

New Ipswich Congregational Church 2024 Annual Report

New Ipswich Congregational Church

2024 Annual Report

Table of Contents

2024 Annual Meeting Agenda	3
2023 Annual Meeting Minutes	4
2024 Special Meeting Minutes	6
Pastor's Report	7
Clerk's Report	9
Deacon of Worship Report.....	12
Deacon of Christian Education Report.....	14
Deacon of Caring Ministry Report.....	15
Trustees' Report	16
Children's Fair Ministry	18
Children's Fair 2024 Donations	20
Children's Fair Scholarship Ministry Team	21
Treasurer's Report	22
2024 Budget + Actuals Report and 2025 Budget	23
Income	23
2024 Budget + Actuals Report and 2025 Budget	24
Expenses	24
Building Fund, Mortgage, Other Income and Expense	26

2024 Annual Meeting Agenda

Members sign in with the Clerk

Call to Order

Adoption of Agenda

A prayer for the Congregation

Old Business

None

New Business

Approve Minutes of Annual Meeting of 2023

Acceptance of Reports from Church Council Members

Accept Treasurer's Reports

Adoption of 2025 Budget

Election of Church Council Members

Discussion of alcohol policy

Any new business

Charge to Members

Benediction and Grace

Adjournment

2023 Annual Meeting Minutes

January 21, 2024

Members signed in with the Clerk. A Quorum was met 27/47

Bob Romeril called the meeting to order at 11:30 am

Adoption of agenda.

Karyn Veeseer made a motion to accept. Linda Kivela seconded. Vote passed.

Pastor Ken Whitson opened with the prayer for the congregation.

Old Business

Carol Romeril reviewed the Capital Campaign on page 26

End of the year 2020 Outstanding loan balance \$259,939.00 3.69% Interest rate

End of the year 2021 Outstanding loan balance \$176,692.51 3.69% Interest rate.

End of the year 2022 Outstanding loan balance \$96,635.14 3.69% Interest rate

End of the year 2023 Outstanding loan balance \$29,182.17 3.69% Interest rate

Our Building income for the year 2023 was \$71,877.43. Leaving \$26,102.00 as the mortgage for 2024, which we should have paid off sometime in 2024. We discussed additional fundraising.

New Business

2023 Annual Meeting Minutes Bob Romeril asked if everyone had read the minutes on pages 4, 5 and 6. There was no discussion. Bob Romeril asked for a motion to accept. Karyn Veeseer made the motion to accept the minutes as printed and Carol Romeril seconded. Vote passed.

Reports from the Church Council Members. Pages 9 thru 21. There was no discussion. Bob Romeril called for a motion. John Veeseer made a motion to accept as printed. Annette Baptista seconded. Vote passed.

Carol Romeril reviewed the Treasurer's Report on page 22 from January 1, 2023 to December 31, 2023. There was no discussion. Annette Baptista made a motion to accept the Treasurer's report and Linda Kivela seconded. Vote passed.

Pastor Ken Whitson spoke about the logo and associated statement "A Romans 12:12 Fellowship" Joyful in hope, patient in tribulation, constant in prayer. Pastor Ken said that the design needs a little work. Margie Brown would like to see the final design. Bill Kivela would like to see the final design before voting on it. Bill Kivela moved that we defer the vote to a later date. There was no vote at this time. Pastor Ken Whitson reviewed the bylaw changes which we will be voting on at a later date.

- Add a council position of Deacon of Women's Ministry to be in effect 30 days after the mortgage is paid off.
- Change the Deacon of Outreach to Deacon of Communications. Freddie Kazo felt that the phrase "oversees all church events" should read and "oversees the posting of all church events".
-

Pastor Ken Whitson dismissed himself from the meeting while we discussed and voted on his sabbatical. Pastor Ken Whitson's contract has a sabbatical after 5 years. John also explained what a sabbatical is. Bob Romeril called for a motion. Karyn Veeseer made a motion to approve Pastor Ken Whitson sabbatical

and Linda Kivela seconded. Vote passed.

Carol Romeril reviewed 2024 budget on pages 23 to 25. There was no discussion. Bill Kivela made a motion to accept the Budget for 2024 and Linda Kivela seconded. Vote passed.

Election of Church Council Members on page 11

4-year terms

Deacon of Ministry: Trey Hiott (2027)

Deacon of Christian education: Emily Trefflich (2027)

Deacon of Women's: Ministry Karyn Veese (30 days after Mortgage pay off)

Deacon of Communications (no nominee at this time 30 days after Mortgage pay off)

3-year terms

Trustee: John Veese (2026)

Other nominations

Linda Kivela, Chris Bergeron, Karyn Veese as Co-chairperson of the 2024 Children's Fair

Continuing Church Council Members

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: Carol Romeril (2024)

Trustee: Brian Kustan (2024)

Trustee: Margie Brown (2025)

Deacon of Worship: Karyn Veese (2024)

Deacon of Caring: Dana Oosterman (2024)

Karyn Veese made a motion to accept the slate of members for the church council

Carol Romeril second. Vote Passed.

Pastor Ken Whitson charge to the members of NICC was now that once we have paid off the Mortgage, we need to become the church that God has planned for us to be.

Pastor Ken gave the Benediction.

Bob Romeril said grace and called for a motion to adjourn. John Veese so moved and Karyn Veese seconded. Vote passed.

Respectfully Submitted

Jeanne Norwood, Clerk

2024 Special Meeting Minutes

Special Meeting June 30,2024

Initially the quorum was not met. The Church Council met and moved two members to the unactive list Kathy Allen and Peggy Sarri and added a new member Namoi Peterson by Congregational approval.

John Veaser made a motion that for just this meeting we have a quorum of 50%, seconded by Pastor Ken vote passed. Last count was 22 out of 43 member was a quorum.

Meeting was called to order

Pastor Ken opened with prayer.

Bob Romeri reviewed the agenda and a vote was called for and passed.

There was discussion on Amendments to the Bylaws

Freddie Kazo Shared her concerns on the sentence reading "Overseeing missions and outreach ministries" should not be a communication responsibly. Freddie Kazo made a motion to amend that sentence to read "Overseeing communication of missions and outreach ministries". Karyn Veaser second Vote passed.

Bill Kivela questioned why there are Three Chairpersons on the Children's Fair Committee, when the Bylaws read Chairmen of the Children's Fair. Pastor Ken explained we add two more Chairs last year at the annual meeting. John Veaser suggested adding in paraeneses the letter "s" behind the word Chairmen(s).

Linda Kivela asked if we had an auditor. Bob Romeril replied at this time no.

Freddie Kazo had a question about the Deacon of Ministry. Pastor Ken explained.

Bob Romeril called for a motion to vote on the Bylaw amendments. Emily Trefflich made the motion and Karyn Veaser seconded. Vote passed.

Logo John Veaser mentioned the Script was too small. Pastor Ken said Lindsay's design did not include the script but she could enlarge if it was needed. Emily Trefflich made the motion and Dana Oosterman seconded. Vote passed.

Pastor Ken suggested we buy the Logo design from Lindsay Heaphy because of legal matters. We will discuss this at the next Church Council.

John Veaser made a motion to adjourn Karyn Veaser seconded. Vote Passed

Pastor Ken closed in prayer.

Respectfully Submitted

Pastor's Report

The Church

It has been a banner year for NICC! Paying off the mortgage, accepting a logo and working to improve our online presence is making, and has made us a recognized part of the community. Council positions were re-visited and some changes have been made. We average anywhere from 3 to 5 visitors per month. All of it is a sign that those around us are aware of our presence and not afraid to stop in and learn more. Our final mortgage payment was made by the West family who came into the church office to make the payment so that their children could “guess the date” that the mortgage would be paid. Their efforts earned them an ice cream date with Pastor Ken. We are planning that as soon as the ice cream shops open in 2025. The celebration of praise and thanks was well attended and provided us with a great opportunity to say “thank you” to so many in the community who donated. Our Deacon of Missions has changed to Deacon of Communications a better and fitting description for ensuring our message and voice are heard online. We kept the Deacon of Ministries and added a Deacon of Women's Ministries both of whom will serve the whole congregation but who will also have their own areas of ministry to promote. These are more of a teaching role and in the past, both were included within the Deacon of Christian Education, a role which now focuses on youth and children. We are catching up to the digital world to some degree. Having the ability to stream our Worship services and other events. You can now give online or through Paypal or Venmo, terms that I will admit I don't quite understand yet. There is an ongoing expectation by many in the community that we will continue to hold annual events that we've held in the past. Trunk or Treat, the Zombie Hunt, Bike Rodeo, Pie sales, Children/Youth Craft fairs. A sign that the community not only recognizes us but has some continuing expectations for us. Our Sunday School has grown by leaps and bounds under Emily's direction. We are all excited to hear and see the kids each week even when my children's moment lesson is lacking, their willing participation makes up for it. The fruit treats always seem to help. It is inspiring to see them share what they've learned each week. We held some funerals this year for two of our longtime members, Betsy Thoms and Mary Lawrence, had a wedding (or two), Doug and Jessica Archambault and if there was another it has escaped my memory and we had a baptism in Pratt Pond of both Brad Brock, Patton Hiott and Cheryl Brooks. We added other new members as well by transfer, noted in the Clerk's report. A lot has taken place over the past 12 months, most of it noted in the reports that follow. I've recommended that in 2025 for Pentecost Sunday we have all ministries of the church give us a brief update of what they are doing and how they are doing. We may be surprised by what we didn't know.

The Pastor

I've managed to keep busy. My transition from lunch/recess monitor to substitute teacher has expanded my conversations and connections. All of which has further developed into conversations with parents and grandparents, many who stop to chat, introduce themselves or visit. It has also developed into some personal friendships for me with both the teachers as well as the parents. Many who I wouldn't normally have the chance to talk to. I now serve as a substitute for Highbridge Hill, Boynton, Mason Elementary and Heritage Christian School.

My weekly visits on Thursday to Monadnock Hospital have created similar results as caretakers express their appreciation for the visits and time spent with their loved ones including those who are released to home care as well as those who do pass away. Beyond the Thursday visits, I also visit the patient floor on holidays bringing some sort of treat for the nurse's breakroom; muffins, chocolate etc. I am also one of the "on call" pastors for the hospital. This year the number of "end of life" calls were down slightly while the "I could use a book" calls were slightly higher. Those would be the calls where something was needed more out of convenience than necessity. The hospital administration has also expressed their gratitude that part of my hospital visit is to check on the nursing staff. I invested some time and money to become a certified instructor to teach the Mental Health First Aid Class. Unfortunately, I never had or took the time to hold a class. I continue to teach at the American Baptist School of Ministry for at least the coming year. I also serve as a mentor to around 8 students who are seeking to become pastors one day.

I hold an online Bible Study, open to anyone, that explores the base or foundation of the scriptures by allowing different participants to present what they understand from the text. I agreed to take on the task of temporary pastor for First Baptist Fitchburg. A position that is focused on helping them rebuild and continue as the church following a split in their congregation. Their council is being redefined and rebuilt, they are revising their bylaws and one of their young men has begun his studies as a student pastor. We are on track to end our agreement on Aug 31, 2025. I'm not sure what else I can report!

I have decided to focus on becoming better at preaching in 2025. I visit with/counsel one or two veterans who have finally convinced me to join the VFW to better serve them. I am also challenging myself to make more in-home visits without being too intrusive and I finally finished editing my book which hopefully goes out to print before summer. Finally, I also serve in an advisory role for around 5 churches who are striving to stay afloat!

What's Coming in 2025!

In 2025 our hope is to encourage all members and regular attendees to have their own ministry or become more active in a current one. Our congregation has increased slightly over the last few years and we are back to "pre-covid" numbers. Those families and individuals who come to visit, besides being welcomed, are looking for an active and present congregation. Creating that energy can't be on the pastor alone, or the church council or any one of us. It must be a spirit that exists and extends through all of us. Besides new and additional ministries we hope to host at least one special event per month whether it be a special class, a women's brunch, the children/youth craft fair- something that invites others not just to visit but to become a part of us. None of that can happen unless the gospel message takes center stage in all that we do. Stay joyful in hope, patient in affliction, faithful in prayer! Great things He has promised, Great things He has done. Great things are yet to come.

Blessings,

Pastor Ken

Clerk's Report

The Clerk records vital information such as changes in our membership, minutes of Church Council Meetings and submits them to the church Secretary for safekeeping. All 2024 documents will be moved to pdf's and stored on a thumb drive kept in the church office.

Average Sunday Attendance:

Keeping track of our attendance each week over the course of 2024 was not consistent as in the past. Normally we would have an accurate average over the full 12 months. We have seen low numbers in the teens and some weeks have swelled to larger amounts. Our Christmas Eve service this year was well attended, and Easter Service saw higher than usual numbers with some additional community members visiting for the first time.

Active membership January 1, 2024: 42 Active membership January 1, 2025: 45

There were no Children baptized this past year.

Membership Active: 45

Doug Archambault	Jessica Archambault	Annette Baptista	Christine Bergeron
Peter Bergeron	Brad Brock	Pam Brock	Mary Broden
Cheryl Brooks	Margie Brown	Sami Brundige	Lena Cary
Lisa Carbone	Venanzio (Vinny) Carbone	Chuck Connors	Donna Connors
George Ganko	Wendy Grippardi	Gail Gustafson	Randy Gustafson
Danielle Hiott	Patton Hiott	Trey Hiott	Lindsay Heaphy
Bill Kivela	Linda Kivela	Fredericke (Freddie) Kazo	Val Kottle
Brian Kustan	Suzanne Kustan	Oliver (Ollie) Niemi	Jeanne Norwood
Dana Oosterman	Naomi Peterson	Alison Retzlaff	Nathan Retzlaff
Bob Romeril	Carol Romeril	Susan Schleich	Colton Trefflich
Emily Trefflich	John Veaser	Karyn Veaser	Ken Whitson
Andrea Wood			

New Members 2024: Naomi Petersen by transfer, Pam Brock by transfer. Patton Hiott by baptism, Brad Brock by baptism.

Inactive Members

Lyle Brundige (2025)

Kathleen Alen (2024) Peggy Saari (2024)

Theresa Ojala (2023) Tom Rizzo (2023) Deborah Rizzo (2023)

Karen Clough (2023) Blanch Wooster (2023) Rebecca Lehtonen (2020)

Marcy Levesque (2020) Bob Wooster (2020) Linda Wooster (2020)

Jay Malbouef (2019) Joseph Fragala (2017) Justine Fragala (2017)

Mike Rand (2015) James Thompson (2013) Susan Thomson (2013)

Deceased

Al Hasting

Mary Lawrence

Elizabeth Thoms

Bob Fasanella (friend of NICC)

Wally Wooster (former member)

Bob Ricard (friend of NICC)

Gwendolyn-Jane Romeril (friend of NICC)

2024 Executive Ministry Team

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: Carol Romeril (2024)

Church Council:

Deacon of Worship: Karyn Veaser filled in until Naomi Peterson agreed to be nominated for Deacon of worship

Deacon of Women's Ministry: Karyn Veaser (2027)

Deacon of Caring: Dana Oosterman (2024)

Deacon of Communications: Freddi Kazo (2027)

Deacon of Christian Education: Emily Trefflich (2027)

Trustee: John Veaser (2026)

Trustee: Margie Brown (2025)

Trustee: Brian Kustan (2024)

2024 Church Council Nominations

4-year terms

- Treasurer: Carol Romeril (2028)

3-year terms

- Deacon of Caring: Dana Oosterman (2027)
- Deacon of Communications: Freddie Kazo (2027)
- Deacon of Worship: Naomi Peterson (2027)
- Trustee: Nathan Retzlaff (2027)

Other Nominations

Linda Kivela, Chris Bergeron, Karyn Veese as Co-chairpersons of the 2025 Children Fair.

Allie Retzlaff - Auditor

Continuing Church Council Members

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: see nomination

Trustee: John Veese (2026)

Trustee: Margie Brown (2025)

Trustee: see nomination

Deacon of Caring: see nomination

Deacon of Communications: see nomination

Deacon of Worship: see nomination

Respectfully Submitted,

Jeanne Norwood, Clerk

Deacon of Worship Report

“The steadfast love of the Lord never ceases; His mercies never come to an end; they are new every morning; great is your faithfulness.” – Lamentations 3:22-23

2024 has been a true testament to the abundant love and grace that Christ gifts us. This past year we have welcomed faithful friends into new members, have celebrated the lives of those dear to us as they passed on, baptized adults to Christ, greeted new families and old friends as they come to visit and hear the word of God spoken and sung about in our sanctuary, and with the help of countless friends, paid off our mortgage so that we may reach our potential and grow into the church that our Father has planned for us.

We thank our congregation of family and friends for their continued support and love of this church as shown through their time, treasures, and talents. We especially appreciate the care, time and energy of those who share their gifts with us weekly: music leader, slideshow creator and website manager, John Veaser, our worship tech operator, Brian Kustan, our service leaders, Suzanne Kustan, Lindsay Heaphy, and Naomi Petersen. Andrea Wood who provides our flowers and our servant-hearted leader, Pastor Ken. I would be remiss if I did not mention the success and growth of our Sunday School program under the leadership of Emily Trefflich and her assistance team. We also have various “support staff” within our congregation who add to our weekly service throughout the year. Thank you to all of you who read the call to worship, participate in our Advent and Christmas Eve services, set up candles for our Christmas Eve service, decorate and undecorate the sanctuary, collect our offering boxes, ring the bell, run off, fold and hand out bulletins, help with the delivery of communion, and provide goodies for coffee hour, as well as set up and break down of that hour. Your caring and thoughtful additions to our service does not go unnoticed.

This past summer we as a church were able to grant Pastor Ken a sabbatical in which Trey Hiott, myself, and two guest speakers delivered our weekly Sunday message. This was a true learning experience, that was both amazing and anxiety-provoking. Besides being in the Word and being diligent in my Biblical research, I learned to appreciate the application of delivery and hard work that goes into preparing the message, as well as learned more about myself through that experience. In the Fall I organize the annual St Vincent DePaul Thanksgiving basket pies. Special thanks this year to Margie Brown, Linda Kivela, Cindy Ricard, Kristen Page and Fern Neimi for helping me with a large portion of the work to calculate and get ingredients, peel and freeze apples, mix, assemble, bake and deliver 127 apple pies the Saturday before Thanksgiving. SVDP is always grateful and impressed with the dedication shown in supporting our community with these efforts.

God continues to be good to us and we strive to be faithful to Him. With our mortgage being paid off I moved from my position as our Deacon of Worship to the Deacon of Women’s Ministry. I have loved holding the Deacon of Worship position and learned a lot as I grew in my walk and role within our

Sunday service. With my shift in position, I will continue to organize our NICC Pie Ministry and the preparation for coffee hour and monthly communion. I am looking forward to organizing Women's Fellowship brunches and sharing more messages on Sunday mornings as the year continues. I also look forward to continuing to support our church family in all the ministry needs that Christ places on our hearts this coming year as He guides us all through the challenges and triumphs that the year may bring.

Let God's promises shine on your new year and fill every moment with His blessings and favor. May your faith be renewed, your heart be strengthened, and your path be guided by the Lord's loving hand. Have a blessed New Year!

Submitted in Christ's love,
Karyn Veaser

Deacon of Christian Education Report

In 2024 I took on a new role in the church as Deacon of Christian Education, with a primary focus on expanding and enriching our Sunday School program. We started using The Biggest Story curriculum books in 2023 and have continued it through in 2024. While this is intended to be a 2-year curriculum, it is likely it will take us 3 years with the various stops for Easter, Pentecost, and Advent lessons. This year we were able to cover Pentateuch (the first five books of the Bible), History of the Old Testament (Judges, Kings, and several key women of the Bible), and finished up the year with a four-week lesson in Advent.

We saw consistent growth in our Sunday School class sizes in 2024, averaging about 10 kids each week. There were also no Sunday's where class was not held due to a lack of attendance. I find this very exciting as the kids continue to show interest in the stories and crafts and are excited to join each week!

In 2024 we were also able to attend the New Ipswich Fall Festival, where Pastor Ken and I handed out crafts, kids bulletins, and refreshments. A lot of kids and families came to our table, where most recognized Pastor Ken from school!

Our Sunday School program would not be successful without the help of all the church members who support us and welcome our little bit of loudness! A very special thank you to Alison and Nate Retzlaff and Margie Whitson, who continuously led and assisted in Sunday School lessons each week.

2025 holds new changes for our Christian Education ministry, and I cannot wait to share them with everyone!

Emily Trefflich

For anyone interested in learning more about the curriculum, please feel free to ask me in Church or look at their website here: <https://www.thebiggeststory.com/about/>

Deacon of Caring Ministry Report

Greetings! 2024 was another very busy year. The life of our church is always changing; we said goodbye to some extraordinary members of our church, and we welcomed a new baby, with 2 more on the way.

The Pastor's Discretionary Fund continues to be used to bless people with acts of kindness and flowers of comfort.

I continue to reach out to friends when I know of a need. Please let me or Pastor Ken know about any needs that we could help with.

I wish everyone health in the new year! Please remember to wash your hands often to prevent the spread of germs.

Blessings,
Dana

Trustees' Report

The Trustees would like to thank all those that contributed to the faithful support both financially and in facility upkeep over the past year.

What an amazing year it was. After much hard work and continuous prayers – our mortgage was finally paid off.

I have used these words for a few years, “frugality, financial insecurity, and faith in Him who brings us through all trials.” And I continue to stand by them today. Our church is doing amazing things and God has once again brought us through a year of growth and impact. When you look at our GOOGLE Calendar on our website, it is amazing to see all the times throughout the week/month/year – that our facility is used by so many groups besides NICC itself. I firmly believe it is this generosity of spirit and gifts that keeps God faithful in our support.

I would like to thank Brian Kustan for his years of service as a Trustee and I hope that we as the continuing Trustees and as a church family can continue to look to him for his knowledge and support of NICC. His skills at both technology and facility management have been a great help to all of us over the past several years. Thank you again Brian.

The Trustees first goal in 2025 is to get a Capital Projects priority list in place and communicate this list to the congregation on a regular basis, both on cost as well as progress and needs. We will continue to keep everyone informed, but if you or someone you know has experience with repairs and maintenance, we welcome your gifts,

We ask that you continue to be faithful in your giving in 2025. With that being said, I want to sincerely ask that all of you seriously consider using our online giving portal to send in your weekly tithes/offerings. By using the online option, you are able to set up your giving according to your budget and preferred schedule. You can give monthly, weekly, bi-weekly or all at once. You set up where your donations go and even if you miss church due to travel, illness, alternate plans or any other reason, your donation to NICC will still occur. This will help our treasurer better budget payments each week, as well as ensure that your giving stays current and continuous throughout the year. I am willing to sit down with anyone and help you get this set up.

We are called on to support the church and its ministries

2 Corinthians 9:7 says: Each one must give as he has decided in his heart, not reluctantly or under compulsion

2 Chronicles 31:5: Describes how the Israelites generously gave a tithe of everything they produced, including the first fruits of their grain, olive oil, honey, and new wine

Proverbs 3:9: Says to honor the Lord with wealth and the first fruits of all crops

We have been gifted by God and supported by this community with the meeting house we call NICC – now that we are out from under the burden of our mortgage – I ask you all to consider your faithful and consistent giving to the ministries of this church and the upkeep of the facility. I ask you to make NICC a part of your weekly, monthly and yearly budget.

Finally, be in continuous prayer for NICC and the folks that have taken upon their heart to be members and leaders within NICC. We are all blessed to be here – He has called each one of us here for a reason and a season – may we all be open and ready to hear His call

God Bless & Respectfully Submitted - John Veaser

January, 2025

John Veaser, Brian Kustan, Margie Brown - Trustees

Children's Fair Ministry

2024 continued to bring the Children's Fair many blessings. We met all our financial needs and received many donations from our friends, towns people and local businesses. These donations are what make a difference in the success of the Children's Fair. Many thanks to these generous donors who contribute to the fair's success are Matt Traffie and Albert Goddard (Arlen Company), Phil Thayer, Hayward Farms Ice Cream, Scotties Potties and Shaw's Dumpsters.

With the fair's success we were able to donate to many local youth organizations along with generous support to our church. The organizations that we donated monies to are as follows: Boy Scout Troop #3877, Foster Family Fun Day, Girl Scout Troop #10638, Heritage Christian School, Hope Fellowship's sponsor child in Nicaragua, Husky House at HHES, LeClair-Caron-Pelletier American Legion Auxiliary, Monadnock 4-H Robotics, Mascenic Fundraiser, Monadnock Baseball, Monadnock Baseball Lights (in New Ipswich), New Ipswich Library, New Ipswich Recreation Dept/ Dances, New Ipswich Recreation Dept/Fishing Derby, New Ipswich Town Pool/Swim Team, the River Center, St Vincent de Paul. The financial support we gave to NICC is as follows: fuel, NICC church budget, NICC building fund, NICC Christian Education, NICC Community Suppers, NICC Senior Fellowship and the NICC Pastor's Discretionary Fund. After the devastating hurricane down south this fall we sent money through Samaritan's Purse. As you can see the Children's Fair is an integral part of our church and community. The dedication and hard work that our volunteers so unselfishly give year after year is amazing. It takes well over 200 volunteers the day of the fair. Our family and friends of the fair are the hands and feet of Jesus Christ. If you would be interested in getting involved in the Children's Fair please speak to one of the chairmen or anyone on the Executive Board.

The following chairmen of the Children's Fair are;

Books: Melanie Kane,

Butch's Country Store; Karyn Veaser,

Calendar Raffle: Chris Bergeron & Karyn Veaser,

Chicken BarBQue: Randy Waynen,

Children's Area: Karen Clough & Kristen Kivela,

Entertainment: Chris Bergeron,

Garden Shop: John Poltrack & BJ Aho,

Gift Basket Raffle: Linda Kivela,

Hay Ride: Bill Kivela,

Ice Coffee: Margie Brown,

Ice Cream: Heather Boucher,

Nellie's Bake Goods: Danielle Hiott,

Parking: Trey Hiott & sons,

Program & Flyer: Shannon Michaud,

Snack Shack: Chris Bergeron,

Set Up & Tear Down: John Veaser,

Go to Man: Brett Kivela

Treasurer: Carol Romeril assisted by Bob Romeril & Margie Whitson.

The executive board voted to add another member to our board. We nominated Ryan Oosterman, who graciously accepted this position. We feel blessed to have Ryan be a part of our team. God is good. He continually answers our prayers when we are in need and guides us in the path that He has chosen for us.

In His Service,

Chris Bergeron, Linda Kivela, Karyn Veeseer co-chairs of
the 2024 N.I. Children's Fair

2024 Children's Fair Executive Board: Chris Bergeron,
Margie Brown, Lindsay Heaphy, Linda Kivela, Ryan
Oosterman, Bob Romeril, Carol Romeril, John Veeseer,
Karyn Veeseer and Pastor Ken Whitson

Children's Fair 2024 Donations

	Amount Voted	Amount Distributed	Payment Method
Organization	<u>2024</u>	-	-
N.I. Congregational Church - oil	\$3,000	\$3,000	Online
N.I. Congregational Church	\$7,000	\$7,000	Online
Local Sunday Schools			
Hope Fellowship	\$200	\$200	1739
Boy Scout Troop #3877 Charter (NICC Sponsored)	\$600	\$600	1735
Monandnock Baseball (Little League) Wade Ojala	\$250	\$250	1743
N.I Library	\$500	\$500	1744
NICC Christian Education	\$1000	\$1000	Online
St. Vincent de Paul Society-Friends of the Poor Walk/Run Event Sponsor	\$2,500	\$2,500	1749
NICC Community Suppers (Debit Card 500, top up as necessary)	\$1,000	\$1,000	Online
4H Robotics	\$700	\$700	1742
The River Center	\$600	\$600	1748
Heritage Christian School	\$500	\$500	1738
NICC Pastor's Discretionary Fund	\$1,000	\$1,000	Online
NI Parks & Rec Pool	\$750	\$750	1747
Girl Scout/Brownies Troop 23151--Heather Schoff	\$600	\$600	1737
Children's Fair Scholarship	\$1450	\$1450	Pending
Mascenic Boosters – 5K Sponsorship	\$250	\$250	1733
CF Capital Fund for 2025 capital purchases	\$2500	\$2500	Pending
leClair American Legion -	\$300	\$300	1741
Foster Fun Day - M Ordway	\$500	\$500	1736
4H Club	\$400	\$400	Pending
NI Fishing Derby	\$350	\$350	1746
NI Rec Dances	\$250	\$250	1745
Highbridge Hills Husky House	\$500	\$500	1740
NICC Senior Fellowship	\$250	\$250	1750
Total	\$26,950		

Children's Fair Scholarship Ministry Team

We awarded two scholarships this past June, both to Mascenic graduates.

Oliver Hiott received a \$750.00 scholarship. Oliver is attending New Hampshire Technical College in Nashua, NH, majoring in their criminal justice program. His goal is to attend the Police Academy to pursue law enforcement as a State Trooper. Oliver lives in Greenville with his parents Trey and Danielle Hiott. He has been very active in the Mascenic community.

Ella Pearson received a \$750.00 scholarship. Ella had planned to attend college in September but plans changed and she will now be attending Nashua Technical College in Nashua, NH beginning in January 2025. Ella shares her time living with her parents Amy Pearson and Paul Pearson in Greenville and New Ipswich. Ella has been very active at Mascenic in sports and extracurricular activities and with the Children's Fair.

The New Ipswich Children's Fair Scholarship originated in 1985. Monies are funded through the N.I. Children's Fair and money given in memory of loved ones.

Sincerely,

The 2024 Scholarship Committee: Chris Bergeron, Karen Clough, Linda Kivela, Bob Romeril and John Veaser.

The presenter of the scholarship is Karyn Veaser.

Treasurer's Report

	New Ipswich Congregational Church		
	Treasurer's Report		
For the Year Ended December 31, 2024			
General Fund			
Starting Balance January 1, 2024		\$7,305.03	
Receipts from all sources		86,912.21	
Tfr from Building Fund		3,000.00	
Less : Expenditures		(80,419.77)	
Ending Balance December 31 , 2024		\$16,797.47	
Building Fund			
Starting Balance January 1, 2024		\$14,612.19	
Documented Giving		14,600.00	
Capital Campaign		23,904.00	
Christmas Eve		453.00	
Facilities Use		50.00	
Piggy Bank		382.85	
Interest Income		2.96	
Funds available		54,005.00	
Less : Mortgage Payment			
Interest		(238.28)	
Principal		(29,182.17)	
Tfr to General Fund		(3,000.00)	
Ending Balance December 31, 2024		\$21,584.55	
Endowment Fund Account- Charles Schwab			
Starting Balance January 1, 2024		\$7,133.52	
Investment Income		357.56	
Ending Balance December 31, 2024		\$7,491.08	
Organ Fund			
Starting Balance January 1, 2024		300.50	
Interest Earned		0.00	
Ending Balance December 31, 2024		\$300.50	
Health Ministry			
Starting Balance January 1, 2024		499.37	
Interest Earned		0.00	
Ending Balance December 31, 2024		\$499.37	
Community Supper			
Starting Balance January 1, 2024		\$576.85	
Deposit from Children's Fair		1,000.00	
Donations		2,989.00	
Supper Expenses		(4,279.92)	
Ending Balance December 31, 2024		\$285.93	

2024 Budget + Actuals Report and 2025 Budget

Income

	Income			2024	2024	% of 2024	2025	2025
				Budget	Actual	Budget	Budget	% +/-
Ordinary Income/Expense								
Income								
	Starting Account Balance			7,305.03	7,305.03		16,797.47	229.94%
	Balance in Oil Pre-pay from 2023				2,480.93			
	Balance Community Suppers				576.85			
	Children's Fair			5,000.00	7,000.00	140.00%	6,000.00	85.71%
	Children's Fair Fuel			0.00	3,000.00		0.00	0.00%
	Children's Fair Sunday School			800.00	1,000.00	125.00%	1,000.00	100.00%
	Children's Fair Community Supper				1,000.00		1,000.00	100.00%
	Documented Giving			50,000.00	54,301.00	108.60%	68,000.00	125.23%
	Gift Friends of NICC			6,500.00	9,000.00	138.46%	0.00	
	Easter Breakfast			0.00	126.00		0.00	0.00%
	Flower Fund Income			250.00	0.00	0.00%	250.00	
	Parsonage Oil & Electric			2,400.00	1,800.00	75.00%	3,300.00	183.33%
	Community Suppers			0.00	2,989.00		3,500.00	117.10%
	In-Out Income							
		Baby Bottles		275.00	477.00	173.45%	500.00	104.82%
		Other			1,000.00		0.00	0.00%
	Total In-Out Income			275.00	1,477.00	537.09%	500.00	33.85%
	Interest Income			3.00	4.95	165.00%	3.00	60.61%
	Textile Shed			1,800.00	1,687.27		1,800.00	106.68%
	Plate			7,000.00	4,031.97	57.60%	4,500.00	111.61%
	Children's Fair VBS			0.00	0.00		0.00	
	Use of Facilities			750.00	0.00		750.00	
	Schwab Interest			1.00	34.02		35.00	102.88%
	Memorial Donations				3,250.00			0.00%
	Transfer in from building Fund				3,000.00		3,500.00	116.67%
	Special Music Donation				200.00			0.00%
	Total Income			74,779.00	93,901.21	125.57%	90,638.00	96.52%
Total Funds Available				82,084.03	104,264.02	127.02%	107,435.47	103.04%

2024 Budget + Actuals Report and 2025 Budget

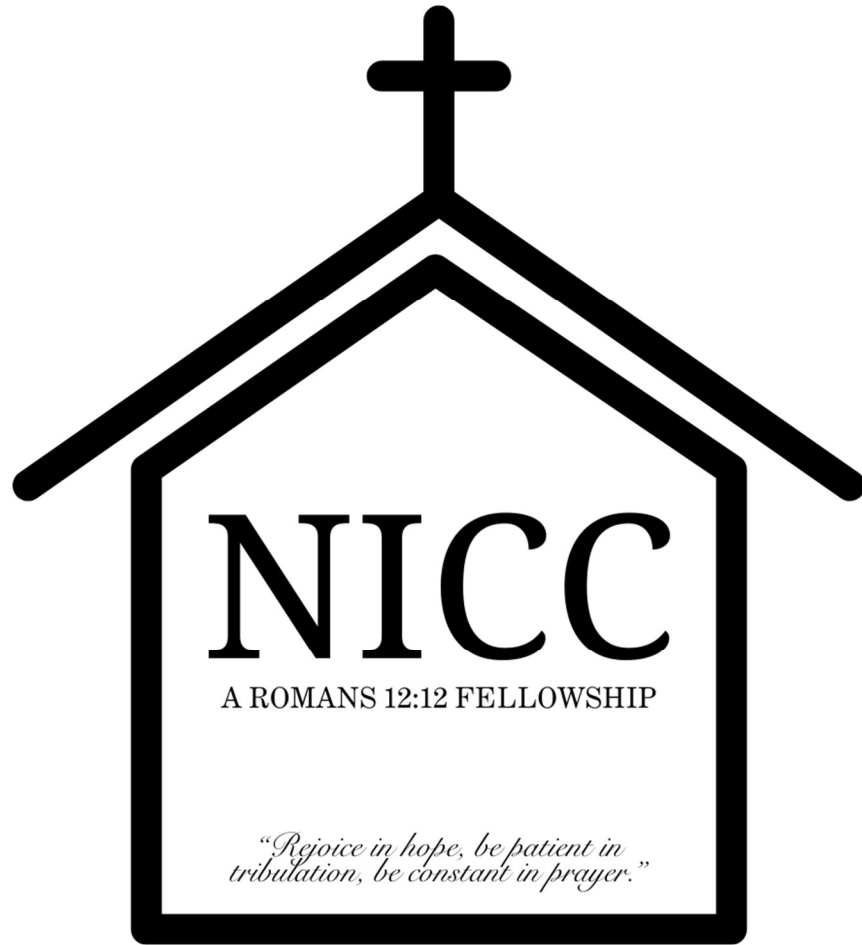
Expenses

			2024	2024	% of 2024	2025
			Budget	Actual	Budget	Budget
Expense						
	Capital Improvement					
		Replacement Lawnmower	0.00	600.00		0.00
		Total Capital Improvement	0.00	600.00		0.00
	Christian Education					
		Adult Education	100.00	0.00		100.00
		Outreach Ministry	500.00	0.00		500.00
		Sunday School/Bibles/Gifts	800.00	537.60	67.20%	1,000.00
		Women's Events	400.00	0.00		400.00
		Total Christian Education	1,400.00	537.60	38.40%	1,600.00
	Church General Expense					
		Church Maintenance				
		Burner Service	300.00	0.00	0.00%	450.00
		Elevator Maint/ Inspection	450.00	520.00	115.56%	550.00
		Fire Extinguisher Maint	500.00	265.11	53.02%	700.00
		Fire Security System Maintenance	525.00	0.00	0.00%	550.00
		Maintenance & Repairs	1,200.00	927.93	77.33%	1,200.00
		Salt Water System	220.00	0.00	0.00%	220.00
		Total Church Maintenance	3,195.00	1,713.04	53.62%	3,670.00
		Grounds Maintenance	0.00			0.00
		Insurance	8,500.00	9,760.68	114.83%	10,000.00
		Utilities				
		Electricity-Church	4,200.00	3,980.85	94.78%	4,100.00
		Heating - Oil	3,000.00	2,275.11	75.84%	3,400.00
		Heating - Propane	4,600.00	4,551.19	98.94%	4,700.00
		Rubbish Removal	1,020.00	1,020.00	100.00%	1,025.00
		Total Utilities	12,820.00	11,827.15	92.26%	13,225.00
		Nursery	0.00	0.00		1,000.00
		Total Church General Expense	24,515.00	23,300.87	95.05%	26,895.00
	Custodial Service					
		Church Cleaning Staff	0.00	0.00		0.00
		Cleaning Supplies	150.00	0.00	0.00%	200.00
		Total Custodial Service	150.00	0.00	0.00%	200.00

	Expenses Continued	% of	2024	2024	% of 2024	2025	% of 2024
			Budget	Actual	Budget	Budget	% +/-
	Worship Supplies						
	Flowers		100.00	0.00	0.00%	100.00	
	Audio Visual		750.00	0.00	0.00%	750.00	
	Pulpit		1,000.00	300.00	30.00%	1,000.00	333.33%
	Worship Supplies		100.00	0.00	0.00%	100.00	
	Total Worship Supplies		1,950.00	300.00	15.38%	1,950.00	650.00%
	Ministry						
	Conferences/Other		500.00	0.00	0.00%	500.00	
	Mileage		1,000.00	1,000.00	100.00%	1,200.00	120.00%
	Salary		15,695.00	15,695.04	100.00%	17,000.00	108.31%
	Salary Designated Housing Allw		30,000.00	30,000.00	100.00%	31,000.00	103.33%
	Total Ministry		47,195.00	46,695.04	98.94%	49,700.00	106.44%
	Ministry Outreach						
	Community Supper Expenses		1,000.00	4,279.92	427.99%	4,400.00	102.81%
	Easter Breakfast		0.00	229.38		300.00	130.79%
	Funeral Lunch		0.00	923.80		0.00	0.00%
	Total Ministry Outreach		1,000.00	5,433.10	543.31%	4,700.00	86.51%
	IN/Out Expense						
	Carenet/Pregnancy Resource		250.00	477.00	190.80%	500.00	104.82%
	Other		0.00	1,000.00		0.00	0.00%
	Total IN/Out Expense		250.00	1,477.00	590.80%	500.00	33.85%
	Music						
	MusicCopywriteFees & SheetMu		200.00	165.00	82.50%	200.00	121.21%
	Music - Other		1,000.00	550.00	55.00%	1,000.00	181.82%
	Total Music		1,200.00	715.00	59.58%	1,200.00	167.83%
	Office Expense						
	Computer/Software/Maintenance		100.00	0.00		100.00	
	Outreach Website + Domain		948.00	948.00		1,000.00	105.49%
	Internet&Telephone		4,000.00	2,575.69	64.39%	2,800.00	108.71%
	Supplies		200.00	0.00		200.00	
	Postage/ PO Box		100.00	84.00	84.00%	100.00	119.05%
	Total Office Expense		5,348.00	3,607.69	67.46%	4,200.00	116.42%
	Parsonage General Expense						
	Electricity		4,500.00	4,514.32	100.32%	4,500.00	99.68%
	Maintenance		350.00			350.00	
	Oil		0.00			0.00	
	Total Parsonage General Expense		4,850.00	4,514.32	93.08%	4,850.00	107.44%
	Transfer to Schwab					5,000.00	
	Total Expense		87,858.00	87,180.62	99.23%	100,495.00	115.27%
	Balance in Community Suppers			285.93			
	Net Ordinary Income		-5,773.97	16,797.47		6,940.47	

Building Fund, Mortgage, Other Income and Expense

			2024 Budget	2024 Actual	% of 2024 Budget	2025 Budget	
Other Income							
	Building Fund Income						
		Building Fund Documented Giving	24,000.00	14,600.00	60.83%	12,000.00	
		Capital Campaign	0.00	23,904.00		0.00	
		Facilities Usage	0.00	50.00		0.00	
		Bell Tower Bank	250.00	382.85	153.14%	150.00	
		Christmas Eve		453.00			
		Interest Income Building Fund	2.00	2.96		2.00	
	Total Building Fund Income		24,252.00	39,392.81	162.43%	12,152.00	
	Total Building Fund Income		24,252.00	39,392.81		12,152.00	
	Other Expense						
		Mortgage Interest	6,254.16	238.28		0.00	
		Bank Charges		0.00			
		Principal Payments	19,306.00	29,182.17		0.00	
	Total Other Expense		25,560.16	29,420.45	115.10%	0.00	0.00%
Net Other Income			-1,308.16	9,972.36		12,152.00	
End of Year 2020 Outstanding Loan Balance				259,939.00	3.69%		3.69%
End of Year 2021 Outstanding Loan Balance				176,692.51	3.69%		3.69%
End of Year 2022 Outstanding Loan Balance				96,635.14	3.69%		3.69%
End of Year 2023 Outstanding Loan Balance				29,182.17	3.69%		3.69%
End of Year 2024 Outstanding Loan Balance				0.00	3.69%		3.69%
			Interest Rate		Interest Rate		Interest Rate



New Ipswich Congregational Church 2024 Annual Report

New Ipswich Congregational Church

2024 Annual Report

Table of Contents

2024 Annual Meeting Agenda	3
2023 Annual Meeting Minutes	4
2024 Special Meeting Minutes	6
Pastor's Report	7
Clerk's Report	9
Deacon of Worship Report.....	12
Deacon of Christian Education Report.....	14
Deacon of Caring Ministry Report.....	15
Trustees' Report	16
Children's Fair Ministry	18
Children's Fair 2024 Donations	20
Children's Fair Scholarship Ministry Team	21
Treasurer's Report	22
2024 Budget + Actuals Report and 2025 Budget	23
Income	23
2024 Budget + Actuals Report and 2025 Budget	24
Expenses	24
Building Fund, Mortgage, Other Income and Expense	26

2024 Annual Meeting Agenda

Members sign in with the Clerk

Call to Order

Adoption of Agenda

A prayer for the Congregation

Old Business

None

New Business

Approve Minutes of Annual Meeting of 2023

Acceptance of Reports from Church Council Members

Accept Treasurer's Reports

Adoption of 2025 Budget

Election of Church Council Members

Discussion of alcohol policy

Any new business

Charge to Members

Benediction and Grace

Adjournment

2023 Annual Meeting Minutes

January 21, 2024

Members signed in with the Clerk. A Quorum was met 27/47

Bob Romeril called the meeting to order at 11:30 am

Adoption of agenda.

Karyn Veeseer made a motion to accept. Linda Kivela seconded. Vote passed.

Pastor Ken Whitson opened with the prayer for the congregation.

Old Business

Carol Romeril reviewed the Capital Campaign on page 26

End of the year 2020 Outstanding loan balance \$259,939.00 3.69% Interest rate

End of the year 2021 Outstanding loan balance \$176,692.51 3.69% Interest rate.

End of the year 2022 Outstanding loan balance \$96,635.14 3.69% Interest rate

End of the year 2023 Outstanding loan balance \$29,182.17 3.69% Interest rate

Our Building income for the year 2023 was \$71,877.43. Leaving \$26,102.00 as the mortgage for 2024, which we should have paid off sometime in 2024. We discussed additional fundraising.

New Business

2023 Annual Meeting Minutes Bob Romeril asked if everyone had read the minutes on pages 4, 5 and 6. There was no discussion. Bob Romeril asked for a motion to accept. Karyn Veeseer made the motion to accept the minutes as printed and Carol Romeril seconded. Vote passed.

Reports from the Church Council Members. Pages 9 thru 21. There was no discussion. Bob Romeril called for a motion. John Veeseer made a motion to accept as printed. Annette Baptista seconded. Vote passed.

Carol Romeril reviewed the Treasurer's Report on page 22 from January 1, 2023 to December 31, 2023. There was no discussion. Annette Baptista made a motion to accept the Treasurer's report and Linda Kivela seconded. Vote passed.

Pastor Ken Whitson spoke about the logo and associated statement "A Romans 12:12 Fellowship" Joyful in hope, patient in tribulation, constant in prayer. Pastor Ken said that the design needs a little work. Margie Brown would like to see the final design. Bill Kivela would like to see the final design before voting on it. Bill Kivela moved that we defer the vote to a later date. There was no vote at this time. Pastor Ken Whitson reviewed the bylaw changes which we will be voting on at a later date.

- Add a council position of Deacon of Women's Ministry to be in effect 30 days after the mortgage is paid off.
- Change the Deacon of Outreach to Deacon of Communications. Freddie Kazo felt that the phrase "oversees all church events" should read and "oversees the posting of all church events".
-

Pastor Ken Whitson dismissed himself from the meeting while we discussed and voted on his sabbatical. Pastor Ken Whitson's contract has a sabbatical after 5 years. John also explained what a sabbatical is. Bob Romeril called for a motion. Karyn Veeseer made a motion to approve Pastor Ken Whitson sabbatical

and Linda Kivela seconded. Vote passed.

Carol Romeril reviewed 2024 budget on pages 23 to 25. There was no discussion. Bill Kivela made a motion to accept the Budget for 2024 and Linda Kivela seconded. Vote passed.

Election of Church Council Members on page 11

4-year terms

Deacon of Ministry: Trey Hiott (2027)

Deacon of Christian education: Emily Trefflich (2027)

Deacon of Women's: Ministry Karyn Veese (30 days after Mortgage pay off)

Deacon of Communications (no nominee at this time 30 days after Mortgage pay off)

3-year terms

Trustee: John Veese (2026)

Other nominations

Linda Kivela, Chris Bergeron, Karyn Veese as Co-chairperson of the 2024 Children's Fair

Continuing Church Council Members

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: Carol Romeril (2024)

Trustee: Brian Kustan (2024)

Trustee: Margie Brown (2025)

Deacon of Worship: Karyn Veese (2024)

Deacon of Caring: Dana Oosterman (2024)

Karyn Veese made a motion to accept the slate of members for the church council

Carol Romeril second. Vote Passed.

Pastor Ken Whitson charge to the members of NICC was now that once we have paid off the Mortgage, we need to become the church that God has planned for us to be.

Pastor Ken gave the Benediction.

Bob Romeril said grace and called for a motion to adjourn. John Veese so moved and Karyn Veese seconded. Vote passed.

Respectfully Submitted

Jeanne Norwood, Clerk

2024 Special Meeting Minutes

Special Meeting June 30,2024

Initially the quorum was not met. The Church Council met and moved two members to the unactive list Kathy Allen and Peggy Sarri and added a new member Namoi Peterson by Congregational approval.

John Veaser made a motion that for just this meeting we have a quorum of 50%, seconded by Pastor Ken vote passed. Last count was 22 out of 43 member was a quorum.

Meeting was called to order

Pastor Ken opened with prayer.

Bob Romeri reviewed the agenda and a vote was called for and passed.

There was discussion on Amendments to the Bylaws

Freddie Kazo Shared her concerns on the sentence reading "Overseeing missions and outreach ministries" should not be a communication responsibly. Freddie Kazo made a motion to amend that sentence to read "Overseeing communication of missions and outreach ministries". Karyn Veaser second Vote passed.

Bill Kivela questioned why there are Three Chairpersons on the Children's Fair Committee, when the Bylaws read Chairmen of the Children's Fair. Pastor Ken explained we add two more Chairs last year at the annual meeting. John Veaser suggested adding in paraeneses the letter "s" behind the word Chairmen(s).

Linda Kivela asked if we had an auditor. Bob Romeril replied at this time no.

Freddie Kazo had a question about the Deacon of Ministry. Pastor Ken explained.

Bob Romeril called for a motion to vote on the Bylaw amendments. Emily Trefflich made the motion and Karyn Veaser seconded. Vote passed.

Logo John Veaser mentioned the Script was too small. Pastor Ken said Lindsay's design did not include the script but she could enlarge if it was needed. Emily Trefflich made the motion and Dana Oosterman seconded. Vote passed.

Pastor Ken suggested we buy the Logo design from Lindsay Heaphy because of legal matters. We will discuss this at the next Church Council.

John Veaser made a motion to adjourn Karyn Veaser seconded. Vote Passed

Pastor Ken closed in prayer.

Respectfully Submitted

Pastor's Report

The Church

It has been a banner year for NICC! Paying off the mortgage, accepting a logo and working to improve our online presence is making, and has made us a recognized part of the community. Council positions were re-visited and some changes have been made. We average anywhere from 3 to 5 visitors per month. All of it is a sign that those around us are aware of our presence and not afraid to stop in and learn more. Our final mortgage payment was made by the West family who came into the church office to make the payment so that their children could “guess the date” that the mortgage would be paid. Their efforts earned them an ice cream date with Pastor Ken. We are planning that as soon as the ice cream shops open in 2025. The celebration of praise and thanks was well attended and provided us with a great opportunity to say “thank you” to so many in the community who donated. Our Deacon of Missions has changed to Deacon of Communications a better and fitting description for ensuring our message and voice are heard online. We kept the Deacon of Ministries and added a Deacon of Women's Ministries both of whom will serve the whole congregation but who will also have their own areas of ministry to promote. These are more of a teaching role and in the past, both were included within the Deacon of Christian Education, a role which now focuses on youth and children. We are catching up to the digital world to some degree. Having the ability to stream our Worship services and other events. You can now give online or through Paypal or Venmo, terms that I will admit I don't quite understand yet. There is an ongoing expectation by many in the community that we will continue to hold annual events that we've held in the past. Trunk or Treat, the Zombie Hunt, Bike Rodeo, Pie sales, Children/Youth Craft fairs. A sign that the community not only recognizes us but has some continuing expectations for us. Our Sunday School has grown by leaps and bounds under Emily's direction. We are all excited to hear and see the kids each week even when my children's moment lesson is lacking, their willing participation makes up for it. The fruit treats always seem to help. It is inspiring to see them share what they've learned each week. We held some funerals this year for two of our longtime members, Betsy Thoms and Mary Lawrence, had a wedding (or two), Doug and Jessica Archambault and if there was another it has escaped my memory and we had a baptism in Pratt Pond of both Brad Brock, Patton Hiott and Cheryl Brooks. We added other new members as well by transfer, noted in the Clerk's report. A lot has taken place over the past 12 months, most of it noted in the reports that follow. I've recommended that in 2025 for Pentecost Sunday we have all ministries of the church give us a brief update of what they are doing and how they are doing. We may be surprised by what we didn't know.

The Pastor

I've managed to keep busy. My transition from lunch/recess monitor to substitute teacher has expanded my conversations and connections. All of which has further developed into conversations with parents and grandparents, many who stop to chat, introduce themselves or visit. It has also developed into some personal friendships for me with both the teachers as well as the parents. Many who I wouldn't normally have the chance to talk to. I now serve as a substitute for Highbridge Hill, Boynton, Mason Elementary and Heritage Christian School.

My weekly visits on Thursday to Monadnock Hospital have created similar results as caretakers express their appreciation for the visits and time spent with their loved ones including those who are released to home care as well as those who do pass away. Beyond the Thursday visits, I also visit the patient floor on holidays bringing some sort of treat for the nurse's breakroom; muffins, chocolate etc. I am also one of the "on call" pastors for the hospital. This year the number of "end of life" calls were down slightly while the "I could use a book" calls were slightly higher. Those would be the calls where something was needed more out of convenience than necessity. The hospital administration has also expressed their gratitude that part of my hospital visit is to check on the nursing staff. I invested some time and money to become a certified instructor to teach the Mental Health First Aid Class. Unfortunately, I never had or took the time to hold a class. I continue to teach at the American Baptist School of Ministry for at least the coming year. I also serve as a mentor to around 8 students who are seeking to become pastors one day.

