

**THE NORTH HAVEN CONGREGATIONAL CHURCH
UNITED CHURCH OF CHRIST**

**ANNUAL REPORT
2018**



North Haven Congregational Church

Presented At The Annual Meeting
January 27, 2019

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NORTH HAVEN CONGREGATIONAL CHURCH, UCC

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(203) 239-5691 * FAX (203) 234-1751

An Open and Affirming Congregation

CALL TO ANNUAL MEETING

January 27, 2019

10:30 a.m.

AGENDA

Call to Order

Opening Prayer

Moderator's Convening Statement

Approval of Minutes of January 21, 2018 Annual Meeting

Approval of Non-Financial Reports

Approval of Treasurer's Report

Approval of Financial Reports

Approval of Budget for 2019

Election of Officers

Election of Ministry Leadership Board Members

Any Other Business That May Come Before This Meeting

Adjournment

Respectfully Submitted,
Barbara Massey, Church Clerk

In case of postponement for any reason, the meeting will be held on February 3, 2019

Mission, Vision, & Values Statement

MISSION

Our church's mission is to bind ourselves with Jesus Christ in:

- Worship together;
- Nurture of Christian discipleship; and
- Compassionate service to our community and beyond.

VISION

We are a hub for the larger community as a church of action:

- Conducting regular, robust worship in a responsible and relevant way in an ever changing and challenging world;
- Welcoming people from different and diverse places to be a community of disciples together; and
- Involved in purposeful action and activities through the structure of self-directed Mission Teams.

VALUES

We:

- Pray together, encourage each other, and trust one another;
- Take personal responsibility for fellowship and our community; and
- Celebrate with honored traditions.



Moderator's Report

Our church and the Ministry Board enjoyed another year of accomplishments, celebrations and advancements. I'd like to thank all the members of The Ministry Leadership Board, beginning with our officers: Clerk, Barbara Massey; Financial Agent, Bryant Munson; Treasurer, John Tibor and our at-large members: Patience Benassi, Chris Corcoran, Liz Dean, Adam Schweickert, and Cathy Welch, and our ex-officio member, Pastor Scott Morrow, for all the time, energy, dedication and knowledge they shared to make the MLB and other Mission Teams succeed in their endeavors. This year, other members of the MLB wrote at least one article for the "Window" expressing their thoughts on items they felt could inform and benefit the congregation. As the positive feedback was encouraging, we will continue with this concept again in 2019.

The MLB approved various changes, including a New Policy for Contracts and Vendors, requiring that all contracts for services or supplies for the church which exceed \$600 in value must be signed by the church's Financial Agent (currently Bryant Munson). Additionally, all contractors and vendors will now be required to provide a certificate of insurance. Our insurance carrier also recommended that we request all building-use groups to have liability insurance (\$1,000,000 min.), with NHCC named as an additional insured on that policy. In the case of small groups and private parties without insurance, he suggests that we get copies of homeowner policies to ensure these groups have liability insurance. The Insurance Board will sell liability policies to groups for \$200-\$300 a year based on the size of group and the number of times they meet in our church. This policy only covers the group while they are in the church. Bryant Munson wrote to all outside groups using our building of the insurance needs for each, and he continues to work with Julie in this matter. Most groups have now provided the necessary paperwork, but there are a few who are unable to comply. The MLB has therefore approved the following exceptions to our new insurance requirements: Al Anon; AA; and the Danish Brotherhood and Sisterhood. It is

also understood that any group that is sponsored by the Church is covered by our Church Policy.

A copy of the minutes from each MLB meeting is available to Mission Team Leaders once the minutes have been approved by the Board. The Board welcomes any new projects or ideas Mission Teams may have and is happy to meet with them at one of its meetings with an advanced request.

Regarding fundraisers, please be reminded that *Any and all persons who wish to initiate a church fundraiser must first present the MLB with such proposal, and MLB approval must be received before action on such proposal commences.*

We are blessed to have wonderful staff in our church. Like Pastor Scott, who leads and guides us spiritually and provides care and counseling whenever needed while also supporting youth groups and interrelating with our Mission Teams and local community; like Jeff Hutchins and Gary Snowbeck, whose talents provide us with the music and voices that enhance our weekly worship services; like Julie Schweickert, whose amazing capabilities and talents are still being uncovered; like Karlee Etter (with assistance from Kerry Stewart), who brings the word of the Lord to our youth each week; and like Kirk Johnson, a man who performs his tasks faithfully and competently but with little fanfare.



During last year's Memorial Day Parade, we celebrated the history of our church again with a trailer (thank you Gerard Adinolfi), hitched to a truck (thank you Paul Powers), driven by Peter Struk (thank you Peter), towing a to-scale NHCC church replica (thank you Bernie Hummel), with

congregants marching alongside or standing atop the trailer wearing cherry red t-shirts with our church's outline on the front (thank you Evan Schweickert, for your drawing) and "All are Welcome" printed on the back. I do believe that some of these shirts are still available for purchase (children are free) from Barbara Massey at \$5.00 each.

A dedicated team has been meeting monthly to revise the "Safe Church Policy" adopted in 2002. The goal of this "Safe Conduct Policy" is to enable members, staff, and visitors to feel confident that North Haven Congregational Church is committed to providing a safe place for all to participate in the mission and programs of the church. We want to inspire trust that the church will not tolerate sexual misconduct or harassment, or discrimination based on gender, sexual orientation, racial or ethnic identity, age, or ability. The Safe Conduct Mission Team looks forward to sharing its work, seeking feedback from congregants and staff, and providing presentations and training to promote full understanding of this policy as a vital part of our "All are Welcome" motto. It is our hope a final revision of the "Safe Conduct Policy" will be available for presentation at the Annual Meeting on January 27th.

An innovative "Electronic Giving" process proposed for use by the congregation was presented by Pastor Scott and Julie and recently demonstrated to the MLB by John Tibor. Details of this process were included in the January Window. If you have any questions please call the Church Office.

The MLB has accepted the Capital Campaign's charge of completing any remaining CC Projects using the remaining funds. Additionally, a "Mustard Seed Mission Fund" has been set up as seed money for new Mission Teams should any money remain once the capital projects now in process are completed.

Speaking of Mission Teams, please look at the following list, and you'll realize how many of our members are involved with so many different types of Mission Teams. They can always use more volunteers, however, so even a few hours or

one day a week given can truly make a difference in your life and the lives of others. Please contact the leader(s) named below if you're interested.

Abraham's Tent: Priscilla Bradford and John Tibor. To provide housing and meals to twelve people identified by Columbus House who need these services.

Buildings and Grounds: Martin Benassi, Paul Powers, Mark Bessette, Melisa DeLuca & Betsey Reid. Coordinate maintenance and enhancements to the church and property, Coordinate Spring and Fall Cleanups.

Clothing: Carol Mitchell, Wendy Glynn, Darlene Rogers and Julie Schweickert. Coordinate requests, collection, and distribution of clothing to families in need twice a year.

Collection and Counting: Collectors: Susan Compton, Carol Mitchell, Helen Nado, Jim Bennett, and Cathy Welch. **Counters:** Beth Anderson, Cheryl Bogart, and Melissa DeLuca. Count and document weekly collections and other funds received (food bank, fundraisers, special music, etc.). Make weekly deposits.

Covenant to Care: Paula Diehl. Coordinate events supporting children and families in need identified by our Social Worker. (School Backpacks, Easter Baskets, Christmas Presents, Birthday Bags, and Winter Coats).

Downtown Evening Soup Kitchen: Betsey Reid. Volunteer to serve food on the 2nd Thursday night of each month at the Soup Kitchen in New Haven.

Endowment: Bryant Munson. To monitor the Church's Endowment and encourage planned giving.

Faith Formation: Kerry Stewart, Karlee Etter. To have a fully staffed, well-attended Sunday School. Obtain curriculum, recruit teachers, oversee special events.

Rebuilding Together: John Tibor and Priscilla Bradford. One-day event to help those in need by performing small house remodeling / maintenance projects.

Food Closet: John Tibor, Gail Fulop, Tony Solecki, Robbie Juliano. Collect and distribute food to those in need. Large drives at Thanksgiving and Christmas in addition to monthly food boxes.

Generosity: Beth Anderson, Joan Bennett, Priscilla Bradford, Cheryl Bogert, and Mabel Peterson. Lead Stewardship Campaign.

Landscaping: Priscilla Bradford. Coordinate planting annuals, mulching, trimming shrubs and weeding beds.

Library: Betsy Gumbart, Lillian Flodquist, & Betty Martin. Organize and maintain the books in the Library.

Member Care: Priscilla Bradford (Coordinator). Doris Ferner (Team Leader): Larry Ballantyne, Betsey Gumbart, Bryant Munson, Linda Shannon. John Tibor (Team Leader): Carol Mitchell, Mabel Peterson, Dot Pierce, Betsey Reid. Jim Bennett (Team Leader) Patience Benassi, Joan Bennett, Nancy Mahoney, Greg Pierce. Barbara Massey (Team Leader) Paula Diehl, Gail Fulop, Linda Rankin & John Rankin. To provide care to and contact with church members and friends by calling, visiting, providing meals and rides, and/or sending cards.

Memorial Gifts: Barbara Massey & Cathy Welch. Coordinate donations given to the church in memory of a loved one. Write thank you notes, manage the funds, and ensure the funds are used appropriately.

Men's Fellowship: Jim Bennett & all the men of the Church. Meet twice a month over breakfast. Support the church with fund raising events and hands-on involvement.

Music: September Baraquin, Susan Beth Higgins, Carol Mitchell. Provide guidance to the music director and organist. Coordinate the Pierpont Concert series.

Mystery Dinner: Priscilla Bradford, John Tibor, and Julie Schweickert. Coordinate the production of a Mystery Dinner.

Technology: Mark Bessette. Coordinate and support all technology needed at the church.

Website: Sue Compton. Coordinate design and updates to the NHCC Website.

Women's Fellowship: Dot Pierce & all the women of the Church. Coordinate outreach and fundraising events at the church including Harvest Fair, Tag Sale/Craft Fair.

Worship-Communion/Liturgy: Nancy Mahoney, Kathy Harple, Joan Bennett, Jim Bennett, Carol Amico, Adam Schweickert, Chris Corcoran, Tim Peiffer, Sally Pallatto, Stephanie Perkins, Dot Pierce, Doris Ferner, AnnMarie Czajkowski, & Heather Tolisano. Provide support to the pastor including planning and setting up for worship and assistance during worship including liturgy and other needs (recording of services).

Worship-Floral: Sue Tibor, Denise Adinolfi, Stephanie Perkins, & Helen Nado. Coordinate volunteers to supply flowers for Sunday Service, acquire and manage Poinsettias at Christmas, Lilies at Easter, Palms on Palm Sunday.

