garden of Memory (GOM).	Nikki Ramirez	Amy Haggerty	Approved
A motion to authorize Michael Brandell to act for and on behalf of Glen Ridge Congregational Church and the Garden of Memory with respect to funds owned in the Vanguard Federal Money Market Fund and Vanguard Total Stock Index was made.	Carol Harpster	Pam Figlar	Approved
A motion to approve the formation of a new committee authorized to make recommendations on how the Garden of Memory (GOM) should move forward regarding management of grounds and finances was made.	Sherry Brabham	Pam Figlar	Approved
<b>December 17, 2024 Council Meeting</b>			
A motion to approve the minutes from the November 19, 2024 Council meeting was made.	Carol Harpster	Nikki Ramirez	Approved
A motion to approve the Call for Designated Interim Minister to John Sampson for a period of 24 months and to authorize the development of a compensation package by Finance and the Council President was made.	Nikki Ramirez	Marcia O'Grady	Approved

Respectfully submitted by Carol Harpster, Council Secretary

## **MINISTRY OF CHILDREN AND YOUTH**

The Ministry of Children and Youth oversees faith formation, education, and activities for everyone ages 0-18. C&Y provides programming of some type nearly every single week.

We are grateful for all the children and youth and their families who participated in and supported our programs this year. We are equally grateful for the volunteers who helped make everything happen — from teaching Church School and Vacation Bible School to helping with the Advent Experience inside and outside as you continue to invest in our children and youth!

### **FAITH FORMATION AND EDUCATION**

#### **Church School**

Church School met weekly during the school year under the direction of our Director of Children's Ministry, Tyra Brown. Classes were offered for pre-K through 7th grade. Childcare was available for those ages 3 and under during the school year.

Church School attendance continued to be steady with the usual dips in attendance on holiday weekends. Special thanks to Tyra Brown for running a One Room Schoolhouse when attendance was anticipated to be lower due to vacations and holidays.

Church School continued to run with a bare-bones staff of dedicated volunteer teachers. We are grateful for their dedication each week as well as that of our local au pairs and nannies who assist with childcare and the 3-year-old – Kindergarten class. Many thanks to our wonderful teaching team of Win Ansley, Jill Baker, Jennifer Bhujle, Amber Brosius, Tyra Brown, and Nick Gsell as well as our substitute volunteers Maira Hernandez- Kinloch, Jerry Melichar and Nadia Melichar.

While Church School was on hiatus over the summer, children were invited to join their families for the worship service. Children were provided with activity bulletins that correlated with the lectionary readings. Coloring supplies were also available.

#### **Baptism**

There were four baptisms this year which are detailed in the Parish Clerk's Report.

#### **Second Communion**



We were pleased and fortunate to continue our “Second” Communion initiative geared toward 2<sup>nd</sup> graders. In February, Pastor Jeff Mansfield conducted a class for students and their parents, providing an age-appropriate history and theology of communion as well as a discussion of the prayers and elements used. In March, three of our 2<sup>nd</sup> graders and one older sibling participated in the communion service by helping to lay the table and inviting the congregation to participate.

### **3rd Grade Bibles**

C&Y presented Spark Bibles to five 3<sup>rd</sup> graders. In preparation for this milestone, in Church School class they learned about the Bible in general, practiced finding passages, and did a “scavenger hunt” to find fun Bible facts. Congratulations to Miriam Ansley, Sachin Bhujle, Rose Melichar, Jonathan Jimenez and Lily Moyer.

### **Confirmation**

This year we once again hosted Confirmation with our friends at Union Congregational Church. Together with Pastor Jeff Mansfield and Pastor Katrina Forman, we welcomed and celebrated our confirmands and their families during Worship and at a family breakfast hosted by GRCC. Welcome to our newest church members: Christiane Burnett, Blake Harrison, Tyler Kamil, Henry Rohling and Elisabeth Weber.

## **SERVICE, MISSION, AND OUTREACH**

### **Family Faith and Friends**

Family Faith delved into the initiative called “Just Act for Peace and Justice”. Families gathered almost every Sunday after church at 11:10 to learn strategies for acting for peace and justice into our world. Explorations included broadening understanding of the wide spectrum of racism, Asian American influences, Indigenous People, Hispanic heritage, banned books, and a wide variety of cultural connections. The Church and our faith were active during Lent, Pentecost and Advent. Family Faith participated in community activities at GRCC. Our goal was to study, explore, experience, and ACT as we grow in faith and to INTENTIONALLY make decisions for peace and justice. The meetings closed with an outside / inside prayer circle.

This year Family Faith delved into additional service projects by assisting MESH (Montclair Emergency Services for Hope) by fixing meals for many people in need. Adults and kids alike wrapped tableware, tossed salads, cut up watermelon, cooked hot dishes, washed fruit, packaged/bagged food distributions to the food-insecure. 70 meals were produced each time. WOW! It truly is an intergenerational and interdenominational experience of working together. Family Faith also worked at the Antiques Show and the Rummage Sales. When asked, Family Faith members help.

Fun and fellowship occur too. Family Faith partied and said goodbye to the Mansfield-Mohan family and danced, sang, and ate pizza. Family Faith comprised the angel chorus for Advent Experience and then went down for crafts! Our members teach and participate in church school and choir. Flexibility reigns. When an idea emerges, Janet Spoerl usually leads the way and 10+ families with folks ranging from 2 – 80 enter into experiences with the love of a church family. This year Family Faith members are already pursuing “God’s Love of our World, the Environment.” Family Faith is looking to lessen the use of plastic everywhere (especially plastic tableware) and have a project of selling compostable bags that will break down more rapidly in God’s world. Watch for the project in 2025. All are welcome to join this group.

## **MIDDLE SCHOOL AND HIGH SCHOOL YOUTH GROUPS**

Led by Pastor Jeff Mansfield, a consortium of five local churches worked together to hire and share a Youth Services Coordinator to continue the faith formation of Middle and High School youth and provide them with service opportunities. Jeffery Blanford began this past fall and has planned a robust schedule of social and service events. During this time of transition time in our ministry, Tyra Brown

has volunteered to assist, along with Nate Cromie, and Carol Harpster is helping to manage some of the communications. Events this past year included working at Toni's Kitchen and other local organizations.

## **C&Y EVENTS AND ACTIVITIES**

### **Church School Initiatives**

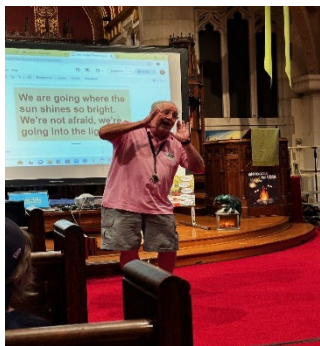
C&Y supported Tyra Brown with several activities throughout the year: Souper Bowl canned soup/beans collection, hygiene kit collection, toy drive, Socktober socks collection, peanut butter and jelly collection, Thanksgiving Food Drive, gifts for the Star Tree, as well as the Way to the Cross event on Palm Sunday, Japanese Children's Day on May 3, and a Pizza and Pops end-of-summer get-together. Plans are well underway to offer additional service and program opportunities in 2025.

### **Youth Sunday/Senior Recognition Sunday**

This year, we combined Youth Sunday and Senior Recognition. Children of all ages participated in the service by singing, reading scripture and collecting the offering. Additionally, we congratulated our seniors Aiden Arnett, Heather Downey, Savannah Steele and Wesley Steele and presented them with gift bags, including the ever so popular and much-needed frisbees! Scholarships were also presented by the Ministry of Parish Life.

We also recognized our Minasian Bible Award winners, John Dobbs and Nick Gsell and presented them with bibles.

### **Vacation Bible School**



VBS had a fun, successful return in June. The week's theme was "Camp Firelight". Many of the children who attended were non-church members. Each day children rotated through Bible lessons, crafts, movement, and music. The week culminated with a "show" for their family and friends. Many thanks to our "camp counselors" and staff Tyra Brown, Tom Mustachio, Maira-Hernandez Kinloch, Jennifer Bhujle, Carol Harpster, Devin Bhujle, Alex Stolz, Nadine Wilkes, Grace Arnett, Greta Pauliks, and Vienna Gilmore. Mark your calendars for June 23-27 for VBS 2025!

### **Advent Experience**

The Advent Experience was held on the second Sunday of Advent. Outside were live animals at the stable and a telling of the Christmas story by Jan Spoerl. Inside were cookie-decorating, crafts, ornament-making, and a Christmas story read by Mrs. Brown. The weather was beautiful this year, unlike 2023, and we drew ~150 people from both GRCC and the wider community. The stable and animals were once again dedicated to Bob Hayes who passed away in 2022. Bob had been a big supporter of this outdoor nativity from its inception.

## **Events Co-Sponsored with Other Ministries**

C&Y is grateful for the support of and cohesive relationship with other ministries as we embarked on several co-sponsored events in 2024.

### **Family Bingo Night**



Family Bingo Night was held in April in conjunction with Stewardship. We learned lots of bingo lingo thanks to our caller extraordinaire, Mike Brandell. Attendees ranged in age from 3 to 80 and a great time was had by all, with prizes too.

Many thanks to Rebecca and David Mitchell and Stewardship for co-sponsoring this event.

Additionally, a Family Game Night was held which was very successful!

### **Pasta Potluck dinner**



A Pasta Potluck dinner was held in April featuring a variety of delicious pasta dishes, warm crusty bread, and salads. This event was co-sponsored by Parish Life, providing an opportunity to break bread together, eat, talk and mingle while the children enjoyed some games and a movie upstairs in the Blue Room. Many thanks to Amy Haggerty and all the other volunteers who helped make this evening a success.

We look forward to working with other ministries in 2025 as we plan additional opportunities for mingling, good food, conversation and childcare!

Respectfully Submitted,

Carol Harpster  
Ministry of Children & Youth

## **PILGRIM PRESCHOOL DIRECTOR'S REPORT**

### **January-June 2024**

January: A month filled with tours to complete enrollment for the 2024-25 school year. We enjoyed having a visit from the Essex County Environmental Center. For National Dental Month in February, Pilgrim dad, Dr. Papasikos, visited us with an excellent dental health presentation. In March, Mr. Chris Daniels brought his Mr. Chris Musical experience to Pilgrim for the tenth year. He is such a crowd-pleaser! We celebrated our Pilgrim families in April with our second Parent Appreciation Night. The local band ABCD played while the parents enjoyed Mezoco Catering fare and socialized. In May, Pilgrim Preschool participated in the Glen Ridge Arts & Eco Fair for the second year. Pilgrim also marched with a considerable crowd of Pilgrim Preschool families in the Glen Ridge Memorial Day Parade. In June, our school year ended with a musical finale presented for the first time by our excellent music teacher, Diane Schaming. Sadly, we said goodbye to one of our three-year-old lead teachers, Nadia Melichar, and teacher's aide, Anna Doyle. We wish them both all the best!

Over the summer, Pilgrim graded the playground to lower the mulch level and readied the playground for a wonderful 2024-2025 school year. We welcomed three new staff members to our Pilgrim faculty. Angie Konetzni stepped up to lead teacher in the threes, and Whitney Lipson and Annie Bayne joined us as teacher aides. We are fortunate to have such an excellent staff!

### **September-December 2024**

We began the September 2024 school year with record enrollment numbers in the 2.5-year-old and PreK classes. The three classes paid the price from the last remnants of the pandemic, but this is the last year that the pandemic will throw a wrench in our progress. Our five-day extended afternoon school is a raging success. We are delighted to be able to offer the extra support our families need.

Our first 2024-25 school year event was a Welcome Parent social spearheaded by Board parents Stephanie Haller and Cliona Stack. The event occurred on the Pilgrim playground and the GRCC lawn on a sunny Saturday in September. Board members served pizza and juice to new and returning families. The day was a success!

The fall brought visits from our community helpers, including the Montclair Fire Department, the Glen Ridge Police Department, and the Glen Ridge Volunteer Ambulance Squad. We are incredibly grateful for all these local heroes.

We culminated the 2024 year with the delivery of a long-awaited new playhouse to replace the squirrel-gnawed former playhouse. We are very thankful to the parents of the 2018 Pilgrim board, whose successful 2018 Pilgrim Gala raised funds for this purchase.

With the close of 2024, Pilgrim Preschool, after many tours, is in the enviable position of full enrollment, with a wait list for every class for the 2025-2026 school year.

We couldn't have accomplished this without the unwavering support, willingness to share their time, and wisdom of the Pilgrim Preschool Board. Thank you from the bottom of our hearts to our fantastic Board President, Carol Harpster; our unflappable treasurer, Lorraine Brown; and the outstanding Pilgrim Board members, Marsha Watson and Paula Ely; teacher Representative Ingrid Kozlowski; board parents, Stephanie Haller, Cliona Stack, and Nina Kundra.