I hold an online Bible Study, open to anyone, that explores the base or foundation of the scriptures by allowing different participants to present what they understand from the text. I agreed to take on the task of temporary pastor for First Baptist Fitchburg. A position that is focused on helping them rebuild and continue as the church following a split in their congregation. Their council is being redefined and rebuilt, they are revising their bylaws and one of their young men has begun his studies as a student pastor. We are on track to end our agreement on Aug 31, 2025. I'm not sure what else I can report!

I have decided to focus on becoming better at preaching in 2025. I visit with/counsel one or two veterans who have finally convinced me to join the VFW to better serve them. I am also challenging myself to make more in-home visits without being too intrusive and I finally finished editing my book which hopefully goes out to print before summer. Finally, I also serve in an advisory role for around 5 churches who are striving to stay afloat!

What's Coming in 2025!

In 2025 our hope is to encourage all members and regular attendees to have their own ministry or become more active in a current one. Our congregation has increased slightly over the last few years and we are back to "pre-covid" numbers. Those families and individuals who come to visit, besides being welcomed, are looking for an active and present congregation. Creating that energy can't be on the pastor alone, or the church council or any one of us. It must be a spirit that exists and extends through all of us. Besides new and additional ministries we hope to host at least one special event per month whether it be a special class, a women's brunch, the children/youth craft fair- something that invites others not just to visit but to become a part of us. None of that can happen unless the gospel message takes center stage in all that we do. Stay joyful in hope, patient in affliction, faithful in prayer! Great things He has promised, Great things He has done. Great things are yet to come.

Blessings,

Pastor Ken

Clerk's Report

The Clerk records vital information such as changes in our membership, minutes of Church Council Meetings and submits them to the church Secretary for safekeeping. All 2024 documents will be moved to pdf's and stored on a thumb drive kept in the church office.

Average Sunday Attendance:

Keeping track of our attendance each week over the course of 2024 was not consistent as in the past. Normally we would have an accurate average over the full 12 months. We have seen low numbers in the teens and some weeks have swelled to larger amounts. Our Christmas Eve service this year was well attended, and Easter Service saw higher than usual numbers with some additional community members visiting for the first time.

Active membership January 1, 2024: 42 Active membership January 1, 2025: 45

There were no Children baptized this past year.

Membership Active: 45

Doug Archambault	Jessica Archambault	Annette Baptista	Christine Bergeron
Peter Bergeron	Brad Brock	Pam Brock	Mary Broden
Cheryl Brooks	Margie Brown	Sami Brundige	Lena Cary
Lisa Carbone	Venanzio (Vinny) Carbone	Chuck Connors	Donna Connors
George Ganko	Wendy Grippardi	Gail Gustafson	Randy Gustafson
Danielle Hiott	Patton Hiott	Trey Hiott	Lindsay Heaphy
Bill Kivela	Linda Kivela	Fredericke (Freddie) Kazo	Val Kottle
Brian Kustan	Suzanne Kustan	Oliver (Ollie) Niemi	Jeanne Norwood
Dana Oosterman	Naomi Peterson	Alison Retzlaff	Nathan Retzlaff
Bob Romeril	Carol Romeril	Susan Schleich	Colton Trefflich
Emily Trefflich	John Veaser	Karyn Veaser	Ken Whitson
Andrea Wood			

New Members 2024: Naomi Petersen by transfer, Pam Brock by transfer. Patton Hiott by baptism, Brad Brock by baptism.

Inactive Members

Lyle Brundige (2025)

Kathleen Alen (2024) Peggy Saari (2024)

Theresa Ojala (2023) Tom Rizzo (2023) Deborah Rizzo (2023)

Karen Clough (2023) Blanch Wooster (2023) Rebecca Lehtonen (2020)

Marcy Levesque (2020) Bob Wooster (2020) Linda Wooster (2020)

Jay Malbouef (2019) Joseph Fragala (2017) Justine Fragala (2017)

Mike Rand (2015) James Thompson (2013) Susan Thomson (2013)

Deceased

Al Hasting

Mary Lawrence

Elizabeth Thoms

Bob Fasanella (friend of NICC)

Wally Wooster (former member)

Bob Ricard (friend of NICC)

Gwendolyn-Jane Romeril (friend of NICC)

2024 Executive Ministry Team

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: Carol Romeril (2024)

Church Council:

Deacon of Worship: Karyn Veaser filled in until Naomi Peterson agreed to be nominated for Deacon of worship

Deacon of Women's Ministry: Karyn Veaser (2027)

Deacon of Caring: Dana Oosterman (2024)

Deacon of Communications: Freddi Kazo (2027)

Deacon of Christian Education: Emily Trefflich (2027)

Trustee: John Veaser (2026)

Trustee: Margie Brown (2025)

Trustee: Brian Kustan (2024)

2024 Church Council Nominations

4-year terms

- Treasurer: Carol Romeril (2028)

3-year terms

- Deacon of Caring: Dana Oosterman (2027)
- Deacon of Communications: Freddie Kazo (2027)
- Deacon of Worship: Naomi Peterson (2027)
- Trustee: Nathan Retzlaff (2027)

Other Nominations

Linda Kivela, Chris Bergeron, Karyn Veese as Co-chairpersons of the 2025 Children Fair.

Allie Retzlaff - Auditor

Continuing Church Council Members

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: see nomination

Trustee: John Veese (2026)

Trustee: Margie Brown (2025)

Trustee: see nomination

Deacon of Caring: see nomination

Deacon of Communications: see nomination

Deacon of Worship: see nomination

Respectfully Submitted,

Jeanne Norwood, Clerk

Deacon of Worship Report

“The steadfast love of the Lord never ceases; His mercies never come to an end; they are new every morning; great is your faithfulness.” – Lamentations 3:22-23

2024 has been a true testament to the abundant love and grace that Christ gifts us. This past year we have welcomed faithful friends into new members, have celebrated the lives of those dear to us as they passed on, baptized adults to Christ, greeted new families and old friends as they come to visit and hear the word of God spoken and sung about in our sanctuary, and with the help of countless friends, paid off our mortgage so that we may reach our potential and grow into the church that our Father has planned for us.

We thank our congregation of family and friends for their continued support and love of this church as shown through their time, treasures, and talents. We especially appreciate the care, time and energy of those who share their gifts with us weekly: music leader, slideshow creator and website manager, John Veaser, our worship tech operator, Brian Kustan, our service leaders, Suzanne Kustan, Lindsay Heaphy, and Naomi Petersen. Andrea Wood who provides our flowers and our servant-hearted leader, Pastor Ken. I would be remiss if I did not mention the success and growth of our Sunday School program under the leadership of Emily Trefflich and her assistance team. We also have various “support staff” within our congregation who add to our weekly service throughout the year. Thank you to all of you who read the call to worship, participate in our Advent and Christmas Eve services, set up candles for our Christmas Eve service, decorate and undecorate the sanctuary, collect our offering boxes, ring the bell, run off, fold and hand out bulletins, help with the delivery of communion, and provide goodies for coffee hour, as well as set up and break down of that hour. Your caring and thoughtful additions to our service does not go unnoticed.

This past summer we as a church were able to grant Pastor Ken a sabbatical in which Trey Hiott, myself, and two guest speakers delivered our weekly Sunday message. This was a true learning experience, that was both amazing and anxiety-provoking. Besides being in the Word and being diligent in my Biblical research, I learned to appreciate the application of delivery and hard work that goes into preparing the message, as well as learned more about myself through that experience. In the Fall I organize the annual St Vincent DePaul Thanksgiving basket pies. Special thanks this year to Margie Brown, Linda Kivela, Cindy Ricard, Kristen Page and Fern Neimi for helping me with a large portion of the work to calculate and get ingredients, peel and freeze apples, mix, assemble, bake and deliver 127 apple pies the Saturday before Thanksgiving. SVDP is always grateful and impressed with the dedication shown in supporting our community with these efforts.

God continues to be good to us and we strive to be faithful to Him. With our mortgage being paid off I moved from my position as our Deacon of Worship to the Deacon of Women’s Ministry. I have loved holding the Deacon of Worship position and learned a lot as I grew in my walk and role within our

Sunday service. With my shift in position, I will continue to organize our NICC Pie Ministry and the preparation for coffee hour and monthly communion. I am looking forward to organizing Women's Fellowship brunches and sharing more messages on Sunday mornings as the year continues. I also look forward to continuing to support our church family in all the ministry needs that Christ places on our hearts this coming year as He guides us all through the challenges and triumphs that the year may bring.

Let God's promises shine on your new year and fill every moment with His blessings and favor. May your faith be renewed, your heart be strengthened, and your path be guided by the Lord's loving hand. Have a blessed New Year!

Submitted in Christ's love,
Karyn Veaser

Deacon of Christian Education Report

In 2024 I took on a new role in the church as Deacon of Christian Education, with a primary focus on expanding and enriching our Sunday School program. We started using The Biggest Story curriculum books in 2023 and have continued it through in 2024. While this is intended to be a 2-year curriculum, it is likely it will take us 3 years with the various stops for Easter, Pentecost, and Advent lessons. This year we were able to cover Pentateuch (the first five books of the Bible), History of the Old Testament (Judges, Kings, and several key women of the Bible), and finished up the year with a four-week lesson in Advent.

We saw consistent growth in our Sunday School class sizes in 2024, averaging about 10 kids each week. There were also no Sunday's where class was not held due to a lack of attendance. I find this very exciting as the kids continue to show interest in the stories and crafts and are excited to join each week!

In 2024 we were also able to attend the New Ipswich Fall Festival, where Pastor Ken and I handed out crafts, kids bulletins, and refreshments. A lot of kids and families came to our table, where most recognized Pastor Ken from school!

Our Sunday School program would not be successful without the help of all the church members who support us and welcome our little bit of loudness! A very special thank you to Alison and Nate Retzlaff and Margie Whitson, who continuously led and assisted in Sunday School lessons each week.

2025 holds new changes for our Christian Education ministry, and I cannot wait to share them with everyone!

Emily Trefflich

For anyone interested in learning more about the curriculum, please feel free to ask me in Church or look at their website here: <https://www.thebiggeststory.com/about/>

Deacon of Caring Ministry Report

Greetings! 2024 was another very busy year. The life of our church is always changing; we said goodbye to some extraordinary members of our church, and we welcomed a new baby, with 2 more on the way.

The Pastor's Discretionary Fund continues to be used to bless people with acts of kindness and flowers of comfort.

I continue to reach out to friends when I know of a need. Please let me or Pastor Ken know about any needs that we could help with.

I wish everyone health in the new year! Please remember to wash your hands often to prevent the spread of germs.

Blessings,
Dana

Trustees' Report

The Trustees would like to thank all those that contributed to the faithful support both financially and in facility upkeep over the past year.

What an amazing year it was. After much hard work and continuous prayers – our mortgage was finally paid off.

I have used these words for a few years, “frugality, financial insecurity, and faith in Him who brings us through all trials.” And I continue to stand by them today. Our church is doing amazing things and God has once again brought us through a year of growth and impact. When you look at our GOOGLE Calendar on our website, it is amazing to see all the times throughout the week/month/year – that our facility is used by so many groups besides NICC itself. I firmly believe it is this generosity of spirit and gifts that keeps God faithful in our support.

I would like to thank Brian Kustan for his years of service as a Trustee and I hope that we as the continuing Trustees and as a church family can continue to look to him for his knowledge and support of NICC. His skills at both technology and facility management have been a great help to all of us over the past several years. Thank you again Brian.

The Trustees first goal in 2025 is to get a Capital Projects priority list in place and communicate this list to the congregation on a regular basis, both on cost as well as progress and needs. We will continue to keep everyone informed, but if you or someone you know has experience with repairs and maintenance, we welcome your gifts,

We ask that you continue to be faithful in your giving in 2025. With that being said, I want to sincerely ask that all of you seriously consider using our online giving portal to send in your weekly tithes/offerings. By using the online option, you are able to set up your giving according to your budget and preferred schedule. You can give monthly, weekly, bi-weekly or all at once. You set up where your donations go and even if you miss church due to travel, illness, alternate plans or any other reason, your donation to NICC will still occur. This will help our treasurer better budget payments each week, as well as ensure that your giving stays current and continuous throughout the year. I am willing to sit down with anyone and help you get this set up.

We are called on to support the church and its ministries

2 Corinthians 9:7 says: Each one must give as he has decided in his heart, not reluctantly or under compulsion

2 Chronicles 31:5: Describes how the Israelites generously gave a tithe of everything they produced, including the first fruits of their grain, olive oil, honey, and new wine

Proverbs 3:9: Says to honor the Lord with wealth and the first fruits of all crops

We have been gifted by God and supported by this community with the meeting house we call NICC – now that we are out from under the burden of our mortgage – I ask you all to consider your faithful and consistent giving to the ministries of this church and the upkeep of the facility. I ask you to make NICC a part of your weekly, monthly and yearly budget.

Finally, be in continuous prayer for NICC and the folks that have taken upon their heart to be members and leaders within NICC. We are all blessed to be here – He has called each one of us here for a reason and a season – may we all be open and ready to hear His call

God Bless & Respectfully Submitted - John Veaser

January, 2025

John Veaser, Brian Kustan, Margie Brown - Trustees

Children's Fair Ministry

2024 continued to bring the Children's Fair many blessings. We met all our financial needs and received many donations from our friends, towns people and local businesses. These donations are what make a difference in the success of the Children's Fair. Many thanks to these generous donors who contribute to the fair's success are Matt Traffie and Albert Goddard (Arlen Company), Phil Thayer, Hayward Farms Ice Cream, Scotties Potties and Shaw's Dumpsters.

With the fair's success we were able to donate to many local youth organizations along with generous support to our church. The organizations that we donated monies to are as follows: Boy Scout Troop #3877, Foster Family Fun Day, Girl Scout Troop #10638, Heritage Christian School, Hope Fellowship's sponsor child in Nicaragua, Husky House at HHES, LeClair-Caron-Pelletier American Legion Auxiliary, Monadnock 4-H Robotics, Mascenic Fundraiser, Monadnock Baseball, Monadnock Baseball Lights (in New Ipswich), New Ipswich Library, New Ipswich Recreation Dept/ Dances, New Ipswich Recreation Dept/Fishing Derby, New Ipswich Town Pool/Swim Team, the River Center, St Vincent de Paul.

The financial support we gave to NICC is as follows: fuel, NICC church budget, NICC building fund, NICC Christian Education, NICC Community Suppers, NICC Senior Fellowship and the NICC Pastor's Discretionary Fund. After the devastating hurricane down south this fall we sent money through Samaritan's Purse. As you can see the Children's Fair is an integral part of our church and community. The dedication and hard work that our volunteers so unselfishly give year after year is amazing. It takes well over 200 volunteers the day of the fair. Our family and friends of the fair are the hands and feet of Jesus Christ. If you would be interested in getting involved in the Children's Fair please speak to one of the chairmen or anyone on the Executive Board.

The following chairmen of the Children's Fair are;

Books: Melanie Kane,

Butch's Country Store; Karyn Veaser,

Calendar Raffle: Chris Bergeron & Karyn Veaser,

Chicken BarBQue: Randy Waynen,

Children's Area: Karen Clough & Kristen Kivela,

Entertainment: Chris Bergeron,

Garden Shop: John Poltrack & BJ Aho,

Gift Basket Raffle: Linda Kivela,

Hay Ride: Bill Kivela,

Ice Coffee: Margie Brown,

Ice Cream: Heather Boucher,

Nellie's Bake Goods: Danielle Hiott,

Parking: Trey Hiott & sons,

Program & Flyer: Shannon Michaud,

Snack Shack: Chris Bergeron,

Set Up & Tear Down: John Veaser,

Go to Man: Brett Kivela

Treasurer: Carol Romeril assisted by Bob Romeril & Margie Whitson.

The executive board voted to add another member to our board. We nominated Ryan Oosterman, who graciously accepted this position. We feel blessed to have Ryan be a part of our team. God is good. He continually answers our prayers when we are in need and guides us in the path that He has chosen for us.

In His Service,

Chris Bergeron, Linda Kivela, Karyn Veaser co-chairs of
the 2024 N.I. Children's Fair

2024 Children's Fair Executive Board: Chris Bergeron,
Margie Brown, Lindsay Heaphy, Linda Kivela, Ryan
Oosterman, Bob Romeril, Carol Romeril, John Veaser,
Karyn Veaser and Pastor Ken Whitson

Children's Fair 2024 Donations

	Amount Voted	Amount Distributed	Payment Method
Organization	<u>2024</u>	-	-
N.I. Congregational Church - oil	\$3,000	\$3,000	Online
N.I. Congregational Church	\$7,000	\$7,000	Online
Local Sunday Schools			
Hope Fellowship	\$200	\$200	1739
Boy Scout Troop #3877 Charter (NICC Sponsored)	\$600	\$600	1735
Monandnock Baseball (Little League) Wade Ojala	\$250	\$250	1743
N.I Library	\$500	\$500	1744
NICC Christian Education	\$1000	\$1000	Online
St. Vincent de Paul Society-Friends of the Poor Walk/Run Event Sponsor	\$2,500	\$2,500	1749
NICC Community Suppers (Debit Card 500, top up as necessary)	\$1,000	\$1,000	Online
4H Robotics	\$700	\$700	1742
The River Center	\$600	\$600	1748
Heritage Christian School	\$500	\$500	1738
NICC Pastor's Discretionary Fund	\$1,000	\$1,000	Online
NI Parks & Rec Pool	\$750	\$750	1747
Girl Scout/Brownies Troop 23151--Heather Schoff	\$600	\$600	1737
Children's Fair Scholarship	\$1450	\$1450	Pending
Mascenic Boosters – 5K Sponsorship	\$250	\$250	1733
CF Capital Fund for 2025 capital purchases	\$2500	\$2500	Pending
leClair American Legion -	\$300	\$300	1741
Foster Fun Day - M Ordway	\$500	\$500	1736
4H Club	\$400	\$400	Pending
NI Fishing Derby	\$350	\$350	1746
NI Rec Dances	\$250	\$250	1745
Highbridge Hills Husky House	\$500	\$500	1740
NICC Senior Fellowship	\$250	\$250	1750
Total	\$26,950		

Children's Fair Scholarship Ministry Team

We awarded two scholarships this past June, both to Mascenic graduates.

Oliver Hiott received a \$750.00 scholarship. Oliver is attending New Hampshire Technical College in Nashua, NH, majoring in their criminal justice program. His goal is to attend the Police Academy to pursue law enforcement as a State Trooper. Oliver lives in Greenville with his parents Trey and Danielle Hiott. He has been very active in the Mascenic community.

Ella Pearson received a \$750.00 scholarship. Ella had planned to attend college in September but plans changed and she will now be attending Nashua Technical College in Nashua, NH beginning in January 2025. Ella shares her time living with her parents Amy Pearson and Paul Pearson in Greenville and New Ipswich. Ella has been very active at Mascenic in sports and extracurricular activities and with the Children's Fair.

The New Ipswich Children's Fair Scholarship originated in 1985. Monies are funded through the N.I. Children's Fair and money given in memory of loved ones.

Sincerely,

The 2024 Scholarship Committee: Chris Bergeron, Karen Clough, Linda Kivela, Bob Romeril and John Veaser.

The presenter of the scholarship is Karyn Veaser.

Treasurer's Report

New Ipswich Congregational Church			
Treasurer's Report			
For the Year Ended December 31,2024			
General Fund			
Starting Balance January 1, 2024		\$7,305.03	
Receipts from all sources		86,912.21	
Tfr from Building Fund		3,000.00	
Less : Expenditures		(80,419.77)	
Ending Balance December 31 ,2024		\$16,797.47	
Building Fund			
Starting Balance January 1, 2024		\$14,612.19	
Documented Giving		14,600.00	
Capital Campaign		23,904.00	
Christmas Eve		453.00	
Facilities Use		50.00	
Piggy Bank		382.85	
Interest Income		2.96	
Funds available		54,005.00	
Less : Mortgage Payment			
Interest		(238.28)	
Principal		(29,182.17)	
Tfr to General Fund		(3,000.00)	
Ending Balance December 31,2024		\$21,584.55	
Endowment Fund Account- Charles Schwab			
Starting Balance January 1, 2024		\$7,133.52	
Investment Income		357.56	
Ending Balance December 31,2024		\$7,491.08	
Organ Fund			
Starting Balance January 1, 2024		300.50	
Interest Earned		0.00	
Ending Balance December 31,2024		\$300.50	
Health Ministry			
Starting Balance January 1,2024		499.37	
Interest Earned		0.00	
Ending Balance December 31, 2024		\$499.37	
Community Supper			
Starting Balance January 1, 2024		\$576.85	
Deposit from Children's Fair		1,000.00	
Donations		2,989.00	
Supper Expenses		(4,279.92)	
Ending Balance December31, 2024		\$285.93	

2024 Budget + Actuals Report and 2025 Budget

Income

	Income			2024	2024	% of 2024	2025	2025
				Budget	Actual	Budget	Budget	% +/-
Ordinary Income/Expense								
Income								
	Starting Account Balance			7,305.03	7,305.03		16,797.47	229.94%
	Balance in Oil Pre-pay from 2023				2,480.93			
	Balance Community Suppers				576.85			
	Children's Fair			5,000.00	7,000.00	140.00%	6,000.00	85.71%
	Children's Fair Fuel			0.00	3,000.00		0.00	0.00%
	Children's Fair Sunday School			800.00	1,000.00	125.00%	1,000.00	100.00%
	Children's Fair Community Supper				1,000.00		1,000.00	100.00%
	Documented Giving			50,000.00	54,301.00	108.60%	68,000.00	125.23%
	Gift Friends of NICC			6,500.00	9,000.00	138.46%	0.00	
	Easter Breakfast			0.00	126.00		0.00	0.00%
	Flower Fund Income			250.00	0.00	0.00%	250.00	
	Parsonage Oil & Electric			2,400.00	1,800.00	75.00%	3,300.00	183.33%
	Community Suppers			0.00	2,989.00		3,500.00	117.10%
	In-Out Income							
		Baby Bottles		275.00	477.00	173.45%	500.00	104.82%
		Other			1,000.00		0.00	0.00%
	Total In-Out Income			275.00	1,477.00	537.09%	500.00	33.85%
	Interest Income			3.00	4.95	165.00%	3.00	60.61%
	Textile Shed			1,800.00	1,687.27		1,800.00	106.68%
	Plate			7,000.00	4,031.97	57.60%	4,500.00	111.61%
	Children's Fair VBS			0.00	0.00		0.00	
	Use of Facilities			750.00	0.00		750.00	
	Schwab Interest			1.00	34.02		35.00	102.88%
	Memorial Donations				3,250.00			0.00%
	Transfer in from building Fund				3,000.00		3,500.00	116.67%
	Special Music Donation				200.00			0.00%
	Total Income			74,779.00	93,901.21	125.57%	90,638.00	96.52%
Total Funds Available				82,084.03	104,264.02	127.02%	107,435.47	103.04%

2024 Budget + Actuals Report and 2025 Budget

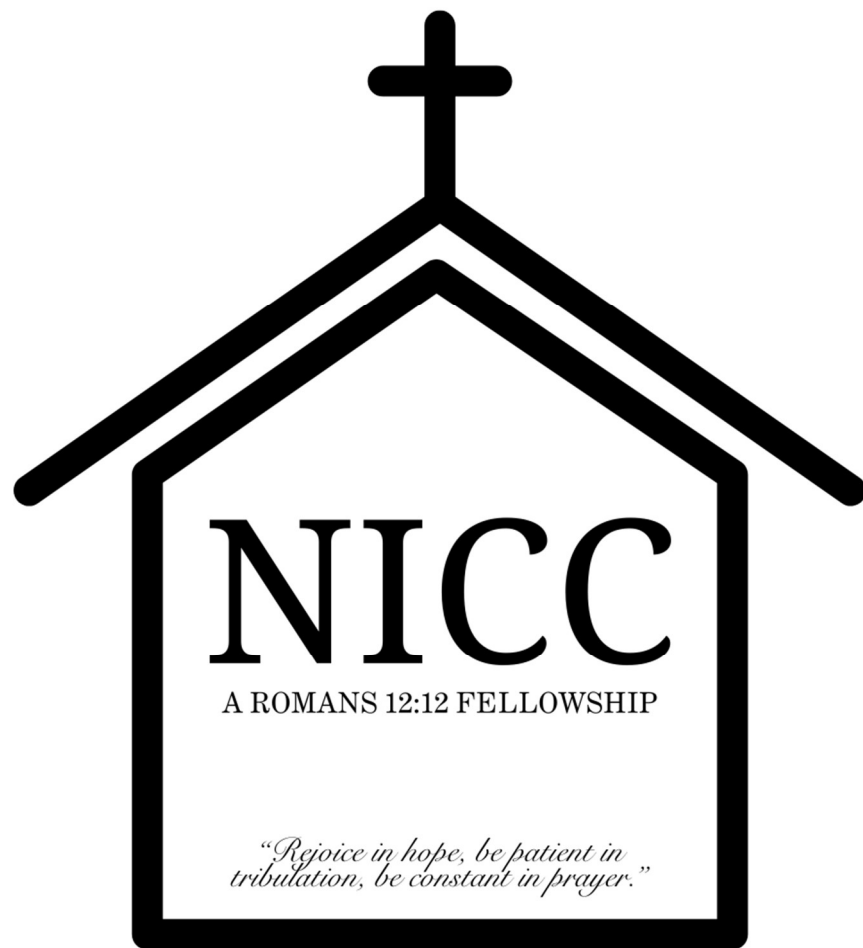
Expenses

			2024	2024	% of 2024	2025
			Budget	Actual	Budget	Budget
Expense						
	Capital Improvement					
		Replacement Lawnmower	0.00	600.00		0.00
	Total Capital Improvement		0.00	600.00		0.00
	Christian Education					
		Adult Education	100.00	0.00		100.00
		Outreach Ministry	500.00	0.00		500.00
		Sunday School/Bibles/Gifts	800.00	537.60	67.20%	1,000.00
		Women's Events	400.00	0.00		400.00
	Total Christian Education		1,400.00	537.60	38.40%	1,600.00
	Church General Expense					
		Church Maintenance				
		Burner Service	300.00	0.00	0.00%	450.00
		Elevator Maint/ Inspection	450.00	520.00	115.56%	550.00
		Fire Extinguisher Maint	500.00	265.11	53.02%	700.00
		Fire Security System Maintenance	525.00	0.00	0.00%	550.00
		Maintenance & Repairs	1,200.00	927.93	77.33%	1,200.00
		Salt Water System	220.00	0.00	0.00%	220.00
	Total Church Maintenance		3,195.00	1,713.04	53.62%	3,670.00
	Grounds Maintenance		0.00			0.00
	Insurance		8,500.00	9,760.68	114.83%	10,000.00
	Utilities					
		Electricity-Church	4,200.00	3,980.85	94.78%	4,100.00
		Heating - Oil	3,000.00	2,275.11	75.84%	3,400.00
		Heating - Propane	4,600.00	4,551.19	98.94%	4,700.00
		Rubbish Removal	1,020.00	1,020.00	100.00%	1,025.00
	Total Utilities		12,820.00	11,827.15	92.26%	13,225.00
	Nursery		0.00	0.00		1,000.00
	Total Church General Expense		24,515.00	23,300.87	95.05%	26,895.00
	Custodial Service					
		Church Cleaning Staff	0.00	0.00		0.00
		Cleaning Supplies	150.00	0.00	0.00%	200.00
	Total Custodial Service		150.00	0.00	0.00%	200.00

	Expenses Continued	% of	2024	2024	% of 2024	2025	% of 2024
			Budget	Actual	Budget	Budget	% +/-
	Worship Supplies						
	Flowers		100.00	0.00	0.00%	100.00	
	Audio Visual		750.00	0.00	0.00%	750.00	
	Pulpit		1,000.00	300.00	30.00%	1,000.00	333.33%
	Worship Supplies		100.00	0.00	0.00%	100.00	
	Total Worship Supplies		1,950.00	300.00	15.38%	1,950.00	650.00%
	Ministry						
	Conferences/Other		500.00	0.00	0.00%	500.00	
	Mileage		1,000.00	1,000.00	100.00%	1,200.00	120.00%
	Salary		15,695.00	15,695.04	100.00%	17,000.00	108.31%
	Salary Designated Housing Allw		30,000.00	30,000.00	100.00%	31,000.00	103.33%
	Total Ministry		47,195.00	46,695.04	98.94%	49,700.00	106.44%
	Ministry Outreach						
	Community Supper Expenses		1,000.00	4,279.92	427.99%	4,400.00	102.81%
	Easter Breakfast		0.00	229.38		300.00	130.79%
	Funeral Lunch		0.00	923.80		0.00	0.00%
	Total Ministry Outreach		1,000.00	5,433.10	543.31%	4,700.00	86.51%
	IN/Out Expense						
	Carenet/Pregnancy Resource		250.00	477.00	190.80%	500.00	104.82%
	Other		0.00	1,000.00		0.00	0.00%
	Total IN/Out Expense		250.00	1,477.00	590.80%	500.00	33.85%
	Music						
	MusicCopywriteFees & SheetMu		200.00	165.00	82.50%	200.00	121.21%
	Music - Other		1,000.00	550.00	55.00%	1,000.00	181.82%
	Total Music		1,200.00	715.00	59.58%	1,200.00	167.83%
	Office Expense						
	Computer/Software/Maintenance		100.00	0.00		100.00	
	Outreach Website + Domain		948.00	948.00		1,000.00	105.49%
	Internet&Telephone		4,000.00	2,575.69	64.39%	2,800.00	108.71%
	Supplies		200.00	0.00		200.00	
	Postage/ PO Box		100.00	84.00	84.00%	100.00	119.05%
	Total Office Expense		5,348.00	3,607.69	67.46%	4,200.00	116.42%
	Parsonage General Expense						
	Electricity		4,500.00	4,514.32	100.32%	4,500.00	99.68%
	Maintenance		350.00			350.00	
	Oil		0.00			0.00	
	Total Parsonage General Expense		4,850.00	4,514.32	93.08%	4,850.00	107.44%
	Transfer to Schwab					5,000.00	
	Total Expense		87,858.00	87,180.62	99.23%	100,495.00	115.27%
	Balance in Community Suppers			285.93			
	Net Ordinary Income		-5,773.97	16,797.47		6,940.47	

Building Fund, Mortgage, Other Income and Expense

			2024 Budget	2024 Actual	% of 2024 Budget	2025 Budget	
Other Income							
	Building Fund Income						
		Building Fund Documented Giving	24,000.00	14,600.00	60.83%	12,000.00	
		Capital Campaign	0.00	23,904.00		0.00	
		Facilities Usage	0.00	50.00		0.00	
		Bell Tower Bank	250.00	382.85	153.14%	150.00	
		Christmas Eve		453.00			
		Interest Income Building Fund	2.00	2.96		2.00	
	Total Building Fund Income		24,252.00	39,392.81	162.43%	12,152.00	
	Total Building Fund Income		24,252.00	39,392.81		12,152.00	
	Other Expense						
		Mortgage Interest	6,254.16	238.28		0.00	
		Bank Charges		0.00			
		Principal Payments	19,306.00	29,182.17		0.00	
	Total Other Expense		25,560.16	29,420.45	115.10%	0.00	0.00%
Net Other Income			-1,308.16	9,972.36		12,152.00	
End of Year 2020 Outstanding Loan Balance				259,939.00	3.69%		3.69%
End of Year 2021 Outstanding Loan Balance				176,692.51	3.69%		3.69%
End of Year 2022 Outstanding Loan Balance				96,635.14	3.69%		3.69%
End of Year 2023 Outstanding Loan Balance				29,182.17	3.69%		3.69%
End of Year 2024 Outstanding Loan Balance				0.00	3.69%		3.69%
			Interest Rate		Interest Rate		Interest Rate



New Ipswich Congregational Church 2024 Annual Report

New Ipswich Congregational Church

2024 Annual Report

Table of Contents

2024 Annual Meeting Agenda	3
2023 Annual Meeting Minutes	4
2024 Special Meeting Minutes	6
Pastor's Report	7
Clerk's Report	9
Deacon of Worship Report.....	12
Deacon of Christian Education Report.....	14
Deacon of Caring Ministry Report.....	15
Trustees' Report	16
Children's Fair Ministry	18
Children's Fair 2024 Donations	20
Children's Fair Scholarship Ministry Team	21
Treasurer's Report	22
2024 Budget + Actuals Report and 2025 Budget	23
Income	23
2024 Budget + Actuals Report and 2025 Budget	24
Expenses	24
Building Fund, Mortgage, Other Income and Expense	26

2024 Annual Meeting Agenda

Members sign in with the Clerk

Call to Order

Adoption of Agenda

A prayer for the Congregation

Old Business

None

New Business

Approve Minutes of Annual Meeting of 2023

Acceptance of Reports from Church Council Members

Accept Treasurer's Reports

Adoption of 2025 Budget

Election of Church Council Members

Discussion of alcohol policy

Any new business

Charge to Members

Benediction and Grace

Adjournment

2023 Annual Meeting Minutes

January 21, 2024

Members signed in with the Clerk. A Quorum was met 27/47

Bob Romeril called the meeting to order at 11:30 am

Adoption of agenda.

Karyn Veeseer made a motion to accept. Linda Kivela seconded. Vote passed.

Pastor Ken Whitson opened with the prayer for the congregation.

Old Business

Carol Romeril reviewed the Capital Campaign on page 26

End of the year 2020 Outstanding loan balance \$259,939.00 3.69% Interest rate

End of the year 2021 Outstanding loan balance \$176,692.51 3.69% Interest rate.

End of the year 2022 Outstanding loan balance \$96,635.14 3.69% Interest rate

End of the year 2023 Outstanding loan balance \$29,182.17 3.69% Interest rate

Our Building income for the year 2023 was \$71,877.43. Leaving \$26,102.00 as the mortgage for 2024, which we should have paid off sometime in 2024. We discussed additional fundraising.

New Business

2023 Annual Meeting Minutes Bob Romeril asked if everyone had read the minutes on pages 4, 5 and 6. There was no discussion. Bob Romeril asked for a motion to accept. Karyn Veeseer made the motion to accept the minutes as printed and Carol Romeril seconded. Vote passed.

Reports from the Church Council Members. Pages 9 thru 21. There was no discussion. Bob Romeril called for a motion. John Veeseer made a motion to accept as printed. Annette Baptista seconded. Vote passed.

Carol Romeril reviewed the Treasurer's Report on page 22 from January 1, 2023 to December 31, 2023. There was no discussion. Annette Baptista made a motion to accept the Treasurer's report and Linda Kivela seconded. Vote passed.

Pastor Ken Whitson spoke about the logo and associated statement "A Romans 12:12 Fellowship" Joyful in hope, patient in tribulation, constant in prayer. Pastor Ken said that the design needs a little work. Margie Brown would like to see the final design. Bill Kivela would like to see the final design before voting on it. Bill Kivela moved that we defer the vote to a later date. There was no vote at this time. Pastor Ken Whitson reviewed the bylaw changes which we will be voting on at a later date.

- Add a council position of Deacon of Women's Ministry to be in effect 30 days after the mortgage is paid off.
- Change the Deacon of Outreach to Deacon of Communications. Freddie Kazo felt that the phrase "oversees all church events" should read and "oversees the posting of all church events".
-

Pastor Ken Whitson dismissed himself from the meeting while we discussed and voted on his sabbatical. Pastor Ken Whitson's contract has a sabbatical after 5 years. John also explained what a sabbatical is. Bob Romeril called for a motion. Karyn Veeseer made a motion to approve Pastor Ken Whitson sabbatical

and Linda Kivela seconded. Vote passed.

Carol Romeril reviewed 2024 budget on pages 23 to 25. There was no discussion. Bill Kivela made a motion to accept the Budget for 2024 and Linda Kivela seconded. Vote passed.

Election of Church Council Members on page 11

4-year terms

Deacon of Ministry: Trey Hiott (2027)

Deacon of Christian education: Emily Trefflich (2027)

Deacon of Women's: Ministry Karyn Veaser (30 days after Mortgage pay off)

Deacon of Communications (no nominee at this time 30 days after Mortgage pay off)

3-year terms

Trustee: John Veaser (2026)

Other nominations

Linda Kivela, Chris Bergeron, Karyn Veaser as Co-chairperson of the 2024 Children's Fair

Continuing Church Council Members

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: Carol Romeril (2024)

Trustee: Brian Kustan (2024)

Trustee: Margie Brown (2025)

Deacon of Worship: Karyn Veaser (2024)

Deacon of Caring: Dana Oosterman (2024)

Karyn Veaser made a motion to accept the slate of members for the church council

Carol Romeril second. Vote Passed.

Pastor Ken Whitson charge to the members of NICC was now that once we have paid off the Mortgage, we need to become the church that God has planned for us to be.

Pastor Ken gave the Benediction.

Bob Romeril said grace and called for a motion to adjourn. John Veaser so moved and Karyn Veaser seconded. Vote passed.

Respectfully Submitted

Jeanne Norwood, Clerk

2024 Special Meeting Minutes

Special Meeting June 30,2024

Initially the quorum was not met. The Church Council met and moved two members to the unactive list Kathy Allen and Peggy Sarri and added a new member Namoi Peterson by Congregational approval.

John Veaser made a motion that for just this meeting we have a quorum of 50%, seconded by Pastor Ken vote passed. Last count was 22 out of 43 member was a quorum.

Meeting was called to order

Pastor Ken opened with prayer.

Bob Romeri reviewed the agenda and a vote was called for and passed.

There was discussion on Amendments to the Bylaws

Freddie Kazo Shared her concerns on the sentence reading "Overseeing missions and outreach ministries" should not be a communication responsibly. Freddie Kazo made a motion to amend that sentence to read "Overseeing communication of missions and outreach ministries". Karyn Veaser second Vote passed.

Bill Kivela questioned why there are Three Chairpersons on the Children's Fair Committee, when the Bylaws read Chairmen of the Children's Fair. Pastor Ken explained we add two more Chairs last year at the annual meeting. John Veaser suggested adding in paraeneses the letter "s" behind the word Chairmen(s).

Linda Kivela asked if we had an auditor. Bob Romeril replied at this time no.

Freddie Kazo had a question about the Deacon of Ministry. Pastor Ken explained.

Bob Romeril called for a motion to vote on the Bylaw amendments. Emily Trefflich made the motion and Karyn Veaser seconded. Vote passed.

Logo John Veaser mentioned the Script was too small. Pastor Ken said Lindsay's design did not include the script but she could enlarge if it was needed. Emily Trefflich made the motion and Dana Oosterman seconded. Vote passed.

Pastor Ken suggested we buy the Logo design from Lindsay Heaphy because of legal matters. We will discuss this at the next Church Council.

John Veaser made a motion to adjourn Karyn Veaser seconded. Vote Passed

Pastor Ken closed in prayer.

Respectfully Submitted

Pastor's Report

The Church

It has been a banner year for NICC! Paying off the mortgage, accepting a logo and working to improve our online presence is making, and has made us a recognized part of the community. Council positions were re-visited and some changes have been made. We average anywhere from 3 to 5 visitors per month. All of it is a sign that those around us are aware of our presence and not afraid to stop in and learn more. Our final mortgage payment was made by the West family who came into the church office to make the payment so that their children could “guess the date” that the mortgage would be paid. Their efforts earned them an ice cream date with Pastor Ken. We are planning that as soon as the ice cream shops open in 2025. The celebration of praise and thanks was well attended and provided us with a great opportunity to say “thank you” to so many in the community who donated. Our Deacon of Missions has changed to Deacon of Communications a better and fitting description for ensuring our message and voice are heard online. We kept the Deacon of Ministries and added a Deacon of Women's Ministries both of whom will serve the whole congregation but who will also have their own areas of ministry to promote. These are more of a teaching role and in the past, both were included within the Deacon of Christian Education, a role which now focuses on youth and children. We are catching up to the digital world to some degree. Having the ability to stream our Worship services and other events. You can now give online or through Paypal or Venmo, terms that I will admit I don't quite understand yet. There is an ongoing expectation by many in the community that we will continue to hold annual events that we've held in the past. Trunk or Treat, the Zombie Hunt, Bike Rodeo, Pie sales, Children/Youth Craft fairs. A sign that the community not only recognizes us but has some continuing expectations for us. Our Sunday School has grown by leaps and bounds under Emily's direction. We are all excited to hear and see the kids each week even when my children's moment lesson is lacking, their willing participation makes up for it. The fruit treats always seem to help. It is inspiring to see them share what they've learned each week. We held some funerals this year for two of our longtime members, Betsy Thoms and Mary Lawrence, had a wedding (or two), Doug and Jessica Archambault and if there was another it has escaped my memory and we had a baptism in Pratt Pond of both Brad Brock, Patton Hiott and Cheryl Brooks. We added other new members as well by transfer, noted in the Clerk's report. A lot has taken place over the past 12 months, most of it noted in the reports that follow. I've recommended that in 2025 for Pentecost Sunday we have all ministries of the church give us a brief update of what they are doing and how they are doing. We may be surprised by what we didn't know.

The Pastor

I've managed to keep busy. My transition from lunch/recess monitor to substitute teacher has expanded my conversations and connections. All of which has further developed into conversations with parents and grandparents, many who stop to chat, introduce themselves or visit. It has also developed into some personal friendships for me with both the teachers as well as the parents. Many who I wouldn't normally have the chance to talk to. I now serve as a substitute for Highbridge Hill, Boynton, Mason Elementary and Heritage Christian School.

My weekly visits on Thursday to Monadnock Hospital have created similar results as caretakers express their appreciation for the visits and time spent with their loved ones including those who are released to home care as well as those who do pass away. Beyond the Thursday visits, I also visit the patient floor on holidays bringing some sort of treat for the nurse's breakroom; muffins, chocolate etc. I am also one of the "on call" pastors for the hospital. This year the number of "end of life" calls were down slightly while the "I could use a book" calls were slightly higher. Those would be the calls where something was needed more out of convenience than necessity. The hospital administration has also expressed their gratitude that part of my hospital visit is to check on the nursing staff. I invested some time and money to become a certified instructor to teach the Mental Health First Aid Class. Unfortunately, I never had or took the time to hold a class. I continue to teach at the American Baptist School of Ministry for at least the coming year. I also serve as a mentor to around 8 students who are seeking to become pastors one day.

I hold an online Bible Study, open to anyone, that explores the base or foundation of the scriptures by allowing different participants to present what they understand from the text. I agreed to take on the task of temporary pastor for First Baptist Fitchburg. A position that is focused on helping them rebuild and continue as the church following a split in their congregation. Their council is being redefined and rebuilt, they are revising their bylaws and one of their young men has begun his studies as a student pastor. We are on track to end our agreement on Aug 31, 2025. I'm not sure what else I can report!

I have decided to focus on becoming better at preaching in 2025. I visit with/counsel one or two veterans who have finally convinced me to join the VFW to better serve them. I am also challenging myself to make more in-home visits without being too intrusive and I finally finished editing my book which hopefully goes out to print before summer. Finally, I also serve in an advisory role for around 5 churches who are striving to stay afloat!

What's Coming in 2025!

In 2025 our hope is to encourage all members and regular attendees to have their own ministry or become more active in a current one. Our congregation has increased slightly over the last few years and we are back to "pre-covid" numbers. Those families and individuals who come to visit, besides being welcomed, are looking for an active and present congregation. Creating that energy can't be on the pastor alone, or the church council or any one of us. It must be a spirit that exists and extends through all of us. Besides new and additional ministries we hope to host at least one special event per month whether it be a special class, a women's brunch, the children/youth craft fair- something that invites others not just to visit but to become a part of us. None of that can happen unless the gospel message takes center stage in all that we do. Stay joyful in hope, patient in affliction, faithful in prayer! Great things He has promised, Great things He has done. Great things are yet to come.

Blessings,

Pastor Ken

Clerk's Report

The Clerk records vital information such as changes in our membership, minutes of Church Council Meetings and submits them to the church Secretary for safekeeping. All 2024 documents will be moved to pdf's and stored on a thumb drive kept in the church office.

Average Sunday Attendance:

Keeping track of our attendance each week over the course of 2024 was not consistent as in the past. Normally we would have an accurate average over the full 12 months. We have seen low numbers in the teens and some weeks have swelled to larger amounts. Our Christmas Eve service this year was well attended, and Easter Service saw higher than usual numbers with some additional community members visiting for the first time.

Active membership January 1, 2024: 42 Active membership January 1, 2025: 45

There were no Children baptized this past year.

Membership Active: 45

Doug Archambault	Jessica Archambault	Annette Baptista	Christine Bergeron
Peter Bergeron	Brad Brock	Pam Brock	Mary Broden
Cheryl Brooks	Margie Brown	Sami Brundige	Lena Cary
Lisa Carbone	Venanzio (Vinny) Carbone	Chuck Connors	Donna Connors
George Ganko	Wendy Grippardi	Gail Gustafson	Randy Gustafson
Danielle Hiott	Patton Hiott	Trey Hiott	Lindsay Heaphy
Bill Kivela	Linda Kivela	Fredericke (Freddie) Kazo	Val Kottle
Brian Kustan	Suzanne Kustan	Oliver (Ollie) Niemi	Jeanne Norwood
Dana Oosterman	Naomi Peterson	Alison Retzlaff	Nathan Retzlaff
Bob Romeril	Carol Romeril	Susan Schleich	Colton Trefflich
Emily Trefflich	John Veaser	Karyn Veaser	Ken Whitson
Andrea Wood			

New Members 2024: Naomi Petersen by transfer, Pam Brock by transfer. Patton Hiott by baptism, Brad Brock by baptism.

Inactive Members

Lyle Brundige (2025)

Kathleen Alen (2024) Peggy Saari (2024)

Theresa Ojala (2023) Tom Rizzo (2023) Deborah Rizzo (2023)

Karen Clough (2023) Blanch Wooster (2023) Rebecca Lehtonen (2020)

Marcy Levesque (2020) Bob Wooster (2020) Linda Wooster (2020)

Jay Malbouef (2019) Joseph Fragala (2017) Justine Fragala (2017)

Mike Rand (2015) James Thompson (2013) Susan Thomson (2013)

Deceased

Al Hasting

Mary Lawrence

Elizabeth Thoms

Bob Fasanella (friend of NICC)

Wally Wooster (former member)

Bob Ricard (friend of NICC)

Gwendolyn-Jane Romeril (friend of NICC)

2024 Executive Ministry Team

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: Carol Romeril (2024)

Church Council:

Deacon of Worship: Karyn Veaser filled in until Naomi Peterson agreed to be nominated for Deacon of worship

Deacon of Women's Ministry: Karyn Veaser (2027)

Deacon of Caring: Dana Oosterman (2024)

Deacon of Communications: Freddi Kazo (2027)

Deacon of Christian Education: Emily Trefflich (2027)

Trustee: John Veaser (2026)

Trustee: Margie Brown (2025)

Trustee: Brian Kustan (2024)

2024 Church Council Nominations

4-year terms

- Treasurer: Carol Romeril (2028)

3-year terms

- Deacon of Caring: Dana Oosterman (2027)
- Deacon of Communications: Freddie Kazo (2027)
- Deacon of Worship: Naomi Peterson (2027)
- Trustee: Nathan Retzlaff (2027)

Other Nominations

Linda Kivela, Chris Bergeron, Karyn Veese as Co-chairpersons of the 2025 Children Fair.

Allie Retzlaff - Auditor

Continuing Church Council Members

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: see nomination

Trustee: John Veese (2026)

Trustee: Margie Brown (2025)

Trustee: see nomination

Deacon of Caring: see nomination

Deacon of Communications: see nomination

Deacon of Worship: see nomination

Respectfully Submitted,

Jeanne Norwood, Clerk

Deacon of Worship Report

“The steadfast love of the Lord never ceases; His mercies never come to an end; they are new every morning; great is your faithfulness.” – Lamentations 3:22-23

2024 has been a true testament to the abundant love and grace that Christ gifts us. This past year we have welcomed faithful friends into new members, have celebrated the lives of those dear to us as they passed on, baptized adults to Christ, greeted new families and old friends as they come to visit and hear the word of God spoken and sung about in our sanctuary, and with the help of countless friends, paid off our mortgage so that we may reach our potential and grow into the church that our Father has planned for us.

We thank our congregation of family and friends for their continued support and love of this church as shown through their time, treasures, and talents. We especially appreciate the care, time and energy of those who share their gifts with us weekly: music leader, slideshow creator and website manager, John Veaser, our worship tech operator, Brian Kustan, our service leaders, Suzanne Kustan, Lindsay Heaphy, and Naomi Petersen. Andrea Wood who provides our flowers and our servant-hearted leader, Pastor Ken. I would be remiss if I did not mention the success and growth of our Sunday School program under the leadership of Emily Trefflich and her assistance team. We also have various “support staff” within our congregation who add to our weekly service throughout the year. Thank you to all of you who read the call to worship, participate in our Advent and Christmas Eve services, set up candles for our Christmas Eve service, decorate and undecorate the sanctuary, collect our offering boxes, ring the bell, run off, fold and hand out bulletins, help with the delivery of communion, and provide goodies for coffee hour, as well as set up and break down of that hour. Your caring and thoughtful additions to our service does not go unnoticed.

This past summer we as a church were able to grant Pastor Ken a sabbatical in which Trey Hiott, myself, and two guest speakers delivered our weekly Sunday message. This was a true learning experience, that was both amazing and anxiety-provoking. Besides being in the Word and being diligent in my Biblical research, I learned to appreciate the application of delivery and hard work that goes into preparing the message, as well as learned more about myself through that experience. In the Fall I organize the annual St Vincent DePaul Thanksgiving basket pies. Special thanks this year to Margie Brown, Linda Kivela, Cindy Ricard, Kristen Page and Fern Neimi for helping me with a large portion of the work to calculate and get ingredients, peel and freeze apples, mix, assemble, bake and deliver 127 apple pies the Saturday before Thanksgiving. SVDP is always grateful and impressed with the dedication shown in supporting our community with these efforts.

God continues to be good to us and we strive to be faithful to Him. With our mortgage being paid off I moved from my position as our Deacon of Worship to the Deacon of Women’s Ministry. I have loved holding the Deacon of Worship position and learned a lot as I grew in my walk and role within our

Sunday service. With my shift in position, I will continue to organize our NICC Pie Ministry and the preparation for coffee hour and monthly communion. I am looking forward to organizing Women's Fellowship brunches and sharing more messages on Sunday mornings as the year continues. I also look forward to continuing to support our church family in all the ministry needs that Christ places on our hearts this coming year as He guides us all through the challenges and triumphs that the year may bring.

Let God's promises shine on your new year and fill every moment with His blessings and favor. May your faith be renewed, your heart be strengthened, and your path be guided by the Lord's loving hand. Have a blessed New Year!

Submitted in Christ's love,
Karyn Veaser

Deacon of Christian Education Report

In 2024 I took on a new role in the church as Deacon of Christian Education, with a primary focus on expanding and enriching our Sunday School program. We started using The Biggest Story curriculum books in 2023 and have continued it through in 2024. While this is intended to be a 2-year curriculum, it is likely it will take us 3 years with the various stops for Easter, Pentecost, and Advent lessons. This year we were able to cover Pentateuch (the first five books of the Bible), History of the Old Testament (Judges, Kings, and several key women of the Bible), and finished up the year with a four-week lesson in Advent.

We saw consistent growth in our Sunday School class sizes in 2024, averaging about 10 kids each week. There were also no Sunday's where class was not held due to a lack of attendance. I find this very exciting as the kids continue to show interest in the stories and crafts and are excited to join each week!

In 2024 we were also able to attend the New Ipswich Fall Festival, where Pastor Ken and I handed out crafts, kids bulletins, and refreshments. A lot of kids and families came to our table, where most recognized Pastor Ken from school!

Our Sunday School program would not be successful without the help of all the church members who support us and welcome our little bit of loudness! A very special thank you to Alison and Nate Retzlaff and Margie Whitson, who continuously led and assisted in Sunday School lessons each week.

2025 holds new changes for our Christian Education ministry, and I cannot wait to share them with everyone!

Emily Trefflich

For anyone interested in learning more about the curriculum, please feel free to ask me in Church or look at their website here: <https://www.thebiggeststory.com/about/>

Deacon of Caring Ministry Report

Greetings! 2024 was another very busy year. The life of our church is always changing; we said goodbye to some extraordinary members of our church, and we welcomed a new baby, with 2 more on the way.

