

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

**ANNUAL REPORT  
2020**



*North Haven Congregational Church*

Presented At The Annual Meeting  
January 31, 2021

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NORTH HAVEN CONGREGATIONAL CHURCH, UCC

28 CHURCH STREET \* NORTH HAVEN, CONNECTICUT 06473

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

AN OPEN AND AFFIRMING CONGREGATION

## **CALL TO ANNUAL MEETING**

January 31, 2021

10:45 a.m.

### **AGENDA**

Call to Order

Opening Prayer

Moderator's Convening Statement

Approval of Minutes of February 2, 2020 Annual Meeting

Acceptance of Non-Financial Reports

Acceptance of Endowment Report

Acceptance of Treasurer's Report

Approval of Budget for 2021

Election of Officers

Election of Ministry Leadership Board Members

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 7, 2021

## 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

The 2020 Ministry Leadership Board consisted of Pastor Scott Morrow, Joan Bennett, Priscilla Bradford, Kathy Harple, Nancy Mahoney, Cathy Welch, Chris Corcoran, Bryant Munson, John Tibor and myself as Moderator. This was my first time in the role of Moderator. I was asked by members of the board if I had interest in the role. After taking some time to think about it, I decided to take on the responsibility to help our church. I try to be helpful in all aspects of my life and demonstrate to my daughters that taking on new or unfamiliar responsibilities can be fulfilling. I am glad I accepted the role. The MLB members were very patient and helpful with the transition of myself as Moderator. I especially want to thank Steve Simonson, who took the time to explain to me what the role would consist of and went over the foundational skills that a Moderator should utilize. I now have a greater appreciation of how each MLB member contributes to the group and to our congregation as a whole.

It goes without saying that 2020 was an abnormal year. All aspects of our lives were disrupted in some way. Each of us had to accept drastic changes to our “normal” lives as we tried to understand exactly how this virus spread and how to protect the most vulnerable among us. My first time as Moderator was last March. I only was to meet with the board 2 times in-person before we were all forced to meet online using the Zoom app. (It is interesting to think that I had never heard of Zoom before March of 2020 and now it is a staple in my life.) All of the MLB members adjusted to the new online format and moved forward without any major disruption to any of the routines of the monthly meetings.

Unfortunately, the pandemic did not allow for many of the church's Mission Teams to be active. CDC and state recommendations did not allow for them to meet or offer the services to the congregation or the community. Thankfully the Food Closet remained active and blessed many, including newcomers who had never needed to seek out help before this awful pandemic. I believe that extending your hand to anyone who is in need is the most satisfying feeling one can have

as we are all children of God. The On-line auction fundraiser was also a success. Patience Benassi suggested the fundraising format to the MLB members and everyone thought it would be a great idea. I think that the online auction would be great to try again in the future.

The Women's Fellowship then took it to the next level and hosted a "Virtual Harvest Fair". Many women of the church worked together to create wonderful items that were sold on our website. Julie Schweickert was able to build an online store with inventory monitoring, reports to buyers and sellers, and online payment via PayPal. Although a "Virtual Harvest Fair" isn't the same, it was a great solution for the current restrictions.

A bright spot during this pandemic has been the ability to watch the Sunday church service online. Broadcasting Sunday's service via YouTube has been a blessing. Even though nothing will ever replace worshipping together in-person, watching online helps to feel connected with each other as we worship together from a distance. Everyone that assisted in this process needs an extra thank you. Especially Pastor Scott and the scheduled Deacon leading the online Sunday service, Julie Schweickert from the office, Gary Snowbeck recording the music, the choir recording their vocals and finally, Jeff Hutchins integrating all the audio as one, so we can all enjoy the music during the online stream. I also cannot forget to thank Mark Bessette for setting up the video cameras and filming remotely from home each Sunday in the beginning of the streaming online service.

I feel blessed to be part of our church's community. I was taken back when I was asked to be part of the Ministry Leadership Board. It made me feel like a true part of our church family. I use the word family because it is one of my favorite words in the English language. When life becomes difficult, you can always rely on your family to help in any way without question.

Damon Quinn,  
Moderator



## Senior Pastor's Report

This has been a very unusual year in the life of the church, due to the impact of the COVID19 virus pandemic. The news about the new coronavirus and the developing pandemic began in late 2019 and January and February of this year. On Wednesday, March 11, I met with clergy colleagues in North Haven in a regular gathering, and we discussed suggestions for limiting the size of gatherings in response to the COVID virus. The next day, Thursday, March 12, North Haven schools closed and we received a recommendation from the Southern New England Conference of the United Church of Christ that we suspend in-person worship. On Sunday, March 15, we held our first online worship service, livestreaming from the sanctuary. For two Sundays the worship staff led the service together with live music, singing together. By Sunday, March 29, both our Music Director and our Organist had decided to work from home out of a sense of personal comfort, and concern for family members with underlying health issues. Since March 29, worship services have been conducted by me, with only one additional person – Karlee Etter, Ministry Coordinator for Children, or a Deacon.

The skill and dedication of the church staff have been evident in the adjustments we have made in order to be the church in the midst of the pandemic. Julie Schweickert decided early on to continue her work as Office Manager in-person. Acknowledging the potential risk to herself and to her family involved in staying open, Julie recognized the importance of keeping the food pantry running. She made adjustments to minimize contact with visitors to the church and food pantry clients. She worked with Mark

Bessette to make the livestreaming camera operational to broadcast worship services on Sunday morning. Recognizing the crucial importance of the Church website for communication and programming, Julie worked with Mark Bessette to re-build the website completely on a more stable and reliable online platform. She coordinated the scheduling of volunteers and food pantry clients for food pickups with minimal contact. She set up and continued to improve the capacity for members to watch the worship service, make financial contributions, fill out a pledge card, complete the performance evaluation for the pastor, and register to attend in-person worship. She enabled volunteer registration for the Holiday Food Drive and purchases for the Women's Fellowship Virtual Holiday Fair to be done online.

Todd Swarney has continued to do vital work in keeping the church building clean and disinfected. In spite of significant personal risk and risk to his parents, Todd shifted to a 3-day per week schedule of cleaning bathrooms and work spaces and disinfecting surfaces. Todd has also helped with the both donations and distributions from the food pantry, as well as the set-up and clean-up from a greatly expanded Holiday Food Drive.

Gary Snowbeck realized quickly that he could not comfortably or safely continue to work at the church. Instead, Gary has skillfully and carefully recorded all the music for our worship services on the organ in his basement. He has produced a steady flow of preludes and postludes, hymns, communion interludes, and accompaniment for members of the Chancel Choir meeting on Zoom. All of this music has been gathered into a master file of recordings which can be used again for worship, and which provide background music for the Church's livestreaming web page.

Jeff Hutchins also decided that he could not, initially, continue to work comfortably and safely at the church. He realized that Chancel Choir members would not be able to rehearse in person. In fact, it became clear that it would not be possible for anyone, either members of the Choir, or church members, to sing safely in the sanctuary. Jeff has met this challenge by learning how to record and then mix sound recordings. He

has coached and encouraged the Choir members to record themselves singing along with hymn tracks that Gary and Jeff have provided, and then mixed their recordings to provide a combined recording for Sunday morning. He has mined live recordings of the Choir at past Pierpont Concerts and other occasions to provide authentic music of the Choir singing together. Jeff has also operated the livestreaming camera for worship services on Sunday mornings.

Karlee Etter also shifted her work in response to the pandemic shutdown. She helped to lead worship services through mid-March. She has assembled learning and craft packets for Sunday School families to pick up and use at home. She held an outdoor worship service for Sunday School families in September, and she has hosted online Zoom gatherings for children. Karlee helped some NHCC children to participate in a Children's Sunday video with Spring Glen Church, and also produced a virtual Christmas pageant featuring some of the children, recorded on video outside and played during a December worship service.

The pandemic shutdown has had a huge impact on worship and church life. The suspension of in-person worship and programming has resulted in a great sense of separation from the church and from the congregation for many members. Online worship has been greatly appreciated, as have Zoom meetings and telephone conversations. Creativity, generosity and determination helped make an online fundraising auction a success, and the Women's Fellowship did a tremendous job of planning and carrying out an online Holiday Fair.

The Food Pantry in the church, supported by all the churches in North Haven and operated by our Church, has been a tremendous blessing to our community in a time of great need. Financial support and food donations for the Food Pantry from the congregation and the community have been, and continue to be, amazingly generous.