In closing, remember, the Ministry Leadership Board (MLB) provides guidance and oversight for the ministries, activities and property of the Church. It is responsible to the Congregation and functions only within the authority granted to it by the Congregation. The MLB consists of the Moderator, the Clerk, the Treasurer, and the Financial Agent, plus five at-large members. Additionally, our Pastor, Scott Morrow, serves as an ex officio member of the Board. Our five at-large members are elected by the Congregation at the Annual Meeting. If you are interest in submitting your name to join the board, please contact either Scott or me before the Annual Meeting.

Joan Bennett
Moderator



Senior Pastor's Report

I want to begin my annual report for 2018 with my deep gratitude for the staff I am privileged to work with. Our church is served by a tremendously dedicated and talented staff. **Julie Schweickert** is very effective in her work as the office manager. She is welcoming and responsive to members and visitors. Along with her organization and support for Mission Teams, she undertakes important projects on her own initiative to assist and expand the ministry of the church. **Kirk Johnson** is consistently attentive and devoted as he maintains the church building as a clean and inviting center of mission. He is a cheerful presence as he assists groups in their use of facilities, and responds to food pantry clients. **Gary Snowbeck** brings abundant talent, thoughtful reflection, and deep joy to his work as our organist. I am particularly grateful for Gary's work with wedding couples who may be new to the church. I find the occasions when Gary shares his own compositions or musical arrangements to be truly uplifting! **Jeff Hutchins** brings a special enthusiasm and encouragement to his leadership of the chancel choir, the children's choir, and his work with soloists and accompanists. He brings infectious joy and deep gratitude to his work with the dedicated volunteers in our choirs. **Karlee Etter** is quite dedicated in her work as the Ministry Coordinator for Children. Her creativity is welcome, and her passion for faith formation is important in an era of change in the Sunday School.

We continue to develop mission-oriented leadership. Our model of Mission Teams provides coordination of work to support our congregational life and empowers expansion of our ministry in the community. We are paying attention to God's call and the leading of the Holy Spirit to find our place among the many Mission Teams and their ministries. Some Mission Teams focus on enabling our worship and caring for our church building, and others coordinate efforts to work with Abraham's Tent, serve dinner at the Downtown Evening Soup Kitchen, and collaborate with our Covenant to Care social worker. There are some challenges to be

addressed as we grow in our mission orientation. Mission Teams have flexibility about having meetings to conduct their work, or communicating by email. Mission Teams do need coordination, though, and one challenge is identifying one or two leaders to provide coordination. Mission Teams also need to invite new members on a steady basis – there is no “Nominating Committee” to fill positions on Teams. The Ministry Leadership Board has provided sustained reflection and guidance for our shared mission, and they have encouraged Teams in their continuing mission, as well as empowering new Mission Teams bringing fresh ministry projects.

OASIS is the new name for the multi-church youth group we are engaged in. Oasis is supported by Spring Glen Church UCC in Hamden, First Presbyterian Church in New Haven, United Church on the Green in New Haven, and NHCC. Church of the Redeemer UCC is closing, and most of their members have moved to either Spring Glen Church or First Presbyterian. There are several additional churches interested in joining this program, including Trinity Episcopal Church on the Green in New Haven, and Bethesda Lutheran Church in New Haven. Several churches have expressed interest in more occasional involvement: Dixwell Avenue UCC in New Haven, First Congregational Church of Cheshire, and the Unitarian Society of New Haven in Hamden. This program allows participating churches to contribute to the costs of staffing and program without having to supply a full, independent program for youth. The OASIS Multi-church Youth Group (OASIS MYGroup) includes youth in 7th – 12th grade. Attendance has averaged about 12 for youth group, and 18-20 when the confirmands join in. There is a 2-year Joint Confirmation program built into OASIS. Four youth from North Haven were confirmed last year. There are currently three confirmands participating this year, and one active in the youth group. The OASIS program combines fellowship, outings, service events, and shared meals. The Youth Ministry Mission Team is a new mission team being organized to support NHCC involvement in OASIS. This is a particularly exciting example of collaboration with

neighboring churches to enable programs which individual churches struggle to provide.

A new Mission Team has gathered this year around the task of updating our Safe Church Policy. The Safe Conduct Mission Team has conducted a major review and revision of the policy, which is given a new name: the Safe Conduct Policy. The basis Safe Conduct Policy will be presented at this Annual Meeting for comment and approval by the congregation. Further work remains in the clarification of standards of practice for the Sunday School and youth programs and the development of disclosure forms for volunteers working with youth and adults in the church. Education and training for the congregation and staff is another endeavor for the coming year.

The Capital Campaign, Honoring our Past, Building our Future, was envisioned as an effort to raise funds for renovation and refurbishment of the church and the parsonage, and for invigoration of ministry in the community in connection with the celebration of the 300th anniversary of the church in 2016. A tremendous number of projects have been funded and completed through generous donations by the congregation of both money and of work. The Capital Campaign has drawn to a close this year, with several projects in final stages of completion and remaining funds transferred to the attentive stewardship of the MLB. Notable accomplishments this year include the installation of a camera system to enhance security of the building, ongoing replacement of windows in the church, and the planned replacement of the front door and storm door at the parsonage. A plan is being developed to recover the tile floor in Carroll Hall, and the floor in the Choir Room. This will be the first major repair project to be funded since the completion of the Capital Campaign.

There is news of the wider United Church of Christ. I have once again rotated onto the Church & Ministry Committee of the New Haven East Consociation. This group oversees preparation for ministry and authorized ministerial standing in the United Church of Christ. Discussions are underway exploring the possibility of merging the work of the Church & Ministry Committee of the

Consociation with the Committee on Ministry of the New Haven Association. Meanwhile, the preparation for a new Tri-Conference continues. The final annual meeting of the Connecticut Conference of the United Church of Christ will be held on May 18. The first official annual meeting of the new CT, MA, and RI Tri-Conference (still to be named) will take place on November 1st and 2nd of this year.

Ministry in the Reformed tradition of the United Church of Christ is shared among all members. I want to express my deep appreciation and great admiration for the vital and rich ministries of the North Haven Congregational Church. In particular, I want to thank our Moderator, **Joan Bennett**, for her guidance of the Ministry Leadership Board. I want to thank **John Tibor** and **Larry Ballantyne** for their dedicated work with church finances and the budget. I am very grateful to **Bryant Munson** for his active oversight of the church's invested funds. I also thank the remaining members of the Ministry Leadership Board: **Patience Benassi**, **Liz Dean**, **Barbara Massey**, **Adam Schweickert**, and **Cathy Welch**. They have been patient, diligent, and faithful in discerning the mission for the ministry of the Church, guiding the staff and enabling and empowering the Mission Teams. Finally, I offer my general thanks to all the Mission Team members, and to the entire congregation, for their faith and service.

In September I began, with the support and the encouragement of the MLB, a two-year certification program in spiritual direction offered through the Mercy Center in Madison. The program involved weekly class sessions on Wednesday nights from September through mid-April, four longer Saturday sessions, and, eventually, monthly sessions with interested "directees" under the supervision of the Directors teaching the class. I am very grateful to the MLB for their support of this endeavor.

I have identified three primary goals for the coming year. I want to provide encouragement to church members in identifying and responding to God's call to mission through the church. I am excited to undertake several efforts to invite new people to come to North Haven Congregational

Church. Finally, I look forward to planning a celebration of the 10th anniversary of NHCC's vote to be an Open & Affirming Church, welcoming all "women and men of all ages, tongues, races, abilities, circumstances, and sexual orientations", in 2019.

This report marks my 24th year of my pastoral leadership among you. I am very grateful for your faithfulness, your active discipleship in mission, and your encouragement and support for me, and for Carol, Amy and Jesse.

May God bless you richly, hold you gently, and guide you surely in the coming year.

Scott Morrow

Ministry Coordinator for Children

January 2018 continued as teachers and assistants used our new curriculum, selected by the Faith Formation Team during August 2017, from SPARK digital publications to grow the children in our biblical tradition and guide them on their continuing faith journeys. During the 2017-2018 school year, ten adults and three teen assistants taught Church School through two-month rotations. During the summer months, Church School convened for four Sundays. The remaining summer Sundays were family worship days.



September 9, 2018 marked the official start to a new Church school year. The year kicked off with registration followed after worship with hamburgers, hotdogs, salads and desserts; enjoyed by our church family. Unlike past years, this year our first day of Church School coincided with a

long weekend for North Haven's school children. Therefore, although we had a smaller attendance than usual, by the end of September we had twenty-eight children registered. Church School classes continue to gather into three age groups: Toddlers (Ages 2-4 years); Pre-Kindergarten (Ages 4/5-Grade 2); and Grades 3-7. The toddlers enjoy playing under the watchful eye of Brianne Goldfuss, while the other children have enjoyed Bible stories, games, and activities with Kerry Stewart, Gressa Quinn, Barbara Massey, and myself, as well as Lori Murphy and Heather Rowe filling in when needed.



During September and October, the older children enjoyed a special unit about Communion, while the younger children learned some favorite Old Testament stories. This year, the children, with much support from the congregation, are collecting a "Noisy" offering on the second and fourth Sundays of each month for Heifer Project International. As of December, over two hundred dollars have been set aside for this particular mission project, about forty percent of the needed funds; bringing the children closer to funds required to sponsor three animals for a family, families or village in need of basic sustenance.

Throughout November and December, we had a unique unit of lessons about the Jesse Tree and all its ornaments. Each week, from November 4 through December 9, each child chose a Jesse tree ornament to decorate and then read and shared the accompanying scripture(s) to go with the ornament he or she selected. Overall, approximately twenty-five ornaments (made in triplicate), representing the ancestors of Jesus were created and hung on the Jesse Tree, which had a place of honor in the sanctuary during Advent and Christmas.



As has been the custom at NHCC for many years, the Faith Formation Team and I planned an Advent Night for December to welcome the coming of the Christmas season. About seventy people were in attendance, more

than we have had in the past. This year, however, Santa Claus paid a visit and took time to talk with each child interested in doing so. At first, most of the children were slightly shy about talking with Santa, but once one brave child did so, nearly all the other children followed.



This year's Christmas pageant followed a more traditional style, in which five narrators read the Christmas story while the parts were acted out by approximately seventeen children dressed as shepherds and animals, Mary and Joseph, a Head Angel and host of little angels, and of course the Wise Men, together creating a nativity tableau. The narrations read by the children were adapted from the SPARK bible and based upon the Christmas story from the book of Matthew.

As NHCC begins its second semester of Church School, the children will be learning New Testament stories, including the baptism of Jesus and its connection to their own lives.

