

**GLEN RIDGE
CONGREGATIONAL CHURCH
ANNUAL REPORT
2021**



**As issued at the Annual Meeting
Sunday, February 27, 2022**

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 27, 2022, TO MEET AT 11:00 AM FOR:

- 1. THE ELECTION OF OFFICERS**
- 2. VOTING ON THE 2022 BUDGET**
- 3. THE TRANSACTION OF SUCH OTHER BUSINESS AS MAY COME BEFORE THE MEETING.**

Meeting held in-person 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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*The following reports are not provided in this online version of the Annual Report:

- Pilgrim Preschool Treasurer's Report
- Endowment Fund Assets
- Treasurer's Report
- Proposed 2022 Budget

**ANNUAL MEETING
GLEN RIDGE CONGREGATIONAL CHURCH
February 27, 2022**

I. CALL TO ORDER BY MODERATOR Dorothy Waldt

II. CONVENING PRAYER Pastor Jeff Mansfield

III. CALL TO MEETING BY SECRETARY Carol Harpster

IV. MINUTES OF THE LAST ANNUAL MEETING

The minutes of the Annual Meeting held on February 21, 2021 were approved by the Church Council at their March 24, 2021 meeting as authorized by the congregation.

V. IN THE LIFE OF CHURCH IN 2021

1. Parish Clerk Report

Dorothy Waldt
Stephanie Song

a. Introduction of New Members

b. Remembrance of Members, family and friends who died in 2021

2. Moderator's Message

Dorothy Waldt

VI. CONFIRMATION OF QUORUM

Michael and Iryna Carey

VII. ACCEPTANCE OF ANNUAL REPORTS

VIII. NEW BUSINESS

1. Approval of the 2022 Budget

Pam Figlar

2. Report of the Nominating Committee

Sandra Lefkovits

a. Nominations by petition

b. Election

IX. OTHER BUSINESS

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

X. MINUTES OF THE CURRENT MEETING

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

XI. THE INSTALLATION OF CHURCH OFFICERS

Pastor Jeff: *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 of 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 on the ministries in the year ahead to turn on their screens and unmute themselves, please. 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.

Pastor Jeff: *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.

Pastor Jeff: *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:

Pastor Jeff: *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. Please unmute yourselves!*

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.

Pastor Jeff: *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.

Pastor Jeff: *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.

Pastor Jeff: *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.*

XII. HYMN "GUIDE ME, O THOU GREAT JEHOVAH"

XIII MOTION TO ADJOURN THE MEETING

XIV. BENEDICTION

Pastor Jeff Mansfield

2022-2023 NOMINATIONS FOR FEBRUARY 2022 ANNUAL MEETING

CHURCH OFFICERS

Position	To be Elected	Term	Class
President/Moderator	Dorothy Waldt	2 nd	2023
Vice President	Marcia O'Grady	2 nd	2023
Secretary	Carol Harpster	3 rd	2023
Treasurer	Michael Brandell	1 st	2023

MINISTRIES

Adult Education

*Chair: TBD (1st term – 2024)

Members to be Elected	Term	Class	Continuing Member	Term	Class
Holly Eastman	2 nd	2024	Tom Agnew	1 st	2023
Michael Carey	2 nd	2024	Rod Borden	1 st	2023

Ex-officio and volunteer members: Minister Jeff Mansfield, Janet Dickinson, Janet Mack.

Note: As per the by-laws, this Ministry should have at least six members, plus the chair.

AP&P

Chairs: *Doug Steele (1st term -2024); Sharon Harms (1st term – 2023);

Carl Rohling (2nd term – 2023)

Members to be Elected	Term	Class	Continuing Member	Term	Class
Fran Wong	1 st	2024	David Ellertson	1 st	2023
Caroline Bartlett	2 nd	2024	Patrick O'Grady	1 st	2023
			Rene Lopez	2 nd	2023

Ex-officio and volunteer members: Minister Jeff Mansfield; Bob Hayes; Deborah Brandell and Bob Hodgson for HR matters; Trustee of the Garden of Memory – Jim Watson.

Note: As per the by-laws, this Ministry should have at least six elected members, plus the chair.

In addition, a trustee of the Garden of Memory should be ex officio.

Children & Youth

*Chair: Jennifer Bhujle (completing the second year of J. Spoerl's 2nd term – 2023)#

Members to be Elected	Term	Class	Continuing Members	Term	Class
Elizabeth Taylor	2 nd	2024	Win Ansley	1 st	2023
			Victoria Solarino	1 st	2023
			Elaine Carroll	2 nd	2023
			Jerry Melichar	2 nd	2023
			Janet Spoerl	2 nd	2023

Youth Members: TBD

Ex-officio and volunteer members: Church School Coordinator Maira Hernandez-Kinloch; Chair of Pilgrim Pre-school Board – Carol Harpster; Joe Kinloch.

Note: As per the by-laws, the Ministry should have eight members, plus the chair. Also, the "Church School Coordinator," and the Chairperson of the Pilgrim Preschool Board shall be ex-officio. In addition, J. Bhujle will be eligible to serve her a full first term next year.

Finance

*Chair: TBD (1st term – 2024)

Member to be Elected	Term	Class	Continuing Member	Term	Class
Chris Ely	1 st	2024			
Pam Figlar	1 st	2024			
Peter Hughes	1 st	2024			
Alden Provost	1 st	2024			
Dennis Krien	2 nd	2024			
Gordon Hunziker	2 nd	2024			
Craig Wood	2 nd	2024			

Ex-officio and volunteer members: Endowment Trustee – Tom Coleman; Minister Jeff Mansfield; Bart Brown, Jerry Melichar, Linda Woodbury, Treasurer and Assistant Treasurers.

Note: As per the by-laws, the Ministry should have at least six members plus the chair. Committee needs an ad hoc planned giving committee. The by-laws provide for the Finance Committee to establish a sub-committee to be known as “The Memorials and Gifts Committee” and it was suggested that this mechanism be used. Sub-committee chair needed.

Nominating

Chair: John Dobbs (1st term – 2024)

Members to be Elected	Term	Class	Continuing Member	Term	Class
Nadine Burnett	2 nd	2024	Joan Hayes	1 st	2023
Jerry Melichar	2 nd	2024	Marsha Watson	1 st	2023
Lynne Palmer	2 nd	2024			

Ex-officio and volunteer members: Representative of immediate past president; Representative of Women’s Association – TBD; Sandra Lefkovits; Representative of Young People’s Society – N/A.

Note: The bylaws state that Nominating should have nine members plus the chair. Membership should include the immediate past President of the Church Council or his/her designee. There should also be one representative from the Women’s Association.

Outreach & Mission

*Chair: Linda Woodbury (2nd term - 2024)

Members to be Elected	Term	Class	Continuing Members	Term	Class
Lucy Barbosa Ito	1 st	2024	Nadine Burnett	1 st	2023
Elizabeth Brewster	1 st	2024	Linda Kerr	1 st	2023
Amy Haggerty	2 nd	2024	Maira Hernandez-Kinloch	1 st	2023
Lynne Oliver	2 nd	2024	Anne Martin	1 st	2023
			Lynne Palmer	1 st	2023
			Phyllis Connelly	2 nd	2023

Youth Members: TBD

Ex-officio members: Minister Jeff Mansfield; Delegates to the NJ Association and the Central Atlantic Conference: Janet Spoerl and Margo DiStefano.

Note: As per the by-laws, the Ministry should have at least six members, plus the chair. Also delegates to the NJ Association and the Central Atlantic Conference are ex-officio.

Parish Life

*Chair: Karen Augis (2nd term - 2024)

Member to be Elected	Term	Class	Continuing Member	Term	Class
Patti Gsell	1 st	2024	Janet Mack	1 st	2023
Alicia Harrison	1 st	2024	Lynne Oliver	1 st	2023
Louis Augis	2 nd	2024	Bonnie Mohan	1 st	2023
Lynne Oliver	2 nd	2024	Evena Pean	1 st	2023
Marsha Watson	2 nd	2024			

Youth Member: TBD

Ex-officio and volunteer members: Parish Clerk – Louis Augis; Women’s Association Delegate – TBD; Stephen Ministers Representative (inactive at this time).

Note: As per the by-laws, the Ministry should have at least six members, plus the chair. In addition, there should be three ex-officio delegates representing the Parish Clerk, the Women’s Association, and the Stephen Ministers.

Stewardship

*Chairs: David and Rebecca Mitchell (2nd term – 2024)

Members to be Elected	Term	Class	Continuing Member	Term	Class
Maggie Kramer	1 st	2024	John Dobbs	1 st	2023
Jeremy Kramer	2 nd	2024			
Andy Ogilvie	2 nd	2024			

Ex-officio and volunteer members: Minister Jeff Mansfield; Susan Krien; Susan Hughes; Dorothy Walddt.

Note: As per the by-laws, the Ministry should have at least six members, plus the chair.

Worship

*Chairs: Nicole (Nikki) Ramirez and Wynne Zalewski (1st term - 2024)

Members to be Elected	Term	Class	Continuing Members	Term	Class
Keith Johnson	1 st	2024	Rita Ellertson	1 st	2023
Sue Jordan	1 st	2024	Susan Hughes	1 st	2023
Deborah Brandell	2 nd	2024	Susan Krien	1 st	2023
Michael Brown	2 nd	2024	Jim Watson	2 nd	2023
Josh Konetzni	2 nd	2024			

Youth Member: TBD.

Ex-officio and volunteer members: Minister Jeff Mansfield; Minister of Music Tom Mustachio; Co-Chairs of the Music Committee - David Dik and Jill Simmons; Deb Brandell.

Note: As per the by-laws, the Ministry should have at least six members, plus the chair.

OTHER ELECTED POSITIONS

Position	Continuing Members	Term	Class
*Parish Clerk	Louis Augis		2023
*Historians	Marcia O'Grady		2023
	Nancy Bigelow		2023
	Ann Bronneck		2023
	Janet Spoerl		2023
Auditor	**		
*Assistant Treasurers	Bart Brown		2023
	Chris Ely		2023
	Pam Figlar		2023
	Gordon Hunziker		2023
	Dennis Krien		2023
	Linda Seyffarth		2023
	Craig Wood		2023

*To be elected at this Annual Meeting.

**TBD

DELEGATES TO CAC AND NJ ASSOCIATION

Continuing Members	Term	Class
*Margo DiStefano	1 st	2024
*Janet Spoerl	3rd	2024

The Nominating Committee comprises:

- ❖ Sandra C. Lefkovits – Chair
- ❖ Nadine Burnett
- ❖ John Dobbs – (ex-officio)
- ❖ Joan Hayes
- ❖ Bill McConnell
- ❖ Jerry Melichar
- ❖ David Mitchell
- ❖ Lynne Palmer
- ❖ Barbara Stevens
- ❖ Marsha Watson

To everyone who has volunteered and served with me on this ministry over the past four years, thank you. I appreciate you all; it has been a delight working with you.

