

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

**ANNUAL REPORT
2021**



North Haven Congregational Church

Presented At The Annual Meeting
January 30, 2022

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NORTH HAVEN CONGREGATIONAL CHURCH, UCC

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AN OPEN AND AFFIRMING CONGREGATION

CALL TO ANNUAL MEETING

January 30, 2022

10:45 a.m.

AGENDA

Call to Order

Opening Prayer

Moderator's Convening Statement

Approval of Minutes of January 31, 2021 Annual Meeting

Acceptance of Non-Financial Reports

Acceptance of Endowment Report

Acceptance of Treasurer's Report

Approval of Budget for 2022

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 6, 2022

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 2021 Ministry Leadership Board consisted of Pastor Scott Morrow, Joan Bennett, Priscilla Bradford, Kathy Harple, Nancy Mahoney, Ed Collett, Chris Corcoran, Bryant Munson, John Tibor and myself as Moderator. This was my second year in the role of Moderator. The MLB members have been very patient with my role. It goes without saying that it has been a very challenging year for everyone.

Unfortunately, the continued pandemic did not allow for many of the church's Mission Teams to be active. The Food Closet has been active and blessed many residents. We have continued broadcasting Sunday's service online via YouTube. We were able to have several in-person services; however, we decided to halt in-person service for the time being until further notice. Everyone that assisted in this process needs an extra thank you. Especially Pastor Scott and the scheduled Deacon leading the online Sunday service, Julie Schweichert 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. Mark Bessette also needs to be recognized for his efforts to keep the church grounds, computer network and camera operational for the congregation.

I continue to feel blessed to be part of our church's community. Everyone has been very patient during these difficult 2+ years. I pray that this pandemic is coming to its conclusion and we can resume our lives the best we can. I look forward to seeing smiles and hearing the congregation sing to the heavens.

Damon Quinn: Moderator



Senior Pastor's Report

This has been another very unusual year in the life of the church, due to the continuing impact of the COVID19 virus. We began 2021 with online worship only, and with in-person worship and in-person activities at the church suspended.. We had held in-person worship services on two Sundays in October 2020, and then moved to online worship only in November as case levels began to surge. The surge of COVID cases continued through the winter and into the spring of this year. We resumed in-person worship once again at the end of May and continued through the end of the year. Attendance ranged from 7 on an August Sunday to 52 on December 19 with the Christmas Pageant. COVID cases began to rise again in late December, and we suspended in-person worship again beginning in January 2022. The livestreamed worship service has continued online all year.

The skill and dedication, creativity and determination of the church staff has been notable this year. Julie Schweickert has provided essential coordination through the Church Office. She has continued to expand the church website, rebuilding and redesigning it to increase effectiveness. The website allows members and friends to access the livestreamed worship and worship recordings, complete a pledge card, make designated financial contributions and complete performance reviews for the church staff, as well as provide flowers for the worship service and serve as a Deacon or Greeter to assist with worship. Holiday Food Drive volunteers were able to sign up to work through the website. Todd Swarney has continued to work with great energy and determination to keep the church building clean and disinfected. He resumed his 4-day per week schedule in order to be able to clean and set up

for community groups using the building. He has helped with both distributions from the food pantry and receiving donations. Todd provided tremendous support to the Holiday Food Drive in setting up and taking down the tables for a great expansion in the distribution. Gary Snowbeck returned to playing the organ during in-person worship services. It has been tremendously uplifting to listen to Gary's preludes and postludes, and to sing the Doxology and hymns along with the organ once again! Jeff Hutchins' job has changed possibly more than anyone among the church staff. The Choir has not been able to sing together in worship since the beginning of the pandemic. Jeff has learned about the technology and process of recording the instrumental and choral music for worship, and has taught the members of the Choir. They have been able to provide recordings from home which Jeff has blended into the hymns and anthems for our online worship services. The Choir did return to sing and record together, spread out in the sanctuary. Jeff has also provided some wonderful video recordings of the Choir singing together, so the congregation can see them singing together once more. Jeff has operated the livestream camera for our online worship services, and he has helped to train and support Joan Bennett and Damon Quinn as they volunteered to operate the camera. Jeff has also provided some beautiful recordings himself, mixing himself singing numerous parts! In the midst of all of the learning and creative expansion of the recording and streaming capability, it is clear that Jeff yearns to direct the Choir again as they sing in-person in the chancel! Karlee Etter adapted her efforts to support online

Zoom sessions for the church school classes as well as some outdoor classes on Sunday. She planned carefully and thoroughly for the return of children to in-person classes this fall, and she has taught the oldest group herself. She worked with Jeff to make opportunities for the children to sing together. The children began to come into the sanctuary for the beginning of the worship service on Bible Sunday at the end of October. Karlee also planned and coordinated both an in-person Advent Night and an in-person Christmas pageant. Both events were greatly appreciated.