The Pastor's Discretionary Fund continues to be used to bless people with acts of kindness and flowers of comfort.

I continue to reach out to friends when I know of a need. Please let me or Pastor Ken know about any needs that we could help with.

I wish everyone health in the new year! Please remember to wash your hands often to prevent the spread of germs.

Blessings,
Dana

Trustees' Report

The Trustees would like to thank all those that contributed to the faithful support both financially and in facility upkeep over the past year.

What an amazing year it was. After much hard work and continuous prayers – our mortgage was finally paid off.

I have used these words for a few years, “frugality, financial insecurity, and faith in Him who brings us through all trials.” And I continue to stand by them today. Our church is doing amazing things and God has once again brought us through a year of growth and impact. When you look at our GOOGLE Calendar on our website, it is amazing to see all the times throughout the week/month/year – that our facility is used by so many groups besides NICC itself. I firmly believe it is this generosity of spirit and gifts that keeps God faithful in our support.

I would like to thank Brian Kustan for his years of service as a Trustee and I hope that we as the continuing Trustees and as a church family can continue to look to him for his knowledge and support of NICC. His skills at both technology and facility management have been a great help to all of us over the past several years. Thank you again Brian.

The Trustees first goal in 2025 is to get a Capital Projects priority list in place and communicate this list to the congregation on a regular basis, both on cost as well as progress and needs. We will continue to keep everyone informed, but if you or someone you know has experience with repairs and maintenance, we welcome your gifts,

We ask that you continue to be faithful in your giving in 2025. With that being said, I want to sincerely ask that all of you seriously consider using our online giving portal to send in your weekly tithes/offerings. By using the online option, you are able to set up your giving according to your budget and preferred schedule. You can give monthly, weekly, bi-weekly or all at once. You set up where your donations go and even if you miss church due to travel, illness, alternate plans or any other reason, your donation to NICC will still occur. This will help our treasurer better budget payments each week, as well as ensure that your giving stays current and continuous throughout the year. I am willing to sit down with anyone and help you get this set up.

We are called on to support the church and its ministries

2 Corinthians 9:7 says: Each one must give as he has decided in his heart, not reluctantly or under compulsion

2 Chronicles 31:5: Describes how the Israelites generously gave a tithe of everything they produced, including the first fruits of their grain, olive oil, honey, and new wine

Proverbs 3:9: Says to honor the Lord with wealth and the first fruits of all crops

We have been gifted by God and supported by this community with the meeting house we call NICC – now that we are out from under the burden of our mortgage – I ask you all to consider your faithful and consistent giving to the ministries of this church and the upkeep of the facility. I ask you to make NICC a part of your weekly, monthly and yearly budget.

Finally, be in continuous prayer for NICC and the folks that have taken upon their heart to be members and leaders within NICC. We are all blessed to be here – He has called each one of us here for a reason and a season – may we all be open and ready to hear His call

God Bless & Respectfully Submitted - John Veaser

January, 2025

John Veaser, Brian Kustan, Margie Brown - Trustees

Children's Fair Ministry

2024 continued to bring the Children's Fair many blessings. We met all our financial needs and received many donations from our friends, towns people and local businesses. These donations are what make a difference in the success of the Children's Fair. Many thanks to these generous donors who contribute to the fair's success are Matt Traffie and Albert Goddard (Arlen Company), Phil Thayer, Hayward Farms Ice Cream, Scotties Potties and Shaw's Dumpsters.

With the fair's success we were able to donate to many local youth organizations along with generous support to our church. The organizations that we donated monies to are as follows: Boy Scout Troop #3877, Foster Family Fun Day, Girl Scout Troop #10638, Heritage Christian School, Hope Fellowship's sponsor child in Nicaragua, Husky House at HHES, LeClair-Caron-Pelletier American Legion Auxiliary, Monadnock 4-H Robotics, Mascenic Fundraiser, Monadnock Baseball, Monadnock Baseball Lights (in New Ipswich), New Ipswich Library, New Ipswich Recreation Dept/ Dances, New Ipswich Recreation Dept/Fishing Derby, New Ipswich Town Pool/Swim Team, the River Center, St Vincent de Paul. The financial support we gave to NICC is as follows: fuel, NICC church budget, NICC building fund, NICC Christian Education, NICC Community Suppers, NICC Senior Fellowship and the NICC Pastor's Discretionary Fund. After the devastating hurricane down south this fall we sent money through Samaritan's Purse. As you can see the Children's Fair is an integral part of our church and community. The dedication and hard work that our volunteers so unselfishly give year after year is amazing. It takes well over 200 volunteers the day of the fair. Our family and friends of the fair are the hands and feet of Jesus Christ. If you would be interested in getting involved in the Children's Fair please speak to one of the chairmen or anyone on the Executive Board.

The following chairmen of the Children's Fair are;

Books: Melanie Kane,

Butch's Country Store; Karyn Veaser,

Calendar Raffle: Chris Bergeron & Karyn Veaser,

Chicken BarBQue: Randy Waynen,

Children's Area: Karen Clough & Kristen Kivela,

Entertainment: Chris Bergeron,

Garden Shop: John Poltrack & BJ Aho,

Gift Basket Raffle: Linda Kivela,

Hay Ride: Bill Kivela,

Ice Coffee: Margie Brown,

Ice Cream: Heather Boucher,

Nellie's Bake Goods: Danielle Hiott,

Parking: Trey Hiott & sons,

Program & Flyer: Shannon Michaud,

Snack Shack: Chris Bergeron,

Set Up & Tear Down: John Veaser,

Go to Man: Brett Kivela

Treasurer: Carol Romeril assisted by Bob Romeril & Margie Whitson.

The executive board voted to add another member to our board. We nominated Ryan Oosterman, who graciously accepted this position. We feel blessed to have Ryan be a part of our team. God is good. He continually answers our prayers when we are in need and guides us in the path that He has chosen for us.

In His Service,

Chris Bergeron, Linda Kivela, Karyn Veeseer co-chairs of
the 2024 N.I. Children's Fair

2024 Children's Fair Executive Board: Chris Bergeron,
Margie Brown, Lindsay Heaphy, Linda Kivela, Ryan
Oosterman, Bob Romeril, Carol Romeril, John Veeseer,
Karyn Veeseer and Pastor Ken Whitson

Children's Fair 2024 Donations

	Amount Voted	Amount Distributed	Payment Method
Organization	<u>2024</u>	-	-
N.I. Congregational Church - oil	\$3,000	\$3,000	Online
N.I. Congregational Church	\$7,000	\$7,000	Online
Local Sunday Schools			
Hope Fellowship	\$200	\$200	1739
Boy Scout Troop #3877 Charter (NICC Sponsored)	\$600	\$600	1735
Monandnock Baseball (Little League) Wade Ojala	\$250	\$250	1743
N.I Library	\$500	\$500	1744
NICC Christian Education	\$1000	\$1000	Online
St. Vincent de Paul Society-Friends of the Poor Walk/Run Event Sponsor	\$2,500	\$2,500	1749
NICC Community Suppers (Debit Card 500, top up as necessary)	\$1,000	\$1,000	Online
4H Robotics	\$700	\$700	1742
The River Center	\$600	\$600	1748
Heritage Christian School	\$500	\$500	1738
NICC Pastor's Discretionary Fund	\$1,000	\$1,000	Online
NI Parks & Rec Pool	\$750	\$750	1747
Girl Scout/Brownies Troop 23151--Heather Schoff	\$600	\$600	1737
Children's Fair Scholarship	\$1450	\$1450	Pending
Mascenic Boosters – 5K Sponsorship	\$250	\$250	1733
CF Capital Fund for 2025 capital purchases	\$2500	\$2500	Pending
leClair American Legion -	\$300	\$300	1741
Foster Fun Day - M Ordway	\$500	\$500	1736
4H Club	\$400	\$400	Pending
NI Fishing Derby	\$350	\$350	1746
NI Rec Dances	\$250	\$250	1745
Highbridge Hills Husky House	\$500	\$500	1740
NICC Senior Fellowship	\$250	\$250	1750
Total	\$26,950		

Children's Fair Scholarship Ministry Team

We awarded two scholarships this past June, both to Mascenic graduates.

Oliver Hiott received a \$750.00 scholarship. Oliver is attending New Hampshire Technical College in Nashua, NH, majoring in their criminal justice program. His goal is to attend the Police Academy to pursue law enforcement as a State Trooper. Oliver lives in Greenville with his parents Trey and Danielle Hiott. He has been very active in the Mascenic community.

Ella Pearson received a \$750.00 scholarship. Ella had planned to attend college in September but plans changed and she will now be attending Nashua Technical College in Nashua, NH beginning in January 2025. Ella shares her time living with her parents Amy Pearson and Paul Pearson in Greenville and New Ipswich. Ella has been very active at Mascenic in sports and extracurricular activities and with the Children's Fair.

The New Ipswich Children's Fair Scholarship originated in 1985. Monies are funded through the N.I. Children's Fair and money given in memory of loved ones.

Sincerely,

The 2024 Scholarship Committee: Chris Bergeron, Karen Clough, Linda Kivela, Bob Romeril and John Veaser.

The presenter of the scholarship is Karyn Veaser.

Treasurer's Report

	New Ipswich Congregational Church		
	Treasurer's Report		
For the Year Ended December 31, 2024			
General Fund			
Starting Balance January 1, 2024		\$7,305.03	
Receipts from all sources		86,912.21	
Tfr from Building Fund		3,000.00	
Less : Expenditures		(80,419.77)	
Ending Balance December 31 , 2024		\$16,797.47	
Building Fund			
Starting Balance January 1, 2024		\$14,612.19	
Documented Giving		14,600.00	
Capital Campaign		23,904.00	
Christmas Eve		453.00	
Facilities Use		50.00	
Piggy Bank		382.85	
Interest Income		2.96	
Funds available		54,005.00	
Less : Mortgage Payment			
Interest		(238.28)	
Principal		(29,182.17)	
Tfr to General Fund		(3,000.00)	
Ending Balance December 31, 2024		\$21,584.55	
Endowment Fund Account- Charles Schwab			
Starting Balance January 1, 2024		\$7,133.52	
Investment Income		357.56	
Ending Balance December 31, 2024		\$7,491.08	
Organ Fund			
Starting Balance January 1, 2024		300.50	
Interest Earned		0.00	
Ending Balance December 31, 2024		\$300.50	
Health Ministry			
Starting Balance January 1, 2024		499.37	
Interest Earned		0.00	
Ending Balance December 31, 2024		\$499.37	
Community Supper			
Starting Balance January 1, 2024		\$576.85	
Deposit from Children's Fair		1,000.00	
Donations		2,989.00	
Supper Expenses		(4,279.92)	
Ending Balance December 31, 2024		\$285.93	

2024 Budget + Actuals Report and 2025 Budget

Income

	Income			2024	2024	% of 2024	2025	2025
				Budget	Actual	Budget	Budget	% +/-
Ordinary Income/Expense								
Income								
	Starting Account Balance			7,305.03	7,305.03		16,797.47	229.94%
	Balance in Oil Pre-pay from 2023				2,480.93			
	Balance Community Suppers				576.85			
	Children's Fair			5,000.00	7,000.00	140.00%	6,000.00	85.71%
	Children's Fair Fuel			0.00	3,000.00		0.00	0.00%
	Children's Fair Sunday School			800.00	1,000.00	125.00%	1,000.00	100.00%
	Children's Fair Community Supper				1,000.00		1,000.00	100.00%
	Documented Giving			50,000.00	54,301.00	108.60%	68,000.00	125.23%
	Gift Friends of NICC			6,500.00	9,000.00	138.46%	0.00	
	Easter Breakfast			0.00	126.00		0.00	0.00%
	Flower Fund Income			250.00	0.00	0.00%	250.00	
	Parsonage Oil & Electric			2,400.00	1,800.00	75.00%	3,300.00	183.33%
	Community Suppers			0.00	2,989.00		3,500.00	117.10%
	In-Out Income							
		Baby Bottles		275.00	477.00	173.45%	500.00	104.82%
		Other			1,000.00		0.00	0.00%
	Total In-Out Income			275.00	1,477.00	537.09%	500.00	33.85%
	Interest Income			3.00	4.95	165.00%	3.00	60.61%
	Textile Shed			1,800.00	1,687.27		1,800.00	106.68%
	Plate			7,000.00	4,031.97	57.60%	4,500.00	111.61%
	Children's Fair VBS			0.00	0.00		0.00	
	Use of Facilities			750.00	0.00		750.00	
	Schwab Interest			1.00	34.02		35.00	102.88%
	Memorial Donations				3,250.00			0.00%
	Transfer in from building Fund				3,000.00		3,500.00	116.67%
	Special Music Donation				200.00			0.00%
	Total Income			74,779.00	93,901.21	125.57%	90,638.00	96.52%
Total Funds Available				82,084.03	104,264.02	127.02%	107,435.47	103.04%

2024 Budget + Actuals Report and 2025 Budget

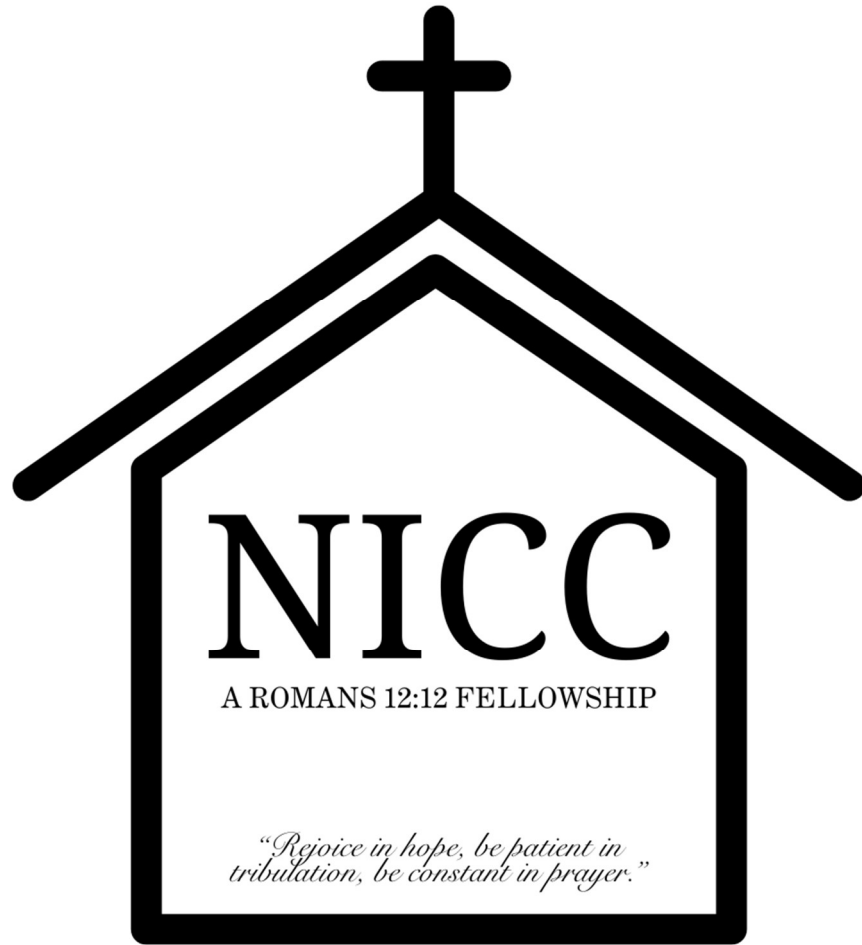
Expenses

			2024	2024	% of 2024	2025
			Budget	Actual	Budget	Budget
Expense						
	Capital Improvement					
		Replacement Lawnmower	0.00	600.00		0.00
	Total Capital Improvement		0.00	600.00		0.00
	Christian Education					
		Adult Education	100.00	0.00		100.00
		Outreach Ministry	500.00	0.00		500.00
		Sunday School/Bibles/Gifts	800.00	537.60	67.20%	1,000.00
		Women's Events	400.00	0.00		400.00
	Total Christian Education		1,400.00	537.60	38.40%	1,600.00
	Church General Expense					
		Church Maintenance				
		Burner Service	300.00	0.00	0.00%	450.00
		Elevator Maint/ Inspection	450.00	520.00	115.56%	550.00
		Fire Extinguisher Maint	500.00	265.11	53.02%	700.00
		Fire Security System Maintenance	525.00	0.00	0.00%	550.00
		Maintenance & Repairs	1,200.00	927.93	77.33%	1,200.00
		Salt Water System	220.00	0.00	0.00%	220.00
	Total Church Maintenance		3,195.00	1,713.04	53.62%	3,670.00
	Grounds Maintenance		0.00			0.00
	Insurance		8,500.00	9,760.68	114.83%	10,000.00
	Utilities					
		Electricity-Church	4,200.00	3,980.85	94.78%	4,100.00
		Heating - Oil	3,000.00	2,275.11	75.84%	3,400.00
		Heating - Propane	4,600.00	4,551.19	98.94%	4,700.00
		Rubbish Removal	1,020.00	1,020.00	100.00%	1,025.00
	Total Utilities		12,820.00	11,827.15	92.26%	13,225.00
	Nursery		0.00	0.00		1,000.00
	Total Church General Expense		24,515.00	23,300.87	95.05%	26,895.00
	Custodial Service					
		Church Cleaning Staff	0.00	0.00		0.00
		Cleaning Supplies	150.00	0.00	0.00%	200.00
	Total Custodial Service		150.00	0.00	0.00%	200.00

	Expenses Continued	% of	2024	2024	% of 2024	2025	% of 2024
			Budget	Actual	Budget	Budget	% +/-
	Worship Supplies						
	Flowers		100.00	0.00	0.00%	100.00	
	Audio Visual		750.00	0.00	0.00%	750.00	
	Pulpit		1,000.00	300.00	30.00%	1,000.00	333.33%
	Worship Supplies		100.00	0.00	0.00%	100.00	
	Total Worship Supplies		1,950.00	300.00	15.38%	1,950.00	650.00%
	Ministry						
	Conferences/Other		500.00	0.00	0.00%	500.00	
	Mileage		1,000.00	1,000.00	100.00%	1,200.00	120.00%
	Salary		15,695.00	15,695.04	100.00%	17,000.00	108.31%
	Salary Designated Housing Allw		30,000.00	30,000.00	100.00%	31,000.00	103.33%
	Total Ministry		47,195.00	46,695.04	98.94%	49,700.00	106.44%
	Ministry Outreach						
	Community Supper Expenses		1,000.00	4,279.92	427.99%	4,400.00	102.81%
	Easter Breakfast		0.00	229.38		300.00	130.79%
	Funeral Lunch		0.00	923.80		0.00	0.00%
	Total Ministry Outreach		1,000.00	5,433.10	543.31%	4,700.00	86.51%
	IN/Out Expense						
	Carenet/Pregnancy Resource		250.00	477.00	190.80%	500.00	104.82%
	Other		0.00	1,000.00		0.00	0.00%
	Total IN/Out Expense		250.00	1,477.00	590.80%	500.00	33.85%
	Music						
	MusicCopywriteFees & SheetMu		200.00	165.00	82.50%	200.00	121.21%
	Music - Other		1,000.00	550.00	55.00%	1,000.00	181.82%
	Total Music		1,200.00	715.00	59.58%	1,200.00	167.83%
	Office Expense						
	Computer/Software/Maintenance		100.00	0.00		100.00	
	Outreach Website + Domain		948.00	948.00		1,000.00	105.49%
	Internet&Telephone		4,000.00	2,575.69	64.39%	2,800.00	108.71%
	Supplies		200.00	0.00		200.00	
	Postage/ PO Box		100.00	84.00	84.00%	100.00	119.05%
	Total Office Expense		5,348.00	3,607.69	67.46%	4,200.00	116.42%
	Parsonage General Expense						
	Electricity		4,500.00	4,514.32	100.32%	4,500.00	99.68%
	Maintenance		350.00			350.00	
	Oil		0.00			0.00	
	Total Parsonage General Expense		4,850.00	4,514.32	93.08%	4,850.00	107.44%
	Transfer to Schwab					5,000.00	
	Total Expense		87,858.00	87,180.62	99.23%	100,495.00	115.27%
	Balance in Community Suppers			285.93			
	Net Ordinary Income		-5,773.97	16,797.47		6,940.47	

Building Fund, Mortgage, Other Income and Expense

			2024 Budget	2024 Actual	% of 2024 Budget	2025 Budget	
Other Income							
	Building Fund Income						
		Building Fund Documented Giving	24,000.00	14,600.00	60.83%	12,000.00	
		Capital Campaign	0.00	23,904.00		0.00	
		Facilities Usage	0.00	50.00		0.00	
		Bell Tower Bank	250.00	382.85	153.14%	150.00	
		Christmas Eve		453.00			
		Interest Income Building Fund	2.00	2.96		2.00	
	Total Building Fund Income		24,252.00	39,392.81	162.43%	12,152.00	
	Total Building Fund Income		24,252.00	39,392.81		12,152.00	
	Other Expense						
		Mortgage Interest	6,254.16	238.28		0.00	
		Bank Charges		0.00			
		Principal Payments	19,306.00	29,182.17		0.00	
	Total Other Expense		25,560.16	29,420.45	115.10%	0.00	0.00%
Net Other Income			-1,308.16	9,972.36		12,152.00	
End of Year 2020 Outstanding Loan Balance				259,939.00	3.69%		3.69%
End of Year 2021 Outstanding Loan Balance				176,692.51	3.69%		3.69%
End of Year 2022 Outstanding Loan Balance				96,635.14	3.69%		3.69%
End of Year 2023 Outstanding Loan Balance				29,182.17	3.69%		3.69%
End of Year 2024 Outstanding Loan Balance				0.00	3.69%		3.69%
			Interest Rate		Interest Rate		Interest Rate



New Ipswich Congregational Church 2024 Annual Report

New Ipswich Congregational Church

2024 Annual Report

Table of Contents

2024 Annual Meeting Agenda	3
2023 Annual Meeting Minutes	4
2024 Special Meeting Minutes	6
Pastor's Report	7
Clerk's Report	9
Deacon of Worship Report.....	12
Deacon of Christian Education Report.....	14
Deacon of Caring Ministry Report.....	15
Trustees' Report	16
Children's Fair Ministry	18
Children's Fair 2024 Donations	20
Children's Fair Scholarship Ministry Team	21
Treasurer's Report	22
2024 Budget + Actuals Report and 2025 Budget	23
Income	23
2024 Budget + Actuals Report and 2025 Budget	24
Expenses	24
Building Fund, Mortgage, Other Income and Expense	26

2024 Annual Meeting Agenda

Members sign in with the Clerk

Call to Order

Adoption of Agenda

A prayer for the Congregation

Old Business

None

New Business

Approve Minutes of Annual Meeting of 2023

Acceptance of Reports from Church Council Members

Accept Treasurer's Reports

Adoption of 2025 Budget

Election of Church Council Members

Discussion of alcohol policy

Any new business

Charge to Members

Benediction and Grace

Adjournment

2023 Annual Meeting Minutes

January 21, 2024

Members signed in with the Clerk. A Quorum was met 27/47

Bob Romeril called the meeting to order at 11:30 am

Adoption of agenda.

Karyn Veeseer made a motion to accept. Linda Kivela seconded. Vote passed.

Pastor Ken Whitson opened with the prayer for the congregation.

Old Business

Carol Romeril reviewed the Capital Campaign on page 26

End of the year 2020 Outstanding loan balance \$259,939.00 3.69% Interest rate

End of the year 2021 Outstanding loan balance \$176,692.51 3.69% Interest rate.

End of the year 2022 Outstanding loan balance \$96,635.14 3.69% Interest rate

End of the year 2023 Outstanding loan balance \$29,182.17 3.69% Interest rate

Our Building income for the year 2023 was \$71,877.43. Leaving \$26,102.00 as the mortgage for 2024, which we should have paid off sometime in 2024. We discussed additional fundraising.

New Business

2023 Annual Meeting Minutes Bob Romeril asked if everyone had read the minutes on pages 4, 5 and 6. There was no discussion. Bob Romeril asked for a motion to accept. Karyn Veeseer made the motion to accept the minutes as printed and Carol Romeril seconded. Vote passed.

Reports from the Church Council Members. Pages 9 thru 21. There was no discussion. Bob Romeril called for a motion. John Veeseer made a motion to accept as printed. Annette Baptista seconded. Vote passed.

Carol Romeril reviewed the Treasurer's Report on page 22 from January 1, 2023 to December 31, 2023. There was no discussion. Annette Baptista made a motion to accept the Treasurer's report and Linda Kivela seconded. Vote passed.

Pastor Ken Whitson spoke about the logo and associated statement "A Romans 12:12 Fellowship" Joyful in hope, patient in tribulation, constant in prayer. Pastor Ken said that the design needs a little work. Margie Brown would like to see the final design. Bill Kivela would like to see the final design before voting on it. Bill Kivela moved that we defer the vote to a later date. There was no vote at this time. Pastor Ken Whitson reviewed the bylaw changes which we will be voting on at a later date.

- Add a council position of Deacon of Women's Ministry to be in effect 30 days after the mortgage is paid off.
- Change the Deacon of Outreach to Deacon of Communications. Freddie Kazo felt that the phrase "oversees all church events" should read and "oversees the posting of all church events".
-

Pastor Ken Whitson dismissed himself from the meeting while we discussed and voted on his sabbatical. Pastor Ken Whitson's contract has a sabbatical after 5 years. John also explained what a sabbatical is. Bob Romeril called for a motion. Karyn Veeseer made a motion to approve Pastor Ken Whitson sabbatical

and Linda Kivela seconded. Vote passed.

Carol Romeril reviewed 2024 budget on pages 23 to 25. There was no discussion. Bill Kivela made a motion to accept the Budget for 2024 and Linda Kivela seconded. Vote passed.

Election of Church Council Members on page 11

4-year terms

Deacon of Ministry: Trey Hiott (2027)

Deacon of Christian education: Emily Trefflich (2027)

Deacon of Women's: Ministry Karyn Veese (30 days after Mortgage pay off)

Deacon of Communications (no nominee at this time 30 days after Mortgage pay off)

3-year terms

Trustee: John Veese (2026)

Other nominations

Linda Kivela, Chris Bergeron, Karyn Veese as Co-chairperson of the 2024 Children's Fair

Continuing Church Council Members

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: Carol Romeril (2024)

Trustee: Brian Kustan (2024)

Trustee: Margie Brown (2025)

Deacon of Worship: Karyn Veese (2024)

Deacon of Caring: Dana Oosterman (2024)

Karyn Veese made a motion to accept the slate of members for the church council

Carol Romeril second. Vote Passed.

Pastor Ken Whitson charge to the members of NICC was now that once we have paid off the Mortgage, we need to become the church that God has planned for us to be.

Pastor Ken gave the Benediction.

Bob Romeril said grace and called for a motion to adjourn. John Veese so moved and Karyn Veese seconded. Vote passed.

Respectfully Submitted

Jeanne Norwood, Clerk

2024 Special Meeting Minutes

Special Meeting June 30,2024

Initially the quorum was not met. The Church Council met and moved two members to the unactive list Kathy Allen and Peggy Sarri and added a new member Namoi Peterson by Congregational approval.

John Veaser made a motion that for just this meeting we have a quorum of 50%, seconded by Pastor Ken vote passed. Last count was 22 out of 43 member was a quorum.

Meeting was called to order

Pastor Ken opened with prayer.

Bob Romeri reviewed the agenda and a vote was called for and passed.

There was discussion on Amendments to the Bylaws

Freddie Kazo Shared her concerns on the sentence reading "Overseeing missions and outreach ministries" should not be a communication responsibly. Freddie Kazo made a motion to amend that sentence to read "Overseeing communication of missions and outreach ministries". Karyn Veaser second Vote passed.

Bill Kivela questioned why there are Three Chairpersons on the Children's Fair Committee, when the Bylaws read Chairmen of the Children's Fair. Pastor Ken explained we add two more Chairs last year at the annual meeting. John Veaser suggested adding in paraeneses the letter "s" behind the word Chairmen(s).

Linda Kivela asked if we had an auditor. Bob Romeril replied at this time no.

Freddie Kazo had a question about the Deacon of Ministry. Pastor Ken explained.

Bob Romeril called for a motion to vote on the Bylaw amendments. Emily Trefflich made the motion and Karyn Veaser seconded. Vote passed.

Logo John Veaser mentioned the Script was too small. Pastor Ken said Lindsay's design did not include the script but she could enlarge if it was needed. Emily Trefflich made the motion and Dana Oosterman seconded. Vote passed.

Pastor Ken suggested we buy the Logo design from Lindsay Heaphy because of legal matters. We will discuss this at the next Church Council.

John Veaser made a motion to adjourn Karyn Veaser seconded. Vote Passed

Pastor Ken closed in prayer.

Respectfully Submitted

Pastor's Report

The Church

It has been a banner year for NICC! Paying off the mortgage, accepting a logo and working to improve our online presence is making, and has made us a recognized part of the community. Council positions were re-visited and some changes have been made. We average anywhere from 3 to 5 visitors per month. All of it is a sign that those around us are aware of our presence and not afraid to stop in and learn more. Our final mortgage payment was made by the West family who came into the church office to make the payment so that their children could “guess the date” that the mortgage would be paid. Their efforts earned them an ice cream date with Pastor Ken. We are planning that as soon as the ice cream shops open in 2025. The celebration of praise and thanks was well attended and provided us with a great opportunity to say “thank you” to so many in the community who donated. Our Deacon of Missions has changed to Deacon of Communications a better and fitting description for ensuring our message and voice are heard online. We kept the Deacon of Ministries and added a Deacon of Women's Ministries both of whom will serve the whole congregation but who will also have their own areas of ministry to promote. These are more of a teaching role and in the past, both were included within the Deacon of Christian Education, a role which now focuses on youth and children. We are catching up to the digital world to some degree. Having the ability to stream our Worship services and other events. You can now give online or through Paypal or Venmo, terms that I will admit I don't quite understand yet. There is an ongoing expectation by many in the community that we will continue to hold annual events that we've held in the past. Trunk or Treat, the Zombie Hunt, Bike Rodeo, Pie sales, Children/Youth Craft fairs. A sign that the community not only recognizes us but has some continuing expectations for us. Our Sunday School has grown by leaps and bounds under Emily's direction. We are all excited to hear and see the kids each week even when my children's moment lesson is lacking, their willing participation makes up for it. The fruit treats always seem to help. It is inspiring to see them share what they've learned each week. We held some funerals this year for two of our longtime members, Betsy Thoms and Mary Lawrence, had a wedding (or two), Doug and Jessica Archambault and if there was another it has escaped my memory and we had a baptism in Pratt Pond of both Brad Brock, Patton Hiott and Cheryl Brooks. We added other new members as well by transfer, noted in the Clerk's report. A lot has taken place over the past 12 months, most of it noted in the reports that follow. I've recommended that in 2025 for Pentecost Sunday we have all ministries of the church give us a brief update of what they are doing and how they are doing. We may be surprised by what we didn't know.

The Pastor

I've managed to keep busy. My transition from lunch/recess monitor to substitute teacher has expanded my conversations and connections. All of which has further developed into conversations with parents and grandparents, many who stop to chat, introduce themselves or visit. It has also developed into some personal friendships for me with both the teachers as well as the parents. Many who I wouldn't normally have the chance to talk to. I now serve as a substitute for Highbridge Hill, Boynton, Mason Elementary and Heritage Christian School.

My weekly visits on Thursday to Monadnock Hospital have created similar results as caretakers express their appreciation for the visits and time spent with their loved ones including those who are released to home care as well as those who do pass away. Beyond the Thursday visits, I also visit the patient floor on holidays bringing some sort of treat for the nurse's breakroom; muffins, chocolate etc. I am also one of the "on call" pastors for the hospital. This year the number of "end of life" calls were down slightly while the "I could use a book" calls were slightly higher. Those would be the calls where something was needed more out of convenience than necessity. The hospital administration has also expressed their gratitude that part of my hospital visit is to check on the nursing staff. I invested some time and money to become a certified instructor to teach the Mental Health First Aid Class. Unfortunately, I never had or took the time to hold a class. I continue to teach at the American Baptist School of Ministry for at least the coming year. I also serve as a mentor to around 8 students who are seeking to become pastors one day.

I hold an online Bible Study, open to anyone, that explores the base or foundation of the scriptures by allowing different participants to present what they understand from the text. I agreed to take on the task of temporary pastor for First Baptist Fitchburg. A position that is focused on helping them rebuild and continue as the church following a split in their congregation. Their council is being redefined and rebuilt, they are revising their bylaws and one of their young men has begun his studies as a student pastor. We are on track to end our agreement on Aug 31, 2025. I'm not sure what else I can report!

I have decided to focus on becoming better at preaching in 2025. I visit with/counsel one or two veterans who have finally convinced me to join the VFW to better serve them. I am also challenging myself to make more in-home visits without being too intrusive and I finally finished editing my book which hopefully goes out to print before summer. Finally, I also serve in an advisory role for around 5 churches who are striving to stay afloat!

What's Coming in 2025!

In 2025 our hope is to encourage all members and regular attendees to have their own ministry or become more active in a current one. Our congregation has increased slightly over the last few years and we are back to "pre-covid" numbers. Those families and individuals who come to visit, besides being welcomed, are looking for an active and present congregation. Creating that energy can't be on the pastor alone, or the church council or any one of us. It must be a spirit that exists and extends through all of us. Besides new and additional ministries we hope to host at least one special event per month whether it be a special class, a women's brunch, the children/youth craft fair- something that invites others not just to visit but to become a part of us. None of that can happen unless the gospel message takes center stage in all that we do. Stay joyful in hope, patient in affliction, faithful in prayer! Great things He has promised, Great things He has done. Great things are yet to come.

Blessings,

Pastor Ken

Clerk's Report

The Clerk records vital information such as changes in our membership, minutes of Church Council Meetings and submits them to the church Secretary for safekeeping. All 2024 documents will be moved to pdf's and stored on a thumb drive kept in the church office.

Average Sunday Attendance:

Keeping track of our attendance each week over the course of 2024 was not consistent as in the past. Normally we would have an accurate average over the full 12 months. We have seen low numbers in the teens and some weeks have swelled to larger amounts. Our Christmas Eve service this year was well attended, and Easter Service saw higher than usual numbers with some additional community members visiting for the first time.

Active membership January 1, 2024: 42 Active membership January 1, 2025: 45

There were no Children baptized this past year.

Membership Active: 45

Doug Archambault	Jessica Archambault	Annette Baptista	Christine Bergeron
Peter Bergeron	Brad Brock	Pam Brock	Mary Broden
Cheryl Brooks	Margie Brown	Sami Brundige	Lena Cary
Lisa Carbone	Venanzio (Vinny) Carbone	Chuck Connors	Donna Connors
George Ganko	Wendy Grippardi	Gail Gustafson	Randy Gustafson
Danielle Hiott	Patton Hiott	Trey Hiott	Lindsay Heaphy
Bill Kivela	Linda Kivela	Fredericke (Freddie) Kazo	Val Kottle
Brian Kustan	Suzanne Kustan	Oliver (Ollie) Niemi	Jeanne Norwood
Dana Oosterman	Naomi Peterson	Alison Retzlaff	Nathan Retzlaff
Bob Romeril	Carol Romeril	Susan Schleich	Colton Trefflich
Emily Trefflich	John Veaser	Karyn Veaser	Ken Whitson
Andrea Wood			

New Members 2024: Naomi Petersen by transfer, Pam Brock by transfer. Patton Hiott by baptism, Brad Brock by baptism.

Inactive Members

Lyle Brundige (2025)

Kathleen Alen (2024) Peggy Saari (2024)

Theresa Ojala (2023) Tom Rizzo (2023) Deborah Rizzo (2023)

Karen Clough (2023) Blanch Wooster (2023) Rebecca Lehtonen (2020)

Marcy Levesque (2020) Bob Wooster (2020) Linda Wooster (2020)

Jay Malbouef (2019) Joseph Fragala (2017) Justine Fragala (2017)

Mike Rand (2015) James Thompson (2013) Susan Thomson (2013)

Deceased

Al Hasting

Mary Lawrence

Elizabeth Thoms

Bob Fasanella (friend of NICC)

Wally Wooster (former member)

Bob Ricard (friend of NICC)

Gwendolyn-Jane Romeril (friend of NICC)

2024 Executive Ministry Team

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: Carol Romeril (2024)

Church Council:

Deacon of Worship: Karyn Veaser filled in until Naomi Peterson agreed to be nominated for Deacon of worship

Deacon of Women's Ministry: Karyn Veaser (2027)

Deacon of Caring: Dana Oosterman (2024)

Deacon of Communications: Freddi Kazo (2027)

Deacon of Christian Education: Emily Trefflich (2027)

Trustee: John Veaser (2026)

Trustee: Margie Brown (2025)

Trustee: Brian Kustan (2024)

2024 Church Council Nominations

4-year terms

- Treasurer: Carol Romeril (2028)

3-year terms

- Deacon of Caring: Dana Oosterman (2027)
- Deacon of Communications: Freddie Kazo (2027)
- Deacon of Worship: Naomi Peterson (2027)
- Trustee: Nathan Retzlaff (2027)

Other Nominations

Linda Kivela, Chris Bergeron, Karyn Veese as Co-chairpersons of the 2025 Children Fair.

Allie Retzlaff - Auditor

Continuing Church Council Members

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: see nomination

Trustee: John Veese (2026)

Trustee: Margie Brown (2025)

Trustee: see nomination

Deacon of Caring: see nomination

Deacon of Communications: see nomination

Deacon of Worship: see nomination

Respectfully Submitted,

Jeanne Norwood, Clerk

Deacon of Worship Report

“The steadfast love of the Lord never ceases; His mercies never come to an end; they are new every morning; great is your faithfulness.” – Lamentations 3:22-23

2024 has been a true testament to the abundant love and grace that Christ gifts us. This past year we have welcomed faithful friends into new members, have celebrated the lives of those dear to us as they passed on, baptized adults to Christ, greeted new families and old friends as they come to visit and hear the word of God spoken and sung about in our sanctuary, and with the help of countless friends, paid off our mortgage so that we may reach our potential and grow into the church that our Father has planned for us.

We thank our congregation of family and friends for their continued support and love of this church as shown through their time, treasures, and talents. We especially appreciate the care, time and energy of those who share their gifts with us weekly: music leader, slideshow creator and website manager, John Veaser, our worship tech operator, Brian Kustan, our service leaders, Suzanne Kustan, Lindsay Heaphy, and Naomi Petersen. Andrea Wood who provides our flowers and our servant-hearted leader, Pastor Ken. I would be remiss if I did not mention the success and growth of our Sunday School program under the leadership of Emily Trefflich and her assistance team. We also have various “support staff” within our congregation who add to our weekly service throughout the year. Thank you to all of you who read the call to worship, participate in our Advent and Christmas Eve services, set up candles for our Christmas Eve service, decorate and undecorate the sanctuary, collect our offering boxes, ring the bell, run off, fold and hand out bulletins, help with the delivery of communion, and provide goodies for coffee hour, as well as set up and break down of that hour. Your caring and thoughtful additions to our service does not go unnoticed.

This past summer we as a church were able to grant Pastor Ken a sabbatical in which Trey Hiott, myself, and two guest speakers delivered our weekly Sunday message. This was a true learning experience, that was both amazing and anxiety-provoking. Besides being in the Word and being diligent in my Biblical research, I learned to appreciate the application of delivery and hard work that goes into preparing the message, as well as learned more about myself through that experience. In the Fall I organize the annual St Vincent DePaul Thanksgiving basket pies. Special thanks this year to Margie Brown, Linda Kivela, Cindy Ricard, Kristen Page and Fern Neimi for helping me with a large portion of the work to calculate and get ingredients, peel and freeze apples, mix, assemble, bake and deliver 127 apple pies the Saturday before Thanksgiving. SVDP is always grateful and impressed with the dedication shown in supporting our community with these efforts.

God continues to be good to us and we strive to be faithful to Him. With our mortgage being paid off I moved from my position as our Deacon of Worship to the Deacon of Women’s Ministry. I have loved holding the Deacon of Worship position and learned a lot as I grew in my walk and role within our

Sunday service. With my shift in position, I will continue to organize our NICC Pie Ministry and the preparation for coffee hour and monthly communion. I am looking forward to organizing Women's Fellowship brunches and sharing more messages on Sunday mornings as the year continues. I also look forward to continuing to support our church family in all the ministry needs that Christ places on our hearts this coming year as He guides us all through the challenges and triumphs that the year may bring.

Let God's promises shine on your new year and fill every moment with His blessings and favor. May your faith be renewed, your heart be strengthened, and your path be guided by the Lord's loving hand. Have a blessed New Year!

Submitted in Christ's love,
Karyn Veaser

Deacon of Christian Education Report

In 2024 I took on a new role in the church as Deacon of Christian Education, with a primary focus on expanding and enriching our Sunday School program. We started using The Biggest Story curriculum books in 2023 and have continued it through in 2024. While this is intended to be a 2-year curriculum, it is likely it will take us 3 years with the various stops for Easter, Pentecost, and Advent lessons. This year we were able to cover Pentateuch (the first five books of the Bible), History of the Old Testament (Judges, Kings, and several key women of the Bible), and finished up the year with a four-week lesson in Advent.

We saw consistent growth in our Sunday School class sizes in 2024, averaging about 10 kids each week. There were also no Sunday's where class was not held due to a lack of attendance. I find this very exciting as the kids continue to show interest in the stories and crafts and are excited to join each week!

In 2024 we were also able to attend the New Ipswich Fall Festival, where Pastor Ken and I handed out crafts, kids bulletins, and refreshments. A lot of kids and families came to our table, where most recognized Pastor Ken from school!

Our Sunday School program would not be successful without the help of all the church members who support us and welcome our little bit of loudness! A very special thank you to Alison and Nate Retzlaff and Margie Whitson, who continuously led and assisted in Sunday School lessons each week.

2025 holds new changes for our Christian Education ministry, and I cannot wait to share them with everyone!

Emily Trefflich

For anyone interested in learning more about the curriculum, please feel free to ask me in Church or look at their website here: <https://www.thebiggeststory.com/about/>

Deacon of Caring Ministry Report

Greetings! 2024 was another very busy year. The life of our church is always changing; we said goodbye to some extraordinary members of our church, and we welcomed a new baby, with 2 more on the way.

The Pastor's Discretionary Fund continues to be used to bless people with acts of kindness and flowers of comfort.

I continue to reach out to friends when I know of a need. Please let me or Pastor Ken know about any needs that we could help with.

I wish everyone health in the new year! Please remember to wash your hands often to prevent the spread of germs.

Blessings,
Dana

Trustees' Report

The Trustees would like to thank all those that contributed to the faithful support both financially and in facility upkeep over the past year.

What an amazing year it was. After much hard work and continuous prayers – our mortgage was finally paid off.

I have used these words for a few years, “frugality, financial insecurity, and faith in Him who brings us through all trials.” And I continue to stand by them today. Our church is doing amazing things and God has once again brought us through a year of growth and impact. When you look at our GOOGLE Calendar on our website, it is amazing to see all the times throughout the week/month/year – that our facility is used by so many groups besides NICC itself. I firmly believe it is this generosity of spirit and gifts that keeps God faithful in our support.

I would like to thank Brian Kustan for his years of service as a Trustee and I hope that we as the continuing Trustees and as a church family can continue to look to him for his knowledge and support of NICC. His skills at both technology and facility management have been a great help to all of us over the past several years. Thank you again Brian.

The Trustees first goal in 2025 is to get a Capital Projects priority list in place and communicate this list to the congregation on a regular basis, both on cost as well as progress and needs. We will continue to keep everyone informed, but if you or someone you know has experience with repairs and maintenance, we welcome your gifts,

We ask that you continue to be faithful in your giving in 2025. With that being said, I want to sincerely ask that all of you seriously consider using our online giving portal to send in your weekly tithes/offerings. By using the online option, you are able to set up your giving according to your budget and preferred schedule. You can give monthly, weekly, bi-weekly or all at once. You set up where your donations go and even if you miss church due to travel, illness, alternate plans or any other reason, your donation to NICC will still occur. This will help our treasurer better budget payments each week, as well as ensure that your giving stays current and continuous throughout the year. I am willing to sit down with anyone and help you get this set up.

We are called on to support the church and its ministries

2 Corinthians 9:7 says: Each one must give as he has decided in his heart, not reluctantly or under compulsion

2 Chronicles 31:5: Describes how the Israelites generously gave a tithe of everything they produced, including the first fruits of their grain, olive oil, honey, and new wine

Proverbs 3:9: Says to honor the Lord with wealth and the first fruits of all crops

We have been gifted by God and supported by this community with the meeting house we call NICC – now that we are out from under the burden of our mortgage – I ask you all to consider your faithful and consistent giving to the ministries of this church and the upkeep of the facility. I ask you to make NICC a part of your weekly, monthly and yearly budget.

Finally, be in continuous prayer for NICC and the folks that have taken upon their heart to be members and leaders within NICC. We are all blessed to be here – He has called each one of us here for a reason and a season – may we all be open and ready to hear His call

God Bless & Respectfully Submitted - John Veaser

January, 2025

John Veaser, Brian Kustan, Margie Brown - Trustees

Children's Fair Ministry

2024 continued to bring the Children's Fair many blessings. We met all our financial needs and received many donations from our friends, towns people and local businesses. These donations are what make a difference in the success of the Children's Fair. Many thanks to these generous donors who contribute to the fair's success are Matt Traffie and Albert Goddard (Arlen Company), Phil Thayer, Hayward Farms Ice Cream, Scotties Potties and Shaw's Dumpsters.

With the fair's success we were able to donate to many local youth organizations along with generous support to our church. The organizations that we donated monies to are as follows: Boy Scout Troop #3877, Foster Family Fun Day, Girl Scout Troop #10638, Heritage Christian School, Hope Fellowship's sponsor child in Nicaragua, Husky House at HHES, LeClair-Caron-Pelletier American Legion Auxiliary, Monadnock 4-H Robotics, Mascenic Fundraiser, Monadnock Baseball, Monadnock Baseball Lights (in New Ipswich), New Ipswich Library, New Ipswich Recreation Dept/ Dances, New Ipswich Recreation Dept/Fishing Derby, New Ipswich Town Pool/Swim Team, the River Center, St Vincent de Paul.

The financial support we gave to NICC is as follows: fuel, NICC church budget, NICC building fund, NICC Christian Education, NICC Community Suppers, NICC Senior Fellowship and the NICC Pastor's Discretionary Fund. After the devastating hurricane down south this fall we sent money through Samaritan's Purse. As you can see the Children's Fair is an integral part of our church and community. The dedication and hard work that our volunteers so unselfishly give year after year is amazing. It takes well over 200 volunteers the day of the fair. Our family and friends of the fair are the hands and feet of Jesus Christ. If you would be interested in getting involved in the Children's Fair please speak to one of the chairmen or anyone on the Executive Board.

The following chairmen of the Children's Fair are;

Books: Melanie Kane,

Butch's Country Store; Karyn Veaser,

Calendar Raffle: Chris Bergeron & Karyn Veaser,

Chicken BarBQue: Randy Waynen,

Children's Area: Karen Clough & Kristen Kivela,

Entertainment: Chris Bergeron,

Garden Shop: John Poltrack & BJ Aho,

Gift Basket Raffle: Linda Kivela,

Hay Ride: Bill Kivela,

Ice Coffee: Margie Brown,

Ice Cream: Heather Boucher,

Nellie's Bake Goods: Danielle Hiott,

Parking: Trey Hiott & sons,

Program & Flyer: Shannon Michaud,

Snack Shack: Chris Bergeron,

Set Up & Tear Down: John Veaser,

Go to Man: Brett Kivela

Treasurer: Carol Romeril assisted by Bob Romeril & Margie Whitson.

The executive board voted to add another member to our board. We nominated Ryan Oosterman, who graciously accepted this position. We feel blessed to have Ryan be a part of our team. God is good. He continually answers our prayers when we are in need and guides us in the path that He has chosen for us.

In His Service,

Chris Bergeron, Linda Kivela, Karyn Veeseer co-chairs of
the 2024 N.I. Children's Fair

2024 Children's Fair Executive Board: Chris Bergeron,
Margie Brown, Lindsay Heaphy, Linda Kivela, Ryan
Oosterman, Bob Romeril, Carol Romeril, John Veeseer,
Karyn Veeseer and Pastor Ken Whitson

Children's Fair 2024 Donations

	Amount Voted	Amount Distributed	Payment Method
Organization	<u>2024</u>	-	-
N.I. Congregational Church - oil	\$3,000	\$3,000	Online
N.I. Congregational Church	\$7,000	\$7,000	Online
Local Sunday Schools			
Hope Fellowship	\$200	\$200	1739
Boy Scout Troop #3877 Charter (NICC Sponsored)	\$600	\$600	1735
Monandnock Baseball (Little League) Wade Ojala	\$250	\$250	1743
N.I Library	\$500	\$500	1744
NICC Christian Education	\$1000	\$1000	Online
St. Vincent de Paul Society-Friends of the Poor Walk/Run Event Sponsor	\$2,500	\$2,500	1749
NICC Community Suppers (Debit Card 500, top up as necessary)	\$1,000	\$1,000	Online
4H Robotics	\$700	\$700	1742
The River Center	\$600	\$600	1748
Heritage Christian School	\$500	\$500	1738
NICC Pastor's Discretionary Fund	\$1,000	\$1,000	Online
NI Parks & Rec Pool	\$750	\$750	1747
Girl Scout/Brownies Troop 23151--Heather Schoff	\$600	\$600	1737
Children's Fair Scholarship	\$1450	\$1450	Pending
Mascenic Boosters – 5K Sponsorship	\$250	\$250	1733
CF Capital Fund for 2025 capital purchases	\$2500	\$2500	Pending
leClair American Legion -	\$300	\$300	1741
Foster Fun Day - M Ordway	\$500	\$500	1736
4H Club	\$400	\$400	Pending
NI Fishing Derby	\$350	\$350	1746
NI Rec Dances	\$250	\$250	1745
Highbridge Hills Husky House	\$500	\$500	1740
NICC Senior Fellowship	\$250	\$250	1750
Total	\$26,950		

Children's Fair Scholarship Ministry Team

We awarded two scholarships this past June, both to Mascenic graduates.

Oliver Hiott received a \$750.00 scholarship. Oliver is attending New Hampshire Technical College in Nashua, NH, majoring in their criminal justice program. His goal is to attend the Police Academy to pursue law enforcement as a State Trooper. Oliver lives in Greenville with his parents Trey and Danielle Hiott. He has been very active in the Mascenic community.

Ella Pearson received a \$750.00 scholarship. Ella had planned to attend college in September but plans changed and she will now be attending Nashua Technical College in Nashua, NH beginning in January 2025. Ella shares her time living with her parents Amy Pearson and Paul Pearson in Greenville and New Ipswich. Ella has been very active at Mascenic in sports and extracurricular activities and with the Children's Fair.

The New Ipswich Children's Fair Scholarship originated in 1985. Monies are funded through the N.I. Children's Fair and money given in memory of loved ones.

Sincerely,

The 2024 Scholarship Committee: Chris Bergeron, Karen Clough, Linda Kivela, Bob Romeril and John Veaser.

The presenter of the scholarship is Karyn Veaser.

