

UNITED CHURCH ON THE GREEN



2025 Annual Report
Presented at the Two Hundred Eighty Second
Annual Congregational Meeting
June 8, 2025

In a world where Christianity is too often associated with intolerance, exclusion, and hate, the mission of United Church on the Green is to proclaim Christ through faith, hope, and love. We are a community of many races, ethnic backgrounds, religious experiences, ages, sexual orientations, and gender identities. No matter where you are on your journey of faith, you will have a home here at United Church on the Green.

UCG Annual Meeting 2025
Sunday, June 8, 2025 – 11:15AM
Agenda

1. Opening Prayer
2. Moderator's Reflection
3. Approval of Minutes of Annual Meeting June 23, 2024
4. Acceptance of the 2025 Annual Report
5. Treasurer's Report for 2024-2025
6. Approval of 2025-2026 Budget
7. Approval of Nominating Slate
8. Pastor's Reflection
9. Celebration of Outgoing Leaders
10. New Business
11. Closing Prayer

UCG Annual Report 2025

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United Church on the Green, New Haven, Connecticut
281st Annual Congregational Meeting
Sunday June 23, 2024 - Hybrid

1. Moderator, Abram Guerra, called the meeting to order 11:44 and opened with a prayer.

2. **Moderator's Reflection** - Abram said he hoped we all felt as positive moving into the next church year as he does.

3. Approval of Minutes of Annual Meeting June 25, 2023

Approval of Minutes of Congregational Meeting on October, 2023

Approval of Minutes of Special Congregational Meeting on April 28, 2024

Jean Blue made a motion to approve all of these minutes. This was seconded by Barbara Adams and the motion passed.

4. **Acceptance of 2023 Annual Report.** Roger Adams asked for a correction to page 21 of the Annual Report. "Faith Engagement and Fellowship" should be changed to "Faith Engagement and Ministry Team"

Also, Kathryn Thomas asked for a correction on page 24 in the first paragraph. The sentence was unfinished. It should read "June warmly welcomed all who walked through our doors, whether a long-time attendee or a first-time visitor, and ensured whomever was reading scripture had the Bible, the Scripture and knew what was expected during the service.

Jean Blue made a motion to accept the Annual Report as corrected. This motion was seconded by Chris Maursky and this also passed.

5. Next was the **Treasurer's Report** for 2023-2024. This was presented by John Sawyer in Tim Bertaccini absence. Our Pledge goal for this year was \$154,000 and we fell a bit short. Our goal for this next year is \$160,000.

6. **Approval of 2024-2025 Budget.** A correction was made to page 27 of the annual report. The increase in annual giving should be 3% not .03%. Roger Adams made a motion to accept the Annual Budget. This was seconded by Jo Buchanan and passed.

7. **Approval of the Nominating Slate.** Tom George moved to approve the slate and this motion was seconded by Sue Hartt.

Susan Rey brought to our attention that we need delegates for the Annual Meeting of the New England Conference in June of 2025. Coco LePere, Sue Hartt and Tom George volunteered to represent United Church at this meeting. This meeting will be virtual and not in person. Only 2 of the volunteers are able to vote but having a third as an alternate is a good idea.

8. **Pastor's Reflection** - Steven thanked us for a wonderful and glorious year. He thanked us for our support in moving the church forward into next year. We need to work together to define

our place in this city. Because of Covid there was an interruption in our social, cultural, and political connections to New Haven. Stephen wants us to be a place where folks can come to live out their faith and reflect God's love into the community and world at large. The first part of this new commitment was the design of the new church logo. We need to continue to shine our light into New Haven and the world. Instead of mourning who is not in the pews we need to embrace that we are enough to reflect God's love to the greater community. In addition to that he is committed to being a "decent preacher".

For the future Stephen hopes to:

Let the world know we are a place of hope and acceptance.

We are a place to help parents raise their children in love and kindness that they may be a beacon of God's love in the world.

We will continue to build networks of refuge and acceptance for all of God's children

9. Celebration of Outgoing Leaders - We are ever grateful for love, kindness and hard work of Al Forino, Kathryn Thomas, and Dennis Titley. They have moved on in life's journey but their love and spirits are with us always.

10. New Business

-Dan Rausch celebrated our wonderful choir and music program at United.

-Jean Blue offered a prayer of thanksgiving for the presence of Rev. Dr. Stephen Rey and Susan Rey among us. We are so happy to have them journeying with us.

-Ruth Anne Olson mentioned the 5 for 5 program we used to have. This involved joining in groups of 5 to pursue a shared interest. Anything from knitting to dinner out.

-Kathryn Thomas brought up the fact that we need more people on the MID committee as it is a vital part of the future of the church.

--Joan Duffy wants folks from United to attend community happenings together to encourage more interest in the church. She mentioned programs at the New Haven Museum specifically.

Leslie French asked about brochures about United Church that we can bring with us to community events. Rev. Rey said that a new brochure is being developed and will be ready soon.

-Coco LePere mentioned that maybe upcoming community events could be mentioned in the electronic newsletter so people could attend them.

-Ben Gyadu wanted us to thank Dale Richard and George Lindsay for all their work every Sunday to provide wonderful coffee hours.

-Julie Peterman encouraged everyone to submit a pledge for the upcoming budget year.

11. Adjournment

Roger Adams made a motion to adjourn the meeting. This was seconded by Jean Blue.

Abram offered a final prayer and the meeting was adjourned at 12:32.

Respectfully submitted,
Angelyn Singer

MODERATOR
Abram Guerra

For many in our congregation, we are still reeling from radical changes in what we have come to expect from our government and politics. From attempts to overturn birthright citizenship, to the return of segregation to book bannings. I've come to believe that the growth we have seen over the last year, the life and vibrancy of our community, are not in spite of these events. Rather, it is precisely such events that are drawing a generation back into churches in record numbers.

The message of Jesus remains relevant for us, for our children, and for those God will add to our number in the years to come. This is the vision that binds us together at United Church on The Green: that we can build up our towns and neighborhoods, and raise our families in community, with love, and on the foundation of our faith.

For another year, our Pastor and Senior Minister, Rev Stephen, has worked tirelessly to lead us through the ministry work before us, and we have enjoyed new liturgies and worship experiences, thoughtful reflections, and a strong partnership between Stephen and Caesar, Jack, Nicole—the whole staff of the church.

We have enjoyed another year in the Bradley Room, with Dale and the CCC Ministry Team, and all of you, contributing to our weekly time of coffee and conversation. We were blessed with the opportunity to stand with IRIS even as the government removed our status as a “sensitive space,” and removed millions from IRIS’s budget. We continue to partner with CONECT to organize congregations statewide, to improving circumstances for our neighbors, and raising a new generation of children to know the passion for justice and kindness of Jesus.

There are many people to thank and acknowledge, especially our board and officers, our staff, and every single person who spends their time, talent, and treasure serving on one of our ministry teams. I am constantly humbled and awed by the generosity of spirit and the abundance of talents at United. I also know that especially in these times of turmoil, that generosity will overcome selfishness, and that mercy and grace will overcome hatred and fear.