Faithfully submitted,
Karlee Etter
Ministry Coordinator for Children

Music Director



There were many beautiful notes hit in 2018! Our church features a regularly-meeting Chancel Choir, hitting 16 in number, producing beautiful and spirited anthems on a weekly basis. While we need recruit more assertively in the year to come, we are grateful to have such a talented, devoted, and friendly group of musicians who meet every Thursday and Sunday. Many churches of comparable size are not so fortunate. Thanks to a supportive staff and congregation, we were able to sing some fabulous repertoire in 2018. From “Jesu Joy of Our Desiring” by Bach to the modern piece, “10,000 Reasons”, (Beautifully arranged for SATB Choir), the choir offered a diverse array of music. On Easter Sunday, we included two great Trumpeters to our musical offerings. We also featured the Children’s choir at the same service, singing “Alleluia #1” a contemporary hymn. While the Chancel Choir missed having their special Easter breakfast between services, we were rewarded with some extra Easter rehearsal that morning and a “packed house” for Easter, as it should be. On November 4th, 2018, we offered some “special music” in commemoration of All Saints’ Day. Carol Mitchell sang “Pie Jesu” from Faure’s Requiem, and the choir sang Faure’s setting of “Sanctus” from the Requiem. We also sang a choral introit that day:

In God alone my soul can find rest and peace
In God my peace and joy
Only in God my soul can find its rest.
Find its rest and peace.
- Taize Chant

These words are just some of many that the choir encounters every week that really keep us centered on why we’re here!

Mother’s Day Choir:



Father’s Day Choir:



The Pierpont Concert Series concerts featured the always-popular North Haven High School Jazz and Vocal Ensembles. This concert brings in the most audience members and is a delightful evening. The students and the audience both seemed very rewarded. This has become a very fulfilling tradition here at the church. There remains more potential to build on how much this brings the North Haven community together. Since the tradition is established, we can work on more ways to sing its praises in the community.

In May, The Jolly Beggars played to a small audience here, and we were a tad disappointed, because the concert was so delightful, energetic, and fulfilling. The Music Ministry Team wrote a polite article requesting the congregation pay closer attention to the Pierpont Concert Series schedule and advertising so that the Pierpont concerts remain sustainable and supported in the future. We are hopeful for the future.

Our Children’s Choir sounds fabulous! We are meeting most Sundays after Sunday School, approximately 10:35am, to practice music for seasonal Sunday mornings offerings. September Baraquin and Jeff Hutchins “tag team” both the practices and the services. There are many musically gifted children in our church! They recently sang confidently and loudly on their Christmas Pageant anthem, “Rise Up, Shepherd,

and Follow". On February 24th, they will be offering another song in church.

Volunteers and guests, such as Andy B., Deb Mason, Naomi S. and Laura K. have enriched our musical offerings with their goodwill and musicianship. Flutes, Cellos, Trumpets were added to the service music this year. We also featured our kids Aidan (playing Away in the Manger at the Christmas pageant) & Hannah (Playing The First Nowell at the 5:00pm Christmas Eve service).

Members of the Music Ministry Team would like to thank you all for your continued support of music at church and the Pierpont concerts. We are also grateful for those who consistently donate to the music program through the "pink music envelopes". It is very helpful and provides a little flexibility around the holidays. We are grateful for a supportive congregation.

Respectfully submitted,

Jeff Hutchins
Director of Music
The Music Ministry Team

Minutes of the Annual Meeting January 21, 2018

- The Annual Meeting of the North Haven Congregational Church was held in the church sanctuary and was called to order at 10:45 a.m. by Moderator Stephen Simonson. There were fifty two voting members present which constituted a quorum. The call to the meeting was posted as required by the by-laws. The Rev. Scott Morrow led those assembled in prayer.
- A motion was made by Cathy Welch and seconded by Bernie Hummel to approve the minutes of the January 21, 2018 Meeting. The motion was passed.
- John Tibor moved and Cathy Welch seconded the motion to accept all non-financial reports. The motion was passed.

- John Rankin moved and Joan Bennett seconded the motion to accept the Treasurer's Report. John Tibor presented a summary of the report. The motion was passed.
- Larry Ballantyne moved and Jim Bennett seconded the motion to accept the financial reports. The motion was passed.
- Cathy Welch moved and John Rankin seconded the motion to accept the proposed budget for 2018. John Tibor presented a summary of the budget. The motion was passed.
- John Rankin moved and Beth Anderson seconded a motion to elect the five officers of the Ministry Leadership Board. Joan Bennett as Moderator, John Tibor as Treasurer and Larry Ballantyne as Assistant Treasurer, Barbara Massey as Church Clerk, and Bryant Munson as Financial Agent. The motion was passed.
- The at large members of the MLB voted upon this year are Elizabeth Dean, Chris Corcoran and Cathy Welch. The motion was passed.
- Adam Schweickert read the Ministry, Vision and Values Statement of our church.
- The meeting was adjourned at 11:35 a.m.

Respectfully submitted,
Barbara Massey, Church Clerk

Report of the Church Clerk

The Ministry Leadership Board (MLB) this year has been under the direction of Joan Bennett as moderator. The Board met eleven times during the year missing one month in the summer.

The MLB meetings follow an agenda including a Bible Study, the reading of North Haven Congregational Church's Ministry and Mission Statement, the approval of the prior meeting's minutes and adding any changes, task reviews, financial reports, key updates and follow through on old topics, the Pastor's report, new topics and a meeting evaluation.

The minutes of the previous meetings are sent by way of email to MLB members prior to the next

meeting. The minutes are then approved with any changes and emailed to Mission Team leaders and are posted on the church bulletin board in the hallway outside the office for the congregation to view.

The last Annual Meeting of the church was held on January 21, 2018. The members of the congregation who were present received and accepted the reports of the 2017 Mission Teams, staff and MLB officers. The 2018 officers and at-large members of the MLB were elected. The budget for 2018 was also approved at that time.

Respectfully submitted,
Barbara Massey

Church Statistics - 2018

BAPTISMS:

Adam Michael Kaplan	March 11
son of Adam and Krista Kaplan, born Sept. 2, 2017.	
Gabriella Rae Staub	March 18
daughter of Jeremy and Robyn Staub, born Dec. 1, 2016.	
Riley Mae Jenne	March 25
daughter of Chase and Amy Jenne, and great-granddaughter of Joe and Marion Dunn, born May 4, 2017	
Michael Joseph Goldfuss	July 15
Son of Michael and Demi Goldfuss, grandson of Diane DePrimo, born February 6,	
Ronald Colton Goldfuss	September 30
son of Matthew and Jennifer Goldfuss, born April 13, 2018.	
Ella Jennie Tolisano	November 25
daughter of Heather and Michael Tolisano, born August 27, 2018.	

DEATHS

Jean Bennett	January 6
Trevor Davis Sr.	January 25
Clifford Powers	January 31
Edward (J.C.) Warner	February 22
David Marks	March 27
Anthony Lacobelli	May 8
Joyce Ferrucci*	June 16
Barbara Gray	June 17
Lillian Eckels	August 11
Gloria Furnival*	September 8

Rich Ziemba	August 26
Ina-Mae Schmidt	September 4
Harold Schmidt	September 24
Virginia Berniere*	September 26
Isabelle Timothy*	October 16
Raymond Lavanway	November 28
Anthony Lacobelli	December 2
*members	

WEDDINGS

Cheryl Iris and Francis Dutko	March 3
Julie McGarry and John Peters	May 12
AnnMarie Noel and Gary Czajkowski	June 9
Aliza Lee and Jacob Stanley	June 16
Vanessa Carmona and Daniel Kirk	August 25
Kristofer Collins and Carolyn Hain	August 26
Christen Walsh and Jeff Hotton	September 8

NEW MEMBERS

Confirmation

Onna Gott
Alec DiVito
Tanner DiVito
Mathew DiVito

May 13



Confession of Faith

Jackie Jennings	February 4
Julie McGarry	February 4
John Peters	February 4
Mary Ellen Collett	June 3
Ed Collett	June 3
Crystal Pohlman	June 3
Cynthia Geissler	June 3
Susan Guckert	December 2
Kathleen Harple	December 2

Dropped from membership by transfer

Curt & Carolyn Thalken

Dropped from membership by worship team review

Jaime Arsenault
Marie & Haley Battista
Karen & Ryan Beauvais
Marcia Brown
Nicholas Ciarlo
Sharon Ciarlo

Katherine Ciarlo
 Kimberly Ciarlo
 Christopher Ciarlo
 Peter Deming
 Karen DePoto
 Alicia Eddy
 Mitch Grant
 Derek Grant
 Jennifer Harris
 Andy Kastenhuber
 Jessica Lawlor
 Kathleen McKiernan
 Cynthia Miller
 Erin Pallatto
 Carol Pastore
 Tim & Amy Pridham
 Jackson Taymans

Placed on Inactive

Kristen Creston
 Erin Mahoney

CHURCH MEMBERSHIP STATISTICS 2018

Active Members, January 1, 2018 344

Inactive Members in 2017 not included..... 32

Total membership, January 1, 2018 376

Members Removed

Removed by Death 4

Removed by Letter of Transfer 2

Resignation..... 0

Removed by Worship Team Review 26

Members under review..... 149

Moved to Inactive 2

Sub-total 183

Members Received

Letter and Reaffirmation 0

Confession of Faith 9

Confirmation 4

Sub-total 13

Total membership, December 31, 2018 206

Worship

The Worship Team for 2018, was comprised of Carol Amico, Larry Ballantyne, Jim Bennett, Joan Bennett, Chris Corcoran, Doris Ferner, Nancy Mahoney, Sally Pallatto, Tim Peiffer, Stephanie

Perkins, Dot Pierce, AnnMarie Czajkowski, Adam Schweickert, & Heather Tolisano.

We met to discuss Sunday worship services, special holiday services, review request for baptisms, weddings, and review procedures, policies, and ongoing projects.

One change was made to holiday services this year. On Easter, we implemented the change to having one service at 9:30 a.m. On Christmas Eve we continued with 10:00 p.m late service.

We continued the procedure of using pink and blue slips for prayer concerns. It appears to be utilized well by church members.

Worship Team members are responsible for preparing the sanctuary for worship each Sunday, beginning worship with the opening liturgy, assisting with the offertory, cleaning up the sanctuary after worship, and ensuring that the church building is locked and secure. They assist Rev. Scott with communion and other special services (baptism, weddings, and memorials, Ash Wednesday, Maundy Thursday and Christmas Eve). They also try to minimize interruptions in the office while Scott is preparing to lead us in worship, audio tape the service for homebound members, assist with New Member and Confirmand classes, and assist with Pastoral coverage when Scott is away.

Thank you to our Office Manager, Julie Schweickert, for her assistance and thoughtfulness, and a special thank you goes out to our Pastor, Scott Morrow, for his leadership and dedicated service throughout the year.