Treasurer's Report

New Ipswich Congregational Church			
Treasurer's Report			
For the Year Ended December 31,2024			
General Fund			
Starting Balance January 1, 2024		\$7,305.03	
Receipts from all sources		86,912.21	
Tfr from Building Fund		3,000.00	
Less : Expenditures		(80,419.77)	
Ending Balance December 31 ,2024		\$16,797.47	
Building Fund			
Starting Balance January 1, 2024		\$14,612.19	
Documented Giving		14,600.00	
Capital Campaign		23,904.00	
Christmas Eve		453.00	
Facilities Use		50.00	
Piggy Bank		382.85	
Interest Income		2.96	
Funds available		54,005.00	
Less : Mortgage Payment			
Interest		(238.28)	
Principal		(29,182.17)	
Tfr to General Fund		(3,000.00)	
Ending Balance December 31,2024		\$21,584.55	
Endowment Fund Account- Charles Schwab			
Starting Balance January 1, 2024		\$7,133.52	
Investment Income		357.56	
Ending Balance December 31,2024		\$7,491.08	
Organ Fund			
Starting Balance January 1, 2024		300.50	
Interest Earned		0.00	
Ending Balance December 31,2024		\$300.50	
Health Ministry			
Starting Balance January 1,2024		499.37	
Interest Earned		0.00	
Ending Balance December 31, 2024		\$499.37	
Community Supper			
Starting Balance January 1, 2024		\$576.85	
Deposit from Children's Fair		1,000.00	
Donations		2,989.00	
Supper Expenses		(4,279.92)	
Ending Balance December31, 2024		\$285.93	

2024 Budget + Actuals Report and 2025 Budget

Income

	Income			2024	2024	% of 2024	2025	2025
				Budget	Actual	Budget	Budget	% +/-
Ordinary Income/Expense								
Income								
	Starting Account Balance			7,305.03	7,305.03		16,797.47	229.94%
	Balance in Oil Pre-pay from 2023				2,480.93			
	Balance Community Suppers				576.85			
	Children's Fair			5,000.00	7,000.00	140.00%	6,000.00	85.71%
	Children's Fair Fuel			0.00	3,000.00		0.00	0.00%
	Children's Fair Sunday School			800.00	1,000.00	125.00%	1,000.00	100.00%
	Children's Fair Community Supper				1,000.00		1,000.00	100.00%
	Documented Giving			50,000.00	54,301.00	108.60%	68,000.00	125.23%
	Gift Friends of NICC			6,500.00	9,000.00	138.46%	0.00	
	Easter Breakfast			0.00	126.00		0.00	0.00%
	Flower Fund Income			250.00	0.00	0.00%	250.00	
	Parsonage Oil & Electric			2,400.00	1,800.00	75.00%	3,300.00	183.33%
	Community Suppers			0.00	2,989.00		3,500.00	117.10%
	In-Out Income							
		Baby Bottles		275.00	477.00	173.45%	500.00	104.82%
		Other			1,000.00		0.00	0.00%
	Total In-Out Income			275.00	1,477.00	537.09%	500.00	33.85%
	Interest Income			3.00	4.95	165.00%	3.00	60.61%
	Textile Shed			1,800.00	1,687.27		1,800.00	106.68%
	Plate			7,000.00	4,031.97	57.60%	4,500.00	111.61%
	Children's Fair VBS			0.00	0.00		0.00	
	Use of Facilities			750.00	0.00		750.00	
	Schwab Interest			1.00	34.02		35.00	102.88%
	Memorial Donations				3,250.00			0.00%
	Transfer in from building Fund				3,000.00		3,500.00	116.67%
	Special Music Donation				200.00			0.00%
	Total Income			74,779.00	93,901.21	125.57%	90,638.00	96.52%
Total Funds Available				82,084.03	104,264.02	127.02%	107,435.47	103.04%

2024 Budget + Actuals Report and 2025 Budget

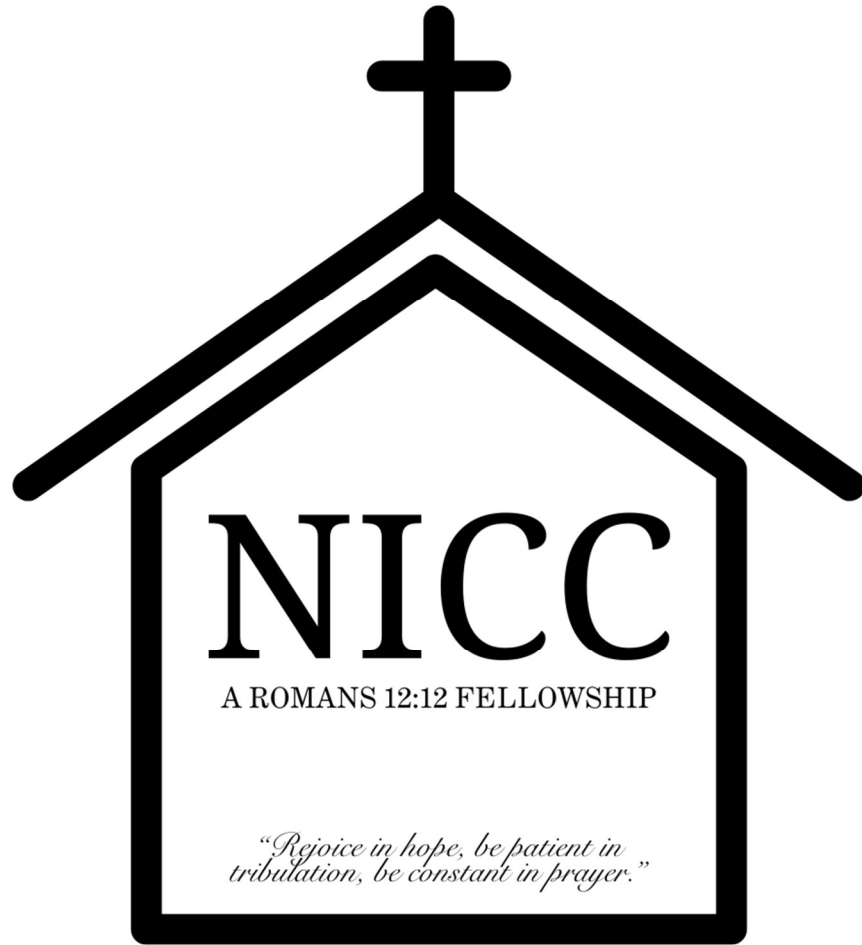
Expenses

			2024	2024	% of 2024	2025
			Budget	Actual	Budget	Budget
Expense						
	Capital Improvement					
		Replacement Lawnmower	0.00	600.00		0.00
	Total Capital Improvement		0.00	600.00		0.00
	Christian Education					
		Adult Education	100.00	0.00		100.00
		Outreach Ministry	500.00	0.00		500.00
		Sunday School/Bibles/Gifts	800.00	537.60	67.20%	1,000.00
		Women's Events	400.00	0.00		400.00
	Total Christian Education		1,400.00	537.60	38.40%	1,600.00
	Church General Expense					
		Church Maintenance				
		Burner Service	300.00	0.00	0.00%	450.00
		Elevator Maint/ Inspection	450.00	520.00	115.56%	550.00
		Fire Extinguisher Maint	500.00	265.11	53.02%	700.00
		Fire Security System Maintenance	525.00	0.00	0.00%	550.00
		Maintenance & Repairs	1,200.00	927.93	77.33%	1,200.00
		Salt Water System	220.00	0.00	0.00%	220.00
	Total Church Maintenance		3,195.00	1,713.04	53.62%	3,670.00
	Grounds Maintenance		0.00			0.00
	Insurance		8,500.00	9,760.68	114.83%	10,000.00
	Utilities					
		Electricity-Church	4,200.00	3,980.85	94.78%	4,100.00
		Heating - Oil	3,000.00	2,275.11	75.84%	3,400.00
		Heating - Propane	4,600.00	4,551.19	98.94%	4,700.00
		Rubbish Removal	1,020.00	1,020.00	100.00%	1,025.00
	Total Utilities		12,820.00	11,827.15	92.26%	13,225.00
	Nursery		0.00	0.00		1,000.00
	Total Church General Expense		24,515.00	23,300.87	95.05%	26,895.00
	Custodial Service					
		Church Cleaning Staff	0.00	0.00		0.00
		Cleaning Supplies	150.00	0.00	0.00%	200.00
	Total Custodial Service		150.00	0.00	0.00%	200.00

	Expenses Continued	% of	2024	2024	% of 2024	2025	% of 2024
			Budget	Actual	Budget	Budget	% +/-
	Worship Supplies						
	Flowers		100.00	0.00	0.00%	100.00	
	Audio Visual		750.00	0.00	0.00%	750.00	
	Pulpit		1,000.00	300.00	30.00%	1,000.00	333.33%
	Worship Supplies		100.00	0.00	0.00%	100.00	
	Total Worship Supplies		1,950.00	300.00	15.38%	1,950.00	650.00%
	Ministry						
	Conferences/Other		500.00	0.00	0.00%	500.00	
	Mileage		1,000.00	1,000.00	100.00%	1,200.00	120.00%
	Salary		15,695.00	15,695.04	100.00%	17,000.00	108.31%
	Salary Designated Housing Allw		30,000.00	30,000.00	100.00%	31,000.00	103.33%
	Total Ministry		47,195.00	46,695.04	98.94%	49,700.00	106.44%
	Ministry Outreach						
	Community Supper Expenses		1,000.00	4,279.92	427.99%	4,400.00	102.81%
	Easter Breakfast		0.00	229.38		300.00	130.79%
	Funeral Lunch		0.00	923.80		0.00	0.00%
	Total Ministry Outreach		1,000.00	5,433.10	543.31%	4,700.00	86.51%
	IN/Out Expense						
	Carenet/Pregnancy Resource		250.00	477.00	190.80%	500.00	104.82%
	Other		0.00	1,000.00		0.00	0.00%
	Total IN/Out Expense		250.00	1,477.00	590.80%	500.00	33.85%
	Music						
	MusicCopywriteFees & SheetMu		200.00	165.00	82.50%	200.00	121.21%
	Music - Other		1,000.00	550.00	55.00%	1,000.00	181.82%
	Total Music		1,200.00	715.00	59.58%	1,200.00	167.83%
	Office Expense						
	Computer/Software/Maintenance		100.00	0.00		100.00	
	Outreach Website + Domain		948.00	948.00		1,000.00	105.49%
	Internet&Telephone		4,000.00	2,575.69	64.39%	2,800.00	108.71%
	Supplies		200.00	0.00		200.00	
	Postage/ PO Box		100.00	84.00	84.00%	100.00	119.05%
	Total Office Expense		5,348.00	3,607.69	67.46%	4,200.00	116.42%
	Parsonage General Expense						
	Electricity		4,500.00	4,514.32	100.32%	4,500.00	99.68%
	Maintenance		350.00			350.00	
	Oil		0.00			0.00	
	Total Parsonage General Expense		4,850.00	4,514.32	93.08%	4,850.00	107.44%
	Transfer to Schwab					5,000.00	
	Total Expense		87,858.00	87,180.62	99.23%	100,495.00	115.27%
	Balance in Community Suppers			285.93			
	Net Ordinary Income		-5,773.97	16,797.47		6,940.47	

Building Fund, Mortgage, Other Income and Expense

			2024 Budget	2024 Actual	% of 2024 Budget	2025 Budget	
Other Income							
	Building Fund Income						
		Building Fund Documented Giving	24,000.00	14,600.00	60.83%	12,000.00	
		Capital Campaign	0.00	23,904.00		0.00	
		Facilities Usage	0.00	50.00		0.00	
		Bell Tower Bank	250.00	382.85	153.14%	150.00	
		Christmas Eve		453.00			
		Interest Income Building Fund	2.00	2.96		2.00	
	Total Building Fund Income		24,252.00	39,392.81	162.43%	12,152.00	
	Total Building Fund Income		24,252.00	39,392.81		12,152.00	
	Other Expense						
		Mortgage Interest	6,254.16	238.28		0.00	
		Bank Charges		0.00			
		Principal Payments	19,306.00	29,182.17		0.00	
	Total Other Expense		25,560.16	29,420.45	115.10%	0.00	0.00%
Net Other Income			-1,308.16	9,972.36		12,152.00	
End of Year 2020 Outstanding Loan Balance				259,939.00	3.69%		3.69%
End of Year 2021 Outstanding Loan Balance				176,692.51	3.69%		3.69%
End of Year 2022 Outstanding Loan Balance				96,635.14	3.69%		3.69%
End of Year 2023 Outstanding Loan Balance				29,182.17	3.69%		3.69%
End of Year 2024 Outstanding Loan Balance				0.00	3.69%		3.69%
			Interest Rate		Interest Rate		Interest Rate



New Ipswich Congregational Church 2024 Annual Report

New Ipswich Congregational Church

2024 Annual Report

Table of Contents

2024 Annual Meeting Agenda	3
2023 Annual Meeting Minutes	4
2024 Special Meeting Minutes	6
Pastor's Report	7
Clerk's Report	9
Deacon of Worship Report.....	12
Deacon of Christian Education Report.....	14
Deacon of Caring Ministry Report.....	15
Trustees' Report	16
Children's Fair Ministry	18
Children's Fair 2024 Donations	20
Children's Fair Scholarship Ministry Team	21
Treasurer's Report	22
2024 Budget + Actuals Report and 2025 Budget	23
Income	23
2024 Budget + Actuals Report and 2025 Budget	24
Expenses	24
Building Fund, Mortgage, Other Income and Expense	26

2024 Annual Meeting Agenda

Members sign in with the Clerk

Call to Order

Adoption of Agenda

A prayer for the Congregation

Old Business

None

New Business

Approve Minutes of Annual Meeting of 2023

Acceptance of Reports from Church Council Members

Accept Treasurer's Reports

Adoption of 2025 Budget

Election of Church Council Members

Discussion of alcohol policy

Any new business

Charge to Members

Benediction and Grace

Adjournment

2023 Annual Meeting Minutes

January 21, 2024

Members signed in with the Clerk. A Quorum was met 27/47

Bob Romeril called the meeting to order at 11:30 am

Adoption of agenda.

Karyn Veeseer made a motion to accept. Linda Kivela seconded. Vote passed.

Pastor Ken Whitson opened with the prayer for the congregation.

Old Business

Carol Romeril reviewed the Capital Campaign on page 26

End of the year 2020 Outstanding loan balance \$259,939.00 3.69% Interest rate

End of the year 2021 Outstanding loan balance \$176,692.51 3.69% Interest rate.

End of the year 2022 Outstanding loan balance \$96,635.14 3.69% Interest rate

End of the year 2023 Outstanding loan balance \$29,182.17 3.69% Interest rate

Our Building income for the year 2023 was \$71,877.43. Leaving \$26,102.00 as the mortgage for 2024, which we should have paid off sometime in 2024. We discussed additional fundraising.

New Business

2023 Annual Meeting Minutes Bob Romeril asked if everyone had read the minutes on pages 4, 5 and 6. There was no discussion. Bob Romeril asked for a motion to accept. Karyn Veeseer made the motion to accept the minutes as printed and Carol Romeril seconded. Vote passed.

Reports from the Church Council Members. Pages 9 thru 21. There was no discussion. Bob Romeril called for a motion. John Veeseer made a motion to accept as printed. Annette Baptista seconded. Vote passed.

Carol Romeril reviewed the Treasurer's Report on page 22 from January 1, 2023 to December 31, 2023. There was no discussion. Annette Baptista made a motion to accept the Treasurer's report and Linda Kivela seconded. Vote passed.

Pastor Ken Whitson spoke about the logo and associated statement "A Romans 12:12 Fellowship" Joyful in hope, patient in tribulation, constant in prayer. Pastor Ken said that the design needs a little work. Margie Brown would like to see the final design. Bill Kivela would like to see the final design before voting on it. Bill Kivela moved that we defer the vote to a later date. There was no vote at this time. Pastor Ken Whitson reviewed the bylaw changes which we will be voting on at a later date.

- Add a council position of Deacon of Women's Ministry to be in effect 30 days after the mortgage is paid off.
- Change the Deacon of Outreach to Deacon of Communications. Freddie Kazo felt that the phrase "oversees all church events" should read and "oversees the posting of all church events".
-

Pastor Ken Whitson dismissed himself from the meeting while we discussed and voted on his sabbatical. Pastor Ken Whitson's contract has a sabbatical after 5 years. John also explained what a sabbatical is. Bob Romeril called for a motion. Karyn Veeseer made a motion to approve Pastor Ken Whitson sabbatical

and Linda Kivela seconded. Vote passed.

Carol Romeril reviewed 2024 budget on pages 23 to 25. There was no discussion. Bill Kivela made a motion to accept the Budget for 2024 and Linda Kivela seconded. Vote passed.

Election of Church Council Members on page 11

4-year terms

Deacon of Ministry: Trey Hiott (2027)

Deacon of Christian education: Emily Trefflich (2027)

Deacon of Women's: Ministry Karyn Veese (30 days after Mortgage pay off)

Deacon of Communications (no nominee at this time 30 days after Mortgage pay off)

3-year terms

Trustee: John Veese (2026)

Other nominations

Linda Kivela, Chris Bergeron, Karyn Veese as Co-chairperson of the 2024 Children's Fair

Continuing Church Council Members

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: Carol Romeril (2024)

Trustee: Brian Kustan (2024)

Trustee: Margie Brown (2025)

Deacon of Worship: Karyn Veese (2024)

Deacon of Caring: Dana Oosterman (2024)

Karyn Veese made a motion to accept the slate of members for the church council

Carol Romeril second. Vote Passed.

Pastor Ken Whitson charge to the members of NICC was now that once we have paid off the Mortgage, we need to become the church that God has planned for us to be.

Pastor Ken gave the Benediction.

Bob Romeril said grace and called for a motion to adjourn. John Veese so moved and Karyn Veese seconded. Vote passed.

Respectfully Submitted

Jeanne Norwood, Clerk

2024 Special Meeting Minutes

Special Meeting June 30,2024

Initially the quorum was not met. The Church Council met and moved two members to the unactive list Kathy Allen and Peggy Sarri and added a new member Namoi Peterson by Congregational approval.

John Veaser made a motion that for just this meeting we have a quorum of 50%, seconded by Pastor Ken vote passed. Last count was 22 out of 43 member was a quorum.

Meeting was called to order

Pastor Ken opened with prayer.

Bob Romeri reviewed the agenda and a vote was called for and passed.

There was discussion on Amendments to the Bylaws

Freddie Kazo Shared her concerns on the sentence reading "Overseeing missions and outreach ministries" should not be a communication responsibly. Freddie Kazo made a motion to amend that sentence to read "Overseeing communication of missions and outreach ministries". Karyn Veaser second Vote passed.

Bill Kivela questioned why there are Three Chairpersons on the Children's Fair Committee, when the Bylaws read Chairmen of the Children's Fair. Pastor Ken explained we add two more Chairs last year at the annual meeting. John Veaser suggested adding in paraeneses the letter "s" behind the word Chairmen(s).

Linda Kivela asked if we had an auditor. Bob Romeril replied at this time no.

Freddie Kazo had a question about the Deacon of Ministry. Pastor Ken explained.

Bob Romeril called for a motion to vote on the Bylaw amendments. Emily Trefflich made the motion and Karyn Veaser seconded. Vote passed.

Logo John Veaser mentioned the Script was too small. Pastor Ken said Lindsay's design did not include the script but she could enlarge if it was needed. Emily Trefflich made the motion and Dana Oosterman seconded. Vote passed.

Pastor Ken suggested we buy the Logo design from Lindsay Heaphy because of legal matters. We will discuss this at the next Church Council.

John Veaser made a motion to adjourn Karyn Veaser seconded. Vote Passed

Pastor Ken closed in prayer.

Respectfully Submitted

Pastor's Report

The Church

It has been a banner year for NICC! Paying off the mortgage, accepting a logo and working to improve our online presence is making, and has made us a recognized part of the community. Council positions were re-visited and some changes have been made. We average anywhere from 3 to 5 visitors per month. All of it is a sign that those around us are aware of our presence and not afraid to stop in and learn more. Our final mortgage payment was made by the West family who came into the church office to make the payment so that their children could “guess the date” that the mortgage would be paid. Their efforts earned them an ice cream date with Pastor Ken. We are planning that as soon as the ice cream shops open in 2025. The celebration of praise and thanks was well attended and provided us with a great opportunity to say “thank you” to so many in the community who donated. Our Deacon of Missions has changed to Deacon of Communications a better and fitting description for ensuring our message and voice are heard online. We kept the Deacon of Ministries and added a Deacon of Women's Ministries both of whom will serve the whole congregation but who will also have their own areas of ministry to promote. These are more of a teaching role and in the past, both were included within the Deacon of Christian Education, a role which now focuses on youth and children. We are catching up to the digital world to some degree. Having the ability to stream our Worship services and other events. You can now give online or through Paypal or Venmo, terms that I will admit I don't quite understand yet. There is an ongoing expectation by many in the community that we will continue to hold annual events that we've held in the past. Trunk or Treat, the Zombie Hunt, Bike Rodeo, Pie sales, Children/Youth Craft fairs. A sign that the community not only recognizes us but has some continuing expectations for us. Our Sunday School has grown by leaps and bounds under Emily's direction. We are all excited to hear and see the kids each week even when my children's moment lesson is lacking, their willing participation makes up for it. The fruit treats always seem to help. It is inspiring to see them share what they've learned each week. We held some funerals this year for two of our longtime members, Betsy Thoms and Mary Lawrence, had a wedding (or two), Doug and Jessica Archambault and if there was another it has escaped my memory and we had a baptism in Pratt Pond of both Brad Brock, Patton Hiott and Cheryl Brooks. We added other new members as well by transfer, noted in the Clerk's report. A lot has taken place over the past 12 months, most of it noted in the reports that follow. I've recommended that in 2025 for Pentecost Sunday we have all ministries of the church give us a brief update of what they are doing and how they are doing. We may be surprised by what we didn't know.

The Pastor

I've managed to keep busy. My transition from lunch/recess monitor to substitute teacher has expanded my conversations and connections. All of which has further developed into conversations with parents and grandparents, many who stop to chat, introduce themselves or visit. It has also developed into some personal friendships for me with both the teachers as well as the parents. Many who I wouldn't normally have the chance to talk to. I now serve as a substitute for Highbridge Hill, Boynton, Mason Elementary and Heritage Christian School.

My weekly visits on Thursday to Monadnock Hospital have created similar results as caretakers express their appreciation for the visits and time spent with their loved ones including those who are released to home care as well as those who do pass away. Beyond the Thursday visits, I also visit the patient floor on holidays bringing some sort of treat for the nurse's breakroom; muffins, chocolate etc. I am also one of the "on call" pastors for the hospital. This year the number of "end of life" calls were down slightly while the "I could use a book" calls were slightly higher. Those would be the calls where something was needed more out of convenience than necessity. The hospital administration has also expressed their gratitude that part of my hospital visit is to check on the nursing staff. I invested some time and money to become a certified instructor to teach the Mental Health First Aid Class. Unfortunately, I never had or took the time to hold a class. I continue to teach at the American Baptist School of Ministry for at least the coming year. I also serve as a mentor to around 8 students who are seeking to become pastors one day.

I hold an online Bible Study, open to anyone, that explores the base or foundation of the scriptures by allowing different participants to present what they understand from the text. I agreed to take on the task of temporary pastor for First Baptist Fitchburg. A position that is focused on helping them rebuild and continue as the church following a split in their congregation. Their council is being redefined and rebuilt, they are revising their bylaws and one of their young men has begun his studies as a student pastor. We are on track to end our agreement on Aug 31, 2025. I'm not sure what else I can report!

I have decided to focus on becoming better at preaching in 2025. I visit with/counsel one or two veterans who have finally convinced me to join the VFW to better serve them. I am also challenging myself to make more in-home visits without being too intrusive and I finally finished editing my book which hopefully goes out to print before summer. Finally, I also serve in an advisory role for around 5 churches who are striving to stay afloat!

What's Coming in 2025!

In 2025 our hope is to encourage all members and regular attendees to have their own ministry or become more active in a current one. Our congregation has increased slightly over the last few years and we are back to "pre-covid" numbers. Those families and individuals who come to visit, besides being welcomed, are looking for an active and present congregation. Creating that energy can't be on the pastor alone, or the church council or any one of us. It must be a spirit that exists and extends through all of us. Besides new and additional ministries we hope to host at least one special event per month whether it be a special class, a women's brunch, the children/youth craft fair- something that invites others not just to visit but to become a part of us. None of that can happen unless the gospel message takes center stage in all that we do. Stay joyful in hope, patient in affliction, faithful in prayer! Great things He has promised, Great things He has done. Great things are yet to come.

Blessings,

Pastor Ken

Clerk's Report

The Clerk records vital information such as changes in our membership, minutes of Church Council Meetings and submits them to the church Secretary for safekeeping. All 2024 documents will be moved to pdf's and stored on a thumb drive kept in the church office.

Average Sunday Attendance:

Keeping track of our attendance each week over the course of 2024 was not consistent as in the past. Normally we would have an accurate average over the full 12 months. We have seen low numbers in the teens and some weeks have swelled to larger amounts. Our Christmas Eve service this year was well attended, and Easter Service saw higher than usual numbers with some additional community members visiting for the first time.

Active membership January 1, 2024: 42 Active membership January 1, 2025: 45

There were no Children baptized this past year.

Membership Active: 45

Doug Archambault	Jessica Archambault	Annette Baptista	Christine Bergeron
Peter Bergeron	Brad Brock	Pam Brock	Mary Broden
Cheryl Brooks	Margie Brown	Sami Brundige	Lena Cary
Lisa Carbone	Venanzio (Vinny) Carbone	Chuck Connors	Donna Connors
George Ganko	Wendy Grippardi	Gail Gustafson	Randy Gustafson
Danielle Hiott	Patton Hiott	Trey Hiott	Lindsay Heaphy
Bill Kivela	Linda Kivela	Fredericke (Freddie) Kazo	Val Kottle
Brian Kustan	Suzanne Kustan	Oliver (Ollie) Niemi	Jeanne Norwood
Dana Oosterman	Naomi Peterson	Alison Retzlaff	Nathan Retzlaff
Bob Romeril	Carol Romeril	Susan Schleich	Colton Trefflich
Emily Trefflich	John Veaser	Karyn Veaser	Ken Whitson
Andrea Wood			

New Members 2024: Naomi Petersen by transfer, Pam Brock by transfer. Patton Hiott by baptism, Brad Brock by baptism.

Inactive Members

Lyle Brundige (2025)

Kathleen Alen (2024) Peggy Saari (2024)

Theresa Ojala (2023) Tom Rizzo (2023) Deborah Rizzo (2023)

Karen Clough (2023) Blanch Wooster (2023) Rebecca Lehtonen (2020)

Marcy Levesque (2020) Bob Wooster (2020) Linda Wooster (2020)

Jay Malbouef (2019) Joseph Fragala (2017) Justine Fragala (2017)

Mike Rand (2015) James Thompson (2013) Susan Thomson (2013)

Deceased

Al Hasting

Mary Lawrence

Elizabeth Thoms

Bob Fasanella (friend of NICC)

Wally Wooster (former member)

Bob Ricard (friend of NICC)

Gwendolyn-Jane Romeril (friend of NICC)

2024 Executive Ministry Team

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: Carol Romeril (2024)

Church Council:

Deacon of Worship: Karyn Veaser filled in until Naomi Peterson agreed to be nominated for Deacon of worship

Deacon of Women's Ministry: Karyn Veaser (2027)

Deacon of Caring: Dana Oosterman (2024)

Deacon of Communications: Freddi Kazo (2027)

Deacon of Christian Education: Emily Trefflich (2027)

Trustee: John Veaser (2026)

Trustee: Margie Brown (2025)

Trustee: Brian Kustan (2024)

2024 Church Council Nominations

4-year terms

- Treasurer: Carol Romeril (2028)

3-year terms

- Deacon of Caring: Dana Oosterman (2027)
- Deacon of Communications: Freddie Kazo (2027)
- Deacon of Worship: Naomi Peterson (2027)
- Trustee: Nathan Retzlaff (2027)

Other Nominations

Linda Kivela, Chris Bergeron, Karyn Veese as Co-chairpersons of the 2025 Children Fair.

Allie Retzlaff - Auditor

Continuing Church Council Members

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: see nomination

Trustee: John Veese (2026)

Trustee: Margie Brown (2025)

Trustee: see nomination

Deacon of Caring: see nomination

Deacon of Communications: see nomination

Deacon of Worship: see nomination

Respectfully Submitted,

Jeanne Norwood, Clerk

Deacon of Worship Report

“The steadfast love of the Lord never ceases; His mercies never come to an end; they are new every morning; great is your faithfulness.” – Lamentations 3:22-23

2024 has been a true testament to the abundant love and grace that Christ gifts us. This past year we have welcomed faithful friends into new members, have celebrated the lives of those dear to us as they passed on, baptized adults to Christ, greeted new families and old friends as they come to visit and hear the word of God spoken and sung about in our sanctuary, and with the help of countless friends, paid off our mortgage so that we may reach our potential and grow into the church that our Father has planned for us.

We thank our congregation of family and friends for their continued support and love of this church as shown through their time, treasures, and talents. We especially appreciate the care, time and energy of those who share their gifts with us weekly: music leader, slideshow creator and website manager, John Veaser, our worship tech operator, Brian Kustan, our service leaders, Suzanne Kustan, Lindsay Heaphy, and Naomi Petersen. Andrea Wood who provides our flowers and our servant-hearted leader, Pastor Ken. I would be remiss if I did not mention the success and growth of our Sunday School program under the leadership of Emily Trefflich and her assistance team. We also have various “support staff” within our congregation who add to our weekly service throughout the year. Thank you to all of you who read the call to worship, participate in our Advent and Christmas Eve services, set up candles for our Christmas Eve service, decorate and undecorate the sanctuary, collect our offering boxes, ring the bell, run off, fold and hand out bulletins, help with the delivery of communion, and provide goodies for coffee hour, as well as set up and break down of that hour. Your caring and thoughtful additions to our service does not go unnoticed.

This past summer we as a church were able to grant Pastor Ken a sabbatical in which Trey Hiott, myself, and two guest speakers delivered our weekly Sunday message. This was a true learning experience, that was both amazing and anxiety-provoking. Besides being in the Word and being diligent in my Biblical research, I learned to appreciate the application of delivery and hard work that goes into preparing the message, as well as learned more about myself through that experience. In the Fall I organize the annual St Vincent DePaul Thanksgiving basket pies. Special thanks this year to Margie Brown, Linda Kivela, Cindy Ricard, Kristen Page and Fern Neimi for helping me with a large portion of the work to calculate and get ingredients, peel and freeze apples, mix, assemble, bake and deliver 127 apple pies the Saturday before Thanksgiving. SVDP is always grateful and impressed with the dedication shown in supporting our community with these efforts.

God continues to be good to us and we strive to be faithful to Him. With our mortgage being paid off I moved from my position as our Deacon of Worship to the Deacon of Women’s Ministry. I have loved holding the Deacon of Worship position and learned a lot as I grew in my walk and role within our

Sunday service. With my shift in position, I will continue to organize our NICC Pie Ministry and the preparation for coffee hour and monthly communion. I am looking forward to organizing Women's Fellowship brunches and sharing more messages on Sunday mornings as the year continues. I also look forward to continuing to support our church family in all the ministry needs that Christ places on our hearts this coming year as He guides us all through the challenges and triumphs that the year may bring.

Let God's promises shine on your new year and fill every moment with His blessings and favor. May your faith be renewed, your heart be strengthened, and your path be guided by the Lord's loving hand. Have a blessed New Year!

Submitted in Christ's love,
Karyn Veaser

Deacon of Christian Education Report

In 2024 I took on a new role in the church as Deacon of Christian Education, with a primary focus on expanding and enriching our Sunday School program. We started using The Biggest Story curriculum books in 2023 and have continued it through in 2024. While this is intended to be a 2-year curriculum, it is likely it will take us 3 years with the various stops for Easter, Pentecost, and Advent lessons. This year we were able to cover Pentateuch (the first five books of the Bible), History of the Old Testament (Judges, Kings, and several key women of the Bible), and finished up the year with a four-week lesson in Advent.

We saw consistent growth in our Sunday School class sizes in 2024, averaging about 10 kids each week. There were also no Sunday's where class was not held due to a lack of attendance. I find this very exciting as the kids continue to show interest in the stories and crafts and are excited to join each week!

In 2024 we were also able to attend the New Ipswich Fall Festival, where Pastor Ken and I handed out crafts, kids bulletins, and refreshments. A lot of kids and families came to our table, where most recognized Pastor Ken from school!

Our Sunday School program would not be successful without the help of all the church members who support us and welcome our little bit of loudness! A very special thank you to Alison and Nate Retzlaff and Margie Whitson, who continuously led and assisted in Sunday School lessons each week.

2025 holds new changes for our Christian Education ministry, and I cannot wait to share them with everyone!

Emily Trefflich

For anyone interested in learning more about the curriculum, please feel free to ask me in Church or look at their website here: <https://www.thebiggeststory.com/about/>

Deacon of Caring Ministry Report

Greetings! 2024 was another very busy year. The life of our church is always changing; we said goodbye to some extraordinary members of our church, and we welcomed a new baby, with 2 more on the way.

The Pastor's Discretionary Fund continues to be used to bless people with acts of kindness and flowers of comfort.

I continue to reach out to friends when I know of a need. Please let me or Pastor Ken know about any needs that we could help with.

I wish everyone health in the new year! Please remember to wash your hands often to prevent the spread of germs.

Blessings,
Dana

Trustees' Report

The Trustees would like to thank all those that contributed to the faithful support both financially and in facility upkeep over the past year.

What an amazing year it was. After much hard work and continuous prayers – our mortgage was finally paid off.

I have used these words for a few years, “frugality, financial insecurity, and faith in Him who brings us through all trials.” And I continue to stand by them today. Our church is doing amazing things and God has once again brought us through a year of growth and impact. When you look at our GOOGLE Calendar on our website, it is amazing to see all the times throughout the week/month/year – that our facility is used by so many groups besides NICC itself. I firmly believe it is this generosity of spirit and gifts that keeps God faithful in our support.

I would like to thank Brian Kustan for his years of service as a Trustee and I hope that we as the continuing Trustees and as a church family can continue to look to him for his knowledge and support of NICC. His skills at both technology and facility management have been a great help to all of us over the past several years. Thank you again Brian.

The Trustees first goal in 2025 is to get a Capital Projects priority list in place and communicate this list to the congregation on a regular basis, both on cost as well as progress and needs. We will continue to keep everyone informed, but if you or someone you know has experience with repairs and maintenance, we welcome your gifts,

We ask that you continue to be faithful in your giving in 2025. With that being said, I want to sincerely ask that all of you seriously consider using our online giving portal to send in your weekly tithes/offerings. By using the online option, you are able to set up your giving according to your budget and preferred schedule. You can give monthly, weekly, bi-weekly or all at once. You set up where your donations go and even if you miss church due to travel, illness, alternate plans or any other reason, your donation to NICC will still occur. This will help our treasurer better budget payments each week, as well as ensure that your giving stays current and continuous throughout the year. I am willing to sit down with anyone and help you get this set up.

We are called on to support the church and its ministries

2 Corinthians 9:7 says: Each one must give as he has decided in his heart, not reluctantly or under compulsion

2 Chronicles 31:5: Describes how the Israelites generously gave a tithe of everything they produced, including the first fruits of their grain, olive oil, honey, and new wine

Proverbs 3:9: Says to honor the Lord with wealth and the first fruits of all crops

We have been gifted by God and supported by this community with the meeting house we call NICC – now that we are out from under the burden of our mortgage – I ask you all to consider your faithful and consistent giving to the ministries of this church and the upkeep of the facility. I ask you to make NICC a part of your weekly, monthly and yearly budget.

Finally, be in continuous prayer for NICC and the folks that have taken upon their heart to be members and leaders within NICC. We are all blessed to be here – He has called each one of us here for a reason and a season – may we all be open and ready to hear His call

God Bless & Respectfully Submitted - John Veaser

January, 2025

John Veaser, Brian Kustan, Margie Brown - Trustees

Children's Fair Ministry

2024 continued to bring the Children's Fair many blessings. We met all our financial needs and received many donations from our friends, towns people and local businesses. These donations are what make a difference in the success of the Children's Fair. Many thanks to these generous donors who contribute to the fair's success are Matt Traffie and Albert Goddard (Arlen Company), Phil Thayer, Hayward Farms Ice Cream, Scotties Potties and Shaw's Dumpsters.

With the fair's success we were able to donate to many local youth organizations along with generous support to our church. The organizations that we donated monies to are as follows: Boy Scout Troop #3877, Foster Family Fun Day, Girl Scout Troop #10638, Heritage Christian School, Hope Fellowship's sponsor child in Nicaragua, Husky House at HHES, LeClair-Caron-Pelletier American Legion Auxiliary, Monadnock 4-H Robotics, Mascenic Fundraiser, Monadnock Baseball, Monadnock Baseball Lights (in New Ipswich), New Ipswich Library, New Ipswich Recreation Dept/ Dances, New Ipswich Recreation Dept/Fishing Derby, New Ipswich Town Pool/Swim Team, the River Center, St Vincent de Paul. The financial support we gave to NICC is as follows: fuel, NICC church budget, NICC building fund, NICC Christian Education, NICC Community Suppers, NICC Senior Fellowship and the NICC Pastor's Discretionary Fund. After the devastating hurricane down south this fall we sent money through Samaritan's Purse. As you can see the Children's Fair is an integral part of our church and community. The dedication and hard work that our volunteers so unselfishly give year after year is amazing. It takes well over 200 volunteers the day of the fair. Our family and friends of the fair are the hands and feet of Jesus Christ. If you would be interested in getting involved in the Children's Fair please speak to one of the chairmen or anyone on the Executive Board.

The following chairmen of the Children's Fair are;

Books: Melanie Kane,

Butch's Country Store; Karyn Veaser,

Calendar Raffle: Chris Bergeron & Karyn Veaser,

Chicken BarBQue: Randy Waynen,

Children's Area: Karen Clough & Kristen Kivela,

Entertainment: Chris Bergeron,

Garden Shop: John Poltrack & BJ Aho,

Gift Basket Raffle: Linda Kivela,

Hay Ride: Bill Kivela,

Ice Coffee: Margie Brown,

Ice Cream: Heather Boucher,

Nellie's Bake Goods: Danielle Hiott,

Parking: Trey Hiott & sons,

Program & Flyer: Shannon Michaud,

Snack Shack: Chris Bergeron,

Set Up & Tear Down: John Veaser,

Go to Man: Brett Kivela

Treasurer: Carol Romeril assisted by Bob Romeril & Margie Whitson.

The executive board voted to add another member to our board. We nominated Ryan Oosterman, who graciously accepted this position. We feel blessed to have Ryan be a part of our team. God is good. He continually answers our prayers when we are in need and guides us in the path that He has chosen for us.

In His Service,

Chris Bergeron, Linda Kivela, Karyn Veeseer co-chairs of
the 2024 N.I. Children's Fair

2024 Children's Fair Executive Board: Chris Bergeron,
Margie Brown, Lindsay Heaphy, Linda Kivela, Ryan
Oosterman, Bob Romeril, Carol Romeril, John Veeseer,
Karyn Veeseer and Pastor Ken Whitson

Children's Fair 2024 Donations

	Amount Voted	Amount Distributed	Payment Method
Organization	<u>2024</u>	-	-
N.I. Congregational Church - oil	\$3,000	\$3,000	Online
N.I. Congregational Church	\$7,000	\$7,000	Online
Local Sunday Schools			
Hope Fellowship	\$200	\$200	1739
Boy Scout Troop #3877 Charter (NICC Sponsored)	\$600	\$600	1735
Monandnock Baseball (Little League) Wade Ojala	\$250	\$250	1743
N.I Library	\$500	\$500	1744
NICC Christian Education	\$1000	\$1000	Online
St. Vincent de Paul Society-Friends of the Poor Walk/Run Event Sponsor	\$2,500	\$2,500	1749
NICC Community Suppers (Debit Card 500, top up as necessary)	\$1,000	\$1,000	Online
4H Robotics	\$700	\$700	1742
The River Center	\$600	\$600	1748
Heritage Christian School	\$500	\$500	1738
NICC Pastor's Discretionary Fund	\$1,000	\$1,000	Online
NI Parks & Rec Pool	\$750	\$750	1747
Girl Scout/Brownies Troop 23151--Heather Schoff	\$600	\$600	1737
Children's Fair Scholarship	\$1450	\$1450	Pending
Mascenic Boosters – 5K Sponsorship	\$250	\$250	1733
CF Capital Fund for 2025 capital purchases	\$2500	\$2500	Pending
leClair American Legion -	\$300	\$300	1741
Foster Fun Day - M Ordway	\$500	\$500	1736
4H Club	\$400	\$400	Pending
NI Fishing Derby	\$350	\$350	1746
NI Rec Dances	\$250	\$250	1745
Highbridge Hills Husky House	\$500	\$500	1740
NICC Senior Fellowship	\$250	\$250	1750
Total	\$26,950		

Children's Fair Scholarship Ministry Team

We awarded two scholarships this past June, both to Mascenic graduates.

Oliver Hiott received a \$750.00 scholarship. Oliver is attending New Hampshire Technical College in Nashua, NH, majoring in their criminal justice program. His goal is to attend the Police Academy to pursue law enforcement as a State Trooper. Oliver lives in Greenville with his parents Trey and Danielle Hiott. He has been very active in the Mascenic community.

Ella Pearson received a \$750.00 scholarship. Ella had planned to attend college in September but plans changed and she will now be attending Nashua Technical College in Nashua, NH beginning in January 2025. Ella shares her time living with her parents Amy Pearson and Paul Pearson in Greenville and New Ipswich. Ella has been very active at Mascenic in sports and extracurricular activities and with the Children's Fair.

The New Ipswich Children's Fair Scholarship originated in 1985. Monies are funded through the N.I. Children's Fair and money given in memory of loved ones.

Sincerely,

The 2024 Scholarship Committee: Chris Bergeron, Karen Clough, Linda Kivela, Bob Romeril and John Veaser.

The presenter of the scholarship is Karyn Veaser.

Treasurer's Report

	New Ipswich Congregational Church		
	Treasurer's Report		
For the Year Ended December 31, 2024			
General Fund			
Starting Balance January 1, 2024		\$7,305.03	
Receipts from all sources		86,912.21	
Tfr from Building Fund		3,000.00	
Less : Expenditures		(80,419.77)	
Ending Balance December 31 , 2024		\$16,797.47	
Building Fund			
Starting Balance January 1, 2024		\$14,612.19	
Documented Giving		14,600.00	
Capital Campaign		23,904.00	
Christmas Eve		453.00	
Facilities Use		50.00	
Piggy Bank		382.85	
Interest Income		2.96	
Funds available		54,005.00	
Less : Mortgage Payment			
Interest		(238.28)	
Principal		(29,182.17)	
Tfr to General Fund		(3,000.00)	
Ending Balance December 31, 2024		\$21,584.55	
Endowment Fund Account- Charles Schwab			
Starting Balance January 1, 2024		\$7,133.52	
Investment Income		357.56	
Ending Balance December 31, 2024		\$7,491.08	
Organ Fund			
Starting Balance January 1, 2024		300.50	
Interest Earned		0.00	
Ending Balance December 31, 2024		\$300.50	
Health Ministry			
Starting Balance January 1, 2024		499.37	
Interest Earned		0.00	
Ending Balance December 31, 2024		\$499.37	
Community Supper			
Starting Balance January 1, 2024		\$576.85	
Deposit from Children's Fair		1,000.00	
Donations		2,989.00	
Supper Expenses		(4,279.92)	
Ending Balance December 31, 2024		\$285.93	

2024 Budget + Actuals Report and 2025 Budget

Income

	Income			2024	2024	% of 2024	2025	2025
				Budget	Actual	Budget	Budget	% +/-
Ordinary Income/Expense								
Income								
	Starting Account Balance			7,305.03	7,305.03		16,797.47	229.94%
	Balance in Oil Pre-pay from 2023				2,480.93			
	Balance Community Suppers				576.85			
	Children's Fair			5,000.00	7,000.00	140.00%	6,000.00	85.71%
	Children's Fair Fuel			0.00	3,000.00		0.00	0.00%
	Children's Fair Sunday School			800.00	1,000.00	125.00%	1,000.00	100.00%
	Children's Fair Community Supper				1,000.00		1,000.00	100.00%
	Documented Giving			50,000.00	54,301.00	108.60%	68,000.00	125.23%
	Gift Friends of NICC			6,500.00	9,000.00	138.46%	0.00	
	Easter Breakfast			0.00	126.00		0.00	0.00%
	Flower Fund Income			250.00	0.00	0.00%	250.00	
	Parsonage Oil & Electric			2,400.00	1,800.00	75.00%	3,300.00	183.33%
	Community Suppers			0.00	2,989.00		3,500.00	117.10%
	In-Out Income							
		Baby Bottles		275.00	477.00	173.45%	500.00	104.82%
		Other			1,000.00		0.00	0.00%
	Total In-Out Income			275.00	1,477.00	537.09%	500.00	33.85%
	Interest Income			3.00	4.95	165.00%	3.00	60.61%
	Textile Shed			1,800.00	1,687.27		1,800.00	106.68%
	Plate			7,000.00	4,031.97	57.60%	4,500.00	111.61%
	Children's Fair VBS			0.00	0.00		0.00	
	Use of Facilities			750.00	0.00		750.00	
	Schwab Interest			1.00	34.02		35.00	102.88%
	Memorial Donations				3,250.00			0.00%
	Transfer in from building Fund				3,000.00		3,500.00	116.67%
	Special Music Donation				200.00			0.00%
	Total Income			74,779.00	93,901.21	125.57%	90,638.00	96.52%
Total Funds Available				82,084.03	104,264.02	127.02%	107,435.47	103.04%

2024 Budget + Actuals Report and 2025 Budget

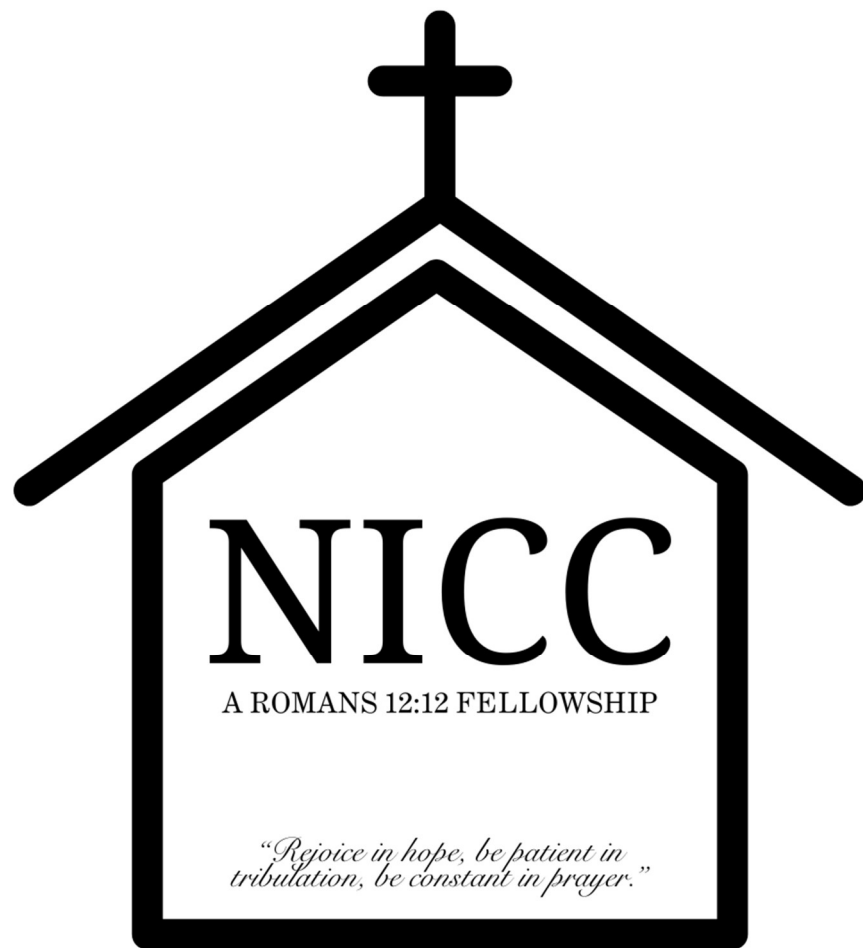
Expenses

			2024	2024	% of 2024	2025
			Budget	Actual	Budget	Budget
Expense						
	Capital Improvement					
		Replacement Lawnmower	0.00	600.00		0.00
	Total Capital Improvement		0.00	600.00		0.00
	Christian Education					
		Adult Education	100.00	0.00		100.00
		Outreach Ministry	500.00	0.00		500.00
		Sunday School/Bibles/Gifts	800.00	537.60	67.20%	1,000.00
		Women's Events	400.00	0.00		400.00
	Total Christian Education		1,400.00	537.60	38.40%	1,600.00
	Church General Expense					
		Church Maintenance				
		Burner Service	300.00	0.00	0.00%	450.00
		Elevator Maint/ Inspection	450.00	520.00	115.56%	550.00
		Fire Extinguisher Maint	500.00	265.11	53.02%	700.00
		Fire Security System Maintenance	525.00	0.00	0.00%	550.00
		Maintenance & Repairs	1,200.00	927.93	77.33%	1,200.00
		Salt Water System	220.00	0.00	0.00%	220.00
	Total Church Maintenance		3,195.00	1,713.04	53.62%	3,670.00
	Grounds Maintenance		0.00			0.00
	Insurance		8,500.00	9,760.68	114.83%	10,000.00
	Utilities					
		Electricity-Church	4,200.00	3,980.85	94.78%	4,100.00
		Heating - Oil	3,000.00	2,275.11	75.84%	3,400.00
		Heating - Propane	4,600.00	4,551.19	98.94%	4,700.00
		Rubbish Removal	1,020.00	1,020.00	100.00%	1,025.00
	Total Utilities		12,820.00	11,827.15	92.26%	13,225.00
	Nursery		0.00	0.00		1,000.00
	Total Church General Expense		24,515.00	23,300.87	95.05%	26,895.00
	Custodial Service					
		Church Cleaning Staff	0.00	0.00		0.00
		Cleaning Supplies	150.00	0.00	0.00%	200.00
	Total Custodial Service		150.00	0.00	0.00%	200.00

	Expenses Continued	% of	2024	2024	% of 2024	2025	% of 2024
			Budget	Actual	Budget	Budget	% +/-
	Worship Supplies						
	Flowers		100.00	0.00	0.00%	100.00	
	Audio Visual		750.00	0.00	0.00%	750.00	
	Pulpit		1,000.00	300.00	30.00%	1,000.00	333.33%
	Worship Supplies		100.00	0.00	0.00%	100.00	
	Total Worship Supplies		1,950.00	300.00	15.38%	1,950.00	650.00%
	Ministry						
	Conferences/Other		500.00	0.00	0.00%	500.00	
	Mileage		1,000.00	1,000.00	100.00%	1,200.00	120.00%
	Salary		15,695.00	15,695.04	100.00%	17,000.00	108.31%
	Salary Designated Housing Allw		30,000.00	30,000.00	100.00%	31,000.00	103.33%
	Total Ministry		47,195.00	46,695.04	98.94%	49,700.00	106.44%
	Ministry Outreach						
	Community Supper Expenses		1,000.00	4,279.92	427.99%	4,400.00	102.81%
	Easter Breakfast		0.00	229.38		300.00	130.79%
	Funeral Lunch		0.00	923.80		0.00	0.00%
	Total Ministry Outreach		1,000.00	5,433.10	543.31%	4,700.00	86.51%
	IN/Out Expense						
	Carenet/Pregnancy Resource		250.00	477.00	190.80%	500.00	104.82%
	Other		0.00	1,000.00		0.00	0.00%
	Total IN/Out Expense		250.00	1,477.00	590.80%	500.00	33.85%
	Music						
	MusicCopywriteFees & SheetMu		200.00	165.00	82.50%	200.00	121.21%
	Music - Other		1,000.00	550.00	55.00%	1,000.00	181.82%
	Total Music		1,200.00	715.00	59.58%	1,200.00	167.83%
	Office Expense						
	Computer/Software/Maintenance		100.00	0.00		100.00	
	Outreach Website + Domain		948.00	948.00		1,000.00	105.49%
	Internet&Telephone		4,000.00	2,575.69	64.39%	2,800.00	108.71%
	Supplies		200.00	0.00		200.00	
	Postage/ PO Box		100.00	84.00	84.00%	100.00	119.05%
	Total Office Expense		5,348.00	3,607.69	67.46%	4,200.00	116.42%
	Parsonage General Expense						
	Electricity		4,500.00	4,514.32	100.32%	4,500.00	99.68%
	Maintenance		350.00			350.00	
	Oil		0.00			0.00	
	Total Parsonage General Expense		4,850.00	4,514.32	93.08%	4,850.00	107.44%
	Transfer to Schwab					5,000.00	
	Total Expense		87,858.00	87,180.62	99.23%	100,495.00	115.27%
	Balance in Community Suppers			285.93			
	Net Ordinary Income		-5,773.97	16,797.47		6,940.47	

Building Fund, Mortgage, Other Income and Expense

			2024 Budget	2024 Actual	% of 2024 Budget	2025 Budget	
Other Income							
	Building Fund Income						
		Building Fund Documented Giving	24,000.00	14,600.00	60.83%	12,000.00	
		Capital Campaign	0.00	23,904.00		0.00	
		Facilities Usage	0.00	50.00		0.00	
		Bell Tower Bank	250.00	382.85	153.14%	150.00	
		Christmas Eve		453.00			
		Interest Income Building Fund	2.00	2.96		2.00	
	Total Building Fund Income		24,252.00	39,392.81	162.43%	12,152.00	
	Total Building Fund Income		24,252.00	39,392.81		12,152.00	
	Other Expense						
		Mortgage Interest	6,254.16	238.28		0.00	
		Bank Charges		0.00			
		Principal Payments	19,306.00	29,182.17		0.00	
	Total Other Expense		25,560.16	29,420.45	115.10%	0.00	0.00%
Net Other Income			-1,308.16	9,972.36		12,152.00	
End of Year 2020 Outstanding Loan Balance				259,939.00	3.69%		3.69%
End of Year 2021 Outstanding Loan Balance				176,692.51	3.69%		3.69%
End of Year 2022 Outstanding Loan Balance				96,635.14	3.69%		3.69%
End of Year 2023 Outstanding Loan Balance				29,182.17	3.69%		3.69%
End of Year 2024 Outstanding Loan Balance				0.00	3.69%		3.69%
			Interest Rate		Interest Rate		Interest Rate



New Ipswich Congregational Church 2024 Annual Report

New Ipswich Congregational Church

2024 Annual Report

Table of Contents

2024 Annual Meeting Agenda	3
2023 Annual Meeting Minutes	4
2024 Special Meeting Minutes	6
Pastor's Report	7
Clerk's Report	9
Deacon of Worship Report.....	12
Deacon of Christian Education Report.....	14
Deacon of Caring Ministry Report.....	15
Trustees' Report	16
Children's Fair Ministry	18
Children's Fair 2024 Donations	20
Children's Fair Scholarship Ministry Team	21
Treasurer's Report	22
2024 Budget + Actuals Report and 2025 Budget	23
Income	23
2024 Budget + Actuals Report and 2025 Budget	24
Expenses	24
Building Fund, Mortgage, Other Income and Expense	26

2024 Annual Meeting Agenda

Members sign in with the Clerk

Call to Order

Adoption of Agenda

A prayer for the Congregation

Old Business

None

New Business

Approve Minutes of Annual Meeting of 2023

Acceptance of Reports from Church Council Members

Accept Treasurer's Reports

Adoption of 2025 Budget

Election of Church Council Members

Discussion of alcohol policy

Any new business

Charge to Members

Benediction and Grace

Adjournment

2023 Annual Meeting Minutes

January 21, 2024

Members signed in with the Clerk. A Quorum was met 27/47

Bob Romeril called the meeting to order at 11:30 am

Adoption of agenda.

