

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

**ANNUAL REPORT  
2019**



*North Haven Congregational Church*

Presented At The Annual Meeting  
February 2, 2020

# TABLE OF CONTENTS

Mission, Vision, & Values Statement .....	4
Moderator's Report .....	4
Senior Pastor's Report.....	6
Ministry Coordinator for Children .....	9
Summer Sunday School.....	10
Music Director .....	10
Minutes of the Annual Meeting January 27, 2019 .....	12
Report of the Church Clerk .....	12
Church Statistics - 2019 .....	13
Worship.....	13
Floral .....	14
Sunday Worship Participants .....	15
Generosity .....	15
Memorial Gifts .....	15
Building & Grounds.....	16
Landscaping.....	17
Personnel Committee .....	17
Pastoral Relations .....	18
Safe Conduct Mission Team.....	18
Response Team representing the "Safe Conduct Policy" .....	18
Website .....	19
Technology .....	19
Library .....	20
Member Care.....	20
Food Pantry .....	20
Mystery Dinner.....	21
Abraham's Tent .....	21
DESK.....	21
Covenant to Care.....	22
Rebuilding Together .....	22
Women's Fellowship .....	23
Men's Fellowship.....	24
NHOAH.....	24
Members Serving the Wider Church .....	25
Report of the Treasurer.....	26
Endowment .....	30
Proposed Budget for 2020 .....	32
Church Officers & Ministry Leadership Board.....	34
Ministry & Mission Plan 2020 Goals & Objectives .....	35

NORTH HAVEN CONGREGATIONAL CHURCH, UCC

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*An Open and Affirming Congregation*

## **CALL TO ANNUAL MEETING**

February 2, 2020

10:30 a.m.

### **AGENDA**

Call to Order

Opening Prayer

Moderator's Convening Statement

Approval of Minutes of January 27, 2019 Annual Meeting

Approval of Non-Financial Reports

Approval of Treasurer's Report

Approval of Financial Reports

Approval of Budget for 2020

Election of Officers

Election of Ministry Leadership Board Members

Present Safe Conduct Policy for Recorded Vote

Any Other Business That May Come Before This Meeting

Adjournment

Respectfully Submitted,  
Priscilla Bradford, Church Clerk

In case of postponement for any reason, the meeting will be held on February 9, 2020

## 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, Priscilla Bradford; Financial Agent, Bryant Munson; Treasurer, John Tibor and our at-large members: Chris Corcoran, Liz Dean, Kathy Harple, 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, we again asked other members of the MLB to write at least one article for the "Window" expressing their thoughts on items they felt could inform and benefit the congregation. Many compliments were received and enjoyed by all.

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 have benefited all of us; like Karlee Etter (with assistance from Kerry Stewart), who brings the word of the Lord to our youth each week; and like Todd Swarney, our new Sexton, a man who takes pride in his

work and has suggested ideas we've incorporated with wonderful results.

A dedicated team met monthly to revise and update our "Safe Church Policy" first adopted in 2002. The goal of this "Safe Conduct Policy" was to enable members, staff, and visitors to feel confident that North Haven Congregational Church was committed to providing a safe place for all to participate in the mission and programs of the church. We wanted 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 shared its work, for 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. A final revision of the "Safe Conduct Policy" was presented at the Annual Meeting on January 27th. Leaders of OASIS met to get a policy in place like ours. Churches involved in OASIS are NHCC, Spring Glenn, First Presbyterian and Trinity Episcopal.

Capital Campaign's charge of completing any remaining CC Projects using the remaining funds was completed. Additionally, Carroll Hall was repainted along with new curtains, blinds and flooring installed, along with new lighter weight easy to use tables and chairs.

Please look at the following Mission Teams Leaders, 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 & Carmen 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, 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.

**Member Care:** Priscilla Bradford (Coordinator/Team Leader). Doris Ferner, Larry

Ballantyne, Betsy Gumbart, Bryant Munson. John Tibor (Team Leader): Carol Mitchell, Mabel Peterson, Dot Pierce, Betsey Reid. Jim Bennett (Team Leader) Patience Benassi, Joan Bennett, Nancy Mahoney. 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:** Rob Nielsen & all the men of the Church. Meet twice a month over breakfast. Support the church with fund raising events and hands-on involvement.

**Music:** 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:** Mark Bessette, Sue Compton, Julie Schweickert. 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. 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. 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 or during the Annual Meeting.

Joan Bennett  
Moderator



## Senior Pastor's Report

Our church is served by a wonderful staff who bring prodigious talent and ability and deep dedication to their work. **Julie Schweickert** is very welcoming and helpful in her work as the Office Manager. She is passionate about helping staff and members, and empowering their work in the church. Her tremendous organization skills are quite noticeable in her work with the church calendar of church events and community building use, as well as communication through the Window newsletter, email, and the website. She handles busy holiday periods and busy church projects like the Holiday Food Drive with great attention and efficiency. **Gary Snowbeck**, Organist, is a superbly talented musician, and his accompaniment on the organ and the piano bring considerable grace and beauty to our worship

services. I am very grateful for the occasions when Gary shares his own compositions and musical arrangements. I also appreciate his quiet and wonderful sense of humor! Music Director **Jeff Hutchins** is a wonderful fount of energy and creativity as he leads the chancel choir, assists the children's choir, and works with soloists and accompanists. His great range of musical appreciation and careful attention in planning has broadened the repertoire of the choirs. His warm spirit and enthusiasm brighten the rehearsals and worship services as well as gratifying the members of our talented choir. **Karlee Etter** works with dedication as the Coordinator for Ministry to Children. The Nursery is staffed regularly, usually by Brianne Goldfuss. The Church School is supported by the talent and commitment of volunteer teachers. The children bring great energy to our worship services, particularly on the Sundays they collect the Noisy Offering for their mission effort with Heifer Project. **Todd Swarney** has made a remarkable beginning as the **Sexton**. Todd brings a great deal of knowledge and very high standards from his work at Southern Connecticut State University. He is very energetic and detailed in his work, and the church is noticeably cleaner and brighter. He is cheerful and very helpful as he assists groups who are meeting in the church, or individuals who come to the Food Pantry.

The power and impact of mission-oriented church leadership is quite evident. There are mission teams which enable our worship and care for the church buildings, and others which serve at the Downtown Evening Soup Kitchen or welcome and feed guests for Abraham's Tent. The newest Mission Team will amplify our warm welcome through an invitational mailing in the community. In the coming year we will work together to strengthen the coordination of the individual teams, and encourage team members to invite and welcome additional people to their mission.

The OASIS Multi-Church Youth Group and Confirmation program is now in its third year, and it continues to stimulate great energy and participation in a range of programs. Their gatherings have combined adventure with learning and service. A recent meeting involved an

assessment of the provision for accessibility in a member church, and the spring will bring a youth-led Good Friday worship walk. The Confirmands will attend the Interfaith Remembrance of Rev. Martin Luther King, and participate in racial justice training through the program offered by the Conference. A new program for 5<sup>th</sup>-7<sup>th</sup> graders was added this year, to encourage the participation of younger youth and assist their transition into the group. Churches participating in the OASIS program included First Presbyterian Church, United Church on the Green, Spring Glen UCC, and Trinity on the Green (Episcopal). The coordinator of this wonderful program is **Emily McKenna**.

The final project of the Capital Campaign ***Honoring our Past, Building Our Future*** was completed this year with the installation of a new front door and storm door at the parsonage.

I have served as the North Haven Congregational Church representative to the Church & Ministry Committee of the New Haven East Consociation this year. The Church & Ministry Committee is responsible for the oversight of the preparation of members-in-discernment for ordination, as well as the authorization for ministry among the ten churches of the Consociation.

One of the biggest changes for our church in the past year is not very visible nor fully realized. A two-year effort to form a new Conference linking the historical Connecticut, Massachusetts and Rhode Island Conferences was approved at the UCC General Synod meeting in July, and in the final joint meeting of the historical CT, MA, and RI Conferences in November. **The Southern New England Conference, UCC**, began operation on January 1, 2020. New adjustments in staffing and program coordination will be reported in future annual reports.