The costs of closing the church to in-person worship and gathering are not insignificant. There is

significant sadness for members who cannot worship together with friends, and a sense of isolation from the church. Online worship allows worship to continue when the sanctuary is closed, but for some members it is a poor substitute. Most significant, perhaps, is the absence of opportunities for casual conversation and fellowship, particularly in the absence of Coffee Hour, church suppers, and other occasions including eating. Some members of the Women's Fellowship have gathered weekly for picnics and fellowship in the parking lot. It seemed an obvious and lucky option to begin online worship when the pandemic began and we thought it would last just a little while. As the pandemic has stretched on we have suspended in-person worship twice more when it seemed the best way to protect the health and safety of all of our members. It has been sobering to reflect on the effect of the loneliness and isolation.

Many of the accustomed mission activities, including serving dinner at the Downtown Evening Soup Kitchen, Abraham's Tent, and the Angel Tree and Backpack Project with Covenant to Care have either been discontinued or shifted to more limited-contact methods. Church activities such as the Holiday Fair, Men's Fellowship Breakfasts, and Pierpont Concerts have not been held in their familiar fashion. The Women's Fellowship held a virtual Holiday Fair in November with all orders placed online.

One of the precious blessings of this year has been the resumption of weddings and baptisms, many of which has been postponed. I officiated at three weddings this year, and one was held in the church. We celebrated thirteen baptisms, which is a joyful record! There has also been more opportunity for visiting in-person, both at hospitals and treatment centers and at home.

I am very grateful to the members of the North Haven Congregational Church for your kindness and warmth for my family – for Carol, Amy and Jesse. I am deeply appreciative for your encouragement, generosity, wisdom and patience toward me. This 27th year of pastoral ministry with you and among you has brought unexpected challenge and new experiences. I pray earnestly that the coming year will bring us the opportunity to gather in-person again for worship and fellowship. We will need to build resilience together in order to regather and renew God's church.

Ministry Coordinator for Children



As New Year 2021 began and concerns for the continuing Covid pandemic remained, NHCC did not offer In-Person worship nor Church School, through June 2021. From January through early June, Live-Stream worship and Zoom Church school continued, as had been the practice since March 2020. During NHCC continuing Live-Streaming worship, the children met twice a month, on the second and fourth Sundays of each month, via Zoom for Church School with Karlee Etter, the Ministry Coordinator for Children. Karlee adapted the previously purchased lectionary-based Church school curriculum, intended for in-person learning, to meet the challenges of Online learning.

Additionally, on the third Sunday of each month, the children participated in a Sing-Along Zoom with Jeff Hutchins and Karlee Etter, to prepare a hymn for use during Live-Stream worship in May.

As expected, the annual Easter Egg Hunt was canceled but the children were provided with an Easter Grab-Bag to help them celebrate the holiday with their families in the safety of their own homes.

As mid-June 2021 approached and the cases of Covid continued to decline, NHCC re-opened its doors for in-person worship with limited seating and other guidelines as recommended by the CDC. However, since it was the middle of June, Church school remained closed to in-person learning. However, families were encouraged to worship together in the sanctuary.

By early August, the Covid cases remained low, and plans were made for NHCC to resume in-person

worship and Church School in September 2021. Although there were still some restrictions to keep the children safe from exposure to Covid, Church School resumed with Rally Day, on September 12, 2021, with a small but joyful, celebratory picnic out-of-doors. Steve Simonson and Sue Baldino agreed to teach, Grades 3-7 and PreK-Grade 2, respectively. As September progressed, Grades 3-7 were divided into a second age-grouping; that of Grades 6-7. They began meeting with Karlee Etter in a third room. Each classroom was set up so the children could remain a safe distance from one another. Each child was provided with his or her own table/space, her or his own box of school supplies, his or her own Student's leaflet, and her or his own Bible. However, as had been the practice

pre-Covid, the children did not attend morning worship with their parents, but went directly to their classrooms where they remained until parents picked them up.

By October 31, the children resumed morning worship with their parents, again with additional preparations made especially to keep the unvaccinated adults and children, safe. Through the month of December, NHCC in-person, annual Advent Night resumed. Once again, to maintain a safe distance from one another while indoors, NHCC Faith Formation Team offered fewer crafting activities and did not serve food. Although, changes were prevalent, it didn't seem to dampen anyone's spirits, everyone still had a wonderful time visiting with one another, with Santa Claus, and creating some new Christmas crafts. Throughout December, families attended worship together, shared in lighting the Advent Candles, and enjoyed participating in the annual in-person pageant, which this year included a real Baby Jesus and several adults playing the parts of Mary, Joseph, and the Shepherds. As the month of December 2021 continued, and Covid cases began to surge, NHCC once again suspended in-person worship as of January 1st, 2022.