The Pilgrim Preschool staff and board continue to recognize and value mutual support and respect for Glen Ridge Congregational Church. Our continued goal is to foster a strong partnership with GRCC. I want to thank those members of Glen Ridge Congregational Church and staff who help us daily and have offered their kindness and support - Reverend Rusty Eidmann-Hicks, Tyra Brown, Doug Steele, Ann Bronneck, Pam Figlar, Alicia Harrison, Octavio Morales, Erika Loayza, and the entire Morales/Loayza Family.

Respectfully submitted,

Karen Nisenson



# PILGRIM PRESCHOOL TREASURER'S REPORT

December 31, 2024

**Cash on Hand January 1, 2024** \$ 218,887.13

## RECEIPTS

Tuition	\$ 390,152.00	
Prepaid Tuition Jan - June 2025	\$ 95,591.00	
Registration Fees 2024-25	\$ 5,300.00	
Registration Fees 2025-26	\$ 3,900.00	
Interest	\$ 991.31	
Donations	\$ 3,500.00	
Misc Refunds	\$ 450.11	
	<u>\$ 499,884.42</u>	<u>\$ 499,884.42</u>
		\$ 718,771.55

## DISBURSEMENTS

Salaries & FICA	\$ 371,395.57	
Substitutes	\$ 3,551.00	
Church Contribution, \$4,000 monthly	\$ 48,000.00	
Church Contribution, additional	\$ 5,000.00	
GRHS Yearbook	\$ 180.00	
Training	\$ 592.02	
License, Fees, Background Checks	\$ 190.00	
Postage/Printing/Office	\$ 1,603.63	
Outdoor Lighting	\$ 374.65	
Technology	\$ 871.90	
Program Activities	\$ 5,435.53	
Rug runners, small appliances	\$ 6,101.84	
General Supplies/Materials/Books	\$ 12,538.24	
Carpet Cleaning	\$ 950.00	
Spring Event/Eco Fair	\$ 4,236.19	
Repairs/Maintenance	\$ 3,783.67	
PPE	\$ 131.47	
New Playhouse	\$ 11,373.00	
Playground Maintenance	\$ 6,444.83	
Over Payments Refunded	\$ 2,914.00	
	<u>\$ 485,667.54</u>	<u>\$ 485,667.54</u>

**Cash on Hand December 31, 2024** \$ 233,104.01

**Bank of America CD** \$ 25,000.00

# **PILGRIM PRESCHOOL TREASURER'S REPORT**

**December 31, 2024**

**(Continued)**

## **Notes**

1. Pre-paid tuition receipts are higher than historical due to available pre-paid incentives.
2. Pilgrim operates on a school rather than calendar year so the timing of receipts and disbursements is not aligned resulting in inflated cash on hand.
3. Pilgrim maintains cash on hand in the event tuition needs to be reimbursed or staff paid during a possible shutdown
4. Pilgrim's contribution to GRCC for 2025 will be \$48,000 (\$4,000 monthly).
5. An additional contribution of \$5,000 will be given to GRCC for custodial services.

Respectfully submitted,

Lorraine M. Brown, Treasurer

## **MINISTRY OF ADMINISTRATION, PROPERTY, AND PERSONNEL**

### **Overview**

This ministry maintains and improves the buildings and grounds of the Church and provides general management support for our administrative and maintenance staff and our vendors. We manage rentals and support special events. AP&P oversaw the completion of various projects that benefited the Church and its membership, some of which are listed below. AP&P will continue to focus on deferred maintenance items, rentals, Robinson Hall usage, and Parsonage repairs in 2025.

### **2024 Highlights**

1. AP&P completed a number of electrical and plumbing-related deferred maintenance and upgrades to the Church, including: putting quad outlets in the Sanctuary for the Music Ministry; repairing and/or replacing lighting fixtures in the Sanctuary, administrative and common areas; repairing a condensate pump leak and replacing sinks in the Pilgrim wing and various Church bathrooms. A large ceramic drainage pipe was removed and replaced with a PVC pipe on the Clark Street side of building, enhancing drainage around Robinson Hall.
2. AP&P also upgraded equipment and repaired and painted space for the Church and Parsonage. We installed a mini-split in the Senior Pastor's office and bought a commercial lawnmower for the Church property. Several rooms were painted in the Pilgrim wing, while water damage was repaired and walls and ceilings painted in administrative areas on the second floor. The Parsonage basement was cleared of damaged wood, cleaned and painted.
3. Renter issues were dealt with expediency, including repairs to the roof, doors, and hoods and a refrigerator in the Church kitchen, or roof leaking in other building areas. The increased usage of the kitchen by a renter led to the need to upgrade or replace certain equipment.
4. The Office Administrator, Alicia Harrison, provides excellent contract, vendor management and Finance support.
5. Octavio Morales acts as the lead Custodian at the Church. We have a staff of 1.5 FTE's. We insource the majority of landscape management and outsource snow removal.

### **Use of Funds**

Our improvement projects are funded by the Building Maintenance Fund, which is in turn funded by our Endowment Fund. Special improvements requested by users of our space are generally funded by the requesting organization with our approval. Day-to-day operational support is funded by our Operating Fund, which comes largely from pledged contributions, rental revenue, and some fundraisers. We continue to balance providing services through employed staff and outsourced services as requirements demand. We are trying to insource services as much as possible so we can contain costs plus provide more steady employment for our staff.

### **Our Appreciation**

AP&P thanks our staff and partners for all their support. Our Lead Custodian, Octavio Morales, and Erika Loayza and Vernon Oliver have shown consistent performance and flexibility in supporting us.

Mary Jones continues to help after hours to make our accounts payable and reporting run smoothly in support of Pam Figlar and her very effective, tireless Finance Ministry. Iryna Carey is a key member of our ministry as she continues to provide very responsive, expert legal support, creating and

maintaining our lease and rental agreements. Former AP&P Chair, Sharon Harms, willingly provides advice drawn from her many years of service.

We work with many vendor partner organizations:

- Work Partners LLC – Flat roof repairs and other miscellaneous roofing issues.
- Salazar Brothers – Drainage pipe replacement and connection next to Robinson Hall Clark Street entrance, and painting and repairs to Church administrative offices and Parsonage basement.
- Franklin Lowe & Son Plumbing – Services boilers and responds to emergencies.
- Mr. Pipe Plumbing and Heating LLC – General plumbing support including installation of sinks.
- Armando Landscaping and Design – Snow removal and various repairs and landscaping
- MAG Tech Group – Information system support and maintenance.

These organizations and individuals can be counted on for quality work and professionalism. They treat our Church as more than just another building needing repair - they treat it as a special place that we all cherish.

Submitted by Doug Steele, Chairman of AP&P

## **MINISTRY OF ADULT EDUCATION**

The Ministry of Adult Education is pleased to report on a year of re-engagement with the congregation.

In March, the committee felt a need to respond to the news from the Alabama Supreme Court ruling that frozen embryos are “extrauterine children”. This decision about when life begins would likely directly affect members of our community and so an informative discussion was held on medical infertility and IVF, led by committee member Rita Ellertson. Thanks to John Dobbs for opening his home for this meeting.

In May, the committee presented the Geary Batistini Scholarship for Adult Education to Wesley Brown, who was completing his graduate degree. The Batistini Scholarship may be applied for by members of the congregation pursuing advanced degrees or certifications and we encourage all applicants.

Beginning in the early summer we initiated a series of Second Hour “Talk Back” sessions led by the minister, offering the congregation an opportunity to dive deeper into the days’ sermon topic. These sessions are held on the first Sunday of each month in the Blue Room during Coffee Hour.

The Committee broadens its offerings beyond group gatherings to avenues for individual faith exploration and frequently posts in the weekly E-news about upcoming community events of interest. Montclair and our fellow UCC congregations offer rich opportunities to engage in a range of topics and activities from art to film to environmental action, social justice, mental health and beyond. We are proud to have access to so many opportunities close by.

The Committee wants to gratefully acknowledge the leadership of John Dobbs, Co-Chair of this committee, who moved out of the area over the summer. We miss his wisdom and guidance and know he will thrive and contribute to his new community.

The Committee also wants to acknowledge our Bridge Minister, Rusty Eidmann-Hicks, for stepping in and continuing our sermon Talk-Back sessions as well as for expressing his care and compassion for our congregation.

Respectfully submitted,

Holly Eastman  
Co-chair, Ministry of Adult Education

## **WOMEN'S ASSOCIATION**

The Women's Association is an organization of service and fellowship composed of all the women of Glen Ridge Congregational Church. The Association and its members have worked hard this year to continue to strengthen our church and contribute to the greater community.

### **Fundraising**

We are best known for our two largest undertakings: the Rummage Sales and the Antiques Show. Both the Spring and Fall Rummage Sales (under the direction of Ann Bronneck, Linda Kerr, Phyllis Connolly and Amy Haggerty) were successful, raising a combined total of \$18,096.42. We served our community by providing a central location for neighbors to donate items no longer wanted and a resource for those in need to purchase essential items at modest cost while raising funds for our benevolences. All leftover items were donated to Lupus. Many thanks to all the volunteers who worked at the sale and the dedicated men, women and children who worked tirelessly to sort and set up the sale. Thank you also to the men of Integrity who helped with the set-up, take down and all the heavy lifting.

The 77th Annual Antiques Show, the longest running church-sponsored show in Northern New Jersey (under the direction of Ann Bronneck – Show Manager, Debbie Turri – Dealer/Marketing Manager, Fran Wong – Treasurer, Holly Eastman – Show Book Advertising and Sponsorship, Marsha Watson and Nadine Pappas-Wilkes – Café Managers, Mezoco – Catering), was very successful raising \$17,000. I thank all the volunteers who came together to ensure success. We also express our gratitude to Pilgrim Preschool for vacating their classrooms for our use.

### **Benevolences**

We dispersed a total of \$20,750 to outside charities this year. Similar to previous years, donations were made to OCWM, UCC Disaster Fund, Integrity House, Bloomfield Food Pantry, MEND, World Central Kitchen, Partners for Health (Mountainside Chaplaincy), Global Hope UCC, Glen Ridge Volunteer Ambulance Squad, MESH, Eva's Village and the SCEEP Challenge Fund. Lupus Foundation of America was added as a new benevolence after providing a truck for the leftover rummage. In addition to money given to these charities, money was appropriated for the Refugee Resettlement Program which will be spent in 2025.

We continued our involvement with Kiva. Kiva is an international non-profit, the mission of which is to alleviate poverty through small loans to grow or start a business, go to school or to access clean energy. As the loans are repaid, we reinvest in additional loans, focusing on women with businesses in disadvantaged areas. During the past year, we were able to make 25 new loans to women mostly in Central and South America, received repayment of \$573.67 and 14 loans paid off. We currently have 34 open loans, 8 of which are in arrears, but payments continue to be made. We had a currency conversion loss of \$3.66. Thank you to Fran Wong for the time and energy she spends researching the loans and her willingness to manage our involvement.

In addition to external benevolences, we supported the church by giving \$10,000 to GRCC, bringing our total charitable contributions to \$30,750. The Women's Association continues to pay 50% of the Sunday Sexton's salary, provide the coffee for Fellowship Hour and fund the weekly kitchen cleaning.

Please see the Women's Association Treasurer's Report for a complete list of benevolence disbursements and expenditures.

### **Fellowship/Service**

We gather in fellowship to relax, share a meal and enjoy the company of one another as well as to donate our time in support of other Church ministries:

January	Kitchen cleaning and organizing in anticipation of the Antiques Show
February	Antiques Show
March	Spring Brunch
April	Rummage Sale
May	Benevolence Meeting
June	End of Year Dinner
August	Kitchen Inventory
September	Farewell luncheon for Pastor Jeff and family
October	Mother/daughter/granddaughter Ice Cream Social Rummage Sale
December	We partnered with the Ministry of Music and Parish Life to host Holiday Cheer, a musical presentation by Diane Shaming and Tom Mustachio followed by a light lunch. Benevolence Meeting

In the past year we hosted memorial service receptions for Jim Pierson and Tom Meeker, both long-time members of the Church, and for former Associate Minister Cindy Reynolds. I thank Linda Kerr, Phyllis Connolly and Amy Haggerty for their continued willingness to oversee and coordinate the receptions.

The Cards of Concern is an ongoing project spearheaded by Lynn Ritchkoff, Lynne Palmer and Amy Haggerty. A huge thank you to these 3 ladies for faithfully writing notes each and every week.

I am appreciative of all the support I have received from the women of the Church and want to thank Linda Kerr and Phyllis Connolly for serving as Treasurer and Secretary (respectively) of the Women's Association.