There were three funeral services held in the Church this year which were particularly notable for their impact on the congregation. The mention of these three particular services must not detract in any way from the prayerful remembrance and celebration of the lives of other members or family of members during this year. These services deserve mention for the long and active

church membership they celebrated. **Barbara North Pearsall** died on June 6, and her memorial service was held in the Church on August 10. Barbara, a member for 88 years, held the longest active membership in the Church. Barbara was a town resident for her whole life. She was an active member of the Women's Fellowship and a long-time member of the choir. Her greatest contribution to the church, I feel, was her work as the unofficial historian of the church. She wrote a wonderful series of article for our newsletter, the Church Window, telling of the various pastors and the interwoven history of the Church and the town of North Haven. **Edwin Dudley** died on September 6, and **Ruth Dudley** died on October 4. Ed's memorial service was held in the Church on September 19. Ed was a much-beloved, long-time teacher at North Haven High School. At the Church, Ed sang in the choir, supported the Christian Outreach efforts, and consistently urged the congregation to support the missionary efforts of the United Church of Christ around the world. Ed and Ruth traveled together to Turkey under the auspices of the UCC Board for World Ministries. Ed and Ruth together celebrated Ruth's 99<sup>th</sup> birthday in August and their 70<sup>th</sup> wedding anniversary on September 2. Ruth's memorial service will be held in the coming year. **Gregory Pierce** died suddenly on September 15; his memorial service was held in the Church on September 20. Greg and his wife, Dorothy (Dot) came to the Church in November 1994 among a group of friends looking for a church. This was shortly after I was called to serve as Pastor of the Church. Greg was a quiet, deeply faithful, and active church member. Greg served on the Deacons, and led bible study sessions. He particularly enjoyed helping with cooking for church suppers and picnics. He was involved in several different Christian faith-building programs outside of the Church, and he often spoke clearly and gently about the power of his faith in Jesus as the foundation of his recovery from alcohol abuse. The lives of Barbara, Ed and Ruth, and Greg are notable for their active support of the church.

I enrolled as a student in the Spiritual Direction Practicum offered at the Mercy Center in Madison in the fall of 2018. This is a two-year program

leading to certification as a spiritual director. I have attended classes regularly on Wednesday evenings September through May, as well as several Saturday sessions. I anticipate graduation in May 2020. I have found the program very interesting, and deeply energizing to my prayer and spiritual life. I am very grateful for the support of the congregation in this effort.

I want to express my deep appreciation for the leadership and counsel of our Moderator, **Joan Bennett**. Joan has been a source of encouragement and support to me and to the congregation as she has coordinated the work of the Ministry Leadership Board and led our annual congregational meeting. The Ministry Leadership Board is a group of wonderful volunteers who provide wise counsel and careful thought for the evaluation and oversight of the ministry and mission of the Church.

One of my goals for the coming year is to collaborate in the organization of a celebration of the 10<sup>th</sup> 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." The second is to coordinate a review and reaffirmation of mission teams in organizing our shared ministry, and encourage members to identify and respond to God's call to mission through the church.

This report marks the completion of 25 years as pastor of the North Haven Congregational Church. It has been an experience of blessing in a rich and fruitful time among the congregation. I am very grateful for the celebration of this anniversary last November, and I assure you that it is the grace of God and your patience and faithfulness that has enabled my ministry among you. I am deeply appreciative of your active dedication and your thoughtfulness and encouragement for me, and of your kindness and support for Carol, Amy, and Jesse.

May God bless you, call you, and send you in the coming year.

Scott Morrow



## Ministry Coordinator for Children

As the new year of 2019 began, the curriculum remained as SPARK Digital Online. The winter term lessons focused on Epiphany, the Baptism of Jesus and the beginning of the season of Lent. The SPARK curriculum through a variety of learning styles, continued to grow our children in our biblical tradition and guide them on their continuing faith journeys. The 2018-2019 Church school year ended officially on May 19th with youth-led worship and a special celebration of the church school's mission project, which collected hundreds of dollars in Noisy Offering, for Heifer Project International. The congregation's support of Heifer Project provided donations which sponsored a goat, a sheep, and numerous Bee Hives to needy communities in developing countries.

Summer Sunday school commenced on June 9th and concluded on August 25, with Steven Simonson's energetic and fun-filled lessons from Beatitudes (or blessings) found in the biblical book of Matthew. Each Sunday, the children began and remained in church school during worship. They spent time enjoyed a snack, participated in a discussion about each of the eight Beatitudes, created simple art and/or crafts, and played games outside, all which focused on the themes of love, kindness, teamwork, and humility; to name a few.

The 2019-2020 church school year began with a traditional Rally Day celebration on September 8. However, rather than kicking off the new school year with a cook-out, families enjoyed an Ice Cream Social instead. Additionally, as parents registered their children, each child selected one of six different back-packs, which included a bookmark, bracelet, activity booklet and cross necklace; gifts from by the Faith Formation Team. The bags provided a safe place for beloved toys brought to worship, to carry Bibles, church school crafts and art projects to and from home and church. The new school year also brought a change in church school curriculum. During 2018-2019, we used SPARK curriculum; the new

curriculum, Seasons ENCORE, a lectionary-based curriculum is better suited to our children.

Beginning in September, the Faith Formation Team began some new family programming, Faith Family Fun Night (FFF), scheduled for one Sunday evening per month. Each event is planned as an intergenerational worship with activities founded upon the theme for weekly lectionaries, which include a short lesson, fellowship and dinner. In September, the evening included a continuation of the study of creation based upon church school lessons and worship for that month. That particular event gave participants a greater understanding of creation and the impact pollution and humans have on the world's oceans. The October theme was based on scripture from Ecclesiastes and participants enjoyed pumpkin carving and discussions about the world's and God's seasons. The December FFF night was combined with our annual Advent Night.

Advent is the official beginning of the Christian year and began on December 1, 2019. However, due to the late date for Thanksgiving (November 28), our annual Advent Night, usually scheduled for the first Sunday of Advent, was moved to the second Sunday in Advent; December 8th. Attendees enjoyed a visit from Santa Claus, a light supper, traditional crafts and some new ones. Participants were encouraged to make at least one of eighteen different Advent ornaments. The ornaments were used during the night's closing worship and as the opening of worship on December 15; the day of the church school's annual Christmas Pageant.



The 2019 Christmas pageant incorporated the second portion of a two-part Advent program, initially celebrated on December 8. Although eighteen different ornaments were made and hung upon an Advent tree December 8, six ornaments were saved and utilized to begin the pageant during worship on December 15. As the pageant began, an explanation clarified the meaning for each of the six symbols which was then hung on the Advent/Christmas tree. The ornaments, first hung on the Advent tree on December 8th, served as a visual reminder connecting Advent to the celebration of Jesus' birth, told through the dramatic presentation of an annual Nativity pageant.

Faithfully Submitted by:  
Karlee Etter  
Ministry Coordinator for Children  
  
Kerry Stewart  
Convener, Faith Formation Team

## Summer Sunday School

Our first, "All Summer Sunday School Session" class was a success: We held 10 classes between mid-June, July, and August. One major reason for the success is Sophie Grant's support. Sophie is a veteran skilled Sunday School teacher. We had between three and twelve children ages 4-14 attending each Sunday. Having the older children helping out the younger was one of the best things for me to watch.

We had a great time doing the following activities: Introductions, talking about favorite desserts, books, sports, game to play, and favorite thing to do at church. Looking at some favorite Bible verses and discussing what made us happy and what was a challenge in the previous week.

