

2024 ANNUAL REPORT

NASHUA PRESBYTERIAN CHURCH

February 2, 2025

Vision Statement

Welcoming Hearts: Growing in Faith and Service

Statement of Belief and Mission:

We, the members of the Nashua Presbyterian Church,
believe in one all-powerful God,
who creates us, loves us, and saves us through His grace,
which is manifest in the sacrifice of His son, Jesus Christ.
We rejoice in the presence and power of the Holy Spirit in our lives.
We are grateful to God for bringing us together from distant locations,
with varied backgrounds and views.

We are committed to being a warm and welcoming family,
caring for each other and offering assistance to those in need.

We are dedicated to participation in local mission
and broader outreach through the connectional nature
of the worldwide programs of the Presbyterian Church (USA).

We are confident that by worshiping, praying, working,
studying, and enjoying fellowship, with a strong faith in God's love,
that we can nourish one another,
learn to live by Jesus' example, help others,
and spread the good news of the Gospel.

NPC Annual Congregational and Corporation Meeting
February 2, 2025

AGENDA AND TABLE OF CONTENTS

The meeting will be convened with prayer.

The Clerk of Session will determine the presence of a quorum. Members may be present in the sanctuary or attending via Zoom.

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*Approve the Pastor’s Terms of Call.....	19
 *Election of Financial Review Committee for 2024 financial records consisting of two people and an alternate	
 *Election of three congregational members to the Nominating Committee	
 New Business	
 Adjourn with prayer.	

ELDERS		
Class of 2025	Class of 2026	Class of 2027
Rich Campbell (6)	John Oswald (6)	Doug Harrison (6)
Lillian Johnston (3)	John Carey (2)	June Forster (3)
Bob Graybill (3)		Judy Choate (3)

DEACONS		
Class of 2025	Class of 2026	Class of 2027
Caroline Kocinski (6)	Michelle Henderson (6)	Ruth Andrus (3)
Susan Duarte (5)	Coleen Brady (6)	Carol DiFranco (3)
Diane St. Onge (3)	Candy Stone (3)	

The number in () indicates the number of consecutive years that person will have served when their current term ends.

An Elder or Deacon may serve for 6 consecutive years. They must have a year “off” the session or board of deacons before they may serve on that particular board again.

Corporation Officers for 2025
President – Henry Voorhis

Secretary – Rita Kirk (Clerk of Session)
Treasurer – Lillian Johnston

2024 PASTOR'S ANNUAL REPORT/LETTER

Dear NPC Members and Friends,

I'm now in my tenth month as your settled pastor (a role that officially start on April 1, 2024) and I remain deeply grateful for all that I've learned from NPC about healthy church and healthy community. I've enjoyed the one-on-one meetings I've had so far (mostly those who are snowbirds or whose last names start with A or B) and I look forward to more in 2025. I have left every one of these meetings having learned something new or thinking about something in a different way and I so appreciate your generosity with your wisdom, your perspectives, and your full selves. As you approach your annual report, I want to offer a few reminders (and teasers for the year ahead):

Pastoral care is not only for dire emergencies or great loss – a pastoral conversation can also be useful for times of transition (even happy transitions), decision-making, long-term grief, or intentional reflection. Pastoral care is appropriate any time you think it would be helpful to have a conversation partner who thinks and speaks with faith commitments in mind. The fastest way to reach me is by email at leahrumsey@g.harvard.edu but you're also welcome to call my cell phone, especially if there's something that you don't feel ready to put in writing.

In 2025, please keep an eye out for **Confirmation for Grown-Ups**¹. In exploring the confirmation curriculum we'll use with young people this spring, I discovered a wealth of materials that are not only appropriate, but also interesting and inspiring, for adults of all ages. If it's been a little while since your own confirmation, or if you'd just like to learn more about the Bible, church history, and theology, please keep an eye out for this offering after Easter. The tentative plan is to meet during the Tuesday Bible Study slot (1:30-2:30 at church or Zoom), but we can adjust this time or offer another time to meet the needs of everyone who wants to participate.