Respectfully submitted,

Ann Bronneck

## WOMEN'S ASSOCIATION TREASURER'S REPORT

**BALANCE ON HAND - JANUARY 1, 2024**

\$21,529.62

**RECEIPTS:**

Rummage	\$ 22,085.95
Antiques Show	\$ 17,000.00
Programs	\$ 180.00
Donations	\$ 3,000.00
Receptions	\$ 894.98
Miscellaneous	\$ 650.51
	<u>\$ 43,811.44</u>

**DISBURSEMENTS:**

In-Church Benevolences	\$ 10,000.00
Benevolences	\$ 20,750.00
Projects-Congregational Care	\$ 302.20
Special Gifts to Staff	\$ 1,000.00
Sunday Sexton & Kitchen Cleaning	\$ 5,416.71
Rummage	\$ 3,989.53
Receptions	\$ 249.74
Coffee Hour	\$ 883.56
Program	\$ 190.48
Miscellaneous	\$ 15.00
	<u>\$ 42,797.22</u>

**BALANCE ON HAND - DECEMBER 31, 2024**

\$22,543.84

**BANK OF AMERICA CHECKING ACCOUNT**

\$22,543.84

Respectfully submitted,

Linda R. Kerr  
Treasurer



**2024 WOMEN'S ASSOCIATION BENEVOLENCES**

OCWM	\$ 1,000.00
UCC Disaster Fund	\$ 1,500.00
World Central Kitchen	\$ 2,000.00
MEND	\$ 1,000.00
SCEEP Challenge	\$ 5,000.00
Integrity House	\$ 2,000.00
Bloomfield Food Pantry (MEND)	\$ 2,000.00
GR Ambulance Squad	\$ 1,500.00
Montclair Emergency Services for Hope	\$ 2,000.00
Climate Hope (UCC)	\$ 1,000.00
Partners for Health (Mountainside Chaplains)	\$ 250.00
Eva's Kitchen	\$ 1,000.00
Lupus Foundation	\$ 500.00

Total	<u>\$ 20,750.00</u>
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<b>IN-CHURCH BENEVOLENCES</b>	<u>\$ 10,000.00</u>
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<b>TOTAL BENEVOLENCES</b>	<u>\$ 30,750.00</u>
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## **WORSHIP MINISTRY ANNUAL REPORT**

At GRCC, the worship service has always been key for many congregants to tap into their faith. Whether it be thought-provoking sermons, singing of hymns, sharing in congregational responses, listening to the music of the choir or appreciating the scripture, there are many ways in which our spirits may be stirred in Sunday morning worship. This year, our church has undergone a big transition as Pastor Jeff has left his post as our Settled Senior Minister. While this change has encompassed many different feelings throughout the congregation, we have shown our resilience. The worship services have remained meaningful and inspiring, as our Bridge Minister, Rev. Rusty Eidmann-Hicks and our Minister of Music, Tom Mustachio have worked together to create Sunday worship experiences that help us to reflect on and experience our journey in faith.

This year brought the return of our traditional “Post Christmas” worship service in Robinson Hall. We were able to share breakfast, look at the many beautiful nativities shared by Jan Spoerl, and come together for stories and carols. This has been a longstanding tradition in GRCC that was interrupted by COVID, and it seems that everyone who attended appreciated the return.

Aside from the energy and commitment of Rev. Rusty and Tom, our worship services at GRCC are greatly enhanced by our dedicated lay leaders and usher teams. These dear people volunteer their time and talent each Sunday. We would like to recognize their commitment to supporting our ministry!

Lay Leaders: Sherry Brabham, Deb Brandell, Mike Brown, David Dik, Rita Ellertson, Peter Hughes, Bill McConnell, Jerry Melichar, Jill Simmons, Janet Spoerl, Liz Taylor, Craig Wood and Paul Zalewski

Ushers: Elizabeth Brewster, Anne Bronneck, John Dobbs, David Ellertson, Chris Ely, Sharon Harms, Peter Hughes, Gordon Hunziker, Patti Gsell, Dennis Krien, Lynne Oliver, Lynne Palmer, Gabe Ramirez, Van Taylor, Jim Watson and Marsha Watson

As we will likely have another ministerial transition in the coming year, our ministry will continue to support our church in providing meaningful worship services. If you are interested in participating in the worship service in an established way (such as lay leading, ushering, communion support), or in a new way, please speak with us. We are always eager to hear new ideas and help our congregants connect with worship in new ways.

Respectfully submitted,

Nikki Ramirez and Wynne Zalewski,  
Worship Ministry Co-Chairs

## MUSIC COMMITTEE

A subcommittee of the Ministry of Worship, the Music Committee was created in 1983 to serve as a sounding board for the Minister of Music, to liaison between the congregation and the music program, and to receive input from other staff members and the congregation on matters involving the music program. Over the years, the work of the Committee has evolved to support and facilitate various aspects of our music program. (See Minister of Music Report)

Most of our concerts are presented under the auspices of the Glen Ridge Community Concerts Series, now in its thirty-second season. We offer members of the community at-large the opportunity to participate in concerts given by the Glen Ridge Choral Society, which is composed of the Chancel Choir plus other interested singers. The group typically numbers approximately 40+, with 20 Chancel Choir members, and 20+ members from the community and congregation.

As always, the efforts of our exceptional Minister of Music, Tom Mustachio, continue to guide us through these challenging times. Tom, thank you for all your contributions to the ministry of the Glen Ridge Congregational Church.

The Glen Ridge Community Concerts outreach program is self-supporting. The financial sponsorship by church and community members continues to provide essential financial support for the concert series. 2024 concerts presented:

- February 4 – City Winds Trio - In this Blue Room concert, the trio performed known works by J.S. Bach and Rossini and introduced works by Madeline Dring, Ibert and William Grant Still.
- May 19 – Spring Concert - Gilbert & Sullivan & Friends. Favorites from Gilbert and Sullivan's classic operettas including *HMS Pinafore*, *The Pirates of Penzance*, *The Mikado*, *Yeoman of the Guard* and *The Gondoliers*. Featuring the Glen Ridge Choral Society and Chamber Orchestra, soloists, ensembles, children's choir and handbells.
- November 16 – Silent Film Festival, featuring Charlie Chaplin in "A Dog's Life" and Buster Keaton in "Sherlock Jr.". The star of this event was Thomas Mustachio improvising a soundtrack on our newly renovated and enlarged pipe organ.
- December 15 – *Welcome Christmas!* – The traditional annual Holiday Concert and Carol Sing.

Other musical events for which the Music Committee helped:

- February 13 – Mardi Gras Pancake Supper. Cancelled due to snow.
- November 3 – All Saints' Sunday – *Requiem*, Wolfgang Amadeus Mozart
- December 22 – Community Holiday Sing-along – This event is a jointly sponsored program between the Women's Club of Glen Ridge and GRCC.

### Pipe Organ

Please see the Minister of Music's report for details about the pipe organ renovations.

The Concert Fund receipts and disbursements for the calendar year 2024 are:

Concert Fund Balance – December 31, 2023		\$29,122
Concert receipts and subscriptions	\$ 11,081	
Sponsorships by members and friends	12,900	
Glen Ridge Film Fund Grant	3,000	
Other receipts	<u>460</u>	
<b>Total receipts in 2024</b>	<b><u>\$27,441</u></b>	
Payments to musicians & engineers	\$ 16,245	
Printing, mailing, advertising, signs	3,270	
Music scores & rehearsal tracks	1,728	
Other (equipment, ASCAP fees, receptions, etc.)	<u>3,310</u>	
<b>Total disbursements in 2024</b>	<b><u>\$24,553</u></b>	
Concert Fund Balance – December 31, 2024		\$32,010

In 2024, the Committee included the following members in addition to the chair: David Dik (co-chair), Tom Mustachio (ex-officio), Jill Simmons (co-chair), Pam Figlar, and Nikki Ramirez. My sincere thanks to the Music Committee members and to all the others in the congregation and community who support the music program in various ways.

Respectfully submitted,

Deborah Brandell, Co-Chair

## **MINISTRY OF PARISH LIFE**

Parish Life participated in the following events this year and coordinated with Children & Youth and the Women's Association for several of them.

- Pasta Potluck Dinner
- Celebration farewell for Pastor Jeff Mansfield, Bonnie Mohan, Romey and Felix
- Bingo Night
- Mexican Dinner Night
- Cookie Exchange
- Christmas concert and luncheon with Tom Mustachio and Diane Schaming

We also awarded scholarships to graduating seniors Heather Downey and Aidan Arnett.

Submitted by  
Amy Haggerty  
Parish Life Chair

## PARISH CLERK'S ANNUAL REPORT

**TOTAL ACTIVE MEMBERSHIP AS OF JANUARY 1, 2024** **437**

Admitted during 2024 by:

Confession of Faith	3
Confirmation	5

Lost during 2024 by:

Death	3
Transfer or Resign Membership	0
Database review and cleanup	182

**TOTAL ACTIVE MEMBERSHIP AS OF JANUARY 1, 2025** **260**

### CEREMONIES

Rev. Jeff Mansfield officiated at:

Baptisms	4
Funerals/Memorials	5
Interments	3
Weddings	0

### DEATHS OF MEMBERS OF THE CHURCH

March	Diane Killeen	August	Tom Meeker
	Jim Pierson	September	Jonathan Dodd
June	Rev. Cindy Reynolds		

### NEW MEMBERS

June 16, 2024	Ruth Block
	Rachel and Nathaniel Cromie

### CONFIRMANDS

There were 5 confirmands in 2024:

Christiane Burnett	Henry Rohling
Blake Harrison	Elisabeth Weber
Tyler Kamil	

### CONGRATULATIONS TO MEMBERS

#### Our Senior Members by Age

<u>Female</u>	<u>Male</u>
Sylvia Caldwell, born in 1927	Tatsuo Honma, born in 1932

#### Our Longest-Term Member(s)

Joan Hayes, member for 75 years (Confirmation Class of 1949)

#### 50-Year Members

Marcia O'Grady and Cherry Provost

## MINISTRY OF OUTREACH AND MISSION

The Ministry of Outreach and Mission serves to coordinate the collection and direction of donated goods and monies towards reputable and charitable organizations / individuals.

Our work continued this year, collecting food and other essentials for the Bloomfield Food Pantry at the Bloomfield Presbyterian Church on the Green, Church World Services, MESH (Montclair Emergency Services for Hope), and St. James Social Services.

- Our congregation continues to generously provide non-perishable foods on a weekly basis to the Bloomfield Food Pantry. In December, a highly successful collection of personal care / hygiene items was donated to the pantry in addition to non-perishables.
- In March, we collected soap, toothbrushes, towels, combs, nail clippers, and bandages to make over 100 hygiene kits for Church World Services. These hygiene kits were combined with other donated hygiene kits and delivered to those in need from Hurricane Helene in September.
- In October, we organized our first ever Socktober, and collected a large, overflowing boxful of adult socks, which were provided to MESH for their homeless patrons.
- In December, as always, our Ministry organized our Star Tree gifts collection, which provided gifts for families identified by St. James Social Services in Newark as being in particular need of assistance during the holidays. The families this year included one that lost everything to a fire, two that were starting over in NJ after having fled from domestic violence situations, and several where a primary caregiver had passed away or suffered a severe medical incident. The Ministry was overcome by the amazing generosity of the Church's members and friends, including Pilgrim Preschool families, who came through and purchased gifts for all 107 stars!! THANK YOU EVERYONE! Cash donations received were also used by the Ministry to purchase additional ShopRite gift cards for the larger families.

Monetary contributions during the year included:

- \$20,000 provided to the UCC's Our Church's Wider Mission, which supports national and local ministries overseen by the UCC;
- Over \$10,000 donated to local and national charitable organizations, including:
  - Toni's Kitchen
  - Family Promise of Essex County (formerly IHN)
  - MESH Montclair
  - Out Montclair
  - CASA Essex County
  - NJ Reentry Corporation
  - World Central Kitchen
  - Meals on Wheels
  - Living Water International
  - UCC Disaster Relief
- \$750 donated to individuals with dire financial need;
- Nearly \$1,500 provided as a Christmas Eve offering match split evenly between the ACLU and the UCC Christmas Fund.

In addition to the above donations, the Giving Garden has been managed and maintained by the Ministry, most specifically by Susan and Peter Hughes for the last several years. Produce from this garden has been donated to St. Peter's Church in Clifton. This fall, however, the decision was made to turn the maintenance of the Garden over to the Bloomfield Food Pantry as of Spring 2025. While the Ministry / GRCC will retain oversight and ownership of the garden, Bloomfield Food Pantry will be responsible for the planting, harvesting, and upkeep of the garden, as well as distribution of the harvested produce to pantry patrons.

The enthusiasm and generosity shown by this Congregation for the charitable missions offered during the year has truly gratified and inspired the Ministry in its work. I want to thank everyone who contributed time, money, items, and services and for these missions.

Thank you most especially to the Ministry members: Lynne Palmer, Susan Krien, Susan Hughes, Francie Starnes, for all their hard work, dedication, and input throughout the year, as well as Margo DiStefano, who joined the Ministry mid-year. Together we have done good works, and I hope we shall continue to do so in the coming year.

Respectfully submitted,

Alicia Harrison

Chair, Ministry of Outreach and Mission



## MINISTRY OF STEWARDSHIP

This Stewardship Season was one of honoring where we came from and getting excited about where we are going!