We learned some sign language and how to sign Jesus and how to sign Bible. We also consistently practiced signing the Lord's Prayer. Then we went outside and played with water balloons, with bubbles, and "pass the ball over the head" and run to the front. Using chalk to draw pictures in the driveway was especially fun for those not as interested in the gross motor game activities. We ended the class back inside enjoying munchkins

and a discussion about what we liked doing today. We put some pictures on the church web site and face book account.

I believe that two important reasons for success were regular e-mail communications each week with the families and the consistency of meeting every week. I hope that we can do this again in 2020.

Stephen Simonson

## Music Director



There were many beautiful notes hit in 2019! Our Chancel Choir, hitting 15 in number, meets regularly and produces beautiful and spirited anthems on a weekly basis with the help of our gifted and professional church organist, Gary Snowbeck. We sadly lost two regular choir members in 2019: Elaine and Rose moved to Florida and Michigan respectively. Elaine's North Haven house had been on the market for some time, and Rose moved to be with her daughter Lisa after the passing of her husband, Bob. We miss them both dearly. We do rejoice that Sue T. has rejoined the choir regularly in 2019. We are grateful to have such a talented, devoted, and friendly group of musicians who meet every Thursday and Sunday, and others who can join for holidays, as Steve P., Martha B. Nicole B. and Debra M. did for Easter 2019. Many churches are not so fortunate to have such a "deep bench" in addition to regular choir members!





After a splendid Easter Sunday, which also featured music from the strong and enthusiastic Children's Choir, (not to mention Organ, and trumpeters Reggie and Jon), the Chancel Choir went on to perform in the Annual New Haven East Consociation Festival Concert. The festival was in its 19th year and held at Old Stone Church in East Haven by their Director of Music, Jonathan Budd. It had been many years since the East Haven folks had participated in the festival concert, and the entire experience was very fulfilling, musically and otherwise.

The NHCC Pierpont Concert Series did not have a May concert in 2019 but as always, featured the popular North Haven High School Jazz and Vocal Ensembles in February. This concert brings in the most audience members and is a delightful evening for all. It has become a very exciting tradition here at the church and at the high school. Music Directors Ken and Sarah always have kind words for us, and the students are not only supremely talented, but respectful and professional in their behavior. It is very heartwarming for the future of North Haven. (The NHHS Jazz and Vocal Ensembles will be returning on February 22, 2020 for the eleventh consecutive year!).



The NHCC Chancel Choir got off to a strong start in September, despite a number of successive

somber occasions where we mourned former choir members and close church friends who had passed on.

The season also started with meetings of the Music Mission Team (now consisting of six members plus Jeff). With the help of Memorial Gifts, we have purchased new heavy duty choir folders. With the help of Buildings and Grounds, the church has installed a beautiful brand new floor in the music room. We are grateful to Sue C. And Priscilla B. for the stellar paint job!

### **Bow Tie Baritones! A Mother's Day Tradition.**



### **Father's Day Choir:**



There was joyous, inspirational singing. Thanks to all involved.

Our Christmas Season ended on some very high notes with works by Purifoy, Wilcocks, Larsen, and Yon. We are extremely grateful to the church community for your support and willingness to help in the creative output of our musicians. As the old saying goes, "those who sing pray twice". We wish to double down on that intensely every Thursday and Sunday throughout 2020.

Respectfully Submitted,  
Jeff Hutchins  
Director of Music

## **Minutes of the Annual Meeting January 27, 2019**

The Annual Meeting of the North Haven Congregational Church was held in the church sanctuary on Sunday, January 27, 2019 and called to order AT 10:50a.m. by the Ministry Leadership Board's (MLB) director Joan Bennett. There were sixty-two voting members present thus constituting a quorum. The call to meeting was posted as required by the by-laws. The Rev. Scott Morrow led all in prayer.

A motion was made by Cathy Welch and seconded by Betsey Reid to approve the Minutes of the 2018 Annual Meeting. The motion was passed.

A motion was made by Jim Bennett and seconded by Sue Compton to accept all Non-Financial Reports. The motion was passed.

Joan Bennett moved and John Rankin seconded the motion to accept the Treasurer's Report. A brief summary was presented by John Tibor and then the Treasurer's Report was passed.

The Financial Reports were then presented. Beth Anderson made a motion and Betsey Reid seconded to accept the Financial Reports. The motion was passed.

John Rankin moved and Cathy Welch seconded a motion to accept the proposed budget for 2019. A brief explanation was given and the motion was passed. It is expected that all pledging members will continue to complete their promises and some may wish to give additionally to increase the church's income. The option of online giving Plus+ was discussed providing different avenues for members, students and friends to support the church budget or individual mission teams.

The motion was made by Stephen Simonson to elect the five officers of the Ministry Leadership Board. Joan Bennett will continue as Moderator, John Tibor as Treasurer and Larry Ballantyne as Assistant Treasurer, Priscilla Bradford as Church Clerk and Bryant Munson as the Financial Agent for the church. The motion was passed.

The five At-Large MLB members voted upon this year are Chris Corcoran, Elizabeth Dean, Kathy Harple (replacing Patience Benassi), Adam Schweickert and Cathy Welch. The motion for their acceptances was passed.

Adam Schweickert read the Ministry Vision and Values Statement of the church.

The meeting was adjourned at 11:47a.m.

Respectfully Submitted,  
Barbara Massey, Church Clerk

## **Report of the Church Clerk**

The Ministry Leadership Board (MLB) this year has met under the direction of Joan Bennett, Moderator. The Board met eleven times during the year.

The MLB meetings follow an agenda including a Bible Study, the reading of the North Haven Congregational Church's Ministry and Mission Statement, the approval of the prior meeting's minutes, financial reports, updates on church events and projects, the Pastor's report and new business.

The minutes of the meetings are sent by email to MLB members prior to the next meeting. Approved minutes are posted on the church bulletin board in the hallway outside the office for the congregation's information.

The last Annual Meeting of the church was held on January 27, 2019. The Annual Report for 2018 was received and the reports were approved by members present. The budget for 2019 was approved. Officers and at-large members of the MLB for 2019 were elected.

Respectfully submitted,  
Priscilla Bradford, Church Clerk

## Church Statistics - 2019

### BAPTISMS:

<b>Gunner Thomas Jeppesen</b>	June 9
son of Chelsey and Kyle Jeppesen	
<b>Emry Elizabeth Mahoney</b>	June 23
daughter of Kristen and Brian Creston, and grandson of Nancy and Ken Mahoney	
<b>Braxton Grey Vigorito</b>	July 21
son of Tom and Tracey Vigorito.	
<b>Haley Elizabeth Kozloski</b>	November 24
daughter of Caitlin and Andrew Kozloski	

### DEATHS

Russell Hoyt*	January 18
Virginia Nielsen	January 28
Rich Thurston	February 20
Susan Stiber	March 8
Robert Anderson*	May 15
Barbara Pearsall*	June 6
Robert Monaco	August 15
Ed Dudley*	September 6
Greg Pierce*	September 15
Ruth Dudley*	October 4
*members	

### WEDDINGS

Crystal Pohlman & Brad Lewis	May 16
Heather Rowe & David Purcell	August 16
Greg Brenner & Deborah Lepine	August 17
Laurie Petrucci & Pat Alden	November 30

### NEW MEMBERS

#### Confession of Faith

Meg Adams	January 6
Linda Howe	June 2
Shirley Ryan	December 1
Jeff Whipple	December 1

#### Re-Affirmation of Faith

Gressa Quinn

#### Moved from Under Review to Active

Debra Case  
Lester Case  
Kristin Lynch  
Joseph Mulvey  
Robert Tait  
Sharman Tait  
Linda Tosetti  
Kathryn Woodruff  
Tom Woodruff

#### Moved from Address Review to Active

Martina Benassi

#### Dropped from membership by worship team review

Elizabeth Angelone  
Christopher Griffiths  
Jillian Oestreicher  
Matthew Oestreicher  
Austin Smith

#### Placed on Inactive by request of member

John Taylor  
Karen Taylor  
Lisa Thorpe

### CHURCH MEMBERSHIP STATISTICS 2019

**Total membership, January 1, 2019.....206**

#### Members Removed

Removed by Death.....6  
**Sub-total.....6**

#### Members Received

Confession of Faith .....4  
Re-Affirmation of Faith .....1  
Moved from Under Review to Active .....9  
Moved from Address Review to Active .....1  
**Sub-total.....15**

#### Members Under Review (doesn't affect total)

Moved to Inactive .....3  
Moved to Non-Member .....5

**Total membership, December 31, 2019.....215**

## Worship

2019'S Worship Mission Team was comprised of Carol Amico, Larry Ballantyne, Jim Bennett, Joan Bennett, Sue Compton, Chris Corcoran, AnnMarie Czajkowski, Doris Ferner, Kathy Harple, Nancy Mahoney, Sally Pallatto, Tim Peiffer, Stephanie Perkins, Dot Pierce, Adam Schweickert, and Cathy Welch.