At its best, church should be a place where people both give of what they have (leadership, knowledge, music, money, good listening, prayer, decision-making, organizational skills – this list goes on and on) and have their needs met (needs for community, for spiritual growth, for learning and an active intellectual life, for material resources, for friendship, for good listening, for emotional support – this list also goes on and on). I know that you all are amazing about giving of what you have. I hope that you will also let this community support you in whatever ways emerge in the year ahead. I also hope you will think through your contacts and networks and think about if you know someone who would benefit from being a part of NPC in some way, whether that means attending worship or Bible study, coming to a concert or potluck or picnic, or being a part of the men's breakfast groups, among other possibilities. Many of these are

¹ Liturgically speaking, we can't actually confirm you again. But we can have a celebratory potluck when we finish.

accessible even to people who have an established church home but might be looking to tap into a faith community at other times during the week, so please think widely and creatively. You all already do so much to support this community, but I'd like to make one more ask for 2025 – will you, in some way, **share the ministry of NPC** with someone who you think would benefit?

With respect and affection,



Leah

CLERK'S REPORT 2024

We have had several members move to other states and we miss their presence, but they often join us via Zoom, so we keep in contact. Terry and Mary Leslie Sylvia moved to Florida but not before Terry spent considerable time painting and generally touching up the steeple and other projects. We appreciate his expertise on tall ladders.

Kevin and Mary Ann McHugh moved to Pennsylvania, but Mary Ann continues to join our Bible study by Zooming in. Her Sunday School teaching, piano playing and her participation in community and world causes kept us on our toes. She established our participation in the Annual Water Walk and demonstrated the love of Christ in her care for refugees. She also was a recipient of the Sarah Puglisi Service Award in 2022. We will miss them dearly.

In January Barry Laber passed away after a long illness. Barry was a faithful choir member and was the greeter par excellence at the front door for as long as he was able. He and Mary also made sure the front of the church had beautiful plantings. His friendly spirit is sorely missed.

On Good Friday we lost a long-time member, Stuart Ramsay, who though he had been living in Florida for a while, continued faithful Zoom attendance as long as he could. Stuart was a recipient of the Sarah Puglisi Service Award in 2011 and was responsible for many projects that established plantings, harvested trees, arranged bonfires and hay rides, and in general kept the outside of the church in top shape. Along with his wife Kathy and his family, we celebrated his life in a moving service on September 21, 2024.

In August Dawn Gravlin was welcomed to membership and has joined in Small Group and choir.

In December we welcomed six new members who have also hit the ground running in terms of service. Carol DiFranco, Ruth Andrus, Judy Choate, Matthew Lehman, and Bill and Lynn Moseley are faithful attendees and now members.

Our membership currently stands at 58.

Rita A. Kirk
Clerk of Session

DEACON'S ANNUAL REPORT 2024

2024 brought some changes to the Deacons and the manner in which we fund our various projects. The congregation opted to designate specific funds to the Deacons this year, and we took that as a mandate to do as many “good deeds” as we could, as we continued to support the Matthew 25 principles in all of our projects. We were delighted to have Pastor Leah join our meetings and truly appreciated her spiritual guidance and her updates on the congregation. Candy Stone joined us and spearheaded the Care of Congregation group. Candy ensured that anyone in need of a visit or a message was seen and cared for. Susan Duarte and Caroline Kocinski continued to work with Family Promise, the Soup Kitchen and Stepping Stones, until they closed. The Deacons reaped the benefits of Diane St. Onge’s creativity and energy, and Michele Henderson kept us up to date with her excellent minutes of our meetings. MaryAnn McHugh, sadly, had to resign from our group because of pressing family concerns. This left the already short “staffed” Deacons in a challenging position as we tried to minister to our Flock lists.

The Sunday Schoolers took on the Soup-er Bowl project this year, and the Deacons matched the funds collected and were able to send the Nashua Soup Kitchen and Shelter a sizeable donation on behalf of the congregation. We also learned that the Soup Kitchen often didn’t have butter for bread at the evening meal, so we voted to purchase packets of butter each month and have them delivered to the Soup Kitchen. We are blessed with the Most Superior shopping skills of Susan Duarte, who manages this for us!