We called together a Re-Opening Team to plan for and implement a process for returning to in-person worship safely and carefully. The members of the Re-Opening Team are:

Carol Amico – Physician Assistant in Infectious Diseases, Yale-New Haven Hospital Deacon and Choir Member

Susan Compton – Research Scientist, Chief of Molecular and Serological Diagnostics, Comparative Medicine, Yale University School of Medicine; Choir Member

Paula Diehl – Elderly Housing Management, retired;

Julie McGarry – Program Manager, Yale Center for Emotional Intelligence, Yale University; experience with data management

Damon Quinn – Church Moderator; Technology Education (Shop) Teacher, Dag Hammarskjold Middle School, Wallingford; Church School parent

Bill Rose – 4th Grade Teacher, Columbus Elementary School, Bridgeport; Church School parent

The Re-Opening Team has worked carefully and thoughtfully to determine criteria for the return to in-person worship and programming, and to develop appropriate guidelines, procedures and precautions. A decrease in the level of COVID cases from the surge in the spring allowed the resumption of in-person worship in September and October. Three outdoors services were held on the church lawn, and three in-person Sunday morning worship services were held in the sanctuary. Precautions included limiting attendance for safe distancing, pre-registration, screening questions and taking temperatures, wearing masks, and refraining from singing. Outdoor services could not continue through the fall due to cold weather, and a rise in COVID cases led to suspension of in-person worship and programming since the beginning of November. It is anticipated that as the number of cases falls and mass vaccination begins, in-person worship and programming will resume.

The Church's finances have remained strong through the year, with members fulfilling their

pledges to a very high extent. The Church obtained a Payroll Protection Plan loan through the federal government stimulus program. This loan helped with the cash flow and payroll expenses, and is expected to be forgiven this year, with no requirement of repayment. All of the staff of the church have been paid through the year.

This has been a very difficult year for our nation. The economic impact of the coronavirus pandemic has been the most severe since the Great Depression. Businesses closed and unemployment surged. The federal government offered significant assistance to businesses and citizens. It was not sufficient to prevent widespread suffering. The struggle against the COVID virus and the recommendation to “stay home and stay safe”, to maintain safe distance and wear masks brought separation and loneliness even as they served to lower the transmission of the virus. People have not been able to visit loved ones in nursing homes, assisted living facilities and care communities, or at the hospital. As with in-person worship, the spiritual care and emotional comfort usually offered through baptisms, weddings, and funerals has not been available to many who would have sought it. The political life of the nation has been very strident and divided. The division has extended into the efforts to respond quickly and effectively to the pandemic, and it has eroded public trust.

The tragic deaths of African-Americans - Ahmaud Arberry at the hands of white vigilantes, and Breonna Taylor and George Floyd at the hands of police – have inflamed rising tensions around racial injustice and deprivation. Widespread and persistent protests have demanded attention to the injustice and acknowledgment of racial and economic inequality and division.

There is a long road of prayer, repentance, reconciliation and service ahead of all of us in our nation.

During this year there have been significant changes in the wider United Church of Christ. The new Southern New England Conference of the United Church of Christ, bringing together the historic Connecticut, Massachusetts, and Rhode Island Conferences, has called the Rev. Darrell

Goodwin as Executive Conference Minister, and the Rev. Audrey Price as Executive Minister for Strategic Operations. The Rev. Kent Siladi, Rev. Marilyn Kendrix, and the Rev. Don Remick, Bridge Conference Ministers, have completed their work with the Conference and moved on to new endeavors. The Rev. Mary Nelson, Regional Minister for our South Central Region among others, will complete her work with the Conference at the end of January 2021. The Rev. Michael Ciba, Senior Regional Minister, will become the new Regional Minister in our region.

I completed the Spiritual Direction Practicum training through the Mercy Center in Madison in the spring. It was a challenging and inspiring experience, and I am enjoying the opportunity to meet with some people as a companion in their spiritual seeking.

Pastoral care this year was limited and transformed by the coronavirus pandemic. Concern and caution for each other and restrictions on gathering in person meant that we did not celebrate any baptisms this year. I officiated at only two weddings. I participated in several funerals or burial services, most of which were held outside and restricted in attendance. Numerous requests for baptisms and weddings have been postponed with the hope of better health and more possibility for larger gatherings.

I am very grateful to the North Haven Congregational Church for your enduring kindness and warmth of spirit for my family – for Carol and Amy and Jesse. I am deeply grateful for your encouragement, patience, wisdom and generosity toward me. In this 25th year of my pastorate among you, I feel the challenges we face, and the opportunities which await us, will call us to honest self–reflection, energetic engagement with our community, and deep and vibrant faith.

“And now faith, hope, and love abide, these three; and the greatest of these is love.” 1 Cor. 13:13

Scott Morrow  
Pastor

## Ministry Coordinator for Children

As 2020 began, and not anticipating the impact COVID-19 would have on our daily lives, in-person worship and in-person Church School during the months of January and February followed the usual schedule. Communion Sundays and Church School Chapel occurred on the first Sundays of both months, followed by regular worship and Sunday School on the remaining Sundays of each month.

As the calendar moved into the month of March and society learned of the seriousness of COVID-19 upon the entire population, in-person worship, church school and, church events and activities were suspended, unexpectedly, through the Spring, Summer and Fall. Although, during those difficult months I continued to recognize children's birthdays by hand-delivering, in-person but at a safe distance, the children's birthday goodie bags. Likewise, Palm Sunday and Easter were celebrated via Live-Streaming. Church School lessons for the Spring semester continued via weekly emails to families from me. Emails to families included the lectionary/scripture for each Sunday, as well as lesson suggestions, prayers, and activities for families to do while remaining in the safety of their own homes.

By September, as COVID-19 cases declined, it was hoped that in-person worship and Church School could resume. But after numerous conversation among staff, the Re-Opening Team, the Faith Formation Team, and discussions with parents, Rally Day, usually held the second Sunday of September was postponed until the end of October. It was a small outside event maintaining safe social distance between families attending. Families brought a picnic lunch and within their family groups, enjoyed catching up with others, and played a game of Bible Bingo. The children were given “Welcome Back” bags with fun activities for them to enjoy at home.

After additional phone calls with parents in October, as COVID-19 increased once again, it was agreed that Church School would occur virtually on the second and fourth Sundays of

each month, while alternate Sundays, parents were provided materials to conduct Sunday school from home. From November 2020 through January 2021, and probably beyond, until the health concern over Covid-19 has diminished significantly, the children participate in ZOOM Church School. The younger children, Pre-Kindergarten through Grade 2, meet with me at 11:00 am, while the older children, Grade 3 through Grade 7, meet with me at 12 noon. The lessons each Sunday focus on the UCC Common Lectionary and include scripture and/or a Bible story, an activity, discussion and/or fun video to reinforce the day's theme.

During the month of October, as tradition, the church gifted the fourth grade children Bibles. In order to keep Social Distancing, each family was scheduled at specific times to come to church. Each child's Bible-gifting ceremony, conducted by Pastor Scott and me were recorded for use during worship at a later date.

Once NHCC returned to remote worship, the traditional Christmas pageant and annual Advent Night, usually the first Sunday in December, was adapted to offer activities and devotions that could be used at home. Families were provided with Advent Family Fun Kits which included four bags, one for each Sunday in Advent. Within each bag was a different activity for the whole family. The bag for the first Sunday included a child-friendly Jesse Tree devotional booklet. The last Sunday in Advent included a small, child-friendly holy family.

Likewise, due to continuing concerns over Covid-19, in early November, the Faith Formation Team and I discussed several alternatives to the year's annual Christmas pageant. The final decision was based on the continuing efforts to keep everyone safe. In the midst of such a difficult year for all, the FFT and I felt that the pageant, although virtual and/or pre-recorded, still had to be special and meaningful for the children and church community.

The characters/roles for the year's pageant were determined by family cohorts. In other words, Mary and Joseph were sister and brother; and various groups of siblings played shepherds,

angels, and the Magi. At various times and locations during the month of November, each pageant scene and cohort of characters were recorded at scheduled intervals and various locations in the greater New Haven area. These included Sleeping Giant State Park, Wadsworth Falls, and Hamden Historical Society's Dickerman property.



Thirteen children participated this year. Although a much smaller cast than in past years, the children had a wonderful time in front of the (video) camera, while I enjoyed playing "director and producer" behind the camera. The pre-recorded pageant was put into a PowerPoint presentation with accompanying narration by two older children and was, as is the tradition at NHCC, an integral part of morning worship on December 20.

Faithfully submitted,  
 Karlee Etter  
 Ministry Coordinator for Children

## Music Director



When the pandemic closures made their way to Connecticut in March of 2020, the Music Ministry team and I used the idea that there would be some near-future "Resurrection Sunday" to keep our spirits up. Now in January of 2021, we maintain

this hope and faith for 2021 and we are confident it will happen. As the spring approaches, we are excited for the promise of resurrection.