Our theme for the 2025 Campaign was “**Imagine Together**”, which speaks to the heart of our Church story and congregation while remembering what makes GRCC a beloved, relevant and progressive institution for today’s world. A few things you might have noticed this year....

- Again this year, we used United Church of Christ materials as the foundation for our campaign. We are fortunate to be part of such a forward-thinking church and should all be proud to support the work the wider UCC plays in leveraging our gifts to help in times of need and change more lives. Read more here: <https://www.ucc.org/what-we-do/>
- Stewardship spoke honestly about the real cost of running the church during the season kickoff speech and after the initial results were in. It’s not a small number and we count on everyone to step up and do their part!
- A puzzle of GRCC and a matching game were out during coffee hour for a fun shared activity and to keep Stewardship front and center during the season.
- A festive “Good News” Sunday with cake and a hot chocolate bar celebrated the results.

Consecration Sunday was on November 17, 2024, and pledges received as of that date were blessed during the service. As of this late January writing, we have received 69 pledges totaling \$248,000. We are hopeful that number, along with other giving and additional pledges, will bring us closer to the number shown in the 2025 budget.

Over the past year, several pledgers have sadly moved or passed on so we haven’t matched last year *yet*, but **over 24%** of recurring pledgers increased their pledge by an impressive **10%** or more, and **over 11%** increased their pledge by at least **20%**! We have also received 7 new pledges to date, including 3 pledgers who had pledged in the past. We are grateful for the time, talent, and treasure that everyone puts forth to keep our church family moving forward. Stewardship is not a few weeks a year, but a state of mind!

As we **Imagine Together** in 2025, we’d like you to imagine being part of the Stewardship team – it is actually more fun than it sounds! Please reach out to us if you’re interested.

Lastly, we would personally like to thank Rev. Rusty Eidmann-Hicks, Sherry Brabham, Pam Figlar, Carol Harpster, Tom Mustachio, Alicia Harrison, Nikki Ramirez, Marcia O’Grady and others who helped with this year’s campaign. It takes a village of Stewards!

Respectfully submitted,  
Rebecca and Dave Mitchell,  
Co-Chairs, Ministry of Stewardship

Pledging still on your to-do list or thinking  
about increasing your pledge?

SCAN HERE! =====>



## **GARDEN OF MEMORY COMMITTEE**

The Garden of Memory Committee was established in 1970 to operate and maintain the Garden of Memory on the south lawn of the Church property. The flagstone patio is the repository for the ashes of church members and their families. The names of those interred are inscribed on plaques which are mounted on two boards in the narthex of the Sanctuary. The flagstone patio in the Garden has 134 stones each of which covers a space. In each space there are 4 sections for a total of 536 sections. Each section holds 2 urns for a total capacity of 1072 urns. There are 316 persons interred. There are 54 spaces fully available, providing 216 sections capable of holding 532 urns. In addition, there are several spaces which are partially occupied or reserved. Over the past 20 years, the Garden of Memory has sold an average of 4 spaces per year, but the last six years have seen a downturn in sales. In 2018, two spaces were sold. In 2019, one space was sold and no spaces were sold in 2020, 2021, 2022, or 2023. Two spaces were sold in 2024.

The Garden of Memory Committee attempts to make the Garden a peaceful, attractive, and dignified part of the Church grounds that complements the total appearance of our facility while providing an inexpensive alternative to traditional burials. The price of a section, which will accommodate two urns, is \$450. At the time of an interment there is an administrative fee of \$175 which covers the costs of the urn, plaque, and the opening and closing of the section. Since its inception, the Garden of Memory has been entirely self-supporting.

There were five interments in the Garden of Memory in 2024:

Carolyn Ferguson  
Dianne Killeen  
William and Jean Powell Burkner  
Thomas Meeker

The current members of the committee are Susan Hughes, Susan Krien, Audrey Wood , Craig Wood, and Jim Watson. Additional help with the Garden is provided by Peter Hughes.

### **FINANCE REPORT:**

The December 31, 2024 quarterly statement for the Vanguard account showed a balance of \$58,383.07.

Respectfully submitted,

Jim Watson, Chair

## **GLEN RIDGE CONGREGATIONAL CHURCH ENDOWMENT FUND 2024 ANNUAL REPORT**

The Endowment Fund (EF) of Glen Ridge Congregational Church was established in 1984 with the goal of generating income to support the maintenance, repairs and capital needs of our Church. The Trustees are pleased to report that the EF continues to support the Church well, with flexibility in meeting its capital needs. The following are highlights for 2024:

- \$75,000 of contributions in 2024 to the Building Maintenance Fund (BMF).
- Contributions of \$550,000 to the BMF for 2020-2024, including \$100,000 in special contributions for the ADA project of 2020-2021.
- EF balance of \$2,396,584 at year-end 2024 (net of contributions and fees), a 9.4% increase from year-end 2023, reflecting a strong stock market and economy, as well as deductions for distributions.
- \$75,000 in contribution commitment for 2025, to be paid in three installments through the year.
- Continued use of BMF balances to cover a portion of the church's rising insurance premium, subject to changing conditions and periodic consideration by the EF Board.

### **2024 Portfolio Profile**

The EF Trustees and our investment manager, Neuberger Berman (NB), are committed to Investment Policy guidelines established in 2001. These include a targeted portfolio weighting of 65% equities and 35% cash and fixed income products, based on the tendency of bond markets to move contrary to and help offset expected equity market volatility. Furthermore, equity investments are diversified and in large, liquid, U.S.-based public companies and funds with a market capitalization of over \$500 million. Fixed income investments are restricted to investment grade securities rated no lower than "A". Since 2022, we have also reinvested funds into diversified equity and fixed income funds managed by NB that have a long track record and are designed for institutional investors.

As of 12/31/2024, the EF was invested approximately 59% in equities, 40% in fixed income and 1% in cash. While capital appreciation in sectors such as High Tech has tended to increase equity concentration, we have worked to re-balance the portfolio in line with our long-term guidelines, recently taking advantage of rising interest rates on higher yielding fixed income investments. We believe a diversified equities/fixed income balance is aligned to the EF's long-term investment perspective and a need to mediate market volatility. A breakdown of the portfolio as of 12/31/24 has been included at the end of the report.

### **2024 Fund Performance**

2024 continued a robust two-year run in the stock market with the Federal Reserve starting to cut interest rates against a backdrop of lower inflation, jobs growth and low unemployment. After distributions, EF balances grew 9.4% in 2024 and the overall portfolio ROR was 16.03% (net of fees) vs. 25% for the S&P 500.

While the market outlook for 2025 looks positive, it is early to judge the durability of declining inflation and the extent or pace of further Federal Reserve rate cuts. Changing policies by the new administration and international conflicts also present a lot of uncertainty.

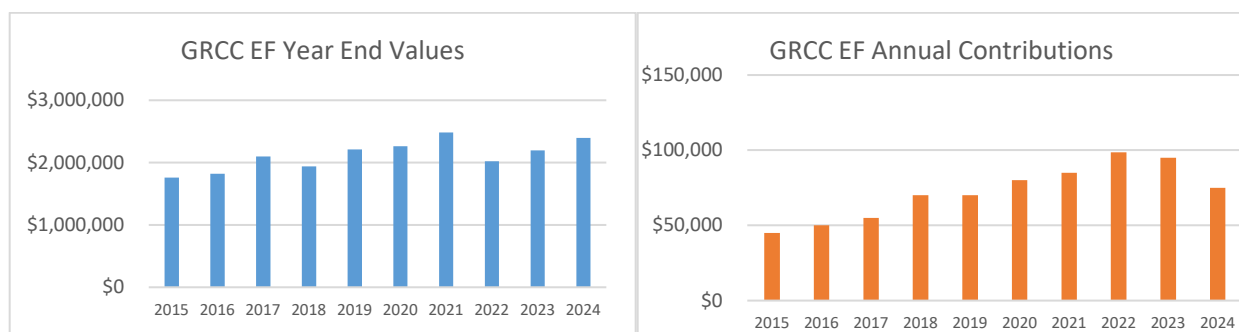
We believe that the EF and GRCC are well-served by a conservative portfolio balance that allows us to make distributions in up and down markets. Since 2023, NB has shifted some reinvestment away from equities into shorter-term risk-averse corporate and government bonds, which currently provide substantially higher yields in the area of 4%-5%. This strategy also helps us maintain liquidity for distributions and provides flexibility to respond to GRCC's capital expenses in the event of unexpected needs or projects.

Since we engaged NB as investment manager in 2001, the total portfolio has generated an annualized return (net of fees) of 7.04% versus the S&P return of 9.82%. Over that period, our equity portfolio outperformed the S&P (10.75% vs. 9.82%), while fixed income underperformed the Bloomberg Index (3% vs 3.24%). We continue to view bond market exposure as essential to mitigate equity market risk and volatility, and for longer-term preservation of the EF corpus. The Trustees periodically evaluate our asset allocation and NB's performance to preserve and, where possible, increase returns appropriately.

### **Fund Balance and Distributions**

As of 12/31/2024, the value of the EF was \$2,396,584, a 9.4% increase over year-end 2023. The main driver was a strong stock market, leading to a \$295,565 increase in the fund's market value. The ending balance is net of the 2024 regular distribution of \$75,000 as well as associated fund fees.

These charts provide details regarding the EF's growth and contributions to the Church for the past ten years. Since inception, the EF has contributed a cumulative \$1,471,615 to the Church, with \$1,125,000 since 2010, including special contributions for the ADA project and the 2022 organ refurbishment. This record underlines the importance of conservative investment and distribution strategies to maintain a strong and growing endowment.



Historically, the EF Trustees have targeted a contribution payout range of 3%-4% of the EF's Net Asset Value (NAV), with annual payouts generally in the area of 3.5%, allowing for flexibility while preserving the corpus. Our distributions of \$75,000 in 2024 and the same commitment for 2025 each equal about 3.1% of NAV.

We are well beyond the original EF "distribution threshold" established in the by-laws but remain committed to the tenet, which prohibits distributions that would take the EF below a minimum balance

of \$1,000,000 plus all additional gifts received beyond that level. The intent is for the Endowment to only distribute income and gains, leaving the principal intact for the Church's long-term financial strength.

Gifts and bequests are very important to the growth of the EF and have frequently been given as memorials. We gratefully remember our friend, Jonathan Dodd, who often and quietly made contributions over the years to the EF in memory of many other church members. The Trustees appreciate these donations and ask the congregation to keep the Endowment in mind when making your short- and longer-term giving plans.

### **Rising Insurance Cost Burden**

Since 2022, the Trustees with AP&P instruction have agreed to provide EF contributions to defray the Church's rising property insurance costs. Per the EF's original mandate, insurance premiums have been treated as operating costs outside the scope of the EF. However, annual insurance premiums have more than doubled since 2017, consuming an ever-larger non-discretionary share of the Church's operating costs. This onerous trend reflects industry-wide claims, not GRCC claims experience, with dim prospects for any declining premium under current market conditions.

The EF has agreed to provide insurance support again in 2025, when GRCC's annual insurance premium will increase another 10% to \$86,584. We have agreed to fund up to 75% of the premium (\$64,938 in 2025), reflecting the portion of the premium related to brick and mortar. These insurance contributions come at a cost to the Building Maintenance Fund, which has diverted almost \$231,000 from capital fund balances to insurance through 2025. While urgent capital needs have abated in recent years, this diversion, if sustained, could hurt AP&P's ability to meet future capital needs.

The Finance Committee is undertaking a search for insurance providers who can provide lower-cost but still comprehensive coverage to the Church. Moreover, while the EF remains open to future support for the insurance premium from BMF reserves, we think it is important to consider ways to reduce this call and treat the premium as an operating cost, as originally envisioned when the EF was formed. We would like to keep this issue in front of the Finance Committee and AP&P, especially in light of expected improvements in the Church's financial flexibility following the recent receipt of the H. Bartlett Brown Trust bequest.

In closing, I would like to thank Peter Waldt, whose term expired in 2024, for his generous role in the EF long after moving from Glen Ridge. I am also grateful to Dennis Krien, Peter Hughes and Marcia O'Grady for their work to support the EF mission, and for their investment acuity and dedication to the Church's continued financial health and broader spiritual and community goals.