We look forward to meeting new friends and forging new bonds of partnership as we continue the work of our ministry in the coming year, holding out the love and welcoming spirit of our God to the neighbors he will send to us. Thanks be to our Creator for the abundant life he offers us through his Son.

In love and peace,
Abram N. Guerra
Moderator, United Church on The Green

SENIOR PASTOR
Rev Dr Stephen G Ray

Celebrating my second year as the pastor of United Church on the Green, I write this report with gratitude to God and this great congregation!

This has been a fruitful year for our congregation in many ways. There have been siblings and kin among the children of God who have come along side us on this us for this journey and some have found a home with us. We give thanks for them all. Especially, the young ones whose vibrant spirits have brought us such joy with their glee and energy.

To strengthen our life as a congregation, we held a whole church retreat at the Westport Library in September. The event was well attended and gave an opportunity for members to experience how we are changing and growing as a congregation. In addition to the retreat, we have had several special services including Winter and Spring Jazz Vespers, Blessing All of God's Children anointing service. Throughout the year we have partnered with Center Church and Trinity Episcopal to advocate for issues of fairness and inclusion in the city's development plan for the Green. As well, we have hosted several events celebrating arts and culture on the Green, strengthening our profile in the community.

A special focus of our church life and my own work this past year has been meeting the challenges to justice, peace, and human dignity raised first by a xenophobic, transphobic, racist, misogynistic campaign and later administration. Our specific advocacy on behalf of vulnerable queer and immigrant communities has woven itself throughout our worship life and public witness. In addition, our commitment to meeting the needs of economically vulnerable people has continued and grown.

Last year I described our church thus: "We are a strong church with a dedicated core of members who support the life of the church in multiple ways. We have been blessed with new members and a growing group of in-person and on-line attendees." God has blessed us with growth in the core membership of helping hands and friends. Our attendance continues to grow in-person and on-line. We are averaging more than 70 at worship and on special occasions, like Easter, well over 100.

This has been a year of blessings for UCG and I give thanks that we have continued this journey together.

Pastoral Activities

My reflections on the church life of UCG are drawn my experiences in my pastoral role. As pastor I:

- preached 47 Sundays over the past year
- participated in ministry teams meetings regularly throughout the year and supported their activities

- led 2nd hour programming about church identity, sermon feedback, and new member exploration
- maintained regular schedule of member and friend contact and visitation
- provided counseling for members and friends of UCG
- oversaw staff activities in support of the life of UCG
- participated in the activities of New Haven Association, SNECUCC, and national church including:
 - board member, SNECUCC
 - board member, Missionary Society of Connecticut
 - member, New Haven Association Committee on Ministry
 - Participated in Installation Service for Rev. Dr. Ashley Cleere – Center Church
- maintained a regular schedule of meetings and collaborations with community partners including:
 - collaborated with Center Church and Trinity Episcopal on Temple St closure
 - meetings with local clergy to expand our network
 - nonprofit board participation:
 - Faith in Action Network
 - PRIDE Academy - Charter school for LGBTQ+ Youth
 - participated on Clergy Council of CONECT
- participated in National Jewish – Black Christian Dialogue
- participated in memorial service for Roberta Thornton

Conclusion

United Church on the Green stands on a strong legacy of service to God and those most vulnerable in our community. This past year our church has lived into that calling in exemplary ways and created space for those called to the space of fellowship and care. It has been my privilege to serve as senior minister.

Respectfully Submitted
 Rev. Dr. Stephen G. Ray Jr.
 Senior Minister

OPERATIONS DIRECTOR

Jack Russell

During the 2025 fiscal year, we continued to improve and integrate the Church’s resources of people, facilities and finances in support of our ministries, missions and programs.

Staffing Team

Our current staff is composed of five part-time employees: Nancy Lupi, Financial Secretary, Maxim Schmidt, Digital Media Administrator, Nicole Atchison, Church Administrator, Caesar Storlazzi, Music Director and myself. Sr. Minister Stephen Ray and Will Henton, Facilities & Maintenance Manager are full-time. We use a hybrid work model which includes remote and

on-site work. We have weekly Zoom meetings to keep in touch and coordinator church business.

Media Team

Last summer we created a Media Team which included an outside consultant, Jeanne Criscola Designs, Rev. Ray, Maxim Schmidt, John Sawyer and myself. We worked to redefine our marketing communications and graphic imagery strategies. In keeping with our open and affirming philosophy we created a media messaging plan that focused on three themes: UCG is “A Place for You to Dare to be You”, “A Place for You Who Yearn for Justice” and “A Place for You Who Dream of a Better World”. A colorful new logo was developed to use with all our communications. We also created a new social media communication strategy, on-line advertisements, sandwich boards and related materials that focused on these messages.

Events Hosting

We continued to host many community group events in our two buildings during the past year.

A partial list includes:

Orchestra New England

American Guild of Organists

Yale Berkeley College Orchestra

Tibetan-American Community of CT

United Way of Greater New Haven Parent Training Institute

D.E.S.K. Soup Kitchens

Yale Institute of Sacred Music

Yale Divinity School

Yale Alley Cats Chorus

Yale Spizzwinks Chorus

Wake Up the Green

Connecticut Lyric Opera

Recitals by various Yale music students

International Festival of Arts & Ideas events

New Haven Pride Prom 2025

Partnership with IRIS

Our on-going support of Integrate Refugee & Immigrant Services has expanded considerably this year when their normal funding from the Federal Government was significantly reduced. This forced them to reduce their staff by 40%, close their administrative offices in Hartford and New Haven and consolidate their remaining administrative operations to our Parish House which has now become their home base. IRIS staff work both remotely and on-site. IRIS now occupies about 85% of the PH. UCG has retained three offices for our own staff and we have use of the Great Hall weekday nights and weekends. We provide space to IRIS on a per/sqft basis using the actual fixed costs to maintain the space. (i.e. electric, water, heat, cooling, maintenance, waste, insurance). We expect this relationship to continue for the foreseeable future.

Buildings & Facilities Team

John Sawyer, Will Henton and I have managed several major capital improvement projects this year. The largest of which was the repair of plaster and the repainting of the MH Sanctuary first-floor walls and ceilings under the balcony. The work was done by John Cusick Construction and was completed in September. Other projects included restoration of the brass wall sconces on the first floor, redesign and restoration of the three hanging lanterns in the Narthex, rebuilding the 22 recessed lights under the balcony and adding a new track spot-lighting system for the pulpit and performance areas. We have also contracted with John Cusick Construction to rebuild and replace eight deteriorating double-hung wooden windows in the MH steeple. This is part of our long-range plan to protect and preserve the history, heritage and structural integrity of our historic building. These types of once in a generation repairs and improvements are capital projects and are not funded from our general operations. Rather they are paid for by a special fund within our endowment which sets aside a portion of the annual earned income each year to be used for such special projects. Due to current challenges in the economic landscape and the instability of the investment marketplace, we decided to temporarily pause all capital projects for the coming year. They will resume when the conditions improve.