Guide Me, O Thou Great Jehovah

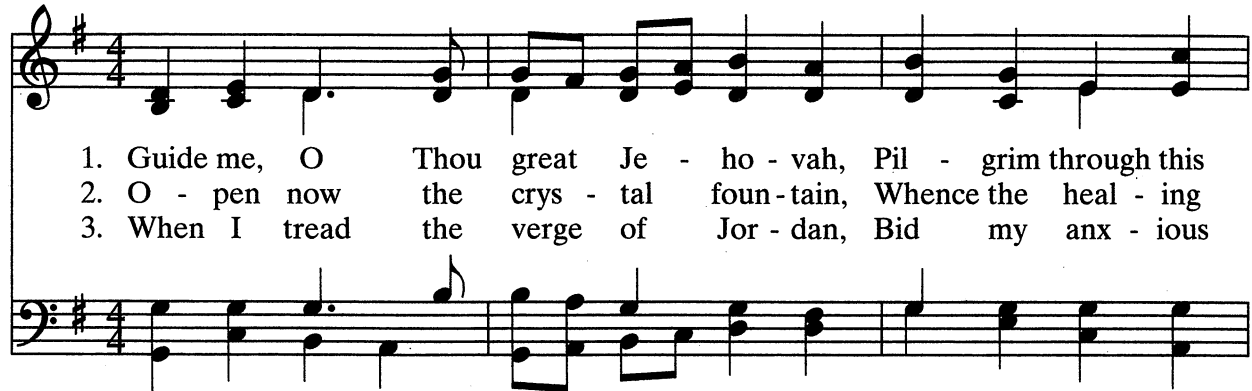
CWM RHONDDA 8.7.8.7.8.7.7

William Williams, 1745

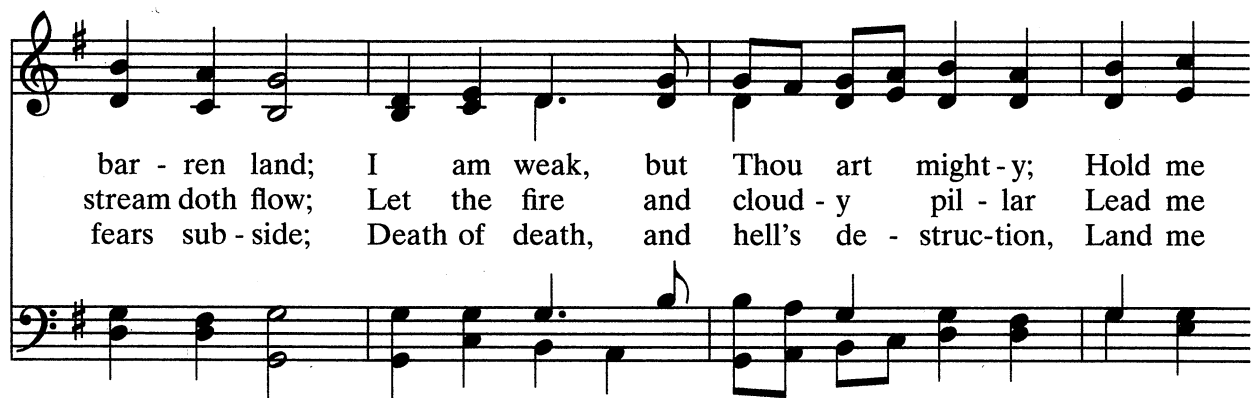
Stanza 1 trans. Peter Williams, 1771

Stanzas 2-3 trans. William Williams, 1772

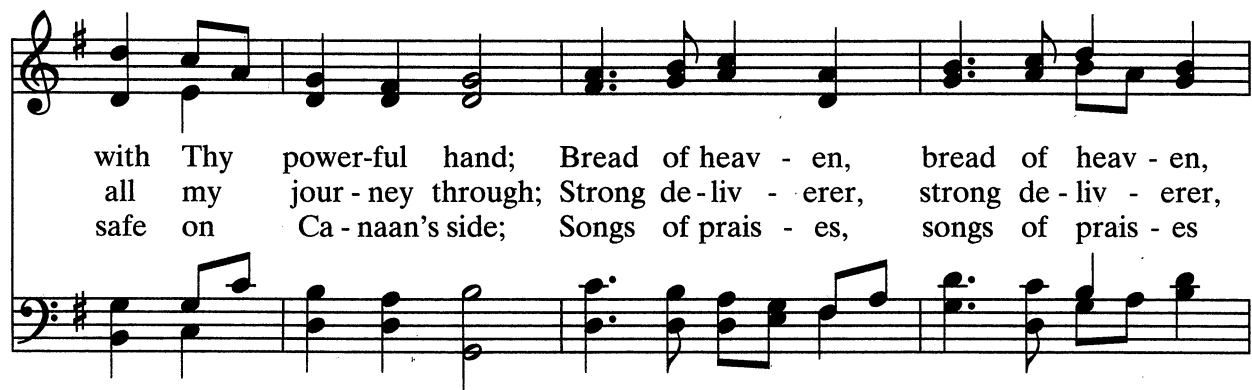
John Hughes, 1907



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.

SENIOR MINISTER'S REPORT

Beloved,

2021 was a spectacularly complicated year. It was a year in our broader culture in which optimism and strife openly battled with one another. Is the pandemic getting better or worse? Will American politics and policies get better or worse? Is the economy getting better, or is it getting worse? We've been bounced between hope and resentment, good days and bad, new routines, old routines, and new-new routines. We've survived these ups and downs together. And as a church, we can be proud that we made appropriately cautious but necessarily steady progress together through a year of recovery that brought both challenges and joys.

Remember, at the beginning of 2021, we were still only worshiping virtually. But in February we had five new members join the church. It was a good mix of folks. Two were a couple who had started coming to church many months before COVID hit and had just never gotten around to joining. Two were a couple way out in California, one of whom had a childhood connection to the church, who started attending virtually after COVID hit. And one was a local who got connected to the church virtually after the pandemic hit. Five new members almost a year into a pandemic isn't bad at all for a church of our size, and it demonstrates that (though it wasn't easy) in 2021 we managed to build and sustain new relationships and make church work as best we could for many folks.

The rollout of vaccines occupied a lot of our attention in 2021. As a church we have decided thus far not to make a formal tally or enforce vaccination requirements, but, informally, the vast majority of us became fully vaccinated sometime last year. The vaccines have provided us all with more peace of mind, greater freedom, and no doubt they have helped to save a few of our lives, for which we are deeply grateful.

The arrival of vaccines, plummeting COVID case numbers, and the end of the state's restrictions on indoor gathering limits in early summer helped us all feel ready to return to in-person worship. And so (after a lot of discussion, planning, and preparation) on Sunday, July 11—*after 68 Sundays of virtual-only worship*—we had what was probably the biggest turnout we've ever had for a worship service in July! As I preached in Advent 2021, Christians are a people of incarnation and embodiment: God showed up for us, in Jesus Christ, in the flesh. There's something essential about in-person worship to the way we build community and worship God together.

Successfully facing challenges as a community and successfully showing up for one another go hand-in-hand. That was part of the reason I reached out in partnership to our sister UCC church, Union Congregational Church, in Montclair, to put together the 2021 Confirmation program. As individuals we can't go it alone, and churches can't go it alone either. We need fellowship, we need cooperation, we need inspiration. So, this fall Rev. Katrina Forman and I joined forces and brought 17 8th graders together for a joint confirmation program shared between our two churches. The kids and the ministers are having a great time. I hope that this is the beginning of greater Christian love between our churches.

Looking forward into 2022, I believe the gains of 2021 will be built upon and that there is the possibility of getting more and more "back to normal." At some point in 2022 the pandemic will have receded enough (considering the protections we now have) that it will be possible for ALL of us to be back in the sanctuary together. It will be possible to take masks off and eat together in Robinson Hall and have

fellowship. It will be possible to pick back up where we left off in March 2020 with revitalizing our mission and our community. At some point in 2022 I think it's very likely that COVID-19 will no longer be the limiting factor. The limiting factor will be us. Will we be ready to break out of the pandemic mindset? Will we be ready to trust the protections we've gained since 2020? Will we be ready to get out of our jammies and head out the door for church in the morning to show up in the biggest way possible for our community? Will we be ready to risk a little exposure for a lot of love? That's up to us. And it will be a critical part of our work and conversation in this new year.

Submitted respectfully and with love,

A handwritten signature in black ink, appearing to read "Rev Jeff Tansler". The signature is fluid and cursive, with the first name "Jeff" being more prominent than the last name "Tansler".

Pastor Jeff

MINISTER OF MUSIC'S REPORT 2021

I am 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 13 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 2021, 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 2021.

JOYFUL NOISE (Ages 3–6)

Henry Ansley	Ashlyn Busby	Avery Ramirez
Miriam Ansley	Luke Melichar	Stuart Taylor
	Rose Melichar	

CHERUB CHOIR (Grades K–2)

Henry Ansley	Nicole Ito	Avery Ramirez
Miriam Ansley	Luke Melichar	Heston Rohling
Scarlett Howell	Rose Melichar	Stuart Taylor

CAROL CHOIR (Grades 2–8)

Victor Ito	Hema Rohling	Maeve Taylor
Gabriel Ramirez	Heston Rohling	Vivian Taylor

CHAPEL BELLS (Grades 3–7)

Christianne Burnett	Victor Ito	Vivian Taylor
Blake Harrison	Gabriel Ramirez	Elisabeth Weber
Sophie Harrison		Gabriella Weber

CARILLON BELLS (Adults–H.S.)

Karen Augis	Andrew Dik	Dennis Krien
Kimberlee Augis	David Dik (sub)	Anne Martin
Deborah Brandell	Patti Gsell	Nicole Ramirez
Tom Coleman	Susan Hughes	Jill Simmons
Janet Dickinson	Gordon Hunziker	Wynne Zalewski
	Linda Kerr	

CHANCEL CHOIR (Adults–H.S.)

Deborah Brandell	Susan Hughes	Todd Russell
Michael Brown	David Kerr	Diane Schaming
Theodore Chletsos	Susan Krien	Jill Simmons
David Dik	Bill McConnell	Janet Spoerl
Rita Ellertson	David Mitchell	Elizabeth Taylor
Bob Hodgson	Nikki Ramirez	Dorothy Waldt

GLEN RIDGE CHORAL SOCIETY (Adults–H.S.)

Members of the Chancel Choir, plus:

Lee Adams	Margo Garrison	Elizabeth Perryman
Jennifer Bhujle	Elizabeth Honer	Patrick Preblich
Elizabeth Bowman	Lisa Keitel	Linda Ruesch
Robyn Burns	Kathleen Kelly	Bill Schaller
Tom Coleman	Mary Lou Malyska	Cia Siebert
Robert Cook	Anne Martin	Matt Tulleson
	Beth Mead	

Special Thanks to:

- Elizabeth Herr Taylor for taking on the leadership of our Cherub Choir in September 2021.
- Deborah Brandell, for her continuing faithful service as Chancel Choir President.
- The members of the Music Committee for their support: Deborah Brandell, chair; Bart Brown, David Dik, Pam Figlar, Nancy Gage, Arlene Kansky, Lynn Ritchkoff, Jill Simmons.
- Jill Simmons, for her dedicated service as our Music Librarian and Vestment Supervisor.
- Diane Schaming, who served as our outstanding Cantorial Soloist on Sunday mornings during “livestream season.”
- Nikki Ramirez, our Chapel Bell Assistant since September 2020.
- All our choir parents, who regularly make choir a priority for their family.
- My colleagues – Pastor Jeff, Mrs. H-K, Mary D, Octavio, Vernon, and Mary J – who share our mutual ministry.

Music Ministry Highlights

- ✦ **TECHNOLOGY** – During the year I selected the camera angles for worship services as well as scheduling the livestreams on YouTube and Facebook. Our equipment is minimal. Having only one camera puts us at a disadvantage in having to watch the camera zipping and zooming during the service. If livestreaming from the sanctuary is to continue, it’s vital that we make the investment in good sound and video equipment that’s procured and installed in a carefully planned, systematic way. The worship of our Creator deserves no less. The Ministry of Worship will be looking into this.
- ✦ **CHANCEL CHOIR** – our adult music leaders, whose care and dedication to their ministry is a superb example for our younger choristers. We are blessed with an exceptional adult choir! What an incredible joy to have our choir return to in-person ministry beginning on Celebration Sunday and continuing through Christmas Eve. They wear special masks designed specifically for singers – to help let the sound out and keep the germs away. The Chancel Choir forms the core of the GLEN RIDGE CHORAL SOCIETY.
- ✦ **GLEN RIDGE CHORAL SOCIETY** – From January through May, the Choral Society rehearsed virtually each week. They recorded several pieces which were offered during the virtual Spring Concert. Rehearsing in person beginning in September, they presented the *Requiem* by John Rutter on All Saints’ Sunday, and the *Welcome Christmas!* concert on December 12. They are truly amazing!
- ✦ **VIRTUAL CHOIR** – We mastered the technique of creating a virtual choir. Members rehearsed on Zoom then did lots of independent at home practice. They each made an audio recording of themselves singing their part of the anthem. An audio engineer mixed all those vocal parts and the accompaniment together. We then created the video during a Zoom session where we sang along to the mixed audio recording. Our engineer made sure it all matched, and voilà!