Respectfully submitted,

Tom Coleman

Thomas S. Coleman  
Endowment Chair (2021-2025)

## ENDOWMENT FUND TRUSTEES:

Dennis Krien (2026)

Peter Hughes (2027)

Marcia O'Grady (2028)

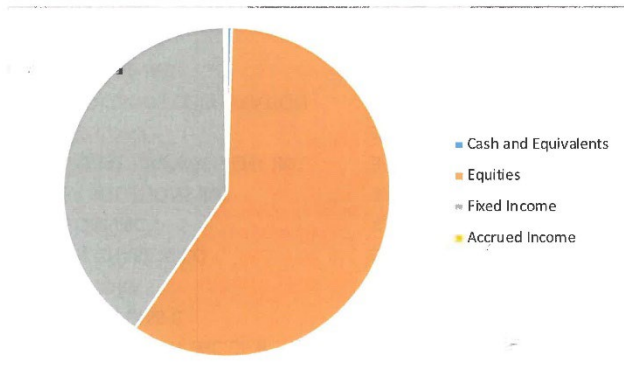
Excerpts from the Neuberger Berman GRCC Investment Summary Report as of 12/31/24:

20 LARGEST HOLDINGS - EQUITIES*		
Security Name	% of Equity	Market Value
APPLE INC	6.77%	\$ 78,882.00
BERKSHIRE HATHAWAY INC CL B	6.62%	\$ 77,058.00
ALPHABET INC CLASS C	6.30%	\$ 73,319.00
MICROSOFT CORP	5.43%	\$ 63,225.00
J P MORGAN CHASE & CO	5.15%	\$ 59,928.00
AMAZON.COM INC	4.71%	\$ 54,848.00
MOTOROLA SOLUTIONS INC	3.97%	\$ 46,223.00
APOLLO GLOBAL MANAGEMENT INC	3.55%	\$ 41,290.00
BROOKFIELD CORP	3.45%	\$ 40,215.00
ARAMARK HOLDINGS CORPORATION	3.12%	\$ 36,377.00
HCA HEALTHCARE INC	2.71%	\$ 31,516.00
CSX CORP	2.63%	\$ 30,656.00
MCDONALDS CORP	2.49%	\$ 28,989.00
US FOODS HLDG CORP	2.46%	\$ 28,670.00
GRAPHIC PACKAGING HOLDING	2.39%	\$ 27,839.00
NASDAQ STOCK MARKET INC	2.39%	\$ 27,832.00
CHUBB LTD	2.37%	\$ 27,630.00
PEPSICO INC	1.96%	\$ 22,809.00
WABTEC CORP	1.95%	\$ 22,751.00
MONDELEZ INTERNATIONAL INC	1.92%	\$ 22,399.00
	72.35%	\$ 842,456

SECTOR BREAKDOWN*		
Sector	Value	% of Equities
Communication Services	\$ 95,392	8.2%
Consumer Discretionary	\$ 147,427	12.7%
Consumer Staples	\$ 107,136	9.2%
Energy	\$ 20,839	1.8%
Financials	\$ 297,025	25.5%
Healthcare	\$ 51,589	4.4%
Industrials	\$ 162,486	14.0%
Information Technology	\$ 217,544	18.7%
Utilities	\$ 20,297	1.7%
Basic Materials	\$ 44,638	3.8%
Totals	\$ 1,164,373	100%

\* excluding mutual funds

OVERALL PORTFOLIO INVESTMENT SUMMARY BY ASSET MIX		
	Market Value	Current %
Cash and Equivalents	\$10,882	1%
Equities	\$1,414,620	59%
Fixed Income	\$964,361	40%
Accrued Income	\$6,721	0%
Total Portfolio	\$2,396,584	100%



## MINISTRY OF FINANCE

The Ministry of Finance is responsible for the financial operation of the Glen Ridge Congregational Church (GRCC) to enable its ministry and mission. Responsibilities of the Finance Ministry include (1) overseeing the collection of all receipts and payment of all expenses, (2) managing the Church's investments that are not part of the Endowment Fund, (3) keeping detailed financial records, (4) preparing monthly financial reports, (5) issuing quarterly contribution statements, and (6) preparing annual budgets.

### Financial Highlights of 2024

2024 ended on a high note financially. We had an Operating Fund surplus for the second year in a row! Thanks to everyone who helped make this possible.

The highlights of the 2024 finances are further discussed in the Operating Fund section below. (Please see the Treasurer's Report on the pages immediately following this report for more details about the 2024 finances.)

- **Operating Fund**

Here is a summary of the actual Operating Fund activity for 2024 compared to the 2024 budget.

<b>Operating Fund</b>		
<b>Summary of 2024 Receipts and Disbursements</b>		
	<b>2024 Actual</b>	<b>Annual Budget</b>
<b>Receipts</b>		
2024 Pledges and Other Support from the Congregation	\$354,380	\$342,000
Arrears from 2023	\$12,242	12,000
Year-end and Deficit Reduction Contributions	\$23,050	\$10,000
Other Giving (Offerings and Special Gifts)	\$5,703	\$6,000
Other Income before Investment Earnings (Building Use Fees and Pilgrim Contribution)	\$120,860	\$113,700
Net Investment Income	\$20,452	\$5,000
<b>Total Receipts</b>	<b>\$536,687</b>	<b>\$488,700</b>
<b>Expenses</b>	<b>\$532,550</b>	<b>\$561,600</b>
<b>Net Excess (Deficit)</b>	<b>\$4,137</b>	<b>(\$72,900)</b>

The positive results for the Operating Fund were due primarily to the following:

1. **Receipts:** Receipts for the year were approximately \$48,000 over budget.
  - With pledgers fulfilling, and in some cases exceeding, their pledge commitments, generous deficit reduction and year-end contributions from members, the Women's Association and Pilgrim Preschool, we took in about \$25,400 in excess of budgeted giving. (However, in spite of all that generosity, there was still \$19,000 in unpaid pledges.)
  - Building rentals came in \$6,000 over budget, due to increased usage of our building for events.

- And, 2024 was a good year overall for the financial markets, which resulted in our receiving realized gains of \$15,400, which were not anticipated in the budget.
2. **Expenses:** We paid out about \$29,000 less than was budgeted. This was primarily due to reductions in salary and benefit costs after our Senior Minister left in early September and we paid a part-time minister with no benefits for the remainder of the year. In addition, moving one employee to Medicare coverage mid-year, further reduced our benefit costs. Thanks to all who carefully managed expenses.
  3. **Operating Fund Balance:** The financial markets performed well in 2024, closing the second straight year with a 20 percent or better return. As a result, our Operating Fund benefited from the recognition of \$28,082 in investment gains, bringing its balance to \$185,928 as of January 1, 2025. Our goal is to maintain the Operating Fund balance above \$100,000 to serve as our reserves to cover any deficit and to provide funds for emergency needs.
- **Building Maintenance Fund**  
The Building Maintenance Fund (BMF) received \$75,000 from the Endowment Fund in 2024. The Ministry of AP&P took great care in managing the expenses, spending \$54,691 in 2024 making sure needed repairs and upgrades were made to the buildings.

The Endowment Fund Trustees agreed that up to 75% of the property/liability insurance premium for 2024 could be paid from the Building Maintenance Fund to cover all or most of the property insurance portion. The actual amount paid from the BMF was \$59,035. This payment did not come out of the BMF annual budget, but instead from the BMF reserves. The actual 2024 insurance premium was \$78,713; the remaining amount was paid from the Operating Fund.

## **H. Bartlett Brown Bequest**

Most of us are aware that our dear departed friend, Bart Brown, named GRCC as the beneficiary of an IRA valued at about \$2.3 million. In early 2024, an Ad Hoc Committee was appointed by the Council to study all details related to the bequest, including the confirmation of the amount, the transfer of the funds to the Church, and to recommend the establishment of policies and guidelines for the administration and oversight of the funds. Most of 2024 was spent settling and closing his estate, so the Church was not in receipt of this gift until November, 2024, when the proceeds of the IRA, then valued at \$2.9 million, were dispersed.

Given timing issues, we were not able to include any distributions from this new fund in our proposed 2025 budget as guidelines have not yet been established. However, the Ad Hoc Committee is expected to recommend that the fund be an endowed fund managed by the Ministry of Finance, that distributions be made from the investment earnings only (that the fund corpus of \$2.3 million be kept intact) and that the proceeds of the fund be used to:

- strengthen the church;
- support music programs;
- glorify and worship God through preaching and celebrations of the Christian message;
- teach ourselves and our children;
- expand our outreach and mission; and
- encourage and broaden our stewardship of money, time, and talent.



We are hoping to receive a distribution from the fund sometime in 2025 after the Ad Hoc Committee defines guidelines for distributions. In future years, it is expected that annual distributions from the new fund will be announced in time for budget planning for the following year.

### **Budgets for the Year 2025**

The biggest issue we face for 2025 budgeting is declining receipts, especially pledge income, that has been steadily declining year over year as our membership has been declining. This past year we lost significant pledge dollars due to families moving away, finding a new church home, and death. In addition, there have been reductions in pledges – some significant. Although we have received some significant increases in individual pledges, they are not enough to offset the overall decline.

The full proposed 2025 Operating Fund budget is presented on the last four pages at the back of this Annual Report. Here are the highlights:

- **Operating Fund Budget**

Finance continues to wrestle with the issues of increased expenses and income expectations that fall below what is needed to run the operations of the Church. In addition, we need to provide funding for existing and new programs that are necessary to continue working toward our goal of growing the Church and increasing our outreach to the community. In the end there were two major events that influenced this proposed budget.

1. **Decreased Pledges.** Stewardship has projected \$290,000 as a reasonable goal for pledges and other support for 2025. This is \$52,000 less than last year's budget, reflecting the continuing trend of steadily decreasing pledge income. Even though we exceeded last year's target, we are not comfortable assuming we can do it again at that level, especially since we are in a transition period between ministers.
2. **The Endowment Trustees came through again!** Insurance costs are continuing to rise (due to all the natural disasters that have been occurring over the past few years) and have become a burden on the Operating Fund budget. For 2025, there was another 10% increase in the property/liability premium accompanied by a decrease in the level of coverage. The cumulative effect of this increase, on top of the 8%, 10%, 26% and 19% increases in the prior four years, is to make the premiums extremely high.

Once again, the Endowment Fund Trustees have agreed to allow up to 75% of the insurance premium, or \$64,938 of the total \$86,584 premium, to be paid from the Building Maintenance Fund (BMF) effectively removing this expense from the Operating Fund budget. This 75% is an estimate of the portion attributable to the premium for property coverage. There is adequate money in the BMF to cover this expense without jeopardizing the funding for needed building repairs and upgrades. The Trustees, along with input from AP&P, will review this agreement every year as needed.

During 2025, in an effort to bring down our insurance cost, Finance will be looking at alternative insurance coverage to what we currently have through the Insurance Boards.

**Receipts:** Receipts in the proposed budget are \$435,000, which is \$53,700 lower than the 2024 budget. For the 2025 Operating Fund Budget, here are the receipt components:

- Pledges and Other Support of \$290,000 from the congregation, plus
- \$145,000 from other sources such as arrears, offertory, investment income, Pilgrim Preschool, St. Francis of Assisi, Mezoco, Glen Ridge Historical Society and other building usage.

**Disbursements:** The 2025 Operating Fund Budget disbursements of \$532,750 is a \$28,850 net decrease from the 2024 Budget. Some expenses went up and some went down. Here are the major changes in budgeted expenses:

- **Professional Staff:** The \$43,047 decrease in the budget for professional staff includes modest pay raises and stipends and decreased healthcare benefit costs described below.
  - Senior Minister: Assumes four months of part-time minister with no benefits followed by eight months of full-time minister with benefits. Assumes new minister will be paid an annual rate of \$64,000.
  - Minister Search Expenses of \$6,000 were included to pay moving expenses and other transition expenses.
  - A 4% increase in salary is included for Tom Mustachio and Tyra Brown for their continued guidance. These increases will be retroactive to January 1, 2025. In addition, stipends are budgeted to be paid to both Tom and Tyra at the end of April, to thank them for stepping up to help keep the Church running smoothly during the time we have been without a full-time minister.
  - Medical benefit premiums decreased by \$10,500, due to transition to Medicare for our covered employee.
  - Payroll for the Youth Ministries Coordinator, who runs the multi-church Sr. High and Jr. High youth groups, has been transferred to St. Lukes and thus is removed from our payroll budget.
- **Administrative Staff:** The \$4,453 increase in the budget for administrative staff includes:
  - A 4% increase retroactive to January 1, 2025 for our Office Administrator, Alicia Harrison, and a stipend to be paid at the end of April, to thank her for stepping up to help keep the Church running smoothly during the time we have been without a full-time minister.
  - Increases in hourly rates (effective March 1, 2025) for our Senior Sexton, Octavio Morales, and the Assistant Sextons, Erika Loayza and Vernon Oliver.
  - The budget assumes 20% of the Senior Sexton pay will be paid by the Building Maintenance Fund (BMF) in 2025, thus reducing the amount paid by the Operating Fund. (Last year this was 13%.)
  - The Women's Association has agreed to continue paying for half the cost of the Sunday Sexton and to pay \$75 a week toward kitchen cleaning. These donations come to \$6,000 for the year.

- **Administration and Maintenance (non-staff):** Careful budgeting and expense monitoring by AP&P resulted in about a \$1,000 decrease in total administrative and maintenance expenses for 2025. Some expenses went up and some went down, with the largest decrease being in utility costs, which were lowered by about \$4,000.