Parish House Parking Lot

The current leasing of the PH parking lot (listed as 58 Wall St.) is to 234 Church St. L.P. (the owners of the "Gold Building") It expires on 6-30-25. We have been meeting with their representatives and with other parking lot management firms to explore our options going forward. Our goals for future management of this valuable asset is to increase revenue opportunities, provide flexible 24/7 fee collection, control over variable rates and increase the number of useable parking spaces for IRIS, UCG and the general public. Moreover, we wish to gain direct control over all activities occurring on the property to provide a safer environment around the PH.

Financial Operations

FY2025 fiscal year operations thus far have closely followed the approved operating budget. As of April 30th, we show income of \$626,995 and expenses of \$616,775 providing a net to operating of \$10,220. Our Finance Committee meets monthly to review our operations and to monitor the endowment performance. The proposed budget for FY2026 which starts on July 1st has been particularly difficult to create this year since two of our primary sources of revenue (income from the PH parking lot and an updated rental agreement with IRIS) are still in negotiation.

Respectfully Submitted

John I. Russell

DIRECTOR OF MUSIC
Caesar Storlazzi

Once again, we find ourselves at the end of a program year taking some time to review the musical activities of the past season. Here are some of the highlights:

- The musical backbone of our church is found in our choir:
 - Soprano: **Tess Klibanoff** and **Julia Blue Raspe**
 - Alto: Cher Balkcom, Judy Carlson, Karen Clute, and Jean Welty
 - Tenor: **Trevor Fanning**
 - Bass: Dan Rausch and **Connor Reese**
- Our paid quartet (names in bold above) function as section leaders and soloists. They come to us with a wealth of experience that they freely share with the choir and the congregation. Tess and Trevor were new hires for this program year, and they have added much to our program with their voices and enthusiasm.
- Our choir has grown slowly but steadily over the past year, and we were blessed to have twelve singers on Christmas Eve (we were augmented by some guest singers from Center Church and Bethesda Lutheran Church, and a visit from former members, Kathryn Thomas and Dennis Titley). We have also begun the notion of an “Open Choir Sunday” when anyone who wants to sing with the choir can do so, without an audition. (Auditions are required for regular membership in the choir). Whenever a month has five Sundays, the fifth Sunday will be designated as “Open Choir Sunday.” We hope you will join us by adding your voices to our choir on those special days.
- With thanks to a generous donor, we have been able to replace our very worn-out choir music folders (I wouldn’t be surprised to find out that our old folders were over 40 years old). We were able to get these new folders in place for Holy Week and Easter and the choir has really enjoyed using them.
- We have decided to continue our Jazz Vespers and our plan going forward will be to have a Jazz Vespers in the fall and in the spring, as well as a jazz service for Mardi Gras Sunday (the Sunday before Ash Wednesday). I am particularly grateful to my jazz colleagues, Arti Dixson on percussion and Jim Andrews on bass, for their musical creativity and generosity in sharing their talents with our congregation.
- We have formalized the use of the piano in our services by designating the third Sunday of the month as “Piano Sunday”. On these Sundays, Caesar and the choir are downstairs in front of the congregation and all of the music is led from the piano.
- United continues to partner with the New Haven Chapter of the American Guild of Organists (Caesar is on the Executive Board of the New Haven Chapter and has recently been appointed to the Finance & Development Committee of the AGO National

Council). UCG hosted three AGO events this year: a fall welcoming dinner (which was followed by an organ recital at Woolsey Hall), a February workshop on the organ music of African American composers, and the annual Bach in the Subways concert in March.

- Another important relationship is that of UCG with Yale's Institute of Sacred Music. This past year we hosted two Lutheran Vespers services (one in the fall and one in the spring). These Vespers occurred on Tuesdays throughout the year, mostly at Christ Church, but these two Lutheran services were held at UCG. Why hold a Lutheran service at a UCC church? I'm glad you asked! It turns out that we have the most "Lutheran" organ in town! Our Hillebrand/Moore organ is built in a Baroque style and tuned in the Kellner temperament (one of the temperaments Bach worked with). We will also be one of the hosts of the ISM's Sacred Music Academy (June 23-27).
- Our organ has gone through a tough winter. As you may know, UCG has had issues with the control of the heating system in the church and that for most of the winter the heat was on. This constant heating of the sanctuary during the winter with the lowest humidity is a problem for an instrument made with so many wooden parts that must move and slide accurately inside the instrument. We have made it through the worst of the dry weather, but we are left with two malfunctioning reed stops (the Swell Oboe 8' and the Great Dulcian 16') that had to be turned off pending repairs. These repairs are scheduled for June 10th, and we hope that the Thompson-Allen Co. together with Mark Brombaugh will be able to repair these stops. Going forward we will have to ensure that the heat in the sanctuary is regulated properly next winter (ideally the sanctuary would be kept between 55 and 60 degrees during the week and only brought up to "Sunday normal" on, well, Sundays!) For the record, this has been a challenging season for all organs, not just ours, and other churches are having to deal with this issue.
- We continue to be thankful for Mark Brombaugh's generosity in giving his time to check in on our organ, tune it on occasion, and to work with Joe Dzeda on any necessary repairs.
- During the past year the UCG Board had decided, with input from the Worship & Music Ministry Team, to purchase a new grand piano for the sanctuary. Plans were made to purchase this piano in the next fiscal year. The estimated cost for the new (used) piano was c. \$30,000. (UCG could not consider the purchase of a brand-new grand piano, as that would cost over \$100,000.) Caesar was working with his piano technician friend, Gina Bonfietti, to locate suitable instruments, thinking that we could find a Steinway, Mason & Hamlin, or a Yamaha that might work for our church. On March 16th, when Caesar and Gina were planning a trip to Westchester to try out some pianos, Gina got word of a Charles Walter piano (an American builder from Elkhart, Indiana) that had just become available. We made a quick side trip to Easton, CT, to visit this piano and it was truly beautiful, well-kept and well-cared for. The most amazing surprise was that the

owners, Jack and Joan Walsh, wanted to donate this piano to our church. After some quick discussions in our various committees, we decided to accept this donation, and it was delivered to United on March 22nd. Instead of an expenditure of \$30,000, United has had to pay only less than \$3,000 to cover moving costs, the dolly extension parts, and a new tailor-made cover. (Caesar has the personal expense of making sure that Gina has lifetime access to Starbuck's coffee.) While we have formally thanked the Walsh family in writing for this generous donation, plans are under discussion to invite them back to New Haven to thank them in person. Maybe on our piano Sunday in September? Stay "tuned".

This is not a record of everything that has happened in music at UCG over the past year, and I always worry that I have neglected to mention something important. While we have accomplished much over this past year, we have much work to do. One big task is to obtain new storage for our choir music library, get everything in order (especially all the new music that has been purchased since Caesar began at United in 2008). We have antiquated, mismatched file cabinet hand-me-downs, and I would love to see a good expansion of our music storage capabilities.

As always, I am grateful to all of you, the members and friends of UCG, for your support and most especially for your singing with great gusto on Sunday mornings!