We welcomed assistance from Kerry Stewart and Karlee Etter in leading worship this year. Also, Kathy Harple has joined the Worship Team. We are grateful for their help. Please see a Deacon if you wish to join our Worship Team, wish to volunteer to read scripture during a Sunday morning worship service, would like to host a coffee/fellowship hour, or would be willing to wear a red emergency responder tag on a Sunday morning (instructions are on the back).

Respectfully Submitted,
 Nancy Mahoney
 Worship Mission Team

Floral

This year, the Floral Mission Team continued with members Helen Nado, Denise Adinolfi, Stephanie Perkins and Susan Tibor. With the support of our congregation, the team was able to coordinate floral arrangements for each Sunday worship service. The team also prepared for the following seasonal arrangements.

PALM SUNDAY



Palm leaves were separated and distributed to the congregation. Palm fans were arranged and placed in front of the communion table and on the windowsills.

EASTER SUNDAY

Easter lilies beautified the church, with two plants being placed on each windowsill and a display placed in front of the communion table. The wooden cross was placed on the front lawn and initially decorated with cut flowers provided by the floral team. It was further enhanced with flowers from the congregation. Lilies were then delivered to homebound and recently bereaved members of the congregation.



THANKSGIVING SUNDAY

The Thanksgiving Cornucopia was arranged on the communion table with a wide selection of fresh fruits and vegetables. On Thanksgiving Sunday the congregation brought donations of their own and added them to the table. During the next week the fruits and vegetables were delivered to the Downtown Evening Soup Kitchen by Larry Ballantyne.



CHRISTMAS SEASON

The Christmas season started with the hanging of the Christmas wreaths in the sanctuary and on the front doors. The electric candles with greens were placed in each window. Poinsettia plants then decorated the church with a

display in front of the communion table and two placed in each window. Poinsettias were delivered to homebound and recently bereaved members of the congregation.

The Floral Committee thanks the many church members and friends for their continued generosity in purchasing arrangements for each Sunday, as well as the many contributions for the Easter lilies and Poinsettia plants.

Respectfully Submitted,
Susan Tibor, Helen Nado, Denise Adinolfi,
Stephanie Perkins.

Sunday Worship Participants

Thank you to all the people who agreed to participate in the Sunday Service this past year. Ushers & Greeters providing a smile and a warm handshake, Scripture Readers sharing the word of God, and Coffee Hour hosts that create an inviting environment to visit with friends new and old.

Your participation is encouraged and needed in the coming year. Please sign up in the Narthex for open opportunities to become involved.

Generosity

The Season of Generosity is intended to emphasize and celebrate generosity in its many forms. Sharing of time and talents includes participation in many ways—helping enhance worship, helping members, assisting with Church functions, working on fund raisers, and helping with special events. The sharing of treasure is seen in the generous support to our Church by pledging to the annual operating budget; funding special, targeted collections; providing food for the food pantry; and using personal funds for

other Church needs and events. This spirit of generosity is greatly appreciated and deserves to be celebrated.

During the Season of Generosity this year, the Generosity Team asked the congregation once again to donate food items to the North Haven Churches Food Pantry housed in our Church. The food pantry shelves needed to be replenished before the major holiday food drives began, so we asked for donations as a tangible way to help the many people who received food from the Food Pantry. We were once again gratified by the response!! Each week overflowing baskets of food were received and brought to the front of the church along with our offering. This year, we also designated a special collection for the Habitat for Humanity local project.

For our Church to function and flourish, we need proper funding for the many vital Church activities. This year, we identified four goals for our yearly stewardship. We were hoping to raise operating funds sufficient to increase the salaries of our staff; to cover expected increases to fixed costs, such as utilities; to provide additional funds to our Church Mission Teams; and to create a pool of money set aside for unexpected expenses, such as problems with the office equipment, building issues, etc.



This year we have 8 new pledging units for a total of 127 - 35 of which have increased their pledges for 2019. We thank all those who increased their pledges, continued with their existing pledges, or offered new pledges. The response was gratifying

and will help to ensure that we can fund the increases to fixed costs and fund the full Church staff, as well as make progress toward our other goals.

Please accept our heartfelt gratitude for all that you do to share your Time, Talents, and Treasure!

Your Generosity Team –

Beth Anderson, Joan Bennett, Cheryl Bogert, Priscilla Bradford, and Mabel Peterson

Capital Campaign

Thanks to all who were part of our Church's successful Capital Campaign! On February 11, 2018, we celebrated the Capital Campaign and all that had been accomplished over the last 4 years. This includes recognizing the generous donations, and all the volunteer effort that made the campaign and all the resulting projects so successful. Our team developed ideas for a fund (the Mustard Seed Mission Fund) to be used as a seed fund for new mission teams, or outreach for existing teams, using the remaining Capital Campaign funds. We reviewed opportunities for additional memorial or commemorative leaves for the tree sculpture; and creation of a Legacy Society through the Endowments Team. The administration of the remaining funds and activities were transitioned to the MLB in June 2018.

In the three years prior to the Capital Campaign, the Church was able to rent the steeple to Nextel as a cell tower location. Nextel replaced the upper part of the steeple to house their equipment and built a shed in the back of the Church for their equipment. The Nextel funds allowed the Church to replace the heating system in the Church for a more reliable and energy efficient system; and begin the total reroofing and structural repair and painting of the bell tower, as well as several smaller projects. When the Nextel funds were exhausted, generous donations of \$34,000, \$5,000 and \$1,000 given to the Church to allow the continuation of the reroofing and bell tower repairs. To complete these major projects, the Church took a loan from the UCC Cornerstone

fund. The first funds expended from the Capital Campaign were used to retire this loan.



The Capital Campaign was conceived as an opportunity to refurbish the Church and Parsonage as part of the 300th Anniversary celebration to complete some major repairs and replacements at the Church and Parsonage that we knew were necessary. Since the beginning of planning and fund raising in 2013, the Capital Campaign raised a total of \$286,396 including the initial fundraising and two special fund drives – for the Adopt-A-Plant, and the Kitchen floor and windows (each of which raised over \$5,000). During the time that the Capital Campaign was funding many projects, there were two insurance claims that provided additional funds for repair/replacements; and other funds were provided to by the Women's Fellowship, the Men's Fellowship, and Memorial Gifts to augment the campaign funds and facilitate some of the projects completed during this time.

The campaign's success is due in large part to the able leadership of Sally Pallatto as Chair and Graphic Artist; Pastor Scott Morrow; and the assistance of Patsy Bjorling from the Connecticut Conference. We would also like to thank Martin Benassi, Betsey Reid, Paul Powers, and Bryant Munson for the countless hours spent planning, getting estimates, and overseeing the larger projects; for Priscilla Bradford, Sally Pallatto, Sue Compton, Francis Dutko, and Betsey Reid who were responsible for so much of the painting; for Julie Schwieckert for her help with the insurance related projects; for the many generous donors; and for all the members and friends who provided countless volunteer hours in so many ways to this collective effort. People volunteered their time and expertise to plan and oversee projects; work

on the construction projects; paint; landscape; and help in so many other ways.

Our Church has moved to a greener, more sustainable future with new windows, and new doors in the Church and attic insulation, and more energy efficient heating systems in both the Church and Parsonage. The Church kitchen, bathrooms, nursery, office, downstairs hallways and meeting/classrooms, and the upstairs hallways have all been renovated or refurbished. The church also now has a new phone and security system and new landscaping. The Parsonage also has a new roof and refurbished bathrooms and kitchen. This campaign brought us closer together as a Church and we wish to thank all the donors and workers who made so much possible!

Respectfully submitted,
Beth Anderson

Memorial Gifts

The Memorial Gifts Mission Team has received and documented contributions during the 2018 year. These generous gifts were given in memory of the following members and friends of the North Haven Church:

Beverly Falco
Philip James
Elaine LeQuire
David Marks
Harriet Slack
Isabelle Timothy

There were additional gifts given in honor of Doris Ferner's birthday and were designated for the Guertin/Ferner Music Fund.

Gifts were also contributed in honor Frances Amico's 96th birthday this year. Thank you.

The 2018 starting balance was \$9,893.82.

The total amount of gifts and interest added this year was \$994.88.

There was one request made to the Memorial Gifts Mission Team for money to purchase a Samaritan PAD 350P with CPR Coaching, a portable and lightweight unit which is compliant with AHA 2015 guidelines for any emergency in

the church. This system includes the defibrillator, pad-pak, durable carry case with zipper, data port with cable, instruction card and user manual/DVD. It is visible in Carroll Hall and available for anyone or group using the building. It is stored in a white painted corrosive resistant galvanized steel cabinet. It is designed for quick one pull open. There was no charge for delivery and set up. An in-service training was provided for NHCC and staff on the operation and the maintenance of the AED.

The complete cost was \$1405.00.

The final balance of Memorial Gifts Fund is \$9,483.70.

We would like to thank all who have contributed to the Memorial Gifts Fund during 2018.

*If you are interested in making a donation in memory of a special person or to honor someone for an occasion this might be a suggestion you may wish to consider.

Members of the Memorial Gifts Mission Team are Barbara Massey and Cathy Welch.

Respectfully submitted,
Barbara Massey

Building & Grounds

The Board of Buildings and Grounds continued to work hard over the past year maintaining both the church and parsonage and managing to stay under the approved yearly budget of \$11,726 by \$2,084.

Some of the maintenance related activities and costs throughout the year included:

Elevator: Total cost for both the elevator maintenance contract and State inspection was \$2,382.

Landscaping: Leo's Landscaping did an excellent job of taking care of mowing the lawn at both the church and parsonage. Invoicing totaled \$2,300 for the year.

Fire Extinguishers: Regular inspection and servicing of all eleven fire extinguishers throughout the building cost a total of \$227.

Housekeeping + Supplies: Purchase of cleaning

supplies such as paper towels, ice melt, soap, etc., for the year totaled approximately \$897.

Maintenance + Repairs: Some of the miscellaneous items which required attention over the course of the year included emergency plumbing repairs, bell tower repairs, and painting supplies for a total of \$3,570.

Alarm System: Alarm One Security Systems had the contract for monitoring the alarm system, and they responded quickly to our calls. Cost for their service totaled \$264.

Snow Removal: Southgate was retained to do sidewalk and walkway snow removal when accumulation was over 6 inches. However, they no longer provide this service, and the search has begun for a new vendor. A snow blower was purchased by Men's Fellowship to help whom ever does the sidewalk/stairwell snow removal, and a sign-up list will be created.

In addition to the items noted above, the committee was able to include oversight and work on several improvement projects:

Flooring: Betsey Reid has been working hard on getting quotes for new flooring in both Carroll Hall and the Choir Room. Asbestos abatement may be part of this project as well. This work will be completed prior to painting in 2019. Funding for this project is to be determined.

Elevator Lobby: Security camera and associated wiring have been completed in the elevator lobby. The walls have been patched, taped, primed, and painted. Thank you Priscilla Bradford for painting.