During the month of January 2022, and until further notice, the Church School classes will move to Zoom, following the same church school schedule prevalent from January through June 2021.

Submitted by Karlee Etter
Ministry Coordinator for Children

Music Director



The music ministry at North Haven Congregational Church was not silent throughout the year of 2021! Despite the challenges presented by the Covid virus and its variants, Music Director Jeffrey Hutchins and Organist Gary Snowbeck, with the assistance and fellowship of supportive choir members and friends, were able to offer music on a weekly basis to the glory of God and for the good of the North Haven Congregational Church community.

Gathering in groups, especially while singing loudly, remained unsafe in the early months of 2021. As the vaccines rolled out and choir members got vaccinated, we considered meeting together in person again. That wouldn't happen until September 2021, when we met to record some hymns and anthems while being well spaced-out and masked. While the conditions weren't ideal for group singing it still felt very good to have this opportunity to come together and make a few recordings.

Throughout the year of 2021, many members of the choir continued meeting on Zoom, the online meeting platform. Jeff would use the church's hardwired internet connection to host relatively "stable" meetings. Each week, we warmed up, reviewed the week's hymns, and prepared for some larger virtual choir gifts of music. While Zoom may not be our favorite, it does work well for its intended purpose. Plus, we get to visit with Elaine Burr and Rose Monaco and Lisa from other states! In these Zoom meetings we were able visit together and pray together, which is just as valuable to the music ministry as music itself.

We are so grateful for the work of Cathy Welch who has logged our entire choir music library (!!!) into an extensive Excel spreadsheet, which is currently on a flash drive in the music director's desk. With occasional assistance from Jeff, this has largely been

Cathy's hard work almost every Friday the last few years. Having the the library searchable and digitized in this way was a very long term goal that we have finally accomplished! We are so grateful for Cathy's work ethic, diligence, and support of the NHCC Music program.

We are also Grateful for Gary! Gary returned to the organ bench in the spring of 2021 (He had been recording at home every week) and we have heard so many comments from congregation members about how great it is to have his live music back in church. Jeff has commented how great it "feels" to have the organ resonating the chancel!

Though it feels like a long time ago now, we should recall the wonderful choir picnic at Susan Beth and Robert's house in June of 2021! It was a most delightful and festive occasion. Not only did we all get to visit together that lovely afternoon but we also got to see Rose Monaco and Lisa Phillips who were in town from Michigan. We also got to see our beloved choir members, John and Linda Rankin.

Given that 2021 was such a "unique" year for live music making, I think we should use this space to archive some of our "virtual" music accomplishments! Using the platforms "YouTube" for videos, "Soundcloud" for audio, and the link shortening service "TinyURL", I have made a list of the musical offerings that you can visit any time. The following list does not include ALL the music from 2021, but it does include some highlights. We are grateful to Gary Snowbeck who has been the accompanist for most all these pieces. Please feel confident and safe by either clicking the "TinyURL" links ahead (if viewing a PDF on the computer) or simply writing them into your web browser subject line exactly as written below:

North Haven Congregational Church Chancel Choir

Speak, O Lord - Virtual Choir -YouTube:
[TinyURL.com/NHCC2021](https://tinyurl.com/NHCC2021)

Praise The Lord - YouTube Recording:
[TinyURL.com/PraiseNHCC](https://tinyurl.com/PraiseNHCC)

Jesu, Joy of Our Desiring - Youtube Recording:
[TinyURL.com/JesuJoyNHCC](https://tinyurl.com/JesuJoyNHCC)

As We Gather At Your Table - Soundcloud:
[TinyURL.com/AsWeGatherNHCC](https://tinyurl.com/AsWeGatherNHCC)

Down To The River And Pray - Soundcloud:
[TinyURL.com/PrayNHCC2021](https://tinyurl.com/PrayNHCC2021)

Healing River -YouTube Recording:
[TinyURL.com/PinkSundayNHCC](https://tinyurl.com/PinkSundayNHCC)

North Haven Congregational Church Children's Choir

With assistance from Karlee Etter and her after service Sunday Zoom Sessions with the kids, Spring 2021 (and Gary Snowbeck, organ):

Spirit of Gentleness - Audio version - Soundcloud:
[TinyURL.com/SpiritNHCC](https://tinyurl.com/SpiritNHCC)

NHCC Children's Choir with assistance from Karlee Etter and Sunday school Teachers and families, Fall 2021:

Seek Ye First - Audio version - Soundcloud:
[TinyURL.com/SeekYeFirstNHCC](https://tinyurl.com/SeekYeFirstNHCC)