Respectfully submitted,
Caesar Storlazzi

CHURCH ADMINISTRATOR

Nicole René Atchison

New Members

Coleen (CoCo) Bell LePere joined us on 7 July 2024

Gwanglip Moon + Julia Raspe joined us on 6 October 2024

Michael Norris joined us on 5 January 2025

Paul Henjes joined us on 30 March 2025

Deaths

This past year, we lost four of our dear family members:

Victor J Cassella on 11 October 2024

Carlos Alberto Sanchez on 25 October 2024

John A Bett on 24 January 2025

Roberta Yuskiewicz Thornton on 1 March 2025

We enter the new fiscal year with 165 members on our rolls

FINANCIAL SECRETARY

Nancy Lupi

The Finance Committee meets once a month to review all the financial data before the financial reports are presented to the Leadership Team on the second Wednesday of each month.

These reports consist of:

1. Profit & Loss Statement to Budget
2. Profit & Loss consolidated
3. Profit & Loss comparison to Prior Year
4. Balance Sheet -Statement of Cash Position
5. Endowment Report

All donations and Pledges received via mail are deposited on a weekly basis. UCG has in place solid internal controls for all monies received and tracks all donations and pledges to the appropriate Giver and classifies these donations/pledges to the intentions of the Giver.

Giving Reports are distributed three times a year:

1. In January to report prior calendar year giving for income tax purposes
2. In May to report fiscal year (Jul-May) pledge giving
3. In November to report annual giving prior to calendar year end

All employee payroll information and payments along with all other operating expenses are the responsibility of the Financial Secretary which are approved by the Operation Director
Parishioners may contact me at any time to obtain any information regarding their giving status.

Respectfully Submitted

Nancy Lupi

Financial Secretary

DIGITAL MEDIA ADMINISTRATOR

Maxim Schmidt

My name is Maxim Schmidt, and I am the Digital Media Administrator for United Church on the Green as of November 2023. My role here is to oversee our A/V department and facilitate all of our technology, including: our A/V equipment, including our audio system and livestreaming equipment; our website; our social media; photo and video documentation of UCG and related programming; video editing of livestream footage and marketing pieces. I also manage our livestream and audio technician, Matthew Innamorato, as he utilizes our livestream and audio equipment for Sunday services and rentals.

Within the last year, a lot of changes and points of growth have come to the A/V Department:

- Changes in staffing – departure of technician Dom DeGennaro in late December 2024
- Restructuring and reset of camera presets to incorporate more/better camera angles, aiming to provide a more visually-dynamic livestream experience
- Conceptualizing, scripting, filming, and editing United’s second Easter commercial, which amassed 80,000+ views on social media
- More thorough documentation of UCG’s services and programs through video and photography
- Continuing to uphold rebranded online & social media presence in collaboration with the UCG Media Team (Reverend Ray, Maxim Schmidt, Jack Russell, John Sawyer, and Jeanne Criscola, with occasional graphic work by Bailey Murphy). This includes creating new templates for our promotional materials (sandwich boards, flyers, etc) for easy editing + updating.
- Design + distribute promotional materials for UCG programming
- Multiple visits from AV-I (our contracted A/V service company) to provide general maintenance to our equipment
 - We have discovered that there is an issue with at least one component in our upstairs BOSE audio rack, which has repeatedly caused random gain (volume) increases in our upstairs audio system. We – Maxim and Matt – have devised a way to manage this issue as we are not currently looking to undertake the expensive and delicate replacement of the BOSE rack (as many of its components have been assessed to be too old to be serviceable by our service company and BOSE alike.)
- Upkeeping the UCG website (both in terms of weekly updates & long-term readjustments) as well as creating an ongoing inventory of recommended changes & adjustments to improve the overall functionality
- Implementing new software as needed – ie. upgrading video software to Lightworks Pro
- Developed a new, updated rental policy with Rental Team (Jack Russell, John Sawyer, Will Henton – with discretion from Leadership Board + Reverend Ray) to better manage our rentals + provide a clearer system for both space and A/V requests

We have a number of aspirations for the upcoming year, including:

- Hiring another livestream and audio technician to broaden the current capabilities of our department
- Intensive livestreaming training for Matt to increase the flexibility of our department
- Continuing documentation of UCG practices, specifically zeroing in on our Children's Ministry, Ministry Teams, rentals, and community outreach, to provide better visual evidence of the important work we do here on-site and in our greater community
- Continuing development of a more immersive experience for our online participants, including: continuing to strategize around making the livestream more visually dynamic; continuing to strategize around potential improvements for Virtual Coffee Hour; continuing to troubleshoot more interactive livestreaming of our Second Hour programming
- Continuing to expand our social media and website presence in developing even more targeted campaigns towards audiences that will spark overall growth (both in terms of attendance and our larger community impact)
- Continuing to work towards the implementation of new technology in the Narthex that can more regularly display what we are currently doing at UCG – ie. a screen with a regularly-updated slideshow of images, upcoming programming, our mission statement, etc

We are eager to explore and to continue to develop these new projects and cannot wait to see what the next year has in store for us!

MINISTRY TEAMS + TASKS FORCES
BUILDINGS + GROUNDS

As was the case in the last two annual reports, Jack Russell and I have divided our annual report discussions into two parts: Jack has written (and is published elsewhere in this report) a narrative of what was accomplished during the 2024-2025 Fiscal Year, while this report is about our plans for the 2025-2026 Fiscal Year.

But let's leave 2025-2026 alone for the moment to talk about two things that happened in 2024-2025 that are of significance to this report:

1. With the Finance Committee, we created USC's first Capital Spending Rules, and
2. Again, with the Finance Committee developed a policy of adequately funding the Capital Reserve funds in the endowment.

The Capital Spending Rule recognizes that there are three major draws annually against the endowment:

1. Funding the Operating Budget. This has been set at \$370,000 for the past and coming years (which is still more than we *should* be spending.
2. Mandatory Projects: Mandatory projects are those required to ensure the ongoing health of both buildings. Failure to perform this maintenance will lead to increased future repair costs or deterioration of the buildings. An example of this would be the current replacement of the eight windows at the top of the steeple.
3. Optional Projects: Optional projects are desirable to improve the aesthetics or usefulness of the space, but not doing them will not degrade the long-term survivability of the structures. Examples are the Summer of 2023 pew removal and floor refinishing or the Summer of 2024 sanctuary renovation.
4. Mandatory Capital Repairs are now, and have been, funded from the Capital Repairs fund in the endowment. As the average spend for Mandatory Capital Repairs has averaged \$85,000/year in 2020-2024, we increased the monthly transfer amount into the Capital Reserve fund from \$1,000 to \$7,000/month. These transfers will be capped at \$90,000 to avoid over-transferring during decreased Mandatory Capital Repair requests.
5. Optional Capital Repairs will only be undertaken when there is organic growth* in the endowment's value. We recommend that 25% of this growth remain in the endowment, with the balance used to fund, in order, Operating Expense Draw and then Optional Capital Repairs

*Organic Growth is the amount that the endowment increases in value annually because of the actions of our investment advisers and the markets. It does not include any capital additions to the endowment (wills, estates, etc.)