Parsonage Upgrades: Betsey Reid worked hard with several contractors to get quotes for replacing the front entrance door. Work scheduled for spring 2019.

Railings and Stairs: New custom hand railings were installed at the stairs to the choir pews and the nosing on the front entrance stairs to the church were painted black. Both items were for safety reasons.



Security Cameras and Site Lighting: Thanks to Paul Powers and Mark Bessette for all their hard work on finishing running the wires and hooking up several additional security cameras on the exterior of the church. As part of this project, several exterior lights were changed over to LED type units.



The committee would also like to thank all those who took time out of their busy schedule to help with various projects throughout the year including spring/fall cleanup, window replacement, floor refinishing, and the painting of various

rooms. Your hard work is very much appreciated by everyone.



Respectfully Submitted,
Paul Powers - chairperson
Martin Benassi
Betsey Reid
Mark Bessette
Melissa DeLuca

Landscaping

The Landscaping Mission Team was formed to oversee the maintenance of the gardens around the church property. This included mulching, weeding and trimming bushes. The mulching was completed on the Spring Clean-Up Day in April. Bushes were trimmed as needed during the growing season. The original plants in the triangle garden were removed. New perennial plants were planted in the triangle garden to add to the beauty of that space year round. Weeding of the gardens

around the church is accomplished by volunteers throughout the growing season.

Eleanor Harple, Helen Nado, David Perkins,
Members

Priscilla Bradford, Coordinator

Pastoral Relations

The committee met once this year. Members of the team include: Patience Benassi, Jim Bennett, Joan Bennett, Rich Gallagher, Jeanne Mecca, Adam Schweickert and Rev. Scott Morrow.

This committee's responsibility is to support the minister and be a liaison from the congregation to the minister.

Program Priorities for 2018

- 1) Establish a Youth Ministry Mission Team
- 2) Shepherd and Nurture Church Mission Teams
- 3) Empower and Support and helping the Capital Campaign achieve closure.

This committee had a productive session where Scott shared his opinions and feelings about how things were going in the church, what his priorities were, and what particular struggles or concerns he might be processing. Members of the team provided him with feedback, validation and support. Some themes included: delegation, empowerment of others, and awareness of the presence of the Holy Spirit. Scott commented that the biggest challenge he faces is setting priorities because there are so many competing priorities.

Often a Pastoral Relations committee serves as a mechanism to solve problems between the clergy and the congregation. This year was again not one of intervention and correction but rather one of encouragement and support. Efforts to meet more regularly in 2019 are advised.

Jim Bennett
Pastoral Relations, Member

Safe Conduct

The Safe Conduct Mission Team, consisting of Stephen Simonson, Doris Ferner, Joan Bennett, Rev. Scott Morrow, and Adam Schweickert, has been hard at work to update and revise our Safe Church Policy and supporting forms, which were first adopted by North Haven Congregational Church (“NHCC”) on November 27, 2001, and revised on September 22, 2002. We have used the phrase “Safe Conduct Policy” in the name of our Mission Team and the new policy to eliminate any possible issues with a trademark held by a group promoting a “Safe Church” product with which we are not affiliated.

The Mission Team met consistently through 2018 and into 2019, and has benefited greatly from Stephen and Doris’ years of experience with the Response Team under the Safe Church Policy, Rev. Scott’s diligent focus on and engagement with the subject, and Joan’s leadership as Moderator. We met our plan to bring a draft Safe Conduct Policy (“Policy”) and supporting forms to the Ministry Leadership Board for its review and feedback, and a proposed Policy to the congregation for its review and vote to approve at the January 27, 2019 Annual Meeting.

To facilitate the congregation’s review of the proposed Policy, we published an article in the October 2018 Window about our work, made copies of the proposed Policy available at the same time and with copies of the 2018 Annual Report, and made copies of the 2001/2002 Safe Church Policy available from the Church Office upon request.

The Mission Team successfully created a proposed Policy (basically, a revision of the 2001/2002 Safe Church Policy), which is now a more concise six (6) pages. Our goal was to write a strong, coherent, understandable, and approachable document that hits the key points, particularly because we have designed it to be a core agreement among all church leaders, Ministers, employees, members, friends, and volunteers engaged in the ministry of NHCC. As we say in the proposed Mission, Purpose, and Intent section that starts the Policy:

Our church’s mission is to bind ourselves with Jesus Christ in worship together, nurture of Christian discipleship, and compassionate service to our community and beyond. We believe all persons are created in God’s image (Genesis 1:26), and that God calls us – individually and collectively – to nurture faith in our community in a caring, safe, and loving manner.

Our church believes that all children, adults (whether members or friends), employees, and authorized ministers (“Minister(s)”) are valuable gifts entrusted to our care spiritually, physically, and emotionally, and the purpose of this Policy is to protect them in a safe Christian community.

It is the intention of this congregation to have a clear policy to discourage, and seek to prevent, abuse within our Christian community, and to promote an avenue for an appropriate response should allegations of misconduct arise at any time.

In the remaining sections, we cover these subjects:

- Statement of Policy
- Education and Training
- Maintenance of Records
- Response Team
- Procedures for Reporting and Responding to Allegations, and
- Appendix – Definitions.

The Mission Team’s work has also been in support of the Federated Youth Group effort, as the participating churches have been attempting to gather and define the various forms needed to support the youth and adult participation in its activities. Our Mission Team has updated and drafted forms that Rev. Scott has been able to bring to the Federated Youth Group leadership for their review and consideration, such as:

- Permission Slip
- Emergency Contact Information, and
- Application for Volunteers

As we look forward to addressing the proposed Policy as a congregation together at the Annual Meeting, we share with you the concluding sentence of the proposed Statement of Policy:

Finally, it is NHCC policy that this is an individual as well as collective responsibility to fulfill the highest standards of personal conduct

toward each other, through words and actions, and we expressly acknowledge that all of us (not just the Minister(s), employees, and Safe Conduct Policy Mission Team) are responsible to and for this Policy.

As with all things, we are in this together and – by expressing and taking collective responsibility to fulfill high standards of personal conduct toward each other, through words and deeds – we hope to see NHCC continue to be a beacon for those in our community looking for people of faith committed to worship together, nurture of Christian discipleship, and compassionate service to our community and beyond.

The Mission Team is looking forward to continuing its work this year as we go through the remaining forms and other supporting documents, and implement the proposed Policy (if approved by the congregation). If you have any questions about the Mission Team, or are interested in joining us, please see one of the team members.

Report By: Adam Schweickert, Stephen Simonson, Doris Ferner, Joan Bennett, and Rev. Scott Morrow

Safe Conduct Response Team

The Response Team is made up of three members, representing varied age groups (at least one male and one female) of the congregation. Policy specifies the Response Team is set for indefinite terms. Their primary task is to objectively investigate all allegations of abuse, sexual abuse, sexual harassment, or sexual exploitation. The Response Team is responsible to the Moderator and Ministry Leadership Board, and its members are identified annually at the first MLB meeting each year.

During 2018, the Response Team consisted of Patience Benassi, Doris Ferner, and Stephen Simonson. There were no allegations of abuse, sexual abuse, sexual harassment, or sexual exploitation reported to Rev. Scott (Senior Pastor), Joan Bennett (Moderator), and/or the Response Team during calendar year 2018.

Report By: Stephen Simonson, Doris Ferner, and Patience Benassi

Website

The NHCC website can be found at www.northhavenucc.org. Check out the Home page for upcoming events and the Church Calendar page for event times and locations. Check out the Our Church page for the Staff Directory, copies of the Window and the Mission, Vision and Values Statement. Information about Worship Services and the Music programs can be found on the Celebrating Our Faith page and information about Sunday School and Nursery programs can be found on the Forming Our Faith page. On the Working Together page, you can see information about the activities of the Men's and Women's Fellowships and Pierpont concerts. On the Being Neighbors page, you can see information about our involvement with Abraham's Tent, Covenant to Care, DESK and the Food Pantry. You may request a member login on the Our Church page to access the Member Resources page. On the Member Resources Page, you can access documents, forms, reports and the church directory.

Respectfully submitted
Susan Compton



Technology

The church went into 2018 with great technology installed in the prior year. Security cameras, a firewall, a new server all started 2018 off on a good foot. This year we continued in adding several cameras in key spots around the church. We purchased and installed a new computer for the Treasurer. We purchased and installed a new version of QuickBooks and linked it to serving keeper. This allowed tracking all monies between serving keeper and member donations seamlessly across both applications. This reduced the possibility of errors and saved John and Julie many hours of work.



Keeping both hardware and software up to date will minimize downtime for the church staff to do their job. Virus protection, Windows update, Serving Keeper update, QuickBooks update are all done automatically.

We also integrated a new eGiving option into our systems, providing you the flexibility to donate to the church, and view your online giving history, at your convenience, 24/7.

Electronic gifts are fast and secure:

- Give anytime, anywhere from your bank account or credit card.
- Schedule and manage recurring donations, including your annual pledge.
- Make one-time donations to special appeals
- Pay for events, programs, and other activities.

If you want more information, please call the Church Office.

Looking forward to 2019 we will be adding one or two more cameras in key locations. We will budget for the possibility of a new computer but should be set for this year without making any major capital expenses.

Mark Bessette

Library

Purpose: Maintain Library with categories, cards, and information.

Team Membership:

Lillian Flodquist 203-239-2618
Betsy Gumbart 203-271-8812
Betty Martin 203-671-7242

Duration of Mission: Ongoing since 2015

Advisory support from Ministry and Staff.

Budget Support not necessary, occasional sales support minimal needed.

Additions are always welcome. Place on shelf near sign-out table, as indicated.

Arts	Guidance
Bible	Healing
Bible Study	Humor
Biography	Missions
Devotions	NHCC History
Education	Prayer
Faith Exploration	Reference
Family/Aging	Social Issues
Fiction	Theology
General Church History	Women

Member Care

The Member Care Mission Team was formed in November of 2015 with the purpose of connecting members to care they needed. Members of the teams volunteered to provide rides, visits, phone calls and send cards to members of our congregation.

Four teams of five to six members were identified. According to a schedule, each team is assigned a week a month. The team captain receives information from Pastor Scott about the people who have a need for one of the services that week. The team captain coordinates his team members to provide the services and reports back to Pastor Scott what was done and any other needs that are identified. During 2018, many of our members received rides to medical appointments and help with shopping. Cards were sent and regular visits were made to people unable to leave their homes.

Members who have received services from the volunteers on the Mission Team have expressed their gratitude. Care Team Members are finding that reaching out to others has enriched their journey of discipleship. More members are welcome to join this mission team.