Prior to COVID-19, we hosted one of the most highly attended Pierpont Concerts. In fact, we approached capacity in our sanctuary, which holds 213. While it was exciting to welcome that many people to the church for the North Haven High School Jazz and Vocal Ensembles annual concert (which was amazing!), it became clear that we will need to offer more methods of payment for such popular events.

Our May 2020 Pierpont Concert had to be postponed indefinitely.

Our chancel choir was in the middle of Lent, chanting psalms each Sunday and working on music for Lent and Easter. Our Children's Choir was also preparing for an Easter time musical offering.

After the shutdown of in-person worship services, the music ministry transferred to the "home studios" of organist Gary Snowbeck and Music Director Jeffrey Hutchins. A revised Order of Worship was devised by the Pastor. Gary would use his remarkably gorgeous home organ to provide preludes, postludes, service music, and hymns to me, then I would then set the volume levels, add "fade in/fade out", and convert to MP3 for ease of use across multiple devices and players. Then I sent those files to Pastor Scott for playing during worship. As for the hymns, I would use primarily "GarageBand" to layer my singing on top of the organ playing so that the hymns would have some words to hear. After a few months of solo singing, I invited members of choir to contribute their voices using their smart phones, if they had them. The members would listen to Gary and I in their ears and sing along into their smartphone microphone, and send the file to me. I would then "mix" all the voices with mine, and send this file to Pastor Scott. This process, while somewhat enjoyable (especially early on), takes a three minute piece of music and turns it into a 3-5 day project! The one benefit, however, is that we all get to "study" the text of each hymn more deeply as we sing it repeatedly and listen to it repeatedly. Perhaps we (Music

Director included) took these beautiful pieces of music for granted!

The Chancel Choir began meeting on Zoom after Easter of 2020. We began to focus on warmups, hymn singing, music appreciation, and embarked upon a few "virtual choir" projects using the technology we had. In June we offered "Every Time I feel The Spirit", and in November we offered "For The Fruit of this Creation", arranged beautifully by our own Gary Snowbeck. For Christmas, we used Zoom and smartphones to record "Infant Holy, Infant Lowly" and "The Little Drummer Boy".

Having archival audio and video footage of our 2016 Pierpont Concert (300th anniversary commemoration), I was able to extract the audio of some of our favorite pieces and play them during worship. I was also inspired to sing by myself (and occasionally my wife, Nicole) to make custom anthems for worship, including "In that Great Gettin' up Morning" arranged by Heath/Bartholomew, and old William Billings American tunes, among others. This work was brought about by necessity but became exciting, and the better I got with GarageBand (etc.) the more I wanted to share this technology with the choir.

Cathy Welch has resumed her work in the music library, getting all of our pieces cataloged in a digital format, and new lateral file cabinets are still in the process of being filled with sheet music.

The Choir remained on Zoom for the rest of 2020 and we are grateful for the fellowship and musicianship and prayers we get to share every Thursday night. We eagerly anticipate progress and we hope for resurrection!

Respectfully Submitted,  
Jeffrey C. Hutchins  
Music Director  
North Haven Congregational Church

## Minutes of the Annual Meeting February 2, 2020

The Annual Meeting of the North Haven Congregational Church was held in the church sanctuary on February 2, 2020. It was called to order by Moderator, Joan Bennett at 11:00 am. There were 60 voting members present thus constituting a quorum. The call to the meeting was posted as required by the by-laws. The Rev. Scott Morrow led those present in prayer.

Minutes of the annual meeting of January 27, 2019 were corrected: The option of online giving is Give+ not Plus+. A motion was made by Larry Ballantyne and seconded by Jim Bennett to accept the minutes as corrected. Motion passed.

A motion was made by Barbara Massey and seconded by Susan Tibor to approve all Non-Financial reports. Motion passed.

A motion was made by John Rankin and seconded by Fran Dutko to approve the Treasurer's Report. John Tibor, treasurer, gave an explanation of the report. Motion passed.

A motion was made by Cathy Welch and seconded by Fran Dutko to approve the Financial Reports. Motion passed.

A motion was made by Joseph DeLuca and seconded by Jim Bennett to accept the Proposed Budget for 2020. Mark Bessette made a motion seconded by Fran Dutko to amend the original motion. The motion made is for a proposed salary increase for the Office Manager and Sexton of 1.6% which reflects a cost of living increase. The annual cost would be \$810.55 which would be taken from the proposed Building and Grounds line of the budget. The vote on the amended budget passed with 59 yeas and 1 opposed.

Election of officers and members of the Ministry Leadership Board by paper ballot yielded: Damon Quinn as Moderator and Joan Bennett and Nancy Mahoney elected to the MLB.

### Officers for 2020

Moderator Damon Quinn  
Clerk Priscilla Bradford

Assistant Treasurer Larry Ballantyne  
Financial Agent Bryant Munson  
Members of Ministry Leadership Board  
Chris Corcoran Cathy Welch  
Kathy Harple Joan Bennett  
Nancy Mahoney Clergy Scott Morrow

Adam Schweickert reviewed the Safe Conduct policy. A motion was made by Larry Ballantyne and seconded by Cathy Welch that the Safe Conduct policy as published becomes a policy of North Haven Congregational Church. Motion passed.

Joan Bennett thanked the members and staff for their support during her last two years as Moderator.

Other Business: Scott Morrow commented on his membership on the New Haven East Consociation Church and Ministry Committee.

Stephen Simonson said that we need to narrow the gap between what we say and what we do.

Meeting adjourned at 11:50 am.

Respectfully submitted,  
Priscilla Bradford, Church Clerk

## Report of the Church Clerk

The Ministry Leadership Board (MLB) this year has met under the direction of Damon Quinn, Moderator. The Board met sixteen times during the year. From April to December the meetings were held via ZOOM.

The MLB meetings follow an agenda, which included 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. Tasks were assigned from the business discussed. Several special meetings were held to discuss the church's procedures to keep staff and members safe during the pandemic. A Re-Opening Task Force was appointed to establish procedures.

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 February 2, 2020. The Annual Report for 2019 was received and the reports were approved by members present. The budget for 2020 was approved. Officers and at-large members of the MLB for 2020 were elected.

Respectfully submitted,  
Priscilla Bradford, Church Clerk

## Church Statistics - 2020

### DEATHS

Lucille Jedlicka	January 18
Marilyn Boettger	January 22
Rev. Harry Adams	January 22
Pamela Hotton	February 3
Gregg Wilber	February 12
Lawrence Jahoda	February 20
The Rev. Kate Latimer	March 22
Robert Moir	April 3
Katherine "Kay" Olson*	April 8
David E. Purcell*	April 29
Ceil Scarpello	May 8
Albert Bogert	May 10
Mary Ann Yursha	May 13
Dave Stores*	May 17
Maria Caterina Valenzisi	May 30
Richard Quinn	June 1
Sean McLoughlin	June 19
John Friberg	July 28
Jessica Bassett	August 1
Fraydele Massey	September 16
Darla Denis	September 20
Robert Moir	October 3
Bill Lange	October 12
Adeline Veneziano	October 18
Mike Monaco	November 5
Marylou Lampe	November 8
Frank Veneziano	November 10
James Anthony Pritchett	November 29
Kandy Esposito	*members

### WEDDINGS

Cassie Noel & Sean Mikolinski	July 27
Lisa Volpe & Joseph DeGrand	September 5

### NEW MEMBERS

#### Confession of Faith

Cheryl Hall	January 5
Peter Hall	January 5
Rich Baldino	January 5
Susan Baldino	January 5

#### Confirmation

Amelia Murphy	September 27
Jaclyn Murphy	September 27

#### Moved from Under Review to Active

John Masnato
Rhonda Masnato
Kathy Grant
Michael McBride
Michelle McBride
Curtis Andrews
Greg Brenner
Sandy Mayhew
Rich Mayhew

#### Moved from Address Review to Active

Onalee Collins
Daniel Mickolyzck
Thomas Mickolyzck
William Mickolyzck
Joseph Mickolyzck
Hunter Coughlin

#### Dropped from membership on request of member

Helen Nado
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### CHURCH MEMBERSHIP STATISTICS 2020

**Total membership, January 1, 2020.....215**

#### Members Received

Confirmation.....	2
Confession of Faith.....	4
Moved from Under Review to Active.....	9
Moved from Address Review to Active.....	6
<b>Sub-total.....</b>	<b>21</b>

#### Members Removed

Removed by Death.....	2
Moved out of State.....	1
<b>Sub-total.....</b>	<b>3</b>

**Total membership, December 31, 2020.....233**

## Worship

2020's Worship Mission Team was comprised of Carol Amico, Larry Ballantyne, Jim Bennett, Joan Bennett, Sue Compton, AnnMarie Czajkowski, Doris Ferner, Kathy Harple, Nancy Mahoney, Sally Pallatto, Tim Peiffer, Dot Pierce, and Cathy Welch.