Due to uncertainties in this coming year's budget (Parking Lot, IRIS), we have decided not to schedule any Optional Repairs for the upcoming year.

There are three potential Mandatory Capital Repairs for the upcoming year:

1. After 25 years of use, the lift providing accessibility between the Narthex, Grade Level, and the Bradley Room is failing. We don't yet know what the solution to this will be.

2. The audio system that feeds the Sanctuary and streaming is so old that the people who maintain the system tell us that they are afraid to do any maintenance on the audio rack. They fear that any touches at all will disable the system, and there are no repair parts available any longer. We will be meeting with them within the next month or two to determine a path forward.
3. The roof over one section of the Parish House has developed a leak. The north (Wall St) and middle roofs were replaced in 2011 due to hurricane damage. The south roof didn't need any repairs at the time, and that is where the leak is. We will be talking to roofing companies in the near future to see if repairs are possible (we hope) or replacement is necessary (we hope not).

We will keep you updated on the above as we know more.

Respectfully submitted:
John Sawyer
Assistant Treasurer and
Chair, Building Committee

CONGREGATIONAL CARE + CONNECTION

The purpose of the CCC Ministry Team is to encourage and support communication between members and friends of United Church on the Green. We extend our mission to welcoming guests.

This year the CCC ministry team wanted to improve the follow up for people visiting our services. We started an organized method of contacting visitors a few times after their first visit by text, email and letter.

Coffee hour is an important part of our mission. Under Dale's leadership, each Sunday is a potluck lunch where people connect over a delicious meal. Dale Richards, along with many volunteers, including George Lindsay, Lisa and Abram Guerra, Colleen O'Connor, Julie and George Peterman, Jeff and Jenni Hopper, Barb Adams, CoCo le Pere, Darnell Ray, Michael Cutler, Cher Balkcom, Kristyna Zallinger, Susan Ray, Angelyn Singer, Sue Hartt, Jean and Jon Blue, Pam Stanton, Brodie and Scott Azevdo, Jacqui McIntosh, Jo Buchanan, Ruth Anne Olson, Leslie French, Tom George, Jim Edwards, Carol Gjellstad, Jean Welty, and Dan Rausch, brings delicious food contributions, as well as sets up, serves, and cleans up each week.

Thanks to June, with technical assistance from Max, we have a regular coffee hour zoom meeting for our far-flung congregants like David Sackrider in Virginia and Al Forino in Argentina. This is a wonderful opportunity to visit with distant friends as well as anyone who is unable to make it to church.

The team plans food for special celebrations, including Gathering Sunday, our Fall Church Retreat, Thanksgiving lunch with all the fixings, Christmas Pageant Sunday, Mardi Gras Sunday pancakes, St. Patrick's Day corned beef lunch, and congregational meetings. This year UCG

hosted the New Haven Association meeting in May - sandwiches with homemade buns from the kitchen of Chef Dale.

Working with the minister, the team also keeps up with news of congregation members who may need an encouraging contact, good wishes or congratulations. Our cheerful Sunday greeter, June Richards, helps us keep track.

Many thanks to all of those on the CCC Ministry Team: Dale Richards, June Richards, Coco le Pere, Sue Hartt, Jean Blue, and Al Forino. A special thanks for the encouragement, support, and excellent appetite of our minister, Rev. Dr. Stephen Ray.

Respectfully submitted,
The Congregational Care and Connection Ministry Team of 2024-2025

FAITH ENGAGEMENT + FELLOWSHIP

The aim of the children's ministry program is to provide experiences of being part of a loving, inclusive community. The Children's Gathering is a time during each Sunday worship when children can experience the church as a whole family, of which they are beloved members. Likewise, children are invited to participate with the congregation when we celebrate Communion. After the Children's Gathering, the children walk (or run or skip) to the Bradley Room with their teacher, Rebecca Baisden, where they join in activities suited to their age group(s).

Seasonal activities enliven the children's ministry as well. During the 2024-2025 program year, these included:

- Trick-or-Treat collection for the soup kitchen
- Hand-turkeys to recognize Thanksgiving donations
- Advent meditation materials for families
- Christmas pageant
- Children's Lenten journaling
- Easter Egg hunt

Many thanks to Julie Peterman for her tireless work organizing these activities.

During the second half of the program year, a Children's Ministry Planning Team, led by Lisa Guerra, has been working on refining the vision and goals of the ministry and developing ways of further implementing them.

United Church continues to participate with several other local Protestant congregations in a collaborative youth group named Oasis. Chris Maursky is our liaison to the program, and UCG pays a share of the staffing and other costs for the group. We also subsidize expenses as needed for our youth to participate in activities. This year the Oasis program this year has consisted mainly of monthly activities for people of all ages.

Weekly online Bible study, started in 2021, remains an important piece of UCG's Faith Engagement program for adults. In addition, the Faith Engagement Ministry Team has continued the twice-monthly book group. The books discussed this program year were:

- *The Seven Deadly Sins of White Christian Nationalism: A Call to Action* by Carter Heyward
- *Good Faith: Beliefs Have Consequences* by Roger Adams.
- *Discipleship* by Dietrich Bonhoeffer

Second Hour is also a time for Faith Engagement, with periodic "Sermon Engagement" discussions with Rev. Ray, and "Who Do We Say We Are?" presentations, which also serve to orient prospective members.

I am deeply grateful for the people who have served on the Faith Engagement Ministry Team: Rebecca Baisden, Jo Buchanan, Lisa Guerra, Coco LePere, Chris Maursky, Julie Peterman, and Rev. Ray.

Respectfully submitted,
Roger Adams
Team Leader

MEMBERS IN DISCERNMENT

The purpose of this committee is to "walk with" members of United Church who are pursuing the possibility of ordained ministry in the United Church of Christ. UCG has several such members in various stages of the process.

Gwanglip Moon

The UCG Leadership Board, upon the recommendation of the Member in Discernment (MID) Committee, voted to endorse Gwanglip Moon's candidacy to become a MID with the Committee on Ministry of the New Haven Association of the Southern New England Conference of the United Church of Christ. Gwanglip has graduated from the Master of Divinity program of the Yale Divinity School, and is in discussion with the Committee on Ministry regarding steps toward acceptance as an MID.

Abram Guerra

Abram has likewise been endorsed by the UCG Leadership Board. He is seeking entrance to a seminary.

Bryan Bower

Bryan received his Master of Divinity degree from Union Theological Seminary in New York last year. He has suspended his MID status with the Committee on Ministry in order to continue studies at Union in pursuit of a Master of Sacred Theology (STM) degree.

Wai Wa Wu

Wai Wa Wu graduated from Yale Divinity School in May 2022. However, due to health issues and the expiration of her student visa, she returned to Hong Kong and has not been able to come back to the United States since then. It is difficult to pursue Christian ministry in China at present, but Wa remains committed to serving others.

The United Church MID Committee consists of three members at present: Cher Balkcom, Colleen O'Connor, and myself.