The team held three physical meetings and sent out numerous group e-mails to discuss and schedule weekly Sunday worship responsibilities as well as establish coverage for special services (Ash Wednesday, Maundy Thursday, Easter, and Christmas Eve) and events (Baptisms, Weddings, Memorial Services).

We continued the practice of utilizing pink and blue slips for congregants to write down their prayer concerns and celebrations, with a designated worship team member reading these aloud each Sunday after the meditation.

Worship Mission Team members perform invaluable services for the Church: they prepare the Sanctuary for worship each Sunday (as well as for the special services and events listed above); begin each service by reading the opening liturgy; audiotape the service for homebound members; take attendance; assist with the offering collection; clean up the Sanctuary after worship; and make sure the Church building is left locked and secure. They also assist Pastor Scott with New Member and Confirmant Classes and with Pastoral Coverage when Scott is away.

As more hands make for lighter work, the Worship Mission Team is always on the lookout for additional volunteers willing to serve, be they as Deacons, Scripture Readers, Greeters, or Coffee Hour Hosts. If you have such interest, please contact either Carol Amico or Joan Bennett and they will gladly put you to work.

Prayerfully submitted,  
Jim Bennett  
Worship Team Member

## Floral

This year, the Floral Mission Team continued with members 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, 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 in our Church is a time when we emphasize and celebrate the generosity of our members and friends and the sharing of their Time, Talents and Treasure to benefit the Church, our community, and organizations across the world. 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 deeply appreciated!

To inspire the Spirit of Giving in our youth, the Sunday School conducts “noisy offerings” twice a month during the Church service. The children collect dollars and change in glass jars and the funds benefit the Heifer Project. They also select the types of animals that the funds will be used to purchase and provided to families overseas.

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 with our offering.

Our worship services were enhanced by the personal stories from Nancy Mahoney, Lori Murphy, and Carol Mitchell. They shared portions of their faith journey and allowed us to reflect on our own journeys as well.

During our final Sunday in our Season of Generosity, we hosted a special coffee hour and had displays from many of the Church Mission Teams. These displays allow people to think about the work of the teams and encourage people to join in the missions.

For our Church to function and flourish, we need proper funding for the many vital Church activities. We needed to raise sufficient funds to cover the fixed operating costs such as maintaining the Church and Parsonage buildings; funding our staff and benefits; and paying other fixed costs, like insurance, UCC contributions, etc. We also hoped 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.

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

## Memorial Gifts

The Memorial Gifts Mission Team has received and documented contributions during the 2019 year. These generous gifts were given in memory of the following members and friends of the North Haven Congregational Church:

Robert Anderson  
Edwin Dudley  
Russell Hoyt  
David Marks  
Barbara Pearsall  
Isabelle Timothy

George Cronk  
Ruth Dudley  
Jim Jackson  
Robert Monaco  
Greg Pierce  
Jack Viele

There were several contributions directed toward other church funds: the Guertin/Ferner Music Fund, the Carroll/Dudley Fund, the Ruth Dudley Fund as well as the NHCC Children's Library this year.

The 2019 starting balance was \$9,483.70

The total amount of gifts (\$4,050.00) and interest (\$9.52) added this year was \$4,059.52.

There were a few requests made to the Memorial Gifts Mission Team for money to cover the cost of rebinding Voices United and Pilgrim hymnals for the sanctuary costing \$1,977.50. There was also a request for \$507.99 by the Music Mission Team to defer the cost of new black folders to be used by the choir. The expenditures totaled \$2,485.49.

One additional amount of money was requested and has been committed for the 2020 budget will be directed toward the payment of the choir room flooring (\$2,491.27).

The final Memorial Gifts balance for 2019 is \$11,057.73

We would like to thank all who have contributed to the Memorial Gifts Fund along with the many other church funds throughout the year.

\*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.

Respectfully Submitted,  
Barbara Massey and Cathy Welch

## Building & Grounds

The Board of Buildings and Grounds continued to work hard over the past year maintaining both the church and parsonage. Unfortunately, unlike last year, we were not able to stay within the approved yearly budget of \$11,726 and exceeded that

amount by \$1,999. 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 \$1,974.

Landscaping: Tom's Lawn Service did an excellent job of taking care of mowing the lawn at both the church and parsonage. Invoicing totaled \$1,130 for the year.

Fire Extinguishers: Regular inspection and servicing of all eleven fire extinguishers throughout the building cost a total of \$261.

Housekeeping + Supplies: Purchase of cleaning supplies such as paper towels, ice melt, soap, etc., for the year totaled approximately \$1,504.

Maintenance + Repairs: Some of the miscellaneous items which required attention over the course of the year included emergency plumbing repairs, stove vent, LED sanctuary lights, and painting supplies for a total of \$6,292.

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: We are in negotiation with a contractor to do sidewalk and walkway snow removal when accumulation is over 6 inches. In addition to the new snow blower purchased last year by Men's Fellowship, they also contributed another \$100 towards an electric snow broom to help whomever does the sidewalk/stairwell snow removal.

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

Flooring: New flooring was installed in both Carroll Hall and the Choir Room. In addition, the walls were painted and ceiling tiles replaced. Thank you Priscilla Bradford and Sue Compton for all the painting. Electrical upgrades, white board, and some new filing cabinets are planned for the Choir Room as well.



Parsonage Upgrades: New front entrance and screen doors were recently installed. This item was listed and paid for as part of the Capital Campaign. Site improvements including removal of several large trees and shrubs which posed an issue with the power lines. Having the trees and shrubs removed cost \$2,300 and is the one big ticket item which resulted in exceeding the budget amount. Additional landscaping in the front yard was completed and donated by Scott and Carol.

Mission Trip: With the help of Lucia Jackson's mission trip members, work was completed on items such as cleaning out of the storage shed, removal of the sump pump outside of the kitchen door, painting of hand railings, running of conduit for power to the shed, adding wood trim to catwalk in the attic, and replacing of damaged ceiling tiles in the nursery room.

Boy Scout Troop 811 Project: All new storage units in the lower level hallway were completed as part of an Eagle Scout project. Groups using space can now store their goods in locked cabinets for easy access.

Security Cameras and Site Lighting: Thanks to Paul Powers and Mark Bessette for all their hard work on installing additional security cameras and exterior lights for the parking lot. Also in the works is a new video camera hookup and wiring in the sanctuary for video streaming of the church services.

The committee would also like to thank all those who took time out of their busy schedules 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

Mark Bessette

Carmen DeLuca

Betsey Reid

Melissa DeLuca

## Landscaping

The Landscaping Mission Team was formed to oversee the maintenance of the gardens on the church property. This includes mulching, weeding and trimming the bushes. The mulching was completed on the spring clean-up Day in April. The beds were cleaned up in the fall. Bushes were trimmed as needed during the growing season. Weeding of the gardens around the church was accomplished by volunteers throughout the season. Volunteers are welcome to weed at any time.