✦ **CARILLON BELLS** – our adult handbell choir provides a first-rate example of commitment and enthusiasm for our younger ringers. In January through May they rang in the Blue Room balconies, recording their offerings to be broadcast during our virtual service. They returned to the sanctuary in September through December. Thank you all!

✦ **CHILDREN’S/YOUTH CHOIRS** – Our children’s choirs included *Joyful Noise* (ages 3-6), *Cherub Choir* (grades K-2), *Carol Choir* (grades 3-8), *Chapel Bells* (grades 3-8). Due to the pandemic our children met virtually each week, January through June, using the special choir curriculum, *Keep on Singing*, which featured songs, activity videos, fun pages and hymn studies. Choirs resumed in-person rehearsals in September.

NEW DIRECTOR – Thanks to Elizabeth Herr Taylor, who volunteered to direct our Cherub Choir, beginning in September. What a blessing!

CHAPEL BELLS met in person all year, strictly following all safety protocols. They were able to minister in person while worship was still virtual.

Our year-end pizza/ice cream party was cancelled, but end-of-the-year party bags were delivered to each choir member’s home so they could host their own party. I’m so grateful to our children – singers and ringers – for their dedication and amazing spirit.

✦ **MUSIC IN WORSHIP** – During January through June, while the Chancel Choir could not minister in person, we’ve had soloists from the Chancel Choir, guest singers and instrumentalists providing musical leadership each week. Singers included Lydia Beasley, Deborah Brandell, Michael Brown, Theodore Chletsos, David Dik, Marion Gayles, Mackenzie Johnson, Elizabeth Perryman, Todd Russell, Diane Schaming, Elizabeth Taylor, and Natanya Washer.

✦ **INSTRUMENTALISTS** – Thanks to all the instrumentalists from the congregation who so generously shared their talents with us: Andrew Dik, *trumpet*; Patti Gsell, *flute*; Jill Simmons, *piano, organ, cymbells*; Craig Wood, *flute*; What a blessing to have these talented musicians in our congregation!

We were also fortunate to have many guest instrumentalists enhance our music throughout the year.

✦ **ORFFINATORS** – Our adult Orff ensemble presented special music in January. The Orff instruments are barred, pitched percussion instruments (glockenspiels, xylophones, metallophones developed by Carl Orff). Orffinators included: Karen Augis, Patti Gsell, Susan Hughes, Linda Kerr, Diane Schaming, Jill Simmons, Janet Spoerl, and Wynne Zalewski.

✦ **PANCAKE SUPPER** – The annual Shrove Tuesday Pancake Supper could not take place due to the Covid-19 pandemic.

✦ **PALM SUNDAY** – No grand processional this year, but we were thrilled to have guest tenor soloist, Theodore Chletsos, lead us into Holy Week.

✦ **MAUNDY THURSDAY** – Oboist, Meredyth Coleman, presented eight musical meditations with organ for the Tenebrae portion of the service.

✦ **EASTER** – Soloists Elizabeth Perryman and Diane Schaming shared the vocal leadership with their magnificent singing. Harpist, Karen Stern added a celestial sound to the service. The Chancel Choir and Choral Society presented a *virtual choir* anthem, and the Carillon Bells presented a virtual handbell anthem, all contributing to great resurrection joy!

✦ **MOTHER’S DAY MUSICAL** – No musical this year due to the pandemic.

✦ **CHILDREN & YOUTH SUNDAY** – June 13: Our children’s choirs presented a *virtual choir* video of “We Are the Church.” The Chapel Bells rang in person.

- ✝ **SUMMER MUSIC** – Special music was offered each Sunday during the summer months. With the livestreamed service and no choir, it was much like the previous months.
- ✝ **RETURN TO IN-PERSON WORSHIP** – While we were glad to be able to worship online when we had to, it was an enormous blessing to have congregants return in person, beginning July 11. It's important that we share in-person interaction, support, and love as a family of faith here in Glen Ridge.
- ✝ **CELEBRATION SUNDAY** – Sunday, September 12: It felt like Easter, with our Chancel Choir having been resurrected from Covid exile.
- ✝ **ALL SAINTS' SUNDAY** – October 31: The *Requiem* of John Rutter was presented by the Chancel Choir and Choral Society as the core of this worship service. Organ, flute, oboe, cello, harp and percussion accompanied the *Requiem* and service.
- ✝ **WELCOME CHRISTMAS! *Concert and Carol Sing*** – December 12: We required proof of vaccination and face coverings to gain admission this year. We had no idea what the attendance would be like. 229 audience members, 56 musicians, and one seeing-eye dog in training enjoyed an afternoon of very special holiday musical offerings by our Glen Ridge Choral Society, Carillon Bells, Children's Choir, harp, brass, percussion, piano, and organ.
- ✝ **BELL SUNDAY** – December 23. Always a spirit-filled service. Our two handbell choirs – Carillon Bells, and Chapel Bells rang. Chancel Choir and children's choirs all sang. Amazing joy!
- ✝ **CHRISTMAS EVE** – We had one Festival Family Christmas Eve Service at 5pm, with music by the Chancel Choir, Children's Choirs, Chapel Bells, trumpet, organ and piano.
- ✝ **BANNERS** – Thanks to David Dik and John Dobbs for their continued supervision of the seasonal transition of the streamer banners that hang from the ceiling in the sanctuary.
- ✝ **CONCERTS: COMMUNITY & ADDITIONAL** – See information and data in the report of the Music Committee.

Soli Deo Gloria!

Respectfully submitted,

Thomas A. Mustachio
Minister of Music

CHURCH SCHOOL ANNUAL REPORT

This year, our Church School family tackled many challenging circumstances with grace and flexibility despite numerous changes. We had to adapt to new ways of delivering Church School instruction including meeting on Zoom, teaching outdoors on the South Lawn, moving back into Robinson Hall and two Pilgrim Preschool classrooms, all the while following the church safety guidelines.

I know without a doubt that our awesome teachers were a vital part of keeping the Church School running and thriving through this past year. My sincere thanks to the following teachers: Win Ansley, Jill Baker Ansley, Jennifer Bhujle, Meredith Busby, John Dobbs, Nick Gsell, Carol Harpster, Lucilene Ito, Joe Kinloch, Jerry Melichar, Andy Ogilvie, Nadine Pappas-Wilkes, Victoria Solarino, Stephanie Song, Janet Spoerl and Yasamine Viehland. (If you are interested in volunteering as a guest teacher, please contact me. No special expertise required!) Thanks to our wonderful Child Care team—Sammi Miller, Megan Amendola, Magdalena Sousa and Taimy Naal and also our parent volunteers who were always willing to help when they could. I appreciate all of you so much!

We continue to use the Sparkhouse Lectionary for grades K-6 which engages students through lessons packed with activities, interactive games, and creative crafts. Children also use the Spark Story Bible which opens up God's Word to kids through colorful art and rich retellings of 150 of the most popular Bible stories. The Bible uses creative language familiar to kids and features full-color, vibrant artwork. Church School attendance ranged from 10-28 children. The good news is that we had 4 new families join us in the fall. God is so good!

Although a decision was made to put the high school fellowship on hold in November, I look forward to working with our teenagers on mission projects in the future. Congratulations to our high school graduates: Audrey Alix, James Anderson, Emily Buchmann, Travis Burnett, Aiden Connaghan, Megan Downey, Sasha Provost and Andrea Schnack.

SPECIAL HIGHLIGHTS 2021

Peanut Butter Drive: The Church School invited the congregation, Pilgrim Preschool and the community to join in honoring Dr. Martin Luther King Jr.'s legacy by serving others on National Day of Service. We had a very successful peanut butter drive. All the "Spread the Love" donations went to MEND. Thank you to Alicia Harrison for the tour at the MEND warehouse.

God Loves You: The children helped search for ELEVEN very large red letters that blew away from the Church lawn because of the strong winds during a snowstorm. The red letters spelled GOD LOVES YOU! We walked together around the neighborhood and found every single one. (Thanks to our neighbors who hid the letters on their property!)

Holy Week Boxes: Small boxes were distributed to the children for Holy Week. Each day, they found an object in their box and read the accompanying Bible story with their parents. For example, children were asked to take out Jesus (a wooden peg doll) and the two pennies from their box and parents read the story of the Widow's Two Coins.

Third Grade Bibles: Congratulations to Finn Barrett, Ian Peng-Sue, Heston Rohling, Alexandra Solarino and Maeve Taylor! These third-grade students were presented with personal Bibles by Jennifer Bhujle as a statement of their growing faith development and in recognition of their ability to study Scripture on their own.

Ice Cream Social: An Ice Cream truck visited GRCC and it was **AWESOME!** It was wonderful seeing each other again after summer break and meeting new families from Pilgrim Preschool! We enjoyed sweet treats, lemonade and playing together. Thank you to Carol Harpster, Dorothy Waldt and Tom Mustachio (who had the wonderful idea of booking an ice cream truck) for assisting.

Lantern Walk: Families came to church to light lanterns, sing songs, listen to a story and take a walk together before dark. After a year full of change, the little lights twinkling from lanterns provided us a lasting dose of hope to carry into the upcoming winter.

GRCC Marketplace: During Church School, children “shopped” at the “GRCC Marketplace” for food to feed 25 families on Thanksgiving! Each child received a “blessing bag” and using a grocery list, they visited various food stands. The Thanksgiving bags were delivered to the MEND Food Pantry at Bloomfield Presbyterian Church. Huge thanks to Jennifer Bhujle and the members of C&Y and all the Church School teachers who supported and assisted with this special lesson.

Easter Egg Hunt: My husband and I were so happy that the Easter Egg Hunt was able to make a comeback this year! It was eggs-ellent!

Soles 4 Souls: A total of 468 pairs of shoes were donated for the Soles4Souls shoe collection! Huge thanks to our church family, Pilgrim Preschool and the GR Kiwanis Association for all their donations! Also, much thanks to Nadine Pappas-Wilkes and Phyllis Connolly for organizing and Nadine Wilkes, Dylan Arnett, Grace Arnett, Nolan Arnett and Alex Stolte for assisting! Giving shoes is giving LOVE! In closing, I am very thankful for the support, encouragement and assistance from Pastor Jeff, Tom Mustachio, Mary Duus, the Church staff, Carol Harpster, Jennifer Bhujle and C&Y. Most of all, I feel so blessed and grateful to work with all the beautiful children at GRCC who continue to be an inspiration and bring so much joy into my life. GOD IS SO GOOD!

Respectfully submitted,
Maira Hernandez-Kinloch

2021 ANNUAL REPORT OF THE COUNCIL SECRETARY

2021 continued in the footsteps of 2020 as a year like no other but with more hope and progress. Folks became double vaccinated and then boosted, the virus retreated and our church doors opened to in-person worship and other activities. While Delta and Omicron versions reared their ugly heads, vaccines seem to be working.

Your Council continued to meet with Zoom (with a sprinkling of in-person meetings) and focused on re-engaging our membership, outreach and growing our church.

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 2021 Annual Meeting and all Council meetings were approved via motion, second and group vote.