Respectfully submitted,
Roger Adams

SACRED SPACES

The Sacred Spaces Ministry Team is a new Ministry created specifically for the Narthex and Sanctuary of United Church on the Green.

We started meeting in January of this year and have worked with Pastor Stephen Ray and the church staff to help our church entrance be welcoming, neat, and current with the church calendar.

Members of this committee are Angelyn Singer, Coco LaPere, June Richards, and Susan Ray. De facto members are Abram Guerra and Pastor Stephen Ray.

We have taken on the responsibility of having fresh flowers in the Narthex and have also coordinated floral donations.

In the future, we hope to have art displays from our members and friends and perhaps guest artists from the community.

The bulletin boards have been updated to include information on New Haven community services. We hope to continue to update bulletin boards with more pictures of our church life.

The committee looks forward to decorating the church Narthex and Sanctuary for the liturgical calendar and holiday celebrations.

Respectfully submitted,
Angelyn Singer
Coco lePere
June Richards
Susan Ray

SERVICE AND JUSTICE MINISTRY TEAM

“Finally, be ye all of one mind, having compassion one of another, love as brethren, be pitiful, be courteous.” | Peter 3:8.

This year, to meet our commitment to service and justice at the national, regional, and local levels, United Church on the Green actively engaged in a range of projects and causes that

reflect the values of social justice and community action that is so important to our congregation. During the 2024–2025 year, our congregation participated in the following initiatives:

- Purchased and filled backpacks for IRIS.
- We were sponsors of the New Haven Pride Block Party
- Distributed water and prizes at the New Haven Pride Parade
- Collected money for Hurricane Helene relief.
- Made Donations to Columbus House, New Have Pride Center, Proud Academy and the Downtown Evening Soup Kitchen.
- Supported the Family Triage Center at Columbus House.
- Collected winter clothing for IRIS.

Service and Justice also continued to participate and support the causes of CONECT including Criminal Legal Reform, Clean Slate legislation, fair and affordable housing and education equity in the state of Connecticut.

Service and Justice is excited to partner once again with the New Haven Pride Center to host the Pride Prom in our Great Hall this July!

The Service and Justice task force is proud of our efforts to assist marginalized communities in New Haven and looks forward to the opportunity to expand our vision under the guidance of Reverend Stephen.

Many thanks to Leslie French, Susan Ray, Coco LePere, Cher Balkcom and Reverend Stephen for their committed involvement in Service and Justice. And a huge thanks to each and every one of you who volunteered your gifts to better our community.

Respectfully Submitted,
Jeff Hopper
Service and Justice Chair

YARDBIRDS

The Parish House Garden is doing well. The garden thrives due to Will Henton’s watering and care. The plants have weathered the winter, and by the time you read this, the garden will have had its usual spring weeding and mulching. The YardBirds will also have put new stones by the front entrance, added stone dust around the trees by Temple Street, and planted a new bush (a *Clethra alnifolia*) where the linden tree used to be.

We’re always looking for additional ‘Birds. If you’re interested in gardening, speak with Karen Schneider or Roger Adams. No experience needed. The current flock includes Carol Gjellstad, Sue Hartt, Will Henton, George Lindsay, Jacqui McIntosh, Julie Peterman, Susan Ray, Dale Richards, and Karen Schneider. Many thanks to them for their work.

Respectfully submitted,
Roger Adams

TREASURER

Tim Bertaccini

Revenue and Expenses

As of the end of April 2025, we are running a surplus for this fiscal year of \$10,229. The projection is to come in on budget for the year or slightly ahead due to increased building usage income.

Endowment Performance and Draw Analysis

Our annual endowment draw was budgeted at \$370,000 or roughly 6% of a 36 month rolling average higher than our targeted goal of 5.5%. We will end the year spending about \$510,000 of the endowment. The market value of the endowment as of May 29th was \$6,044,810 which represents a decrease over last year. The total return to date is 10.4% but we are spending at a rate of 9.5% which does not protect us from inflation and is not sustainable. The increased spending was almost entirely due to increased planned capital spending which was approved by the congregation.

Summary

The Church will come in on budget for this year or with a slight surplus. But there are many challenges for next year’s budget because of the parking lot lease issues and building usage income. For next year we have budgeted a stretch pledging goal at \$165,000. This year we will most likely come in just over \$155,000. Our core group of members continue to be very faithful but that group is not increasing. Because of the uncertainties on the income side capital projects will be curtailed going forward. That will not be enough as our expenses continue to increase and our projected income is declining. To meet the projected deficit in the new year the endowment will have to be drawn down further until the situation can be stabilized. Long term this is not sustainable.

United Church on the Green Budget Overview			
Budget Category	FY2025 Budget	FY2025 Projected Year End	FY 2026 Proposed Budget
Revenue	\$738,785	\$745,000	\$715,376
Expenses	\$744,236	\$744,236	\$771,654
Net Operating Result	(\$5,416)	\$764	(\$56,278)

**SUPPLEMENTAL DOCUMENTS
PROPOSED BUDGET**

4th Draft FY2026 Budget for Finance Committee 5-12
-25 JIR

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	<u>Jul - Dec 2024</u>	<u>FY2025</u>	<u>FY2026</u>	<u>NOTES</u>
Ordinary Income/Expense				
Income				
4000 · ENDOWMENT	\$ 243,583	\$ 370,000	\$ 370,000	as per Fin. Com.
4100 · ANNUAL GIVING CAMPAIGN	\$ 87,056	\$ 160,000	\$ 165,000	as per Fin. Com.
4400 · PARKING LOT LEASE	\$ 52,644	\$ 105,288	\$ 75,000	Based on meetings with LAZ & Stoplight
4450 · BUILDING USAGE	\$ 54,069	\$ 91,747	\$ 95,876	
IRIS				
Events				
PH Apartment				
4500 · FUNDRAISING	\$	\$ 78,876	same as this year	6,573 sq. Ft.
4700 · SPECIAL FUNDRAISING ACTIVITIES				
4816 · IRIS BACKPACK	\$ 525		\$ 500	
Total 4700 · SPECIAL FUNDRAISING ACTIVITIES	\$ 525		\$ 500	
Total 4500 · FUNDRAISING	\$ 525		\$ 500	
4605 · OUTREACH PASSTHROUGH				
4610 · CHRISTMAS OFFERING	\$ 825		\$ -	
4619 · DESK	\$ 730		\$ -	
4630 · HURRICANE RELIEF	\$ 595		\$ -	
Total 4605 · OUTREACH PASSTHROUGH	\$ 2,150		\$ -	
4800 · OTHER INCOME				
4772 · Pastor's Discretionary Fund	\$ 500	\$ 1,000	\$ 1,000	
4806 · FLOWERS	\$ 807	\$ 1,000	\$ 1,000	
4807 · GIFTS-UCG	\$ 355	\$ 800	\$ 500	
4809 · MISCELLANEOUS INCOME		\$ 1,500		
4811 · ABRAHAMS TENT		\$ 250		
4815 · Max Benjamin Rausch Memorial	\$ 1,200	\$ 1,200	\$ 2,500	
Total 4800 · OTHER INCOME	\$ 2,862	\$ 5,750	\$ 5,000	
4900 · PLATE OFFERING	\$ 2,136	\$ 6,000	\$ 4,000	
Total Income	\$ 445,025	\$ 738,785	\$ 715,376	
Expense				
5000 · ADMINISTRATION-GENERAL				
5006 · ADMINISTRATION-Consultants				
5006-A · Student Ministry Intern Field Placement	\$ 73	\$ 700	\$ 3,000	As per Stephen
5006 · ADMINISTRATION-Consultants	\$ 263	\$ 1,500		
Total 5006 · ADMINISTRATION-Consultants	\$ 336	\$ 2,200	\$ 3,000	
5008 · COMPUTER SOFTWARE	\$ 462	\$ 2,000	\$ 500	purchased for computer hardware