Our annual Easter basket project was a huge success thanks to the generous donations from the congregation! We were able to provide 80 wonderful, colorful baskets to the Nashua Soup Kitchen and Shelter, where we heard when we delivered them, “Oh! Nashua Presbyterian Church! We can always count on you!”

We were all devastated by the news that Stepping Stones suddenly and unexpectedly closed. We spent some time considering which organization to “adopt” in its place, and a group visit to the Nashua Children’s Home quickly answered that question for us. We joyfully included the Children’s Home in our monthly donations as well as in our other special projects.

The Homework kits were prepared and delivered to the third-grade class at the Dr. Crisp Elementary School and to 25 students at the Nashua Children’s Home.

Our annual Sock Project (thank you Diane for re-naming October “Sock-tober”) was enhanced this year thanks to the wonderful suggestion from Bob Graybill. We collected and donated over 300 pairs of socks to the Nashua Soup Kitchen and Shelter, and we included for the first time a collection of new or gently used coats and jackets. The socks and coats were gratefully accepted!

The Angel Tree project this year was able to help 2 families identified by MaryAnn McHugh. We were able to provide gifts for 10 children in those 2 families and to assist the families with Market Basket gift cards. In addition, we “adopted” 7 children from the Nashua Children’s Home.

The Deacons continued the monthly Bake Sale started by Barbara Graybill and decided to use the proceeds to purchase items from the Presbyterian Giving Catalog. We were able to purchase chickens, goats, a drill, 2 sewing machines and 4 hygiene kits with the funds you so generously donated to our monthly bake sale! Thank you so much!

We learned of a family who was able to leave the Family Promise Shelter and move to their own home. The family had mattresses but no bed frames. We were able to purchase the 3 bed frames and have them delivered to the family in time for the holidays (and another outstanding shopping feat by Susan Duarte!).

These projects, in addition to our ongoing monthly support to the Nashua Soup Kitchen, Family Promise and the Nashua Children’s Home certainly helped us with our “good deeds” mandate! The Deacons want to thank the congregation for their support and for their generosity. This was my first year of leading this amazing group, and I thank them and all of you for your support.

Respectfully submitted,
Coleen Brady

***Nashua Presbyterian Church - Deacons Fund
2024 Budget & Summary***

	Budget 2024	Actual Jan-Dec
<i>OPENING BALANCE</i>	4330	4329.58

<i>INCOME</i>		
Pledges	8286	10838.00
Prepaid 2024 Pledges	-820	-820.00
Easter Baskets		50.00
Souper Bowl		480.00
Bake Sale		550.50
<i>TOTAL INCOME</i>	7466	11098.50

<i>EXPENSES</i>		
Nashua Children's Home	0	1850.00
Gift cards (food)	0	300.00
Stepping Stones	2400	400.00
Nashua Soup Kitchen & Shelter	0	1444.74
Family Promise	0	3498.26
End 68 Hours of Hunger	0	340.00
Community Hospice House	0	200.00
Sock Project	0	284.92

Angel Tree & Christmas gifts	0	371.16
TOTAL EXPENSES	2400	8689.08

Net Income (Loss)	5066	2409.42
CLOSING BALANCE	9396	6739.00

NURTURE WORKING GROUP ANNUAL REPORT

MEMBERS 2024: June Forster, Rita Kirk, MaryAnn McHugh, Mary Oswald, Leah Rumsey, Candy Stone

The Nurture Working Group (NWG) is responsible for the nurture of the congregation (Education, Fellowship, Worship, Music). The NWG has designated multiple task forces with specific responsibilities to support these areas. Task forces can be added at any time and anyone can suggest a new task force. Each established Task force has a point of contact (POC). The POC is responsible for that task force and can ask others to help with that task force as needed. We are grateful to all volunteers who work hard to make NPC a vibrant and committed congregation.