MOTION/HIGHLIGHT	MOVED BY	SECOND	DISPOSITION
January 27, 2021 Council Meeting via Zoom			
A motion to approve the minutes from the December 16, 2020 meeting was made.	Carol Harpster	Janet Spoerl	Approved
A motion to accept new members expected to join the church in February was made: <ul style="list-style-type: none"> Gregory Pavliv Sue Jordan Keith Johnson 	Janet Spoerl	Pam Figlar	Approved
February 3, 2021 Council Meeting via Zoom			
A motion to approve the minutes from the January 27, 2021 meeting was made.	Carol Harpster	Janet Spoerl	Approved
Pam Figlar presented the 2021 budget. After review and discussion, the Council moved to approve for inclusion in the Annual Report and presentation at the Annual Meeting.	Carol Harpster	Dorothy Waldt	Approved
February 21, 2021 Annual Meeting via Zoom			
Moderator John Dobbs called the 133rd Annual Meeting to order at 11:35 AM.			
Parliamentarians Iryna and Michael Carey reported there was a quorum present (more than double the required 52).			

MOTION/HIGHLIGHT	MOVED BY	SECOND	DISPOSITION
February 21, 2021 Annual Meeting via Zoom (cont.)			
<p>Minutes from the last Annual Meeting on February 9, 2020 were approved by the Church Council at the March 4, 2020 Council meeting, as authorized by the congregation.</p> <p>Stephanie Song presented the Parish Clerk's Report via Power Point GRCC Parish Clerk Report.pptx. New members for 2020 are:</p> <ul style="list-style-type: none"> • Meredith and Andrew Busby • Amy Haggerty • Pastor Jeff Mansfield • Bonnie Mohan • Rachel and Doug Steele • Elizabeth and Van Taylor <p>Confirmands:</p> <ul style="list-style-type: none"> • Aidan Arnett • Sofia Carroll • Heather Downey • Sophie Harrison • Jack Machemer • Jordan Martin • Alex Provost • Katie Song • Wesley Steele <p>A motion to accept all annual reports was made.</p> <p>The 2021 budget was presented by Pam Figlar, Finance Chair, and Lance Cholet, Treasurer.</p> <p>A motion to approve the budget was made. GRCC 2021 Finance.pptx</p> <p>The 2021 Nominating slate was presented by Sandra Lefkovits.</p> <p>A motion to approve the slate was made. 2021 Nominating Slate.docx</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>Carol Harpster</p> <p>Pam Figlar</p> <p>Linda Woodbury</p>	<p>Linda Woodbury</p> <p>Lance Cholet</p> <p>Janet Mack</p>	<p>Approved</p> <p>Approved</p> <p>Approved</p>

MOTION/HIGHLIGHT	MOVED BY	SECOND	DISPOSITION
February 21, 2021 Annual Meeting via Zoom (cont.)			
<p>Second Mile Award was presented by John Dobbs to Sharon Harms for her hard work on the Ministry of Administration, Personnel and Property (AP&P) with special thanks for her efforts on the Robinson Hall Accessibility Project.</p> <p>A motion to forward the minutes of this annual meeting to the next Council for review and approval was made.</p>	Dorothy Waldt	Carol Harpster	Approved
March 24, 2021 Council Meeting via Zoom			
<p>Dorothy Waldt welcomed new and returning Council members.</p> <p>A motion to approve the minutes from the February 3, 2021 regular meeting, February 21, 2021 Annual Meeting and March 6, 2021 retreat was made.</p> <p>Pastor Jeff Mansfield shared a GRCC Reopening Plan with the Council.</p> <p>Council welcomed Linda Woodbury as Interim Chair of Ministry of Outreach & Mission replacing Cara Richardson-Lopez who is taking a leave of absence due to personal reasons.</p> <p>Council had breakout sessions to discuss:</p> <ul style="list-style-type: none"> • Congregational Care • How to attract people not here yet • Community opportunities 	Carol Harpster	Rebecca Mitchell	Approved
April 28, 2021 Council Meeting via Zoom			
<p>A motion to approve the minutes from the March 24, 2021 Council meeting was made.</p> <p>After discussion regarding reopening guidelines and the latest COVID numbers, July 11, 2021 was set as the reopening date for in-person worship.</p>	Karen Augis	Marcia O'Grady	Approved

MOTION/HIGHLIGHT	MOVED BY	SECOND	DISPOSITION
May 26, 2021 Council Meeting via Zoom			
<p>A motion to approve the minutes from the April 28, 2021 Council meeting was made.</p> <p>There was continuing discussion on the three Council objectives (Congregational care, reaching people not here yet and community opportunities) and ideas presented by various ministries on their plans and ideas.</p>	Carol Harpster	Linda Woodbury	Approved
June 23, 2021 Council Meeting via Zoom			
<p>A motion to approve the minutes from the May 26, 2021 Council meeting was made.</p> <p>Pastor Jeff discussed his recommendation to sign up for Breeze, a user-friendly database, to work in conjunction with Church Windows. This cloud-based service would allow us to easily track and update our membership. Cost is \$50 per month with no annual subscription.</p> <p>Carol Harpster updated Council on Marketing's postcard campaign announcing our reopening of in-person worship on July 11. A banner will also be placed outside on the tower.</p> <p>Celebration Sunday will be September 12. Parish Life will take the lead with help from other ministries.</p> <p>Fall Rummage Sale was cancelled.</p> <p>Chili Cook-Off is on for October.</p>	Carol Harpster	Marcia O'Grady	Approved
July 28, 2021 Council Meeting via Zoom			
<p>A motion to approve the minutes from the June 23, 2021 Council meeting was made.</p> <p>Pastor Jeff provided an update on in-person worship which is going very well. Around 75 attended the in-person reopening on July 11.</p> <p>Council continued discussion on goals for the church.</p>	Carol Harpster	Linda Woodbury	Approved

MOTION/HIGHLIGHT	MOVED BY	SECOND	DISPOSITION
August 25, 2021 Council Meeting via Zoom			
<p>A motion to approve the minutes from the July 28, 2021 Council meeting was made.</p> <p>Council welcomed Jennifer Bhujle as the new Chair of Children & Youth replacing Janet Spoerl.</p> <p>Chili Cook-Off date was set as Sunday, October 12.</p>	Linda Woodbury	Carol Harpster	Approved
September 22, 2021 Council Meeting via Zoom			
<p>A motion to approve the minutes from the August 25, 2021 Council meeting was made.</p> <p>Stewardship announced its kick-off campaign for 2022 and the proposed schedule.</p> <p>Help is needed for various tasks to pull off a successful Chili Cook-Off.</p> <p>Help is needed in the church office while Alma Amendola is ill.</p>	Marcia O'Grady	Ann Bronneck	Approved
October 20, 2021 Council Meeting Blue Room			
<p>A motion to approve the minutes from the September 22, 2021 Council meeting was made.</p> <p>A brainstorming session was held on being passionate about going to church and being a part of GRCC.</p>	Carol Harpster	Linda Woodbury	Approved
November 17, 2021 Council Meeting Blue Room			
<p>A motion to approve the October 20, 2021 Council meeting minutes was made.</p> <p>Annual Meeting will be moved to Sunday, February 27, 2022 to avoid conflicts with school break and the Super Bowl.</p> <p>Part 2 of the discussion on being passionate about going to church and GRCC was continued.</p>	Karen Augis	Sharon Harms	Approved

MOTION/HIGHLIGHT	MOVED BY	SECOND	DISPOSITION
December 15, 2021 Council Meeting Blue Room			
<p>A motion to approve the November 17, 2021 Council meeting minutes was made.</p> <p>Our new website will go live in January. See it here at www.glenridgecong.org.</p> <p>Advent Experience program was held by C&Y on December 1 and was very well-attended.</p> <p>Vacation Bible School will be held this summer after a two-year hiatus. Dates will be June 27 – July 1 from 9 –12.</p>	Linda Woodbury	Ann Bronneck	Approved

Respectfully submitted by Carol Harpster, Council Secretary

MINISTRY OF CHILDREN AND YOUTH

The Ministry of Children and Youth (C&Y) oversees the faith formation, education, and activities for everyone ages 0-18. Despite the on-going pandemic, C&Y continued to provide programming *every single week*, holding nearly all of our usual events in one form or another.

We are grateful for all the children and youth and their families who participated in and supported the programs. And for the plethora of volunteers who helped make everything happen — from teaching Church School and leading groups to assembling Lenten packets and helping make crafts. We are blessed to have so many people invested in our children and youth!

FAITH FORMATION AND EDUCATION

Church School

Church School met weekly during the school year under the direction of Maira Hernandez-Kinloch. They met via Zoom during the winter, moved outside for the spring and early fall, and finally returned indoors to Robinson Hall late fall.

While Church School was on hiatus over the summer, children were invited to join their families for the worship service. Worship bags were provided for the children; these included a stuffie with Bible verse, Old and New Testament readings, games and puzzles that correlated with the lectionary readings, and coloring supplies.

Beginning in the fall, the Church School program changed and now offers Sunday morning classes for pre-k through 6th grade. Child care is available for those ages 3 and under.

Baptism

There were no baptisms this year.

3rd Grade Bibles:

C&Y presented Bibles to six 3rd graders. As part of the worship service, Pastor Jeff guided the recipients in their first use of their new Bibles.

Confirmation

After a year off due to a combined 7th/8th grade class in 2020, Confirmation resumed in the fall for those in 8th grade (and beyond). It is a new joint program with Union Congregational Church of Montclair. GRCC has nine Confirmands attending. Together they are exploring their “faith and worship traditions through field trips to multiple houses of worship (Christian and other faiths), by discerning how God is still speaking, with a spring retreat, and by planning a joint Confirmation worship service in May...[The] goals are to help participants explore their faith in the context of the diversity of faith traditions and expressions, connect with the divine in their own life and language, and recognize their own leadership within their congregation.”

SERVICE, MISSION, AND OUTREACH

Family Faith

Led by Janet Spoerl, Family Faith continued to engage the UCC 3 Great Loves of Neighbor, Children, and Creation. Families practiced the Intentional Gather Pause Speak technique, participated in “Church Play Walk Talk” gatherings, celebrated Earth Day and learned about water, explored racial diversity and Juneteenth, spent the summer Flaneuring (walking leisurely to intentionally observe nature), and delved into studies of peace, justice, and indigenous peoples - including a field trip to Montclair’s Bonsal Preserve. Janet Spoerl also did itinerant visits to families upon request, both in person and via technology.

Playground Group

Led by Janet Spoerl and Meredith Busby, this Family Faith extension group met weekly in the spring for playtime, chatting, and exploration of environmental, diversity, and social justice topics.

CREW — Christians Ready Equipped and Willing — Youth Group grades 4-7

CREW met most weeks through May as a cross-over experience with their Church School class. In the spring, they held a snack collection event for the MEND food pantry, and two elder outreach projects: making palm crosses and Holy Week learning packets, and making May treat boxes and nosegays.

High School Fellowship Group

In the fall, Nadine Pappas-Wilkes invited high school students to participate in two service projects: cooking dinner for the We Got This (WGT) truck, and a shoe collection in conjunction with the Kiwanis Club. C&Y ran the GRCC portion of this Soles for Souls shoe collection, with a total of 468 pairs of shoes donated. High school students helped with a number of ministry activities throughout the year, including CREW projects, the grades 4-7 Church School classes late winter/spring, and the Advent Experience.

C&Y EVENTS AND ACTIVITIES

Church School Initiatives

C&Y supported Mrs. H-K with the “Spread the Love” peanut butter collection, the “God Loves You” neighborhood walk, Easter egg hunt on the South Lawn, and the Lantern Walk. C&Y also provided the supplies for the GRCC Market Thanksgiving dinner bags.

Lent

Bags for at-home engagement during the Lenten season were assembled in Robinson Hall and delivered to all GRCC families with children 0-18. Additional bags were delivered to church elders. Bags included purple items for Transfiguration Sunday, reflective readings, a booklet about Lent, Lenten activity packet and calendar, pancake mix and maple syrup for Shrove Tuesday, pretzels, multi-cultural crayons, song sheets, and a garbage bag for purging 40 items for donation. For Holy Week, Church School students received a “Holy Week Box” to use along with daily readings.