	Jul - Dec 2024	FY2025	FY2026	NOTES
5009 · LEASERENTAL PYMTS-EQUIPMENT	\$ 975	\$ 2,500	\$ 1,800	leased copier
5040 · OFFICE EQUIPMENT	\$	1,000		
5050 · OFFICE SUPPLIES	\$ 4,091	\$ 6,000	\$ 6,000	
5060 · POSTAGE	\$ 136	\$ 500	\$ 500	
5070 · PRINTING-OFFICE	\$ 1,866	\$ 3,500	\$ 3,500	Copier lease + supplies
5080 · TELEPHONES / INTERNET	\$ 4,771	\$ 9,000	\$ 9,000	PH & MH
5000 · ADMINISTRATION-GENERAL - Other	\$ 336	\$	-	
Total 5000 · ADMINISTRATION-GENERAL	\$ 12,973	\$ 26,700	\$ 24,300	
5100 · COMMUNICATIONS				
5103 · EQUIPMENT	\$ 1,161	\$ 1,000	\$ 500	A/V mics and cables, etc.
5151 · VIDEOTAPING	\$ 352	\$	\$ 250	supplies
5152 · VIDEO TECHS	\$ 1,685	\$ 3,000	\$ 3,900	Sunday Live-streaming
5110 · COMMUNICATIONS & ADV PROJECTS	\$ 3,038	\$ 5,000	\$ 5,000	For Media Team Activities
5150 · WEBSITE & ONLINE GIVING SVS	\$ 1,948	\$ 3,000	\$ 5,800	Clover, LGL, Con. Contact, Web/Email
Total 5100 · COMMUNICATIONS	\$ 8,194	\$ 12,000	\$ 15,450	
5300 · BLDG & MAINTENANCE				
5301 · ALARM & Security SYSTEMS	\$ 972	\$ 3,500	\$ 1,800	PH & MH monthly fees
5310 · COMMERCIAL APPRAISAL	\$ 240	\$ 200	\$ 250	
5320 · EXTERMINATOR-P/H & MH	\$ 1,115	\$ 2,000	\$ 2,500	PH & MH monthly fees
5330 · INSURANCE POLICIES	\$ 17,503	\$ 41,662	\$ 46,562	As per policy premium quote
5340 · MH ELECTRIC	\$ 6,843	\$ 10,800	\$ 12,500	
5350 · MH GAS	\$ 1,848	\$ 8,000	\$ 7,500	
5360 · MH GEN'L REPAIRS/REG MAINT				
5360.2 · MH-BLDG & MAINTENANCE-LABOR	\$ 2,573	\$	\$ 3,200	MH elevator SMA
5360.1 · FURNITURE / EQUIPMENT-MH	\$ 1,710	\$ 500	\$ 2,000	
5360 · MH GEN'L REPAIRS/REG MAINT - Other	\$ 2,837	\$ 5,000	\$ 12,000	F+F HVAC SMA + AVI/SPL SMAs
Total 5360 · MH GEN'L REPAIRS/REG MAINT	\$ 7,120	\$ 5,500	\$ 17,200	
5361 · MH WATER/SEWER	\$ 613	\$ 1,500	\$ 1,500	
5362 · PH ELECTRICITY	\$ 4,476	\$ 9,600	\$ 9,500	
5363 · PH GAS	\$ 2,199	\$ 9,500	\$ 6,500	
5365 · PH GEN'L REPAIRS/REG MAINT				
5365.2 · YARDBIRDS	\$	\$ 150		
5361.3 · BLDG & MAINTENANCE-Services	\$ 3,538	\$ -	\$ 10,748	F+F HVAC SMA + All Am. Waste
5365.1 · FURNITURE / EQUIPMENT-PH	\$ 45	\$ 500	\$ 500	
5365.4 · PH GEN'L REPAIRS/REG MAINT - Other	\$ 2,965	\$ 10,500	\$ 7,500	Home Depot + Nextgen Supplies
Total 5365 · PH GEN'L REPAIRS/REG MAINT	\$ 6,548	\$ 11,150	\$ 18,748	
5367 · PH WATER/SEWER	\$ 1,794	\$ 4,400	\$ 3,800	

	Jul - Dec 2024	FY2025	FY2026	NOTES
Total 5300 · BLDG & MAINTENANCE	\$ 51,271	\$ 107,812	\$ 128,360	
5400 · FAITH ENGAGEMENT				
5409 · UCG FAITH ENGAGEMENT PROGRAMS	\$ 200	\$ 200		
5408 · CTUCC Federated Youth Group	\$ 2,000	\$ 2,000	\$ 2,000	Same as 2024
5401 · BOOKS / CURRICULUM	\$ 111	\$ 200	\$ 600	
5403 · CLASSROOM SUPPLIES	\$ 396	\$ 200		
5404 · SPECIAL EVENTS / PAGEANTS	\$ 2,507	\$ 2,600	\$ 3,100	
Total 5400 · FAITH ENGAGEMENT	\$ 1,474	\$ 2,500	\$ 4,000	\$75/week
5600 · WORSHIP PROGRAMS	\$ 900	\$ 1,000	\$ 1,000	
5602 · FLOWER EXPENSE	\$ 2,011	\$ -		
5603 · GUEST PREACHER	\$ 275	\$ 2,000	\$ 500	
5605 · RETREATS	\$ 4,660	\$ 5,500	\$ 5,500	
5606 · WORSHIP EXP				
Total 5600 · WORSHIP PROGRAMS	\$ 1,309	\$ 1,500	\$ 3,000	As per Stephen
5800 · CONGREGATIONAL CARE /CONNECTION	\$ 1,309	\$ 1,600	\$ 3,000	
5801 · CARE & CONN EVENTS/SUPPLIES		\$ 100		
5802 · Minister's Disc / Parish Relief				
Total 5800 · CONGREGATIONAL CARE /CONNECTION	\$ 1,309	\$ 1,600	\$ 3,000	
5700 · FINANCE				
7402 · INTEREST on Energy Loans	\$ 1,651	\$ 3,500	\$ 1,500	
5701 · BANK & CREDIT CARD FEES	\$ 1,225	\$ 3,000	\$ 3,500	
Total 5700 · FINANCE	\$ 2,876	\$ 6,500	\$ 5,000	
6100 · MUSIC				
6110 · CHOIR				
6110-A · CHOIR	\$ 8,125	\$ 24,000	\$ 24,000	Same as this year
6110 · CHOIR - Other	\$ -	\$ 24,000	\$ -	
Total 6110 · CHOIR	\$ 8,125	\$ 24,000	\$ 24,000	Same as this year
6120 · CHRISTMAS & Easter SERVICES	\$ 2,950	\$ 4,500	\$ 5,500	Same as this year
6150 · WORSHIP GUEST ARTIST	\$ 1,200	\$ 3,000	\$ 3,000	Same as this year
6167 · WORSHIP SUB ORGANIST	\$ 850	\$ 2,500	\$ 2,500	Same as this year
6190 · MUSIC EXPENSE OTHER	\$ 280	\$ 500	\$ 500	Same as this year
6191 · ORGAN MAINTENANCE	\$ 1,140	\$ 2,800	\$ 2,800	Same as this year
6192 · PIANO TUNING	\$ 420	\$ 500	\$ 500	Same as this year
6193 · SCORES-MUSIC	\$ 635	\$ 1,150	\$ 1,150	Same as this year
Total 6100 · MUSIC	\$ 15,610	\$ 38,950	\$ 39,950	Same as this year
6300 · WELCOME & HOSPITALITY				
6310 · Coffee Hour Expenses	\$ (90)	\$ 900	\$ 500	