Priscilla Bradford, Coordinator

## Personnel Committee

For a few years now Jim Bennett and Stephen Simonson have been the two members assigned to the Personnel Committee. Our church structure assigns responsibility of support for the Office Manager to the Personnel Committee. The Personnel Committee also supports appropriate Mission Teams with hiring and supervision of non-clergy paid employees. This year they met several times in May and June to interview and hire for the Sexton position. They continue to work with Office Manager Julie Schweickert regarding supervision of Todd Swarney, the new Sexton. In 2020 Jim and Stephen will work with Julie to facilitate consistent quarterly contact with our mission teams and their assigned employees. Our goal is to ensure regular feedback occurs and that we are creative with conducting annual feedback/evaluations. Jim and Stephen will be guided by Julie and the Moderator to ensure we follow established protocols.

Regarding personnel committee goals for 2020, the primary focus is to coordinate with Building and Grounds, Music, Faith Formation, and office staff to ensure the identified mission teams stay in touch quarterly with their assigned NHCC employee: Sexton with B and G and Julie; Jeff and Gary with Music; Karlee with Faith Formation; and Personnel with Julie.

Each group is assigned to evaluate and make salary recommendations annually to the MLB for their assigned employee.

In our system we are truly fortunate to have dedicated and skilled employees. As the Senior Minister Scott is ultimately everyone's boss, it is practical and appropriate that Scott has delegated supervision and support of all employees to the Personnel Committee, the Office Manager and the assigned Mission teams.

Stephen Simonson

## Pastoral Relations

The committee did not meet this year. The Pastoral Relations committee serves as a mechanism to encourage, support and solve problems between the clergy and the congregation. The MLB should ensure we follow our bylaws, establish the mission team and demonstrate efforts to meet more regularly in 2020 are advised.

Stephen Simonson

## Safe Conduct Mission Team

The Safe Conduct Policy was approved at last year's Annual Meeting and was not included in the minutes of the meeting. The Policy will be presented again this year for a recorded vote. The Safe Conduct Mission Team continues to work on the policy and its supporting documents.

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.

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. 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

## Response Team representing the "Safe Conduct 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.

The goal of this response team will be to establish a process to help both the alleged victims and alleged offenders. Throughout any investigation, God's grace and compassion need to be extended to all parties involved."

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 team is set for indefinite terms. Their primary task is to objectively investigate all allegations of abuse, neglect or harassment. The Response Team is reappointed annually by the Senior Pastor and the Moderator. During 2017 the team included: Patience Benassi, Doris Ferner, and Stephen Simonson. There were no incidents reported this calendar year.

The Response Team is also charged with monitoring the implementation of the Safe Church Policies in areas of screening, education, training and maintenance of records. The Senior Minister and the individual hired to lead the Christian Education area are responsible for the implementation of procedures designed to educate volunteers, staff and church members regarding this policy. Annual training programs will teach church staff and volunteers how and when to report an allegation of misconduct and how to discuss questionable behavior with either the Senior Minister and/or the Response Team.

In 2019 The Response Team intended to focus on updating the policy as necessary while continuing to support the minister and youth leader's timely implementation of the policies and procedures, developing visual and or written presentations to post around the church to educate members about the policies, and as a team, to rehearse the procedures for responding to allegations. These areas of focus will continue in 2020. In addition to following through on earlier initiatives the Response Team will coordinate with church leadership to explore the pros and cons of adding cameras in the Sunday School rooms as part of the security system of the church.

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

## Website

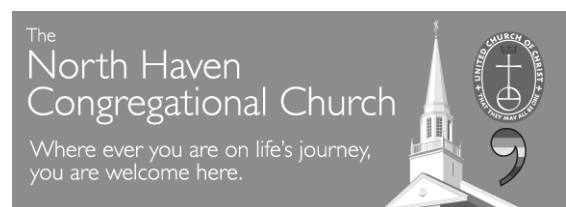
The NHCC website can be found at [www.northhavenucc.org](http://www.northhavenucc.org). We have added several areas of interest this past year and are looking to attract both new members as well as informing and retaining existing members. With so much information being hurled at us every day it is very difficult to know what will work to keep our church in the forefront of both technology and educating people of what we are all about. We welcome input from everyone as to what they find is helpful and worthwhile in our church community.

We will be adding a streaming service for our Sunday worship in the near future that can be launched right from the website. This could be helpful for shut-ins as well as members that moved away and are looking to stay connected with our Sunday services.

We also offer electronic giving from the website that is both convenient and secure. Let us know if you have any questions regarding this new service.

Submitted

Mark Bessette



## Technology

We continue to stay ahead with technology this past year in adding cameras to critical areas of the church to secure both our members as well as groups that come to our church for their meetings and events. All of the computer equipment is well maintained and kept up to date. Virus protection and Windows updates keep all of our information safe and protected.

We have added this year a streaming camera (mentioned in the Website section of this report) and will be installed in the back of the sanctuary.

This will be used primarily for Sunday worship but can also be offered for use in coverage that can be televised in other rooms in the church. (Weddings, Funerals, etc.).

We have also purchased a video projector and screen that can be used for meetings, evening movie nights, and other special events.

Submitted  
Mark Bessette

## Library

The Church Library has been ongoing since 2015. The Library is here for all to use, it has transitioned to become self service for those utilizing it. Please take care when borrowing or returning books. Additions are always welcome. Place on shelf 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 2019, 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

The Food Pantry continues to provide boxes of food throughout the year 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 closely watching product dates as they sort food and make bags weekly. The "Monthly Food Clients" come to the church office to pick up their boxes. They are eligible to come in once every 30 days, and most of our clients take full advantage of the program. Todd Swarney, graciously and efficiently, loads the food into the cars of those in need.

The Food Council meets from September through February 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, Pond Hill Baptist Church, the Lions Club and the Masons. 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

## Mystery Dinner



The second Mystery Dinner was held January 25. Seven members and the advisor of the Improv Club of North Haven High School wrote and performed the mystery. The mystery theme was a Museum/Art Gallery Heist. The guests figured out who stole the items by clues the actors provided during dinner. A dinner of chicken, rice pilaf, green beans and dessert was served. Three members of the North Haven High School jazz band provided music during the hors d'oeuvres.

The event was moved from fall of 2019 to January of 2020 due to the advisor and his wife having their first baby in the fall. The funds from this event will be reflected in the 2020 fundraising line item.

Julie Schweickert, Priscilla Bradford  
Coordinators

## Abraham's Tent

During the week of January 28 through February 4, we hosted the guests of Abraham's Tent. This is a program for homeless men sponsored by Columbus House. The goal is to have the men housed by the end of the program in March. There were twelve men. The men arrived at 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 a 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 we received from our neighbors at St Barnabas Church of the St Elizabeth of the Trinity Parish, Northford Congregational Church and Yale HVCAPP's who prepared and served a dinner. Volunteers from St John's Episcopal Church and Hamden Plains Methodist Church of Hamden helped with overnight supervision. Lynne Nielsen coordinated the knitters from Purl and Praise and other friends to provide a warm hat and scarf for the men. Raj Rose's class from Green Acres School decorated bags and filled them with snacks for the men to have during the day. The students visited and delivered the bags.

We look forward to welcoming our guests again this year and are thankful for the support of the members of our church and the community.

John Tibor and Priscilla Bradford, Coordinators

## DESK

NHCC has continued again this past year to support this essential mission by bringing 3 to 5 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 Monday thru Thursday.

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, but let me know so we can contribute effectively.

Betsey Reid and DESK Mission Team

## Covenant to Care

We had three mission projects each year. Two are tied to specific children, the most specific being the Christmas gift project for which a member/family chooses a child's name and wish list. They provide for that child what they can from the list. For the Easter Basket project a member/family takes the name of a child and provides an Easter Basket appropriate to that child's age and sex. The backpack project is not specific to a child, but they are put together for either elementary, middle school or high school.



Participants can

contribute one of three ways; they can provide a back pack with the supplies, supply either the backpack or the supplies or give a donation for the team to round-out backpack supplies or backpacks.