Most of the increases were in areas where onboarding a new minister might require something extra.

- **Ministries:** The other primary component of our expense increase is a growth of \$10,808 in the amount the ministries will have to spend.
  - Most of that growth is due to an increase of about \$4,100 in the Music Ministry budget and the addition of \$5,000 that GRCC will pay toward the expenses of the multi-church Youth Ministries Program (YMP). In 2024, we only paid \$5,000 to the YMP because there was no program coordinator for half the year. There is now a coordinator, so our share of the program expenses will be the full \$10,000 in 2025.
  - The Parish Life budget increased by \$1,050 in order to do more in-reach and out-reach events.
  - Overall, the Children & Youth (C&Y) budget is less than last year's by \$1,500. The unused 2024 C&Y offset of \$5,000 was returned to the designated fund at the end of 2024 and will be used to offset the 2025 C&Y budget.
  - The MOM budget was increased modestly for 2025 to \$29,500. At the end of 2024, there was a balance of about \$2,500 in the Local Benevolences Fund, which represents unspent MOM budget allocations from last year. Although this amount cannot be moved into the budget, it is available to be spent. Therefore, MOM will have the budget amount of \$29,500 plus the remaining Local Benevolences Fund amount of \$2,500 to spend, totaling \$32,000.

**Deficit:** The Proposed 2025 Operating Fund Budget shows a deficit of \$97,750 for the year.

**Operating Fund Balance:** As we have relied on the Operating Fund reserves to cover operating deficits, we made sure the deficit in the proposed budget would be covered by the \$185,928 balance in the Operating Fund at the beginning of 2025.

- **Building Maintenance Fund (BMF) Budget**

The proposed 2025 Building Maintenance Fund Budget reflects total receipts of \$75,000 derived solely from the contribution the Endowment Fund has agreed to make, which is equal to the amount received from the BMF in 2024. Thanks to the Endowment Fund Trustees for their generous contribution.

### **The Bottom Line**

We expect 2025 to be another challenging year financially. We hope to move toward growing our income with the goal of achieving a balanced budget as the Church continues to rebuild. This budget is heavy on realism with some degree of hopeful optimism. We hope that at the end of 2025 we will come in even better than we did in 2024. As our late-departed friend, Bart Brown, always reminded us when preparing the budget, we should have faith; after all, we are a church!

***Operating Fund Reserves:*** We were fortunate that our Operating Fund reserves (our rainy-day funds used to cover cash shortfalls) ended 2024 with a healthy balance. We must continue to grow our income and/or spend wisely in the future so as not to exhaust our reserves.

***What you can do to help:*** Each of us has the ability to help improve the Church's situation in some way. For those of us who can, fulfilling our pledges to the Church is a good start. If you haven't yet made a pledge for 2025, please do so. Or, if you have made a pledge, consider increasing it if you can. (A QR code linking directly to our online pledge form can be found in the Stewardship Report in this Annual Report.) Sign up for recurring electronic pledge payments through your bank, Venmo or Tithe.ly to help the Church better anticipate and control cash flow. Lastly, and most importantly, help spread the word of the Church's good works and mission throughout the community. Invite friends and family to join us for Sunday worship and other events.

### **Thanks**

Many people deserve thanks for their active participation in the effort it takes to manage the finances of the Church. In particular, much appreciation goes to our dedicated Finance Ministry members, whether elected members, volunteer members or ex officio members:

Mike Brandell (Treasurer)	Jerry Melichar	Linda Seyffarth
Tom Coleman (Endowment)	Dave Mitchell (Stewardship)	Doug Steele (AP&P)
Gordon Hunziker	Rebecca Mitchell (Stewardship)	Craig Wood
Dennis Krien	Alden Provost	

Extra thanks to Craig and Dennis for the many hours they devote to our bookkeeping, accounting and reporting requirements, Chris Ely for handling payroll responsibilities and Mary Jones for her invaluable support.

Respectfully submitted,

Pamela A. Figlar,  
Finance Chair

# TREASURER'S REPORT

## Year 2024

	<i>Actual</i>	<i>Budget</i>
<b>BUDGETED RECEIPTS</b>		
Pledges and Other Support from the Congregation	\$ 355,392	\$ 342,000
Pledge Collection Charge	(1,012)	0
Initial Offering	25	0
Arrears (Pledge payments for prior year)	12,242	12,000
Offertory	5,678	6,000
Church School	0	0
Investment Income	20,452	5,000
Pilgrim Preschool	53,000	53,000
Other Building Use Fees	66,575	60,700
Fundraisers	0	0
Miscellaneous Income	1,285	0
Deficit Reduction	15,000	5,000
Year-end Gifts (specifically identified)	8,050	5,000
<b>Total Budgeted Receipts in Operating Fund</b>	<b>\$ 536,687</b>	<b>\$ 488,700</b>
<b>Special Designated Gifts</b>		
One Great Hour of Sharing	\$ 3,036	
Christmas Offering	2,916	
Neighbors in Need	1,280	
Strengthen the Church	700	
Women's Association Gifts Paid Through the Church	19,780	
Receipts for Endowment Fund	0	
Special Appeals	9,501	
Receipts for Garden of Memory	0	
Contributions to Special Funds (See Balance Sheet)	50,715	
Net Income Credited to Special Funds (See Balance Sheet)	5,217	
<b>Total Designated Giving</b>	<b>\$ 93,145</b>	
<b>TOTAL RECEIPTS</b>	<b>\$ 629,832</b>	
<b>BUDGETED DISBURSEMENTS</b>		
Professional Compensation and Benefits	\$ 226,491	\$ 251,925
Administration and Operations:		
Administrative Salaries and Benefits	120,563	120,493
Administrative Expenses	17,048	18,967
Maintenance	100,453	96,040
Total — Administration and Operations	\$ 238,064	\$ 235,500
Ministry and Programs	3,405	9,330
Music Ministry	28,910	27,345
Children & Youth	7,680	9,500
Outreach & Mission	28,000	28,000
<b>Total Budgeted Disbursements in Operating Fund</b>	<b>\$ 532,550</b>	<b>\$ 561,600</b>
<b>Total Non-Budgeted Disbursements and Transfers</b>	<b>\$ 93,145</b>	<b>\$ 0</b>
<b>Net Excess of Operating Fund Receipts Over Disbursements (Deficit)</b>	<b>\$ 4,137</b>	<b>\$ (72,900)</b>
<b>Net Receipts in Building Maintenance Fund (First page of 2025 Budget)</b>	<b>\$ 20,309</b>	<b>\$ 0</b>
<b>Combined Net Excess of Receipts over Disbursements (Deficit) in Operating and Building Maintenance Funds</b>	<b>\$ 24,446</b>	<b>\$ (72,900)</b>

# TREASURER'S REPORT Year 2024

	<i>Actual</i>	<i>Budget</i>
<b>Professional Compensation and Benefits</b>		
<b>Senior Minister</b>		
Salary and Housing Allowance	\$ 58,149	\$ 69,888
Social Security Offset	5,554	6,950
Medical and Dental Insurance	17,993	23,991
Car Allowance	826	1,200
Pension	9,540	12,720
Disability and Life Insurance	1,022	1,362
Additional Compensation	<u>2,273</u>	<u>2,800</u>
<i>Subtotal</i>	\$ 95,357	\$ 118,911
<b>Minister of Music</b>		
Salary	\$ 67,412	\$ 67,412
Social Security	5,400	5,157
Medical and Dental Insurance	11,063	16,416
Additional Compensation	2,247	
Pension	<u>9,438</u>	<u>9,438</u>
<i>Subtotal</i>	\$ 95,560	\$ 98,423
<b>Director of Children's Ministry</b>		
Salary	\$ 27,482	\$ 27,489
Social Security	2,173	2,102
Additional Compensation	<u>919</u>	
<i>Subtotal</i>	\$ 30,574	\$ 29,591
<b>Youth Ministries Coordinator</b>		
Salary		\$ 27,038
Social Security		2,068
Support from Youth Ministries Fund	<u>5,000</u>	<u>(24,106)</u>
<i>Subtotal</i>	\$ 5,000	\$ 5,000
<b>Other Professional Staff Expenses</b>		
Additional Staff Assistance		
 Total — Professional Compensation and Benefits	 <u>\$ 226,491</u>	 <u>\$ 251,925</u>

# TREASURER'S REPORT Year 2024

	<i>Actual</i>	<i>Budget</i>
<b>Administrative Salaries and Benefits</b>		
Parish Administrator		
Salary	\$ 45,598	\$ 45,597
Social Security	3,605	3,488
Additional Compensation	1,525	
Subtotal	<u>\$ 50,728</u>	<u>\$ 49,085</u>
Office Assistance		
Salary	\$ 6,840	\$ 7,120
Social Security	523	545
Subtotal	<u>\$ 7,363</u>	<u>\$ 7,665</u>
Sexton		
Senior Sexton Salary	\$ 20,277	\$ 18,012
Social Security for Senior Sexton	1,551	1,378
Assistant Sextons Salary (Includes offset)	38,990	42,735
Social Security for Assistant Sextons	2,983	3,270
Sunday Sexton (Includes offset)	2,250	1,950
Sunday Sexton Social Security	321	298
Support from WA for Kitchen Cleaning	(3,900)	(3,900)
Subtotal	<u>62,472</u>	<u>63,743</u>
Total — Administrative Salaries and Benefits	<u>\$ 120,563</u>	<u>\$ 120,493</u>
<b>Administrative Expenses</b>		
Postage	\$ 1,421	\$ 1,500
Office Supplies	2,060	2,500
Worship Supplies	362	500
Telephone and Internet	4,904	5,700
Books and Pamphlets	0	0
Conference and Travel & Council Retreat	0	300
Advertising	792	1,467
Computer Expenses	6,880	7,000
Other	629	0
Total — Administrative Expenses	<u>\$ 17,048</u>	<u>\$ 18,967</u>
<b>Maintenance</b>		
Contribution to Building Maintenance Fund	\$ 0	\$ 0
Supplies	4,867	4,999
Cleaning Service	0	0
Service and Maintenance	21,891	15,000
Utilities:		
Church	37,801	40,800
Parsonage	5,352	6,800
Insurance	30,542	28,441
Total — Maintenance	<u>\$ 100,453</u>	<u>\$ 96,040</u>

# TREASURER'S REPORT

## Year 2024

	<i>Actual</i>	<i>Budget</i>
<b>Ministry and Programs</b>		
Professional Training	\$ 305	\$ 500
Stephen Ministries	0	0
Adult Ministries		150
Worship	1,514	1,830
Parish Life	648	550
Pastoral Expenses and Outreach	218	500
Stewardship	720	800
Youth Ministries Contribution		5,000
Total — Ministry and Programs	<u>\$ 3,405</u>	<u>\$ 9,330</u>
<b>Music Ministry</b>		
Section Leaders	\$ 20,750	\$ 21,500
Social Security	1,588	1,645
Music Scores	1,026	1,200
Contract Musicians & Instrumentalists	5,850	2,400
Summer Organist	1,000	1,000
Supplies and Awards	0	0
Community Concerts Series (See Fund account)		
Piano Tuning	1,386	1,200
Handbell Maintenance	400	400
Music Receipts (Requiem contributions, fund-raisers, other contributions)	(3,090)	(2,000)
Total — Music Ministry	<u>\$ 28,910</u>	<u>\$ 27,345</u>
<b>Children &amp; Youth</b>		
Curriculum	\$ 649	\$ 2,000
Materials / Supplies	313	500
Advent Experience	(10)	2,100
Family Faith	449	500
Special Programs	808	800
Childcare	3,097	3,500
Confirmation	345	600
High School Fellowship (formerly YPS)	163	800
Middle School Youth Program (formerly CREW, CIA or YSG)	0	500
Vacation Bible School	1,866	3,200
Other	0	0
Support for C&Y Projects		
Support from Designated Funds		(5,000)
Total — Children & Youth	<u>\$ 7,680</u>	<u>\$ 9,500</u>
<b>Outreach &amp; Mission</b>		
Local Benevolences	\$ 6,215	
Dues to New Jersey Association of Central Atlantic Conference	1,785	
Our Church's Wider Mission (OCWM)	20,000	
Support from Designated Funds	0	
Total — Outreach & Mission	<u>\$ 28,000</u>	<u>\$ 28,000</u>