NHCC Children's Choir with assistance from Karlee Etter and Sunday school teachers and families:

Live Recording "Rise Up Shepherd and Follow" for Christmas Pageant:
[TinyURL.com/RiseUpShepherd](https://tinyurl.com/RiseUpShepherd)

The Chancel Choir's two Christmas Anthems can be found here:

Night of Silence: [TinyURL.com/NHCCChristmas-1](https://tinyurl.com/NHCCChristmas-1)
O Holy Night: [TinyURL.com/NHCCChristmas-2](https://tinyurl.com/NHCCChristmas-2)

Last but certainly not least, **Gabriella DeLuca** sang a solo on Christmas Eve and she was prepared to do it both in-person and "remotely" in case the extreme omicron spike prevented us from having in-person worship. I have decided to include both videos in one link which can be found here:
[TinyURL.com/NHCCGabriella](https://tinyurl.com/NHCCGabriella)

Great singing, Gabriella! Thank you!

Very respectfully submitted,
Jeffrey Hutchins
Director of Music

Annual Report of the New Haven East Consociation Church and Ministry Committee

Rev. Scott Morrow serves as our representative to the Church & Ministry Committee of the New Haven East Consociation. Scott is the current Chairperson of the Committee. The Church and Ministry Committee meets monthly for three hours, and additionally as required. This Committee deals with matters related to ministerial authorization and standing. It is charged with assessing individuals interested in becoming candidates for member-in-discernment status, and shepherding them through the process of becoming commissioned, licensed, or ordained ministers in the UCC. The Committee is also responsible for supporting and monitoring ordained ministers with standing in the NHE Consociation.

Members of the Committee include Jean Green, Consociation Registrar and Clerk; Margot Hardenburgh, First Congregational Branford; Jeff Webber, First Congregational Guilford; Nora Price, North Madison Congregational; Rev. Judith Cooke, North Guilford; Susan Clark, East Haven Congregational; Donna Copley, North Branford Congregational; Derek Cummings, United Churches of Durham; and Rev. Michael Ciba, Area Conference Minister. First Congregational Church Madison and Northford Congregational are currently unrepresented on the Committee.

During this year the Committee has met with two members-in-discernment and their advisors to review their progress and offer support: Kristie Rubendunst and Christine Sima. Kristie Rubendunst was approved for ordination pending a call on June 24, 2021. The Committee is in conversation with Wendy Tarry to consider the process for Lay Ministerial Standing. There were a number of pastoral transitions in the Consociation this year:

Installation:

Rev. Mark Pilletere was installed as Senior Minister at First Congregational Church of East Haven on June 27, 2021.

Rev. Joseph Perdue was installed as Senior Minister at First Congregational Church of Branford on September 26, 2021.

Ordained clergy standing transferred in:

Rev. Joseph Perdue transferred his standing from Oneida Association of the New York Conference on March 4, 2021.

Rev. Elizabeth Dorsi transferred her ministerial standing from the Southwest Ohio Northern Kentucky association (SONKA) on September 23, 2021.

Called:

Rev. Joseph Perdue was called to First Congregational church Branford as Senior Minister on October 24, 2020.

Departures:

Rev. Jeanette Cooper-Hicks completed her pastorate at United Churches of Durham.

Rev. Vance Taylor completed his pastorate at North Branford Congregational Church.

Interim:

Rev. Cindy Stasko- United Churches of Durham

Respectfully submitted,

Rev. Scott Morrow

Minutes of the Annual Meeting January 31, 2021

The Annual Meeting of the North Haven Congregational Church was held via ZOOM technology. A pandemic cause by the COVID-19 virus prevented the members from gathering. It was called to order by Moderator, Damon Quinn at 11:05 am. There were 47 voting members present thus constituting a quorum. The call to the meeting was posted on the website and sent to members via e-mail in the time period as required by the by-laws. The Rev. Scott Morrow led those present in prayer.

Minutes of the annual meeting of the February 2, 2020 were accepted as printed with gratitude.

Non-Financial Reports were found on pages 4-23 of the Annual Report. Barbara Massey commented on the Memorial Gift report asking people who contribute to the fund to be sure to designate the fund they wish to contribute to and to indicate who it is to honor. Hearing no other comments, the reports were accepted with gratitude.

Bryant Munson, Financial Agent explained the Endowment report found on pages 28 and 29 in the Annual Report. The Endowment Funds realized a 7.4% gain after fees and distributions. The report was accepted with gratitude.

John Tibor, Treasurer, explained the Treasurer's report found on pages 24-27 in the Annual Report. Appreciation was expressed for the care and time John contributes to keep our finances in order. The report was accepted with gratitude.