This year we had two additional parties that contributed to our endeavor. One was a man who was visiting to attend a baptism and wanted to give us a donation for the backpack project and a couple that came to the church and took a child's with list. They just signed their name as Santa. We did not know who Santa was because they had called to see if all the children's names and wishes had been taken. They provided a gift for a child from the Angel Tree at their own church, as well as for one on our Angel Tree! That is the real Christmas Spirit.

In past years we have received special requests from our social worker, we had none in 2019.

The breakdown of our contributions is as follows:

- 42 Easter baskets given for a specific child
- 14 backpacks filled with school supplies
- 39 children received Christmas gifts
- 4 Thanksgiving Dinner Boxes
- 4 Christmas Dinner Boxes

Covenant to Care requires that in our reports we calculate the estimated value of what has been donated. As hard as this is to do, our estimation is that all of this is approximately \$5,606.

Respectfully submitted,

Paula Diehl for the CCC Mission Team

## Rebuilding Together

April 27, 2019 was National Rebuilding Day and 13 energetic members of NHCC armed with tools and the guidance of several skilled members set off for New Britain to help Delvis make repairs on her home to make it safer and more energy



efficient. During the day, the front door was replaced, a screen door fixed, sump pump replaced and covers put over basement

windows. Inside the house a ceiling fan was installed and electrical issues addressed. Outside new posts were installed to shore up the stockade fence. The fence was painted. The yard was cleaned up and flowers planted. As we left, Delvis and her son were finishing the painting of the fence and planting the flowers we brought.

Delvis was thankful for our help and we felt thankful that we could complete the repairs that she cannot fit into her budget.

We look forward to returning to New Britain for the 2020 National Rebuilding Day on April 25. Join us.

John Tibor and Priscilla Bradford, Coordinators



## Women's Fellowship

Women's Fellowship has been busy with many activities in 2019! Everyone has heard the saying, "It Takes a Village . . .," and so it is with Women's Fellowship! There are so many different activities throughout the year, from dinners to the Harvest Fair, apple pie baking, tag sale, Military Whist Parties, bake sales, and other events—all to raise money for the many charities we support throughout the year. Money raised has also helped with improvements needed throughout the church: a new air conditioner in the Koinonia Room, carpet cleaning in the sanctuary, window replacement, and the painting of Carroll Hall. There was also a donation to the General Fund Budget.

Yes, "It Takes a Village . . .," and without all the hard-working, dedicated women who work on planning, scheduling, shopping, setting up, selling, serving, and so much more, Women's Fellowship could not have done ALL the wonderful things that were accomplished in 2019!

There is more to do in 2020, and with YOUR help we can achieve our goals. Help is needed in every capacity, NO EXPERIENCE or special skills required! We ask only that you be willing to help.

Please plan on participating in any or all of the upcoming activities. Hope to see you there!

Respectfully submitted,

Dot Pierce, President  
Carol Mitchell, Treasurer

<u>Officers:</u>	<u>June 2019-20</u>
President	Dot Pierce
Vice President	Lynne Nielsen
Secretary	Cheryl Bogert
Treasurer	Carol Mitchell
Assistant Treasurer	Kathy Harple

**Funds available January 1<sup>st</sup> 2019: \$7274.16**

The funds generated by:

St. Patrick's Day Dinner	\$540.00
Tag Sale	\$650.00
Military Whist (April)	\$942.00
Military Whist (September)	\$511.00
Fair/apple pies	\$4773.51

Miscellaneous donations	\$815.00
Craftivate	\$180.00
(for After the Storm Art Bra auction)	

### Were donated to the following:

1. Christian Community Action	\$100.00
2. Habitat for Humanity	\$350.00
3. Literacy Volunteers 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

### 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:

Air Conditioner for the Heath Room	\$500.00
Hope Christian Church Day of Prayer	\$100.00
Church Carpet Cleaning	\$375.00
Church World Service	\$84.00
School Kits mailing	
Replace window	\$428.00
Abrahams Tent	\$100.00
Days for Girls (Kenya Health Initiative)	\$100.00
After The Storm Art Bra Auction	\$1100.00
Painting of Carroll Hall	\$3200.00
Church General Fund	\$1172.00
Minister's Discretionary Fund	\$500.00
DESK	\$200.00

Miscellaneous expenses for projects and special events make up the difference.

Funds available December 31, 2019: \$5159.51



## Men's Fellowship

The Men's Fellowship group met twice monthly (1st and 3rd Saturdays) throughout 2019 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 ten (10) on May 18th to a high of eighteen (18) on April 20th. We also held a first-ever Men's Social at J. Roo's Restaurant on December 2nd, with sixteen (16) men attending.

We didn't hold an official fundraiser in 2019 but were able, nevertheless, to make the following donations from our treasury: \$100 to Abraham's Tent; \$100 to North Haven's Day of Prayer Breakfast; \$100 to purchase a Snow Shovel for the Church; \$350 to the Sleeping Giant Build; and \$500 to Building and Grounds to offset some expenses. In addition, five men kicked in \$100 each to help purchase a new Church Window. 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 and Gary Snobeck volunteered several times each at the Downtown Evening Soup Kitchen; Mark Bessette and Paul Powers performed yeomen's work throughout the year both inside and outside the Church; Jim B., Bryant Munson, John Rankin, and John Tibor served on Member Care Mission Teams; ten (10) men (Gerard Adinolfi, Larry Ballantyne, Jim B., Ed Collette, Tom Glynn, Scott Morrow, Bryant M., Tim Peiffer, Steve Simonson, Gary S.) served as overnight chaperones for Abraham's Tent; 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 B., Jim B., Chris Corcoran, Fran Dutko, Adam S., and John T. were regular contributors to the Worship Mission Team; while Chris C., 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 2020 and invites additional men, church members

or not, to join us whenever we gather for breakfast and fellowship. Thirty (30) different men attended at least one breakfast in 2019, including two first-timers, Peter Hall and Bill Rose. We look forward to adding YOUR name to our attendance rolls in 2020.

Respectfully submitted,  
Jim Bennett, Secretary



## NHOAH

The Report of NHOAH (North Haven Opportunity for Affordable Housing)

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 and an eight-unit affordable apartment complex at 518 Clintonville Road was completed in November.

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  
Auditor, New Haven East Consociation.