Children and Youth/ Senior Recognition Sunday

Several families returned to the sanctuary for this service. The children participated by reading portions of the scripture, and a couple of high school seniors offered their faith journey reflections. All graduating seniors were presented with Bibles.

Vacation Bible School

Due to Covid and construction, VBS was on hiatus for the third year. It will return in June 2022.

Celebration Sunday

C&Y provided lawn games and activities as well as playground supervision during the picnic.

Chili Cookoff

C&Y ran the children's activities at this event, including an inflatable soccer target, pumpkin-decorating, face-painting, tattoos, and crafts.

Advent Experience

The Advent Experience fully returned this year. Outside were live animals at the stable, a dramatic performance of the Christmas story by Pastor Jeff and Tom Mustachio, and carols led by a quartet of choir members. Inside were cookie-decorating, crafts, ornament-making, and coloring. This event drew many people from both GRCC and the wider community.

Respectfully Submitted,

Jennifer Bhujle, Chair

Ministry of Children and Youth

PILGRIM PRESCHOOL DIRECTOR'S REPORT

Pilgrim follows an academic calendar so this report is divided into two parts: January-June 2021 and September-December 2021.

January 2021 - early March 2021

Pilgrim continues the “Outdoor School” model that we designed in September 2020. We still have four canopies for four ‘pods’. January-early March finds us on Zoom and on the playground only. The children enjoyed weekly scheduled playground time and we all enjoyed these very snowy couple of months. Unfortunately, one of the canopies was destroyed by the heavy snow. Fortunately, some of the Child Care Grant Funds were available to replace the canopy.

March 2021 -June 2021

Pilgrim is overjoyed to have the teachers start the Covid-19 vaccination process. This allows the teachers to be safe and have the children enter the classrooms again after a year of absence from being inside. Pilgrim has an air purifier and a reverse window fan in each classroom.

Pilgrim is allowed to add more children to the enrollment due to new regulations. Pilgrim finally is stepping back to some degree of ‘normal.’ The children and families are thrilled to be together again.

Pilgrim ended the school year with the sweetly significant planting of a redbud tree for our beloved Officer Roberts (lost to Covid-19 in April 2020). Pastor Jeff officiated and blessed the tree. The children helped recite the “Little Tree” poem and urged our little tree to grow and be strong. Alice and Gavin Roberts attended and distributed their ‘Community Heroes’ coloring books to the children. Please stop by and read the plaque and see the tree on the lawn in front of the playground.

September 2021 -December 2021

Pilgrim Preschool begins year 65 looking much like a typical year should. Everyone is still masked since there isn’t a vaccine for children under 5 years old yet. The canopies continue to serve us well.

Pilgrim has resumed Afternoon School and is enjoying nearly full enrollment.

Pilgrim was honored to assist the M.E.N.D Star Tree Project by sponsoring six families and their Christmas Wish Lists. Pilgrim also participated in the Soles4Souls donation effort.

The 2021 year ended with some difficulty due to the new Covid-19 variant, Omicron.

Looking Ahead

Pilgrim is looking forward to continued progress and success in 2022 as the Covid-19 hold continues to hopefully release us.

Heartfelt gratitude and thanks to the Pilgrim Board who truly listens, supports and helps carry the tremendous load that running a preschool during a pandemic requires:

Carol Harpster, President

Lorraine Brown, Treasurer

Marsha Watson, Vice President

Paula Ely, Officer

A Director is only as good as the teachers who are holding her up and working their magic with the children each day:

Karen Nisenson, Laurie Lisovicz, Maureen Slomienski, Karen Gomez, Mary Loder, Ingrid Kozlowski, Renee Nichols, Faythe Hansen and Colleen O'Keefe.

Pilgrim's favorite friends:

Pastor Jeff, Maira, Tom, Vernon, Erika and Octavio

With Gratitude,

Mary Duus

MINISTRY OF ADMINISTRATION, PROPERTY, AND PERSONNEL

Overview

This ministry maintains and improves the buildings and grounds of the church and manages the Operating and Building Maintenance Fund monies in support of this. AP&P provides general management support for our administrative and maintenance staff plus our vendors. We manage rentals and support special events.

2021 Highlights

1. Completed the Robinson Hall Handicap Access Project (Chairlift and ADA compliant bathroom).
2. Renovated another bathroom in back of Robinson Hall.
3. Negotiated and prepared for rental space for the Glen Ridge Historical Society and its Archive.
4. Updated heating system with a new boiler and related water pumping system plus heat valves.
5. Updated the Chapel with air conditioning per a request and funding from St Francis.
6. Initiated a marketing campaign to be continued and expanded in 2022.
7. Started upper façade repair to address water incursion accelerated by the hurricane. Sized and contracted for extensive repairs in the upper façade on the south side.
8. A transition to a new Office Administrator is taking place. We are proceeding with a Temp-to-Hire process to fill this position.
9. Octavio Morales acts as a lead Custodian as the Church and Pilgrim modify normal operations during this time of the COVID. He and our staff have worked diligently to help us through this challenging time.

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 Senior Custodian, Octavio Morales, Erika Morales, and Vernon Oliver have shown consistent performance and flexibility in supporting us. Octavio has applied his broad range of skills in building repair/improvement projects which helped us minimize outsourcing major projects like updating a bathroom, Historical Society space renovation, and north-side façade repairs/re-pointing.

We thank Alma Amendola for her support in the office for the last few years. Her warm, cheerful face to the congregation and community will be missed. We wish her well on her journey back to good health.

We thank Lesley Krien for helping us as a temporary Office Administrator. Her quick study of our requirements and proactive approach to the job was very helpful.

The many volunteers who helped cover the office were incredibly helpful in aiding the Church with this transition.

Mary Jones continues to help after hours to make our accounts payables and reporting run smoothly in support of Pam Figlar and her very effective, tireless Finance Ministry.

We work with many vendor partner organizations. Highlighting a few who helped us a great deal this year:

- Scott Lowe – replaced boiler; and reacted to many emergencies
- Ken Dua Electricians – Helped with Chapel AC and helped with heating emergency
- JW Pierson Heating and Cooling – Chapel AC project
- Tony Ellenbogen Contracting – Handicap Chairlift/ bathroom; roof and scupper/ leader repair

These organizations can be counted on for quality and professionalism. More than this, they treat our Church as more than another building needing repair. They treat it as a special place. Which it is.

Respectfully submitted,

Carl Rohling and Sharon Harms

AP&P Ministry

MINISTRY OF ADULT EDUCATION

The Ministry of Adult Education members include the undersigned, Tom Agnew, Rod Borden, Holly Eastman, Vinicius (Vini) Ito, Nadine Pappas-Wilkes, Ex-Officio and volunteer members, Minister Jeff Mansfield, Janet Dickinson and Janet Mack.

For Lent, Pastor Jeff read the Lenten Devotional “Lent of Liberation” by Cheri L. Mills and asked the Congregation to join him in reading it as well. The book contained 40 daily devotions which (to paraphrase the author) use the Spirit of Lent to help confront the legacy of American slavery head on in order to overcome centuries of White privilege at Black expense.

In the Fall, Pastor Jeff lead Bible study in the Library. This included Cain and Abel, Genesis 4; Noah pt. 1, Genesis 6 and 7; Noah pt. 2 and Babel, Genesis 8 and 9; Genesis 11:1-9; Abraham and Sarah, Genesis 11:31-12:20; Genises 15 and 17; Abraham’s Heir, Genesis 16; 18:1-15; 21:1-21.

In October, John Dobbs held a book discussion of the New York Times Bestseller “Searching for Sunday” by Rachel Held Evans. John stated that the book was “a wonderful, somewhat biographical story of the author’s commitment to her faith mixed with the sometimes bumpy and sometimes unfulfilling mechanics of the church she embraced. The author’s prose is light, sophisticated and compelling very apropos to our own experience.”

Respectfully submitted,

Michael L. Carey, Chair

WOMEN'S ASSOCIATION

The Women's Association is an organization of service and fellowship comprised of all the women of the Glen Ridge Congregational Church.

This past year was a unique and difficult year for the Women's Association just as it was for all of the church. However, we still tried to strengthen our church and contribute to the greater community.

Funding/Benevolences

We are best known for our two largest undertakings, the Rummage Sales and the Antiques Show. Due to the pandemic, we were unable to hold either of these events. As a result, we were unable to make any financial contributions to our local benevolences this year.

We did, however, continue our involvement with Kiva micro loans. 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 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 34 new \$25 loans for farming/agriculture, grocery/retail, cafés, and sewing/tailoring in 8 different countries (Columbia, Ecuador, El Salvador, Guatemala, Honduras, Kenya, Nicaragua and the United States). Thank you to Fran Wong for the time and energy she spends researching the loans and her willingness to manage our involvement.

We supported the church with monetary contributions by purchasing 3 new canopies for outdoor use and providing the flowers on the altar for the Sunday the church reopened in July. With the reopening of the church, the Women's Association resumed paying 50% of the Sunday sexton's salary and providing funds for the cleaning of the kitchens.

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

Fellowship/Service

We gather in fellowship to relax and enjoy the company of one another as well as to donate our time in support of other church ministries.

In June we gathered on the South Lawn for a picnic and an afternoon of fellowship. It was wonderful to reconnect with others after many months of separation.

We initiated a new project this year knitting items for MEND. We were able to gather in person on two occasions to knit together and to provide instruction for those interested in learning. In December we delivered 21 blankets, 14 scarves and 58 hats to MEND to be distributed to those in need through their various pantries. We hope this will be an ongoing project for many years to come.

We were able to support the church by fulfilling requests made by other ministries. We sorted, organized and bagged clothing donations for Afghan refugees, provided desserts, cornbread and servers for the Chili Cookoff and assisted with the repast for Beverly Curtis.

The Cards of Concerns is an ongoing project spearheaded by Nancy Bigelow and Lynn Ritchkoff. A huge thank you to both of these 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. I look forward to the coming year with hopes of regaining a sense of normalcy.

Respectively submitted,

Ann Bronneck

WOMEN'S ASSOCIATION TREASURER'S REPORT

BALANCE ON HAND - JANUARY 1, 2021

\$15,894.25

RECEIPTS:

None

DISBURSEMENTS:

In-Church Benevolences	\$ 319.83
Kitchen Maintenance & Supplies	\$ 1,275.00
Program	\$ 269.89
Projects-Congregational Care	\$ 130.00
Special Gifts to Staff	\$ 550.00
Sunday Sexton	\$ 638.00
Miscellaneous	\$ 49.00
Total Disbursements	<u><u>\$ 3,231.72</u></u>

BALANCE ON HAND - DECEMBER 31, 2021

\$12,662.53

Checking Balance - Bank of America

\$12,662.53

Respectfully submitted,

Linda R. Kerr
Treasurer

MINISTRY OF WORSHIP

This report is being written as we enter our 2nd year of services dedicated to reaching our congregation wherever they find themselves. After a few trial runs, on July 11th we held our first in-person worship service since closing our sanctuary doors in March of 2020. Great effort went into creating a true sanctuary for worship. Required masking and clearly detailed distancing protocols were in place. Ushers, under the leadership of Josh Konetzni, carefully attended to our in-person worshippers as they came together in prayer and praise.

Pastor Jeff and Minister of Music, Tom Mustachio, rose to this greater challenge and created moving, restorative, stimulating, challenging, comforting, joyous, hopeful, accessible, and memorable services that were able to reach both in-person and virtual congregants. They were assisted by a team of videographers ensuring that our services were available to all, regardless of access. It has become obvious as this year has played out that our “new normal” is this in-person/virtual model of hybrid worship and as such, a powerful way to increase accessibility to all our parishioners.