# TREASURER'S REPORT

## Year 2024

	<u>Dec. 31, 2023</u>	<u>Dec. 31, 2024</u>
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash		
Checking Account	\$ 107,111	\$ 55,184
Petty Cash	121	121
Brokerage Money Market Account	<u>9,326</u>	<u>9,251</u>
Total Cash	\$ 116,558	\$ 64,556
Investments (at market value)		
Equities	\$ 324,280	\$ 385,264
Mortgage-Backed Securities	3,597	3,325
Mutual Funds	239,015	191,835
Investment Funds at United Church Funds	<u>43,041</u>	<u>45,009</u>
Total Investments	\$ 609,933	\$ 625,433
Other Assets		
Accounts Receivable	0	(39,000)
Prepaid Expenses	<u>27,212</u>	<u>44,894</u>
Total Other Assets	\$ 27,212	\$ 5,894
Total Current Assets	\$ 753,703	\$ 695,883
<b>Fixed Assets</b>		
Church Building	\$ 6,268,118	\$ 6,268,118
Church Contents	4,518,878	4,518,878
Church Shed and Contents	12,274	12,274
Appleton Place Parsonage	320,500	320,500
Appleton Place Contents	6,933	6,933
Appleton Place Garage	<u>20,434</u>	<u>20,434</u>
Total Fixed Assets	\$ 11,147,137	\$ 11,147,137
<b>TOTAL ASSETS</b>	<u><u>\$ 11,900,840</u></u>	<u><u>\$ 11,843,020</u></u>

### 2024 Building Maintenance Fund Activity

Carry-forward Balance at December 31, 2023	\$ 120,163
Receipts from Endowment Fund in 2024	75,000
Receipts from Operating Fund in 2024	0
Other 2024 contributions to Fund	<u>0</u>
	\$ 195,163
Disbursements in 2024 for Church Upkeep (details on first budget page)	(54,691)
Disbursements for 2024 Property Insurance	<u>(59,035)</u>
Balance at December 31, 2024 (as reflected on the next page)	<u><u>\$ 81,437</u></u>

# TREASURER'S REPORT

## Year 2024

	<u>Dec. 31, 2023</u>	<u>Dec. 31, 2024</u>
<b>LIABILITIES</b>		
<b>Current Liabilities</b>		
Accounts Payable	\$ 11,289	\$ 6,020
Choir Bank Account	163	163
Prepaid Pledges	35,075	23,500
Payroll Taxes Payable	0	12,766
Total Current Liabilities	<u>\$ 46,527</u>	<u>\$ 42,449</u>
<b>FUND BALANCES</b>		
Operating Fund		
Unrestricted Prior Year	\$ 63,656	\$ 153,709
Gimbel Bequest	0	0
Forgiven Paycheck Protection Program Loan	0	0
Unrealized Gains (Losses) During Year	78,856	28,082
Gain / (Loss) for the Year	11,197	4,137
Total Operating Fund	<u>\$ 153,709</u>	<u>\$ 185,928</u>
Building Maintenance Fund (See details on previous page)	120,163	81,437
Local Benevolences Fund	7,872	2,511
Special Purpose Funds (See details below)	425,432	383,558
Fixed Asset Fund	<u>11,147,137</u>	<u>11,147,137</u>
Total Fund Balances	<u>\$ 11,854,313</u>	<u>\$ 11,800,571</u>
<b>TOTAL LIABILITIES AND FUND BALANCES</b>	<u><u>\$ 11,900,840</u></u>	<u><u>\$ 11,843,020</u></u>

### Special Purpose Funds - 2024 Activity

	<i>Balance</i> <i>12/31/22</i>	<i>Receipts</i>	<i>Income</i>	<i>Payments</i>	<i>Balance</i> <i>12/31/23</i>
Memorials and Gifts Fund	\$ 17,870	\$ 3,225			\$ 21,095
Organ Fund	44,219	2,265		\$ 40,380	6,104
Community Concerts Fund	29,122	27,441		24,553	32,010
Technology Fund Exp.	8,711				8,711
Broderson/Melander Fund	209,477				209,477
Gracefully Green Garden	1,154			800	354
Handbell Fund	2,105			(400)	2,505
YPS Fund	55				55
Refugee Support Fund	1,668				1,668
C.I.A. Fund	127				127
Youth Ministry Receipts	11,552	5,000		16,552	0
Flower Fund	12,263	3,934		4,818	11,379
Parishioner Support Fund	2,397				2,397
Fundraisers Fund	1,541				1,541
Janice Fischer Scholarship Fund	22,049		2,083	1,000	23,133
Forshay Riesenman Fund	6,107		806	250	6,663
Elizabeth Patton Fund	24,588				24,588
Salter Fund	2,814				2,814
Teddy's Garden Fund	1,497				1,497
SCEEP Alumni Activities Fund	(1)				(1)
SCEEP Challenge Award Fund	1,800	4,350	284	4,000	2,434
SMART Support Fund	5,000				5,000
Haiti Orphanage Mission Fund	82				82
Bronneck Music Support Fund	5,211	2,050		1,903	5,357
Batastini Scholarship Fund	10,910		2,044	2,075	10,879
Library Fund	541				541
Garden of Memory	2,572	2,450		1,875	3,147
<b>Total Special Purpose Funds</b>	<u><u>\$ 425,432</u></u>	<u><u>\$ 50,715</u></u>	<u><u>\$ 5,217</u></u>	<u><u>\$ 97,806</u></u>	<u><u>\$ 383,558</u></u>

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**GLEN RIDGE CONGREGATIONAL CHURCH  
PROPOSED 2025 OPERATING FUND BUDGET**

	2022 Actual	2023 Actual	2024 Budget	2024 Actual	Proposed 2025 Budget	Proposed Budget % Change over 2024
<b>RECEIPTS</b>						
Pledges and Other Support from Congregation	\$360,033	\$373,054	\$342,000	\$354,380	<b>\$290,000</b>	-15.20%
Initial Offering	\$0	\$16	\$0	\$25	<b>\$0</b>	0.00%
Arrears	\$8,820	\$40,531	\$12,000	\$12,242	<b>\$10,000</b>	-16.67%
Offertory	\$6,571	\$8,788	\$6,000	\$5,678	<b>\$6,000</b>	0.00%
Church School Offering	\$200	\$0	\$0	\$0	<b>\$0</b>	0.00%
Investment Income	\$16,977	\$5,748	\$5,000	\$20,452	<b>\$6,000</b>	20.00%
Fund Raisers	\$0	\$931	\$0	\$0	<b>\$0</b>	0.00%
Miscellaneous income	\$1,486	\$282	\$0	\$1,285	<b>\$0</b>	0.00%
Pilgrim Preschool	\$35,000	\$51,000	\$53,000	\$53,000	<b>\$53,000</b>	0.00%
Other Building Use Fees	\$32,552	\$54,362	\$60,700	\$66,575	<b>\$60,000</b>	-1.15%
Year-end and Deficit-reduction Gifts	\$12,050	\$14,791	\$10,000	\$23,050	<b>\$10,000</b>	0.00%
<b>Total Operating Receipts</b>	<b>\$473,689</b>	<b>\$549,503</b>	<b>\$488,700</b>	<b>\$536,687</b>	<b>\$435,000</b>	-10.99%
<b>DISBURSEMENTS</b>						
Professional Compensation (See A)	\$235,563	\$243,945	\$251,925	\$226,491	<b>\$208,878</b>	-17.09%
Administration and Operations:						0.00%
Salaries and Benefits (See B)	\$129,381	\$116,206	\$120,493	\$120,563	<b>\$124,946</b>	3.70%
Administrative Expenses (See C)	\$15,499	\$19,982	\$18,967	\$17,048	<b>\$19,997</b>	5.43%
Maintenance (See D)	\$85,910	\$91,431	\$96,040	\$100,453	<b>\$93,946</b>	-2.18%
Total — Administration and Operations	<b>\$230,790</b>	<b>\$227,619</b>	<b>\$235,500</b>	<b>\$238,064</b>	<b>\$238,889</b>	1.44%
Music Program (See E)	\$24,255	\$27,121	\$27,345	\$28,910	<b>\$31,483</b>	15.13%
Children & Youth (See F)	\$9,064	\$8,511	\$9,500	\$7,680	<b>\$8,000</b>	-15.79%
Ministry and Programs (See G)	\$6,817	\$3,110	\$9,330	\$3,405	<b>\$16,000</b>	71.49%
Outreach & Mission (See H)	\$37,100	\$28,000	\$28,000	\$28,000	<b>\$29,500</b>	5.36%
<b>Total Operating Disbursements</b>	<b>\$543,589</b>	<b>\$538,306</b>	<b>\$561,600</b>	<b>\$532,550</b>	<b>\$532,750</b>	-5.14%
<b>Net Excess of Receipts over Disbursements (Deficit)</b>	<b>(\$69,900)</b>	<b>\$11,197</b>	<b>(\$72,900)</b>	<b>\$4,137</b>	<b>(\$97,750)</b>	34.09%

See notes on last page of this budget

**PROPOSED 2025 BUILDING MAINTENANCE FUND BUDGET**

Receipts from Endowment Fund	\$100,000	\$75,000	\$75,000	\$75,000	<b>\$75,000</b>	0.00%
Receipts from Operating Budget (From D)	\$0	\$0	\$0	\$0	<b>\$0</b>	0.00%
Other Building Maintenance Fund Receipts	\$0	\$0	\$0	\$0	<b>\$0</b>	0.00%
<b>Total Building Maint. Fund Receipts</b>	<b>\$100,000</b>	<b>\$75,000</b>	<b>\$75,000</b>	<b>\$75,000</b>	<b>\$75,000</b>	0.00%
Disbursements Relating to Endowment Support						
Repairs / Improvements - Church	\$94,009	\$50,091	\$65,000	\$41,802	<b>\$65,000</b>	0.00%
Repairs / Improvements - Parsonage	\$1,089	\$4,128	\$5,000	\$8,846	<b>\$5,000</b>	0.00%
Organ Maintenance	\$2,925	\$0	\$2,000	\$1,900	<b>\$2,000</b>	0.00%
Floor Maintenance (Non-routine)	\$1,582	\$890	\$3,000	\$2,143	<b>\$3,000</b>	0.00%
<b>Total Building Maint. Fund Disbursements</b>	<b>\$99,605</b>	<b>\$55,109</b>	<b>\$75,000</b>	<b>\$54,691</b>	<b>\$75,000</b>	0.00%
<b>Net Receipts (Disbursements) for Building Maintenance Fund</b>	<b>\$395</b>	<b>\$19,891</b>	<b>\$0</b>	<b>\$20,309</b>	<b>\$0</b>	0.00%

**COMBINED OPERATING AND BUILDING MAINTENANCE FUND PROPOSED BUDGETS**

<b>Net Excess of Receipts over Disbursements (Deficit)</b>	<b>(\$69,505)</b>	<b>\$31,088</b>	<b>(\$72,900)</b>	<b>\$24,446</b>	<b>(\$97,750)</b>	34.09%
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**GLEN RIDGE CONGREGATIONAL CHURCH  
PROPOSED 2025 OPERATING FUND BUDGET**

	2022 Actual	2023 Actual	2024 Budget	2024 Actual	2025 Budget	Proposed Budget % Change over 2024
<b>(A) Professional Compensation and Benefits</b>						
<b>Senior Minister</b> (see note 1)						
Salary and Housing Allowance	\$67,200	\$67,200	\$69,888	\$58,149	<b>\$54,315</b>	-22.28%
Social Security Offset	\$6,683	\$6,683	\$6,950	\$5,554	<b>\$5,134</b>	-26.13%
Pension	\$12,230	\$12,230	\$12,720	\$9,540	<b>\$7,765</b>	-38.95%
Medical and Dental Insurance	\$21,486	\$23,271	\$23,991	\$17,993	<b>\$8,080</b>	-66.32%
Car Allowance	\$1,200	\$1,200	\$1,200	\$826	<b>\$1,200</b>	0.00%
Disability and Life Insurance	\$1,310	\$1,310	\$1,362	\$1,022	<b>\$832</b>	-38.91%
Additional Compensation	\$2,800	\$2,800	\$2,800	\$2,273	<b>\$0</b>	0.00%
Minister Search Expenses					<b>\$6,000</b>	100.00%
Subtotal	<u>\$112,909</u>	<u>\$114,694</u>	<u>\$118,911</u>	<u>\$95,357</u>	<u><b>\$83,326</b></u>	-29.93%
<b>Minister of Music</b>						
Salary	\$64,819	\$64,819	\$67,412	\$67,412	<b>\$70,108</b>	4.00%
Pension	\$9,075	\$9,075	\$9,438	\$9,438	<b>\$9,815</b>	3.99%
Social Security	\$4,959	\$4,959	\$5,157	\$5,400	<b>\$5,542</b>	7.47%
Medical and Dental Insurance	\$14,694	\$15,927	\$16,416	\$11,063	<b>\$5,844</b>	-64.40%
Additional Compensation				\$2,247	<b>\$2,337</b>	100.00%
Subtotal	<u>\$93,547</u>	<u>\$94,780</u>	<u>\$98,423</u>	<u>\$95,560</u>	<u><b>\$93,646</b></u>	-4.85%
<b>Director of Children's Ministry</b>						
Salary	\$27,038	\$27,022	\$27,489	\$27,482	<b>\$28,682</b>	4.34%
Social Security	\$2,069	\$2,067	\$2,102	\$2,173	<b>\$2,267</b>	7.85%
Additional Compensation				\$919	<b>\$956</b>	100.00%
Subtotal	<u>\$29,107</u>	<u>\$29,089</u>	<u>\$29,591</u>	<u>\$30,574</u>	<u><b>\$31,905</b></u>	7.82%
<b>Youth Ministries Coordinator</b>						
Salary (see note 2)		\$7,875	\$27,038	\$0	<b>\$0</b>	
Social Security		\$602	\$2,068	\$0	<b>\$0</b>	
Support from Youth Ministries Fund		(\$3,095)	(\$24,106)	\$5,000	<b>\$0</b>	
Subtotal		<u>\$5,382</u>	<u>\$5,000</u>	<u>\$5,000</u>	<u><b>\$0</b></u>	0.00%
<b>Other Professional Staff Expenses</b>						
Additional Staff Assistance						
<b>Total Professional Compensation &amp; Benefits</b>	<u><b>\$235,563</b></u>	<u><b>\$243,945</b></u>	<u><b>\$251,925</b></u>	<u><b>\$226,491</b></u>	<u><b>\$208,878</b></u>	-17.09%

**Notes:** <sup>1</sup> For the 2025 budget, Senior Minister compensation assumes 4 months of part-time minister with no benefits followed by 8 months of full-time minister with benefits

<sup>2</sup> Payroll for Coordinator of multi-church Youth Ministries Program was transferred to St. Lukes in 2024.