Karyn Veeseer made a motion to accept. Linda Kivela seconded. Vote passed.

Pastor Ken Whitson opened with the prayer for the congregation.

Old Business

Carol Romeril reviewed the Capital Campaign on page 26

End of the year 2020 Outstanding loan balance \$259,939.00 3.69% Interest rate

End of the year 2021 Outstanding loan balance \$176,692.51 3.69% Interest rate.

End of the year 2022 Outstanding loan balance \$96,635.14 3.69% Interest rate

End of the year 2023 Outstanding loan balance \$29,182.17 3.69% Interest rate

Our Building income for the year 2023 was \$71,877.43. Leaving \$26,102.00 as the mortgage for 2024, which we should have paid off sometime in 2024. We discussed additional fundraising.

New Business

2023 Annual Meeting Minutes Bob Romeril asked if everyone had read the minutes on pages 4, 5 and 6. There was no discussion. Bob Romeril asked for a motion to accept. Karyn Veeseer made the motion to accept the minutes as printed and Carol Romeril seconded. Vote passed.

Reports from the Church Council Members. Pages 9 thru 21. There was no discussion. Bob Romeril called for a motion. John Veeseer made a motion to accept as printed. Annette Baptista seconded. Vote passed.

Carol Romeril reviewed the Treasurer's Report on page 22 from January 1, 2023 to December 31, 2023. There was no discussion. Annette Baptista made a motion to accept the Treasurer's report and Linda Kivela seconded. Vote passed.

Pastor Ken Whitson spoke about the logo and associated statement "A Romans 12:12 Fellowship" Joyful in hope, patient in tribulation, constant in prayer. Pastor Ken said that the design needs a little work. Margie Brown would like to see the final design. Bill Kivela would like to see the final design before voting on it. Bill Kivela moved that we defer the vote to a later date. There was no vote at this time. Pastor Ken Whitson reviewed the bylaw changes which we will be voting on at a later date.

- Add a council position of Deacon of Women's Ministry to be in effect 30 days after the mortgage is paid off.
- Change the Deacon of Outreach to Deacon of Communications. Freddie Kazo felt that the phrase "oversees all church events" should read and "oversees the posting of all church events".
-

Pastor Ken Whitson dismissed himself from the meeting while we discussed and voted on his sabbatical. Pastor Ken Whitson's contract has a sabbatical after 5 years. John also explained what a sabbatical is. Bob Romeril called for a motion. Karyn Veeseer made a motion to approve Pastor Ken Whitson sabbatical

and Linda Kivela seconded. Vote passed.

Carol Romeril reviewed 2024 budget on pages 23 to 25. There was no discussion. Bill Kivela made a motion to accept the Budget for 2024 and Linda Kivela seconded. Vote passed.

Election of Church Council Members on page 11

4-year terms

Deacon of Ministry: Trey Hiott (2027)

Deacon of Christian education: Emily Trefflich (2027)

Deacon of Women's: Ministry Karyn Veese (30 days after Mortgage pay off)

Deacon of Communications (no nominee at this time 30 days after Mortgage pay off)

3-year terms

Trustee: John Veese (2026)

Other nominations

Linda Kivela, Chris Bergeron, Karyn Veese as Co-chairperson of the 2024 Children's Fair

Continuing Church Council Members

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: Carol Romeril (2024)

Trustee: Brian Kustan (2024)

Trustee: Margie Brown (2025)

Deacon of Worship: Karyn Veese (2024)

Deacon of Caring: Dana Oosterman (2024)

Karyn Veese made a motion to accept the slate of members for the church council

Carol Romeril second. Vote Passed.

Pastor Ken Whitson charge to the members of NICC was now that once we have paid off the Mortgage, we need to become the church that God has planned for us to be.

Pastor Ken gave the Benediction.

Bob Romeril said grace and called for a motion to adjourn. John Veese so moved and Karyn Veese seconded. Vote passed.

Respectfully Submitted

Jeanne Norwood, Clerk

2024 Special Meeting Minutes

Special Meeting June 30,2024

Initially the quorum was not met. The Church Council met and moved two members to the unactive list Kathy Allen and Peggy Sarri and added a new member Namoi Peterson by Congregational approval.

John Veaser made a motion that for just this meeting we have a quorum of 50%, seconded by Pastor Ken vote passed. Last count was 22 out of 43 member was a quorum.

Meeting was called to order

Pastor Ken opened with prayer.

Bob Romeri reviewed the agenda and a vote was called for and passed.

There was discussion on Amendments to the Bylaws

Freddie Kazo Shared her concerns on the sentence reading "Overseeing missions and outreach ministries" should not be a communication responsibly. Freddie Kazo made a motion to amend that sentence to read "Overseeing communication of missions and outreach ministries". Karyn Veaser second Vote passed.

Bill Kivela questioned why there are Three Chairpersons on the Children's Fair Committee, when the Bylaws read Chairmen of the Children's Fair. Pastor Ken explained we add two more Chairs last year at the annual meeting. John Veaser suggested adding in paraeneses the letter "s" behind the word Chairmen(s).

Linda Kivela asked if we had an auditor. Bob Romeril replied at this time no.

Freddie Kazo had a question about the Deacon of Ministry. Pastor Ken explained.

Bob Romeril called for a motion to vote on the Bylaw amendments. Emily Trefflich made the motion and Karyn Veaser seconded. Vote passed.

Logo John Veaser mentioned the Script was too small. Pastor Ken said Lindsay's design did not include the script but she could enlarge if it was needed. Emily Trefflich made the motion and Dana Oosterman seconded. Vote passed.

Pastor Ken suggested we buy the Logo design from Lindsay Heaphy because of legal matters. We will discuss this at the next Church Council.

John Veaser made a motion to adjourn Karyn Veaser seconded. Vote Passed

Pastor Ken closed in prayer.

Respectfully Submitted

Pastor's Report

The Church

It has been a banner year for NICC! Paying off the mortgage, accepting a logo and working to improve our online presence is making, and has made us a recognized part of the community. Council positions were re-visited and some changes have been made. We average anywhere from 3 to 5 visitors per month. All of it is a sign that those around us are aware of our presence and not afraid to stop in and learn more. Our final mortgage payment was made by the West family who came into the church office to make the payment so that their children could “guess the date” that the mortgage would be paid. Their efforts earned them an ice cream date with Pastor Ken. We are planning that as soon as the ice cream shops open in 2025. The celebration of praise and thanks was well attended and provided us with a great opportunity to say “thank you” to so many in the community who donated. Our Deacon of Missions has changed to Deacon of Communications a better and fitting description for ensuring our message and voice are heard online. We kept the Deacon of Ministries and added a Deacon of Women's Ministries both of whom will serve the whole congregation but who will also have their own areas of ministry to promote. These are more of a teaching role and in the past, both were included within the Deacon of Christian Education, a role which now focuses on youth and children. We are catching up to the digital world to some degree. Having the ability to stream our Worship services and other events. You can now give online or through Paypal or Venmo, terms that I will admit I don't quite understand yet. There is an ongoing expectation by many in the community that we will continue to hold annual events that we've held in the past. Trunk or Treat, the Zombie Hunt, Bike Rodeo, Pie sales, Children/Youth Craft fairs. A sign that the community not only recognizes us but has some continuing expectations for us. Our Sunday School has grown by leaps and bounds under Emily's direction. We are all excited to hear and see the kids each week even when my children's moment lesson is lacking, their willing participation makes up for it. The fruit treats always seem to help. It is inspiring to see them share what they've learned each week. We held some funerals this year for two of our longtime members, Betsy Thoms and Mary Lawrence, had a wedding (or two), Doug and Jessica Archambault and if there was another it has escaped my memory and we had a baptism in Pratt Pond of both Brad Brock, Patton Hiott and Cheryl Brooks. We added other new members as well by transfer, noted in the Clerk's report. A lot has taken place over the past 12 months, most of it noted in the reports that follow. I've recommended that in 2025 for Pentecost Sunday we have all ministries of the church give us a brief update of what they are doing and how they are doing. We may be surprised by what we didn't know.

The Pastor

I've managed to keep busy. My transition from lunch/recess monitor to substitute teacher has expanded my conversations and connections. All of which has further developed into conversations with parents and grandparents, many who stop to chat, introduce themselves or visit. It has also developed into some personal friendships for me with both the teachers as well as the parents. Many who I wouldn't normally have the chance to talk to. I now serve as a substitute for Highbridge Hill, Boynton, Mason Elementary and Heritage Christian School.

My weekly visits on Thursday to Monadnock Hospital have created similar results as caretakers express their appreciation for the visits and time spent with their loved ones including those who are released to home care as well as those who do pass away. Beyond the Thursday visits, I also visit the patient floor on holidays bringing some sort of treat for the nurse's breakroom; muffins, chocolate etc. I am also one of the "on call" pastors for the hospital. This year the number of "end of life" calls were down slightly while the "I could use a book" calls were slightly higher. Those would be the calls where something was needed more out of convenience than necessity. The hospital administration has also expressed their gratitude that part of my hospital visit is to check on the nursing staff. I invested some time and money to become a certified instructor to teach the Mental Health First Aid Class. Unfortunately, I never had or took the time to hold a class. I continue to teach at the American Baptist School of Ministry for at least the coming year. I also serve as a mentor to around 8 students who are seeking to become pastors one day.

I hold an online Bible Study, open to anyone, that explores the base or foundation of the scriptures by allowing different participants to present what they understand from the text. I agreed to take on the task of temporary pastor for First Baptist Fitchburg. A position that is focused on helping them rebuild and continue as the church following a split in their congregation. Their council is being redefined and rebuilt, they are revising their bylaws and one of their young men has begun his studies as a student pastor. We are on track to end our agreement on Aug 31, 2025. I'm not sure what else I can report!

I have decided to focus on becoming better at preaching in 2025. I visit with/counsel one or two veterans who have finally convinced me to join the VFW to better serve them. I am also challenging myself to make more in-home visits without being too intrusive and I finally finished editing my book which hopefully goes out to print before summer. Finally, I also serve in an advisory role for around 5 churches who are striving to stay afloat!

What's Coming in 2025!

In 2025 our hope is to encourage all members and regular attendees to have their own ministry or become more active in a current one. Our congregation has increased slightly over the last few years and we are back to "pre-covid" numbers. Those families and individuals who come to visit, besides being welcomed, are looking for an active and present congregation. Creating that energy can't be on the pastor alone, or the church council or any one of us. It must be a spirit that exists and extends through all of us. Besides new and additional ministries we hope to host at least one special event per month whether it be a special class, a women's brunch, the children/youth craft fair- something that invites others not just to visit but to become a part of us. None of that can happen unless the gospel message takes center stage in all that we do. Stay joyful in hope, patient in affliction, faithful in prayer! Great things He has promised, Great things He has done. Great things are yet to come.

Blessings,

Pastor Ken

Clerk's Report

The Clerk records vital information such as changes in our membership, minutes of Church Council Meetings and submits them to the church Secretary for safekeeping. All 2024 documents will be moved to pdf's and stored on a thumb drive kept in the church office.

Average Sunday Attendance:

Keeping track of our attendance each week over the course of 2024 was not consistent as in the past. Normally we would have an accurate average over the full 12 months. We have seen low numbers in the teens and some weeks have swelled to larger amounts. Our Christmas Eve service this year was well attended, and Easter Service saw higher than usual numbers with some additional community members visiting for the first time.

Active membership January 1, 2024: 42 Active membership January 1, 2025: 45

There were no Children baptized this past year.

Membership Active: 45

Doug Archambault	Jessica Archambault	Annette Baptista	Christine Bergeron
Peter Bergeron	Brad Brock	Pam Brock	Mary Broden
Cheryl Brooks	Margie Brown	Sami Brundige	Lena Cary
Lisa Carbone	Venanzio (Vinny) Carbone	Chuck Connors	Donna Connors
George Ganko	Wendy Grippardi	Gail Gustafson	Randy Gustafson
Danielle Hiott	Patton Hiott	Trey Hiott	Lindsay Heaphy
Bill Kivela	Linda Kivela	Fredericke (Freddie) Kazo	Val Kottle
Brian Kustan	Suzanne Kustan	Oliver (Ollie) Niemi	Jeanne Norwood
Dana Oosterman	Naomi Peterson	Alison Retzlaff	Nathan Retzlaff
Bob Romeril	Carol Romeril	Susan Schleich	Colton Trefflich
Emily Trefflich	John Veaser	Karyn Veaser	Ken Whitson
Andrea Wood			

New Members 2024: Naomi Petersen by transfer, Pam Brock by transfer. Patton Hiott by baptism, Brad Brock by baptism.

Inactive Members

Lyle Brundige (2025)

Kathleen Alen (2024) Peggy Saari (2024)

Theresa Ojala (2023) Tom Rizzo (2023) Deborah Rizzo (2023)

Karen Clough (2023) Blanch Wooster (2023) Rebecca Lehtonen (2020)

Marcy Levesque (2020) Bob Wooster (2020) Linda Wooster (2020)

Jay Malbouef (2019) Joseph Fragala (2017) Justine Fragala (2017)

Mike Rand (2015) James Thompson (2013) Susan Thomson (2013)

Deceased

Al Hasting

Mary Lawrence

Elizabeth Thoms

Bob Fasanella (friend of NICC)

Wally Wooster (former member)

Bob Ricard (friend of NICC)

Gwendolyn-Jane Romeril (friend of NICC)

2024 Executive Ministry Team

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: Carol Romeril (2024)

Church Council:

Deacon of Worship: Karyn Veaser filled in until Naomi Peterson agreed to be nominated for Deacon of worship

Deacon of Women's Ministry: Karyn Veaser (2027)

Deacon of Caring: Dana Oosterman (2024)

Deacon of Communications: Freddi Kazo (2027)

Deacon of Christian Education: Emily Trefflich (2027)

Trustee: John Veaser (2026)

Trustee: Margie Brown (2025)

Trustee: Brian Kustan (2024)

2024 Church Council Nominations

4-year terms

- Treasurer: Carol Romeril (2028)

3-year terms

- Deacon of Caring: Dana Oosterman (2027)
- Deacon of Communications: Freddie Kazo (2027)
- Deacon of Worship: Naomi Peterson (2027)
- Trustee: Nathan Retzlaff (2027)

Other Nominations

Linda Kivela, Chris Bergeron, Karyn Veese as Co-chairpersons of the 2025 Children Fair.

Allie Retzlaff - Auditor

Continuing Church Council Members

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: see nomination

Trustee: John Veese (2026)

Trustee: Margie Brown (2025)

Trustee: see nomination

Deacon of Caring: see nomination

Deacon of Communications: see nomination

Deacon of Worship: see nomination

Respectfully Submitted,

Jeanne Norwood, Clerk

Deacon of Worship Report

“The steadfast love of the Lord never ceases; His mercies never come to an end; they are new every morning; great is your faithfulness.” – Lamentations 3:22-23

2024 has been a true testament to the abundant love and grace that Christ gifts us. This past year we have welcomed faithful friends into new members, have celebrated the lives of those dear to us as they passed on, baptized adults to Christ, greeted new families and old friends as they come to visit and hear the word of God spoken and sung about in our sanctuary, and with the help of countless friends, paid off our mortgage so that we may reach our potential and grow into the church that our Father has planned for us.

We thank our congregation of family and friends for their continued support and love of this church as shown through their time, treasures, and talents. We especially appreciate the care, time and energy of those who share their gifts with us weekly: music leader, slideshow creator and website manager, John Veaser, our worship tech operator, Brian Kustan, our service leaders, Suzanne Kustan, Lindsay Heaphy, and Naomi Petersen. Andrea Wood who provides our flowers and our servant-hearted leader, Pastor Ken. I would be remiss if I did not mention the success and growth of our Sunday School program under the leadership of Emily Trefflich and her assistance team. We also have various “support staff” within our congregation who add to our weekly service throughout the year. Thank you to all of you who read the call to worship, participate in our Advent and Christmas Eve services, set up candles for our Christmas Eve service, decorate and undecorate the sanctuary, collect our offering boxes, ring the bell, run off, fold and hand out bulletins, help with the delivery of communion, and provide goodies for coffee hour, as well as set up and break down of that hour. Your caring and thoughtful additions to our service does not go unnoticed.

This past summer we as a church were able to grant Pastor Ken a sabbatical in which Trey Hiott, myself, and two guest speakers delivered our weekly Sunday message. This was a true learning experience, that was both amazing and anxiety-provoking. Besides being in the Word and being diligent in my Biblical research, I learned to appreciate the application of delivery and hard work that goes into preparing the message, as well as learned more about myself through that experience. In the Fall I organize the annual St Vincent DePaul Thanksgiving basket pies. Special thanks this year to Margie Brown, Linda Kivela, Cindy Ricard, Kristen Page and Fern Neimi for helping me with a large portion of the work to calculate and get ingredients, peel and freeze apples, mix, assemble, bake and deliver 127 apple pies the Saturday before Thanksgiving. SVDP is always grateful and impressed with the dedication shown in supporting our community with these efforts.

God continues to be good to us and we strive to be faithful to Him. With our mortgage being paid off I moved from my position as our Deacon of Worship to the Deacon of Women’s Ministry. I have loved holding the Deacon of Worship position and learned a lot as I grew in my walk and role within our

Sunday service. With my shift in position, I will continue to organize our NICC Pie Ministry and the preparation for coffee hour and monthly communion. I am looking forward to organizing Women's Fellowship brunches and sharing more messages on Sunday mornings as the year continues. I also look forward to continuing to support our church family in all the ministry needs that Christ places on our hearts this coming year as He guides us all through the challenges and triumphs that the year may bring.

Let God's promises shine on your new year and fill every moment with His blessings and favor. May your faith be renewed, your heart be strengthened, and your path be guided by the Lord's loving hand. Have a blessed New Year!

Submitted in Christ's love,
Karyn Veaser

Deacon of Christian Education Report

In 2024 I took on a new role in the church as Deacon of Christian Education, with a primary focus on expanding and enriching our Sunday School program. We started using The Biggest Story curriculum books in 2023 and have continued it through in 2024. While this is intended to be a 2-year curriculum, it is likely it will take us 3 years with the various stops for Easter, Pentecost, and Advent lessons. This year we were able to cover Pentateuch (the first five books of the Bible), History of the Old Testament (Judges, Kings, and several key women of the Bible), and finished up the year with a four-week lesson in Advent.

We saw consistent growth in our Sunday School class sizes in 2024, averaging about 10 kids each week. There were also no Sunday's where class was not held due to a lack of attendance. I find this very exciting as the kids continue to show interest in the stories and crafts and are excited to join each week!

In 2024 we were also able to attend the New Ipswich Fall Festival, where Pastor Ken and I handed out crafts, kids bulletins, and refreshments. A lot of kids and families came to our table, where most recognized Pastor Ken from school!

Our Sunday School program would not be successful without the help of all the church members who support us and welcome our little bit of loudness! A very special thank you to Alison and Nate Retzlaff and Margie Whitson, who continuously led and assisted in Sunday School lessons each week.

2025 holds new changes for our Christian Education ministry, and I cannot wait to share them with everyone!

Emily Trefflich

For anyone interested in learning more about the curriculum, please feel free to ask me in Church or look at their website here: <https://www.thebiggeststory.com/about/>

Deacon of Caring Ministry Report

Greetings! 2024 was another very busy year. The life of our church is always changing; we said goodbye to some extraordinary members of our church, and we welcomed a new baby, with 2 more on the way.

The Pastor's Discretionary Fund continues to be used to bless people with acts of kindness and flowers of comfort.

I continue to reach out to friends when I know of a need. Please let me or Pastor Ken know about any needs that we could help with.

I wish everyone health in the new year! Please remember to wash your hands often to prevent the spread of germs.

Blessings,
Dana

Trustees' Report

The Trustees would like to thank all those that contributed to the faithful support both financially and in facility upkeep over the past year.

What an amazing year it was. After much hard work and continuous prayers – our mortgage was finally paid off.

I have used these words for a few years, “frugality, financial insecurity, and faith in Him who brings us through all trials.” And I continue to stand by them today. Our church is doing amazing things and God has once again brought us through a year of growth and impact. When you look at our GOOGLE Calendar on our website, it is amazing to see all the times throughout the week/month/year – that our facility is used by so many groups besides NICC itself. I firmly believe it is this generosity of spirit and gifts that keeps God faithful in our support.

I would like to thank Brian Kustan for his years of service as a Trustee and I hope that we as the continuing Trustees and as a church family can continue to look to him for his knowledge and support of NICC. His skills at both technology and facility management have been a great help to all of us over the past several years. Thank you again Brian.

The Trustees first goal in 2025 is to get a Capital Projects priority list in place and communicate this list to the congregation on a regular basis, both on cost as well as progress and needs. We will continue to keep everyone informed, but if you or someone you know has experience with repairs and maintenance, we welcome your gifts,

We ask that you continue to be faithful in your giving in 2025. With that being said, I want to sincerely ask that all of you seriously consider using our online giving portal to send in your weekly tithes/offerings. By using the online option, you are able to set up your giving according to your budget and preferred schedule. You can give monthly, weekly, bi-weekly or all at once. You set up where your donations go and even if you miss church due to travel, illness, alternate plans or any other reason, your donation to NICC will still occur. This will help our treasurer better budget payments each week, as well as ensure that your giving stays current and continuous throughout the year. I am willing to sit down with anyone and help you get this set up.

We are called on to support the church and its ministries

2 Corinthians 9:7 says: Each one must give as he has decided in his heart, not reluctantly or under compulsion

2 Chronicles 31:5: Describes how the Israelites generously gave a tithe of everything they produced, including the first fruits of their grain, olive oil, honey, and new wine

Proverbs 3:9: Says to honor the Lord with wealth and the first fruits of all crops

We have been gifted by God and supported by this community with the meeting house we call NICC – now that we are out from under the burden of our mortgage – I ask you all to consider your faithful and consistent giving to the ministries of this church and the upkeep of the facility. I ask you to make NICC a part of your weekly, monthly and yearly budget.

Finally, be in continuous prayer for NICC and the folks that have taken upon their heart to be members and leaders within NICC. We are all blessed to be here – He has called each one of us here for a reason and a season – may we all be open and ready to hear His call

God Bless & Respectfully Submitted - John Veaser

January, 2025

John Veaser, Brian Kustan, Margie Brown - Trustees

Children's Fair Ministry

2024 continued to bring the Children's Fair many blessings. We met all our financial needs and received many donations from our friends, towns people and local businesses. These donations are what make a difference in the success of the Children's Fair. Many thanks to these generous donors who contribute to the fair's success are Matt Traffie and Albert Goddard (Arlen Company), Phil Thayer, Hayward Farms Ice Cream, Scotties Potties and Shaw's Dumpsters.

With the fair's success we were able to donate to many local youth organizations along with generous support to our church. The organizations that we donated monies to are as follows: Boy Scout Troop #3877, Foster Family Fun Day, Girl Scout Troop #10638, Heritage Christian School, Hope Fellowship's sponsor child in Nicaragua, Husky House at HHES, LeClair-Caron-Pelletier American Legion Auxiliary, Monadnock 4-H Robotics, Mascenic Fundraiser, Monadnock Baseball, Monadnock Baseball Lights (in New Ipswich), New Ipswich Library, New Ipswich Recreation Dept/ Dances, New Ipswich Recreation Dept/Fishing Derby, New Ipswich Town Pool/Swim Team, the River Center, St Vincent de Paul. The financial support we gave to NICC is as follows: fuel, NICC church budget, NICC building fund, NICC Christian Education, NICC Community Suppers, NICC Senior Fellowship and the NICC Pastor's Discretionary Fund. After the devastating hurricane down south this fall we sent money through Samaritan's Purse. As you can see the Children's Fair is an integral part of our church and community. The dedication and hard work that our volunteers so unselfishly give year after year is amazing. It takes well over 200 volunteers the day of the fair. Our family and friends of the fair are the hands and feet of Jesus Christ. If you would be interested in getting involved in the Children's Fair please speak to one of the chairmen or anyone on the Executive Board.

The following chairmen of the Children's Fair are;

Books: Melanie Kane,

Butch's Country Store; Karyn Veaser,

Calendar Raffle: Chris Bergeron & Karyn Veaser,

Chicken BarBQue: Randy Waynen,

Children's Area: Karen Clough & Kristen Kivela,

Entertainment: Chris Bergeron,

Garden Shop: John Poltrack & BJ Aho,

Gift Basket Raffle: Linda Kivela,

Hay Ride: Bill Kivela,

Ice Coffee: Margie Brown,

Ice Cream: Heather Boucher,

Nellie's Bake Goods: Danielle Hiott,

Parking: Trey Hiott & sons,

Program & Flyer: Shannon Michaud,

Snack Shack: Chris Bergeron,

Set Up & Tear Down: John Veaser,

Go to Man: Brett Kivela

Treasurer: Carol Romeril assisted by Bob Romeril & Margie Whitson.

The executive board voted to add another member to our board. We nominated Ryan Oosterman, who graciously accepted this position. We feel blessed to have Ryan be a part of our team. God is good. He continually answers our prayers when we are in need and guides us in the path that He has chosen for us.

In His Service,

Chris Bergeron, Linda Kivela, Karyn Veeseer co-chairs of
the 2024 N.I. Children's Fair

2024 Children's Fair Executive Board: Chris Bergeron,
Margie Brown, Lindsay Heaphy, Linda Kivela, Ryan
Oosterman, Bob Romeril, Carol Romeril, John Veeseer,
Karyn Veeseer and Pastor Ken Whitson

Children's Fair 2024 Donations

	Amount Voted	Amount Distributed	Payment Method
Organization	<u>2024</u>	-	-
N.I. Congregational Church - oil	\$3,000	\$3,000	Online
N.I. Congregational Church	\$7,000	\$7,000	Online
Local Sunday Schools			
Hope Fellowship	\$200	\$200	1739
Boy Scout Troop #3877 Charter (NICC Sponsored)	\$600	\$600	1735
Monandnock Baseball (Little League) Wade Ojala	\$250	\$250	1743
N.I Library	\$500	\$500	1744
NICC Christian Education	\$1000	\$1000	Online
St. Vincent de Paul Society-Friends of the Poor Walk/Run Event Sponsor	\$2,500	\$2,500	1749
NICC Community Suppers (Debit Card 500, top up as necessary)	\$1,000	\$1,000	Online
4H Robotics	\$700	\$700	1742
The River Center	\$600	\$600	1748
Heritage Christian School	\$500	\$500	1738
NICC Pastor's Discretionary Fund	\$1,000	\$1,000	Online
NI Parks & Rec Pool	\$750	\$750	1747
Girl Scout/Brownies Troop 23151--Heather Schoff	\$600	\$600	1737
Children's Fair Scholarship	\$1450	\$1450	Pending
Mascenic Boosters – 5K Sponsorship	\$250	\$250	1733
CF Capital Fund for 2025 capital purchases	\$2500	\$2500	Pending
leClair American Legion -	\$300	\$300	1741
Foster Fun Day - M Ordway	\$500	\$500	1736
4H Club	\$400	\$400	Pending
NI Fishing Derby	\$350	\$350	1746
NI Rec Dances	\$250	\$250	1745
Highbridge Hills Husky House	\$500	\$500	1740
NICC Senior Fellowship	\$250	\$250	1750
Total	\$26,950		

Children's Fair Scholarship Ministry Team

We awarded two scholarships this past June, both to Mascenic graduates.

Oliver Hiott received a \$750.00 scholarship. Oliver is attending New Hampshire Technical College in Nashua, NH, majoring in their criminal justice program. His goal is to attend the Police Academy to pursue law enforcement as a State Trooper. Oliver lives in Greenville with his parents Trey and Danielle Hiott. He has been very active in the Mascenic community.

Ella Pearson received a \$750.00 scholarship. Ella had planned to attend college in September but plans changed and she will now be attending Nashua Technical College in Nashua, NH beginning in January 2025. Ella shares her time living with her parents Amy Pearson and Paul Pearson in Greenville and New Ipswich. Ella has been very active at Mascenic in sports and extracurricular activities and with the Children's Fair.

The New Ipswich Children's Fair Scholarship originated in 1985. Monies are funded through the N.I. Children's Fair and money given in memory of loved ones.

Sincerely,

The 2024 Scholarship Committee: Chris Bergeron, Karen Clough, Linda Kivela, Bob Romeril and John Veaser.

The presenter of the scholarship is Karyn Veaser.

Treasurer's Report

New Ipswich Congregational Church			
Treasurer's Report			
For the Year Ended December 31,2024			
General Fund			
Starting Balance January 1, 2024		\$7,305.03	
Receipts from all sources		86,912.21	
Tfr from Building Fund		3,000.00	
Less : Expenditures		(80,419.77)	
Ending Balance December 31 ,2024		\$16,797.47	
Building Fund			
Starting Balance January 1, 2024		\$14,612.19	
Documented Giving		14,600.00	
Capital Campaign		23,904.00	
Christmas Eve		453.00	
Facilities Use		50.00	
Piggy Bank		382.85	
Interest Income		2.96	
Funds available		54,005.00	
Less : Mortgage Payment			
Interest		(238.28)	
Principal		(29,182.17)	
Tfr to General Fund		(3,000.00)	
Ending Balance December 31,2024		\$21,584.55	
Endowment Fund Account- Charles Schwab			
Starting Balance January 1, 2024		\$7,133.52	
Investment Income		357.56	
Ending Balance December 31,2024		\$7,491.08	
Organ Fund			
Starting Balance January 1, 2024		300.50	
Interest Earned		0.00	
Ending Balance December 31,2024		\$300.50	
Health Ministry			
Starting Balance January 1,2024		499.37	
Interest Earned		0.00	
Ending Balance December 31, 2024		\$499.37	
Community Supper			
Starting Balance January 1, 2024		\$576.85	
Deposit from Children's Fair		1,000.00	
Donations		2,989.00	
Supper Expenses		(4,279.92)	
Ending Balance December31, 2024		\$285.93	

2024 Budget + Actuals Report and 2025 Budget

Income

	Income			2024	2024	% of 2024	2025	2025
				Budget	Actual	Budget	Budget	% +/-
Ordinary Income/Expense								
Income								
	Starting Account Balance			7,305.03	7,305.03		16,797.47	229.94%
	Balance in Oil Pre-pay from 2023				2,480.93			
	Balance Community Suppers				576.85			
	Children's Fair			5,000.00	7,000.00	140.00%	6,000.00	85.71%
	Children's Fair Fuel			0.00	3,000.00		0.00	0.00%
	Children's Fair Sunday School			800.00	1,000.00	125.00%	1,000.00	100.00%
	Children's Fair Community Supper				1,000.00		1,000.00	100.00%
	Documented Giving			50,000.00	54,301.00	108.60%	68,000.00	125.23%
	Gift Friends of NICC			6,500.00	9,000.00	138.46%	0.00	
	Easter Breakfast			0.00	126.00		0.00	0.00%
	Flower Fund Income			250.00	0.00	0.00%	250.00	
	Parsonage Oil & Electric			2,400.00	1,800.00	75.00%	3,300.00	183.33%
	Community Suppers			0.00	2,989.00		3,500.00	117.10%
	In-Out Income							
		Baby Bottles		275.00	477.00	173.45%	500.00	104.82%
		Other			1,000.00		0.00	0.00%
	Total In-Out Income			275.00	1,477.00	537.09%	500.00	33.85%
	Interest Income			3.00	4.95	165.00%	3.00	60.61%
	Textile Shed			1,800.00	1,687.27		1,800.00	106.68%
	Plate			7,000.00	4,031.97	57.60%	4,500.00	111.61%
	Children's Fair VBS			0.00	0.00		0.00	
	Use of Facilities			750.00	0.00		750.00	
	Schwab Interest			1.00	34.02		35.00	102.88%
	Memorial Donations				3,250.00			0.00%
	Transfer in from building Fund				3,000.00		3,500.00	116.67%
	Special Music Donation				200.00			0.00%
	Total Income			74,779.00	93,901.21	125.57%	90,638.00	96.52%
Total Funds Available				82,084.03	104,264.02	127.02%	107,435.47	103.04%

2024 Budget + Actuals Report and 2025 Budget

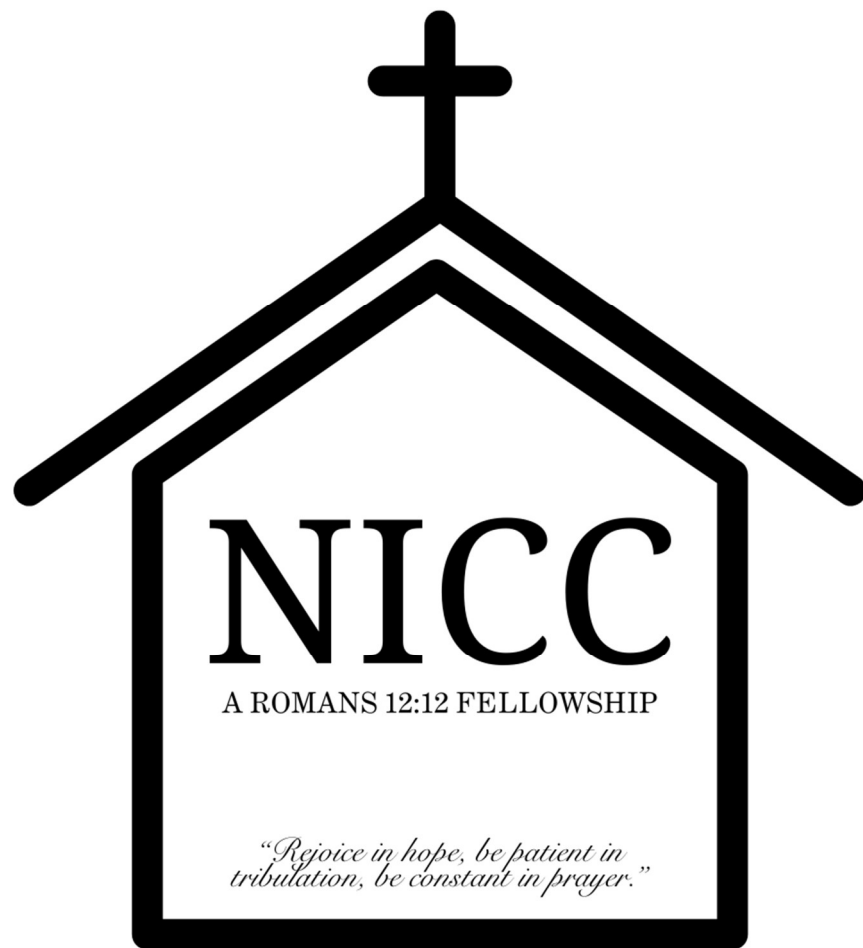
Expenses

			2024	2024	% of 2024	2025
			Budget	Actual	Budget	Budget
Expense						
	Capital Improvement					
		Replacement Lawnmower	0.00	600.00		0.00
	Total Capital Improvement		0.00	600.00		0.00
	Christian Education					
		Adult Education	100.00	0.00		100.00
		Outreach Ministry	500.00	0.00		500.00
		Sunday School/Bibles/Gifts	800.00	537.60	67.20%	1,000.00
		Women's Events	400.00	0.00		400.00
	Total Christian Education		1,400.00	537.60	38.40%	1,600.00
	Church General Expense					
		Church Maintenance				
		Burner Service	300.00	0.00	0.00%	450.00
		Elevator Maint/ Inspection	450.00	520.00	115.56%	550.00
		Fire Extinguisher Maint	500.00	265.11	53.02%	700.00
		Fire Security System Maintenance	525.00	0.00	0.00%	550.00
		Maintenance & Repairs	1,200.00	927.93	77.33%	1,200.00
		Salt Water System	220.00	0.00	0.00%	220.00
	Total Church Maintenance		3,195.00	1,713.04	53.62%	3,670.00
	Grounds Maintenance		0.00			0.00
	Insurance		8,500.00	9,760.68	114.83%	10,000.00
	Utilities					
		Electricity-Church	4,200.00	3,980.85	94.78%	4,100.00
		Heating - Oil	3,000.00	2,275.11	75.84%	3,400.00
		Heating - Propane	4,600.00	4,551.19	98.94%	4,700.00
		Rubbish Removal	1,020.00	1,020.00	100.00%	1,025.00
	Total Utilities		12,820.00	11,827.15	92.26%	13,225.00
	Nursery		0.00	0.00		1,000.00
	Total Church General Expense		24,515.00	23,300.87	95.05%	26,895.00
	Custodial Service					
		Church Cleaning Staff	0.00	0.00		0.00
		Cleaning Supplies	150.00	0.00	0.00%	200.00
	Total Custodial Service		150.00	0.00	0.00%	200.00

	Expenses Continued	% of	2024	2024	% of 2024	2025	% of 2024
			Budget	Actual	Budget	Budget	% +/-
	Worship Supplies						
	Flowers		100.00	0.00	0.00%	100.00	
	Audio Visual		750.00	0.00	0.00%	750.00	
	Pulpit		1,000.00	300.00	30.00%	1,000.00	333.33%
	Worship Supplies		100.00	0.00	0.00%	100.00	
	Total Worship Supplies		1,950.00	300.00	15.38%	1,950.00	650.00%
	Ministry						
	Conferences/Other		500.00	0.00	0.00%	500.00	
	Mileage		1,000.00	1,000.00	100.00%	1,200.00	120.00%
	Salary		15,695.00	15,695.04	100.00%	17,000.00	108.31%
	Salary Designated Housing Allw		30,000.00	30,000.00	100.00%	31,000.00	103.33%
	Total Ministry		47,195.00	46,695.04	98.94%	49,700.00	106.44%
	Ministry Outreach						
	Community Supper Expenses		1,000.00	4,279.92	427.99%	4,400.00	102.81%
	Easter Breakfast		0.00	229.38		300.00	130.79%
	Funeral Lunch		0.00	923.80		0.00	0.00%
	Total Ministry Outreach		1,000.00	5,433.10	543.31%	4,700.00	86.51%
	IN/Out Expense						
	Carenet/Pregnancy Resource		250.00	477.00	190.80%	500.00	104.82%
	Other		0.00	1,000.00		0.00	0.00%
	Total IN/Out Expense		250.00	1,477.00	590.80%	500.00	33.85%
	Music						
	MusicCopywriteFees & SheetMu		200.00	165.00	82.50%	200.00	121.21%
	Music - Other		1,000.00	550.00	55.00%	1,000.00	181.82%
	Total Music		1,200.00	715.00	59.58%	1,200.00	167.83%
	Office Expense						
	Computer/Software/Maintenance		100.00	0.00		100.00	
	Outreach Website + Domain		948.00	948.00		1,000.00	105.49%
	Internet&Telephone		4,000.00	2,575.69	64.39%	2,800.00	108.71%
	Supplies		200.00	0.00		200.00	
	Postage/ PO Box		100.00	84.00	84.00%	100.00	119.05%
	Total Office Expense		5,348.00	3,607.69	67.46%	4,200.00	116.42%
	Parsonage General Expense						
	Electricity		4,500.00	4,514.32	100.32%	4,500.00	99.68%
	Maintenance		350.00			350.00	
	Oil		0.00			0.00	
	Total Parsonage General Expense		4,850.00	4,514.32	93.08%	4,850.00	107.44%
	Transfer to Schwab					5,000.00	
	Total Expense		87,858.00	87,180.62	99.23%	100,495.00	115.27%
	Balance in Community Suppers			285.93			
	Net Ordinary Income		-5,773.97	16,797.47		6,940.47	

Building Fund, Mortgage, Other Income and Expense

			2024 Budget	2024 Actual	% of 2024 Budget	2025 Budget	
Other Income							
	Building Fund Income						
		Building Fund Documented Giving	24,000.00	14,600.00	60.83%	12,000.00	
		Capital Campaign	0.00	23,904.00		0.00	
		Facilities Usage	0.00	50.00		0.00	
		Bell Tower Bank	250.00	382.85	153.14%	150.00	
		Christmas Eve		453.00			
		Interest Income Building Fund	2.00	2.96		2.00	
	Total Building Fund Income		24,252.00	39,392.81	162.43%	12,152.00	
	Total Building Fund Income		24,252.00	39,392.81		12,152.00	
	Other Expense						
		Mortgage Interest	6,254.16	238.28		0.00	
		Bank Charges		0.00			
		Principal Payments	19,306.00	29,182.17		0.00	
	Total Other Expense		25,560.16	29,420.45	115.10%	0.00	0.00%
Net Other Income			-1,308.16	9,972.36		12,152.00	
End of Year 2020 Outstanding Loan Balance				259,939.00	3.69%		3.69%
End of Year 2021 Outstanding Loan Balance				176,692.51	3.69%		3.69%
End of Year 2022 Outstanding Loan Balance				96,635.14	3.69%		3.69%
End of Year 2023 Outstanding Loan Balance				29,182.17	3.69%		3.69%
End of Year 2024 Outstanding Loan Balance				0.00	3.69%		3.69%
			Interest Rate		Interest Rate		Interest Rate



New Ipswich Congregational Church 2024 Annual Report

New Ipswich Congregational Church

2024 Annual Report

Table of Contents

2024 Annual Meeting Agenda	3
2023 Annual Meeting Minutes	4
2024 Special Meeting Minutes	6
Pastor's Report	7
Clerk's Report	9
Deacon of Worship Report.....	12
Deacon of Christian Education Report.....	14
Deacon of Caring Ministry Report.....	15
Trustees' Report	16
Children's Fair Ministry	18
Children's Fair 2024 Donations	20
Children's Fair Scholarship Ministry Team	21
Treasurer's Report	22
2024 Budget + Actuals Report and 2025 Budget	23
Income	23
2024 Budget + Actuals Report and 2025 Budget	24
Expenses	24
Building Fund, Mortgage, Other Income and Expense	26

2024 Annual Meeting Agenda

Members sign in with the Clerk

Call to Order

Adoption of Agenda

A prayer for the Congregation

Old Business

None

New Business

Approve Minutes of Annual Meeting of 2023

Acceptance of Reports from Church Council Members

Accept Treasurer's Reports

Adoption of 2025 Budget

Election of Church Council Members

Discussion of alcohol policy

Any new business

Charge to Members

Benediction and Grace

Adjournment

2023 Annual Meeting Minutes

January 21, 2024

Members signed in with the Clerk. A Quorum was met 27/47

Bob Romeril called the meeting to order at 11:30 am

Adoption of agenda.

Karyn Veeseer made a motion to accept. Linda Kivela seconded. Vote passed.

Pastor Ken Whitson opened with the prayer for the congregation.

Old Business

Carol Romeril reviewed the Capital Campaign on page 26

End of the year 2020 Outstanding loan balance \$259,939.00 3.69% Interest rate

End of the year 2021 Outstanding loan balance \$176,692.51 3.69% Interest rate.

End of the year 2022 Outstanding loan balance \$96,635.14 3.69% Interest rate

End of the year 2023 Outstanding loan balance \$29,182.17 3.69% Interest rate

Our Building income for the year 2023 was \$71,877.43. Leaving \$26,102.00 as the mortgage for 2024, which we should have paid off sometime in 2024. We discussed additional fundraising.

New Business

2023 Annual Meeting Minutes Bob Romeril asked if everyone had read the minutes on pages 4, 5 and 6. There was no discussion. Bob Romeril asked for a motion to accept. Karyn Veeseer made the motion to accept the minutes as printed and Carol Romeril seconded. Vote passed.

Reports from the Church Council Members. Pages 9 thru 21. There was no discussion. Bob Romeril called for a motion. John Veeseer made a motion to accept as printed. Annette Baptista seconded. Vote passed.

Carol Romeril reviewed the Treasurer's Report on page 22 from January 1, 2023 to December 31, 2023. There was no discussion. Annette Baptista made a motion to accept the Treasurer's report and Linda Kivela seconded. Vote passed.

Pastor Ken Whitson spoke about the logo and associated statement "A Romans 12:12 Fellowship" Joyful in hope, patient in tribulation, constant in prayer. Pastor Ken said that the design needs a little work. Margie Brown would like to see the final design. Bill Kivela would like to see the final design before voting on it. Bill Kivela moved that we defer the vote to a later date. There was no vote at this time. Pastor Ken Whitson reviewed the bylaw changes which we will be voting on at a later date.

- Add a council position of Deacon of Women's Ministry to be in effect 30 days after the mortgage is paid off.
- Change the Deacon of Outreach to Deacon of Communications. Freddie Kazo felt that the phrase "oversees all church events" should read and "oversees the posting of all church events".
-

Pastor Ken Whitson dismissed himself from the meeting while we discussed and voted on his sabbatical. Pastor Ken Whitson's contract has a sabbatical after 5 years. John also explained what a sabbatical is. Bob Romeril called for a motion. Karyn Veeseer made a motion to approve Pastor Ken Whitson sabbatical

and Linda Kivela seconded. Vote passed.

Carol Romeril reviewed 2024 budget on pages 23 to 25. There was no discussion. Bill Kivela made a motion to accept the Budget for 2024 and Linda Kivela seconded. Vote passed.

Election of Church Council Members on page 11

4-year terms

Deacon of Ministry: Trey Hiott (2027)

Deacon of Christian education: Emily Trefflich (2027)

Deacon of Women's: Ministry Karyn Veese (30 days after Mortgage pay off)

Deacon of Communications (no nominee at this time 30 days after Mortgage pay off)

3-year terms

Trustee: John Veese (2026)

Other nominations

Linda Kivela, Chris Bergeron, Karyn Veese as Co-chairperson of the 2024 Children's Fair

Continuing Church Council Members

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: Carol Romeril (2024)

Trustee: Brian Kustan (2024)

Trustee: Margie Brown (2025)

Deacon of Worship: Karyn Veese (2024)

Deacon of Caring: Dana Oosterman (2024)

Karyn Veese made a motion to accept the slate of members for the church council

Carol Romeril second. Vote Passed.

Pastor Ken Whitson charge to the members of NICC was now that once we have paid off the Mortgage, we need to become the church that God has planned for us to be.

Pastor Ken gave the Benediction.

Bob Romeril said grace and called for a motion to adjourn. John Veese so moved and Karyn Veese seconded. Vote passed.

Respectfully Submitted

Jeanne Norwood, Clerk

2024 Special Meeting Minutes

Special Meeting June 30,2024

Initially the quorum was not met. The Church Council met and moved two members to the unactive list Kathy Allen and Peggy Sarri and added a new member Namoi Peterson by Congregational approval.

John Veaser made a motion that for just this meeting we have a quorum of 50%, seconded by Pastor Ken vote passed. Last count was 22 out of 43 member was a quorum.

Meeting was called to order

Pastor Ken opened with prayer.

Bob Romeri reviewed the agenda and a vote was called for and passed.

There was discussion on Amendments to the Bylaws

Freddie Kazo Shared her concerns on the sentence reading "Overseeing missions and outreach ministries" should not be a communication responsibly. Freddie Kazo made a motion to amend that sentence to read "Overseeing communication of missions and outreach ministries". Karyn Veaser second Vote passed.

Bill Kivela questioned why there are Three Chairpersons on the Children's Fair Committee, when the Bylaws read Chairmen of the Children's Fair. Pastor Ken explained we add two more Chairs last year at the annual meeting. John Veaser suggested adding in paraeneses the letter "s" behind the word Chairmen(s).

Linda Kivela asked if we had an auditor. Bob Romeril replied at this time no.

Freddie Kazo had a question about the Deacon of Ministry. Pastor Ken explained.

Bob Romeril called for a motion to vote on the Bylaw amendments. Emily Trefflich made the motion and Karyn Veaser seconded. Vote passed.

Logo John Veaser mentioned the Script was too small. Pastor Ken said Lindsay's design did not include the script but she could enlarge if it was needed. Emily Trefflich made the motion and Dana Oosterman seconded. Vote passed.

Pastor Ken suggested we buy the Logo design from Lindsay Heaphy because of legal matters. We will discuss this at the next Church Council.

John Veaser made a motion to adjourn Karyn Veaser seconded. Vote Passed

Pastor Ken closed in prayer.

Respectfully Submitted

Pastor's Report

The Church

It has been a banner year for NICC! Paying off the mortgage, accepting a logo and working to improve our online presence is making, and has made us a recognized part of the community. Council positions were re-visited and some changes have been made. We average anywhere from 3 to 5 visitors per month. All of it is a sign that those around us are aware of our presence and not afraid to stop in and learn more. Our final mortgage payment was made by the West family who came into the church office to make the payment so that their children could “guess the date” that the mortgage would be paid. Their efforts earned them an ice cream date with Pastor Ken. We are planning that as soon as the ice cream shops open in 2025. The celebration of praise and thanks was well attended and provided us with a great opportunity to say “thank you” to so many in the community who donated. Our Deacon of Missions has changed to Deacon of Communications a better and fitting description for ensuring our message and voice are heard online. We kept the Deacon of Ministries and added a Deacon of Women's Ministries both of whom will serve the whole congregation but who will also have their own areas of ministry to promote. These are more of a teaching role and in the past, both were included within the Deacon of Christian Education, a role which now focuses on youth and children. We are catching up to the digital world to some degree. Having the ability to stream our Worship services and other events. You can now give online or through Paypal or Venmo, terms that I will admit I don't quite understand yet. There is an ongoing expectation by many in the community that we will continue to hold annual events that we've held in the past. Trunk or Treat, the Zombie Hunt, Bike Rodeo, Pie sales, Children/Youth Craft fairs. A sign that the community not only recognizes us but has some continuing expectations for us. Our Sunday School has grown by leaps and bounds under Emily's direction. We are all excited to hear and see the kids each week even when my children's moment lesson is lacking, their willing participation makes up for it. The fruit treats always seem to help. It is inspiring to see them share what they've learned each week. We held some funerals this year for two of our longtime members, Betsy Thoms and Mary Lawrence, had a wedding (or two), Doug and Jessica Archambault and if there was another it has escaped my memory and we had a baptism in Pratt Pond of both Brad Brock, Patton Hiott and Cheryl Brooks. We added other new members as well by transfer, noted in the Clerk's report. A lot has taken place over the past 12 months, most of it noted in the reports that follow. I've recommended that in 2025 for Pentecost Sunday we have all ministries of the church give us a brief update of what they are doing and how they are doing. We may be surprised by what we didn't know.