The team held two virtual meetings during the year and sent out numerous group e-mails to discuss and schedule weekly Sunday worship responsibilities.

We continued, before the pandemic shut down in-person worship, 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.

At-home Deacon Responsibilities were added once in-person worship was suspended in March. Carol Amico, Joan Bennett, Sue Compton, and Cathy Welch comprise this group, which records the names of the congregants who text them to a dedicated number (203-800-7625) each Sunday and forwards them to Pastor Scott, who reads them aloud during the service. This has become a great way for our church community to maintain a feeling of connection during this trying time.

During the pandemic, the Sunday Deacon has necessarily assumed a larger role, being responsible for reading scripture in addition to his/her normal tasks of setting up and breaking down the Sanctuary (laying out the proper paraments, filling the candles with oil, turning the lights on and off etc.).

In normal times, Worship Mission Team members perform invaluable services for the Church: they prepare the Sanctuary for worship each Sunday (as well as for special services and events); begin each service by reading the opening liturgy; 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 Confirmation 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 Jim Bennett or Nancy Mahoney and they will gladly put you to work.

Prayerfully submitted,



Jim Bennett

Worship Mission Team

## Floral

This year, the Floral Mission Team continued, but due to Covid, there were changes. With the support of our congregation, the team was able to coordinate floral arrangements for each Sunday worship service.



### PALM SUNDAY

Because in-person worship was suspended starting mid-March, palm leaves were separated and placed on tables outside the church, where people could come one at a time to pick up palms. Palm fans were arranged and placed in front of the communion table for the live-streamed service.



## EASTER SUNDAY



Easter lilies beautified the church, with 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. Because of Covid restrictions, lilies were not delivered to homebound and recently bereaved members of the congregation.

## CHRISTMAS SEASON

The Christmas season started with the hanging of a large Christmas wreath in the sanctuary and on the front doors. The electric candles with greens were placed in each window. Poinsettia plants decorated the church with a display in front of the communion table. Because of Covid, poinsettias were not delivered.



The Floral Committee acknowledges the many members of the congregation for their continued generosity in purchasing arrangements for each Sunday.

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 before we went to online services. 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.

Our hope is that we will be able to get back together in person soon. When the Re-Opening team allows people to participate in person again,

we will have sign-up available on the website ([Northhavenucc.org](http://Northhavenucc.org)).

Currently, there is a drop down menu under WORSHIP SERVICES where you can sign up to provide flowers and be the Deacon of the day. If you are interested in becoming a Deacon, please call the Church Office. When we are able to Re-Open, there will be more signups added to the website (Scripture Readers, Usher/Greeter, Coffee Hour).



## 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!

This year, with the Covid restrictions in place, the members of the Generosity Team and the Pastor held a zoom planning meeting, composed and reviewed letters to the congregation, reviewed Generosity materials and inserts, and sent thank you notes to people who had pledged support for 2021.

To facilitate pledging, an option to pledge online was added to the Church Web site and we want to express our thanks to Julie Schweickert and everyone who was involved in creating this new option.

We also had pre-recorded talks this year that were incorporated into the online worship services. Steve Peterson discussed giving options from pension funds, like IRA's; and Wendy Glynn shared her heartfelt experiences with the Food Pantry, including many buying trips to food stores to restock items. Scott continues to remind people of the need to donate food or provide funds to keep the Food Pantry stocked.

Hopefully we will be able to return to a more normal function in 2021, and for our Church to function and flourish, we need proper funding for the many vital Church activities. We need 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. Our Church funding goals include making more money available to Mission Teams, and creating a fund that would be available to cover unexpected expenses, like Church repairs, office machine repairs, etc.

We thank all those who increased their pledges, continued with their existing pledges, or offered new pledges. Your support will help to ensure that we can fund any increases to fixed costs and fund the full Church staff, as well as make progress toward our other goals.

Please accept our deep 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 North Haven Congregational Church's Memorial Gifts Mission Team has received and documented contributions during the 2020 year. Many of this year's contributions were made to specific Funds as noted below. These generous gifts were given in memory or in honor of the following members and friends of the North Haven Congregational Church:

- In honor of Priscilla Bradford
- In honor of Donald Clark's 85th birthday a donation to the Food Pantry
- In memory of Ruth Hansell a gift to the Covenant to Care's Backpack Project
- In memory of Edwin and Ruth Dudley to Memorial Gifts
- In memory of Philip James to Memorial Gifts
- In memory of David Purcell to Memorial Gifts
- In memory of Jack Viele gifts to the Children's Fund/Library Fund
- Gifts to the Guertin/Ferner Music Fund

The 2020 Memorial Gifts Mission Team's starting budget was \$11,057.73.

The gifts totaled \$910.00 and interest \$8.96 added equaling \$ 918.96.

There was only one request made to the Memorial Gifts Mission Team for money to pay the cost of new flooring for the choir room \$2,491.27.

The final Memorial Gifts balance for 2020 is \$9,485.42.

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 thinking of contributing a gift in memory of a special person or to honor someone for an occasion, this might be a suggestion you may wish to consider. If you choose to contribute through the church's online Giving page, please be sure to note to whom you are dedicating your gift in memory or in honor of so accurate acknowledgement can be written to the giver and to the person/ family.

Respectfully submitted,  
Barbara Massey and Cathy Welch

## Building & Grounds

Buildings and Grounds Mission Team continued to work hard over the past year maintaining both the church and parsonage, even with the COVID-19 virus. The shutdown caused B&G to have our regular monthly meetings via Zoom. The B&G committee was able to stay close to the 2020 budget of \$12,000. Some of the maintenance related activities and costs throughout the year included:

**Video cameras:** Installation, maintenance and operation of the video cameras and computers for the streaming of the Sunday services during the ongoing shutdown.

**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 \$264.

**Housekeeping + Supplies:** Purchase of cleaning supplies such as paper towels, ice melt, soap, etc., for the year totaled approximately \$793.

**Maintenance + Repairs:** Some of the miscellaneous items which required attention over the course of the year included emergency plumbing repairs, repair to door closer, LED sanctuary lights, and painting supplies. Two new air conditioners for the music room and double classroom along with fans for the sanctuary were purchased.

**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 items noted above, the committee was able to include oversight and work

on several improvement projects:

**Painting:** Workmen from K Morgan Commercial Painting did an excellent job painting various areas on the interior and exterior of the Church - pro bono. Their service was greatly appreciated.

**Sensors:** In case of a water line break or flood, four sensors were installed at select locations in the church which will notify pre-selected people of a potential problem.

**Music Room:** Upgrades to the music room are on-going including new flooring, painting, additional electrical outlets, filing cabinets and computer hookup.

**Parsonage Upgrades:** Site work including tree removal and landscaping is ongoing. Replacement of various door knobs and light fixtures. Repair/replacement of boiler under warranty.

**Stage Area:** This area was gutted and new shelving installed for Women's Fellowship storage.

**Food Closet:** Expanding of food closet to Room 5 including construction of new shelving.

**Security Cameras and Site Lighting:** Thanks to Paul Powers and Mark Bessette for all their ongoing work on installing additional security cameras and exterior lights for the parking lot.

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 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. Spring cleanup was cancelled in April. In the Spring, we enjoyed tulips that had been donated by Stop and Shop. The beds were cleaned in the fall and leaves were raked. 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 and July to conduct annual evaluations for Karlee Etter, Julie Schweickert, Gary Snowbeck, Todd Swarney, and Jeff Hutchins. These evaluations were all conducted via Zoom. In 2021 Jim and Stephen will work with Julie to facilitate consistent quarterly contact with our mission teams and their assigned employees. Jim and Stephen will be guided by Julie and the Moderator to ensure we follow established protocols.

Regarding personnel committee goals for 2021 our goal is to ensure regular feedback occurs and that we are creative with conducting annual feedback/evaluations. The primary focus is to coordinate with Building and Grounds, Music, Faith Formation; and with office staff to ensure the identified mission teams stay in touch quarterly with their assigned NHCC employee. Each group is assigned to evaluate and make salary recommendations to the MLB for their assigned employee annually.

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

## Pastoral Relations

In 2019 the Annual Report was: "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."

I am happy to report that this Committee/Mission Team was very active and productive in this very unusual year of 2020. All meetings were conducted via ZOOM. The team members were: Jim Bennett, Jeanne Mecca, Cathy Welch, Chris Corcoran, Damon Quinn, and Stephen Simonson

This year the primary work of this team was to conduct a very successful evaluation of Sr. Pastor Scott Morrow, which was accomplished. The group will continue in 2021 to have quarterly meetings to review progress Scott is making with his personal goals and the goals the evaluation process generated for the church. An ambitious meeting schedule and team goals focused on developing lay leadership and supporting the congregation in using their skills and talents to further the mission, vision, and goals of the church.