A motion was made by Beth Anderson and seconded by Nancy Mahoney to approve the Budget for 2021. John Tibor explained the budget found on pages 30 and 31 in the Annual Report. The budget was accepted with the vote of 47 yeas, 0 nays, and 0 abstentions.

The clerk read the following Slate of Officers for 2021.

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

Beth Anderson moved and Jim Bennett seconded the motion to elect the officers as presented. The motion passed with 46 yeas and 1 abstention.

The clerk read the following nominations to the Ministry Leadership Board.

- Chris Corcoran 2 year term Expires 2023
- Edward Collett 3 year term Expires 2024

No nominations were received from the floor.

Barbara Massey moved and Jim Bennett seconded the motion to close the nominations. Passed

Barbara Massey made a motion and it was seconded by Beth Anderson to elect Chris Corcoran and Edward Collett to the Ministry Leadership Board. The motion passed with 47 yeas, 0 nays, and 0 abstentions.

Hearing no other business to come before the meeting, Jim Bennett moved and Joan Bennett seconded the motion that the meeting be adjourned.

Scott Morrow closed the meeting with a benediction and the meeting was adjourned at 12:05 pm.

Respectfully submitted,
Priscilla Bradford, 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 fourteen times during the year. From January to September the meetings were held via ZOOM. The October to December meetings were conducted in a hybrid format.

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.

The minutes of the meetings are sent by email to MLB members prior to the next meeting.

The last Annual Meeting of the church was held on January 31, 2021. The meeting was held with a ZOOM format due to the COVID pandemic. The Annual Report for 2020 was received and the reports were approved by members. The budget for 2021 was approved. Officers and at-large members of the MLB for 2021 were elected.

Respectfully submitted,
Priscilla Bradford, Church Clerk

Church Statistics - 2021

WEDDINGS

| | |
|------------------------------------|--------------|
| Christina Roberts & Joe Mickolyzck | June 12 |
| Mary Pallatto & Stanley Ward | September 4 |
| Danielle Powers & Peter Zalewski | September 18 |

BAPTISMS

| | |
|---------|--|
| May 23 | Emma Pauline Mickolyzck, daughter of Daniel and Paige Mickolyzck |
| Jun 12 | Nathan Charles Jeppesen. son of Chelsey and Kyle Jeppesen |
| Jun 27 | Mila Grace Mickolyzck, daughter of Brooklyn Thomas Mickolyzck |
| July 24 | Elle Gracelynn Cook, daughter of Samantha and Austin Cooke |
| Aug 7 | Easton Grey Goldfuss-Barone, daughter of Brianne Goldfuss and Anthony Barone |
| Aug 29 | Nolan Charles Dubar, son of Royette and Jason Dubar |

Sep 4 Callan Gray Lauriat, son of Lisa and Bryan Lauriat
 Sep 26 Daniel Casey V, son of Heather and Daniel Casey IV
 Nov 14 Luca Ayden Kaplan, son of Krista and Adam Kaplan
 Dec 12 Ava Leigh DiNatale, daughter of Brian DiNatale and Elisa Franco
 Dec 19 Jordyn Sila Elisabeth Boerma, daughter of Cynthia Campos Boerma and Marc Boerma

DEATHS

| | |
|---------------------------|-------------|
| Doris Adams* | January 17 |
| Brian James | February 12 |
| Frances LoCicero Amico | February 13 |
| Tom Ryan* | March 26 |
| Imogene Cranford Kaman | March 30 |
| Rita Noonan | April 16 |
| Kelly Elizabeth Burns | April 21 |
| Judith Chapman Greist | April 24 |
| Vera Inguaggiatto | May 10 |
| Clifford D. Fritzell, Jr. | May 25 |
| Marilyn Jacqua | June 3 |
| Ernest "Ernie" Wall | July 9 |
| John Dockendorff | July 24 |
| Joe DeLuca* | July 28 |
| Michael Noonan | August 17 |
| David Bellonio* | August 19 |
| Lawrence North* | August 26 |
| John David Mackback | October 1 |
| Mary Cestaro* | October 27 |
| Rev. Arthur Latimer | October 9 |
| William Monaco | November 13 |
| Eleanor Norback* | December 12 |
| Vera Powers | December 12 |

*members

CHURCH MEMBERSHIP STATISTICS 2021

Total membership, January 1, 2021.....233

Members Received

| | |
|---------------------------|----------|
| Confirmation | 0 |
| Confession of Faith | 0 |
| Sub-total..... | 0 |

Members Removed

| | |
|-----------------------|----------|
| Removed by Death..... | 7 |
| Sub-total..... | 7 |

Total membership, December 31, 2021.....226

Worship

2021's Worship Mission Team was comprised of Jim Bennett, Karlee Etter, Doris Ferner, Nancy Mahoney, Sally Pallatto, Kerry Stewart, John Tibor, and Cathy Welch, all of whom led Sunday worship at least once during the year.