Stephen Simonson

Davenport-Dunbar Residence Board, Hamden

Paula Diehl

Member, Woods Edge-Oak View Board,  
North Haven



# Report of the Treasurer

Year to Date Budget Report				
1/1/2019 through 12/31/2019				
		Actual	Annual Budget	Difference
<b>Income</b>				
	<b>BALANCE FORWARD</b>	\$ 6,691.84	\$ 6,691.84	\$ -
	<b>Building Contribution</b>	11,187.00	12,000.00	(813.00)
	<b>Envelope Income</b>	106.00	80.00	26.00
	<b>Fund Raisers</b>	2,705.61	7,500.00	(4,794.39)
	<b>Gifts, Unrestricted</b>	8,131.00	6,000.00	2,131.00
	<b>Loose Offerings</b>	3,627.85	2,500.00	1,127.85
	<b>Past Due Pledge</b>	4,299.00	4,500.00	(201.00)
	<b>Pledges</b>	214,613.56	221,281.72	(6,668.16)
	<b>Trustee Transfer</b>	26,111.00	26,111.00	-
	<b>Total Income</b>	\$ 277,472.86	\$ 286,664.56	\$ (9,191.70)
<b>Expense</b>				
	<b>Basic Support</b>	\$ 11,202.00	\$ 11,202.00	\$ -
	<b>Bldg-Grnds</b>	13,725.57	11,726.00	(1,999.57)
	<b>Consociation</b>	309.00	500.00	191.00
	<b>Faith Formation</b>	1,689.56	2,000.00	310.44
	<b>Generosity</b>	166.78	350.00	183.22
	<b>Insurance</b>	12,832.59	14,688.00	1,855.41
	<b>Interest on Loan</b>	328.97	1,384.00	1,055.03
	<b>Loan Principal Repayment</b>	1,716.61	3,425.00	1,708.39
	<b>Music</b>	1,450.00	1,450.00	-
	<b>Office Expense</b>	7,012.63	9,000.00	1,987.37
	<b>Outreach</b>			
	<b>DESK</b>	600.00	600.00	-
	<b>Abraham's Tent</b>	-	-	-
	<b>Covenant to Care</b>	-	200.00	200.00
	<b>Clothing Team</b>	97.23	100.00	2.77
	<b>Rebuilding Together</b>	1,000.00	1,000.00	-
	<b>Other Mission Teams</b>		711.90	
	<b>Invitation MT</b>	-	1,251.34	1,251.34
	<b>OASIS Youth</b>	2,000.00	2,000.00	-
	<b>Landscaping MT</b>	263.94	325.00	61.06
	<b>Payroll</b>	147,321.89	148,303.79	981.90
	<b>Sabbatical</b>	-	2,000.00	2,000.00
	<b>Staff Bnfts</b>	56,855.49	56,847.53	(7.96)
	<b>Utilities</b>	17,543.92	17,000.00	(543.92)
	<b>Worship</b>	409.52	600.00	190.48
	<b>Total Expense</b>	\$ 276,525.70	\$ 286,664.56	\$ 10,138.86
<b>Net Income</b>				
		\$ 947.16	\$ -	\$ 947.16

Account Balances As of 12/31/2019	
Account	Balance
<b>Assets</b>	
Cash and Bank Accounts	
Church Account	\$ 42,710.33
PEX Account	1,670.04
Pledges Receivable	1,177.00
Prepaid Insurance	7,048.44
Prepaid Other	7,337.48
Vanco	0.82
<b>Total Assets</b>	<b>\$ 59,944.11</b>
<b>Liabilities</b>	
Line of Credit	7,918.42
<b>Total Liabilities</b>	<b>\$ 7,918.42</b>
<b>Total Net Worth</b>	<b>\$ 52,025.69</b>
Other Accounts	
Memorial Gifts Account	\$ 11,057.73
Food Closet Account	\$ 6,181.31

Reconciliation of Church Accounts Balance Forward 1/1/2020	
Balance Forward	\$ 947.16
2020 Pledges	26,935.00
Line of Credit	(7,918.42)
Baptism Gift	2,175.00
Buildings & Grounds	137.00
Capital Campaign 2013-2016	9,029.56
Carroll Hall Floor Replacement	199.86
Children's Library	895.99
Christian Education	239.00
Christian Ed. Sr. High	262.50
Church Directories	(45.00)
Flowers	96.00
Invitation Mission Team	548.66
Men's Fellowship	1,543.63
Misc	430.26
Music	1,137.28
Organ Fund	872.56
Other Income Holding Account	700.00
Abraham's Tent	108.44
Christmas Fund (Veterans of the Cross)	929.00
DESK	8.07
Equal Exchange	273.20
Habitat for Humanity	445.00
Outreach Other (Cell Tower)	46.96
Outreach Other	112.51
Sabbatical	8,000.00
Lilies	10.00
Maureen Munzer Fund	5.00
Mission Trip	533.91
Poinsettia	2,269.18
Sunday School Collections	707.38
Worship Team	229.00
Women's Fellowship (for CWS)	162.00
<b>Total Church Account</b>	<b>\$ 52,025.69</b>

Memorial Gifts Account			
2019			
<b>Balance Forward, 1/1/2019</b>			<b>\$ 9,483.70</b>
Income			
Gifts			4,050.00
Interest			9.52
<b>Total Income</b>			<b>\$ 4,059.52</b>
Expenses			
Hymnal Rebinding			1,977.50
Music Folders			507.99
<b>Total Expenses</b>			<b>\$ 2,485.49</b>
<b>Balance, 12/31/2019</b>			<b><u>\$ 11,057.73</u></b>

Food Closet Account			
2019			
<b>Balance Forward, 1/1/2019</b>			<b>\$ 8,385.34</b>
Income			
Gifts			7,555.43
Interest			5.16
<b>Total Income</b>			<b>\$ 7,560.59</b>
Expenses			
No.Haven Congregational Church			3,500.00
St.John's for Meal Preparations			1,000.00
Columbus House			1,000.00
No. Haven Fuel Bank			1,000.00
Julie Schweickert			300.00
Kirk Johnson			200.00
Supplies (Shipping Tape/Plastic Bags)			16.52
Unicorr Packaging (Boxes)			430.08
Additional Food Purchases			
Price Rite DairyThanksgiving			552.52
Price Rite Dairy Christmas			
Produce Thanksgiving			944.25
Produce Christmas			821.25
<b>Total Expenses</b>			<b>\$ 9,764.62</b>
<b>Balance, 12/31/2019</b>			<b><u>\$6,181.31</u></b>

Utilities			
1/1/2019 through 12/31/2019			
Description			Amount
Electric			\$ 7,023.64
Gas			6,146.54
Sewer			305.00
Telephone			3,663.26
Water			405.48
<b>Total Utilities</b>			<b><u>\$ 17,543.92</u></b>

Building Contributions			
1/1/2019 through 12/31/2019			
Building Contributions			Amount
AA - Monday/Thursday			175.00
Alanon			700.00
CT Record Club			300.00
Danish Brotherhood			75.00
Danish Sisterhood			175.00
Garden Club			175.00
GFWC Women's Club			180.00
Masons			400.00
Food Council			3,500.00
Mothers of Twins			125.00
Musical Folk			3,975.00
Nutmeg Treasurer Hunters			275.00
Retired Federal Employees			150.00
VASA			210.00
Miscellaneous			772.00
<b>Total Building Contributions</b>			<b><u>\$ 11,187.00</u></b>

Insurance			
1/1/2019 through 12/31/2019			
Liability			\$ 10,668.15
Workers' Compensation			2,164.44
<b>Total Insurance</b>			<b><u>\$ 12,832.59</u></b>

<b>Staff Benefits</b>			
<b>2019</b>			
Car			\$ 2,525.52
Cell Phone			600.00
Dental			1,122.00
Disability			1,002.18
Group Life			50.00
Medicare - Church			1,343.74
Medical			26,118.00
Parsonage Electric			1,472.31
Parsonage Gas			1,273.06
Parsonage Sewer			305.00
Parsonage Telephone			500.00
Parsonage Water			408.28
Pension			9,819.57
Professional Expenses			500.00
Social Security - Church			9,815.83
<b>Total Staff Benefits</b>			<b><u>\$ 56,855.49</u></b>

<b>Special Collections</b>			
<b>2019</b>			
Neighbors-in-Need			\$ 760.00
One Great Hour of Sharing			1,048.00
Lilies Income			
<i>To One Great Hour of Sharing</i>			692.00
Christmas Fund			969.00
Abraham's Tent			270.00
Habitat for Humanity			265.00
Heifer International			679.31
<b>Total Special Collections</b>			<b><u>\$ 4,683.31</u></b>

## Endowment

The Endowment team encourages all members and friends to have a Will and name the North Haven Congregational Church in their Will. As part of this thinking on April 28, after Church, a program was put on by two local attorneys who specialize in Wills. The purpose was to educate members and friends about creating a Will so they might be better informed when meeting an attorney to create their own Will. Many questions were asked and answered. The program was well received. The Endowment team wishes to thank members and friends who have included the North Haven Congregational Church in their Will. We truly give you a heart-felt thank you and greatly appreciate your forward thinking and support of our Church and its mission.