The team met multiple times in the fall and winter and intends to continue with the same group meeting on a regular basis to address the goals identified above.

Stephen Simonson

## Response Team representing the "Safe Conduct Policy"

The mission of the Safe Conduct Policy says in part, "... The congregation and ministers of North Haven Congregational Church aspire to be a Christ-centered fellowship where all can seek a close relationship with God. ...Both the Old and New Testaments instruct the faithful to do justice and to care for all persons, including the young....

The purpose of this policy is to protect all members in a safe church community. Out of our commitment to provide an environment as secure as possible, it is the intent of this policy to ensure the best for our children, adolescents, and young adults, as we seek to provide protection for all among us in vulnerable positions.

It is the intention of this congregation to have a clear policy 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 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 2020 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 Conduct 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.

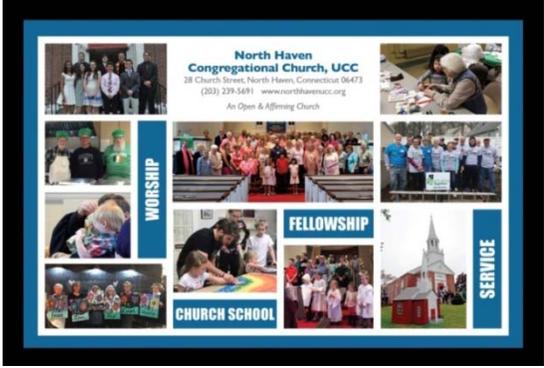
The year 2020 was a very unusual year! In 2020 The Response Team intended to focus on updating the policy as necessary while continuing to support the minister and youth leader's timely implementation of the policies and procedures, developing visual and or written presentations to post around the church to educate members about the policies, and as a team, to rehearse the procedures for responding to allegations. Due in large part to the Covid 19 Pandemic very little was done on this topic. These areas of focus will continue in 2021. We also are grateful for the important work accomplished by Paul Powers and Mark Bessette with cameras helping to improve safety at the church.

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

## Website

This year, the church's website was reinvented with a new and improved functionality to support the significant online presence the church now has in response to social distancing.

We are currently live streaming our 9:30 a.m. Sunday worship services [CLICK HERE to view service].



In addition to the basic web presence, the website now has a wide variety of additional functionality, such as:

- Virtual Harvest Fair - with PayPal payment integration, inventory monitoring, and automated email confirmation of order (to buyer and seller)
- Reservation of seating (Pews) with automated email confirmation (to individual/group and company)
- Volunteer sign-up with dates and limited number of slots, with automated email confirmation (to volunteer and organization)
- Video stream from YouTube channel (Online Worship)
- Online donation/Charitable giving

Our website will continue to expand in its functionality to support our ever changing needs.

Julie Schweickert  
Office Manager/Webmaster

## Technology

This was the year of leveraging technology in order to support virtual worship. 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.

The Office Manager's PC was updated and a dual monitor setup was installed. This allows Julie to work much more effectively.

We have installed a streaming camera in the back of the sanctuary that is used to live stream our worship each Sunday. We have software that captures the livestream and allows us to access recorded services on our website.

The video projector and screen have been used for presentations during Sunday worship (Choir Zoom, Christmas Pageant Powerpoint)

In the coming year we will continue to look for new and better ways to support the congregation utilizing technology. One project that is already underway, implementing a new phone system.

Submitted, Mark Bessette

## 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, 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.

In the beginning of 2020, many of our members received rides to medical appointments. Cards were sent. In March with the onset of the COVID virus, it was no longer safe to provide transportation. Members of the Member Care Mission team and several Deacons volunteered to call all the members of the church to keep in contact. This was done three times during the year.

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 began the year much as it has for other years, planning to provide food to local families in need of support. It wasn't long before everything changed with the pandemic and we had to make adjustments to procedures in order to continue the needed support. It was immediately recognized that we could not suspend the program, and in fact there was a modest upswing in the requests for assistance.

In order to maintain the safety of the church and the staff, procedures were set in place to minimize

personal contact as well as product safety. Only authorized individuals were allowed inside the church and we developed a procedure for the clients to announce their arrival for pickup of food while remaining outside. Pantry personnel, properly masked and gloved, delivered the food to the clients' cars. The cart that was utilized was sanitized between each client. This procedure remains in effect at this time.

Through generous donations throughout the year, there were always adequate products available to meet the clients' requests. These donations primarily came from individuals along with support from the North Haven churches. Food donations arriving at the church were isolated for a minimum of four days before being unpacked and integrated onto the shelves in the Pantry.

As the Thanksgiving and Christmas holidays approached thoughts turned to how we could provide food for an anticipated increased number of families while still maintaining the safety protocols. It was immediately recognized that we could not function with the prior practices of dozens of Cub Scouts and Boy Scouts delivering and sorting food and as many as 50 people on one evening filling boxes. New procedures were implemented to minimize the number of people in various spaces.

The Food Council met by Zoom beginning in September 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 merchants and businesses 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 the 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 received from all of the local churches as well as the Lions Club, the Rotary Club and the Masons.

Distributions of food were made to 135 families, about a 30 percent increase from last year, 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, Nancy Mahoney and John Tibor

## Abraham's Tent

During the week of February 3 through February 10, 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.

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 helped with overnight supervision and prepared a meal. Lynne Neilsen 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. Students from the

Kappa Alpha Theta Sorority at Quinnipiac University helped with a meal.

We are thankful for our members and neighbors who help us provide this important program to support the men who are looking for housing.

John Tibor and Priscilla Bradford, Coordinators

## DESK

Downtown Evening Soup Kitchen (DESK)

For many years, at least 20, the Church has volunteered to assist in providing supper for poor residents of New Haven in combination with First Congregational Church on the Green in New Haven. Once a month a group of NHCC members have gone to New Haven with food or to make food or to serve food to those in need at the church's office building. This year the Covid-19 has disrupted this practice as it has most activity and Church volunteers have not been active.

DESK has made some major changes during this year, such as purchasing a new location on State St. which will give them more options for providing new services in addition to a supper each night. How this will work out with the existing volunteers is not totally clear at this time. It may be helpful to have a new chairman of this volunteer group to envision how NHCC can be a part of the coming success in advancing the conditions of the homeless in New Haven. Please speak with me if this interests you.

Betsey Reid

## Covenant to Care

The mission team was very much hampered during 2020 by the COVID pandemic. Instead of the usual Easter baskets, fully equipped backpacks and individual gifts to fulfill individual children's needs or wants we had to provide gift certificates instead. We provided:

40 ( \$25 ) gift cards in lieu of Easter baskets

42 ( \$25 ) gift cards for children to get need supplies for school

40 ( \$25 ) for children or their parents to buy something for Christmas

This comes to a total of \$3,050 in donations to our DCF children.

Unfortunately, it is anticipated that we may have to make the gift card contributions again for the 2021 Easter project, but hopefully by summer we will be able to resume our normal and more meaningful personal contributions.

Respectfully submitted,

Paula Diehl for the Covenant to Care for Children Mission Team

## Women's Fellowship

We thought the year 2020 got off to a good start in January. The profits from the 2019 fundraisers made it possible for the Women's Fellowship to replace the well-used furniture in the Church Library with new couches and chairs. The two antique chairs were reupholstered in a fabric to match, and the carpets were cleaned. A new coat of paint donated by a painting company completed the look. The Library is an inviting and comfortable place available for use in many ways. In February, we met in Carroll Hall for a Valentine Pot Luck Dinner and made beautiful Valentine cards, thanks to the creativity of Paula Diehl and others, to be sent to our homebound members. Early in March, we held our St. Patrick's Dinner. It was well attended, the food was delicious, and the music provided by Gary Snowbeck and his bagpipes completed the evening. Then the pandemic began and we were forced to cancel our remaining planned fundraisers and other activities. No Military Whists, no Craft/Tag Sale, no Pink Sunday, no New England Harvest Fair, no Christmas party. An appeal was made in July for donations to help fund our budget, which generated some income. We are thankful for the generosity of all who donated to the Women's Fellowship. A birthday parade for Ellie Harple was a highlight of the summer. The Women's Fellowship organized the drive-by parade, which far exceeded our expectations with 35 cars, all decorated, in line! It was so good to see so many friends in the parking

lot, and the smile on Ellie's face as she sat in her driveway to watch was heartwarming. The idea of an online Virtual Fair really took off when our Church Office Manager, Julie Schweickert, graciously offered to set up a site for us; we thank her and everyone who donated items and baked goods to sell. It was a different kind of Fair, but it was relatively successful. The income was not near what would have come from the traditional in-person Fair, and it was necessary to relook at our giving this year and make some cuts. We are hopeful that as time goes on, we will be able to resume in person fundraisers and that our giving and ability to help with other projects will increase. Other ways we helped this year include sorting and packing clothes for the Thanksgiving clothing distribution and sending Christmas cards and devotional booklets to our homebound members. The women in our church are always willing to try to help in many ways.