As Worship co-chairs, it has continued to be painfully obvious that the success and future of our church is dependent on our technology capabilities to not only meet the needs of our congregants but to extend our reach to an even wider community as well. Our ability to reach all our congregants in a safe manner has elevated technology to equal importance with our “brick and mortar” structure. Our “new normal” of hybrid worship demands a dedication and investment in the upgrading of our tech capabilities, expanding the ability to pre-record, archive, and reach ever increasing numbers of members and friends.

Though it would not appear to be a Worship Ministry concern, in essence everything at GRCC should connect back to worship since it is the main mission of the church. GRCC needs to professionalize its support of our technology infrastructure and in 2022 we again advocate for a dedicated technology support person to build capacity among the GRCC staff and as a permanent member of the GRCC outreach team. To this end, the church will need to invest in technology and equipment in the coming years to improve upon this outreach.

Worship would like to especially acknowledge and thank Tom Mustachio for his herculean effort to return our Chancel choir, Carillon bell choir, Carol choir, and Chapel bell choir to weekly worship services. He is dedicated to creating safe rehearsal protocols which include specially constructed “singer’s masks” and safe distancing, a requirement which has been constantly evolving over the year, based on recommendations from the CDC as well as best practices from houses of worship across the country. He also continues to oversee the videography system including training of our volunteer videographers.

We would also like to thank Pastor Jeff, who has the unique challenge of preaching simultaneously to a live congregation and an invisible audience, finding the inspiration to keep it real and fresh each week, regardless of access. He has been able to bring inspiration and comfort to all of us during this continued time of loss, frustration, and uncertainty.

As we conclude our term as co-chairs, we would like to thank all those – ushers, greeters, videographers and lay leaders – who bring vibrancy and immediacy to our collective worship experience.

Respectfully submitted, Jill Simmons and David Dik, 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 provide 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.

The COVID-19 pandemic continued to have a huge impact on Glen Ridge Congregational Church and the music programs. Musical rehearsals, presentations and gatherings were conducted virtually through May of 2021. The church opened the building in July and hybrid services and concerts began. Vaccination was required for all adult musical participants. Physical distancing protocols were instituted as well as mandatory mask wearing. This allowed for congregants and musicians to return to the building for in-person activities. The choirs were delighted to return to rehearsals and music making in-person. Singers' masks were purchased and provided protection as well as making it a little easier to sing. All the pandemic protocols allowed for the musicians to rehearse in-person and present live music once again.

As always, the efforts of our exceptional Minister of Music, Tom Mustachio, guided us through uncharted territory. Tom continued to think outside of the box and develop new and creative ways to continue the music ministry at GRCC. 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. 2021 concerts presented:

- March 21 – Bela Horvath, violin, Thomas Mustachio, piano – This was a live streamed concert (Facebook Live and YouTube) and the artists presented works by Bach, Bartok, Mozart, Rachmaninoff, Suk and Tchaikovsky. This concert was offered free of charge.
- April 25 – Spring Concert: *With Instruments and Organ* featured the virtual Glen Ridge Choral Society, Carillon Handbell Choir and a vocal quartet. The program featured an eclectic mix of musical selections, featuring music by Bach, Beethoven, Franck, Verdi, Leonard Cohen and others. This concert was also offered free of charge.
- October 17 - *Great Viennese Masterworks* featured works of Beethoven and Schubert performed by Bela Horvath and Friends. We welcomed back an in-person audience.
- December 12 – *Welcome Christmas!* – The traditional annual Holiday Concert and Carol Sing returned in-person. This concert was also recorded and shared via Vimeo after the live event.

Other musical events for which the Music Committee provided assistance:

- Mardi Gras Pancake Supper – *cancelled*
- October 31 – All Saints’ Sunday – Rutter *Requiem*
- Community Holiday Sing-along –*cancelled*

Special efforts were made to offer additional virtual musical presentations free of charge in 2020, via Facebook Live and YouTube:

- May 25 – The Euclid Quartet and Friends presented chamber works of Beethoven and Mendelssohn.
- August 17 – *Sisterhood in Song*, presented by Diane Schaming, Lydia Beasley, Natanya Washer, Jill Simmons and Thomas Mustachio.

The Concert Fund receipts and disbursements for the calendar year 2021 are:

Concert Fund Balance – December 31, 2020.....	\$22,192
Concert receipts and subscriptions	\$ 5,693
Sponsorships by members and friends	12,825
Glen Ridge Film Fund Grant	0
Other receipts	<u>2,488</u>
Total receipts in 2021	<u>\$21,006</u>
Payments to musicians & engineers	\$ 12,020
Printing, mailing, advertising, signs	2,384
Music scores & rehearsal tracks	1,221
Other (equipment, ASCAP fees, receptions, etc.)	<u>2,514</u>
Total disbursements in 2021	<u>\$18,139</u>
Concert Fund Balance – December 31, 2021.....	\$25,059

In 2021, the Committee included the following members in addition to the chair: Bart Brown, David Dik (co-chair), Pam Figlar, Nancy Gage, Arlene Kansky, Tom Mustachio (ex-officio), Lynn Ritchkoff, and Jill Simmons (co-chair). My sincere thanks to all 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

Members are responsible for the fellowship and service functions of the church. They oversee publicity and public relations efforts (newsletter, directory, and seasonal brochures) and coordinate other activities of the various groups concerned with caring for the congregation. The Marketing Committee is part of Parish Life.

Accomplishments

1. Presented the annual high school scholarship in June to Megan Downey.
2. Organized several Meal Trains and Sign-Up Genius (grocery shopping) events for members of the congregation.
3. Provided a successful Celebration Sunday Picnic.
4. Our Marketing Committee has been busy working on a new church website and completed it. The new location is: www.glenridgecong.org. They also did two postcard campaigns — one for the reopening of in-person worship on July 11 and another for Celebration Sunday. Additionally, they developed and installed church signage both inside and outside the building.

Future Goals

1. Expand and develop responsibilities of Parish Life beyond food preparation.
2. Assign “buddies” to new church members as we welcome them into our church family.
3. Continue to find new ways to expand the church’s presence in the community.

Ministry members: Karen Augis, chair,
Fran Wong, Mabel Gantuah, Marsha Watson, Lynne Oliver, Louis Augis, Pamella Adamson,
Janet Mack, Bonnie Mohan and Evena Pean.

PARISH CLERK'S ANNUAL REPORT

TOTAL ACTIVE MEMBERSHIP AS OF JANUARY 1, 2021 **443**

Admitted during 2021 by:

Confession of Faith	5
Confirmation	0

+5

Lost during 2021 by:

Death	2
Transfer or Resign Membership	1
Put on Inactive List	0

-3

TOTAL ACTIVE MEMBERSHIP AS OF JANUARY 1, 2022 **445**

CEREMONIES

Rev. Jeff Mansfield officiated at:

Baptisms	N/A
Funerals/Memorials	5
Interments	5
Weddings	1

DEATHS OF MEMBERS AND FRIENDS OF THE CHURCH

January	Jim Waters*
March	Carl Finneran
April	Joseph Jordan
	Jelal Kamil
June	Jeb Burke
	Jim English
November	Jim O'Brien*
	Beverly Curtis
December	Joe Jordan

**Active member at time of death*

NEW MEMBERS

February 16, 2021	Jeremy & Maggie Kramer
	Sue Jordan & Keith Johnson
	Gregory Pavliv

CONGRATULATIONS TO MEMBERS

Our Senior Members by Age

Male

Bob Hayes, born in 1933

Tatsuo Honma, born in 1932

Female

Nancy Bigelow, born 1926

Carolyn Watson, born 1924

Our Longest-Term Member(s)

Bart Brown, member for 73 years (Confirmation Class of 1949)

Joan Hayes, member for 73 years (Confirmation Class of 1949)

Barbara Stevens, member for 72 years (Confirmation Class of 1949)

50-Year Members

Ann Bronneck

MINISTRY OF OUTREACH AND MISSION

What a year we have had!!! As the pandemic continued to rage around us, our community suffered and our church helped in amazing ways. Serving on the Ministry of Outreach and Mission was a blessing. We were able to extend our collective Christian hands to many people near and far. Here are the details.

Within the framework of our denomination, the United Church of Christ, we supported One Great Hour of Sharing, the Neighbors in Need campaign, Strengthen the Church efforts, the Christmas Fund, and maintained our commitment to Our Church's Wider Mission (OCWM). We budget annually for the OCWM donation of \$24,000 but all the other monies, totaling over \$8,700, were contributed by church members.

We continued our efforts to help the people of Haiti as they lived through more earthquakes, political upheaval, economic devastation and societal breakdowns. The Overture International organization has expanded the efforts of the ESPWA orphanage we worked with previously. Their efforts reach out to local communities in the southwest area of the country. We have been able to support mobile health clinics, food shortages, education needs, job training all within the framework of Overture. In total, we gave \$4,350 to help our friends in Haiti.

Our international involvement included assistance to incoming Afghan refugees who were sponsored by Church World Services (CWS). As our government scrambled to aid the people of Afghanistan and Iran, we tried to help people when they arrived in our area. Fran Wong was instrumental in organizing collections of clothing, furniture and household goods for these families. The Biddolph Room was filled with donations! Our Mission Ministry also contributed \$375 to provide "Welcome Kits" and an additional \$2,723 in financial support to CWS. We will continue to address the needs of refugees as they arrive on our shores. Watch the e-news for messages about how you can help.

Food insecurity had a huge impact on many of our local neighbors. Our Church donated continually to support food pantries in our area. Our major efforts helped MEND, Meeting Emergency Needs with Dignity, as they supported 20 Essex County food pantries. We also contribute to Toni's Kitchen and Human Needs Food Pantry. We donated \$1,000 to Star of Hope Ministries in Paterson for their Thanksgiving Boxes of Love program. A call came for reusable shopping bags and we cleaned our closets for these bags to help the pantries. Our ongoing canned food collection generated several trips to the Bloomfield Church on the Green pantry where we dropped off our food donations. Your financial gifts allowed us to contribute \$2,685 to our favorite pantries. We will continue to collect nonperishable goods for the pantries in our area. You can drop off in the church kitchen or the south porch of our building.

Star Tree donations were overwhelming this year. We have an extremely generous congregation. We collected over \$3,200 and provided gift cards and wrapped gifts to 27 people to help their families celebrate Christmas. Our members love to help others!

A new initiative this year was supporting Bloomfield College. We began trying to find “hands on” ways to assist students with snacks, interview clothing, and money. Our efforts became all financial as the school struggled with declining enrollment and fear of insolvency. We contributed \$1,000 this year. The student base of Bloomfield College is primarily black/brown students from Newark and surrounding towns. Our Ministry is strongly committed to continuing our help for these students and the school.

Our church continued its commitment to education by using money from the SCEEP Challenge Award Fund to help two individual students pursue their life goals. You may remember the SCEEP program where students from Newark were bussed to our church on a weekly schedule and members tutored them through their primary school years. We offered Scholarship support to our SCEEP students who continued their education beyond high school. This year two students received grants from us and they are impressive students! Kaytie Zumba, tutored by Lynne Palmer, received \$1,000 to continue studying at a technology school to become a phlebotomist (she will draw blood). Paula Marchena, mentored by Susan Hughes, received a total of \$7,300 throughout the year to continue an internship at Johns Hopkins in neurobiology. Both of these women deserve our applause and support. Contributions to the SCEEP Challenge Award Fund are still being accepted.

We contributed \$1,000 to Family Promise of Essex County, formerly Interfaith Hospitality Network, to assist homeless families in our area. Most families are housed in hotels because of Covid restrictions and a shortage of volunteer churches. New programs are being considered and we will participate as we’re able. Again, e-news will keep you informed as we make plans.

Our monies also support the Minister’s Discretionary Fund and this year we donated to the Ashenfelter Run supporting scholarship efforts in Glen Ridge.