Priscilla Bradford
Coordinator

Food Pantry

Throughout the year the Food Pantry provided boxes of food for an average of forty families per month. Each week Gail Fulop, Robbie Juliano, and Tony and Cheryl Solecki have assured that boxes were prepared and ready for distribution to these families. The team continued to focus on maintaining orderly shelves and watching closely product dates as they sort food and make bags weekly.

The Food Council, consisting of members from the churches of North Haven, met in late August to discuss a State Department of Revenue Services opportunity identified by Julie Schweickert. It would have allowed donating businesses to receive a 60% tax credit on their monetary donations to the pantry upon filing their state corporate tax return. Unfortunately, due to extreme time constraints, the Council was unable to identify any contributors. This grant opportunity will be considered again for 2019 with an earlier notification to businesses.

The Food Council meets from September through January to plan and manage the holiday food drives. Assignments are given to various members to begin solicitation of food donations from merchants and businesses throughout the town. For those who participate, collection boxes are delivered and set up to receive food drop offs. This food is collected about once each week and brought to NHCC for sorting. In addition to merchant and business collections, the Cub Scouts, Boy Scouts, Girl Scouts and various other civic organizations also collect a substantial amount of food. Significant donations were also received from Vox Church North Campus, Liberty Community Church and the Knights of Columbus. By early November the double classroom was used for the collection and sorting of food.

Distributions of food were made to over 100 families for each of the Thanksgiving and Christmas holidays. Each family received a turkey, two boxes of non-perishable food, a bag of fresh vegetables and fruit, and a bag of dairy items. Many volunteers from NHCC and other

churches of the Food Council participated in the packing and distribution of this food.

We are thankful to all individuals who contribute food throughout the year including members of our congregation, the Catholic Church community, the Women's Club of North Haven and many others. Knowing we are directly impacting our neighbors in need continues to be a meaningful and very satisfying mission.

Respectfully submitted,
Gail Fulop and John Tibor

Springbook



The annual book sale was held on April 20th and 21st. The proceeds from the sale were \$1700.00 and supported the annual budget through the fund raising line item. Books were collected, sorted and placed in storage throughout the year. The week of the sale twenty-nine (29) volunteers brought the books from storage, sorted them and displayed them to be sold. They also helped to sell the books the days of the sale and remove them from the premises after the sale. The books remaining after the sale were donated to schools and teachers supported by Linda Moser of Books and Company and the VNA hospital library. The remainder of the books were picked up by Goodwill.

This sale could not have happened without the help of the volunteers who offered their time during the week of the sale and throughout the year and those who donated their books.

Three concerns arose as we looked beyond this year. First, we did not raise very much money given the time invested. People aren't buying used books. Second, there were no volunteers to help as a co-coordinator of the book sale. Finally,

while a significant number of volunteers helped with sorting, there were not sufficient volunteers to help with the lifting and carrying connected with moving the books from storage.

The Springboox Sale will not continue. Thank you to all who have volunteered for this event.

Betsey Reid, Priscilla Bradford
Coordinators

Mystery Dinner



The first Mystery Dinner was held on October 20. Six members and the advisor of the Improv Club of North Haven High School wrote and performed the mystery. The mystery theme was Hollywood Gala: Grover Awards. The guests figured out who stole the award using clues the actors provided during dinner. A dinner of chicken francaise, rice pilaf, green beans and apple pie was served. Six members of the North Haven High School jazz band provided music during the hors d'oeuvres.

The event was attended by 60 guests and was enjoyed by all. The event raised \$2400 which went to the general budget.

Julie Schweickert, Priscilla Bradford
Coordinators

Abraham's Tent

During the week of January 29 through February 5th, we hosted the guests of Abraham's Tent. There were nine guests. The guests arrived about 6 o'clock each evening and were provided a dinner meal, companionship, TV viewing and a comfortable sleeping environment. A hot breakfast was available in the morning and the guests had an opportunity to prepare their lunch.

The final evening of their stay was Super Bowl Sunday and we celebrated with traditional party fixings. Members of our church support the program by staying overnight, providing baked goods and lunch food and helping prepare meals. We appreciate the assistance that we received from our neighbors at St. Barnabas Church, Northford Congregational Church, Yale HVC APPs, and Hamden Plains Methodist Church who prepared and served dinner. Several volunteers from St John's and Hamden Plains also spent the night. Lynne Neilsen coordinated the knitters from Purl and Praise and other friends who made a warm hat to give to each of our guests. The Rose family provided bags filled with treats for the men to have during the day. We look forward again this year to welcoming our guests and are thankful for the support members of the congregation and community provide.

John Tibor and Priscilla Bradford
Abraham's Tent

DESK

NHCC has continued again this past year to support this essential mission by bringing 6 to 8 volunteers to DESK each month to serve supper. NHCC serves the food and cleans up afterwards, also makes a major contribution annually to help pay for the food and we take food from the Food Pantry for the lunches that are handed out. From 80 to 200 hungry persons are fed at DESK

I want to thank the many volunteer that participate each 2nd Thursday of the month For those who have not served, we leave the Church parking lot at 5:00 and others go directly from work or home and are usually back by 7. There is a sign-up sheet on the office bulletin board so we know how many will be going. Please join us if you are interested.

DESK Mission Team

Covenant to Care

The Mission Team once again supported our three regular projects: Easter Baskets, School Backpacks filled with the needed supplies for a new school year, and providing Christmas Gifts for DCF (Department of Children & Families) Children who were the most in need. We have had no special requests from our social worker this year. We also acted as the conduit for birthday bags assembled by the North Haven Women's Club.



The breakdown of our contributions is as follows:

- 36 Easter baskets appropriate for a specific child
- 14 backpacks filled with school supplies
- 5 backpacks with some supplies
- 1 gift card for a specific family to further fill backpacks
- 4 Thanksgiving Dinner Boxes
- 4 Christmas Dinner Boxes

The total approximate dollar amount of these donations are estimated to be \$5,792. Although we did not have to use much of the money allocated to us this year, last year we spent within \$3 of what was allotted us, we are asking to have the same amount in 2019 budget.

Respectfully submitted,
Paula Diehl for the CCC Mission Team

Rebuilding Together

Having worked with Rebuilding Together New Britain (RBTNB) in the past, we were contacted by



the organization inviting us to participate in its National Rebuilding Day.



On April 28th, seventeen volunteers who were member of NHCC arrived at the home of Maria in New Britain eager to help her make her home a safer place to live. The home needed repairs of plumbing, rebuilding of a back porch, painting inside and out, replacement of a storm door, yard clean-up, and sidewalk repair. During the day, our volunteers completed the plumbing and back porch repair and painting. The yard was cleaned up and debris was hauled to the curb for pick up. The bathroom was painted. A new storm door was installed on the front of the house. Additional pavers were added to the sidewalk to make it safe. Plants were planted in the gardens.

We left knowing that Maria, a grandmother caring for her grandchildren in addition to her own children, has a kitchen sink that does not leak, a freshly painted bathroom with no mold and a secure storm door.

We look forward to returning to New Britain for the **2019 National Rebuilding Day on April 27**. Anyone who is interested in participating for 2019 can contact the coordinators.

John Tibor and Priscilla Bradford
Coordinators

Women's Fellowship

Women's Fellowship had a very busy, fun-filled year in 2018, with different activities throughout the year. Aside from our usual fund-raising activities, such as the Annual Tag Sale and Harvest Fair, the Women's Fellowship added a campaign "Out With the Old, In With the New" that raised money to purchase 100 new padded

chairs and 20 new card tables for use in Carroll Hall.

There was a Valentine's Day Party; a St Patrick's Day Dinner; Paint Night at Splat Art Studio; and "After the Storm Art Bra Fashion Show," where our Flamingo Bra auctioned for \$1,075.

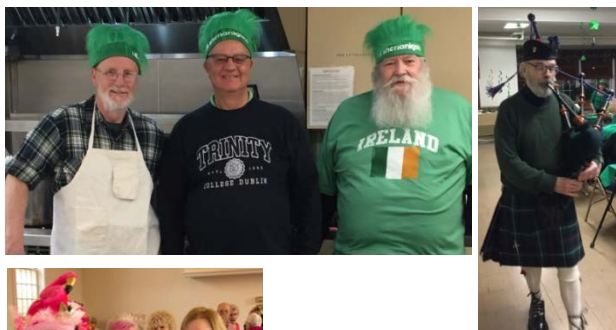
We hosted a Military Whist Party in September to a sold-out crowd. We held 3 Movie Nights, well attended and fun. Fall brought Apple Pie Making Day when we assembled 66 pies (and all were sold!), and Pink Sunday when everyone wore pink to worship and a pink bake sale was held to raise money for After the Storm.

The Harvest Fair again was a success, and we ended the year with our Annual Christmas Party.

Thank you everyone for your hard work and for making all our events successful! Looking forward to what 2019 will bring and hoping we see new faces at the events planned for this year. All women of the church are invited to join in the fun!

Respectfully submitted, Dot Pierce
President, Women's Fellowship

<u>Officers:</u>	<u>June 2018-19</u>
President	Dot Pierce
Vice President	Lynne Nielsen
Secretary	Cheryl Bogert
Treasurer	Carol Mitchell
Assistant Treasurer	Sally Pallatto



Funds available January 1st 2018: \$8395.77

The funds generated by:

St. Patrick's Day Dinner	\$259.68
Tag Sale	\$205.15
Military Whist	\$556.00
Fair/apple pies	\$4367.21

were donated to the following.

Local Donations in August:

1. Christian Community Action	\$100.00
2. Habitat for Humanity	\$300.00
3. Literacy Vol. of Greater New Haven	\$100.00
4. Birmingham Health Care Center for Domestic Violence	\$100.00
5. Community Partners in Action (Prison Association)	\$100.00
6. RBC Ministry (Our Daily Bread) devotional booklets	\$125.00

In December through the Missionary Society of Connecticut:

1. New Samaritan House	\$100.00
2. Emmaus Home	\$100.00
3. Ryder Hospital	\$100.00
4. Immanuel Home	\$100.00
5. Elon Home	\$100.00
6. Uplands Home	\$100.00
7. Clarks Hall Youth Services	\$100.00
8. Back Bay Mission	\$100.00
9. World Hunger	\$100.00
10. Heifer Project	\$100.00
11. Silver Lake	\$100.00

Other Donations and Projects:

Repair Blind in Carroll Hall	\$125.00
Hope Christian Church for Day of Prayer	\$100.00
Interfaith Services and Sewing Group (48 bags & postage)	\$49.50
Replace Water Filter in Kitchen	\$85.00
Abrahams Tent	\$100.00
Days for Girls (Kenya Health Initiative)	\$100.00
After The Storm Art Bra Auction	\$1075.00
Carpet Cleaning in Church basement	\$375.00
Church General Budget	\$1500.00
Minister's Discretionary Fund	\$500.00
DESK	\$200.00
Chairs and Card Tables	\$825.00
Miscellaneous expenses for projects and special events make up the difference.	