Task Force	Point of Contact (POC)
Adult Education - Provides skills enhancement education	Coleen Brady
Annual Fall Congregational PotLuck	John Oswald
Annual Summer Church Picnic - The NWG plans the picnic	June Forster/John Oswald
Banners - Coordinates with the Pastor when to hang banners	Barbara and Bob Graybill
Children Education - Oversees Sunday School for children.	Rita Kirk/MaryAnn McHugh
Christmas Decorations & Advent Wreath - coordinate the decorating and undecorating of the church for Christmas. – Water the real tree everyday first week after it is up	Julie and Doug Harrison Doug will water real Christmas Tree
Church Historian – Need volunteer to organize records of the church for historical purposes.	t-b-d
Communion Preparation	June Forster/Bobbie Knickerbocker/Candy Stone/Barbara Graybill/Coleen Brady/Rita Kirk
Drapery for Outside Crosses at Easter	Tom Woodward
EAT (Enjoy a Treat) – Monthly luncheon	Cal Knickerbocker
Kitchen & Paper Supplies - Ensures there are supplies in the kitchen.	June Forster & Mary Oswald
Kitchen Organization - Ensures the kitchen cabinets remain	June Forster, Mary Oswald, Connie

organized.	Millner/Candy Stone
Library – responsible for maintaining the library in good order	Crystal Thomason
Men’s 2nd Saturday Breakfast - Men of the church meet at Denny’s	Cal Knickerbocker
Music Team - responsible for music for the church	Rita Kirk, Rich Campbell, Michele Henderson, Coleen Brady
Parament Selection - Ensures the sanctuary has the proper paraments	Julie Harrison, June Forster, Rich Campbell/Candy Stone
Peace by Piece Quilting Ministry - This group makes quilts for people who need some comfort, whether from an illness or another situation.	Betsy Woodward
Piano Tuning	John Oswald
Prayer Team - Sends prayer concerns to those on the prayer list/team	Rita Kirk
Small Group Ministry - Small groups meet weekly	Rich Campbell
Sunday Refreshments - Coordinates the refreshment/coffee	June Forster, Barbara Graybill, Rich Campbell, Candy Stone
Sunday Refreshment clean-up	Bill & Kathy Crenshaw, David & Connie Millner, Candy Stone, Bob & Barbara Graybill
Toddler Task Force - Takes care of the toddler room.	Amy Connors
Usher/Greeter/Lector – Acolyte Organizer- Creates and maintains a list of ushers, acolytes, greeters, and lectors for the worship services	MaryAnn McHugh
Women’s Activity Group (WAGS) - WAGS schedule and plan several events for women that are held throughout the year.	Candy Stone/June Forster/Connie Millner/Rita Kirk/Barbara Graybill

- **Adult education**

- Monday evening (7:00pm) - Small Group
- Tuesday afternoon zoom Bible Study hosted by Pastor Leah Rumsey at church or via zoom
- Lenten and Advent Devotionals – ordered and distributed on-line by Sara Balmos. Hard copies were made available in church by Candy Stone.

Music

2024 The Music Team is involved in helping choose weekly anthems. This team is doing an amazing job.

Following are other items the music team approved:

- Children’s choir (participates in services)
- Choir – started up in September
- The hybrid music team (John Carey, Coleen Brady, Michelle Henderson, and Elizabeth Sarao) continues to provide music for our Sunday morning Worship Service. They are doing such a marvelous job and their voices are amazing. The congregation continues to enjoy the wonderful music selection and voices they provide.
- Alan Johnston has supported the Zoom Music Team by making voice recordings and incorporating photographs provided by Donald Forster during the anthems. The anthems,

voices and pictures have provided an uplifting spirit to the congregation which we are all very thankful for.

- The Music Team’s Third Annual Christmas Concert was held on December 15 at 3p.m.
- Christmas concert with the full choir, the quartet and selected soloists were performed. Amazing performance and well attended.