The team held just one virtual meeting during the year, instead utilizing the Deacon Sign-up feature offered on the church website to arrange weekly coverage in the Sanctuary. Please note, however, that just four people (Jim, Nancy, Sally, and Cathy) provided coverage for 45 of the year's 52 Sunday services, an unfair burden that I truly hope is corrected in 2022.

At-home Deacon responsibilities also continued throughout the year. Carol Amico, Joan Bennett, Sue Compton, and Cathy Welch comprised this group, which recorded the names of the congregants who texted them to a dedicated number (203-800-7625) each Sunday and forwarded them to Pastor Scott, who read them aloud during the service. This continues to be 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, unlocking and locking up the church 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 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. 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 for the second year. 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, palm leaves were separated and placed in vases in the elevator entrance, where people could come to pick up palms. Palm fans were arranged and placed in front of the communion table for the livestreamed service.



EASTER SUNDAY



Sadly there was no in-person worship, but 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 generously donated by Forget Me Not Florist.

It was further enhanced with flowers added by the congregation. Because of Covid restrictions, lilies were not delivered to homebound and recently bereaved members of the congregation.

THANKSGIVING SUNDAY

A display of fruits and vegetables was arranged in front of the communion table. Because this was an in-person service, people added their produce contributions to the display. All food was then taken to DESK for meal preparations.

CHRISTMAS SEASON

The Christmas season started with the hanging of Christmas wreaths in the sanctuary and on the front doors. The electric candles with greens were placed in each window. Poinsettia plants decorated the church with display in front of the communion table. Because of Covid, poinsettias were not delivered. Fortunately, Christmas services were able to be in-person.



We are grateful to the many members of the congregation for their continued generosity in providing arrangements for each Sunday.

Respectfully Submitted,
Susan Tibor

Sunday Worship Participants

Thank you to all the people who agreed to participate in the Sunday Service while we were in person.

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.

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.

Generosity

Thank you to everyone for all that you do and all that you give to our Church!

The main function of the Generosity Mission Team is to facilitate the Season of Generosity each year. During this Season, we recognize and thank members and friends for their contributions of time, talents and funds that make our Church functions and missions possible. Due to health and safety protocols in 2021, we were once again unable to have our in-person celebrations, but our appreciation for all that people do and give to the Church continues unabated.

During these unusual times, we are particularly thankful for the many things accomplished by the

staff and volunteers this year that facilitated the functions and missions of our Church. We wish to thank Peter Hall, Joan Bennett and Pastor Scott Morrow for sharing their thoughts with us during the Sundays of the Season of Generosity. We also want to sincerely thank everyone who was able to contribute to the finances of the Church in 2021 and everyone who has committed support in 2022.

As we look forward to the new year, the team is hoping that everyone will be thankful for all that was accomplished in 2021 and see if there are ways you can share your time, talents and funds to the Church functions and missions in the new year.

Sincerely,

The Generosity Mission 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 acknowledged many contributions during the 2021 year. Many of this year's contributions were made to specific funds as noted in the list below. These generous gifts were given in memory or in honor of the following members and friends of the North Haven Congregational Church:

| | |
|---------------------------|-----------------|
| In memory of: Doris Adams | Frances Amico |
| David Bellonio | Mary Cestaro |
| Edwin Dudley | Ruth Dudley |
| Vera Inraggiato | Brian James |
| Lawrence North | Greg Pierce |
| Stephen Pierce | Thomas Prezioso |
| Tom Ryan | Ceil Scarpello |
| Jack Viele | |

In honor of Doris Ferner's birthday and Christmas.

Many of the gifts were designated to the North Haven Churches Food Pantry, the Jack Viele Children's Library Fund, the Cooper Fund for building maintenance and the Guertin/Ferner Music Fund.

The 2021 Memorial Gifts Mission Team starting budget was \$9,485.42.

The gifts received totaled \$4385.00 and the interest added was \$.95 totaling \$4385.95.

There were two requests made to the Memorial Gifts Mission Team for money to pay the cost of \$1200.00 to update the fire and security system and \$2826.00 to pay half of the cost for the new phone system. This totals \$4026.00.

The final Memorial Gifts balance for 2021 is \$9845.37.

We would like to thank all who contributed to the Memorial Gifts Fund along with the many other church funds throughout the year in memory of those we lost this year and in the past.

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 contribution and if you wish to designate the fund so an accurate acknowledgement can be made.