After the untimely death of John Lelas our past advisor with UBS we met with our new UBS advisor John Sommo on March 17. By the time we met with him the market was improving and had nearly wiped out any losses from 2018. Only minor changes were made to the portfolio. In April, Isabelle Timothy's bequest of \$10,000 was received and placed in the unrestricted account. It was invested in four of our better performing mutual funds. We met again on June 6 and talked about an inverted yield curve and our stock to bond investment ratio. At our final meeting of the year on Oct 24 we reviewed several bonds which had been called and their replacements. One mutual fund was replaced with a similar fund with better performance history. We reviewed the prior 16 quarterly's to determine the Endowment's 2020 distribution to the Church's 2020 budget. During the year gifts of \$1050, \$225 and \$25 were received and added to the Guertin Ferner Music Fund, the Ed & Ruth Dudley Education Fund and the Cooper Maintenance Fund in the respective order.

The missions of the team are to support the Church, grow the Endowment, recognize donors, and encouragement of members and friends to support the Endowment in their Will. With their support the Fund has gone to over \$700,000 for the first time in over ten years. Prayerfully, we accomplished our mission for this past year.

This year the team hopes to find a way to recognize members and friends who have included the Church in their Will. Anyone who would like to talk about this topic or has questions about the Endowment is welcome to contact me or any member of the Endowment Team. I want to thank the Mission team members for their interest and support. Bryant Munson

Mission Team Members:	Bryant Munson	Steve Peterson
	Jim Bennett	John Tibor
	Priscilla Bradford	Scott Morrow
	Betsey Reid	

# ENDOWMENT REPORT

Year Ending 12/31/2019

	Fund Balance 1/1/2019	income	footnote	Advisor fees & expenses	footnote	Distributions to Church Budget	12/31/19 Acct balance	Dollar Change	% change	Planned 2020 Distribution to Budget
UBS Restricted Funds	\$96,546.29	\$ 1,100.00	b	\$ 970.40		\$ 3,658	\$ 109,181.43	\$ 12,635.14	13.09%	\$ 3,690.00
UBS Unrestricted Funds	515,575.61	10,000.00	a	5,271.20		22,453	596,670.81	81,095.20	15.73%	22,498.00
Cornerstone Fund	5,000.00	84.60	c				5,000.00	-		
Webster Checking	1,158.62	179.33	d				1,422.55	263.93	22.78%	
undeposited funds	-	200.00	e				200.00	200.00		
<b>TOTALS</b>	<b>\$618,280.52</b>	<b>\$ 11,563.93</b>		<b>\$ 6,241.60</b>		<b>\$ 26,111</b>	<b>\$ 712,474.79</b>	<b>\$ 94,194.27</b>	<b>15.23%</b>	<b>\$ 26,188.00</b>
footnotes										
a. Isabelle Timothy bequest										
b. Restricted acct gifts										
c. Cornerstone Fund interest deposited to Webster Checking										
d. Petrobras litigation settlement										
e. Restricted acct gift received 12/31										

## Restricted Funds

Year Ending Dec 31, 2019

Name of Fund	Purpose	1/1/19 Fund Balance	1/1/19 Fund %	2019 Distributions	Gifts received	footnote	12/31/19 Fund Balance	12/31/19 Fund %	2020 Planned Distribution
Brigham	Decorations	\$ 5,522.12	5.720%	\$ 209.23	-		\$ 6,170.45	5.65%	\$ 208.54
Carroll/Dudley	Education	3,785.80	3.921%	143.44	225.00	a	4,455.28	4.08%	150.57
Cooper	Maintenance	64,904.74	67.227%	2,459.15	25.00		72,549.99	66.45%	2,451.97
Guertin/Ferne	Music	16,716.62	17.315%	633.37	1,050.00		19,729.26	18.07%	666.79
Muirhead	Music/Decorations	5,617.01	5.818%	212.82	-		6,276.48	5.75%	212.13
<b>Totals</b>		<b>\$ 96,546.29</b>	<b>100.00%</b>	<b>\$ 3,658.00</b>	<b>\$ 1,300.00</b>		<b>\$ 109,181.47</b>	<b>100.00%</b>	<b>\$ 3,690.00</b>
footnotes									
a. Includes \$200 of undeposited funds									

## Proposed Budget for 2020

					Based on Pledges Received	
Balance Forward				\$	947.16	
Trustee Transfers					26,188.00	
<b>Total</b>					<b>27,135.16</b>	
<b>Annual Income</b>						
Building Contributions				\$	12,000.00	
Envelope Income					80.00	
Fund Raisers					3,600.00	
Loose Offerings					3,000.00	
Past Due Pledges					3,000.00	
Pledges					227,700.00	
Gifts, Unrestricted					4,000.00	
<b>Total Annual Income</b>				<b>\$</b>	<b>253,380.00</b>	
<b>Net Available Funds</b>				<b>\$</b>	<b>280,515.16</b>	
<b>Annual Expense</b>						<b>Percent of</b>
<b>Fixed Expenses</b>						<b>Total Expenses</b>
Basic Support				\$	11,500.00	4.1%
Consociation					325.00	0.1%
Insurance					14,654.00	5.2%
Loan Principal Repayment					2,016.00	0.7%
Interest on Loan					480.00	0.2%
Payroll					148,303.79	52.5%
Staff Benefits					57,629.53	20.4%
Sabbatical					1,000.00	0.4%
Utilities					18,000.00	6.4%
Buildings & Grounds					12,000.00	4.2%
Office Expense					9,000.00	3.2%
<b>Total Fixed Expenses</b>				<b>\$</b>	<b>274,908.32</b>	<b>97.3%</b>
<b>Mission Teams</b>						
Faith Formation					1,700.00	0.6%
Music					1,674.00	0.6%
Worship					480.00	0.2%
DESK					300.00	0.1%
Generosity					200.00	0.1%
Abraham's Tent					200.00	0.1%
Covenant to Care					200.00	0.1%
Rebuilding Together New Britain					500.00	0.2%
Clothing Mission Team					100.00	0.0%
Landscaping					250.00	0.1%
Member Care Mission Team					75.00	0.0%
OASIS Youth					2,000.00	0.7%
<b>Total Mission Teams</b>				<b>\$</b>	<b>7,679.00</b>	<b>2.7%</b>
<b>Total Annual Expense</b>				<b>\$</b>	<b>282,587.32</b>	<b>100.0%</b>
<b>Deficit</b>				<b>\$</b>	<b>(2,072.16)</b>	



## Church Officers & Ministry Leadership Board

### OFFICERS (2019)

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

### MINISTRY LEADERSHIP BOARD (2019)

Moderator	Joan Bennett	2020
Clerk	Priscilla Bradford	2020
Treasurer	John Tibor	2020
Financial Agent	Bryant Munson	2020
At-Large	Kathy Harple	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>

### PROPOSED OFFICERS (2020)

<i>Moderator</i>	<i>Damon Quinn</i>	<i>2021</i>
<i>Clerk</i>	<i>Priscilla Bradford</i>	<i>2021</i>
<i>Treasurer</i>	<i>John Tibor</i>	<i>2021</i>
<i>Assistant Treasurer</i>	<i>Larry Ballantyne</i>	<i>2021</i>
<i>Financial Agent</i>	<i>Bryant Munson</i>	<i>2021</i>

### PROPOSED MINISTRY LEADERSHIP BOARD (2020)

<i>Moderator</i>	<i>Damon Quinn</i>	<i>2021</i>
<i>Clerk</i>	<i>Priscilla Bradford</i>	<i>2021</i>
<i>Treasurer</i>	<i>John Tibor</i>	<i>2021</i>
<i>Financial Agent</i>	<i>Bryant Munson</i>	<i>2021</i>
At-Large	Chris Corcoran	2021
At-Large	Cathy Welch	2021
At-Large	Kathy Harple	2022
At-Large	Nancy Mahoney	2023
At-Large	Joan Bennett	2023
Clergy	Scott Morrow	<i>ex officio</i>

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

## Ministry & Mission Plan 2020 Goals & Objectives

Our major objectives and goals for 2020 will be to continue and improve upon the accomplishments we had in 2019 and discover together new, attainable goals in 2020. 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.