**Funds available January 1, 2020: \$5159.51**

Funds generated by:

St. Patrick's Dinner	\$821.40
Virtual Fair/apple pies	\$1045.00
Donations	\$405.00

Donations made and projects:

New furniture for the Church Library	\$2865.36
New upholstery for two chairs in the Church Library	\$200.00
Carpet cleaning in Church Library	\$140.00
Interfaith Sewing & Service Group (CWS School Kit Bags)	\$48.80
Abrahams Tent	\$100.00
NHCC Food Pantry	\$100.00
After the Storm	\$400.00
RBC Ministry (Our Daily Bread—devotional booklets)	\$125.00
Church General Budget from fundraisers	\$500.00
Minister's Discretionary Fund	\$250.00

In December through the Missionary Society of Connecticut:

New Samaritan Housing	\$100.00
Emmaus Home	\$100.00
Ryder Hospital	\$100.00
Immanuel Home	\$100.00
Elon Home	\$100.00
Uplands Home	\$100.00
Clarks Hall Youth Services	\$100.00
Back Bay Mission	\$100.00

World Hunger	\$100.00
Heifer Project	\$100.00
Silver Lake	\$100.00

**Funds available December 31, 2020: \$1487.13**

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

Officers June 2020-2021

President: Dot Pierce

Vice President: Lynne Nielsen

Secretary: Cheryl Bogert

Treasurer: Carol Mitchell

Assistant Treasurer: Kathy Harple

## Men's Fellowship

The Men's Fellowship group met twice monthly (1<sup>st</sup> and 3<sup>rd</sup> Saturdays) throughout 2020. The first five get-togethers were held in Carroll Hall's kitchen beginning at 7:00 a.m., included breakfast, and attracted between twelve and twenty-three men. Beginning in April, however, in-person gatherings became impossible, so we met virtually via Joe DeLuca's Zoom account and moved our start time to 8:00 a.m. Participation dropped precipitously, ranging from a low of three to a high of eleven men.

Our group also held a social at J.Roo's Restaurant on March 11<sup>th</sup>, with eight men attending.

We planned to conduct a Comedy Night fundraiser on May 29<sup>th</sup>, but those plans were dashed by the pandemic. It is our hope that we will have the opportunity to hold such an event in 2021.

I am also pleased to note that a number of our members provided hands-on assistance to various church activities during the year. Mark Bessette and Paul Powers performed yeomen's work throughout the year both inside and outside the Church; Jim Bennett, Bryant Munson, John Rankin, and John Tibor served on Member Care Mission Teams; Jim B., Bryant M., Stephen Peterson, and John T. served on the Endowment Mission Team; Jim B. and Tim Peiffer were regular contributors to the Worship Mission Team; Jim B. and Stephen Simonson comprised the Personnel Mission Team; Jim B., Chris C., Damon Quinn, and Stephen S. were members of

the Pastoral Relations Mission Team; while Chris Corcoran, Bryant M., Damon Q., 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 2021 and invites additional men, church members or not, to join us whenever we gather for fellowship and, hopefully, breakfast. Twenty-seven (27) different men attended at least one men's meeting in 2020; we look forward to adding YOUR name to our attendance rolls in 2021.

Respectfully submitted,  
Jim Bennett, Secretary

## 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. The eight affordable apartments at 518 Clintonville Road that were completed in late 2019 have been rented.

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  
Treasurer, North Haven Land Trust

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  
Long-Term Recovery Group, Town of North Haven  
Vice President, 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  
Elderly Housing Management Boards of:  
Woods Edge-Oak View Board, North Haven  
Chestnut Hill/Laurel Ridge, Wolcott  
New Meadow, Newington  
Glen Ayre/ Butterbrook, New Milford  
Victory Cathedral, Hartford



# Report of the Treasurer

Year to Date Budget Report			
1/1/2020through 12/31/2020			
	Annual Budget	Actual	Difference
<b>Income</b>			
<b>BALANCE FORWARD</b>	\$ 947.16	\$ 947.16	\$ -
<b>Building Contribution</b>	12,000.00	3,510.00	(8,490.00)
<b>Envelope Income</b>	80.00	102.00	22.00
<b>Fund Raisers</b>	3,600.00	4,436.24	836.24
<b>PPP Forgivable Loan</b>	-	37,997.50	37,997.50
<b>Gifts, Unrestricted</b>	4,000.00	9,323.00	5,323.00
<b>Loose Offerings</b>	3,000.00	207.26	(2,792.74)
<b>Past Due Pledge</b>	3,000.00	390.00	(2,610.00)
<b>Pledges</b>	227,700.00	224,016.34	(3,683.66)
<b>Trustee Transfer</b>	26,188.00	19,688.00	(6,500.00)
<b>Total Income</b>	<b>\$ 280,515.16</b>	<b>\$ 300,617.50</b>	<b>\$ 20,102.34</b>
<b>Expense</b>			
<b>Fixed Expenses</b>			
<b>Basic Support</b>	\$ 11,500.00	\$ 11,500.00	\$ -
<b>Consociation</b>	325.00	322.50	2.50
<b>Insurance</b>	14,654.00	14,682.10	(28.10)
<b>Interest on Loan</b>	480.00	231.45	248.55
<b>Loan Principal Repayment</b>	2,016.00	7,834.59	(5,818.59)
<b>Payroll</b>	149,748.50	156,125.34	(6,376.84)
<b>Staff Bnfts</b>	57,740.05	58,526.17	(786.12)
<b>Sabbatical</b>	260.00	2,000.00	(1,740.00)
<b>PPP Expenditure, Other</b>	-	1,000.00	(1,000.00)
<b>Utilities</b>	18,000.00	15,593.05	2,406.95
<b>Bldg-Grnds</b>	11,190.00	11,413.02	(223.02)
<b>Office Expense</b>	9,000.00	9,537.59	(537.59)
<b>Total Fixed Expenses</b>			
<b>Mission Teams</b>			
<b>Faith Formation</b>	1,700.00	648.54	1,051.46
<b>Music</b>	1,674.00	1,109.95	564.05
<b>Worship</b>	480.00	453.58	26.42
<b>Generosity</b>	200.00	78.84	121.16
<b>Outreach</b>			
<b>DESK</b>	300.00	-	300.00
<b>Abraham's Tent</b>	200.00	195.81	4.19
<b>Covenant to Care</b>	200.00	-	200.00
<b>Clothing Team</b>	100.00	-	100.00
<b>Rebuilding Together</b>	500.00	500.00	-
<b>Other Mission Teams</b>			
<b>Landscaping MT</b>	250.00	-	250.00
<b>Member Care MT</b>	75.00	-	75.00
<b>OASIS Youth</b>	2,000.00	2,000.00	-
<b>Total Expense</b>	<b>\$ 282,592.55</b>	<b>\$ 293,752.53</b>	<b>\$ (11,159.98)</b>
<b>Net Income</b>	<b>\$ (2,077.39)</b>	<b>\$ 6,864.97</b>	<b>\$ 8,942.36</b>

<b>Account Balances</b>	
<b>As of 12/31/2020</b>	
Account	Balance
<b>Assets</b>	
Cash and Bank Accounts	
Church Account	\$ 46,801.81
PEX Account	1,971.86
Nutmeg FCU Checking	100.00
Nutmeg FCU Savings	25.00
Prepaid Insurance	7,052.84
Prepaid Other	5,869.91
Vanco	(0.32)
<b>Total Assets</b>	<b>\$ 61,821.10</b>
<b>Liabilities</b>	
Line of Credit	-
<b>Total Liabilities</b>	<b>\$ -</b>
<b>Total Net Worth</b>	<b>\$ 61,821.10</b>
Other Accounts	
Memorial Gifts Account (Nutmeg FCU)	\$ 9,485.42
Food Closet Account (TD Bank)	\$ 53,566.68