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Fellowship

NPC offered the following opportunities to the congregation to enhance fellowship:

- Easter Sunrise service breakfast – hosted by Terry and Mary-Leslie Silva
- Easter egg hunt
- Sunday refreshments – small feasts.
- Summer picnic outside on the lawn – was held on Sunday, August 18, 2024
- Fall potluck – none scheduled in 2024
- EAT group [Enjoy a Treat] – rotating monthly luncheon fellowship group
- Saturday Men’s Breakfasts – at Denny’s once a month
- WAGS – Women’s Activity Group hosted Christmas Tea Party, Sunday, December 8.
- Peace by Piece Quilting – continues to make quilts and give them to be blessed for those who need to be enfolded in God’s love
- Game nights with Pizza at least once a year! – was held on Saturday, October 5.

Worship

We have been worshipping in person in church as well as on zoom since May 2021 – December 2024.

The Zoom Worship Team of Alan Johnston, Doug Harrison, Collen Brady, Rich Campbell and the congregation really appreciates all the hard work and many hours this team has put into making our services available to everyone remotely.

NWG is responsible for several aspects of the worship service, including paraments, banners, holiday decorations, scheduling ushers, lectors, greeters, and acolytes, making sure candles are available when needed, and providing Bibles and inspirational reading for 3rd graders, graduates, and confirmands. No graduates in 2024. NWG is also responsible to make sure palms are available on Palm Sunday, Easter lilies on Easter, and poinsettias at Christmas. Finally, as a different aspect of worship, NPC is grateful to have a devoted Prayer Team.

Additional items:

- Safe Church Policy

MISSIONS WORKING GROUP REPORT 2024

Members: Rich Campbell, Caroline Kosinski, Judy Choate, MaryAnn McHugh, Susan Duarte, Bob Graybill and Pastor Leah Rumsey

Mission Working Group includes Missions, Membership Development, Communications and the church website. Responsibilities include the promotion and collection of special offerings such as One Great Hour of Sharing, Pentecost, Peace and Global Witness and the Christmas Joy Offering. Also included is the promotion of mission activities outside the local community like the Water Walk, the CROP Hunger Walk, Presbyterian Disaster Relief, Immigrant Justice, and the Mission Co-Worker Cindy Corell. Sponsorship includes supervision and determination of the Missions portion of the church budget, Membership Development, Publicity within the congregation (email announcements and Facebook postings). Members of the congregation participated in the annual Water Walk for the benefit of building water wells and distribution sites in Africa. They also participated in the annual CROP Hunger Walk and the most funds collected from a small faith community. We have members serving dinner at the Nashua Soup Kitchen. The Committee provides a Moment for Mission most every Sunday during the service. This moment includes topics from local and national agencies serving all communities; the United Way, Bridges, Family Promise, the Nashua Children’s Home, Nashua Soup Kitchen and Shelter, and the Presbyterian Mission Co-Worker Cindy Corell. Additionally, we continue to have our internal working groups share their agendas and projects with the congregation, including the Deacons, Operations, Nurture and Missions working Groups. This year we held a New Members Potluck in May and by the end of the year we accepted 6 new members into the church. Also, a revised trifold brochure was developed and is now printed and is being distributed.

OPERATIONS WORKING GROUP 2024

Building Maintenance

The Building Maintenance Task force is headed by Doug Harrison, with assistance from Bob Graybill and many others.

Accomplishments during 2024 include the following:

Terry cleaned and replaced ceiling tiles throughout the church.

Replaced exit signs.

Sound board was replaced, and two new microphones were purchased.

A large bulletin board was purchased and hung in Leah’s office and her desk was replaced.

A new computer was purchased, and a new printer purchased for the office.

The building passed its array of yearly inspections including fire alarms, sprinkler system, boiler inspections, and backflow water meter. These inspections cost \$1400 per year.

The Great Room floor became sticky as the cleaners used some unknown substance on it. Bill and David took two days and cleaned it.

Cal sold \$2400 worth of donations before and after the Yard Sale.

Grounds Maintenance

Thanks to Cal Knickerbocker and the tremendous number of volunteers who assisted in outside landscaping and grounds cleanups in both the spring and fall.