Funds available December 31, 2018: \$7274.16

Men's Fellowship

The Men's Fellowship group met twice monthly (1st and 3rd Saturdays) throughout 2018 for a 7:00 am breakfast, except for the months of July and August. Twenty (20) breakfasts were held in all, and attendance ranged from a low of eight (8) on June 16th to a high of eighteen (18) on September 1st.

We didn't hold an official fundraiser in 2018 but were able, nevertheless, to make the following donations from our treasury: \$500 to the Pastor's Discretionary Fund; \$250 to the Downtown Evening Soup Kitchen; \$250 to the church's Food Closet; \$250 to the church's "Out with the Old, In with the New" Project (for new tables and chairs); \$150 to the Capital Campaign (in support of a luncheon event); \$100 to Abraham's Tent; and \$100 to North Haven's Prayer Breakfast. In addition, we purchased a new, 22" snow blower for the church at a cost of \$539.10.

I am also pleased to note that a number of our members provided hands-on assistance to various church activities during the year. Jim Bennett served many meals at the Downtown Evening Soup Kitchen; Mark Bessette and Paul Powers did a lot of work around the church completing the new security camera installations; Jim B., Bryant Munson, John Rankin, and John Tibor served on Member Care Mission Teams; several men were overnight chaperones for Abraham's Tent, both at NHCC and at St. John's Episcopal Church; Jim B., Bryant M., Stephen Peterson, and John T. served on the Endowment Mission Team; Paul P., Mark B., Rev. Scott Morrow, Paul P., Adam Schweickert, Steve Simonson, Peter Struk, and John T. participated in Rebuild New Britain's Mission Team Project; Larry Ballantyne, Jim B., Chris Corcoran, Fran Dutko, Adam S., and John T. were regular contributors to the Worship Mission Team; while Chris Corcoran, Bryant M., Adam S., and John T. faithfully served on the church's Ministry Leadership Board.

Men's Fellowship intends to continue its supporting and leadership roles in the church in 2019 and invites additional men, church members

or not, to join us whenever we gather for breakfast and fellowship. Thirty-four (34) different men attended at least one breakfast in 2018, including first-time appearances made by Jason Alden, Pat Alden, Ryan Alden, Damon Quinn, Cornelius Roberts, Herb Schneider, and Joe Woiyciesjes. We look forward to adding YOUR name to our attendance rolls in 2019.

Respectfully submitted,
Jim Bennett, President



NHOAH

NHOAH has met at our church since 1993. NHOAH plans to continue as an ecumenical affordable housing non-profit corporation in and for North Haven. This past year, NHOAH continued its involvement in the administration of Summerdale Condominiums on Quinnipiac Ave. Funding for an eight unit affordable apartment complex at 518 Clintonville Road was received from the State of Connecticut and construction was started in December of 2018.

Respectfully submitted

Susan Compton
NHOAH Member and Secretary

Members Serving the Wider Church

Priscilla Bradford
Secretary, Davenport-Dunbar Residence
Board, Hamden

Susan Compton
Secretary, NHOAH - North Haven
Opportunities for Affordable Housing

John Tibor
Treasurer, New Haven East Consociation.

Rev. Scott Morrow
Church & Ministry Committee, New Haven
East Consociation
President, Woods Edge-Oak View Board,
North Haven
Cemetery Commission, Town of North Haven
Juvenile Review Board, Town of North Haven
Board of Directors, Habitat for Humanity of
Greater New Haven

Mabel Peterson
Member, Board of Directors: New Samaritan
Corporation, North Haven
Davenport Residence, Hamden
Chestnut Hill/Laurel Ridge Housing, Wolcott
New Meadow Elderly Housing, Newington
Glen Ayre, New Milford
Stevens Woods, North Haven

Betsey Reid

Stevens Woods, North Haven
The Saugatuck Cooperative, Westport
Chestnut Hill, Meadow View and Glen Ayre
senior housing for low income CT
New Samaritan Corp. Board, North Haven
Woods Edge-Oak View Board, North Haven

Melissa DeLuca

Friends of the North Haven Memorial Library

Stephen Simonson

Davenport-Dunbar Residence Board, Hamden



Report of the Treasurer

Report of the Treasurer
Year to Date Budget Report
1/1/2018 through 12/31/2018

				Actual	Annual Budget	Difference
Income						
	BALANCE FORWARD	\$	11,649.15	\$	11,649.15	\$ -
	Building Contribution		12,225.00		9,000.00	3,225.00
	Envelope Income		97.00		80.00	17.00
	Fund Raisers		5,957.67		6,500.00	(542.33)
	Gifts, Unrestricted		7,525.00		4,500.00	3,025.00
	Loose Offerings		2,289.34		2,500.00	(210.66)
	Past Due Pledge		2,834.00		3,000.00	(166.00)
	Pledges		201,958.02		208,444.00	(6,485.98)
	Trustee Transfer		25,821.00		25,819.00	2.00
	Total Income	\$	270,356.18	\$	271,492.15	\$ (1,135.97)
Expense						
	Basic Support	\$	10,702.00	\$	10,702.00	\$ -
	Bldg-Grnds		9,642.06		11,726.00	2,083.94
	Consociation		516.00		575.00	59.00
	Faith Formation		980.90		2,000.00	1,019.10
	Generosity		332.93		350.00	17.07
	Insurance		13,403.06		14,555.00	1,151.94
	Music		1,000.00		1,000.00	-
	Office Expense		8,204.64		9,000.00	795.36
	Outreach DESK		400.00		1,200.00	800.00
	Outreach Abraham's Tent		84.00		100.00	16.00
	Outreach Covenant to Care		33.87		200.00	166.13
	Other Mission Teams		-		1,965.13	1,965.13
	OASIS Youth		1,000.00		1,000.00	-
	Rebuilding Together		750.00		750.00	-
	Abraham's Tent Closing		142.05		-	(142.05)
	Payroll		141,372.92		142,174.58	801.66
	Sabbatical		2,000.00		2,000.00	-
	Staff Bnfts		56,010.86		55,594.44	(416.42)
	Utilities		16,740.80		16,000.00	(740.80)
	Worship		348.25		600.00	251.75
	Total Expense	\$	263,664.34	\$	271,492.15	\$ 7,827.81
Net Income				\$	-	\$ 6,691.84

Account Balances	
As of 12/31/2018	
Account	Balance
Assets	
Cash and Bank Accounts	
Church Account	\$ 53,390.89
PEX Account	1,250.55
Prepaid Insurance	6,477.03
Prepaid Other	2,104.03
Total Assets	\$ 63,222.50
Liabilities	
Vanco	
Line of Credit	3.75
Total Liabilities	\$ 3.75
Total Net Worth	\$ 63,218.75
Other Accounts	
Memorial Gifts Account	\$ 9,483.70
Food Closet Account	\$ 8,385.34

Reconciliation of Church Accounts	
Balance Forward 1/1/2019	
Balance Forward	\$ 6,691.84
2019 Pledges	24,440.00
Line of Credit	-
Baptism Gift	1,825.00
Buildings & Grounds	137.00
Capital Campaign 2013-2016	9,729.56
Children's Library	845.99
Christian Education	239.00
Christian Ed. Sr. High	262.50
Church Directories	(45.00)
Confirmation Retreat	-
Flowers	111.00
Food Pantry	200.00
Men's Fellowship	1,749.63
Misc	420.26
Music	894.90
Organ Fund	872.56
Other Income Holding Account	700.00
Abraham's Tent	25.00
Alternative Gifts	-
Christmas Fund (Veterans of the Cross)	200.00
DESK	8.07
Equal Exchange	273.20
Habitat for Humanity	180.00
Outreach Other (Cell Tower)	46.96
Outreach Other	112.51
Pastor's Discretionary Fund	-
Sabbatical	8,000.00
Mission Trip	533.91
Music Easter/Christmas	230.00
Poinsettia	2,738.13
Sunday School Collections	598.07
Guertin/Ferner Music Fund	150.00
Tricentennial Events	548.66
Worship Team	500.00
Women's Fellowship (for CWS)	-
Total Church Account	\$ 63,218.75

Memorial Gifts Account			
2018			
Balance Forward, 1/1/2018			\$9,893.82
Income			
Gifts			985.00
Interest			9.88
Total Income			\$ 994.88
Expenses			
Defibrillator			1,405.00
Total Expenses			\$ 1,405.00
Balance, 12/31/2018			<u>\$9,483.70</u>

Food Closet Account			
2018			
Balance Forward, 1/1/2018			\$ 7,542.49
Income			
Gifts			\$ 10,250.56
Interest			4.50
Total Income			\$ 10,255.06
Expenses			
No.Haven Congregational Church			\$ 3,500.00
St.John's for Meal Preparations			500.00
Columbus House			500.00
No. Haven Fuel Bank			500.00
Julie Schweickert			300.00
Kirk Johnson			200.00
Supplies (Shipping Tape/Plastic Bags)			125.29
Unicorr Packaging (Boxes)			432.60
Additional Food Purchases			495.20
Tastebud's Deli Thanksgiving			710.90
Price Rite Deli Christmas			510.22
Produce Thanksgiving			789.00
Produce Christmas			849.00
Total Expenses			\$ 9,412.21
Balance, 12/31/2018			<u>\$ 8,385.34</u>

Utilities			
1/1/2018 through 12/31/2018			
Description			Amount
Electric			\$ 6,630.55
Gas			6,277.78
Sewer			295.00
Telephone			3,156.11
Water			381.36
Total Utilities			<u>\$ 16,740.80</u>

Building Contributions			
1/1/2018 through 12/31/2018			
Building Contributions			Amount
AA - Monday/Thursday			675.00
Alanon			1,025.00
Danish Brotherhood			75.00
Danish Sisterhood			150.00
Garden Club			160.00
GFWC Women's Club			140.00
Masons			400.00
Food Council			3,500.00
Mothers of Twins			225.00
Musical Folk			2,125.00
New Haven Chorale			60.00
Nutmeg Treasurer Hunters			425.00
Retired Federal Employees			150.00
VASA			70.00
Weddings			400.00
Miscellaneous			2,645.00
Total Building Contributions			<u>\$ 12,225.00</u>

Insurance			
1/1/2018 through 12/31/2018			
Liability			\$ 11,194.11
Workers' Compensation			2,208.95
Total Insurance			<u>\$ 13,403.06</u>

Staff Benefits			
2018			
Car			\$ 2,577.39
Cell Phone			600.00
Dental			1,080.00
Disability			1,007.22
Group Life			50.04
Medicare - Church			1,285.94
Medical			25,542.00
Parsonage Electric			1,944.56
Parsonage Gas			1,281.57
Parsonage Sewer			295.00
Parsonage Telephone			500.00
Parsonage Water			312.00
Pension			9,584.40
Professional Expenses			500.00
Social Security - Church			9,450.74
Total Staff Benefits			<u>\$ 56,010.86</u>

Special Collections			
2018			
Neighbors-in-Need			\$ 520.00
One Great Hour of Sharing			335.00
Lilies Income			
<i>To One Great Hour of Sharing</i>			561.00
Christmas Fund			1,078.00
Strengthen the Church			462.00
Abraham's Tent			125.00
Covenant to Care			155.00
Total Special Collections			<u>\$ 3,236.00</u>

Endowment

The Endowment Team's main responsibility is to monitor the Church's Endowment. One of our goals is to encourage planned giving. A member or friend may accomplish planned giving by creating a Will naming our Church as a beneficiary. This may be completed by naming the Church with a fixed dollar amount or as a percentage of a persons' estate. To encourage planned giving we have invited a local attorney to put on a presentation about Wills. The program will take place on Feb 17 2019 after the Church service. Save the date. Members and friends are invited to attend.