<b>Reconciliation of Church Accounts</b>	
<b>Balance Forward 1/1/2021</b>	
Balance Forward	\$ 6,864.97
2021 Pledges	17,986.00
Line of Credit	-
Baptism Gift	1,955.00
Buildings & Grounds	137.00
Capital Campaign 2013-2016	8,194.56
Carroll Hall Floor Replacement	-
Children's Library	995.99
Christian Education	239.00
Christian Ed. Sr. High	262.50
Church Directories	(45.00)
Flowers	20.00
Food Pantry	2,475.15
Invitation Mission Team	548.66
Memorial Gifts	100.00
Men's Fellowship	1,728.63
Misc	430.26
Music	1,352.28
Organ Fund	872.56
Other Income Holding Account	700.00
Abraham's Tent	200.00
Christmas Fund (Veterans of the Cross)	1,210.00
Covenant to Care	510.00
DESK	8.07
Equal Exchange	273.20
Habitat for Humanity	445.00
Neighbors in Need	585.00
Outreach Other (Cell Tower)	46.96
Outreach Other	112.51
RIP Medical Debt	675.00
Pastor's Discretionary Fund	799.87
Sabbatical	10,000.00
Lilies	630.00
Maureen Munzer Fund	5.00
Mission Trip	533.91
Music Easter/Christmas	320.00
Poinsettia	275.00
Sunday School Collections	53.14
Cooper Fund	50.00
Guertin/Ferner Fund	225.00
Worship Team	229.00
W/F Harvest Fair	274.50
Women's Fellowship (for CWS)	(456.48)
<b>Total Church Account</b>	<b>\$ 61,822.24</b>

<b>Memorial Gifts Account</b>	
<b>2020</b>	
<b>Balance Forward, 1/1/2020</b>	<b>\$ 11,057.73</b>
Income	
Gifts	910.00
Interest	8.96
<b>Total Income</b>	<b>\$ 918.96</b>
Expenses	
Choir Floor Replacement	2,491.27
<b>Total Expenses</b>	<b>\$ 2,491.27</b>
<b>Balance, 12/31/2020</b>	<b>\$ 9,485.42</b>

<b>Food Closet Account</b>	
<b>2020</b>	
<b>Balance Forward, 1/1/2020</b>	<b>\$ 6,181.31</b>
Income	
Gifts	58,543.06
Interest	13.95
<b>Total Income</b>	<b>\$ 58,557.01</b>
Expenses	
No.Haven Congregational Church	-
St.John's for Meal Preparations	-
Columbus House	-
No. Haven Fuel Bank	-
Julie Schweickert	300.00
Todd Swarney	200.00
Supplies:	
Plastic Bags	36.68
Paper Bags	128.17
Gloves	74.10
Unicorr Packaging (Boxes)	514.39
Tables	531.64
Additional Food Purchases	5,495.82
Cooked Meals	127.09
Price Rite Dairy Thanksgiving	676.35
Price Rite Dairy Christmas	701.40
Price Rite Dairy Christmas 2019	
Produce Thanksgiving	1,148.00
Produce Christmas	1,238.00
<b>Total Expenses</b>	<b>\$ 11,171.64</b>
<b>Balance, 12/31/2020</b>	<b>\$ 53,566.68</b>

<b>Utilities</b>	
<b>1/1/2020 through 12/31/2020</b>	
<b>Description</b>	<b>Amount</b>
Electric	\$ 5,882.72
Gas	5,220.60
Sewer	315.00
Telephone	3,616.66
Water	558.07
<b>Total Utilities</b>	<b>\$ 15,593.05</b>

<b>Building Contributions</b>	
<b>1/1/2020 through 12/31/2020</b>	
<b>Building Contributions</b>	<b>Amount</b>
AA - Monday/Thursday	50.00
Alanon	250.00
CT Record Club	300.00
Danish Brotherhood	25.00
Danish Sisterhood	25.00
Garden Club	125.00
GFWC Women's Club	50.00
Masons	400.00
Musical Folk	1,500.00
Nutmeg Treasurer Hunters	125.00
Retired Federal Employees	25.00
VASA	70.00
Miscellaneous	565.00
<b>Total Building Contributions</b>	<b>\$ 3,510.00</b>

<b>Insurance</b>	
<b>1/1/2020 through 12/31/2020</b>	
Liability	\$ 12,288.10
Workers' Compensation	2,394.00
<b>Total Insurance</b>	<b>\$ 14,682.10</b>

<b>Staff Benefits</b>	
<b>2020</b>	
Car	\$ 2,535.65
Cell Phone	600.00
Dental	1,122.00
Disability	1,000.24
Group Life	50.00
Medicare - Church	1,457.60
Medical	26,956.00
Parsonage Electric	1,981.02
Parsonage Gas	1,170.23
Parsonage Sewer	315.00
Parsonage Telephone	-
Parsonage Water	622.56
Pension	9,801.48
Professional Expenses	445.55
Social Security - Church	10,468.84
<b>Total Staff Benefits</b>	<b>\$ 58,526.17</b>

<b>Special Collections</b>	
<b>2020</b>	
Neighbors-in-Need	\$ 595.00
One Great Hour of Sharing	975.00
Lilies Income	
<i>To One Great Hour of Sharing</i>	-
Christmas Fund	1,240.00
RIP Medical Debt	675.00
Abraham's Tent	320.00
Habitat for Humanity	300.00
Heifer International	345.76
<b>Total Special Collections</b>	<b>\$ 4,450.76</b>

## Endowment

We started the year with enthusiasm and two goals. First to create a Legacy Society. Second manage the Endowment in a way that in Oct we set the spend rate at 4.5 % for the unrestricted accounts for 2021. We achieved one of the goals. Unfortunately in March the Covide-19 Pandemic put the Legacy Society on hold.

The Endowment mission team welcomed our new financial advisor, Richard Curtis, from UBS to our January meeting. Mr. Curtis has lived in North Haven for 25 years and has been an employee of UBS for the past nineteen years. We told him we would like to have a 4.5% spend rate from the unrestricted account. Mr. Curtis said this should be quite doable. A copy of our Endowment Policy was given to him. He talked a lot about structured products as alternatives to bonds. We had three of these or similar products at that time so no action was taken. He was going to review our portfolio and get back to us.

We had a brief March meeting to discuss volatility in the stock market. We decided to raise 2% more cash to protect against a major downturn. Otherwise our consensus was to stay the course.

Our June meeting was held via Zoom. By this time the market had rebounded. One of our long term goals is to replace funds with poor performance histories with other funds that have similar objectives and better performance histories. Two funds were sold and the proceeds were placed in new funds.

The final meeting of the year was Oct 15 via zoom with Mr. Curtis. He commented that the changes had worked out well. One of our structured products was about to be called and he suggested doing nothing until after the coming election. He suggested replacing three other underperforming funds. We agreed to make the changes. We also achieved one of our goals by setting a spend rate for the unrestricted funds of 4.5% for 2021.

After a very difficult start we ended the year with a reasonable 7.4% gain after fees and distributions on the funds at UBS. The poor return on bonds held down the return. I wish to thank our Pastor Scott Morrow for his knowledge and his willingness to host the last two Endowment team meetings via Zoom as well as participate in the meetings. I also wish to thank the following members of the Endowment mission team for their enthusiasm and support. If you have an interest in attending our meetings you are welcome to attend.

Bryant Munson - Financial Agent

Mission Team Members: Steve Peterson  
Jim Bennett  
Priscilla Bradford

John Tibor  
Betsey Reid  
Scott Morrow

# ENDOWMENT REPORT

Year Ending 12/31/2020

	Acct Balance 1/1/20	income & gifts	footnote	Advisor fees & expenses	Distributions to Church Budget	Acct Balance 12/31/20	Dollar Change	% change	Planned distribution to 2021 Budget
UBS Restricted Funds	\$ 109,181.43			\$ 1,003.51	3690	\$ 115,175.08	\$ 5,993.65	5.49%	\$ 4,001
UBS Unrestricted Funds	596,670.81			5,709.90	15998	643,034.86	46,364.05	7.77%	24,897
Cornerstone Fund	5,000.00					5,000.00	-		
Webster Checking	1,422.55	125.09	a			1,547.64	125.09		
undeposited funds		275.00	b			275.00	275.00		
<b>TOTALS</b>	<b>\$ 712,274.79</b>	<b>\$ 400.09</b>		<b>\$ 6,713.41</b>	<b>19688</b>	<b>\$ 765,032.58</b>			<b>\$ 28,898</b>
			<u>footnotes</u>						
			a. Cornerstone interest is direct deposit to Webster checking						
			b. Restricted fund gifts: \$50 Cooper Fund \$225 Guertin Ferner Music Fund						