**GLEN RIDGE CONGREGATIONAL CHURCH  
PROPOSED 2025 OPERATING FUND BUDGET**

	2022 Actual	2023 Actual	2024 Budget	2024 Actual	2025 Budget	Proposed Budget % Change over 2024
<b>(B) Administrative Salaries &amp; Benefits</b>						
<b>Parish Administrator</b>						
Salary	\$42,927	\$42,478	\$45,597	\$45,598	\$47,577	4.34%
Social Security	\$2,234	3,250	\$3,488	\$3,605	\$3,761	7.83%
Additional Compensation	\$13,877	0	\$0	\$1,525	\$1,586	100.00%
Subtotal	\$59,038	\$45,728	\$49,085	\$50,728	<b>\$52,924</b>	7.82%
<b>Office Assistance</b>						
Salary	\$10,800	\$6,620	\$7,120	\$6,840	<b>\$7,280</b>	2.25%
Social Security	\$434	\$506	\$545	\$523	<b>\$557</b>	2.20%
Subtotal	\$11,234	\$7,126	\$7,665	\$7,363	<b>\$7,837</b>	2.24%
<b>Sexton</b>						
Senior Sexton (see note 3)	\$16,713	\$18,385	\$18,012	\$20,277	<b>\$21,259</b>	18.03%
Social Security for Senior Sexton	\$1,279	\$1,406	\$1,378	\$1,551	<b>\$1,626</b>	18.00%
Assistant Sextons	\$37,769	\$42,000	\$42,735	\$38,990	<b>\$40,039</b>	-6.31%
Social Security for Assistant Sextons	\$2,889	\$3,213	\$3,270	\$2,983	<b>\$3,063</b>	-6.33%
Sunday Sexton	\$2,100	\$1,950	\$1,950	\$2,250	<b>\$1,950</b>	0.00%
Social Security for Sunday Sexton	\$309	\$298	\$298	\$321	<b>\$148</b>	-50.34%
Support for Cleaning from WA	(\$1,950)	(\$3,900)	(\$3,900)	(\$3,900)	<b>(\$3,900)</b>	0.00%
Subtotal	\$59,109	\$63,352	\$63,743	\$62,472	<b>\$64,185</b>	0.69%
<b>Total — Administrative Salaries &amp; Benefits</b>	<b>\$129,381</b>	<b>\$116,206</b>	<b>\$120,493</b>	<b>\$120,563</b>	<b>\$124,946</b>	3.70%
<b>(C) Administrative Expenses</b>						
Postage	\$892	\$1,809	\$1,500	\$1,421	<b>\$2,000</b>	33.33%
Office Supplies	\$3,651	\$2,629	\$2,500	\$2,060	<b>\$2,500</b>	0.00%
Worship Supplies	\$353	\$1,131	\$500	\$362	<b>\$1,000</b>	100.00%
Telephones and Internet	\$5,655	\$5,463	\$5,700	\$4,904	<b>\$5,400</b>	-5.26%
Books and Pamphlets	\$102	\$0	\$0	\$0	<b>\$0</b>	0.00%
Conference and Travel	\$100	\$0	\$100	\$0	<b>\$400</b>	300.00%
Council Retreat	\$767	\$0	\$200	\$0	<b>\$500</b>	150.00%
Advertising, Church Promotion and Development	\$1,972	\$1,218	\$1,467	\$792	<b>\$1,197</b>	-18.40%
Computer Expenses	\$7,006	\$7,013	\$7,000	\$6,880	<b>\$7,000</b>	0.00%
Other	(\$4,999)	\$719	\$0	\$629	<b>\$0</b>	0.00%
<b>Total — Administrative Expenses</b>	<b>\$15,499</b>	<b>\$19,982</b>	<b>\$18,967</b>	<b>\$17,048</b>	<b>\$19,997</b>	5.43%
<b>(D) Maintenance</b>						
Contribution to Building Maintenance Fund	\$0	\$0	\$0	\$0	<b>\$0</b>	0.00%
Supplies	\$4,546	\$4,597	\$4,999	\$4,867	<b>\$5,000</b>	0.02%
Cleaning Service	\$0	\$0	\$0	\$0	<b>\$0</b>	0.00%
Service and Maintenance	\$17,900	\$14,536	\$15,000	\$21,891	<b>\$15,000</b>	0.00%
<b>Utilities</b>						
<b>Church</b>						
Gas	\$18,857	\$15,213	\$17,000	\$13,444	<b>\$15,000</b>	-11.76%
Electricity	\$17,161	\$22,055	\$22,000	\$21,868	<b>\$22,000</b>	0.00%
Water and Sewer	\$1,973	\$1,705	\$1,800	\$2,489	<b>\$2,000</b>	11.11%
<b>Parsonage</b>						
Gas and electricity	\$4,125	\$4,678	\$4,500	\$3,031	<b>\$3,000</b>	-33.33%
Water	\$403	\$375	\$300	\$479	<b>\$300</b>	0.00%
Telephone and Internet	\$1,819	\$1,831	\$2,000	\$1,842	<b>\$1,500</b>	-25.00%
Property and Liability Insurance (see note 4)	\$13,256	\$18,220	\$20,441	\$20,741	<b>\$21,646</b>	5.90%
Workers Compensation Insurance	\$5,870	\$8,221	\$8,000	\$9,801	<b>\$8,500</b>	6.25%
<b>Total — Maintenance</b>	<b>\$85,910</b>	<b>\$91,431</b>	<b>\$96,040</b>	<b>\$100,453</b>	<b>\$93,946</b>	-2.18%

**Notes:** <sup>3</sup> 20% of Senior Sexton salary is being paid from the Building Maintenance Fund; an increase from 10 - 15% budgeted in prior years.

<sup>4</sup> The Operating Fund budgets for the last few years have included approximately 25% of the insurance premium. The rest (assumed to be for property coverage) was paid from the Building Maintenance Fund reserves.

**GLEN RIDGE CONGREGATIONAL CHURCH  
PROPOSED 2025 OPERATING FUND BUDGET**

	2022 Actual	2023 Actual	2024 Budget	2024 Actual	2025 Budget	Proposed Budget % Change over 2024
<b>(E) Music Ministry</b>						
Section Leaders	\$18,030	\$19,170	\$21,500	\$20,750	<b>\$22,000</b>	2.33%
Section Leaders Social Security	\$1,006	\$1,466	\$1,645	\$1,588	<b>\$1,683</b>	2.31%
Music and Supplies	\$927	\$1,121	\$1,200	\$1,026	<b>\$1,200</b>	0.00%
Instrumentalists	\$6,000	\$5,343	\$2,400	\$5,850	<b>\$6,000</b>	150.00%
Supply Organist	\$1,000	\$1,000	\$1,000	\$1,000	<b>\$1,000</b>	0.00%
Community Concerts Series (self-sustaining)	\$0	\$0	\$0	\$0	<b>\$0</b>	0.00%
Piano Tuning	\$288	\$1,021	\$1,200	\$1,386	<b>\$1,700</b>	41.67%
Handbell Maintenance	\$104	\$400	\$400	\$400	<b>\$400</b>	0.00%
Requiem Donations	(\$3,100)	(\$2,400)	(\$2,000)	(\$3,090)	<b>(\$2,500)</b>	25.00%
<b>Total — Music Ministry</b>	<b>\$24,255</b>	<b>\$27,121</b>	<b>\$27,345</b>	<b>\$28,910</b>	<b>\$31,483</b>	15.13%
<b>(F) Children &amp; Youth (C&amp;Y)</b>						
Curriculum	\$1,193	\$1,651	\$2,000	\$649	<b>\$1,600</b>	-20.00%
Materials / Supplies	\$439	\$446	\$500	\$313	<b>\$500</b>	0.00%
Advent Experience	\$936	\$2,059	\$2,100	(\$10)	<b>\$2,000</b>	-4.76%
Special Programs	\$541	\$384	\$800	\$808	<b>\$900</b>	12.50%
Confirmation	\$1,248	\$578	\$600	\$345	<b>\$450</b>	-25.00%
Family Faith	\$0	\$500	\$500	\$449	<b>\$500</b>	0.00%
High School Fellowship (formerly YPS)	\$107	\$0	\$800	\$163	<b>\$400</b>	-50.00%
Middle School Youth Pgrm (FKA CREW, CIA or	\$0	\$70	\$500	\$0	<b>\$0</b>	0.00%
Vacation Bible School	\$2,133	\$1,705	\$3,200	\$1,866	<b>\$2,850</b>	-10.94%
Childcare	\$2,567	\$3,205	\$3,500	\$3,097	<b>\$3,800</b>	8.57%
Other	\$0	\$0	\$0	\$0	<b>\$0</b>	0.00%
<b>Subtotal — C &amp; Y expenses</b>	<b>\$9,164</b>	<b>\$10,598</b>	<b>\$14,500</b>	<b>\$7,680</b>	<b>\$13,000</b>	-10.34%
Support from Designated Funds		(\$530)	(\$5,000)		<b>(\$5,000)</b>	0.00%
Support for C&Y Projects	(\$100)	(\$1,557)	\$0	\$0	<b>\$0</b>	0.00%
<b>Total — Children &amp; Youth</b>	<b>\$9,064</b>	<b>\$8,511</b>	<b>\$9,500</b>	<b>\$7,680</b>	<b>\$8,000</b>	-15.79%
<b>(G) Ministry and Programs</b>						
Professional Training	\$341	\$0	\$500	\$305	<b>\$1,000</b>	100.00%
Stephen Ministries	\$0	\$0	\$0	\$0	<b>\$0</b>	0.00%
Adult Ministries	\$125	\$148	\$150	\$0	<b>\$100</b>	-33.33%
Worship	\$4,366	\$1,432	\$1,830	\$1,514	<b>\$2,000</b>	9.29%
Parish Life	\$342	\$316	\$550	\$648	<b>\$1,600</b>	190.91%
Pastoral Expenses and Outreach	\$1,250	\$501	\$500	\$218	<b>\$500</b>	0.00%
Stewardship	\$393	\$713	\$800	\$720	<b>\$800</b>	0.00%
Youth Ministries Fund contribution			\$5,000		<b>\$10,000</b>	100.00%
<b>Total — Ministry and Programs</b>	<b>\$6,817</b>	<b>\$3,110</b>	<b>\$9,330</b>	<b>\$3,405</b>	<b>\$16,000</b>	71.49%
<b>(H) Outreach &amp; Mission (MOM)</b>						
Local Benevolences	\$9,985	\$927		\$6,215		
New Jersey Association Dues	\$3,115	\$3,073		\$1,785		
Our Church's Wider Mission (OCWM)	<b>\$24,000</b>	<b>\$24,000</b>		<b>\$20,000</b>		
<b>Subtotal — MOM expenses</b>	<b>\$37,100</b>	<b>\$28,000</b>	<b>\$28,000</b>	<b>\$28,000</b>	<b>\$29,500</b>	5.36%
Support from Designated Fund	\$0	\$0	\$0	\$0	<b>\$0</b>	0.00%
<b>Total — Outreach &amp; Mission</b>	<b>\$37,100</b>	<b>\$28,000</b>	<b>\$28,000</b>	<b>\$28,000</b>	<b>\$29,500</b>	5.36%

**Notes:** <sup>5</sup> The numbers above reflect the Operating Fund share of the expenses for Children & Youth and the Music Ministry with the remainder to come from designated funds and Requiem contributions for Music.

<sup>6</sup> In addition to the budgeted amounts for Outreach & Mission, many unbudgeted contributions are made during the year by members and friends in response to specific appeals and through the Women's Association and other groups within the Church. Refer to the Treasurer's Reports for all years.

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