We again qualified to be an Earth Care Congregation.

Flower beds: Members again volunteered to do the flower beds and a marvelous job was done.

Our snow plowing contractor did a great job for the 2023/2024 season. We have our same snow plowing contractor this season. Cost is \$7000 per season.

Doug striped the parking lot.

Burned out parking lot lights were replaced.

The Nature Trail was cleared for walking by Connie and David.

Bob Graybill, David Millner, and Tom Woodward again did wonders with the garden.

Doug did the lawn mowing for the year.

David and Connie cleaned out the sheds and took many trips to the dump.

Cal wired brush one of sheds roof.

Irrigation system worked well.

The Deacons Garden contributed about 400lbs of vegetables to Lil Farm Stands and the soup kitchen. A similar amount went to members.

Terry cleaned the outside windows of the steeple. .

The pond was filled. An eight-foot stone circle was installed (\$3000). Two flower pots were placed beside it with arrangements changed by Diane seasonally. Pachysandra and four small evergreen shrubs were placed around the circle.

A fountain was donated by the Moseleys, and it will be dedicated in the spring.

Building Use

The Building Use Task Force is headed by Candy Stone.

The Nashaway Woman's Club met six times in 2024.

Personnel

Leah was installed as Pastor on April 1, 2024.

The Personnel Task Force handles all aspects of employment within the church.

John Carey continues to provide live & recorded music and does a phenomenal job.

Sara Balmos remains as our communications director, and she handles technical admin issues.

Stewardship

The Stewardship Task Force created our annual Fall Stewardship campaign. Participants were: Leah, Alan, Lillian, Henry, David and John O.

Pastor Leah provided the theme: “Their Hearts Made Them Willing”. A proposed budget for 2025 was presented to the congregation with a slide presentation and brochure.

Alan did another fantastic slide presentation after church on December 8th.

A 2025 budget was prepared to be presented to session in January 2025.

Finance

The Finance Task Force monitored the financial health of the church, prepared the 2025 budgets for Session approval and recommended the 2025 salary package for the Pastor.

Hannaford Gift Cards raised \$350.

We have reworked our pledging to include all aspects of the church budget into one unified pledge. Pledges are up slightly from the previous separate pledges last year.

Financial reports are included showing the comparative 2024 Budget, 2024 Actual and 2025 Budget for the Operating Fund. The Mission report shows the 2024 summary. Also included is a Balance Sheet as of 12/31/24, a Deacon’s Report and summary of misc. funds



***Nashua Presbyterian Church
Balance Sheet as of 12/31/24***

ASSETS

Operating Fund	190419.90
Capital Improvement Fund	23398.63
Mission Funds	868.71
Deacons	6739.00
Women's Activity Group	354.00
Pastor's Discretionary Fund	200.00
Bostick Music Program Bequest	21321.48
Memorial Fund	1590.59
Memorial Funds - Carol Dube	1576.25
Memorial Music Fund	4691.90
Youth Group	390.37
Diversity Education Fund	215.25

Camp Wilmot Scholarship Fund	125.00	
MacKenzie Bequest	<u>58879.71</u>	
Cash - Fidelity	0.00	
<hr/>		
Total Cash	310770.79	
Land (1010 W. Hollis St.)	62300.00	
Building & Equipment	<u>503445.10</u>	
<u>TOTAL ASSETS</u>		<u><u>876515.89</u></u>
<u>LIABILITIES</u>		
Loan - General Assembly - Addition	14658.63	
Benevolence Payable	0.00	
Payroll Taxes Payable	<u>586.78</u>	
<u>TOTAL LIABILITIES</u>		15245.41
Net Worth	<u>861270.48</u>	
<u>TOTAL NET WORTH</u>		<u>861270.48</u>
<u>TOTAL LIABILITIES & NET WORTH</u>		<u><u>876515.89</u></u>

cash in Fidelity	127972.18
cash in Enterprise Bank	148006.96
cash in B of A	<u>8623.82</u>
iBond	<u>21412.00</u>
bank bal	306014.96
plus outstanding dep	27957.24
minus outstanding cks	<u>-23201.41</u>
plus Hannaford cards	0.00
	<u>310770.79</u>