The Pastor

I've managed to keep busy. My transition from lunch/recess monitor to substitute teacher has expanded my conversations and connections. All of which has further developed into conversations with parents and grandparents, many who stop to chat, introduce themselves or visit. It has also developed into some personal friendships for me with both the teachers as well as the parents. Many who I wouldn't normally have the chance to talk to. I now serve as a substitute for Highbridge Hill, Boynton, Mason Elementary and Heritage Christian School.

My weekly visits on Thursday to Monadnock Hospital have created similar results as caretakers express their appreciation for the visits and time spent with their loved ones including those who are released to home care as well as those who do pass away. Beyond the Thursday visits, I also visit the patient floor on holidays bringing some sort of treat for the nurse's breakroom; muffins, chocolate etc. I am also one of the "on call" pastors for the hospital. This year the number of "end of life" calls were down slightly while the "I could use a book" calls were slightly higher. Those would be the calls where something was needed more out of convenience than necessity. The hospital administration has also expressed their gratitude that part of my hospital visit is to check on the nursing staff. I invested some time and money to become a certified instructor to teach the Mental Health First Aid Class. Unfortunately, I never had or took the time to hold a class. I continue to teach at the American Baptist School of Ministry for at least the coming year. I also serve as a mentor to around 8 students who are seeking to become pastors one day.

I hold an online Bible Study, open to anyone, that explores the base or foundation of the scriptures by allowing different participants to present what they understand from the text. I agreed to take on the task of temporary pastor for First Baptist Fitchburg. A position that is focused on helping them rebuild and continue as the church following a split in their congregation. Their council is being redefined and rebuilt, they are revising their bylaws and one of their young men has begun his studies as a student pastor. We are on track to end our agreement on Aug 31, 2025. I'm not sure what else I can report!

I have decided to focus on becoming better at preaching in 2025. I visit with/counsel one or two veterans who have finally convinced me to join the VFW to better serve them. I am also challenging myself to make more in-home visits without being too intrusive and I finally finished editing my book which hopefully goes out to print before summer. Finally, I also serve in an advisory role for around 5 churches who are striving to stay afloat!

What's Coming in 2025!

In 2025 our hope is to encourage all members and regular attendees to have their own ministry or become more active in a current one. Our congregation has increased slightly over the last few years and we are back to "pre-covid" numbers. Those families and individuals who come to visit, besides being welcomed, are looking for an active and present congregation. Creating that energy can't be on the pastor alone, or the church council or any one of us. It must be a spirit that exists and extends through all of us. Besides new and additional ministries we hope to host at least one special event per month whether it be a special class, a women's brunch, the children/youth craft fair- something that invites others not just to visit but to become a part of us. None of that can happen unless the gospel message takes center stage in all that we do. Stay joyful in hope, patient in affliction, faithful in prayer! Great things He has promised, Great things He has done. Great things are yet to come.

Blessings,

Pastor Ken

Clerk's Report

The Clerk records vital information such as changes in our membership, minutes of Church Council Meetings and submits them to the church Secretary for safekeeping. All 2024 documents will be moved to pdf's and stored on a thumb drive kept in the church office.

Average Sunday Attendance:

Keeping track of our attendance each week over the course of 2024 was not consistent as in the past. Normally we would have an accurate average over the full 12 months. We have seen low numbers in the teens and some weeks have swelled to larger amounts. Our Christmas Eve service this year was well attended, and Easter Service saw higher than usual numbers with some additional community members visiting for the first time.

Active membership January 1, 2024: 42 Active membership January 1, 2025: 45

There were no Children baptized this past year.

Membership Active: 45

Doug Archambault	Jessica Archambault	Annette Baptista	Christine Bergeron
Peter Bergeron	Brad Brock	Pam Brock	Mary Broden
Cheryl Brooks	Margie Brown	Sami Brundige	Lena Cary
Lisa Carbone	Venanzio (Vinny) Carbone	Chuck Connors	Donna Connors
George Ganko	Wendy Grippardi	Gail Gustafson	Randy Gustafson
Danielle Hiott	Patton Hiott	Trey Hiott	Lindsay Heaphy
Bill Kivela	Linda Kivela	Fredericke (Freddie) Kazo	Val Kottle
Brian Kustan	Suzanne Kustan	Oliver (Ollie) Niemi	Jeanne Norwood
Dana Oosterman	Naomi Peterson	Alison Retzlaff	Nathan Retzlaff
Bob Romeril	Carol Romeril	Susan Schleich	Colton Trefflich
Emily Trefflich	John Veaser	Karyn Veaser	Ken Whitson
Andrea Wood			

New Members 2024: Naomi Petersen by transfer, Pam Brock by transfer. Patton Hiott by baptism, Brad Brock by baptism.

Inactive Members

Lyle Brundige (2025)

Kathleen Alen (2024) Peggy Saari (2024)

Theresa Ojala (2023) Tom Rizzo (2023) Deborah Rizzo (2023)

Karen Clough (2023) Blanch Wooster (2023) Rebecca Lehtonen (2020)

Marcy Levesque (2020) Bob Wooster (2020) Linda Wooster (2020)

Jay Malbouef (2019) Joseph Fragala (2017) Justine Fragala (2017)

Mike Rand (2015) James Thompson (2013) Susan Thomson (2013)

Deceased

Al Hasting

Mary Lawrence

Elizabeth Thoms

Bob Fasanella (friend of NICC)

Wally Wooster (former member)

Bob Ricard (friend of NICC)

Gwendolyn-Jane Romeril (friend of NICC)

2024 Executive Ministry Team

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: Carol Romeril (2024)

Church Council:

Deacon of Worship: Karyn Veaser filled in until Naomi Peterson agreed to be nominated for Deacon of worship

Deacon of Women's Ministry: Karyn Veaser (2027)

Deacon of Caring: Dana Oosterman (2024)

Deacon of Communications: Freddi Kazo (2027)

Deacon of Christian Education: Emily Trefflich (2027)

Trustee: John Veaser (2026)

Trustee: Margie Brown (2025)

Trustee: Brian Kustan (2024)

2024 Church Council Nominations

4-year terms

- Treasurer: Carol Romeril (2028)

3-year terms

- Deacon of Caring: Dana Oosterman (2027)
- Deacon of Communications: Freddie Kazo (2027)
- Deacon of Worship: Naomi Peterson (2027)
- Trustee: Nathan Retzlaff (2027)

Other Nominations

Linda Kivela, Chris Bergeron, Karyn Veese as Co-chairpersons of the 2025 Children Fair.

Allie Retzlaff - Auditor

Continuing Church Council Members

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: see nomination

Trustee: John Veese (2026)

Trustee: Margie Brown (2025)

Trustee: see nomination

Deacon of Caring: see nomination

Deacon of Communications: see nomination

Deacon of Worship: see nomination

Respectfully Submitted,

Jeanne Norwood, Clerk

Deacon of Worship Report

“The steadfast love of the Lord never ceases; His mercies never come to an end; they are new every morning; great is your faithfulness.” – Lamentations 3:22-23

2024 has been a true testament to the abundant love and grace that Christ gifts us. This past year we have welcomed faithful friends into new members, have celebrated the lives of those dear to us as they passed on, baptized adults to Christ, greeted new families and old friends as they come to visit and hear the word of God spoken and sung about in our sanctuary, and with the help of countless friends, paid off our mortgage so that we may reach our potential and grow into the church that our Father has planned for us.

We thank our congregation of family and friends for their continued support and love of this church as shown through their time, treasures, and talents. We especially appreciate the care, time and energy of those who share their gifts with us weekly: music leader, slideshow creator and website manager, John Veaser, our worship tech operator, Brian Kustan, our service leaders, Suzanne Kustan, Lindsay Heaphy, and Naomi Petersen. Andrea Wood who provides our flowers and our servant-hearted leader, Pastor Ken. I would be remiss if I did not mention the success and growth of our Sunday School program under the leadership of Emily Trefflich and her assistance team. We also have various “support staff” within our congregation who add to our weekly service throughout the year. Thank you to all of you who read the call to worship, participate in our Advent and Christmas Eve services, set up candles for our Christmas Eve service, decorate and undecorate the sanctuary, collect our offering boxes, ring the bell, run off, fold and hand out bulletins, help with the delivery of communion, and provide goodies for coffee hour, as well as set up and break down of that hour. Your caring and thoughtful additions to our service does not go unnoticed.

This past summer we as a church were able to grant Pastor Ken a sabbatical in which Trey Hiott, myself, and two guest speakers delivered our weekly Sunday message. This was a true learning experience, that was both amazing and anxiety-provoking. Besides being in the Word and being diligent in my Biblical research, I learned to appreciate the application of delivery and hard work that goes into preparing the message, as well as learned more about myself through that experience. In the Fall I organize the annual St Vincent DePaul Thanksgiving basket pies. Special thanks this year to Margie Brown, Linda Kivela, Cindy Ricard, Kristen Page and Fern Neimi for helping me with a large portion of the work to calculate and get ingredients, peel and freeze apples, mix, assemble, bake and deliver 127 apple pies the Saturday before Thanksgiving. SVDP is always grateful and impressed with the dedication shown in supporting our community with these efforts.

God continues to be good to us and we strive to be faithful to Him. With our mortgage being paid off I moved from my position as our Deacon of Worship to the Deacon of Women’s Ministry. I have loved holding the Deacon of Worship position and learned a lot as I grew in my walk and role within our

Sunday service. With my shift in position, I will continue to organize our NICC Pie Ministry and the preparation for coffee hour and monthly communion. I am looking forward to organizing Women's Fellowship brunches and sharing more messages on Sunday mornings as the year continues. I also look forward to continuing to support our church family in all the ministry needs that Christ places on our hearts this coming year as He guides us all through the challenges and triumphs that the year may bring.

Let God's promises shine on your new year and fill every moment with His blessings and favor. May your faith be renewed, your heart be strengthened, and your path be guided by the Lord's loving hand. Have a blessed New Year!

Submitted in Christ's love,
Karyn Veaser

Deacon of Christian Education Report

In 2024 I took on a new role in the church as Deacon of Christian Education, with a primary focus on expanding and enriching our Sunday School program. We started using The Biggest Story curriculum books in 2023 and have continued it through in 2024. While this is intended to be a 2-year curriculum, it is likely it will take us 3 years with the various stops for Easter, Pentecost, and Advent lessons. This year we were able to cover Pentateuch (the first five books of the Bible), History of the Old Testament (Judges, Kings, and several key women of the Bible), and finished up the year with a four-week lesson in Advent.

We saw consistent growth in our Sunday School class sizes in 2024, averaging about 10 kids each week. There were also no Sunday's where class was not held due to a lack of attendance. I find this very exciting as the kids continue to show interest in the stories and crafts and are excited to join each week!

In 2024 we were also able to attend the New Ipswich Fall Festival, where Pastor Ken and I handed out crafts, kids bulletins, and refreshments. A lot of kids and families came to our table, where most recognized Pastor Ken from school!

Our Sunday School program would not be successful without the help of all the church members who support us and welcome our little bit of loudness! A very special thank you to Alison and Nate Retzlaff and Margie Whitson, who continuously led and assisted in Sunday School lessons each week.

2025 holds new changes for our Christian Education ministry, and I cannot wait to share them with everyone!

Emily Trefflich

For anyone interested in learning more about the curriculum, please feel free to ask me in Church or look at their website here: <https://www.thebiggeststory.com/about/>

Deacon of Caring Ministry Report

Greetings! 2024 was another very busy year. The life of our church is always changing; we said goodbye to some extraordinary members of our church, and we welcomed a new baby, with 2 more on the way.

The Pastor's Discretionary Fund continues to be used to bless people with acts of kindness and flowers of comfort.

I continue to reach out to friends when I know of a need. Please let me or Pastor Ken know about any needs that we could help with.

I wish everyone health in the new year! Please remember to wash your hands often to prevent the spread of germs.

Blessings,
Dana

Trustees' Report

The Trustees would like to thank all those that contributed to the faithful support both financially and in facility upkeep over the past year.

What an amazing year it was. After much hard work and continuous prayers – our mortgage was finally paid off.

I have used these words for a few years, “frugality, financial insecurity, and faith in Him who brings us through all trials.” And I continue to stand by them today. Our church is doing amazing things and God has once again brought us through a year of growth and impact. When you look at our GOOGLE Calendar on our website, it is amazing to see all the times throughout the week/month/year – that our facility is used by so many groups besides NICC itself. I firmly believe it is this generosity of spirit and gifts that keeps God faithful in our support.

I would like to thank Brian Kustan for his years of service as a Trustee and I hope that we as the continuing Trustees and as a church family can continue to look to him for his knowledge and support of NICC. His skills at both technology and facility management have been a great help to all of us over the past several years. Thank you again Brian.

The Trustees first goal in 2025 is to get a Capital Projects priority list in place and communicate this list to the congregation on a regular basis, both on cost as well as progress and needs. We will continue to keep everyone informed, but if you or someone you know has experience with repairs and maintenance, we welcome your gifts,

We ask that you continue to be faithful in your giving in 2025. With that being said, I want to sincerely ask that all of you seriously consider using our online giving portal to send in your weekly tithes/offerings. By using the online option, you are able to set up your giving according to your budget and preferred schedule. You can give monthly, weekly, bi-weekly or all at once. You set up where your donations go and even if you miss church due to travel, illness, alternate plans or any other reason, your donation to NICC will still occur. This will help our treasurer better budget payments each week, as well as ensure that your giving stays current and continuous throughout the year. I am willing to sit down with anyone and help you get this set up.

We are called on to support the church and its ministries

2 Corinthians 9:7 says: Each one must give as he has decided in his heart, not reluctantly or under compulsion

2 Chronicles 31:5: Describes how the Israelites generously gave a tithe of everything they produced, including the first fruits of their grain, olive oil, honey, and new wine

Proverbs 3:9: Says to honor the Lord with wealth and the first fruits of all crops

We have been gifted by God and supported by this community with the meeting house we call NICC – now that we are out from under the burden of our mortgage – I ask you all to consider your faithful and consistent giving to the ministries of this church and the upkeep of the facility. I ask you to make NICC a part of your weekly, monthly and yearly budget.

Finally, be in continuous prayer for NICC and the folks that have taken upon their heart to be members and leaders within NICC. We are all blessed to be here – He has called each one of us here for a reason and a season – may we all be open and ready to hear His call

God Bless & Respectfully Submitted - John Veaser

January, 2025

John Veaser, Brian Kustan, Margie Brown - Trustees

Children's Fair Ministry

2024 continued to bring the Children's Fair many blessings. We met all our financial needs and received many donations from our friends, towns people and local businesses. These donations are what make a difference in the success of the Children's Fair. Many thanks to these generous donors who contribute to the fair's success are Matt Traffie and Albert Goddard (Arlen Company), Phil Thayer, Hayward Farms Ice Cream, Scotties Potties and Shaw's Dumpsters.

With the fair's success we were able to donate to many local youth organizations along with generous support to our church. The organizations that we donated monies to are as follows: Boy Scout Troop #3877, Foster Family Fun Day, Girl Scout Troop #10638, Heritage Christian School, Hope Fellowship's sponsor child in Nicaragua, Husky House at HHES, LeClair-Caron-Pelletier American Legion Auxiliary, Monadnock 4-H Robotics, Mascenic Fundraiser, Monadnock Baseball, Monadnock Baseball Lights (in New Ipswich), New Ipswich Library, New Ipswich Recreation Dept/ Dances, New Ipswich Recreation Dept/Fishing Derby, New Ipswich Town Pool/Swim Team, the River Center, St Vincent de Paul. The financial support we gave to NICC is as follows: fuel, NICC church budget, NICC building fund, NICC Christian Education, NICC Community Suppers, NICC Senior Fellowship and the NICC Pastor's Discretionary Fund. After the devastating hurricane down south this fall we sent money through Samaritan's Purse. As you can see the Children's Fair is an integral part of our church and community. The dedication and hard work that our volunteers so unselfishly give year after year is amazing. It takes well over 200 volunteers the day of the fair. Our family and friends of the fair are the hands and feet of Jesus Christ. If you would be interested in getting involved in the Children's Fair please speak to one of the chairmen or anyone on the Executive Board.

The following chairmen of the Children's Fair are;

Books: Melanie Kane,

Butch's Country Store; Karyn Veaser,

Calendar Raffle: Chris Bergeron & Karyn Veaser,

Chicken BarBQue: Randy Waynen,

Children's Area: Karen Clough & Kristen Kivela,

Entertainment: Chris Bergeron,

Garden Shop: John Poltrack & BJ Aho,

Gift Basket Raffle: Linda Kivela,

Hay Ride: Bill Kivela,

Ice Coffee: Margie Brown,

Ice Cream: Heather Boucher,

Nellie's Bake Goods: Danielle Hiott,

Parking: Trey Hiott & sons,

Program & Flyer: Shannon Michaud,

Snack Shack: Chris Bergeron,

Set Up & Tear Down: John Veaser,

Go to Man: Brett Kivela

Treasurer: Carol Romeril assisted by Bob Romeril & Margie Whitson.

The executive board voted to add another member to our board. We nominated Ryan Oosterman, who graciously accepted this position. We feel blessed to have Ryan be a part of our team. God is good. He continually answers our prayers when we are in need and guides us in the path that He has chosen for us.

In His Service,

Chris Bergeron, Linda Kivela, Karyn Veeseer co-chairs of
the 2024 N.I. Children's Fair

2024 Children's Fair Executive Board: Chris Bergeron,
Margie Brown, Lindsay Heaphy, Linda Kivela, Ryan
Oosterman, Bob Romeril, Carol Romeril, John Veeseer,
Karyn Veeseer and Pastor Ken Whitson

Children's Fair 2024 Donations

	Amount Voted	Amount Distributed	Payment Method
Organization	<u>2024</u>	-	-
N.I. Congregational Church - oil	\$3,000	\$3,000	Online
N.I. Congregational Church	\$7,000	\$7,000	Online
Local Sunday Schools			
Hope Fellowship	\$200	\$200	1739
Boy Scout Troop #3877 Charter (NICC Sponsored)	\$600	\$600	1735
Monandnock Baseball (Little League) Wade Ojala	\$250	\$250	1743
N.I Library	\$500	\$500	1744
NICC Christian Education	\$1000	\$1000	Online
St. Vincent de Paul Society-Friends of the Poor Walk/Run Event Sponsor	\$2,500	\$2,500	1749
NICC Community Suppers (Debit Card 500, top up as necessary)	\$1,000	\$1,000	Online
4H Robotics	\$700	\$700	1742
The River Center	\$600	\$600	1748
Heritage Christian School	\$500	\$500	1738
NICC Pastor's Discretionary Fund	\$1,000	\$1,000	Online
NI Parks & Rec Pool	\$750	\$750	1747
Girl Scout/Brownies Troop 23151--Heather Schoff	\$600	\$600	1737
Children's Fair Scholarship	\$1450	\$1450	Pending
Mascenic Boosters – 5K Sponsorship	\$250	\$250	1733
CF Capital Fund for 2025 capital purchases	\$2500	\$2500	Pending
leClair American Legion -	\$300	\$300	1741
Foster Fun Day - M Ordway	\$500	\$500	1736
4H Club	\$400	\$400	Pending
NI Fishing Derby	\$350	\$350	1746
NI Rec Dances	\$250	\$250	1745
Highbridge Hills Husky House	\$500	\$500	1740
NICC Senior Fellowship	\$250	\$250	1750
Total	\$26,950		

Children's Fair Scholarship Ministry Team

We awarded two scholarships this past June, both to Mascenic graduates.

Oliver Hiott received a \$750.00 scholarship. Oliver is attending New Hampshire Technical College in Nashua, NH, majoring in their criminal justice program. His goal is to attend the Police Academy to pursue law enforcement as a State Trooper. Oliver lives in Greenville with his parents Trey and Danielle Hiott. He has been very active in the Mascenic community.

Ella Pearson received a \$750.00 scholarship. Ella had planned to attend college in September but plans changed and she will now be attending Nashua Technical College in Nashua, NH beginning in January 2025. Ella shares her time living with her parents Amy Pearson and Paul Pearson in Greenville and New Ipswich. Ella has been very active at Mascenic in sports and extracurricular activities and with the Children's Fair.

The New Ipswich Children's Fair Scholarship originated in 1985. Monies are funded through the N.I. Children's Fair and money given in memory of loved ones.

Sincerely,

The 2024 Scholarship Committee: Chris Bergeron, Karen Clough, Linda Kivela, Bob Romeril and John Veaser.

The presenter of the scholarship is Karyn Veaser.

Treasurer's Report

New Ipswich Congregational Church			
Treasurer's Report			
For the Year Ended December 31,2024			
General Fund			
Starting Balance January 1, 2024		\$7,305.03	
Receipts from all sources		86,912.21	
Tfr from Building Fund		3,000.00	
Less : Expenditures		(80,419.77)	
Ending Balance December 31 ,2024		\$16,797.47	
Building Fund			
Starting Balance January 1, 2024		\$14,612.19	
Documented Giving		14,600.00	
Capital Campaign		23,904.00	
Christmas Eve		453.00	
Facilities Use		50.00	
Piggy Bank		382.85	
Interest Income		2.96	
Funds available		54,005.00	
Less : Mortgage Payment			
Interest		(238.28)	
Principal		(29,182.17)	
Tfr to General Fund		(3,000.00)	
Ending Balance December 31,2024		\$21,584.55	
Endowment Fund Account- Charles Schwab			
Starting Balance January 1, 2024		\$7,133.52	
Investment Income		357.56	
Ending Balance December 31,2024		\$7,491.08	
Organ Fund			
Starting Balance January 1, 2024		300.50	
Interest Earned		0.00	
Ending Balance December 31,2024		\$300.50	
Health Ministry			
Starting Balance January 1,2024		499.37	
Interest Earned		0.00	
Ending Balance December 31, 2024		\$499.37	
Community Supper			
Starting Balance January 1, 2024		\$576.85	
Deposit from Children's Fair		1,000.00	
Donations		2,989.00	
Supper Expenses		(4,279.92)	
Ending Balance December31, 2024		\$285.93	

2024 Budget + Actuals Report and 2025 Budget

Income

	Income			2024	2024	% of 2024	2025	2025
				Budget	Actual	Budget	Budget	% +/-
Ordinary Income/Expense								
Income								
	Starting Account Balance			7,305.03	7,305.03		16,797.47	229.94%
	Balance in Oil Pre-pay from 2023				2,480.93			
	Balance Community Suppers				576.85			
	Children's Fair			5,000.00	7,000.00	140.00%	6,000.00	85.71%
	Children's Fair Fuel			0.00	3,000.00		0.00	0.00%
	Children's Fair Sunday School			800.00	1,000.00	125.00%	1,000.00	100.00%
	Children's Fair Community Supper				1,000.00		1,000.00	100.00%
	Documented Giving			50,000.00	54,301.00	108.60%	68,000.00	125.23%
	Gift Friends of NICC			6,500.00	9,000.00	138.46%	0.00	
	Easter Breakfast			0.00	126.00		0.00	0.00%
	Flower Fund Income			250.00	0.00	0.00%	250.00	
	Parsonage Oil & Electric			2,400.00	1,800.00	75.00%	3,300.00	183.33%
	Community Suppers			0.00	2,989.00		3,500.00	117.10%
	In-Out Income							
		Baby Bottles		275.00	477.00	173.45%	500.00	104.82%
		Other			1,000.00		0.00	0.00%
	Total In-Out Income			275.00	1,477.00	537.09%	500.00	33.85%
	Interest Income			3.00	4.95	165.00%	3.00	60.61%
	Textile Shed			1,800.00	1,687.27		1,800.00	106.68%
	Plate			7,000.00	4,031.97	57.60%	4,500.00	111.61%
	Children's Fair VBS			0.00	0.00		0.00	
	Use of Facilities			750.00	0.00		750.00	
	Schwab Interest			1.00	34.02		35.00	102.88%
	Memorial Donations				3,250.00			0.00%
	Transfer in from building Fund				3,000.00		3,500.00	116.67%
	Special Music Donation				200.00			0.00%
	Total Income			74,779.00	93,901.21	125.57%	90,638.00	96.52%
Total Funds Available				82,084.03	104,264.02	127.02%	107,435.47	103.04%

2024 Budget + Actuals Report and 2025 Budget

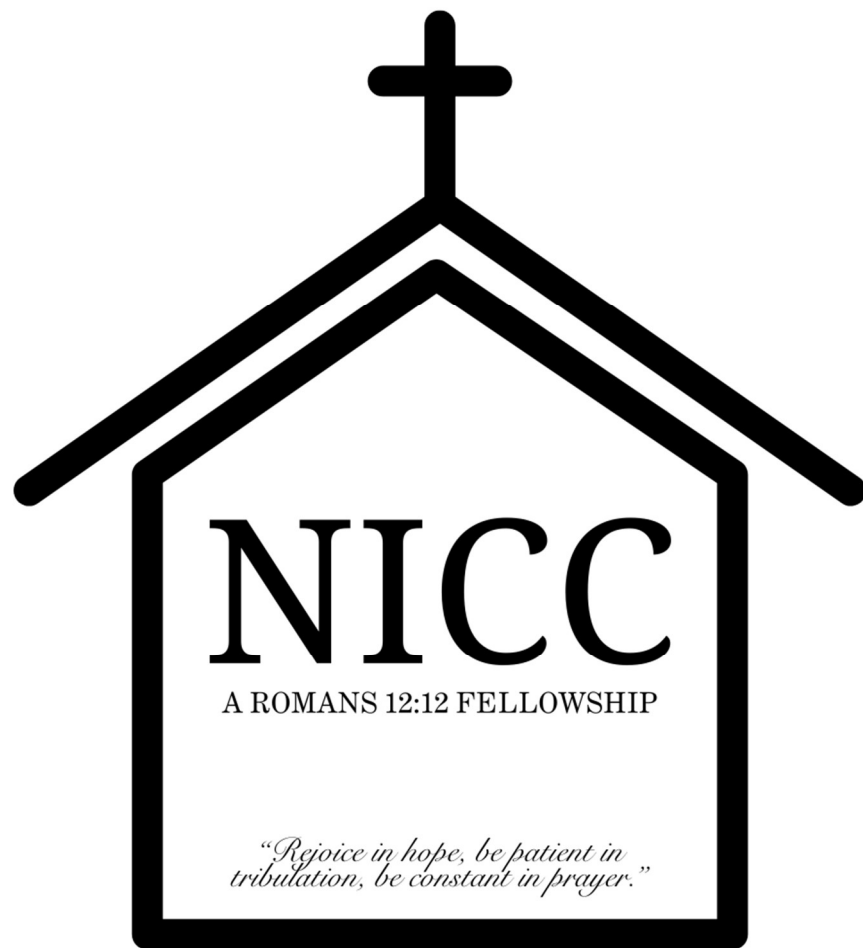
Expenses

			2024	2024	% of 2024	2025
			Budget	Actual	Budget	Budget
Expense						
	Capital Improvement					
		Replacement Lawnmower	0.00	600.00		0.00
	Total Capital Improvement		0.00	600.00		0.00
	Christian Education					
		Adult Education	100.00	0.00		100.00
		Outreach Ministry	500.00	0.00		500.00
		Sunday School/Bibles/Gifts	800.00	537.60	67.20%	1,000.00
		Women's Events	400.00	0.00		400.00
	Total Christian Education		1,400.00	537.60	38.40%	1,600.00
	Church General Expense					
		Church Maintenance				
		Burner Service	300.00	0.00	0.00%	450.00
		Elevator Maint/ Inspection	450.00	520.00	115.56%	550.00
		Fire Extinguisher Maint	500.00	265.11	53.02%	700.00
		Fire Security System Maintenance	525.00	0.00	0.00%	550.00
		Maintenance & Repairs	1,200.00	927.93	77.33%	1,200.00
		Salt Water System	220.00	0.00	0.00%	220.00
		Total Church Maintenance	3,195.00	1,713.04	53.62%	3,670.00
		Grounds Maintenance	0.00			0.00
		Insurance	8,500.00	9,760.68	114.83%	10,000.00
		Utilities				
		Electricity-Church	4,200.00	3,980.85	94.78%	4,100.00
		Heating - Oil	3,000.00	2,275.11	75.84%	3,400.00
		Heating - Propane	4,600.00	4,551.19	98.94%	4,700.00
		Rubbish Removal	1,020.00	1,020.00	100.00%	1,025.00
		Total Utilities	12,820.00	11,827.15	92.26%	13,225.00
		Nursery	0.00	0.00		1,000.00
	Total Church General Expense		24,515.00	23,300.87	95.05%	26,895.00
	Custodial Service					
		Church Cleaning Staff	0.00	0.00		0.00
		Cleaning Supplies	150.00	0.00	0.00%	200.00
	Total Custodial Service		150.00	0.00	0.00%	200.00

	Expenses Continued	% of	2024	2024	% of 2024	2025	% of 2024
			Budget	Actual	Budget	Budget	% +/-
	Worship Supplies						
	Flowers		100.00	0.00	0.00%	100.00	
	Audio Visual		750.00	0.00	0.00%	750.00	
	Pulpit		1,000.00	300.00	30.00%	1,000.00	333.33%
	Worship Supplies		100.00	0.00	0.00%	100.00	
	Total Worship Supplies		1,950.00	300.00	15.38%	1,950.00	650.00%
	Ministry						
	Conferences/Other		500.00	0.00	0.00%	500.00	
	Mileage		1,000.00	1,000.00	100.00%	1,200.00	120.00%
	Salary		15,695.00	15,695.04	100.00%	17,000.00	108.31%
	Salary Designated Housing Allw		30,000.00	30,000.00	100.00%	31,000.00	103.33%
	Total Ministry		47,195.00	46,695.04	98.94%	49,700.00	106.44%
	Ministry Outreach						
	Community Supper Expenses		1,000.00	4,279.92	427.99%	4,400.00	102.81%
	Easter Breakfast		0.00	229.38		300.00	130.79%
	Funeral Lunch		0.00	923.80		0.00	0.00%
	Total Ministry Outreach		1,000.00	5,433.10	543.31%	4,700.00	86.51%
	IN/Out Expense						
	Carenet/Pregnancy Resource		250.00	477.00	190.80%	500.00	104.82%
	Other		0.00	1,000.00		0.00	0.00%
	Total IN/Out Expense		250.00	1,477.00	590.80%	500.00	33.85%
	Music						
	MusicCopywriteFees & SheetMu		200.00	165.00	82.50%	200.00	121.21%
	Music - Other		1,000.00	550.00	55.00%	1,000.00	181.82%
	Total Music		1,200.00	715.00	59.58%	1,200.00	167.83%
	Office Expense						
	Computer/Software/Maintenance		100.00	0.00		100.00	
	Outreach Website + Domain		948.00	948.00		1,000.00	105.49%
	Internet&Telephone		4,000.00	2,575.69	64.39%	2,800.00	108.71%
	Supplies		200.00	0.00		200.00	
	Postage/ PO Box		100.00	84.00	84.00%	100.00	119.05%
	Total Office Expense		5,348.00	3,607.69	67.46%	4,200.00	116.42%
	Parsonage General Expense						
	Electricity		4,500.00	4,514.32	100.32%	4,500.00	99.68%
	Maintenance		350.00			350.00	
	Oil		0.00			0.00	
	Total Parsonage General Expense		4,850.00	4,514.32	93.08%	4,850.00	107.44%
	Transfer to Schwab					5,000.00	
	Total Expense		87,858.00	87,180.62	99.23%	100,495.00	115.27%
	Balance in Community Suppers			285.93			
	Net Ordinary Income		-5,773.97	16,797.47		6,940.47	

Building Fund, Mortgage, Other Income and Expense

			2024 Budget	2024 Actual	% of 2024 Budget	2025 Budget	
Other Income							
	Building Fund Income						
		Building Fund Documented Giving	24,000.00	14,600.00	60.83%	12,000.00	
		Capital Campaign	0.00	23,904.00		0.00	
		Facilities Usage	0.00	50.00		0.00	
		Bell Tower Bank	250.00	382.85	153.14%	150.00	
		Christmas Eve		453.00			
		Interest Income Building Fund	2.00	2.96		2.00	
	Total Building Fund Income		24,252.00	39,392.81	162.43%	12,152.00	
	Total Building Fund Income		24,252.00	39,392.81		12,152.00	
	Other Expense						
		Mortgage Interest	6,254.16	238.28		0.00	
		Bank Charges		0.00			
		Principal Payments	19,306.00	29,182.17		0.00	
	Total Other Expense		25,560.16	29,420.45	115.10%	0.00	0.00%
Net Other Income			-1,308.16	9,972.36		12,152.00	
End of Year 2020 Outstanding Loan Balance				259,939.00	3.69%		3.69%
End of Year 2021 Outstanding Loan Balance				176,692.51	3.69%		3.69%
End of Year 2022 Outstanding Loan Balance				96,635.14	3.69%		3.69%
End of Year 2023 Outstanding Loan Balance				29,182.17	3.69%		3.69%
End of Year 2024 Outstanding Loan Balance				0.00	3.69%		3.69%
			Interest Rate		Interest Rate		Interest Rate



New Ipswich Congregational Church 2024 Annual Report

New Ipswich Congregational Church

2024 Annual Report

Table of Contents

2024 Annual Meeting Agenda	3
2023 Annual Meeting Minutes	4
2024 Special Meeting Minutes	6
Pastor's Report	7
Clerk's Report	9
Deacon of Worship Report.....	12
Deacon of Christian Education Report.....	14
Deacon of Caring Ministry Report.....	15
Trustees' Report	16
Children's Fair Ministry	18
Children's Fair 2024 Donations	20
Children's Fair Scholarship Ministry Team	21
Treasurer's Report	22
2024 Budget + Actuals Report and 2025 Budget	23
Income	23
2024 Budget + Actuals Report and 2025 Budget	24
Expenses	24
Building Fund, Mortgage, Other Income and Expense	26

2024 Annual Meeting Agenda

Members sign in with the Clerk

Call to Order

Adoption of Agenda

A prayer for the Congregation

Old Business

None

New Business

Approve Minutes of Annual Meeting of 2023

Acceptance of Reports from Church Council Members

Accept Treasurer's Reports

Adoption of 2025 Budget

Election of Church Council Members

Discussion of alcohol policy

Any new business

Charge to Members

Benediction and Grace

Adjournment

2023 Annual Meeting Minutes

January 21, 2024

Members signed in with the Clerk. A Quorum was met 27/47

Bob Romeril called the meeting to order at 11:30 am

Adoption of agenda.

Karyn Veeseer made a motion to accept. Linda Kivela seconded. Vote passed.

Pastor Ken Whitson opened with the prayer for the congregation.

Old Business

Carol Romeril reviewed the Capital Campaign on page 26

End of the year 2020 Outstanding loan balance \$259,939.00 3.69% Interest rate

End of the year 2021 Outstanding loan balance \$176,692.51 3.69% Interest rate.

End of the year 2022 Outstanding loan balance \$96,635.14 3.69% Interest rate

End of the year 2023 Outstanding loan balance \$29,182.17 3.69% Interest rate

Our Building income for the year 2023 was \$71,877.43. Leaving \$26,102.00 as the mortgage for 2024, which we should have paid off sometime in 2024. We discussed additional fundraising.

New Business

2023 Annual Meeting Minutes Bob Romeril asked if everyone had read the minutes on pages 4, 5 and 6. There was no discussion. Bob Romeril asked for a motion to accept. Karyn Veeseer made the motion to accept the minutes as printed and Carol Romeril seconded. Vote passed.

Reports from the Church Council Members. Pages 9 thru 21. There was no discussion. Bob Romeril called for a motion. John Veeseer made a motion to accept as printed. Annette Baptista seconded. Vote passed.

Carol Romeril reviewed the Treasurer's Report on page 22 from January 1, 2023 to December 31, 2023. There was no discussion. Annette Baptista made a motion to accept the Treasurer's report and Linda Kivela seconded. Vote passed.

Pastor Ken Whitson spoke about the logo and associated statement "A Romans 12:12 Fellowship" Joyful in hope, patient in tribulation, constant in prayer. Pastor Ken said that the design needs a little work. Margie Brown would like to see the final design. Bill Kivela would like to see the final design before voting on it. Bill Kivela moved that we defer the vote to a later date. There was no vote at this time. Pastor Ken Whitson reviewed the bylaw changes which we will be voting on at a later date.

- Add a council position of Deacon of Women's Ministry to be in effect 30 days after the mortgage is paid off.
- Change the Deacon of Outreach to Deacon of Communications. Freddie Kazo felt that the phrase "oversees all church events" should read and "oversees the posting of all church events".
-

Pastor Ken Whitson dismissed himself from the meeting while we discussed and voted on his sabbatical. Pastor Ken Whitson's contract has a sabbatical after 5 years. John also explained what a sabbatical is. Bob Romeril called for a motion. Karyn Veeseer made a motion to approve Pastor Ken Whitson sabbatical

and Linda Kivela seconded. Vote passed.

Carol Romeril reviewed 2024 budget on pages 23 to 25. There was no discussion. Bill Kivela made a motion to accept the Budget for 2024 and Linda Kivela seconded. Vote passed.

Election of Church Council Members on page 11

4-year terms

Deacon of Ministry: Trey Hiott (2027)

Deacon of Christian education: Emily Trefflich (2027)

Deacon of Women's: Ministry Karyn Veese (30 days after Mortgage pay off)

Deacon of Communications (no nominee at this time 30 days after Mortgage pay off)

3-year terms

Trustee: John Veese (2026)

Other nominations

Linda Kivela, Chris Bergeron, Karyn Veese as Co-chairperson of the 2024 Children's Fair

Continuing Church Council Members

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: Carol Romeril (2024)

Trustee: Brian Kustan (2024)

Trustee: Margie Brown (2025)

Deacon of Worship: Karyn Veese (2024)

Deacon of Caring: Dana Oosterman (2024)

Karyn Veese made a motion to accept the slate of members for the church council

Carol Romeril second. Vote Passed.

Pastor Ken Whitson charge to the members of NICC was now that once we have paid off the Mortgage, we need to become the church that God has planned for us to be.

Pastor Ken gave the Benediction.

Bob Romeril said grace and called for a motion to adjourn. John Veese so moved and Karyn Veese seconded. Vote passed.

Respectfully Submitted

Jeanne Norwood, Clerk

2024 Special Meeting Minutes

Special Meeting June 30,2024

Initially the quorum was not met. The Church Council met and moved two members to the unactive list Kathy Allen and Peggy Sarri and added a new member Namoi Peterson by Congregational approval.

John Veaser made a motion that for just this meeting we have a quorum of 50%, seconded by Pastor Ken vote passed. Last count was 22 out of 43 member was a quorum.

Meeting was called to order

Pastor Ken opened with prayer.

Bob Romeri reviewed the agenda and a vote was called for and passed.

There was discussion on Amendments to the Bylaws

Freddie Kazo Shared her concerns on the sentence reading "Overseeing missions and outreach ministries" should not be a communication responsibly. Freddie Kazo made a motion to amend that sentence to read "Overseeing communication of missions and outreach ministries". Karyn Veaser second Vote passed.

Bill Kivela questioned why there are Three Chairpersons on the Children's Fair Committee, when the Bylaws read Chairmen of the Children's Fair. Pastor Ken explained we add two more Chairs last year at the annual meeting. John Veaser suggested adding in paraeneses the letter "s" behind the word Chairmen(s).

Linda Kivela asked if we had an auditor. Bob Romeril replied at this time no.

Freddie Kazo had a question about the Deacon of Ministry. Pastor Ken explained.

Bob Romeril called for a motion to vote on the Bylaw amendments. Emily Trefflich made the motion and Karyn Veaser seconded. Vote passed.

Logo John Veaser mentioned the Script was too small. Pastor Ken said Lindsay's design did not include the script but she could enlarge if it was needed. Emily Trefflich made the motion and Dana Oosterman seconded. Vote passed.

Pastor Ken suggested we buy the Logo design from Lindsay Heaphy because of legal matters. We will discuss this at the next Church Council.

John Veaser made a motion to adjourn Karyn Veaser seconded. Vote Passed

Pastor Ken closed in prayer.

Respectfully Submitted

Pastor's Report

The Church

It has been a banner year for NICC! Paying off the mortgage, accepting a logo and working to improve our online presence is making, and has made us a recognized part of the community. Council positions were re-visited and some changes have been made. We average anywhere from 3 to 5 visitors per month. All of it is a sign that those around us are aware of our presence and not afraid to stop in and learn more. Our final mortgage payment was made by the West family who came into the church office to make the payment so that their children could “guess the date” that the mortgage would be paid. Their efforts earned them an ice cream date with Pastor Ken. We are planning that as soon as the ice cream shops open in 2025. The celebration of praise and thanks was well attended and provided us with a great opportunity to say “thank you” to so many in the community who donated. Our Deacon of Missions has changed to Deacon of Communications a better and fitting description for ensuring our message and voice are heard online. We kept the Deacon of Ministries and added a Deacon of Women's Ministries both of whom will serve the whole congregation but who will also have their own areas of ministry to promote. These are more of a teaching role and in the past, both were included within the Deacon of Christian Education, a role which now focuses on youth and children. We are catching up to the digital world to some degree. Having the ability to stream our Worship services and other events. You can now give online or through Paypal or Venmo, terms that I will admit I don't quite understand yet. There is an ongoing expectation by many in the community that we will continue to hold annual events that we've held in the past. Trunk or Treat, the Zombie Hunt, Bike Rodeo, Pie sales, Children/Youth Craft fairs. A sign that the community not only recognizes us but has some continuing expectations for us. Our Sunday School has grown by leaps and bounds under Emily's direction. We are all excited to hear and see the kids each week even when my children's moment lesson is lacking, their willing participation makes up for it. The fruit treats always seem to help. It is inspiring to see them share what they've learned each week. We held some funerals this year for two of our longtime members, Betsy Thoms and Mary Lawrence, had a wedding (or two), Doug and Jessica Archambault and if there was another it has escaped my memory and we had a baptism in Pratt Pond of both Brad Brock, Patton Hiott and Cheryl Brooks. We added other new members as well by transfer, noted in the Clerk's report. A lot has taken place over the past 12 months, most of it noted in the reports that follow. I've recommended that in 2025 for Pentecost Sunday we have all ministries of the church give us a brief update of what they are doing and how they are doing. We may be surprised by what we didn't know.

The Pastor

I've managed to keep busy. My transition from lunch/recess monitor to substitute teacher has expanded my conversations and connections. All of which has further developed into conversations with parents and grandparents, many who stop to chat, introduce themselves or visit. It has also developed into some personal friendships for me with both the teachers as well as the parents. Many who I wouldn't normally have the chance to talk to. I now serve as a substitute for Highbridge Hill, Boynton, Mason Elementary and Heritage Christian School.

My weekly visits on Thursday to Monadnock Hospital have created similar results as caretakers express their appreciation for the visits and time spent with their loved ones including those who are released to home care as well as those who do pass away. Beyond the Thursday visits, I also visit the patient floor on holidays bringing some sort of treat for the nurse's breakroom; muffins, chocolate etc. I am also one of the "on call" pastors for the hospital. This year the number of "end of life" calls were down slightly while the "I could use a book" calls were slightly higher. Those would be the calls where something was needed more out of convenience than necessity. The hospital administration has also expressed their gratitude that part of my hospital visit is to check on the nursing staff. I invested some time and money to become a certified instructor to teach the Mental Health First Aid Class. Unfortunately, I never had or took the time to hold a class. I continue to teach at the American Baptist School of Ministry for at least the coming year. I also serve as a mentor to around 8 students who are seeking to become pastors one day.

I hold an online Bible Study, open to anyone, that explores the base or foundation of the scriptures by allowing different participants to present what they understand from the text. I agreed to take on the task of temporary pastor for First Baptist Fitchburg. A position that is focused on helping them rebuild and continue as the church following a split in their congregation. Their council is being redefined and rebuilt, they are revising their bylaws and one of their young men has begun his studies as a student pastor. We are on track to end our agreement on Aug 31, 2025. I'm not sure what else I can report!

I have decided to focus on becoming better at preaching in 2025. I visit with/counsel one or two veterans who have finally convinced me to join the VFW to better serve them. I am also challenging myself to make more in-home visits without being too intrusive and I finally finished editing my book which hopefully goes out to print before summer. Finally, I also serve in an advisory role for around 5 churches who are striving to stay afloat!

What's Coming in 2025!

In 2025 our hope is to encourage all members and regular attendees to have their own ministry or become more active in a current one. Our congregation has increased slightly over the last few years and we are back to "pre-covid" numbers. Those families and individuals who come to visit, besides being welcomed, are looking for an active and present congregation. Creating that energy can't be on the pastor alone, or the church council or any one of us. It must be a spirit that exists and extends through all of us. Besides new and additional ministries we hope to host at least one special event per month whether it be a special class, a women's brunch, the children/youth craft fair- something that invites others not just to visit but to become a part of us. None of that can happen unless the gospel message takes center stage in all that we do. Stay joyful in hope, patient in affliction, faithful in prayer! Great things He has promised, Great things He has done. Great things are yet to come.

Blessings,

Pastor Ken

Clerk's Report

The Clerk records vital information such as changes in our membership, minutes of Church Council Meetings and submits them to the church Secretary for safekeeping. All 2024 documents will be moved to pdf's and stored on a thumb drive kept in the church office.

Average Sunday Attendance:

Keeping track of our attendance each week over the course of 2024 was not consistent as in the past. Normally we would have an accurate average over the full 12 months. We have seen low numbers in the teens and some weeks have swelled to larger amounts. Our Christmas Eve service this year was well attended, and Easter Service saw higher than usual numbers with some additional community members visiting for the first time.

Active membership January 1, 2024: 42 Active membership January 1, 2025: 45

There were no Children baptized this past year.

Membership Active: 45

Doug Archambault	Jessica Archambault	Annette Baptista	Christine Bergeron
Peter Bergeron	Brad Brock	Pam Brock	Mary Broden
Cheryl Brooks	Margie Brown	Sami Brundige	Lena Cary
Lisa Carbone	Venanzio (Vinny) Carbone	Chuck Connors	Donna Connors
George Ganko	Wendy Grippardi	Gail Gustafson	Randy Gustafson
Danielle Hiott	Patton Hiott	Trey Hiott	Lindsay Heaphy
Bill Kivela	Linda Kivela	Fredericke (Freddie) Kazo	Val Kottle
Brian Kustan	Suzanne Kustan	Oliver (Ollie) Niemi	Jeanne Norwood
Dana Oosterman	Naomi Peterson	Alison Retzlaff	Nathan Retzlaff
Bob Romeril	Carol Romeril	Susan Schleich	Colton Trefflich
Emily Trefflich	John Veaser	Karyn Veaser	Ken Whitson
Andrea Wood			

New Members 2024: Naomi Petersen by transfer, Pam Brock by transfer. Patton Hiott by baptism, Brad Brock by baptism.

Inactive Members

Lyle Brundige (2025)

Kathleen Alen (2024) Peggy Saari (2024)

Theresa Ojala (2023) Tom Rizzo (2023) Deborah Rizzo (2023)

Karen Clough (2023) Blanch Wooster (2023) Rebecca Lehtonen (2020)

Marcy Levesque (2020) Bob Wooster (2020) Linda Wooster (2020)

Jay Malbouef (2019) Joseph Fragala (2017) Justine Fragala (2017)

Mike Rand (2015) James Thompson (2013) Susan Thomson (2013)

Deceased

Al Hasting

Mary Lawrence

Elizabeth Thoms

Bob Fasanella (friend of NICC)

Wally Wooster (former member)

Bob Ricard (friend of NICC)

Gwendolyn-Jane Romeril (friend of NICC)

2024 Executive Ministry Team

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: Carol Romeril (2024)

Church Council:

Deacon of Worship: Karyn Veaser filled in until Naomi Peterson agreed to be nominated for Deacon of worship

Deacon of Women's Ministry: Karyn Veaser (2027)

Deacon of Caring: Dana Oosterman (2024)

Deacon of Communications: Freddi Kazo (2027)

Deacon of Christian Education: Emily Trefflich (2027)

Trustee: John Veaser (2026)

Trustee: Margie Brown (2025)

Trustee: Brian Kustan (2024)

2024 Church Council Nominations

4-year terms

- Treasurer: Carol Romeril (2028)

3-year terms

- Deacon of Caring: Dana Oosterman (2027)
- Deacon of Communications: Freddie Kazo (2027)
- Deacon of Worship: Naomi Peterson (2027)
- Trustee: Nathan Retzlaff (2027)

Other Nominations

Linda Kivela, Chris Bergeron, Karyn Veese as Co-chairpersons of the 2025 Children Fair.

Allie Retzlaff - Auditor

Continuing Church Council Members

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: see nomination

Trustee: John Veese (2026)

Trustee: Margie Brown (2025)

Trustee: see nomination

Deacon of Caring: see nomination

Deacon of Communications: see nomination

Deacon of Worship: see nomination

Respectfully Submitted,

Jeanne Norwood, Clerk

Deacon of Worship Report

“The steadfast love of the Lord never ceases; His mercies never come to an end; they are new every morning; great is your faithfulness.” – Lamentations 3:22-23

2024 has been a true testament to the abundant love and grace that Christ gifts us. This past year we have welcomed faithful friends into new members, have celebrated the lives of those dear to us as they passed on, baptized adults to Christ, greeted new families and old friends as they come to visit and hear the word of God spoken and sung about in our sanctuary, and with the help of countless friends, paid off our mortgage so that we may reach our potential and grow into the church that our Father has planned for us.

We thank our congregation of family and friends for their continued support and love of this church as shown through their time, treasures, and talents. We especially appreciate the care, time and energy of those who share their gifts with us weekly: music leader, slideshow creator and website manager, John Veaser, our worship tech operator, Brian Kustan, our service leaders, Suzanne Kustan, Lindsay Heaphy, and Naomi Petersen. Andrea Wood who provides our flowers and our servant-hearted leader, Pastor Ken. I would be remiss if I did not mention the success and growth of our Sunday School program under the leadership of Emily Trefflich and her assistance team. We also have various “support staff” within our congregation who add to our weekly service throughout the year. Thank you to all of you who read the call to worship, participate in our Advent and Christmas Eve services, set up candles for our Christmas Eve service, decorate and undecorate the sanctuary, collect our offering boxes, ring the bell, run off, fold and hand out bulletins, help with the delivery of communion, and provide goodies for coffee hour, as well as set up and break down of that hour. Your caring and thoughtful additions to our service does not go unnoticed.

This past summer we as a church were able to grant Pastor Ken a sabbatical in which Trey Hiott, myself, and two guest speakers delivered our weekly Sunday message. This was a true learning experience, that was both amazing and anxiety-provoking. Besides being in the Word and being diligent in my Biblical research, I learned to appreciate the application of delivery and hard work that goes into preparing the message, as well as learned more about myself through that experience. In the Fall I organize the annual St Vincent DePaul Thanksgiving basket pies. Special thanks this year to Margie Brown, Linda Kivela, Cindy Ricard, Kristen Page and Fern Neimi for helping me with a large portion of the work to calculate and get ingredients, peel and freeze apples, mix, assemble, bake and deliver 127 apple pies the Saturday before Thanksgiving. SVDP is always grateful and impressed with the dedication shown in supporting our community with these efforts.

God continues to be good to us and we strive to be faithful to Him. With our mortgage being paid off I moved from my position as our Deacon of Worship to the Deacon of Women’s Ministry. I have loved holding the Deacon of Worship position and learned a lot as I grew in my walk and role within our

Sunday service. With my shift in position, I will continue to organize our NICC Pie Ministry and the preparation for coffee hour and monthly communion. I am looking forward to organizing Women's Fellowship brunches and sharing more messages on Sunday mornings as the year continues. I also look forward to continuing to support our church family in all the ministry needs that Christ places on our hearts this coming year as He guides us all through the challenges and triumphs that the year may bring.

Let God's promises shine on your new year and fill every moment with His blessings and favor. May your faith be renewed, your heart be strengthened, and your path be guided by the Lord's loving hand. Have a blessed New Year!