Respectfully submitted,
Barbara Massey/ Cathy Welch

Building & Grounds

The Board of Buildings and Grounds continued to work hard over the past year maintaining both the church and parsonage. The on-going shutdown caused B&G to have our regular monthly meetings in Carroll Hall or via Zoom. The B&G committee worked hard to stay within the 2021 budget of \$11,500. 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: Replacement of a smoke detector, along with the elevator maintenance contract and State inspection increased the cost to \$2,414.

Landscaping: Tom's Lawn Service did an excellent job of taking care of mowing the lawn at both the church and parsonage. Invoicing totaled \$1,500 for the year.

Fire Extinguishers: Cost for regular inspection and servicing of all eleven fire extinguishers throughout the building increased to \$488.

Housekeeping + Supplies: Purchase of cleaning supplies such as paper towels, ice melt, soap, etc., for the year remained the same at approximately \$763.

Maintenance + Repairs: Some of the items which required attention over the course of the year included emergency plumbing work, inspection and repair to both boilers, 20 LED light fixtures, and miscellaneous repairs for a total cost of \$6,908.

Alarm System: Alarm One Security Systems had the contract for monitoring the alarm system and maintained the cost for their service at \$264.

Snow Removal: We have not been successful in finding 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:

Food Closet: A new freezer was purchased and set on a movable wooden platform along side the existing freezer into the boiler room. Additional metal shelving was added to the food closet.

Landscaping: On-going tree trimming at the church and parsonage.

Plumbing: Sewer line was cleaned and scheduled for evaluation using a scoping device. Windows: We are in negotiation with a contractor for the replacement of the basement windows in Room 5 and the ADA Restroom along Linsley Street elevation.

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. Your hard work is very much appreciated by everyone.

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

Landscaping

The Landscaping Mission Team worked in 2021 to maintain the church grounds. Weeding was done regularly. In April, several students from Quinnipiac University dug up the grass under the choir and nursery rooms. The area was mulched and several ornamental grasses were planted. The gardens were also mulched at this time. In the fall, bushes were trimmed, gardens cleaned and trees trimmed. Thank you to the crew that helped on work days.

Priscilla Bradford, Coordinator

Personnel Committee

For a few years now Jim Bennett and Stephen Simonson have been the two members assigned to the Personnel Mission Team. Our church structure assigns responsibility of support for the Office Manager to this Mission Team, but it also supports appropriate other Mission Teams with hiring and supervision of non-clergy paid employees. There were no new hires in 2021, and evaluations of all current personnel are scheduled to be completed by January 31, 2022. Regarding Personnel Mission Team goals for 2022, they remain that we ensure regular feedback with every employee and that we are creative with our annual review process. Our primary focus will be 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. Each group will be assigned to evaluate and make salary recommendations to the MLB for their assigned employee annually. The Covid Pandemic has made this goal difficult to achieve. Scott, Julie, Jim and Stephen met regularly throughout the year to discuss as needed the performance and relationships of the staff. Efforts to provide staff with guidelines and feedback was done as needed based upon data. In our church we are truly fortunate to have dedicated and skilled employees. As the senior Minister, Scott is ultimately everyone's boss, but it is practical and appropriate that he has delegated supervision and support of all employees to the Personnel Committee, the Office Manager, and the assigned Mission Teams

Pastoral Relations

The Pastoral Relations Mission Team serves as a mechanism to encourage, support and solve problems between the clergy and the congregation. In 2021, this Mission team consisted of: Jim Bennett, Chris Corcoran, Jeanne Mecca, Scott Morrow, and Stephen Simonson. This group met frequently via Zoom throughout the year.

There were a few themes: Conducting a comprehensive evaluation of Scott Morrow was a highlight that was made possible by Julie Schweickert's I.T. and website design skills. Julie created a process that was so easy to use that nearly 50 church members participated in the evaluation. The evaluation results gave Scott strong scores in management of the Covid 19 pandemic, pastoral care, thoughtful sermons, community support, etc.

The only area that was identified consistently as having the opportunity to improve was that of punctuality and meeting deadlines. Substantial time was given to brainstorming how this topic might get positive traction and become less of a negative impact on the staff and congregation. We explored the use of consultants and had multiple Zoom meetings on this topic. In the end, the consultant wanted to focus on team building and not solving the problem. We elected not to go forward paying a consultant to perform team-building. We have chosen to focus on solving the problem of punctuality and meeting deadlines. This is an ongoing process.

We also discussed at length the "Cycle of Improvement," and possible strategies of delegation. This topic will continue to receive monitoring and support going forward as creative strategies are identified and explored.

Report by: 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 2021 the team included: Patience Benassi, Doris Ferner, and Stephen Simonson. There were no incidents reported in calendar year 2021.