Nashua Presbyterian Church - Mission & Benevolence
2024 Summary

	Budget 2024	Actual Jan - Dec
<i>OPENING ACCOUNT BALANCE</i>	7496	7495.71

<i>INCOME</i>		
107 Benevolence Pledges	5936	8053.00
108 Apportionment Pledges	1750	1850.00

108.1 Apportionment from Oper.	1450	1010.00
109 Special Mission Collections		4486.50
109.3 OGHS		1020.00
109.4 Pentecost		900.00
109.5 Women's Birthday Offering		195.00
109.6 Peace & Global Witness		1131.50
109.8 Christmas Joy		1240.00
113 Prepaid 2024 Mission Pledge		-3653.00
114 Prepaid 2024 Apportionment		-1000.00
115 Prepaid 2024 Special Offerings		-1743.00
116 Prepaid 2025 Apportionment		416.00
TOTAL INCOME	9136	9419.50

EXPENSES

650 Apportionment	3200	2860.00
700 Presbytery Giving		4300.00
General Presbytery Mission		0.00
PCUSA Mission Co-Worker		1000.00
Theological education		1000.00
PCUSA Giving Catalog		1300.00
PDA - General Assistance/undesignated		1000.00
701 Local Mission - Deacons		3300.00
End 68 Hours of Hunger		400.00
Bridges		500.00
Boys & Girls Club		200.00
Harbor Care		200.00
Front Door Agency		400.00
Nashua Soup Kitchen		400.00
Community Hospice House		400.00
NHSS Panther Pantry		400.00
Nashua Children's Home		400.00
702 Special Collections		4486.50
OGHS		1020.00
Women's Birthday Offering		195.00
Pentecost		900.00
Peace & Global Witness		1131.50
Christmas Joy		1240.00
703 Other Mission Giving		1100.00
Church World Services		1000.00

NAIC		100.00
TOTAL EXPENSES	3200	16046.50

CLOSING BALANCE	<u>13432</u>	868.71
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Miscellaneous Funds

Women's Activity Group 2024

		Income	Expense	Balance
1/1	Starting Balance			354.00

Bostick Music Program Bequest 2024

		Income	Expense	Balance
1/1	Starting Balance			21321.48

Memorial Fund

		Income	Expense	Balance
1/1	Starting Balance			1565.59
2/11	in memory of Barry Laber	25.00		1590.59

Memorial Funds - Carol Dube

		Income	Expense	Balance
1/1	Starting Balance			1576.25

Memorial Music Funds (Darnall & Jack)

		Income	Expense	Balance
1/1	Starting Balance			4741.90
11/24	gift for Elizabeth Saro		50.00	4691.90

Diversity Education Fund

1/1	Starting Balance			215.25
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Youth Group

		Income	Expense	Balance
1/1	Starting Balance			390.37

Capital Improvement Fund

	Income	Expense	Balance
1/1 Starting Balance			23398.63

MacKenzie Bequest

	Income	Expense	Balance
1/1 Starting Balance			61571.88
10/20 New Sound System		2393.17	59178.71
10/20 ipad for sound system		299.00	58879.71

iBond

	Income	Expense	Balance
1/1 start balance			21412.00

Pastor's Discretionary Fund

	Income	Expense	Balance
7/21 Donation	200.00		200.00

Camp Wilmot Scholarship Fund

	Income	Expense	Balance
1/1 Starting Balance			125.00

**Nashua Presbyterian Church
2024 Operations Summary & 2025 Consolidated Budget**

	2024 Budget	Actual Jan -Dec	Budget 2025
INCOME			
101 Congregation (Pledges)	136892	137754.04	157630
102 Other (Unpledged Offerings)	8200	22662.07	10070
103 Building Use Donations	0	800.00	0
104 Fund Raising	2600	5527.48	2600
105 Flowers		300.00	
106 Interest	3500	5677.01	5000
107 Prepaid 2024		-42254.40	
108 Prepaid 2025		36459.24	
109 Mission	5936	8053.00	10000