Submitted in Christ's love,
Karyn Veaser

Deacon of Christian Education Report

In 2024 I took on a new role in the church as Deacon of Christian Education, with a primary focus on expanding and enriching our Sunday School program. We started using The Biggest Story curriculum books in 2023 and have continued it through in 2024. While this is intended to be a 2-year curriculum, it is likely it will take us 3 years with the various stops for Easter, Pentecost, and Advent lessons. This year we were able to cover Pentateuch (the first five books of the Bible), History of the Old Testament (Judges, Kings, and several key women of the Bible), and finished up the year with a four-week lesson in Advent.

We saw consistent growth in our Sunday School class sizes in 2024, averaging about 10 kids each week. There were also no Sunday's where class was not held due to a lack of attendance. I find this very exciting as the kids continue to show interest in the stories and crafts and are excited to join each week!

In 2024 we were also able to attend the New Ipswich Fall Festival, where Pastor Ken and I handed out crafts, kids bulletins, and refreshments. A lot of kids and families came to our table, where most recognized Pastor Ken from school!

Our Sunday School program would not be successful without the help of all the church members who support us and welcome our little bit of loudness! A very special thank you to Alison and Nate Retzlaff and Margie Whitson, who continuously led and assisted in Sunday School lessons each week.

2025 holds new changes for our Christian Education ministry, and I cannot wait to share them with everyone!

Emily Trefflich

For anyone interested in learning more about the curriculum, please feel free to ask me in Church or look at their website here: <https://www.thebiggeststory.com/about/>

Deacon of Caring Ministry Report

Greetings! 2024 was another very busy year. The life of our church is always changing; we said goodbye to some extraordinary members of our church, and we welcomed a new baby, with 2 more on the way.

The Pastor's Discretionary Fund continues to be used to bless people with acts of kindness and flowers of comfort.

I continue to reach out to friends when I know of a need. Please let me or Pastor Ken know about any needs that we could help with.

I wish everyone health in the new year! Please remember to wash your hands often to prevent the spread of germs.

Blessings,
Dana

Trustees' Report

The Trustees would like to thank all those that contributed to the faithful support both financially and in facility upkeep over the past year.

What an amazing year it was. After much hard work and continuous prayers – our mortgage was finally paid off.

I have used these words for a few years, “frugality, financial insecurity, and faith in Him who brings us through all trials.” And I continue to stand by them today. Our church is doing amazing things and God has once again brought us through a year of growth and impact. When you look at our GOOGLE Calendar on our website, it is amazing to see all the times throughout the week/month/year – that our facility is used by so many groups besides NICC itself. I firmly believe it is this generosity of spirit and gifts that keeps God faithful in our support.

I would like to thank Brian Kustan for his years of service as a Trustee and I hope that we as the continuing Trustees and as a church family can continue to look to him for his knowledge and support of NICC. His skills at both technology and facility management have been a great help to all of us over the past several years. Thank you again Brian.

The Trustees first goal in 2025 is to get a Capital Projects priority list in place and communicate this list to the congregation on a regular basis, both on cost as well as progress and needs. We will continue to keep everyone informed, but if you or someone you know has experience with repairs and maintenance, we welcome your gifts,

We ask that you continue to be faithful in your giving in 2025. With that being said, I want to sincerely ask that all of you seriously consider using our online giving portal to send in your weekly tithes/offerings. By using the online option, you are able to set up your giving according to your budget and preferred schedule. You can give monthly, weekly, bi-weekly or all at once. You set up where your donations go and even if you miss church due to travel, illness, alternate plans or any other reason, your donation to NICC will still occur. This will help our treasurer better budget payments each week, as well as ensure that your giving stays current and continuous throughout the year. I am willing to sit down with anyone and help you get this set up.

We are called on to support the church and its ministries

2 Corinthians 9:7 says: Each one must give as he has decided in his heart, not reluctantly or under compulsion

2 Chronicles 31:5: Describes how the Israelites generously gave a tithe of everything they produced, including the first fruits of their grain, olive oil, honey, and new wine

Proverbs 3:9: Says to honor the Lord with wealth and the first fruits of all crops

We have been gifted by God and supported by this community with the meeting house we call NICC – now that we are out from under the burden of our mortgage – I ask you all to consider your faithful and consistent giving to the ministries of this church and the upkeep of the facility. I ask you to make NICC a part of your weekly, monthly and yearly budget.

Finally, be in continuous prayer for NICC and the folks that have taken upon their heart to be members and leaders within NICC. We are all blessed to be here – He has called each one of us here for a reason and a season – may we all be open and ready to hear His call

God Bless & Respectfully Submitted - John Veaser

January, 2025

John Veaser, Brian Kustan, Margie Brown - Trustees

Children's Fair Ministry

2024 continued to bring the Children's Fair many blessings. We met all our financial needs and received many donations from our friends, towns people and local businesses. These donations are what make a difference in the success of the Children's Fair. Many thanks to these generous donors who contribute to the fair's success are Matt Traffie and Albert Goddard (Arlen Company), Phil Thayer, Hayward Farms Ice Cream, Scotties Potties and Shaw's Dumpsters.

With the fair's success we were able to donate to many local youth organizations along with generous support to our church. The organizations that we donated monies to are as follows: Boy Scout Troop #3877, Foster Family Fun Day, Girl Scout Troop #10638, Heritage Christian School, Hope Fellowship's sponsor child in Nicaragua, Husky House at HHES, LeClair-Caron-Pelletier American Legion Auxiliary, Monadnock 4-H Robotics, Mascenic Fundraiser, Monadnock Baseball, Monadnock Baseball Lights (in New Ipswich), New Ipswich Library, New Ipswich Recreation Dept/ Dances, New Ipswich Recreation Dept/Fishing Derby, New Ipswich Town Pool/Swim Team, the River Center, St Vincent de Paul.

The financial support we gave to NICC is as follows: fuel, NICC church budget, NICC building fund, NICC Christian Education, NICC Community Suppers, NICC Senior Fellowship and the NICC Pastor's Discretionary Fund. After the devastating hurricane down south this fall we sent money through Samaritan's Purse. As you can see the Children's Fair is an integral part of our church and community. The dedication and hard work that our volunteers so unselfishly give year after year is amazing. It takes well over 200 volunteers the day of the fair. Our family and friends of the fair are the hands and feet of Jesus Christ. If you would be interested in getting involved in the Children's Fair please speak to one of the chairmen or anyone on the Executive Board.

The following chairmen of the Children's Fair are;

Books: Melanie Kane,

Butch's Country Store; Karyn Veaser,

Calendar Raffle: Chris Bergeron & Karyn Veaser,

Chicken BarBQue: Randy Waynen,

Children's Area: Karen Clough & Kristen Kivela,

Entertainment: Chris Bergeron,

Garden Shop: John Poltrack & BJ Aho,

Gift Basket Raffle: Linda Kivela,

Hay Ride: Bill Kivela,

Ice Coffee: Margie Brown,

Ice Cream: Heather Boucher,

Nellie's Bake Goods: Danielle Hiott,

Parking: Trey Hiott & sons,

Program & Flyer: Shannon Michaud,

Snack Shack: Chris Bergeron,

Set Up & Tear Down: John Veaser,

Go to Man: Brett Kivela

Treasurer: Carol Romeril assisted by Bob Romeril & Margie Whitson.

The executive board voted to add another member to our board. We nominated Ryan Oosterman, who graciously accepted this position. We feel blessed to have Ryan be a part of our team. God is good. He continually answers our prayers when we are in need and guides us in the path that He has chosen for us.

In His Service,

Chris Bergeron, Linda Kivela, Karyn Veeseer co-chairs of
the 2024 N.I. Children's Fair

2024 Children's Fair Executive Board: Chris Bergeron,
Margie Brown, Lindsay Heaphy, Linda Kivela, Ryan
Oosterman, Bob Romeril, Carol Romeril, John Veeseer,
Karyn Veeseer and Pastor Ken Whitson

Children's Fair 2024 Donations

	Amount Voted	Amount Distributed	Payment Method
Organization	<u>2024</u>	-	-
N.I. Congregational Church - oil	\$3,000	\$3,000	Online
N.I. Congregational Church	\$7,000	\$7,000	Online
Local Sunday Schools			
Hope Fellowship	\$200	\$200	1739
Boy Scout Troop #3877 Charter (NICC Sponsored)	\$600	\$600	1735
Monandnock Baseball (Little League) Wade Ojala	\$250	\$250	1743
N.I Library	\$500	\$500	1744
NICC Christian Education	\$1000	\$1000	Online
St. Vincent de Paul Society-Friends of the Poor Walk/Run Event Sponsor	\$2,500	\$2,500	1749
NICC Community Suppers (Debit Card 500, top up as necessary)	\$1,000	\$1,000	Online
4H Robotics	\$700	\$700	1742
The River Center	\$600	\$600	1748
Heritage Christian School	\$500	\$500	1738
NICC Pastor's Discretionary Fund	\$1,000	\$1,000	Online
NI Parks & Rec Pool	\$750	\$750	1747
Girl Scout/Brownies Troop 23151--Heather Schoff	\$600	\$600	1737
Children's Fair Scholarship	\$1450	\$1450	Pending
Mascenic Boosters – 5K Sponsorship	\$250	\$250	1733
CF Capital Fund for 2025 capital purchases	\$2500	\$2500	Pending
leClair American Legion -	\$300	\$300	1741
Foster Fun Day - M Ordway	\$500	\$500	1736
4H Club	\$400	\$400	Pending
NI Fishing Derby	\$350	\$350	1746
NI Rec Dances	\$250	\$250	1745
Highbridge Hills Husky House	\$500	\$500	1740
NICC Senior Fellowship	\$250	\$250	1750
Total	\$26,950		

Children's Fair Scholarship Ministry Team

We awarded two scholarships this past June, both to Mascenic graduates.

Oliver Hiott received a \$750.00 scholarship. Oliver is attending New Hampshire Technical College in Nashua, NH, majoring in their criminal justice program. His goal is to attend the Police Academy to pursue law enforcement as a State Trooper. Oliver lives in Greenville with his parents Trey and Danielle Hiott. He has been very active in the Mascenic community.

Ella Pearson received a \$750.00 scholarship. Ella had planned to attend college in September but plans changed and she will now be attending Nashua Technical College in Nashua, NH beginning in January 2025. Ella shares her time living with her parents Amy Pearson and Paul Pearson in Greenville and New Ipswich. Ella has been very active at Mascenic in sports and extracurricular activities and with the Children's Fair.

The New Ipswich Children's Fair Scholarship originated in 1985. Monies are funded through the N.I. Children's Fair and money given in memory of loved ones.

Sincerely,

The 2024 Scholarship Committee: Chris Bergeron, Karen Clough, Linda Kivela, Bob Romeril and John Veaser.

The presenter of the scholarship is Karyn Veaser.

Treasurer's Report

New Ipswich Congregational Church			
Treasurer's Report			
For the Year Ended December 31,2024			
General Fund			
Starting Balance January 1, 2024		\$7,305.03	
Receipts from all sources		86,912.21	
Tfr from Building Fund		3,000.00	
Less : Expenditures		(80,419.77)	
Ending Balance December 31 ,2024		\$16,797.47	
Building Fund			
Starting Balance January 1, 2024		\$14,612.19	
Documented Giving		14,600.00	
Capital Campaign		23,904.00	
Christmas Eve		453.00	
Facilities Use		50.00	
Piggy Bank		382.85	
Interest Income		2.96	
Funds available		54,005.00	
Less : Mortgage Payment			
Interest		(238.28)	
Principal		(29,182.17)	
Tfr to General Fund		(3,000.00)	
Ending Balance December 31,2024		\$21,584.55	
Endowment Fund Account- Charles Schwab			
Starting Balance January 1, 2024		\$7,133.52	
Investment Income		357.56	
Ending Balance December 31,2024		\$7,491.08	
Organ Fund			
Starting Balance January 1, 2024		300.50	
Interest Earned		0.00	
Ending Balance December 31,2024		\$300.50	
Health Ministry			
Starting Balance January 1,2024		499.37	
Interest Earned		0.00	
Ending Balance December 31, 2024		\$499.37	
Community Supper			
Starting Balance January 1, 2024		\$576.85	
Deposit from Children's Fair		1,000.00	
Donations		2,989.00	
Supper Expenses		(4,279.92)	
Ending Balance December31, 2024		\$285.93	

2024 Budget + Actuals Report and 2025 Budget

Income

	Income			2024	2024	% of 2024	2025	2025
				Budget	Actual	Budget	Budget	% +/-
Ordinary Income/Expense								
Income								
	Starting Account Balance			7,305.03	7,305.03		16,797.47	229.94%
	Balance in Oil Pre-pay from 2023				2,480.93			
	Balance Community Suppers				576.85			
	Children's Fair			5,000.00	7,000.00	140.00%	6,000.00	85.71%
	Children's Fair Fuel			0.00	3,000.00		0.00	0.00%
	Children's Fair Sunday School			800.00	1,000.00	125.00%	1,000.00	100.00%
	Children's Fair Community Supper				1,000.00		1,000.00	100.00%
	Documented Giving			50,000.00	54,301.00	108.60%	68,000.00	125.23%
	Gift Friends of NICC			6,500.00	9,000.00	138.46%	0.00	
	Easter Breakfast			0.00	126.00		0.00	0.00%
	Flower Fund Income			250.00	0.00	0.00%	250.00	
	Parsonage Oil & Electric			2,400.00	1,800.00	75.00%	3,300.00	183.33%
	Community Suppers			0.00	2,989.00		3,500.00	117.10%
	In-Out Income							
		Baby Bottles		275.00	477.00	173.45%	500.00	104.82%
		Other			1,000.00		0.00	0.00%
	Total In-Out Income			275.00	1,477.00	537.09%	500.00	33.85%
	Interest Income			3.00	4.95	165.00%	3.00	60.61%
	Textile Shed			1,800.00	1,687.27		1,800.00	106.68%
	Plate			7,000.00	4,031.97	57.60%	4,500.00	111.61%
	Children's Fair VBS			0.00	0.00		0.00	
	Use of Facilities			750.00	0.00		750.00	
	Schwab Interest			1.00	34.02		35.00	102.88%
	Memorial Donations				3,250.00			0.00%
	Transfer in from building Fund				3,000.00		3,500.00	116.67%
	Special Music Donation				200.00			0.00%
	Total Income			74,779.00	93,901.21	125.57%	90,638.00	96.52%
Total Funds Available				82,084.03	104,264.02	127.02%	107,435.47	103.04%

2024 Budget + Actuals Report and 2025 Budget

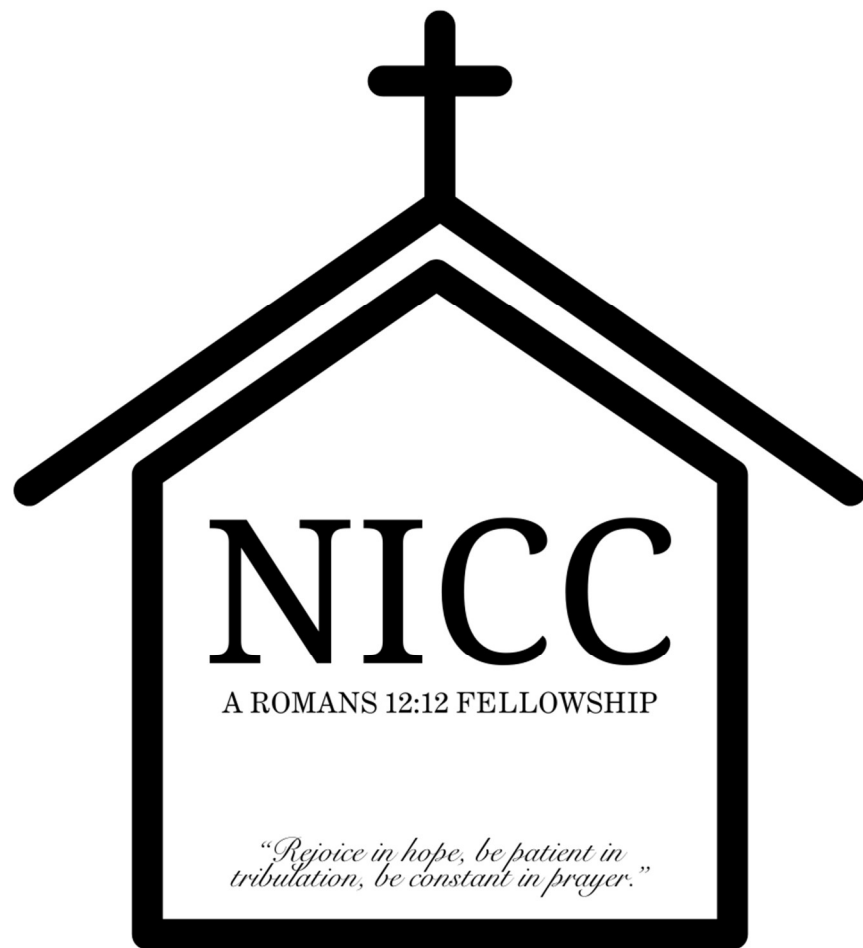
Expenses

			2024	2024	% of 2024	2025
			Budget	Actual	Budget	Budget
Expense						
	Capital Improvement					
		Replacement Lawnmower	0.00	600.00		0.00
	Total Capital Improvement		0.00	600.00		0.00
	Christian Education					
		Adult Education	100.00	0.00		100.00
		Outreach Ministry	500.00	0.00		500.00
		Sunday School/Bibles/Gifts	800.00	537.60	67.20%	1,000.00
		Women's Events	400.00	0.00		400.00
	Total Christian Education		1,400.00	537.60	38.40%	1,600.00
	Church General Expense					
		Church Maintenance				
		Burner Service	300.00	0.00	0.00%	450.00
		Elevator Maint/ Inspection	450.00	520.00	115.56%	550.00
		Fire Extinguisher Maint	500.00	265.11	53.02%	700.00
		Fire Security System Maintenance	525.00	0.00	0.00%	550.00
		Maintenance & Repairs	1,200.00	927.93	77.33%	1,200.00
		Salt Water System	220.00	0.00	0.00%	220.00
	Total Church Maintenance		3,195.00	1,713.04	53.62%	3,670.00
	Grounds Maintenance		0.00			0.00
	Insurance		8,500.00	9,760.68	114.83%	10,000.00
	Utilities					
		Electricity-Church	4,200.00	3,980.85	94.78%	4,100.00
		Heating - Oil	3,000.00	2,275.11	75.84%	3,400.00
		Heating - Propane	4,600.00	4,551.19	98.94%	4,700.00
		Rubbish Removal	1,020.00	1,020.00	100.00%	1,025.00
	Total Utilities		12,820.00	11,827.15	92.26%	13,225.00
	Nursery		0.00	0.00		1,000.00
	Total Church General Expense		24,515.00	23,300.87	95.05%	26,895.00
	Custodial Service					
		Church Cleaning Staff	0.00	0.00		0.00
		Cleaning Supplies	150.00	0.00	0.00%	200.00
	Total Custodial Service		150.00	0.00	0.00%	200.00

	Expenses Continued	% of	2024	2024	% of 2024	2025	% of 2024
			Budget	Actual	Budget	Budget	% +/-
	Worship Supplies						
	Flowers		100.00	0.00	0.00%	100.00	
	Audio Visual		750.00	0.00	0.00%	750.00	
	Pulpit		1,000.00	300.00	30.00%	1,000.00	333.33%
	Worship Supplies		100.00	0.00	0.00%	100.00	
	Total Worship Supplies		1,950.00	300.00	15.38%	1,950.00	650.00%
	Ministry						
	Conferences/Other		500.00	0.00	0.00%	500.00	
	Mileage		1,000.00	1,000.00	100.00%	1,200.00	120.00%
	Salary		15,695.00	15,695.04	100.00%	17,000.00	108.31%
	Salary Designated Housing Allw		30,000.00	30,000.00	100.00%	31,000.00	103.33%
	Total Ministry		47,195.00	46,695.04	98.94%	49,700.00	106.44%
	Ministry Outreach						
	Community Supper Expenses		1,000.00	4,279.92	427.99%	4,400.00	102.81%
	Easter Breakfast		0.00	229.38		300.00	130.79%
	Funeral Lunch		0.00	923.80		0.00	0.00%
	Total Ministry Outreach		1,000.00	5,433.10	543.31%	4,700.00	86.51%
	IN/Out Expense						
	Carenet/Pregnancy Resource		250.00	477.00	190.80%	500.00	104.82%
	Other		0.00	1,000.00		0.00	0.00%
	Total IN/Out Expense		250.00	1,477.00	590.80%	500.00	33.85%
	Music						
	MusicCopywriteFees & SheetMu		200.00	165.00	82.50%	200.00	121.21%
	Music - Other		1,000.00	550.00	55.00%	1,000.00	181.82%
	Total Music		1,200.00	715.00	59.58%	1,200.00	167.83%
	Office Expense						
	Computer/Software/Maintenance		100.00	0.00		100.00	
	Outreach Website + Domain		948.00	948.00		1,000.00	105.49%
	Internet&Telephone		4,000.00	2,575.69	64.39%	2,800.00	108.71%
	Supplies		200.00	0.00		200.00	
	Postage/ PO Box		100.00	84.00	84.00%	100.00	119.05%
	Total Office Expense		5,348.00	3,607.69	67.46%	4,200.00	116.42%
	Parsonage General Expense						
	Electricity		4,500.00	4,514.32	100.32%	4,500.00	99.68%
	Maintenance		350.00			350.00	
	Oil		0.00			0.00	
	Total Parsonage General Expense		4,850.00	4,514.32	93.08%	4,850.00	107.44%
	Transfer to Schwab					5,000.00	
	Total Expense		87,858.00	87,180.62	99.23%	100,495.00	115.27%
	Balance in Community Suppers			285.93			
	Net Ordinary Income		-5,773.97	16,797.47		6,940.47	

Building Fund, Mortgage, Other Income and Expense

			2024 Budget	2024 Actual	% of 2024 Budget	2025 Budget	
Other Income							
	Building Fund Income						
		Building Fund Documented Giving	24,000.00	14,600.00	60.83%	12,000.00	
		Capital Campaign	0.00	23,904.00		0.00	
		Facilities Usage	0.00	50.00		0.00	
		Bell Tower Bank	250.00	382.85	153.14%	150.00	
		Christmas Eve		453.00			
		Interest Income Building Fund	2.00	2.96		2.00	
	Total Building Fund Income		24,252.00	39,392.81	162.43%	12,152.00	
	Total Building Fund Income		24,252.00	39,392.81		12,152.00	
	Other Expense						
		Mortgage Interest	6,254.16	238.28		0.00	
		Bank Charges		0.00			
		Principal Payments	19,306.00	29,182.17		0.00	
	Total Other Expense		25,560.16	29,420.45	115.10%	0.00	0.00%
Net Other Income			-1,308.16	9,972.36		12,152.00	
End of Year 2020 Outstanding Loan Balance				259,939.00	3.69%		3.69%
End of Year 2021 Outstanding Loan Balance				176,692.51	3.69%		3.69%
End of Year 2022 Outstanding Loan Balance				96,635.14	3.69%		3.69%
End of Year 2023 Outstanding Loan Balance				29,182.17	3.69%		3.69%
End of Year 2024 Outstanding Loan Balance				0.00	3.69%		3.69%
			Interest Rate		Interest Rate		Interest Rate



New Ipswich Congregational Church 2024 Annual Report

New Ipswich Congregational Church

2024 Annual Report

Table of Contents

2024 Annual Meeting Agenda	3
2023 Annual Meeting Minutes	4
2024 Special Meeting Minutes	6
Pastor's Report	7
Clerk's Report	9
Deacon of Worship Report.....	12
Deacon of Christian Education Report.....	14
Deacon of Caring Ministry Report.....	15
Trustees' Report	16
Children's Fair Ministry	18
Children's Fair 2024 Donations	20
Children's Fair Scholarship Ministry Team	21
Treasurer's Report	22
2024 Budget + Actuals Report and 2025 Budget	23
Income	23
2024 Budget + Actuals Report and 2025 Budget	24
Expenses	24
Building Fund, Mortgage, Other Income and Expense	26

2024 Annual Meeting Agenda

Members sign in with the Clerk

Call to Order

Adoption of Agenda

A prayer for the Congregation

Old Business

None

New Business

Approve Minutes of Annual Meeting of 2023

Acceptance of Reports from Church Council Members

Accept Treasurer's Reports

Adoption of 2025 Budget

Election of Church Council Members

Discussion of alcohol policy

Any new business

Charge to Members

Benediction and Grace

Adjournment

2023 Annual Meeting Minutes

January 21, 2024

Members signed in with the Clerk. A Quorum was met 27/47

Bob Romeril called the meeting to order at 11:30 am

Adoption of agenda.

Karyn Veeseer made a motion to accept. Linda Kivela seconded. Vote passed.

Pastor Ken Whitson opened with the prayer for the congregation.

Old Business

Carol Romeril reviewed the Capital Campaign on page 26

End of the year 2020 Outstanding loan balance \$259,939.00 3.69% Interest rate

End of the year 2021 Outstanding loan balance \$176,692.51 3.69% Interest rate.

End of the year 2022 Outstanding loan balance \$96,635.14 3.69% Interest rate

End of the year 2023 Outstanding loan balance \$29,182.17 3.69% Interest rate

Our Building income for the year 2023 was \$71,877.43. Leaving \$26,102.00 as the mortgage for 2024, which we should have paid off sometime in 2024. We discussed additional fundraising.

New Business

2023 Annual Meeting Minutes Bob Romeril asked if everyone had read the minutes on pages 4, 5 and 6. There was no discussion. Bob Romeril asked for a motion to accept. Karyn Veeseer made the motion to accept the minutes as printed and Carol Romeril seconded. Vote passed.

Reports from the Church Council Members. Pages 9 thru 21. There was no discussion. Bob Romeril called for a motion. John Veeseer made a motion to accept as printed. Annette Baptista seconded. Vote passed.

Carol Romeril reviewed the Treasurer's Report on page 22 from January 1, 2023 to December 31, 2023. There was no discussion. Annette Baptista made a motion to accept the Treasurer's report and Linda Kivela seconded. Vote passed.

Pastor Ken Whitson spoke about the logo and associated statement "A Romans 12:12 Fellowship" Joyful in hope, patient in tribulation, constant in prayer. Pastor Ken said that the design needs a little work. Margie Brown would like to see the final design. Bill Kivela would like to see the final design before voting on it. Bill Kivela moved that we defer the vote to a later date. There was no vote at this time. Pastor Ken Whitson reviewed the bylaw changes which we will be voting on at a later date.

- Add a council position of Deacon of Women's Ministry to be in effect 30 days after the mortgage is paid off.
- Change the Deacon of Outreach to Deacon of Communications. Freddie Kazo felt that the phrase "oversees all church events" should read and "oversees the posting of all church events".
-

Pastor Ken Whitson dismissed himself from the meeting while we discussed and voted on his sabbatical. Pastor Ken Whitson's contract has a sabbatical after 5 years. John also explained what a sabbatical is. Bob Romeril called for a motion. Karyn Veeseer made a motion to approve Pastor Ken Whitson sabbatical

and Linda Kivela seconded. Vote passed.

Carol Romeril reviewed 2024 budget on pages 23 to 25. There was no discussion. Bill Kivela made a motion to accept the Budget for 2024 and Linda Kivela seconded. Vote passed.

Election of Church Council Members on page 11

4-year terms

Deacon of Ministry: Trey Hiott (2027)

Deacon of Christian education: Emily Trefflich (2027)

Deacon of Women's: Ministry Karyn Veese (30 days after Mortgage pay off)

Deacon of Communications (no nominee at this time 30 days after Mortgage pay off)

3-year terms

Trustee: John Veese (2026)

Other nominations

Linda Kivela, Chris Bergeron, Karyn Veese as Co-chairperson of the 2024 Children's Fair

Continuing Church Council Members

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: Carol Romeril (2024)

Trustee: Brian Kustan (2024)

Trustee: Margie Brown (2025)

Deacon of Worship: Karyn Veese (2024)

Deacon of Caring: Dana Oosterman (2024)

Karyn Veese made a motion to accept the slate of members for the church council

Carol Romeril second. Vote Passed.

Pastor Ken Whitson charge to the members of NICC was now that once we have paid off the Mortgage, we need to become the church that God has planned for us to be.

Pastor Ken gave the Benediction.

Bob Romeril said grace and called for a motion to adjourn. John Veese so moved and Karyn Veese seconded. Vote passed.

Respectfully Submitted

Jeanne Norwood, Clerk

2024 Special Meeting Minutes

Special Meeting June 30,2024

Initially the quorum was not met. The Church Council met and moved two members to the unactive list Kathy Allen and Peggy Sarri and added a new member Namoi Peterson by Congregational approval.

John Veaser made a motion that for just this meeting we have a quorum of 50%, seconded by Pastor Ken vote passed. Last count was 22 out of 43 member was a quorum.

Meeting was called to order

Pastor Ken opened with prayer.

Bob Romeri reviewed the agenda and a vote was called for and passed.

There was discussion on Amendments to the Bylaws

Freddie Kazo Shared her concerns on the sentence reading "Overseeing missions and outreach ministries" should not be a communication responsibly. Freddie Kazo made a motion to amend that sentence to read "Overseeing communication of missions and outreach ministries". Karyn Veaser second Vote passed.

Bill Kivela questioned why there are Three Chairpersons on the Children's Fair Committee, when the Bylaws read Chairmen of the Children's Fair. Pastor Ken explained we add two more Chairs last year at the annual meeting. John Veaser suggested adding in paraeneses the letter "s" behind the word Chairmen(s).

Linda Kivela asked if we had an auditor. Bob Romeril replied at this time no.

Freddie Kazo had a question about the Deacon of Ministry. Pastor Ken explained.

Bob Romeril called for a motion to vote on the Bylaw amendments. Emily Trefflich made the motion and Karyn Veaser seconded. Vote passed.

Logo John Veaser mentioned the Script was too small. Pastor Ken said Lindsay's design did not include the script but she could enlarge if it was needed. Emily Trefflich made the motion and Dana Oosterman seconded. Vote passed.

Pastor Ken suggested we buy the Logo design from Lindsay Heaphy because of legal matters. We will discuss this at the next Church Council.

John Veaser made a motion to adjourn Karyn Veaser seconded. Vote Passed

Pastor Ken closed in prayer.

Respectfully Submitted

Pastor's Report

The Church

It has been a banner year for NICC! Paying off the mortgage, accepting a logo and working to improve our online presence is making, and has made us a recognized part of the community. Council positions were re-visited and some changes have been made. We average anywhere from 3 to 5 visitors per month. All of it is a sign that those around us are aware of our presence and not afraid to stop in and learn more. Our final mortgage payment was made by the West family who came into the church office to make the payment so that their children could “guess the date” that the mortgage would be paid. Their efforts earned them an ice cream date with Pastor Ken. We are planning that as soon as the ice cream shops open in 2025. The celebration of praise and thanks was well attended and provided us with a great opportunity to say “thank you” to so many in the community who donated. Our Deacon of Missions has changed to Deacon of Communications a better and fitting description for ensuring our message and voice are heard online. We kept the Deacon of Ministries and added a Deacon of Women's Ministries both of whom will serve the whole congregation but who will also have their own areas of ministry to promote. These are more of a teaching role and in the past, both were included within the Deacon of Christian Education, a role which now focuses on youth and children. We are catching up to the digital world to some degree. Having the ability to stream our Worship services and other events. You can now give online or through Paypal or Venmo, terms that I will admit I don't quite understand yet. There is an ongoing expectation by many in the community that we will continue to hold annual events that we've held in the past. Trunk or Treat, the Zombie Hunt, Bike Rodeo, Pie sales, Children/Youth Craft fairs. A sign that the community not only recognizes us but has some continuing expectations for us. Our Sunday School has grown by leaps and bounds under Emily's direction. We are all excited to hear and see the kids each week even when my children's moment lesson is lacking, their willing participation makes up for it. The fruit treats always seem to help. It is inspiring to see them share what they've learned each week. We held some funerals this year for two of our longtime members, Betsy Thoms and Mary Lawrence, had a wedding (or two), Doug and Jessica Archambault and if there was another it has escaped my memory and we had a baptism in Pratt Pond of both Brad Brock, Patton Hiott and Cheryl Brooks. We added other new members as well by transfer, noted in the Clerk's report. A lot has taken place over the past 12 months, most of it noted in the reports that follow. I've recommended that in 2025 for Pentecost Sunday we have all ministries of the church give us a brief update of what they are doing and how they are doing. We may be surprised by what we didn't know.

The Pastor

I've managed to keep busy. My transition from lunch/recess monitor to substitute teacher has expanded my conversations and connections. All of which has further developed into conversations with parents and grandparents, many who stop to chat, introduce themselves or visit. It has also developed into some personal friendships for me with both the teachers as well as the parents. Many who I wouldn't normally have the chance to talk to. I now serve as a substitute for Highbridge Hill, Boynton, Mason Elementary and Heritage Christian School.

My weekly visits on Thursday to Monadnock Hospital have created similar results as caretakers express their appreciation for the visits and time spent with their loved ones including those who are released to home care as well as those who do pass away. Beyond the Thursday visits, I also visit the patient floor on holidays bringing some sort of treat for the nurse's breakroom; muffins, chocolate etc. I am also one of the "on call" pastors for the hospital. This year the number of "end of life" calls were down slightly while the "I could use a book" calls were slightly higher. Those would be the calls where something was needed more out of convenience than necessity. The hospital administration has also expressed their gratitude that part of my hospital visit is to check on the nursing staff. I invested some time and money to become a certified instructor to teach the Mental Health First Aid Class. Unfortunately, I never had or took the time to hold a class. I continue to teach at the American Baptist School of Ministry for at least the coming year. I also serve as a mentor to around 8 students who are seeking to become pastors one day.

I hold an online Bible Study, open to anyone, that explores the base or foundation of the scriptures by allowing different participants to present what they understand from the text. I agreed to take on the task of temporary pastor for First Baptist Fitchburg. A position that is focused on helping them rebuild and continue as the church following a split in their congregation. Their council is being redefined and rebuilt, they are revising their bylaws and one of their young men has begun his studies as a student pastor. We are on track to end our agreement on Aug 31, 2025. I'm not sure what else I can report!

I have decided to focus on becoming better at preaching in 2025. I visit with/counsel one or two veterans who have finally convinced me to join the VFW to better serve them. I am also challenging myself to make more in-home visits without being too intrusive and I finally finished editing my book which hopefully goes out to print before summer. Finally, I also serve in an advisory role for around 5 churches who are striving to stay afloat!

What's Coming in 2025!

In 2025 our hope is to encourage all members and regular attendees to have their own ministry or become more active in a current one. Our congregation has increased slightly over the last few years and we are back to "pre-covid" numbers. Those families and individuals who come to visit, besides being welcomed, are looking for an active and present congregation. Creating that energy can't be on the pastor alone, or the church council or any one of us. It must be a spirit that exists and extends through all of us. Besides new and additional ministries we hope to host at least one special event per month whether it be a special class, a women's brunch, the children/youth craft fair- something that invites others not just to visit but to become a part of us. None of that can happen unless the gospel message takes center stage in all that we do. Stay joyful in hope, patient in affliction, faithful in prayer! Great things He has promised, Great things He has done. Great things are yet to come.

Blessings,

Pastor Ken

Clerk's Report

The Clerk records vital information such as changes in our membership, minutes of Church Council Meetings and submits them to the church Secretary for safekeeping. All 2024 documents will be moved to pdf's and stored on a thumb drive kept in the church office.

Average Sunday Attendance:

Keeping track of our attendance each week over the course of 2024 was not consistent as in the past. Normally we would have an accurate average over the full 12 months. We have seen low numbers in the teens and some weeks have swelled to larger amounts. Our Christmas Eve service this year was well attended, and Easter Service saw higher than usual numbers with some additional community members visiting for the first time.

Active membership January 1, 2024: 42 Active membership January 1, 2025: 45

There were no Children baptized this past year.

Membership Active: 45

Doug Archambault	Jessica Archambault	Annette Baptista	Christine Bergeron
Peter Bergeron	Brad Brock	Pam Brock	Mary Broden
Cheryl Brooks	Margie Brown	Sami Brundige	Lena Cary
Lisa Carbone	Venanzio (Vinny) Carbone	Chuck Connors	Donna Connors
George Ganko	Wendy Grippardi	Gail Gustafson	Randy Gustafson
Danielle Hiott	Patton Hiott	Trey Hiott	Lindsay Heaphy
Bill Kivela	Linda Kivela	Fredericke (Freddie) Kazo	Val Kottle
Brian Kustan	Suzanne Kustan	Oliver (Ollie) Niemi	Jeanne Norwood
Dana Oosterman	Naomi Peterson	Alison Retzlaff	Nathan Retzlaff
Bob Romeril	Carol Romeril	Susan Schleich	Colton Trefflich
Emily Trefflich	John Veaser	Karyn Veaser	Ken Whitson
Andrea Wood			

New Members 2024: Naomi Petersen by transfer, Pam Brock by transfer. Patton Hiott by baptism, Brad Brock by baptism.

Inactive Members

Lyle Brundige (2025)

Kathleen Alen (2024) Peggy Saari (2024)

Theresa Ojala (2023) Tom Rizzo (2023) Deborah Rizzo (2023)

Karen Clough (2023) Blanch Wooster (2023) Rebecca Lehtonen (2020)

Marcy Levesque (2020) Bob Wooster (2020) Linda Wooster (2020)

Jay Malbouef (2019) Joseph Fragala (2017) Justine Fragala (2017)

Mike Rand (2015) James Thompson (2013) Susan Thomson (2013)

Deceased

Al Hasting

Mary Lawrence

Elizabeth Thoms

Bob Fasanella (friend of NICC)

Wally Wooster (former member)

Bob Ricard (friend of NICC)

Gwendolyn-Jane Romeril (friend of NICC)

2024 Executive Ministry Team

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: Carol Romeril (2024)

Church Council:

Deacon of Worship: Karyn Veaser filled in until Naomi Peterson agreed to be nominated for Deacon of worship

Deacon of Women's Ministry: Karyn Veaser (2027)

Deacon of Caring: Dana Oosterman (2024)

Deacon of Communications: Freddi Kazo (2027)

Deacon of Christian Education: Emily Trefflich (2027)

Trustee: John Veaser (2026)

Trustee: Margie Brown (2025)

Trustee: Brian Kustan (2024)

2024 Church Council Nominations

4-year terms

- Treasurer: Carol Romeril (2028)

3-year terms

- Deacon of Caring: Dana Oosterman (2027)
- Deacon of Communications: Freddie Kazo (2027)
- Deacon of Worship: Naomi Peterson (2027)
- Trustee: Nathan Retzlaff (2027)

Other Nominations

Linda Kivela, Chris Bergeron, Karyn Veese as Co-chairpersons of the 2025 Children Fair.

Allie Retzlaff - Auditor

Continuing Church Council Members

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: see nomination

Trustee: John Veese (2026)

Trustee: Margie Brown (2025)

Trustee: see nomination

Deacon of Caring: see nomination

Deacon of Communications: see nomination

Deacon of Worship: see nomination

Respectfully Submitted,

Jeanne Norwood, Clerk

Deacon of Worship Report

“The steadfast love of the Lord never ceases; His mercies never come to an end; they are new every morning; great is your faithfulness.” – Lamentations 3:22-23

2024 has been a true testament to the abundant love and grace that Christ gifts us. This past year we have welcomed faithful friends into new members, have celebrated the lives of those dear to us as they passed on, baptized adults to Christ, greeted new families and old friends as they come to visit and hear the word of God spoken and sung about in our sanctuary, and with the help of countless friends, paid off our mortgage so that we may reach our potential and grow into the church that our Father has planned for us.

We thank our congregation of family and friends for their continued support and love of this church as shown through their time, treasures, and talents. We especially appreciate the care, time and energy of those who share their gifts with us weekly: music leader, slideshow creator and website manager, John Veaser, our worship tech operator, Brian Kustan, our service leaders, Suzanne Kustan, Lindsay Heaphy, and Naomi Petersen. Andrea Wood who provides our flowers and our servant-hearted leader, Pastor Ken. I would be remiss if I did not mention the success and growth of our Sunday School program under the leadership of Emily Trefflich and her assistance team. We also have various “support staff” within our congregation who add to our weekly service throughout the year. Thank you to all of you who read the call to worship, participate in our Advent and Christmas Eve services, set up candles for our Christmas Eve service, decorate and undecorate the sanctuary, collect our offering boxes, ring the bell, run off, fold and hand out bulletins, help with the delivery of communion, and provide goodies for coffee hour, as well as set up and break down of that hour. Your caring and thoughtful additions to our service does not go unnoticed.

This past summer we as a church were able to grant Pastor Ken a sabbatical in which Trey Hiott, myself, and two guest speakers delivered our weekly Sunday message. This was a true learning experience, that was both amazing and anxiety-provoking. Besides being in the Word and being diligent in my Biblical research, I learned to appreciate the application of delivery and hard work that goes into preparing the message, as well as learned more about myself through that experience. In the Fall I organize the annual St Vincent DePaul Thanksgiving basket pies. Special thanks this year to Margie Brown, Linda Kivela, Cindy Ricard, Kristen Page and Fern Neimi for helping me with a large portion of the work to calculate and get ingredients, peel and freeze apples, mix, assemble, bake and deliver 127 apple pies the Saturday before Thanksgiving. SVDP is always grateful and impressed with the dedication shown in supporting our community with these efforts.

God continues to be good to us and we strive to be faithful to Him. With our mortgage being paid off I moved from my position as our Deacon of Worship to the Deacon of Women’s Ministry. I have loved holding the Deacon of Worship position and learned a lot as I grew in my walk and role within our

Sunday service. With my shift in position, I will continue to organize our NICC Pie Ministry and the preparation for coffee hour and monthly communion. I am looking forward to organizing Women's Fellowship brunches and sharing more messages on Sunday mornings as the year continues. I also look forward to continuing to support our church family in all the ministry needs that Christ places on our hearts this coming year as He guides us all through the challenges and triumphs that the year may bring.

Let God's promises shine on your new year and fill every moment with His blessings and favor. May your faith be renewed, your heart be strengthened, and your path be guided by the Lord's loving hand. Have a blessed New Year!

Submitted in Christ's love,
Karyn Veaser

Deacon of Christian Education Report

In 2024 I took on a new role in the church as Deacon of Christian Education, with a primary focus on expanding and enriching our Sunday School program. We started using The Biggest Story curriculum books in 2023 and have continued it through in 2024. While this is intended to be a 2-year curriculum, it is likely it will take us 3 years with the various stops for Easter, Pentecost, and Advent lessons. This year we were able to cover Pentateuch (the first five books of the Bible), History of the Old Testament (Judges, Kings, and several key women of the Bible), and finished up the year with a four-week lesson in Advent.

We saw consistent growth in our Sunday School class sizes in 2024, averaging about 10 kids each week. There were also no Sunday's where class was not held due to a lack of attendance. I find this very exciting as the kids continue to show interest in the stories and crafts and are excited to join each week!

In 2024 we were also able to attend the New Ipswich Fall Festival, where Pastor Ken and I handed out crafts, kids bulletins, and refreshments. A lot of kids and families came to our table, where most recognized Pastor Ken from school!

Our Sunday School program would not be successful without the help of all the church members who support us and welcome our little bit of loudness! A very special thank you to Alison and Nate Retzlaff and Margie Whitson, who continuously led and assisted in Sunday School lessons each week.

2025 holds new changes for our Christian Education ministry, and I cannot wait to share them with everyone!

Emily Trefflich

For anyone interested in learning more about the curriculum, please feel free to ask me in Church or look at their website here: <https://www.thebiggeststory.com/about/>

Deacon of Caring Ministry Report

Greetings! 2024 was another very busy year. The life of our church is always changing; we said goodbye to some extraordinary members of our church, and we welcomed a new baby, with 2 more on the way.

The Pastor's Discretionary Fund continues to be used to bless people with acts of kindness and flowers of comfort.

I continue to reach out to friends when I know of a need. Please let me or Pastor Ken know about any needs that we could help with.

I wish everyone health in the new year! Please remember to wash your hands often to prevent the spread of germs.

Blessings,
Dana

Trustees' Report

The Trustees would like to thank all those that contributed to the faithful support both financially and in facility upkeep over the past year.

What an amazing year it was. After much hard work and continuous prayers – our mortgage was finally paid off.

I have used these words for a few years, “frugality, financial insecurity, and faith in Him who brings us through all trials.” And I continue to stand by them today. Our church is doing amazing things and God has once again brought us through a year of growth and impact. When you look at our GOOGLE Calendar on our website, it is amazing to see all the times throughout the week/month/year – that our facility is used by so many groups besides NICC itself. I firmly believe it is this generosity of spirit and gifts that keeps God faithful in our support.

I would like to thank Brian Kustan for his years of service as a Trustee and I hope that we as the continuing Trustees and as a church family can continue to look to him for his knowledge and support of NICC. His skills at both technology and facility management have been a great help to all of us over the past several years. Thank you again Brian.

The Trustees first goal in 2025 is to get a Capital Projects priority list in place and communicate this list to the congregation on a regular basis, both on cost as well as progress and needs. We will continue to keep everyone informed, but if you or someone you know has experience with repairs and maintenance, we welcome your gifts,

We ask that you continue to be faithful in your giving in 2025. With that being said, I want to sincerely ask that all of you seriously consider using our online giving portal to send in your weekly tithes/offerings. By using the online option, you are able to set up your giving according to your budget and preferred schedule. You can give monthly, weekly, bi-weekly or all at once. You set up where your donations go and even if you miss church due to travel, illness, alternate plans or any other reason, your donation to NICC will still occur. This will help our treasurer better budget payments each week, as well as ensure that your giving stays current and continuous throughout the year. I am willing to sit down with anyone and help you get this set up.

We are called on to support the church and its ministries

2 Corinthians 9:7 says: Each one must give as he has decided in his heart, not reluctantly or under compulsion

2 Chronicles 31:5: Describes how the Israelites generously gave a tithe of everything they produced, including the first fruits of their grain, olive oil, honey, and new wine

Proverbs 3:9: Says to honor the Lord with wealth and the first fruits of all crops

We have been gifted by God and supported by this community with the meeting house we call NICC – now that we are out from under the burden of our mortgage – I ask you all to consider your faithful and consistent giving to the ministries of this church and the upkeep of the facility. I ask you to make NICC a part of your weekly, monthly and yearly budget.

Finally, be in continuous prayer for NICC and the folks that have taken upon their heart to be members and leaders within NICC. We are all blessed to be here – He has called each one of us here for a reason and a season – may we all be open and ready to hear His call

God Bless & Respectfully Submitted - John Veaser

January, 2025

John Veaser, Brian Kustan, Margie Brown - Trustees

Children's Fair Ministry

2024 continued to bring the Children's Fair many blessings. We met all our financial needs and received many donations from our friends, towns people and local businesses. These donations are what make a difference in the success of the Children's Fair. Many thanks to these generous donors who contribute to the fair's success are Matt Traffie and Albert Goddard (Arlen Company), Phil Thayer, Hayward Farms Ice Cream, Scotties Potties and Shaw's Dumpsters.

With the fair's success we were able to donate to many local youth organizations along with generous support to our church. The organizations that we donated monies to are as follows: Boy Scout Troop #3877, Foster Family Fun Day, Girl Scout Troop #10638, Heritage Christian School, Hope Fellowship's sponsor child in Nicaragua, Husky House at HHES, LeClair-Caron-Pelletier American Legion Auxiliary, Monadnock 4-H Robotics, Mascenic Fundraiser, Monadnock Baseball, Monadnock Baseball Lights (in New Ipswich), New Ipswich Library, New Ipswich Recreation Dept/ Dances, New Ipswich Recreation Dept/Fishing Derby, New Ipswich Town Pool/Swim Team, the River Center, St Vincent de Paul. The financial support we gave to NICC is as follows: fuel, NICC church budget, NICC building fund, NICC Christian Education, NICC Community Suppers, NICC Senior Fellowship and the NICC Pastor's Discretionary Fund. After the devastating hurricane down south this fall we sent money through Samaritan's Purse. As you can see the Children's Fair is an integral part of our church and community. The dedication and hard work that our volunteers so unselfishly give year after year is amazing. It takes well over 200 volunteers the day of the fair. Our family and friends of the fair are the hands and feet of Jesus Christ. If you would be interested in getting involved in the Children's Fair please speak to one of the chairmen or anyone on the Executive Board.

The following chairmen of the Children's Fair are;

Books: Melanie Kane,

Butch's Country Store; Karyn Veaser,

Calendar Raffle: Chris Bergeron & Karyn Veaser,

Chicken BarBQue: Randy Waynen,

Children's Area: Karen Clough & Kristen Kivela,

Entertainment: Chris Bergeron,

Garden Shop: John Poltrack & BJ Aho,

Gift Basket Raffle: Linda Kivela,

Hay Ride: Bill Kivela,

Ice Coffee: Margie Brown,

Ice Cream: Heather Boucher,

Nellie's Bake Goods: Danielle Hiott,

Parking: Trey Hiott & sons,

Program & Flyer: Shannon Michaud,

Snack Shack: Chris Bergeron,

Set Up & Tear Down: John Veaser,

Go to Man: Brett Kivela

Treasurer: Carol Romeril assisted by Bob Romeril & Margie Whitson.

The executive board voted to add another member to our board. We nominated Ryan Oosterman, who graciously accepted this position. We feel blessed to have Ryan be a part of our team. God is good. He continually answers our prayers when we are in need and guides us in the path that He has chosen for us.

In His Service,

Chris Bergeron, Linda Kivela, Karyn Veaser co-chairs of
the 2024 N.I. Children's Fair

2024 Children's Fair Executive Board: Chris Bergeron,
Margie Brown, Lindsay Heaphy, Linda Kivela, Ryan
Oosterman, Bob Romeril, Carol Romeril, John Veaser,
Karyn Veaser and Pastor Ken Whitson

Children's Fair 2024 Donations

	Amount Voted	Amount Distributed	Payment Method
Organization	<u>2024</u>	-	-
N.I. Congregational Church - oil	\$3,000	\$3,000	Online
N.I. Congregational Church	\$7,000	\$7,000	Online
Local Sunday Schools			
Hope Fellowship	\$200	\$200	1739
Boy Scout Troop #3877 Charter (NICC Sponsored)	\$600	\$600	1735
Monandnock Baseball (Little League) Wade Ojala	\$250	\$250	1743
N.I Library	\$500	\$500	1744
NICC Christian Education	\$1000	\$1000	Online
St. Vincent de Paul Society-Friends of the Poor Walk/Run Event Sponsor	\$2,500	\$2,500	1749
NICC Community Suppers (Debit Card 500, top up as necessary)	\$1,000	\$1,000	Online
4H Robotics	\$700	\$700	1742
The River Center	\$600	\$600	1748
Heritage Christian School	\$500	\$500	1738
NICC Pastor's Discretionary Fund	\$1,000	\$1,000	Online
NI Parks & Rec Pool	\$750	\$750	1747
Girl Scout/Brownies Troop 23151--Heather Schoff	\$600	\$600	1737
Children's Fair Scholarship	\$1450	\$1450	Pending
Mascenic Boosters – 5K Sponsorship	\$250	\$250	1733
CF Capital Fund for 2025 capital purchases	\$2500	\$2500	Pending
leClair American Legion -	\$300	\$300	1741
Foster Fun Day - M Ordway	\$500	\$500	1736
4H Club	\$400	\$400	Pending
NI Fishing Derby	\$350	\$350	1746
NI Rec Dances	\$250	\$250	1745
Highbridge Hills Husky House	\$500	\$500	1740
NICC Senior Fellowship	\$250	\$250	1750
Total	\$26,950		

Children's Fair Scholarship Ministry Team

We awarded two scholarships this past June, both to Mascenic graduates.

Oliver Hiott received a \$750.00 scholarship. Oliver is attending New Hampshire Technical College in Nashua, NH, majoring in their criminal justice program. His goal is to attend the Police Academy to pursue law enforcement as a State Trooper. Oliver lives in Greenville with his parents Trey and Danielle Hiott. He has been very active in the Mascenic community.

Ella Pearson received a \$750.00 scholarship. Ella had planned to attend college in September but plans changed and she will now be attending Nashua Technical College in Nashua, NH beginning in January 2025. Ella shares her time living with her parents Amy Pearson and Paul Pearson in Greenville and New Ipswich. Ella has been very active at Mascenic in sports and extracurricular activities and with the Children's Fair.

The New Ipswich Children's Fair Scholarship originated in 1985. Monies are funded through the N.I. Children's Fair and money given in memory of loved ones.

Sincerely,

The 2024 Scholarship Committee: Chris Bergeron, Karen Clough, Linda Kivela, Bob Romeril and John Veaser.