The Endowment Team met three times during the year. It was a challenging year as the market hit new highs in the beginning of the year but finished the year lower. At last years' December meeting our advisor encouraged us to take a cautious approach to 2018. Bonds moved slightly lower as interest rates moved slightly higher (Bond prices are inversely related to interest rates). We looked at Morningstar ratings and suggested a couple of changes to holdings. At the December meeting it was determined that the ratio of Stocks to Bonds was 55% stocks to 45% bonds. This was on the conservative side of our goal of 60 – 40. This year through the end of September funds invested at UBS were up slightly. However, the last three months of the year left us with a 9% loss for the year. Meanwhile the Endowment distributed \$25,821 to the Church's operating budget for 2018. To evaluate UBS: if no funds were added or taken away from the original starting amount at UBS the return would be negative 6%. A quarterly copy of Endowment holdings at UBS is available for viewing in the Church Office.

With the passing of long-time Church member Isabelle Timothy we were notified that the Church was named in her Will. In 2019 we expect to receive \$10,000 from her estate.

After the December meeting we were sad to learn of the passing of our long-time Financial Advisor John Lelas. We will be working with UBS selecting a new Financial Advisor.

Finally, I want to thank team members Jim Bennett, Betsey Reid, Priscilla Bradford, Stephen Peterson, John Tibor, Melissa Deluca and Pastor Scott Morrow for their participation and support.

Bryant Munson, Financial Agent

ENDOWMENT REPORT

Year Ending 12/31/2018

FUND	Fund Balance 1/1/2018	Gifts and transfers	footnote	Interest income	footnote	Advisor fees & expenses	footnote	Distributions to Church Budget	Fund Balances 12/31/18	% change	Planned 2019 Distribution
Restricted Funds	\$104,690.31	\$700.00	a			\$957.62	d	\$3,387.00	\$96,546.29	-7.78%	\$3,658.00
Unrestricted Funds	\$567,875.02	\$5,000.00	b			\$5,479.88	d	\$22,434.00	\$515,575.61	-9.21%	\$22,453.00
Cornerstone Fund	\$5,000.00								\$5,000.00		
Webster Checking	\$6,108.60			\$75.02	c	\$25.00	e		\$1,158.62		
TOTALS	\$683,673.93	\$700.00				\$6,462.50		\$25,821.00	\$618,280.52	-9.56%	\$26,111.00
			a	Gifts to Guertin/Ferner Music Fund							
			b	Transfer from Webster Checking							
			c	Interest income from Cornerstone Fund							
			d	UBS fees							
			e	Gift to Joe Andruzzi Foundation in memory of John Lelas							

Restricted Funds								
Year Ending Dec 31, 2018								
Name of Fund	Purpose	1/1/18 Fund Balance	1/1/18 Fund %	2018 Distributions	Gifts received	12/31/18 Fund Balance	12/31/18 Fund %	2019 Planned Distribution
Brigham	Decorations	\$6,031.67	5.76%	\$195.00		\$5,522.12	5.72%	\$209.23
Carroll/Dudley	Education	\$4,135.12	3.95%	\$134.00		\$3,785.80	3.92%	\$143.44
Cooper	Maintenance	\$70,893.70	67.72%	\$2,294.00		\$64,904.74	67.23%	\$2,459.15
Guertin/Ferner	Music	\$17,494.51	16.71%	\$566.00	\$700.00	\$16,716.62	17.31%	\$633.37
Muirhead	Music/Decorations	\$6,135.30	5.86%	\$198.00		\$5,617.01	5.82%	\$212.82
Totals		\$104,690.31	100.00%	\$3,387.00	\$700.00	\$96,546.29	100.00%	\$3,658.00

Proposed Budget for 2018

Proposed Budget for 2019									
A Based on Pledges Received					B Desired Budget				
Balance Forward				\$ 6,691.84				\$ 6,691.84	
Trustee Transfers				26,111.00				26,111.00	
Total				32,802.84				32,802.84	
Annual Income									
Building Contributions				\$ 12,000.00				\$ 12,000.00	
Envelope Income				80.00				80.00	
Fund Raisers				7,500.00				7,500.00	
Loose Offerings				2,500.00				2,500.00	
Past Due Pledges				4,500.00				4,500.00	
Pledges				212,473.72				212,473.72	
Gifts, Unrestricted				6,000.00				6,000.00	
Total Annual Income				\$ 245,053.72				\$ 245,053.72	
Additional Needs for Desired Budget								7,194.76	
Net Available Funds				\$ 277,856.56				\$ 285,051.32	
Annual Expense									
Fixed Expenses					Percent of			Percent of	
					Total Expenses			Total Expenses	
Basic Support				\$ 11,202.00	4.0%			\$ 11,202.00	3.9%
Consociation				500.00	0.2%			500.00	0.2%
Insurance				14,688.00	5.3%			14,688.00	5.2%
Loan Principal Repayment								3,425.00	
Interest on Loan				0.00	0.0%			1,384.00	0.5%
Payroll				148,303.79	53.4%			148,303.79	52.0%
Staff Benefits				56,847.53	20.5%			56,847.53	19.9%
Sabbatical				2,000.00	0.7%			2,000.00	0.7%
Utilities				17,000.00	6.1%			17,000.00	6.0%
Buildings & Grounds				11,226.00	4.0%			11,726.00	4.1%
Office Expense				9,000.00	3.2%			9,000.00	3.2%
Total Fixed Expenses				\$ 270,767.32	97.4%			\$ 276,076.32	96.9%
Mission Teams									
Faith Formation				1,000.00	0.4%			2,000.00	0.7%
Music				1,114.24	0.4%			1,450.00	0.5%
Worship				600.00	0.2%			600.00	0.2%
DESK				400.00	0.1%			600.00	0.2%
Generosity				350.00	0.1%			350.00	0.1%
Abraham's Tent				350.00	0.1%			350.00	0.1%
Covenant to Care				100.00	0.0%			200.00	0.1%
Rebuilding Together New Britain				750.00	0.3%			1,000.00	0.4%
Clothing Mission Team				100.00	0.0%			100.00	0.0%
Landscaping				325.00	0.1%			325.00	0.1%
OASIS Youth				2,000.00	0.7%			2,000.00	0.7%
Total Mission Teams				\$ 7,089.24	2.6%			\$ 8,975.00	3.1%
Total Annual Expense				\$ 277,856.56	100.0%			\$ 285,051.32	100.0%

Church Officers & Ministry Leadership Board

OFFICERS (2018)

Moderator	Joan Bennett	2019
Clerk	Barbara Massey	2019
Treasurer	John Tibor	2019
Assistant Treasurer	Larry Ballantyne	2019
Financial Agent	Bryant Munson	2019

MINISTRY LEADERSHIP BOARD (2018)

Moderator	Joan Bennett	2019
Clerk	Barbara Massey	2019
Treasurer	John Tibor	2019
Financial Agent	Bryant Munson	2019
At-Large	Patience Benassi	2019
At-Large	Cathy Welch	2019
At-Large	Adam Schweickert	2020
At-Large	Liz Dean	2020
At-Large	Chris Corcoran	2021
Clergy	Scott Morrow	<i>ex officio</i>

PROPOSED OFFICERS (2019)

Moderator	Joan Bennett	2020
Clerk	<i>Priscilla Bradford</i>	2020
Treasurer	John Tibor	2020
Assistant Treasurer	Larry Ballantyne	2020
Financial Agent	Bryant Munson	2020

PROPOSED MINISTRY LEADERSHIP BOARD (2019)

<i>Moderator</i>	<i>Joan Bennett</i>	2020
<i>Clerk</i>	<i>Priscilla Bradford</i>	2020
<i>Treasurer</i>	<i>John Tibor</i>	2020
<i>Financial Agent</i>	<i>Bryant Munson</i>	2020
<i>At-Large</i>	<i>Kathy Harple</i>	2022
At-Large	Cathy Welch	2021
At-Large	Adam Schweickert	2020
At-Large	Liz Dean	2020
At-Large	Chris Corcoran	2021
Clergy	Scott Morrow	<i>ex officio</i>

**Treasurer, Assistant Treasurer, &
Financial Agent are nominated for an
additional one year term.**

Ministry & Mission Plan 2019 Goals & Objectives

Our major objectives and goals for 2019 will be to continue and improve upon the accomplishments we had in 2018 and discover together new, attainable goals in 2019. Effective churches understand the importance of creating a Mission, Vision and Values statement (see page 4). This formal document provides direction and goals for the church. It is a tool to help the organization fulfill what God has called it to do. The value of a church vision statement is that it gives church leadership, employees and members a shared goal.

The MLB has been looking at different opportunities on how we can increase our membership and grow our weekly attendance and volunteer numbers. A few ideas we have are to follow up with baptism families, to develop a “Be the Church” packet for visitors, and to “invite” friends or neighbors to church events. One of the most important things an organization can do to foster engaged volunteers is to provide structured and consistent church communication. Pastor Scott’s involvement with the multi-church group “Oasis” is another way we can increase the involvement of our youth and another way to volunteer. We need to find ways to increase both our Worship Mission team and Faith Formation members.

Volunteers that give of their time, and a portion of their life, have a natural interest in what is happening behind the scenes. They want to know when there are new endeavors being planned, how well the organization is achieving its mission and how what they do contributes to its success. Sharing performance data helps the volunteer see the big picture and further their passion for the organization. Volunteers feel valued when an organization actively solicits feedback and incorporates their ideas into how

volunteer jobs are carried out. Volunteers have great perspectives and can unleash a lot of great ideas that can help the organization continue to improve. If you want to see a volunteer light up, let them know that the organization will be implementing one of their improvement ideas.

The good news is with growth comes budget, so the important thing right now is to create an inviting environment that people relate to and want to be part of. This also ties into strategy and goals. Volunteer labor can be the engine of getting something off the ground also.