	Jul - Dec 2024	FY2025	FY2026	NOTES
	900	900	500	
Total 6300 · WELCOME & HOSPITALITY	\$ (90)	\$ 900	\$ 500	
6400 · SALARIES-PROFESSIONAL				
6401 · DIRECTOR MUSIC-SALARY	\$ 20,986	\$ 41,972	\$ 43,231	3% COLA per FC
6402 · OPERATIONS DIRECTOR				
6402.1 · Healthcare Operations Director	\$ 3,488	\$ 6,977	\$ 7,186	3% COLA per FC
6402.2 · Retirement-Operations Director	\$ 2,617	\$ 5,233	\$ 5,390	3% COLA per FC
6402 · OPERATIONS DIRECTOR - Other	\$ 32,388	\$ 64,789	\$ 66,719	3% COLA per FC
Total 6402 · OPERATIONS DIRECTOR	\$ 38,493	\$ 77,009	\$ 79,296	3% COLA per FC
6405 · SENIOR MINISTER SALARY	\$ 35,277	\$ 70,555	\$ 72,672	3% COLA per FC
8850 · Digital Media Administrator	\$ 11,129	\$ 22,257	\$ 25,750	3% COLA per FC plus extra hours estimate
6452 · FICA for PROF SALARIES	\$ 5,401	\$ 10,803	\$ 10,803	estimate
6454 · CLERGY HOUSING SUPPORT	\$ 17,375	\$ 34,751	\$ 35,794	3% COLA per FC
6455 · RETIREMENT SUPPORT-Clergy	\$ 7,371	\$ 14,743	\$ 15,185	3% COLA per FC
6451 · Life/Disability/Dental/Vision	\$ 535	\$ 3,672	\$ 2,692	3% COLA per FC
6459 · Sr Clergy Family Healthcare & Life Insurance	\$ 15,521	\$ 30,648	\$ 32,657	3% COLA per FC
6460 · Sr Clergy FICA Offset	\$ 4,028	\$ 8,056	\$ 8,298	3% COLA per FC
6456 · TRAVEL & CONT ED	\$ 467	\$ 6,204	\$ 2,575	3% COLA per FC
6458 · SEMINARY INTERN	\$ -	\$ 5,000	\$ -	
6457 · WORKERS COMP-PROF	\$ 452	\$ 1,500	\$ 1,500	same as 2025
Total 6400 · SALARIES-PROFESSIONAL	\$ 157,035	\$ 327,170	\$ 330,462	
6400.2 · Payroll Expenses				
6700 · SALARIES-ADMINISTRATIVE				
6702 · FINANCIAL SECRETARY	\$ 23,225	\$ 46,450	\$ 47,844	3% COLA per FC
6703 · FRONT DESK ADMIN-P/T	\$ 17,133	\$ 33,065	\$ 34,057	3% COLA per FC
6704 · HEAD SEXTON F/T	\$ 35,435	\$ 70,870	\$ 72,996	3% COLA per FC
6705 · SEXTONS-P/T	\$ 8,520	\$ 16,947	\$ 15,000	as per FC
6706 · SUNDAY CHILD CARE-P/T	\$ 1,903	\$ 4,000	\$ 3,500	as per Stephan
6750 · FICA EXPENSE-ADMINISTRATIVE	\$ 6,595	\$ 12,045	\$ 12,045	estimate
6751 · WORKERS COMP-ADMINISTRATIVE	\$ 1,603	\$ 4,000	\$ 3,500	
Total 6700 · SALARIES-ADMINISTRATIVE	\$ 94,414	\$ 187,377	\$ 189,942	
7000 · SERVICE & JUSTICE				
7001 · Service & Justice Committee	\$ 8,293	\$ 16,500	\$ 16,500	
Total 7000 · SERVICE & JUSTICE	\$ 8,293	\$ 16,500	\$ 16,500	
7050 · Service & Justice Passthrough				
7062 · Hurricane Relief- Ukraine	\$ 605	\$ -	\$ -	
6032 · D.E.S.K.	\$ 730	\$ -	\$ -	
Total 7050 · Service & Justice Passthrough	\$ 1,335	\$ -	\$ -	

	Jul - Dec 2024	FY2025	FY2026	NOTES
	\$	300		
	\$	300	\$ 300	
	\$	5,000	\$ 10,000	\$ 10,000
	\$	246	\$	\$ 300
	\$	5,246	\$ 10,600	\$ 10,600
	\$	365,633	\$ 744,209	\$ 771,654
	\$	79,392	\$ (5,424)	\$ (66,278)

7300 · WIDER CHURCH
 7307 - BLACK RELIGIOUS SCHOLARS GROUP
 7302 - NEW HAVEN ASSOC DUES
 7303 · SNEUCC PROPORTIONAL GIVING
 7306 · SNEUCC Participation
 Total 7300 · WIDER CHURCH
 Total Expense
 Net Ordinary Income

NOMINATING SLATE 2025-2026

*This year's new nominees are shown in **bold Italics***

UCG Officers:

Term expiring June 2026

Moderator *Abram Guerra*

Treasurer *Tim Bertaccini*

Assistant Treasurer *John Sawyer*

Term expiring June 2027

Clerk ***Shelley White***

United Church on the Green Leadership Board:

Term expiring June 2026 *Benjamin Gyadu*

Chris Maursky

Julie Peterman

Term expiring June 2027 ***Cher Balkcom***

Colleen O'Connor

June Richards

Delegates Southern New England Conference UCC:

Term expiring June 2026 ***TBA***

TBA

United Church on the Green
270 Temple Street (Meeting House)
323 Temple Street (Parish House)
New Haven, CT 06511
203-787-4195
www.unitednewhaven.org
[@unitednewhaven](https://www.facebook.com/unitednewhaven)