As Christians we are called to feed the hungry and clothe the naked; as a congregation we follow God’s path joyfully. Thank you for your continual support of our church and its mission efforts.

Respectfully submitted on behalf of our dedicated Mission team,

Linda Woodbury, Interim Chair

Nadine Burnett

Phyllis Connelly

Amy Haggerty

Linda Kerr

Cara Richardson Lopez

Anne Martin

Lynn Oliver

Lynne Palmer,

2021 STEWARDSHIP REPORT FOR THE GRCC ANNUAL MEETING

We never envisioned that we would be running our 2022 Pledge campaign still living under the waning shadow of the pandemic. We have come a long way since the last year with some of our traditional events, like the fall picnic and Chili Cookoff coming back to life and with a growing crowd in the pews on Sunday. We are a strong, vibrant church that continues to meet challenges head on and is home to an inspiring group of people we are proud to be associated with.

In recent years, Stewardship Season has had a theme that tips a hat to where the Church is along its ongoing journey. When it came to deciding this year's theme, Stewardship members noted words and ideas that spoke to us as the world is starting to return to normal, yet isn't quite there. Everywhere we turn, the status quo is coming into question which presents an opportunity to assess what is truly important to us and how we can best support that. From this discussion our 2022 theme, **Into the Heart of it All**, was born.

During the fall, personal testimony brought the theme to life. Jerry Melichar spoke wonderfully about how the church has inspired his family. Dorothy Waldt shared her personal thoughts on our theme as well as how the GRCC leadership is diving **"Into the Heart of it All"** to help our church reach new heights. In November, Stewardship hosted a Labyrinth in the Blue Room with soothing music, candlelight and meditations to ruminate on.

Consecration Sunday was on November 21st this year and pledges received as of that date were blessed during the service. While, as of this writing, we haven't quite reached the level of last year yet, **43%** of recurring pledges increased and we have received **6** new pledges to date. We are grateful for the time, talent and treasure that everyone put forth to keep our church family moving forward. Stewardship is not a few weeks a year, but a state of mind!

Lastly, we would personally like to thank Pastor Jeff for his great ideas and ongoing support, our *stellar and fun* Stewardship team for their efforts in making this season a success – particularly Andy Ogilvie for designing our wonderful materials. We also greatly appreciate the support of Pam Figlar, Carol Harpster, Tom Mustachio, Dorothy Waldt and others who helped with this year's campaign including reviewing and preparing printed materials, website and social media updates, stuffing envelopes, and so much more. It takes a village of Stewards!

Respectfully submitted,

Rebecca and Dave Mitchell
Co-Chairs, Ministry of Stewardship



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 two plaques which are mounted 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 a number of 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 four years have seen a down turn in sales. In 2018, 2 spaces were sold. In 2019 1 space was sold and no spaces were sold in 2020 or 2021.

The Committee attempts to make the Garden a peaceful, attractive and dignified part of the church grounds that compliments 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 \$400. 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 three interments in the Garden of Memory in 2021:

- James English
- Jim Waters
- Beverly Curtis

Joanne Meeker and Tom Meeker have resigned as a member and supporter of the Committee, but Joanne has continued to fulfill the functions of the Administrative Officer until such time as a replacement can be named. Their work and effort on behalf of the Garden were always appreciated by the other Committee members and by those who have enjoyed the Garden as a quiet, peaceful space for prayer and introspection. They will be missed.

Because of the additional work required to maintain the Garden, the Committee, with the assistance of Cherry Provost, has retained a professional gardener for occasional consultation and assistance with maintenance.

The current members of the committee are Susan Hughes, Susan Krien, Jeff Mansfield, Cherry Provost, Jim Watson and Linda Woodbury.

Respectfully submitted,

Jim Watson, Chair

GARDEN OF MEMORY TREASURER'S REPORT

Balance on Hand Dec 31, 2020

Checking BOA	\$ 3,634	
Perpetual Care Vanguard	33,193	
Checking Vanguard	<u>5,362</u>	
		\$42,189

Receipts 2021

Interment Fees - 5	\$ 875	
Maintenance donation	2,000	
GRCC error correction	<u>250</u>	
		\$3,125

Disbursements 2021

Ground care	\$ 3,221	
Safety Deposit Box	91	
Christmas Gifts	200	
Bank Fees	<u>27</u>	
		\$3,539

Investment Return \$8,535

Balance on Hand Dec 31, 2021

Checking BOA	\$ 3,220	
Perpetual Care Vanguard	41,728	
Checking Vanguard	<u>5,362</u>	
		\$50,310

Respectfully Submitted,

Linda M Woodbury
Treasurer

GLEN RIDGE CONGREGATIONAL CHURCH ENDOWMENT FUND

2021 ANNUAL REPORT

The Endowment Fund (EF) of the 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 the following EF highlights for 2021:

- \$150,000 of contributions in 2021 to the Building Maintenance Fund (BMF), including a \$50,000 special contribution to help complete the ADA improvement and bathroom renovation projects in the Lower Hall.
- Total contributions of \$300,000 for 2020-2021, including \$100,000 in special contributions for ADA.
- EF balance of \$2,484,092 (net of contributions and fees) at year-end 2021, showing a 9.8% increase, or \$221,952, over year-end 2020.
- \$100,000 in contribution commitment for 2022, equal to 2021, to be paid in installments through the year.
- Diversification into two new equity and bond funds, now composing about 22% of the portfolio.
- Use of EF contributions on a temporary basis to help cover the Church's rising insurance premium.

2021 Portfolio Profile

The EF Trustees and our investment manager, Neuberger Berman (NB), are committed to Investment Policy guidelines established in 2001. These include a portfolio weighting of 65% equities and 35% cash and fixed income products, with the latter tending 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 with a market capitalization of over \$500 million. Fixed income investments are restricted to investment grade securities rated no lower than "A."

As of 12/31/2021, the EF is invested approximately 68% in equities, 26% in fixed income and 6% in cash. Capital appreciation in sectors such as High Tech has tended over time to push the portfolio to a higher equity concentration. We are managing that risk down somewhat, but also believe higher equity levels are appropriate given the EF's long-term investment perspective. We also note that some \$250,000 of the individual bonds matured in 2021 into a distinctly lower interest rate environment, so simply reinvesting proceeds in single bonds could have locked the EF into extremely low fixed income returns in the area of 1% or lower.

Given our guidelines and the rate environment, the EF Trustees undertook a shift in investment policy in 2022. The EF has historically invested only in individual stocks and bonds since 2001, while many new financial vehicles have since evolved, providing more and better diversified investment choices. Under NB's guidance we have instructed that a portion of assets rolling over or reinvested in the normal course be placed into diversified funds, specifically the NB Genesis Fund (small cap equities) and the NB Strategic Income Fund (diversified fixed income). Both funds have a long track record at NB and

are for institutional investors. As of 12/31/21, we believe they provide some needed diversification and yield boost, while remaining in line with our conservative investment guidelines.

A specific breakdown of the portfolio as of 12/31/21 has been included at the end of the report.

2021 Fund Performance

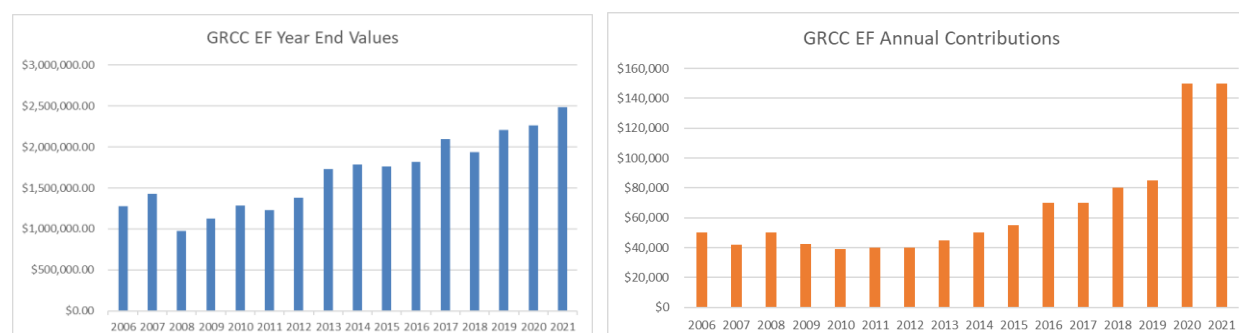
The overall portfolio performed markedly stronger in 2021 than in 2020 (already a strong year), primarily reflecting the impact of a robust economic rebound from COVID-19 and buoyant equity market response. For full-year 2021, the total portfolio return was 17.91% (net of fees) compared to the S&P 500 return of 28.71%. For the specific asset classes, equity returns underperformed the S&P 500 only slightly, with the EF showing a 26.99% return versus 28.71% for the latter. In contrast, fixed income was buffeted by inflation fears, tightening Fed fiscal policy and rising interest rates, with the EF showing a (-.28%) return, albeit better than the (-1.49%) decline for the Bloomberg/Barclays US INT Government and Credit Index.

Since we engaged NB as investment manager in 2001, the total portfolio has generated an annualized return (net of fees) of 7.54% versus the S&P return of 9.95%. Our equity portfolio continues to outperform the S&P (11.39% vs. 9.95%), while fixed income underperformed the Bloomberg Index (3.17% vs 3.75%). We continue to view bond market exposure as essential to help mitigate equity market risk and volatility, and for longer-term preservation of the EF corpus. While overall returns are still very acceptable, the Trustees continually evaluate our asset allocation and NB's performance to preserve and, where possible, increase returns appropriately.

Fund Balance and Distributions

As of 12/31/2021, the value of the EF was \$2,484,092.39, an increase of \$221,951.80, or 9.8%, compared to year-end 2020. This increase is net of the EF's 2021 normal and special contributions of \$150,000 to the Building Management Fund as well as associated fees, taxes and charges.

These charts provide details regarding the EF's growth and contributions to the Church since 2005. Since inception, the EF has contributed a cumulative \$1,296,500 to the Church, with \$835,000 since 2010, including the special contributions. This record underlines the importance of conservative investment and distribution strategies to maintaining a strong and growing Endowment.



Historically, the EF Trustees have targeted a contribution payout range of 3.00% - 4.00% 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. However, in 2020 and 2021 we decided to increase normal distributions (4.4% of NAV in 2021), recognizing the Church's large projects and financial challenges, as well as

the benefits of a rising market. The special contributions to support the ADA Lower Hall Improvement Project further increased payouts on a one-off basis.

We are well beyond the original EF “distribution threshold” established in the by-laws but remain committed to the tenet, which prohibits distributions below a minimum EF 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 continued growth of the EF and have frequently been given as memorials. The Trustees appreciate these donations and ask the congregation to keep the Endowment in mind when making your short and longer-term giving plans.

A Funding Change and Comment on 2022

In early 2022, the Trustees agreed that EF contributions can be used, as determined by AP&P, to defray the Church’s 2022 property insurance premiums. Traditionally, insurance premiums have been treated as operating costs outside the scope of the EF. GRCC’s 2022 premium has increased some 26% to over \$66,000, and up by over 75% since 2015. This trend is onerous and taking place across the entire insurance industry. It is experience-based and not a result of the Church’s own actions or claims submitted.

In consequence, the EF Trustees agreed to help pay a portion of the premiums related solely to the physical plant of the church building and parsonage. We view this as a temporary accommodation subject to annual review in conjunction with AP&P, taking into account premium trends and the Church’s changing financial position and operating budget. This use of EF contributions could also constrain the Church’s future capital projects.

We view the \$100,000 commitment for 2022 as appropriate based on the EF’s recent performance and the Church’s capital needs. In 2022, inflation fears, rising interest rates and volatile equity markets are creating a lot of uncertainty. The EF is currently carrying a higher cash balance of about \$150,000, a decision made late in 2021 to reduce equity exposure after a strong market rally and to provide for our 2022 liquidity needs in the face of that volatility. We note that future distributions could be reduced if lower market trends persist in 2022 and beyond. The EF remains focused on longer-term growth while still providing robust support for the Church’s physical plant.