The presenter of the scholarship is Karyn Veaser.

Treasurer's Report

New Ipswich Congregational Church			
Treasurer's Report			
For the Year Ended December 31,2024			
General Fund			
Starting Balance January 1, 2024		\$7,305.03	
Receipts from all sources		86,912.21	
Tfr from Building Fund		3,000.00	
Less : Expenditures		(80,419.77)	
Ending Balance December 31 ,2024		\$16,797.47	
Building Fund			
Starting Balance January 1, 2024		\$14,612.19	
Documented Giving		14,600.00	
Capital Campaign		23,904.00	
Christmas Eve		453.00	
Facilities Use		50.00	
Piggy Bank		382.85	
Interest Income		2.96	
Funds available		54,005.00	
Less : Mortgage Payment			
Interest		(238.28)	
Principal		(29,182.17)	
Tfr to General Fund		(3,000.00)	
Ending Balance December 31,2024		\$21,584.55	
Endowment Fund Account- Charles Schwab			
Starting Balance January 1, 2024		\$7,133.52	
Investment Income		357.56	
Ending Balance December 31,2024		\$7,491.08	
Organ Fund			
Starting Balance January 1, 2024		300.50	
Interest Earned		0.00	
Ending Balance December 31,2024		\$300.50	
Health Ministry			
Starting Balance January 1,2024		499.37	
Interest Earned		0.00	
Ending Balance December 31, 2024		\$499.37	
Community Supper			
Starting Balance January 1, 2024		\$576.85	
Deposit from Children's Fair		1,000.00	
Donations		2,989.00	
Supper Expenses		(4,279.92)	
Ending Balance December31, 2024		\$285.93	

2024 Budget + Actuals Report and 2025 Budget

Income

	Income			2024	2024	% of 2024	2025	2025
				Budget	Actual	Budget	Budget	% +/-
Ordinary Income/Expense								
Income								
	Starting Account Balance			7,305.03	7,305.03		16,797.47	229.94%
	Balance in Oil Pre-pay from 2023				2,480.93			
	Balance Community Suppers				576.85			
	Children's Fair			5,000.00	7,000.00	140.00%	6,000.00	85.71%
	Children's Fair Fuel			0.00	3,000.00		0.00	0.00%
	Children's Fair Sunday School			800.00	1,000.00	125.00%	1,000.00	100.00%
	Children's Fair Community Supper				1,000.00		1,000.00	100.00%
	Documented Giving			50,000.00	54,301.00	108.60%	68,000.00	125.23%
	Gift Friends of NICC			6,500.00	9,000.00	138.46%	0.00	
	Easter Breakfast			0.00	126.00		0.00	0.00%
	Flower Fund Income			250.00	0.00	0.00%	250.00	
	Parsonage Oil & Electric			2,400.00	1,800.00	75.00%	3,300.00	183.33%
	Community Suppers			0.00	2,989.00		3,500.00	117.10%
	In-Out Income							
		Baby Bottles		275.00	477.00	173.45%	500.00	104.82%
		Other			1,000.00		0.00	0.00%
	Total In-Out Income			275.00	1,477.00	537.09%	500.00	33.85%
	Interest Income			3.00	4.95	165.00%	3.00	60.61%
	Textile Shed			1,800.00	1,687.27		1,800.00	106.68%
	Plate			7,000.00	4,031.97	57.60%	4,500.00	111.61%
	Children's Fair VBS			0.00	0.00		0.00	
	Use of Facilities			750.00	0.00		750.00	
	Schwab Interest			1.00	34.02		35.00	102.88%
	Memorial Donations				3,250.00			0.00%
	Transfer in from building Fund				3,000.00		3,500.00	116.67%
	Special Music Donation				200.00			0.00%
	Total Income			74,779.00	93,901.21	125.57%	90,638.00	96.52%
Total Funds Available				82,084.03	104,264.02	127.02%	107,435.47	103.04%

2024 Budget + Actuals Report and 2025 Budget

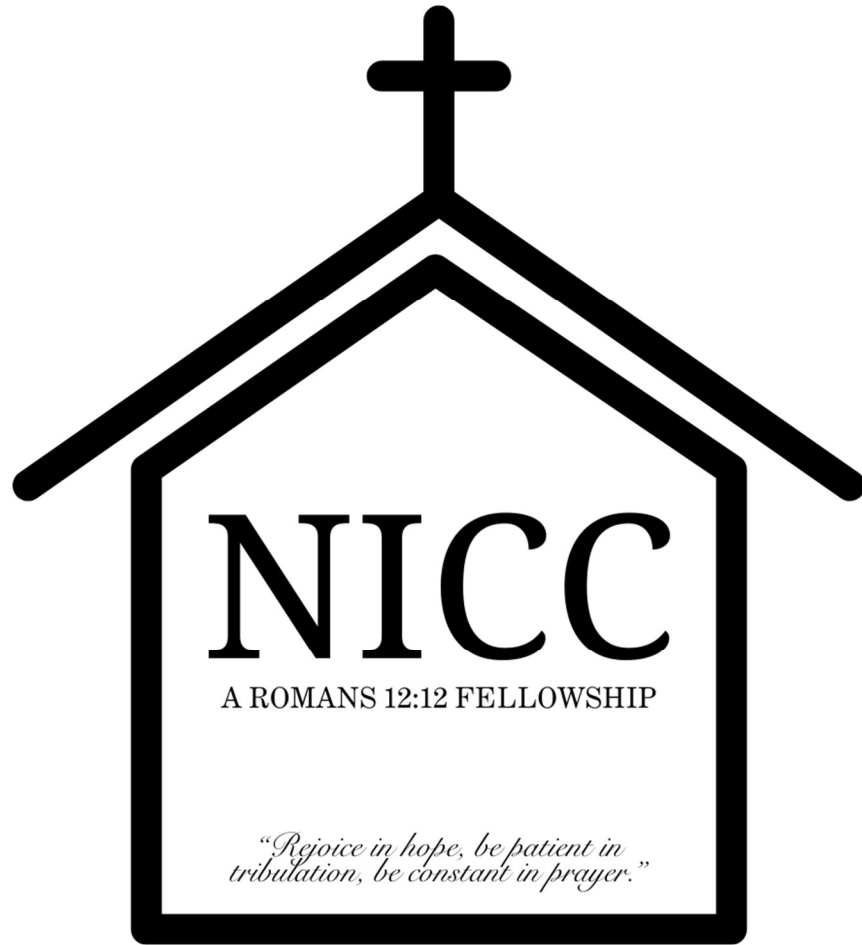
Expenses

			2024	2024	% of 2024	2025
			Budget	Actual	Budget	Budget
Expense						
	Capital Improvement					
		Replacement Lawnmower	0.00	600.00		0.00
	Total Capital Improvement		0.00	600.00		0.00
	Christian Education					
		Adult Education	100.00	0.00		100.00
		Outreach Ministry	500.00	0.00		500.00
		Sunday School/Bibles/Gifts	800.00	537.60	67.20%	1,000.00
		Women's Events	400.00	0.00		400.00
	Total Christian Education		1,400.00	537.60	38.40%	1,600.00
	Church General Expense					
		Church Maintenance				
		Burner Service	300.00	0.00	0.00%	450.00
		Elevator Maint/ Inspection	450.00	520.00	115.56%	550.00
		Fire Extinguisher Maint	500.00	265.11	53.02%	700.00
		Fire Security System Maintenance	525.00	0.00	0.00%	550.00
		Maintenance & Repairs	1,200.00	927.93	77.33%	1,200.00
		Salt Water System	220.00	0.00	0.00%	220.00
	Total Church Maintenance		3,195.00	1,713.04	53.62%	3,670.00
	Grounds Maintenance		0.00			0.00
	Insurance		8,500.00	9,760.68	114.83%	10,000.00
	Utilities					
		Electricity-Church	4,200.00	3,980.85	94.78%	4,100.00
		Heating - Oil	3,000.00	2,275.11	75.84%	3,400.00
		Heating - Propane	4,600.00	4,551.19	98.94%	4,700.00
		Rubbish Removal	1,020.00	1,020.00	100.00%	1,025.00
	Total Utilities		12,820.00	11,827.15	92.26%	13,225.00
	Nursery		0.00	0.00		1,000.00
	Total Church General Expense		24,515.00	23,300.87	95.05%	26,895.00
	Custodial Service					
		Church Cleaning Staff	0.00	0.00		0.00
		Cleaning Supplies	150.00	0.00	0.00%	200.00
	Total Custodial Service		150.00	0.00	0.00%	200.00

	Expenses Continued	% of	2024	2024	% of 2024	2025	% of 2024
			Budget	Actual	Budget	Budget	% +/-
	Worship Supplies						
	Flowers		100.00	0.00	0.00%	100.00	
	Audio Visual		750.00	0.00	0.00%	750.00	
	Pulpit		1,000.00	300.00	30.00%	1,000.00	333.33%
	Worship Supplies		100.00	0.00	0.00%	100.00	
	Total Worship Supplies		1,950.00	300.00	15.38%	1,950.00	650.00%
	Ministry						
	Conferences/Other		500.00	0.00	0.00%	500.00	
	Mileage		1,000.00	1,000.00	100.00%	1,200.00	120.00%
	Salary		15,695.00	15,695.04	100.00%	17,000.00	108.31%
	Salary Designated Housing Allw		30,000.00	30,000.00	100.00%	31,000.00	103.33%
	Total Ministry		47,195.00	46,695.04	98.94%	49,700.00	106.44%
	Ministry Outreach						
	Community Supper Expenses		1,000.00	4,279.92	427.99%	4,400.00	102.81%
	Easter Breakfast		0.00	229.38		300.00	130.79%
	Funeral Lunch		0.00	923.80		0.00	0.00%
	Total Ministry Outreach		1,000.00	5,433.10	543.31%	4,700.00	86.51%
	IN/Out Expense						
	Carenet/Pregnancy Resource		250.00	477.00	190.80%	500.00	104.82%
	Other		0.00	1,000.00		0.00	0.00%
	Total IN/Out Expense		250.00	1,477.00	590.80%	500.00	33.85%
	Music						
	MusicCopywriteFees & SheetMu		200.00	165.00	82.50%	200.00	121.21%
	Music - Other		1,000.00	550.00	55.00%	1,000.00	181.82%
	Total Music		1,200.00	715.00	59.58%	1,200.00	167.83%
	Office Expense						
	Computer/Software/Maintenance		100.00	0.00		100.00	
	Outreach Website + Domain		948.00	948.00		1,000.00	105.49%
	Internet&Telephone		4,000.00	2,575.69	64.39%	2,800.00	108.71%
	Supplies		200.00	0.00		200.00	
	Postage/ PO Box		100.00	84.00	84.00%	100.00	119.05%
	Total Office Expense		5,348.00	3,607.69	67.46%	4,200.00	116.42%
	Parsonage General Expense						
	Electricity		4,500.00	4,514.32	100.32%	4,500.00	99.68%
	Maintenance		350.00			350.00	
	Oil		0.00			0.00	
	Total Parsonage General Expense		4,850.00	4,514.32	93.08%	4,850.00	107.44%
	Transfer to Schwab					5,000.00	
	Total Expense		87,858.00	87,180.62	99.23%	100,495.00	115.27%
	Balance in Community Suppers			285.93			
	Net Ordinary Income		-5,773.97	16,797.47		6,940.47	

Building Fund, Mortgage, Other Income and Expense

			2024 Budget	2024 Actual	% of 2024 Budget	2025 Budget	
Other Income							
	Building Fund Income						
		Building Fund Documented Giving	24,000.00	14,600.00	60.83%	12,000.00	
		Capital Campaign	0.00	23,904.00		0.00	
		Facilities Usage	0.00	50.00		0.00	
		Bell Tower Bank	250.00	382.85	153.14%	150.00	
		Christmas Eve		453.00			
		Interest Income Building Fund	2.00	2.96		2.00	
	Total Building Fund Income		24,252.00	39,392.81	162.43%	12,152.00	
	Total Building Fund Income		24,252.00	39,392.81		12,152.00	
	Other Expense						
		Mortgage Interest	6,254.16	238.28		0.00	
		Bank Charges		0.00			
		Principal Payments	19,306.00	29,182.17		0.00	
	Total Other Expense		25,560.16	29,420.45	115.10%	0.00	0.00%
Net Other Income			-1,308.16	9,972.36		12,152.00	
End of Year 2020 Outstanding Loan Balance				259,939.00	3.69%		3.69%
End of Year 2021 Outstanding Loan Balance				176,692.51	3.69%		3.69%
End of Year 2022 Outstanding Loan Balance				96,635.14	3.69%		3.69%
End of Year 2023 Outstanding Loan Balance				29,182.17	3.69%		3.69%
End of Year 2024 Outstanding Loan Balance				0.00	3.69%		3.69%
			Interest Rate		Interest Rate		Interest Rate



New Ipswich Congregational Church 2024 Annual Report

New Ipswich Congregational Church

2024 Annual Report

Table of Contents

2024 Annual Meeting Agenda	3
2023 Annual Meeting Minutes	4
2024 Special Meeting Minutes	6
Pastor's Report	7
Clerk's Report	9
Deacon of Worship Report.....	12
Deacon of Christian Education Report.....	14
Deacon of Caring Ministry Report.....	15
Trustees' Report	16
Children's Fair Ministry	18
Children's Fair 2024 Donations	20
Children's Fair Scholarship Ministry Team	21
Treasurer's Report	22
2024 Budget + Actuals Report and 2025 Budget	23
Income	23
2024 Budget + Actuals Report and 2025 Budget	24
Expenses	24
Building Fund, Mortgage, Other Income and Expense	26

2024 Annual Meeting Agenda

Members sign in with the Clerk

Call to Order

Adoption of Agenda

A prayer for the Congregation

Old Business

None

New Business

Approve Minutes of Annual Meeting of 2023

Acceptance of Reports from Church Council Members

Accept Treasurer's Reports

Adoption of 2025 Budget

Election of Church Council Members

Discussion of alcohol policy

Any new business

Charge to Members

Benediction and Grace

Adjournment

2023 Annual Meeting Minutes

January 21, 2024

Members signed in with the Clerk. A Quorum was met 27/47

Bob Romeril called the meeting to order at 11:30 am

Adoption of agenda.

Karyn Veeseer made a motion to accept. Linda Kivela seconded. Vote passed.

Pastor Ken Whitson opened with the prayer for the congregation.

Old Business

Carol Romeril reviewed the Capital Campaign on page 26

End of the year 2020 Outstanding loan balance \$259,939.00 3.69% Interest rate

End of the year 2021 Outstanding loan balance \$176,692.51 3.69% Interest rate.

End of the year 2022 Outstanding loan balance \$96,635.14 3.69% Interest rate

End of the year 2023 Outstanding loan balance \$29,182.17 3.69% Interest rate

Our Building income for the year 2023 was \$71,877.43. Leaving \$26,102.00 as the mortgage for 2024, which we should have paid off sometime in 2024. We discussed additional fundraising.

New Business

2023 Annual Meeting Minutes Bob Romeril asked if everyone had read the minutes on pages 4, 5 and 6. There was no discussion. Bob Romeril asked for a motion to accept. Karyn Veeseer made the motion to accept the minutes as printed and Carol Romeril seconded. Vote passed.

Reports from the Church Council Members. Pages 9 thru 21. There was no discussion. Bob Romeril called for a motion. John Veeseer made a motion to accept as printed. Annette Baptista seconded. Vote passed.

Carol Romeril reviewed the Treasurer's Report on page 22 from January 1, 2023 to December 31, 2023. There was no discussion. Annette Baptista made a motion to accept the Treasurer's report and Linda Kivela seconded. Vote passed.

Pastor Ken Whitson spoke about the logo and associated statement "A Romans 12:12 Fellowship" Joyful in hope, patient in tribulation, constant in prayer. Pastor Ken said that the design needs a little work. Margie Brown would like to see the final design. Bill Kivela would like to see the final design before voting on it. Bill Kivela moved that we defer the vote to a later date. There was no vote at this time. Pastor Ken Whitson reviewed the bylaw changes which we will be voting on at a later date.

- Add a council position of Deacon of Women's Ministry to be in effect 30 days after the mortgage is paid off.
- Change the Deacon of Outreach to Deacon of Communications. Freddie Kazo felt that the phrase "oversees all church events" should read and "oversees the posting of all church events".
-

Pastor Ken Whitson dismissed himself from the meeting while we discussed and voted on his sabbatical. Pastor Ken Whitson's contract has a sabbatical after 5 years. John also explained what a sabbatical is. Bob Romeril called for a motion. Karyn Veeseer made a motion to approve Pastor Ken Whitson sabbatical

and Linda Kivela seconded. Vote passed.

Carol Romeril reviewed 2024 budget on pages 23 to 25. There was no discussion. Bill Kivela made a motion to accept the Budget for 2024 and Linda Kivela seconded. Vote passed.

Election of Church Council Members on page 11

4-year terms

Deacon of Ministry: Trey Hiott (2027)

Deacon of Christian education: Emily Trefflich (2027)

Deacon of Women's: Ministry Karyn Veese (30 days after Mortgage pay off)

Deacon of Communications (no nominee at this time 30 days after Mortgage pay off)

3-year terms

Trustee: John Veese (2026)

Other nominations

Linda Kivela, Chris Bergeron, Karyn Veese as Co-chairperson of the 2024 Children's Fair

Continuing Church Council Members

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: Carol Romeril (2024)

Trustee: Brian Kustan (2024)

Trustee: Margie Brown (2025)

Deacon of Worship: Karyn Veese (2024)

Deacon of Caring: Dana Oosterman (2024)

Karyn Veese made a motion to accept the slate of members for the church council

Carol Romeril second. Vote Passed.

Pastor Ken Whitson charge to the members of NICC was now that once we have paid off the Mortgage, we need to become the church that God has planned for us to be.

Pastor Ken gave the Benediction.

Bob Romeril said grace and called for a motion to adjourn. John Veese so moved and Karyn Veese seconded. Vote passed.

Respectfully Submitted

Jeanne Norwood, Clerk

2024 Special Meeting Minutes

Special Meeting June 30,2024

Initially the quorum was not met. The Church Council met and moved two members to the unactive list Kathy Allen and Peggy Sarri and added a new member Namoi Peterson by Congregational approval.

John Veaser made a motion that for just this meeting we have a quorum of 50%, seconded by Pastor Ken vote passed. Last count was 22 out of 43 member was a quorum.

Meeting was called to order

Pastor Ken opened with prayer.

Bob Romeri reviewed the agenda and a vote was called for and passed.

There was discussion on Amendments to the Bylaws

Freddie Kazo Shared her concerns on the sentence reading "Overseeing missions and outreach ministries" should not be a communication responsibly. Freddie Kazo made a motion to amend that sentence to read "Overseeing communication of missions and outreach ministries". Karyn Veaser second Vote passed.

Bill Kivela questioned why there are Three Chairpersons on the Children's Fair Committee, when the Bylaws read Chairmen of the Children's Fair. Pastor Ken explained we add two more Chairs last year at the annual meeting. John Veaser suggested adding in paraeneses the letter "s" behind the word Chairmen(s).

Linda Kivela asked if we had an auditor. Bob Romeril replied at this time no.

Freddie Kazo had a question about the Deacon of Ministry. Pastor Ken explained.

Bob Romeril called for a motion to vote on the Bylaw amendments. Emily Trefflich made the motion and Karyn Veaser seconded. Vote passed.

Logo John Veaser mentioned the Script was too small. Pastor Ken said Lindsay's design did not include the script but she could enlarge if it was needed. Emily Trefflich made the motion and Dana Oosterman seconded. Vote passed.

Pastor Ken suggested we buy the Logo design from Lindsay Heaphy because of legal matters. We will discuss this at the next Church Council.

John Veaser made a motion to adjourn Karyn Veaser seconded. Vote Passed

Pastor Ken closed in prayer.

Respectfully Submitted

Pastor's Report

The Church

It has been a banner year for NICC! Paying off the mortgage, accepting a logo and working to improve our online presence is making, and has made us a recognized part of the community. Council positions were re-visited and some changes have been made. We average anywhere from 3 to 5 visitors per month. All of it is a sign that those around us are aware of our presence and not afraid to stop in and learn more. Our final mortgage payment was made by the West family who came into the church office to make the payment so that their children could “guess the date” that the mortgage would be paid. Their efforts earned them an ice cream date with Pastor Ken. We are planning that as soon as the ice cream shops open in 2025. The celebration of praise and thanks was well attended and provided us with a great opportunity to say “thank you” to so many in the community who donated. Our Deacon of Missions has changed to Deacon of Communications a better and fitting description for ensuring our message and voice are heard online. We kept the Deacon of Ministries and added a Deacon of Women's Ministries both of whom will serve the whole congregation but who will also have their own areas of ministry to promote. These are more of a teaching role and in the past, both were included within the Deacon of Christian Education, a role which now focuses on youth and children. We are catching up to the digital world to some degree. Having the ability to stream our Worship services and other events. You can now give online or through Paypal or Venmo, terms that I will admit I don't quite understand yet. There is an ongoing expectation by many in the community that we will continue to hold annual events that we've held in the past. Trunk or Treat, the Zombie Hunt, Bike Rodeo, Pie sales, Children/Youth Craft fairs. A sign that the community not only recognizes us but has some continuing expectations for us. Our Sunday School has grown by leaps and bounds under Emily's direction. We are all excited to hear and see the kids each week even when my children's moment lesson is lacking, their willing participation makes up for it. The fruit treats always seem to help. It is inspiring to see them share what they've learned each week. We held some funerals this year for two of our longtime members, Betsy Thoms and Mary Lawrence, had a wedding (or two), Doug and Jessica Archambault and if there was another it has escaped my memory and we had a baptism in Pratt Pond of both Brad Brock, Patton Hiott and Cheryl Brooks. We added other new members as well by transfer, noted in the Clerk's report. A lot has taken place over the past 12 months, most of it noted in the reports that follow. I've recommended that in 2025 for Pentecost Sunday we have all ministries of the church give us a brief update of what they are doing and how they are doing. We may be surprised by what we didn't know.

The Pastor

I've managed to keep busy. My transition from lunch/recess monitor to substitute teacher has expanded my conversations and connections. All of which has further developed into conversations with parents and grandparents, many who stop to chat, introduce themselves or visit. It has also developed into some personal friendships for me with both the teachers as well as the parents. Many who I wouldn't normally have the chance to talk to. I now serve as a substitute for Highbridge Hill, Boynton, Mason Elementary and Heritage Christian School.

My weekly visits on Thursday to Monadnock Hospital have created similar results as caretakers express their appreciation for the visits and time spent with their loved ones including those who are released to home care as well as those who do pass away. Beyond the Thursday visits, I also visit the patient floor on holidays bringing some sort of treat for the nurse's breakroom; muffins, chocolate etc. I am also one of the "on call" pastors for the hospital. This year the number of "end of life" calls were down slightly while the "I could use a book" calls were slightly higher. Those would be the calls where something was needed more out of convenience than necessity. The hospital administration has also expressed their gratitude that part of my hospital visit is to check on the nursing staff. I invested some time and money to become a certified instructor to teach the Mental Health First Aid Class. Unfortunately, I never had or took the time to hold a class. I continue to teach at the American Baptist School of Ministry for at least the coming year. I also serve as a mentor to around 8 students who are seeking to become pastors one day.

I hold an online Bible Study, open to anyone, that explores the base or foundation of the scriptures by allowing different participants to present what they understand from the text. I agreed to take on the task of temporary pastor for First Baptist Fitchburg. A position that is focused on helping them rebuild and continue as the church following a split in their congregation. Their council is being redefined and rebuilt, they are revising their bylaws and one of their young men has begun his studies as a student pastor. We are on track to end our agreement on Aug 31, 2025. I'm not sure what else I can report!

I have decided to focus on becoming better at preaching in 2025. I visit with/counsel one or two veterans who have finally convinced me to join the VFW to better serve them. I am also challenging myself to make more in-home visits without being too intrusive and I finally finished editing my book which hopefully goes out to print before summer. Finally, I also serve in an advisory role for around 5 churches who are striving to stay afloat!

What's Coming in 2025!

In 2025 our hope is to encourage all members and regular attendees to have their own ministry or become more active in a current one. Our congregation has increased slightly over the last few years and we are back to "pre-covid" numbers. Those families and individuals who come to visit, besides being welcomed, are looking for an active and present congregation. Creating that energy can't be on the pastor alone, or the church council or any one of us. It must be a spirit that exists and extends through all of us. Besides new and additional ministries we hope to host at least one special event per month whether it be a special class, a women's brunch, the children/youth craft fair- something that invites others not just to visit but to become a part of us. None of that can happen unless the gospel message takes center stage in all that we do. Stay joyful in hope, patient in affliction, faithful in prayer! Great things He has promised, Great things He has done. Great things are yet to come.

Blessings,

Pastor Ken

Clerk's Report

The Clerk records vital information such as changes in our membership, minutes of Church Council Meetings and submits them to the church Secretary for safekeeping. All 2024 documents will be moved to pdf's and stored on a thumb drive kept in the church office.

Average Sunday Attendance:

Keeping track of our attendance each week over the course of 2024 was not consistent as in the past. Normally we would have an accurate average over the full 12 months. We have seen low numbers in the teens and some weeks have swelled to larger amounts. Our Christmas Eve service this year was well attended, and Easter Service saw higher than usual numbers with some additional community members visiting for the first time.

Active membership January 1, 2024: 42 Active membership January 1, 2025: 45

There were no Children baptized this past year.

Membership Active: 45

Doug Archambault	Jessica Archambault	Annette Baptista	Christine Bergeron
Peter Bergeron	Brad Brock	Pam Brock	Mary Broden
Cheryl Brooks	Margie Brown	Sami Brundige	Lena Cary
Lisa Carbone	Venanzio (Vinny) Carbone	Chuck Connors	Donna Connors
George Ganko	Wendy Grippardi	Gail Gustafson	Randy Gustafson
Danielle Hiott	Patton Hiott	Trey Hiott	Lindsay Heaphy
Bill Kivela	Linda Kivela	Fredericke (Freddie) Kazo	Val Kottle
Brian Kustan	Suzanne Kustan	Oliver (Ollie) Niemi	Jeanne Norwood
Dana Oosterman	Naomi Peterson	Alison Retzlaff	Nathan Retzlaff
Bob Romeril	Carol Romeril	Susan Schleich	Colton Trefflich
Emily Trefflich	John Veaser	Karyn Veaser	Ken Whitson
Andrea Wood			

New Members 2024: Naomi Petersen by transfer, Pam Brock by transfer. Patton Hiott by baptism, Brad Brock by baptism.

Inactive Members

Lyle Brundige (2025)

Kathleen Alen (2024) Peggy Saari (2024)

Theresa Ojala (2023) Tom Rizzo (2023) Deborah Rizzo (2023)

Karen Clough (2023) Blanch Wooster (2023) Rebecca Lehtonen (2020)

Marcy Levesque (2020) Bob Wooster (2020) Linda Wooster (2020)

Jay Malbouef (2019) Joseph Fragala (2017) Justine Fragala (2017)

Mike Rand (2015) James Thompson (2013) Susan Thomson (2013)

Deceased

Al Hasting

Mary Lawrence

Elizabeth Thoms

Bob Fasanella (friend of NICC)

Wally Wooster (former member)

Bob Ricard (friend of NICC)

Gwendolyn-Jane Romeril (friend of NICC)

2024 Executive Ministry Team

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: Carol Romeril (2024)

Church Council:

Deacon of Worship: Karyn Veaser filled in until Naomi Peterson agreed to be nominated for Deacon of worship

Deacon of Women's Ministry: Karyn Veaser (2027)

Deacon of Caring: Dana Oosterman (2024)

Deacon of Communications: Freddi Kazo (2027)

Deacon of Christian Education: Emily Trefflich (2027)

Trustee: John Veaser (2026)

Trustee: Margie Brown (2025)

Trustee: Brian Kustan (2024)

2024 Church Council Nominations

4-year terms

- Treasurer: Carol Romeril (2028)

3-year terms

- Deacon of Caring: Dana Oosterman (2027)
- Deacon of Communications: Freddie Kazo (2027)
- Deacon of Worship: Naomi Peterson (2027)
- Trustee: Nathan Retzlaff (2027)

Other Nominations

Linda Kivela, Chris Bergeron, Karyn Veese as Co-chairpersons of the 2025 Children Fair.

Allie Retzlaff - Auditor

Continuing Church Council Members

Pastor: Ken Whitson

Moderator: Bob Romeril (2026)

Clerk: Jeanne Norwood (2026)

Treasurer: see nomination

Trustee: John Veese (2026)

Trustee: Margie Brown (2025)

Trustee: see nomination

Deacon of Caring: see nomination

Deacon of Communications: see nomination

Deacon of Worship: see nomination

Respectfully Submitted,

Jeanne Norwood, Clerk

Deacon of Worship Report

“The steadfast love of the Lord never ceases; His mercies never come to an end; they are new every morning; great is your faithfulness.” – Lamentations 3:22-23

2024 has been a true testament to the abundant love and grace that Christ gifts us. This past year we have welcomed faithful friends into new members, have celebrated the lives of those dear to us as they passed on, baptized adults to Christ, greeted new families and old friends as they come to visit and hear the word of God spoken and sung about in our sanctuary, and with the help of countless friends, paid off our mortgage so that we may reach our potential and grow into the church that our Father has planned for us.

We thank our congregation of family and friends for their continued support and love of this church as shown through their time, treasures, and talents. We especially appreciate the care, time and energy of those who share their gifts with us weekly: music leader, slideshow creator and website manager, John Veaser, our worship tech operator, Brian Kustan, our service leaders, Suzanne Kustan, Lindsay Heaphy, and Naomi Petersen. Andrea Wood who provides our flowers and our servant-hearted leader, Pastor Ken. I would be remiss if I did not mention the success and growth of our Sunday School program under the leadership of Emily Trefflich and her assistance team. We also have various “support staff” within our congregation who add to our weekly service throughout the year. Thank you to all of you who read the call to worship, participate in our Advent and Christmas Eve services, set up candles for our Christmas Eve service, decorate and undecorate the sanctuary, collect our offering boxes, ring the bell, run off, fold and hand out bulletins, help with the delivery of communion, and provide goodies for coffee hour, as well as set up and break down of that hour. Your caring and thoughtful additions to our service does not go unnoticed.

This past summer we as a church were able to grant Pastor Ken a sabbatical in which Trey Hiott, myself, and two guest speakers delivered our weekly Sunday message. This was a true learning experience, that was both amazing and anxiety-provoking. Besides being in the Word and being diligent in my Biblical research, I learned to appreciate the application of delivery and hard work that goes into preparing the message, as well as learned more about myself through that experience. In the Fall I organize the annual St Vincent DePaul Thanksgiving basket pies. Special thanks this year to Margie Brown, Linda Kivela, Cindy Ricard, Kristen Page and Fern Neimi for helping me with a large portion of the work to calculate and get ingredients, peel and freeze apples, mix, assemble, bake and deliver 127 apple pies the Saturday before Thanksgiving. SVDP is always grateful and impressed with the dedication shown in supporting our community with these efforts.

God continues to be good to us and we strive to be faithful to Him. With our mortgage being paid off I moved from my position as our Deacon of Worship to the Deacon of Women’s Ministry. I have loved holding the Deacon of Worship position and learned a lot as I grew in my walk and role within our

Sunday service. With my shift in position, I will continue to organize our NICC Pie Ministry and the preparation for coffee hour and monthly communion. I am looking forward to organizing Women's Fellowship brunches and sharing more messages on Sunday mornings as the year continues. I also look forward to continuing to support our church family in all the ministry needs that Christ places on our hearts this coming year as He guides us all through the challenges and triumphs that the year may bring.

Let God's promises shine on your new year and fill every moment with His blessings and favor. May your faith be renewed, your heart be strengthened, and your path be guided by the Lord's loving hand. Have a blessed New Year!

Submitted in Christ's love,
Karyn Veaser

Deacon of Christian Education Report

In 2024 I took on a new role in the church as Deacon of Christian Education, with a primary focus on expanding and enriching our Sunday School program. We started using The Biggest Story curriculum books in 2023 and have continued it through in 2024. While this is intended to be a 2-year curriculum, it is likely it will take us 3 years with the various stops for Easter, Pentecost, and Advent lessons. This year we were able to cover Pentateuch (the first five books of the Bible), History of the Old Testament (Judges, Kings, and several key women of the Bible), and finished up the year with a four-week lesson in Advent.

We saw consistent growth in our Sunday School class sizes in 2024, averaging about 10 kids each week. There were also no Sunday's where class was not held due to a lack of attendance. I find this very exciting as the kids continue to show interest in the stories and crafts and are excited to join each week!

In 2024 we were also able to attend the New Ipswich Fall Festival, where Pastor Ken and I handed out crafts, kids bulletins, and refreshments. A lot of kids and families came to our table, where most recognized Pastor Ken from school!

Our Sunday School program would not be successful without the help of all the church members who support us and welcome our little bit of loudness! A very special thank you to Alison and Nate Retzlaff and Margie Whitson, who continuously led and assisted in Sunday School lessons each week.

2025 holds new changes for our Christian Education ministry, and I cannot wait to share them with everyone!

Emily Trefflich

For anyone interested in learning more about the curriculum, please feel free to ask me in Church or look at their website here: <https://www.thebiggeststory.com/about/>

Deacon of Caring Ministry Report

Greetings! 2024 was another very busy year. The life of our church is always changing; we said goodbye to some extraordinary members of our church, and we welcomed a new baby, with 2 more on the way.

The Pastor's Discretionary Fund continues to be used to bless people with acts of kindness and flowers of comfort.

I continue to reach out to friends when I know of a need. Please let me or Pastor Ken know about any needs that we could help with.

I wish everyone health in the new year! Please remember to wash your hands often to prevent the spread of germs.

Blessings,
Dana

Trustees' Report

The Trustees would like to thank all those that contributed to the faithful support both financially and in facility upkeep over the past year.

What an amazing year it was. After much hard work and continuous prayers – our mortgage was finally paid off.

I have used these words for a few years, “frugality, financial insecurity, and faith in Him who brings us through all trials.” And I continue to stand by them today. Our church is doing amazing things and God has once again brought us through a year of growth and impact. When you look at our GOOGLE Calendar on our website, it is amazing to see all the times throughout the week/month/year – that our facility is used by so many groups besides NICC itself. I firmly believe it is this generosity of spirit and gifts that keeps God faithful in our support.

I would like to thank Brian Kustan for his years of service as a Trustee and I hope that we as the continuing Trustees and as a church family can continue to look to him for his knowledge and support of NICC. His skills at both technology and facility management have been a great help to all of us over the past several years. Thank you again Brian.

The Trustees first goal in 2025 is to get a Capital Projects priority list in place and communicate this list to the congregation on a regular basis, both on cost as well as progress and needs. We will continue to keep everyone informed, but if you or someone you know has experience with repairs and maintenance, we welcome your gifts,

We ask that you continue to be faithful in your giving in 2025. With that being said, I want to sincerely ask that all of you seriously consider using our online giving portal to send in your weekly tithes/offerings. By using the online option, you are able to set up your giving according to your budget and preferred schedule. You can give monthly, weekly, bi-weekly or all at once. You set up where your donations go and even if you miss church due to travel, illness, alternate plans or any other reason, your donation to NICC will still occur. This will help our treasurer better budget payments each week, as well as ensure that your giving stays current and continuous throughout the year. I am willing to sit down with anyone and help you get this set up.

We are called on to support the church and its ministries

2 Corinthians 9:7 says: Each one must give as he has decided in his heart, not reluctantly or under compulsion

2 Chronicles 31:5: Describes how the Israelites generously gave a tithe of everything they produced, including the first fruits of their grain, olive oil, honey, and new wine

Proverbs 3:9: Says to honor the Lord with wealth and the first fruits of all crops

We have been gifted by God and supported by this community with the meeting house we call NICC – now that we are out from under the burden of our mortgage – I ask you all to consider your faithful and consistent giving to the ministries of this church and the upkeep of the facility. I ask you to make NICC a part of your weekly, monthly and yearly budget.

Finally, be in continuous prayer for NICC and the folks that have taken upon their heart to be members and leaders within NICC. We are all blessed to be here – He has called each one of us here for a reason and a season – may we all be open and ready to hear His call

God Bless & Respectfully Submitted - John Veaser

January, 2025

John Veaser, Brian Kustan, Margie Brown - Trustees

Children's Fair Ministry

2024 continued to bring the Children's Fair many blessings. We met all our financial needs and received many donations from our friends, towns people and local businesses. These donations are what make a difference in the success of the Children's Fair. Many thanks to these generous donors who contribute to the fair's success are Matt Traffie and Albert Goddard (Arlen Company), Phil Thayer, Hayward Farms Ice Cream, Scotties Potties and Shaw's Dumpsters.

With the fair's success we were able to donate to many local youth organizations along with generous support to our church. The organizations that we donated monies to are as follows: Boy Scout Troop #3877, Foster Family Fun Day, Girl Scout Troop #10638, Heritage Christian School, Hope Fellowship's sponsor child in Nicaragua, Husky House at HHES, LeClair-Caron-Pelletier American Legion Auxiliary, Monadnock 4-H Robotics, Mascenic Fundraiser, Monadnock Baseball, Monadnock Baseball Lights (in New Ipswich), New Ipswich Library, New Ipswich Recreation Dept/ Dances, New Ipswich Recreation Dept/Fishing Derby, New Ipswich Town Pool/Swim Team, the River Center, St Vincent de Paul. The financial support we gave to NICC is as follows: fuel, NICC church budget, NICC building fund, NICC Christian Education, NICC Community Suppers, NICC Senior Fellowship and the NICC Pastor's Discretionary Fund. After the devastating hurricane down south this fall we sent money through Samaritan's Purse. As you can see the Children's Fair is an integral part of our church and community. The dedication and hard work that our volunteers so unselfishly give year after year is amazing. It takes well over 200 volunteers the day of the fair. Our family and friends of the fair are the hands and feet of Jesus Christ. If you would be interested in getting involved in the Children's Fair please speak to one of the chairmen or anyone on the Executive Board.

The following chairmen of the Children's Fair are;

Books: Melanie Kane,

Butch's Country Store; Karyn Veaser,

Calendar Raffle: Chris Bergeron & Karyn Veaser,

Chicken BarBQue: Randy Waynen,

Children's Area: Karen Clough & Kristen Kivela,

Entertainment: Chris Bergeron,

Garden Shop: John Poltrack & BJ Aho,

Gift Basket Raffle: Linda Kivela,

Hay Ride: Bill Kivela,

Ice Coffee: Margie Brown,

Ice Cream: Heather Boucher,

Nellie's Bake Goods: Danielle Hiott,

Parking: Trey Hiott & sons,

Program & Flyer: Shannon Michaud,

Snack Shack: Chris Bergeron,

Set Up & Tear Down: John Veaser,

Go to Man: Brett Kivela

Treasurer: Carol Romeril assisted by Bob Romeril & Margie Whitson.

The executive board voted to add another member to our board. We nominated Ryan Oosterman, who graciously accepted this position. We feel blessed to have Ryan be a part of our team. God is good. He continually answers our prayers when we are in need and guides us in the path that He has chosen for us.

In His Service,

Chris Bergeron, Linda Kivela, Karyn Veeseer co-chairs of
the 2024 N.I. Children's Fair

2024 Children's Fair Executive Board: Chris Bergeron,
Margie Brown, Lindsay Heaphy, Linda Kivela, Ryan
Oosterman, Bob Romeril, Carol Romeril, John Veeseer,
Karyn Veeseer and Pastor Ken Whitson

Children's Fair 2024 Donations

	Amount Voted	Amount Distributed	Payment Method
Organization	<u>2024</u>	-	-
N.I. Congregational Church - oil	\$3,000	\$3,000	Online
N.I. Congregational Church	\$7,000	\$7,000	Online
Local Sunday Schools			
Hope Fellowship	\$200	\$200	1739
Boy Scout Troop #3877 Charter (NICC Sponsored)	\$600	\$600	1735
Monandnock Baseball (Little League) Wade Ojala	\$250	\$250	1743
N.I Library	\$500	\$500	1744
NICC Christian Education	\$1000	\$1000	Online
St. Vincent de Paul Society-Friends of the Poor Walk/Run Event Sponsor	\$2,500	\$2,500	1749
NICC Community Suppers (Debit Card 500, top up as necessary)	\$1,000	\$1,000	Online
4H Robotics	\$700	\$700	1742
The River Center	\$600	\$600	1748
Heritage Christian School	\$500	\$500	1738
NICC Pastor's Discretionary Fund	\$1,000	\$1,000	Online
NI Parks & Rec Pool	\$750	\$750	1747
Girl Scout/Brownies Troop 23151--Heather Schoff	\$600	\$600	1737
Children's Fair Scholarship	\$1450	\$1450	Pending
Mascenic Boosters – 5K Sponsorship	\$250	\$250	1733
CF Capital Fund for 2025 capital purchases	\$2500	\$2500	Pending
leClair American Legion -	\$300	\$300	1741
Foster Fun Day - M Ordway	\$500	\$500	1736
4H Club	\$400	\$400	Pending
NI Fishing Derby	\$350	\$350	1746
NI Rec Dances	\$250	\$250	1745
Highbridge Hills Husky House	\$500	\$500	1740
NICC Senior Fellowship	\$250	\$250	1750
Total	\$26,950		

Children's Fair Scholarship Ministry Team

We awarded two scholarships this past June, both to Mascenic graduates.

Oliver Hiott received a \$750.00 scholarship. Oliver is attending New Hampshire Technical College in Nashua, NH, majoring in their criminal justice program. His goal is to attend the Police Academy to pursue law enforcement as a State Trooper. Oliver lives in Greenville with his parents Trey and Danielle Hiott. He has been very active in the Mascenic community.

Ella Pearson received a \$750.00 scholarship. Ella had planned to attend college in September but plans changed and she will now be attending Nashua Technical College in Nashua, NH beginning in January 2025. Ella shares her time living with her parents Amy Pearson and Paul Pearson in Greenville and New Ipswich. Ella has been very active at Mascenic in sports and extracurricular activities and with the Children's Fair.

The New Ipswich Children's Fair Scholarship originated in 1985. Monies are funded through the N.I. Children's Fair and money given in memory of loved ones.

Sincerely,

The 2024 Scholarship Committee: Chris Bergeron, Karen Clough, Linda Kivela, Bob Romeril and John Veaser.

The presenter of the scholarship is Karyn Veaser.

Treasurer's Report

	New Ipswich Congregational Church		
	Treasurer's Report		
For the Year Ended December 31, 2024			
General Fund			
Starting Balance January 1, 2024		\$7,305.03	
Receipts from all sources		86,912.21	
Tfr from Building Fund		3,000.00	
Less : Expenditures		(80,419.77)	
Ending Balance December 31 , 2024		\$16,797.47	
Building Fund			
Starting Balance January 1, 2024		\$14,612.19	
Documented Giving		14,600.00	
Capital Campaign		23,904.00	
Christmas Eve		453.00	
Facilities Use		50.00	
Piggy Bank		382.85	
Interest Income		2.96	
Funds available		54,005.00	
Less : Mortgage Payment			
Interest		(238.28)	
Principal		(29,182.17)	
Tfr to General Fund		(3,000.00)	
Ending Balance December 31, 2024		\$21,584.55	
Endowment Fund Account- Charles Schwab			
Starting Balance January 1, 2024		\$7,133.52	
Investment Income		357.56	
Ending Balance December 31, 2024		\$7,491.08	
Organ Fund			
Starting Balance January 1, 2024		300.50	
Interest Earned		0.00	
Ending Balance December 31, 2024		\$300.50	
Health Ministry			
Starting Balance January 1, 2024		499.37	
Interest Earned		0.00	
Ending Balance December 31, 2024		\$499.37	
Community Supper			
Starting Balance January 1, 2024		\$576.85	
Deposit from Children's Fair		1,000.00	
Donations		2,989.00	
Supper Expenses		(4,279.92)	
Ending Balance December 31, 2024		\$285.93	

2024 Budget + Actuals Report and 2025 Budget

Income

	Income			2024	2024	% of 2024	2025	2025
				Budget	Actual	Budget	Budget	% +/-
Ordinary Income/Expense								
Income								
	Starting Account Balance			7,305.03	7,305.03		16,797.47	229.94%
	Balance in Oil Pre-pay from 2023				2,480.93			
	Balance Community Suppers				576.85			
	Children's Fair			5,000.00	7,000.00	140.00%	6,000.00	85.71%
	Children's Fair Fuel			0.00	3,000.00		0.00	0.00%
	Children's Fair Sunday School			800.00	1,000.00	125.00%	1,000.00	100.00%
	Children's Fair Community Supper				1,000.00		1,000.00	100.00%
	Documented Giving			50,000.00	54,301.00	108.60%	68,000.00	125.23%
	Gift Friends of NICC			6,500.00	9,000.00	138.46%	0.00	
	Easter Breakfast			0.00	126.00		0.00	0.00%
	Flower Fund Income			250.00	0.00	0.00%	250.00	
	Parsonage Oil & Electric			2,400.00	1,800.00	75.00%	3,300.00	183.33%
	Community Suppers			0.00	2,989.00		3,500.00	117.10%
	In-Out Income							
		Baby Bottles		275.00	477.00	173.45%	500.00	104.82%
		Other			1,000.00		0.00	0.00%
	Total In-Out Income			275.00	1,477.00	537.09%	500.00	33.85%
	Interest Income			3.00	4.95	165.00%	3.00	60.61%
	Textile Shed			1,800.00	1,687.27		1,800.00	106.68%
	Plate			7,000.00	4,031.97	57.60%	4,500.00	111.61%
	Children's Fair VBS			0.00	0.00		0.00	
	Use of Facilities			750.00	0.00		750.00	
	Schwab Interest			1.00	34.02		35.00	102.88%
	Memorial Donations				3,250.00			0.00%
	Transfer in from building Fund				3,000.00		3,500.00	116.67%
	Special Music Donation				200.00			0.00%
	Total Income			74,779.00	93,901.21	125.57%	90,638.00	96.52%
Total Funds Available				82,084.03	104,264.02	127.02%	107,435.47	103.04%

2024 Budget + Actuals Report and 2025 Budget

Expenses

			2024	2024	% of 2024	2025
			Budget	Actual	Budget	Budget
Expense						
	Capital Improvement					
		Replacement Lawnmower	0.00	600.00		0.00
	Total Capital Improvement		0.00	600.00		0.00
	Christian Education					
		Adult Education	100.00	0.00		100.00
		Outreach Ministry	500.00	0.00		500.00
		Sunday School/Bibles/Gifts	800.00	537.60	67.20%	1,000.00
		Women's Events	400.00	0.00		400.00
	Total Christian Education		1,400.00	537.60	38.40%	1,600.00
	Church General Expense					
		Church Maintenance				
		Burner Service	300.00	0.00	0.00%	450.00
		Elevator Maint/ Inspection	450.00	520.00	115.56%	550.00
		Fire Extinguisher Maint	500.00	265.11	53.02%	700.00
		Fire Security System Maintenance	525.00	0.00	0.00%	550.00
		Maintenance & Repairs	1,200.00	927.93	77.33%	1,200.00
		Salt Water System	220.00	0.00	0.00%	220.00
	Total Church Maintenance		3,195.00	1,713.04	53.62%	3,670.00
	Grounds Maintenance		0.00			0.00
	Insurance		8,500.00	9,760.68	114.83%	10,000.00
	Utilities					
		Electricity-Church	4,200.00	3,980.85	94.78%	4,100.00
		Heating - Oil	3,000.00	2,275.11	75.84%	3,400.00
		Heating - Propane	4,600.00	4,551.19	98.94%	4,700.00
		Rubbish Removal	1,020.00	1,020.00	100.00%	1,025.00
	Total Utilities		12,820.00	11,827.15	92.26%	13,225.00
	Nursery		0.00	0.00		1,000.00
	Total Church General Expense		24,515.00	23,300.87	95.05%	26,895.00
	Custodial Service					
		Church Cleaning Staff	0.00	0.00		0.00
		Cleaning Supplies	150.00	0.00	0.00%	200.00
	Total Custodial Service		150.00	0.00	0.00%	200.00

	Expenses Continued	% of	2024	2024	% of 2024	2025	% of 2024
			Budget	Actual	Budget	Budget	% +/-
	Worship Supplies						
	Flowers		100.00	0.00	0.00%	100.00	
	Audio Visual		750.00	0.00	0.00%	750.00	
	Pulpit		1,000.00	300.00	30.00%	1,000.00	333.33%
	Worship Supplies		100.00	0.00	0.00%	100.00	
	Total Worship Supplies		1,950.00	300.00	15.38%	1,950.00	650.00%
	Ministry						
	Conferences/Other		500.00	0.00	0.00%	500.00	
	Mileage		1,000.00	1,000.00	100.00%	1,200.00	120.00%
	Salary		15,695.00	15,695.04	100.00%	17,000.00	108.31%
	Salary Designated Housing Allw		30,000.00	30,000.00	100.00%	31,000.00	103.33%
	Total Ministry		47,195.00	46,695.04	98.94%	49,700.00	106.44%
	Ministry Outreach						
	Community Supper Expenses		1,000.00	4,279.92	427.99%	4,400.00	102.81%
	Easter Breakfast		0.00	229.38		300.00	130.79%
	Funeral Lunch		0.00	923.80		0.00	0.00%
	Total Ministry Outreach		1,000.00	5,433.10	543.31%	4,700.00	86.51%
	IN/Out Expense						
	Carenet/Pregnancy Resource		250.00	477.00	190.80%	500.00	104.82%
	Other		0.00	1,000.00		0.00	0.00%
	Total IN/Out Expense		250.00	1,477.00	590.80%	500.00	33.85%
	Music						
	MusicCopywriteFees & SheetMu		200.00	165.00	82.50%	200.00	121.21%
	Music - Other		1,000.00	550.00	55.00%	1,000.00	181.82%
	Total Music		1,200.00	715.00	59.58%	1,200.00	167.83%
	Office Expense						
	Computer/Software/Maintenance		100.00	0.00		100.00	
	Outreach Website + Domain		948.00	948.00		1,000.00	105.49%
	Internet&Telephone		4,000.00	2,575.69	64.39%	2,800.00	108.71%
	Supplies		200.00	0.00		200.00	
	Postage/ PO Box		100.00	84.00	84.00%	100.00	119.05%
	Total Office Expense		5,348.00	3,607.69	67.46%	4,200.00	116.42%
	Parsonage General Expense						
	Electricity		4,500.00	4,514.32	100.32%	4,500.00	99.68%
	Maintenance		350.00			350.00	
	Oil		0.00			0.00	
	Total Parsonage General Expense		4,850.00	4,514.32	93.08%	4,850.00	107.44%
	Transfer to Schwab					5,000.00	
	Total Expense		87,858.00	87,180.62	99.23%	100,495.00	115.27%
	Balance in Community Suppers			285.93			
	Net Ordinary Income		-5,773.97	16,797.47		6,940.47	

Building Fund, Mortgage, Other Income and Expense

			2024 Budget	2024 Actual	% of 2024 Budget	2025 Budget	
Other Income							
	Building Fund Income						
		Building Fund Documented Giving	24,000.00	14,600.00	60.83%	12,000.00	
		Capital Campaign	0.00	23,904.00		0.00	
		Facilities Usage	0.00	50.00		0.00	
		Bell Tower Bank	250.00	382.85	153.14%	150.00	
		Christmas Eve		453.00			
		Interest Income Building Fund	2.00	2.96		2.00	
	Total Building Fund Income		24,252.00	39,392.81	162.43%	12,152.00	
	Total Building Fund Income		24,252.00	39,392.81		12,152.00	
	Other Expense						
		Mortgage Interest	6,254.16	238.28		0.00	
		Bank Charges		0.00			
		Principal Payments	19,306.00	29,182.17		0.00	
	Total Other Expense		25,560.16	29,420.45	115.10%	0.00	0.00%
Net Other Income			-1,308.16	9,972.36		12,152.00	
End of Year 2020 Outstanding Loan Balance				259,939.00	3.69%		3.69%
End of Year 2021 Outstanding Loan Balance				176,692.51	3.69%		3.69%
End of Year 2022 Outstanding Loan Balance				96,635.14	3.69%		3.69%
End of Year 2023 Outstanding Loan Balance				29,182.17	3.69%		3.69%
End of Year 2024 Outstanding Loan Balance				0.00	3.69%		3.69%
			Interest Rate		Interest Rate		Interest Rate