110 Special Offerings	4000	4486.50	4000
111 Deacons	10000	11098.50	10000
112 Per Capita	1750	1850.00	3000
TOTAL INCOME	172878	192413.44	202300

EXPENSES			
Administrative			
200 Pastor (Salary & Benefits)	80435	80124.43	98245
220 Pulpit Supply	1250	1160.00	1250
230 Communication Specialist	5500	5370.00	5500
Other Administrative Costs	3300	3423.65	3300
Supplies/Activities/Church Growth/NWG	500	183.13	500
291 MWG	150	0.00	150
Total Administrative	91135	90261.21	108945

Building & Grounds			
300 Building loans & improvements	10173	10173.24	10173
302 Capital Improvement Fund		0.00	
310 Utilities	18650	23065.78	24000
320 Maintenance	13470	11878.72	13470
321 Furnishings	200	0.00	200
325 Landscaping & grounds	1606	6853.25	2500
330 Insurance	5088	5088.00	6078
Total Building & Grounds	49187	57058.99	56421

Worship			
400 Musicians	7800	8550.00	8250
450 Flowers & Supplies	920	1064.34	920
Total Worship	8720	9614.34	9170

Christian Education			
500 Christian Education Study Material	400	126.85	500
555 Supplies	300	38.97	300
Total Christian Education	700	165.82	800

Mission			
650 Apportionment	3200	2860.00	2964
700 Presbytery Giving	4300	4300.00	5000
702 Special Collections	4000	4486.50	4000

703 Other Mission Giving	100	1100.00	5000
Total Mission	11600	12746.50	16964
800 Deacons - Local Mission	5700	11989.08	10000
Total Expenses	167042	181835.94	202300
Net Gain/Loss	5836	10720.50	0

PASTORAL CALL FOR 2025

Effective Salary

Cash, Housing Allowance	64920
Total Effective Salary	64920

Benefits

BOP Medical 16% of effective salary	16%	10387
medical reimbursement 13% of effective salary	13%	8440
BOP Pensions 8.5% of effective salary	8.50%	5518
BOP Death Benefits/Disability 1% effective salary	1%	649
BOP Temporary Disability plan .5% of effective salary	0.50%	325
Social Security reimbursement 7.65% of effective salary	7.65%	4966
Dental Insurance		540
Total Benefits		30825

Reimbursed Expenses

Study allowance reimbursed	1000
Reimbursed expenses (vouchered)	1500
Total Reimbursed Expenses (as designated by Pastor)	2500

Grand Total Terms of Call **98245**

Hours: 30 Hours per week

Paid Vacation: 4 weeks including 4 Sundays

Paid Study Leave: 2 weeks annually which can be accumulated up to 3 years per session action

Sick Leave: 5 days @ Full Pay. Sick leave does not accrue and unused sick leave is not payable upon termination. Sundays are included among the 5 days.

Short Term Disability: 90 days @ Full Pay less BOP coverage (60% pay after 14 days). Coverage starts when sick leave is exhausted or may start upon admittance to a hospital.

Jury Duty: When called to Jury Duty the church will continue Full pay less the amount of Jury Pay.

Personal/Compassionate Leave: Our church realizes that life is not always predictable or within our control. Therefore, in the event of special circumstances, compassionate leave is available. We understand special circumstances to include the death of an immediate family member or personal /family crisis. We will provide up to 6 days of compassionate leave with pay per year. Compassionate leave does not accrue and unused compassionate leave is not payable upon termination. Sundays are included in among the 6 days of compassionate leave.

Six annual holidays: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day, or a compensatory day when that day must be worked for some reason.

Sabbatical: After every 7 years of service, the congregation will provide for a 3-month sabbatical in line with Presbytery guidelines, continuing the salary and benefits for that period, and providing for pulpit supply in the pastor's absence.