## Restricted Funds

Year Ending Dec 31, 2020

Name of Fund	Purpose	1/1/20 Fund Balance	1/1/20 Fund %	2020 Distribution	amt 12/31/20	gifts received	footnote	12/31/20 amt	12/31/20 fund %	2021 Planned Distribution
Brigham	Decorations	\$ 6,170.45	5.652%	\$ 208.54	\$ 6,509.18	\$ -		\$ 6,509.18	5.638%	\$ 225.58
Carroll/Dudley	Education	4,455.28	4.081%	150.57	4,699.86	-		4,699.86	4.071%	\$ 162.88
Cooper	Maintenance	72,549.99	66.449%	2,451.97	76,532.69	50.00	a	76,582.69	66.334%	\$ 2,654.02
Guertin/Ferner	Music	19,729.26	18.070%	666.79	20,812.32	225.00	b	21,037.32	18.222%	\$ 729.06
Muirhead	Music/Decorations	6,276.48	5.749%	212.13	6,621.03	-		6,621.03	5.735%	\$ 229.46
<b>Totals</b>		<b>\$ 109,181.46</b>	<b>100.000%</b>	<b>\$ 3,690.00</b>	<b>\$ 115,175.08</b>	<b>\$ 275.00</b>		<b>\$ 115,450.08</b>	<b>100.000%</b>	<b>\$ 4,001.00</b>
			<u>footnotes</u>							
			a. Undeposited funds							
			b. Undeposited funds							

# Proposed Budget for 2021

	MLB Approved Budget 2020 Based on Pledges Received	Actual 2020 December	Budget 2021
Balance Forward	\$ 947.16	\$ 947.16	\$ 6,864.97
Trustee Transfers	26,188.00	19,688.00	35,398.00
<b>Total</b>	<b>\$ 27,135.16</b>	<b>\$ 20,635.16</b>	<b>\$ 42,262.97</b>
<b>Annual Income</b>			
Building Contributions	\$ 12,000.00	3,510.00	\$ 6,000.00
Envelope Income	80.00	102.00	80.00
Fund Raisers	3,600.00	4,436.24	3,600.00
PPP Forgivable Loan		37,997.50	
Loose Offerings	3,000.00	207.26	1,200.00
Past Due Pledges	3,000.00	390.00	3,000.00
Pledges	227,700.00	224,016.34	220,512.16
Gifts, Unrestricted	4,000.00	9,323.00	7,500.00
<b>Total Annual Income</b>	<b>\$ 253,380.00</b>	<b>\$ 279,982.34</b>	<b>\$ 241,892.16</b>
<b>Net Available Funds</b>	<b>\$ 280,515.16</b>	<b>\$ 300,617.50</b>	<b>\$ 284,155.13</b>
<b>Annual Expense</b>			
<b>Fixed Expenses</b>			
Basic Support	\$ 11,500.00	11,500.00	\$ 11,500.00
Consociation	325.00	322.50	325.00
Insurance	14,654.00	14,682.10	16,650.00
Loan Principal Repayment	2,016.00	7,834.59	0.00
Interest on Loan	480.00	231.45	0.00
Payroll	149,748.50	156,125.34	150,782.83
Staff Benefits	57,740.05	58,526.17	59,293.30
PPP Expenditure, Other		1,000.00	
Sabbatical	260.00	2,000.00	0.00
Utilities	18,000.00	15,593.05	17,000.00
Buildings & Grounds	11,190.00	11,413.02	12,500.00
Office Expense	9,000.00	9,537.59	9,000.00
<b>Total Fixed Expenses</b>	<b>\$ 274,913.55</b>	<b>\$ 288,765.81</b>	<b>\$ 277,051.13</b>
<b>Mission Teams</b>			
Faith Formation	1,700.00	648.54	1,000.00
Music	1,674.00	1,109.95	1,674.00
Worship	480.00	453.58	480.00
DESK	300.00	-	300.00
Generosity	200.00	78.84	200.00
Abraham's Tent	200.00	195.81	325.00
Covenant to Care	200.00	-	200.00
Rebuilding Together New Britain/Habitat for Human	500.00	500.00	500.00
Clothing Mission Team	100.00	-	100.00
Landscaping	250.00	-	250.00
Member Care Mission Team	75.00	-	75.00
OASIS Youth	2,000.00	2,000.00	2,000.00
<b>Total Mission Teams</b>	<b>\$ 7,679.00</b>	<b>\$ 4,986.72</b>	<b>\$ 7,104.00</b>
<b>Total Annual Expense</b>	<b>\$ 282,592.55</b>	<b>\$ 293,752.53</b>	<b>\$ 284,155.13</b>
<b>Surplus/(Deficit)</b>	<b>\$ (2,077.39)</b>	<b>6,864.97</b>	<b>\$ -</b>

	Proposed Salary Budget 2021		
	Increase of 1.3%		
		2020	2021
SALARIES			
	Pastor	\$ 53,209.52	53,901.25
	Nursery Attendant	\$ 1,600.00	750.00
	Christian Educator	\$ 13,314.87	13,487.96
	Music Director	\$ 14,993.67	15,188.59
	Organist	\$ 11,960.35	12,115.83
	Office Manager	\$ 34,859.57	35,312.74
	Sexton	\$ 16,610.52	16,826.46
	Vacation Coverage	\$ 3,200.00	3,200.00
Total		<b>\$149,748.50</b>	<b>\$150,782.83</b>
	Proposed Staff Benefits Budget 2021		
BENEFITS		PASTOR	STAFF
	Car Allowance	\$ 2,500.00	
	Cell Phone	600.00	
	Dental Insurance	1,122.00	
	Disability Insurance	1,000.24	
	Group Life Insurance	50.00	
	Group Medical Insurance	28,188.00	
	Pension	9,898.17	
	Medicare Church	781.57	1,404.78
	Social Security Church	3,341.88	6,006.66
	Professional Expenses	500.00	
	Parsonage Electricity	1,700.00	
	Parsonage Gas	1,000.00	
	Parsonage Sewer	300.00	
	Parsonage Telephone	500.00	
	Parsonage Water	400.00	
Total		\$ 51,881.86	\$ 7,411.44
Total Benefits			<b>\$ 59,293.30</b>

## Church Officers & Ministry Leadership Board

### OFFICERS (2020)

Moderator	Damon Quinn
Clerk	Priscilla Bradford
Treasurer	John Tibor
Assistant Treasurer	Larry Ballantyne
Financial Agent	Bryant Munson

### MINISTRY LEADERSHIP BOARD (2020)

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

### PROPOSED OFFICERS (2021)

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

### PROPOSED MINISTRY LEADERSHIP BOARD (2021)

<i>Moderator</i>	<i>Damon Quinn</i>	
<i>Clerk</i>	<i>Priscilla Bradford</i>	
<i>Treasurer</i>	<i>John Tibor</i>	
<i>Financial Agent</i>	<i>Bryant Munson</i>	
<i>At-Large</i>	<i>Ed Collett</i>	2024
<i>At-Large</i>	<i>Chris Corcoran</i>	2023
<i>At-Large</i>	<i>Kathy Harple</i>	2022
<i>At-Large</i>	<i>Nancy Mahoney</i>	2023
<i>At-Large</i>	<i>Joan Bennett</i>	2022
<i>Clergy</i>	<i>Scott Morrow</i>	<i>ex officio</i>

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

## Ministry & Mission Plan 2021 Goals & Objectives

One of the most significant goals for 2021 is the reopening of in-person church service to our congregation. Members have expressed concern about the church's plans for the coming year relating to re-opening.

Although we've been able to provide live-streaming services, members want to know what is being planned related to re-opening, and what the MLB and the Re-Opening Team has devised. We will ensure that careful steps have been taken to provide the safest environment possible. Another goal is to host outdoor church services as well as Sunday school for the children when warmer weather is upon us. Fundraising possibilities will be addressed in new and different ways. We have seen the possibilities of online auctions and virtual stores. Both were successful and it would be great if we could hold more in 2021.

We understand future planning is dependent upon the spread of the virus and the role vaccinations will play. But members feel respected when we actively solicit feedback and listen to their ideas along with ours on how our plans can be carried out. Members have great individual perspective and can offer a lot of great ideas that can help in this coming year.

Goals for the 2021 year will include the following:

- Re-opening the church to the congregation for in-person worship as well as Mission Team events and related programs.
- Re-examining fundraisers and build on the successes of 2020.
- Hosting outdoor services during warmer weather including Sunday school.

- Identifying new officers for positions within the Ministry Leadership Board including the Treasurer and Clerk.

Please take some time and consider how you can help. Time is precious and we all need more for ourselves and our families but our church family also needs to be provided for.

I will end with a quote from Denzel Washington from a 2015 Dillard University commencement speech (available online), *"The most selfish thing you can do in this world is help someone else. Why is it selfish? Because the gratification, the goodness that comes to you, the good feeling, the good feeling that I get...nothing is better."*

Damon Quinn  
Moderator