In closing, I would like to highlight the many years of service Alden Provost gave as Chair of the EF before stepping down in early 2021, and am grateful for all his transitional help, as well as for the support and informed insights of my fellow Board members throughout the year.

Respectfully submitted,

Thomas S. Coleman

Endowment Chair (2021-2025)

ENDOWMENT FUND TRUSTEES:

Peter Waldt	Term ending 2025
Andrew Song	Term ending 2022
Clark Machemer	Term ending 2023
Andrew Busby	Term ending 2024

MINISTRY OF FINANCE

The Ministry of Finance is responsible for the financial operation of the Church 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 2021

We started 2021 with the building closed due to the Covid pandemic. We assumed we would not be able to open for in-person worship or other events until September. However, we actually began in-person worship in July and slowly added other events, with a scaled back Chili Cook-off in October, a well-attended Requiem Sunday and a wonderful Welcome Christmas concert.

We really had no idea how this year would turn out with so many unexpected pandemic-related events, such as government mandates, vaccination boosters and an omicron surge late in the year. We are pleased to report that, in spite of it all, we had a surprisingly good year financially, ending with a deficit that was 23% lower than budgeted. Many thanks to those who were able to continue paying their pledges and, in some cases, a little more! And thanks to all for careful management of spending.

The highlights of the 2021 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 2021 finances.)

- **Operating Fund**

Here is a summary of the actual Operating Fund activity for 2021 compared to the 2021 budget.

Operating Fund		
Summary of 2021 Receipts and Disbursements		
	2021 Actual	Annual Budget
Receipts		
2021 Pledges and Other Support from the Congregation	\$374,685	\$388,000
Year-end and Deficit Reduction Contributions	\$10,526	\$5,000
Other Giving (Arrears, Offerings and Special Gifts)	\$15,568	\$11,260
Other Income before Investment Earnings (Building Use Fees and Pilgrim Contribution)	\$50,250	\$29,100
Net Investment Income	\$3,845	\$5,000
Total Receipts	\$454,874	\$438,360
Expenses	\$493,410	\$488,260
Net Excess (Deficit)	(\$38,536)	(\$49,900)

The Operating Fund closed the year ahead of budget. Although we were still in a deficit position, our deficit was less than the year-to-date budgeted deficit.

Receipts as a whole were ahead of budget, primarily due to more than expected income from Pilgrim and other building usage. Pledge payments and other support from the congregation were short by about \$13,300, but pledge payments alone were short by about \$28,500.

Expenses were actually slightly below budget, but the subsequent return of \$5,530 of unused C&Y offset to the designated fund increased the expenses and the deficit by that amount.

- **Building Maintenance Fund**

The Building Maintenance Fund received \$100,000 from the Endowment Fund in 2021 plus an additional \$50,000 to complete the accessibility project on the first floor of the Church School wing, including the new lift in Robinson Hall. The Ministry of AP&P took great care in managing the expenses while making sure needed repairs and upgrades were made to the buildings. The entire \$50,000 was spent for the accessibility project and \$63,440 was spent on other building repairs and improvements in 2021, with the rest being held over for large scale projects slated to be done in 2022 and future years.

- **Paycheck Protection Program (PPP) Loan Forgiveness.**

In May 2020, GRCC, including Pilgrim Preschool, was granted a loan in the amount of \$127,042 under the Paycheck Protection Program of the CARES Act. The primary purpose of the loan was to enable us to keep employees, such as Pilgrim teachers and choir section leaders, on the payroll during the coronavirus lockdown through June 2020, even if they were unable to actually do their jobs due to closures. In addition, we could use the loan proceeds to pay utility expenses. \$54,031 of the loan proceeds went to Pilgrim to cover their May and June 2020 payrolls.

In August 2021, we applied for forgiveness of about 90% of the loan, which was what we could substantiate for our applicable forgiveness period. In September 2021, we were granted forgiveness for \$117,141, which was the amount we had requested plus accrued interest on that amount. After that forgiveness, we had a remaining loan balance of \$9,901 for which we were required to begin making monthly repayments. We had made two payments, when, in December, our bank told us that the Small Business Administration had forgiven the balance of our loan. We subsequently received a refund of the two payment we had made.

The GRCC portion of the loan forgiveness was \$73,011, which is reflected in the Operating Fund balance at the end of 2021.

Budgets for the Year 2022

Although we came through 2021 in better shape financially than we expected, 2022 will be a challenge as the pandemic continues and uncertainty exists as to how and when it will wind down.

The full proposed 2022 budgets are presented on the last four pages at the back of this Annual Report. Here are the highlights:

- **Operating Fund Budget**

Finance had to wrestle with the issues of increased expenses and income expectations that are still falling below what is needed to run the operations of the church, as well as funding for existing and new programs as we attempt to resume our goal of growing the church. Although we are expecting modestly increased receipts for 2022, we were hit hard by some foreseen and unforeseen expenses. In the end there were two major events that helped us come up with this proposed budget.

1. **The Endowment Trustees came through big time!** Rising insurance costs in recent years (due to all the natural disasters that have been occurring) have become a burden on the Operating Fund budget. For 2022 there is a 26.12% increase over last year in the property/liability premium on top of a 19% increase the year before. This amounts to an increase of about \$20,000 for the last two years combined. The Endowment Fund Trustees have agreed to allow the portion of the insurance premium attributable to the property, or \$53,000 of the total \$66,260 premium, to be paid from the Building Maintenance Fund (BMF) thus removing this expense from the Operating Fund budget. There is adequate money in the BMF to cover this expense without jeopardizing the funding for needed building repairs and upgrades. The Trustees will review this agreement every year as needed.
2. **The increase in the Operating Fund reserves.** Due to a bequest, Paycheck Protection Program loan forgiveness and unrealized appreciation that has been continuing to increase each year in spite of all the mayhem caused by the pandemic, the Operating Fund balance at the beginning of 2022 is \$255,500. These operating reserves will allow us to cover a larger deficit – within reason, however – thus allowing the restoration of money to the Ministry of Outreach & Mission (MOM) budget and other increased expenses. We have not seen an Operating Fund balance over \$200,000 since 2013 and many of the intervening years were quite low.

Receipts: For the 2022 Operating Fund Budget, receipts totaling \$478,310 are based on \$395,000 in pledges and other support from the congregation plus \$83,310 from other sources such as arrears, offertory, church school, investment income, Pilgrim Preschool, St. Francis of Assisi and other building usage. This is an increase of \$39,950 from the 2021 budget. 70% of this increase is attributable to increased payments from Pilgrim Preschool due to their remarkable turnaround from the initial impact of the COVID pandemic, and to our new tenant the Glen Ridge Historical Society.

Disbursements: The 2022 Operating Fund Budget disbursements of \$546,970 is a \$58,710 increase from the 2021 Budget. Expenses in the 2021 budget were low because we had assumed the building would be closed most of the year, possibly reopening in September. Here are the major increases in budgeted expenses:

- Now that we have opened the building for in-person worship and other events, the budget for 2022 reflects the added expenses that will be need for increased sexton hours (\$26,720) and increased ministry programs (\$32,955).
- Our Parish Administrator salary expense increase includes \$24,000 to pay severance to Alma Amendola and agency fees for our search for Alma's replacement.
- A 5% increase in salary is included for the Professional staff, who have guided us safely through the last two years of the pandemic. This increase, along with a 5% increase in medical benefit premiums, added \$10,960 to the budget expenses.
- At the request of the Ministry of Outreach & Mission (MOM), we have restored \$10,000 to their budget so they will have money to support local charities. Last year the MOM budget was cut by \$10,000, resulting in the Local Benevolences portion of their budget being only \$900 in order to maintain their \$24,000 commitment to OCWM. Since there was \$6,900 left in the Local Benevolences Fund which was unspent from prior years, MOM had a total of \$7,800 to spend for local benevolences. That money has now all been spent.

Offsets from Designated Funds: Over the past several years, we have taken money from designated Special Purpose Funds to offset the expense of certain ministries. For 2022:

- There is no longer a \$10,000 offset to the Outreach & Mission (MOM) budget from the Memorials & Gifts Fund. Over the last three years we had pulled a total of \$30,000 from the Memorials & Gifts Fund for MOM and felt we could not take any more since the balance in that fund has been reduced to \$11,298 at the end of 2021.
- In 2021, the Ministry of Children & Youth (C&Y) expenses were considerably below budget as many activities did not take place due to the pandemic. C&Y only needed \$600 of the \$6,130 offset from designated funds. So, at the end of 2021, we moved the unused offset of \$5,530 back to the designated fund to be used for 2022.

Deficit: The Proposed 2022 Operating Fund Budget shows a deficit of \$68,660 for the year. Since the Operating Fund reserves have increased significantly, due to the receipt of a bequest, the PPP loan forgiveness and the continuing increase in unrealized appreciation, Finance feels we have sufficient reserves to cover this deficit. However, Finance and the Council will continue looking for additional sources of income.

- **Building Maintenance Fund Budget**

The proposed 2022 Building Maintenance Fund Budget reflects total receipts of \$100,000 derived solely from the contribution the Endowment Fund has agreed to make, which is the same amount they gave for 2021 (excluding their special contribution for the accessibility project last year). Thanks to the Endowment Fund Trustees for their generous contribution.

The Bottom Line

We expect 2022 to be another challenging year. We hope to continue getting back on track toward growing our income and with the goal of achieving a balanced budget as the Church rebuilds.

Operating Fund Reserves: We were fortunate that our Operating Fund reserves (our rainy-day funds used to cover cash shortfalls) ended 2021 with the largest balance we have had for a number of years.

Two of the events that made this possible are not expected to happen again. Although we are able to cover a larger deficit for 2022, we must spend wisely in the future and/or grow our income so as not to exhaust our reserves.

Spending Down Church Assets: For the last several years, we have been using some of the Special Purpose Funds to cover part of the expenses of some of our ministries. We have exhausted the logical fund choices. After this year, if we cannot grow our membership and income, we may be forced to explore making painful choices as a congregation.

What you can do to help: Thanks to everyone who helped make 2021 a better year than anticipated. It looks like we will once again have to climb out of a less than optimal financial situation. This year we did a lot of outreach to the local community to help those in need during this difficult time: We want to continue this outreach, but we need help to do so.

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 2022, please do so. Or, if you have made a pledge, consider increasing it if you can. Sign up for recurring electronic pledge payments through your bank 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 deeds 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 committee members, whether elected members, volunteer members or ex officio members:

Bart Brown	Gordon Hunziker	Carl Rohling (AP&P)
Liz Brewster	Dennis Krien	Mark Viehland
Lance Cholet (Treasurer)	Jerry Melichar	Craig Wood
Tom Coleman (Endowment)	Dave Mitchell (Stewardship)	Linda Woodbury
Sharon Harms (AP&P)	Rebecca Mitchell (Stewardship)	

Extra thanks to Bart, Craig and Dennis for the many hours they devote to our bookkeeping, accounting and reporting requirements. The following people also deserve thanks:

- Pastor Jeff Mansfield and Dorothy Waldt, our Council President, who participated in as many of our meetings as they could.
- Chris Ely who offers invaluable service in handling the payroll responsibilities.
- Mary Jones for her continued support in working closely and patiently with Bart, Craig and me.
- The Sunday morning counters who handled the weekly offering under Dennis' supervision when we had in-person worship.

Respectfully submitted,

Pamela A. Figlar, Finance Chair

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*The following reports are not provided in this online version of the Annual Report:

- Pilgrim Preschool Treasurer's Report
- Endowment Fund Assets
- Treasurer's Report
- Proposed 2022 Budget