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 2021 was a very unusual year! 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 2022. We continue to be 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 was another year of leveraging and expanding our website. The church's website once again received new and improved functionality to support the significant online presence the church now has in response to social distancing.

In addition to the expanded functionality that was added last year,

- 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

the website now has additional functionality, such as:

- Online evaluations for Staff
- Sign up for Sunday Worship Support (flowers, greeters, fellowship hour hosts)
- Online forms (Wedding Request)

- Food Pantry Client Request for Food
- Upload bulletin to website with no technical ability required

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

Julie Schweickert
Office Manager/Webmaster

Technology

This was another 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 locally housed information safe and protected.

We implemented a new phone system that allows flexibility and stability.

Julie has worked diligently on the Website to ensure it is safe from virus' and hackers. When there was a security breach on the platform our website runs on, our information was safe due to the foresite of Julie purchasing a firewall to protect NHCC.

In the coming year we will continue to look for new and better ways to support the congregation utilizing technology.

Member Care

The Member Care Mission Team was unable to provide the services to members that were outlined when the team was established. Due to the COVID pandemic in person services were suspended in 2021. Cards and calls among members kept people in touch.

Priscilla Bradford, Coordinator

Food Pantry

The Food Pantry continued to operate without interruption throughout the year, in fact, with a slight increase in the number of monthly clients. Each month the Pantry served about 50 families. It was evident as we met new clients that they were dealing with new struggles as a result of the pandemic. All were greatly appreciative of the support we were able

to provide and were hopefully optimistic for the future.

Throughout the year we received very generous donations of both food and cash. The cash contributions allowed us to purchase a freezer to replace one that was failing as well as to purchase shelving to accommodate our expansion of storage space into Room 5. The cash also allowed us to purchase any stock items that were lacking in our inventory. We also began distributing Stop and Shop gift cards to each client which allows them to regularly purchase fresh produce and dairy items – products that we are unable to store. On two or three occasions we were also able to provide produce, dairy and meat items through the Farm to Table program.

The Food Council again 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. Some of the businesses have offered to continue collections throughout the year. 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 145 families, again a slight 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 were short of several items that we generally provide in the boxes of non-perishable goods but, because of the generous cash donations and the efforts of the Masons, Pond Hill Baptist Church and several Food Council members, we were able to fill the gaps.

We are thankful to all individuals who contribute food and other support 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. We look forward to continuing this mission into the future.

Respectfully submitted,
Gail Fulop, Nancy Mahoney and John Tibor

Covenant to Care

Despite restrictions from Covid 19 our Church was able to continue our commitment to children. Our church is blessed with many generous members and friends. All three of our annual projects were fulfilled with gift cards. Monetary donations were used to purchase additional gift cards. The totals below represent the entire donations received (gift cards and money):

Easter: \$1000

Backpack project (September): \$1200

Christmas: \$1750

We prayerfully look to 2022 in hopes we can return to our traditional gifts of Easter baskets, school backpacks, and Christmas gifts.

Kathy Harple

Abraham's Tent

This program sponsored by Columbus House was cancelled in 2021 due to the COVID pandemic. Donations were made from the budget and individual members to support the Welcome Kit program. Welcome Kits were given to clients of Columbus House that were housed during this time to provide them with household items needed to set up housekeeping.

John Tibor, Priscilla Bradford, Coordinators

Men's Fellowship

The Men's Fellowship group met twice monthly (1st and 3rd Saturdays) throughout 2021. Due to the Covid-19 restrictions, 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. In September, a separate Men's Fellowship Zoom account was created and sponsored by NHCC. Participation ranged from a low of three to a high of 8 men.

Unfortunately, our group was not able to hold in-person gathering this year. It is our hope that we will have the opportunity to hold such an event in early 2022.

Men's Fellowship intends to continue its supporting and leadership roles in the church in 2022 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 2021; we look forward to adding YOUR name to our attendance rolls in 2022.

Respectfully submitted,
Timothy Peiffer

Women's Fellowship

Due to the ongoing pandemic in 2021, the Women's Fellowship has still found it necessary to depend on donations and our Virtual Fair for funds. The income was not near what would have come from the traditional in-person events and, again, it has been necessary to take another look at our giving.

In January 2021, a small group went to sing Happy Birthday to Lorraine Burdge outside her home for her 94th birthday. (This year [2022] we helped her celebrate her 95th birthday by sending cards.)

In October, we were able to hold a successful fundraiser and Pink Sunday Bake Sale on the church lawn after Sunday service. It was so good to be outside with those who attended the in-person service for some long-missed fellowship. This fundraiser supports After the Storm, which helps breast cancer survivors with expenses not covered by insurance.

We are hopeful that as time goes on, we will be able to resume in-person activities and fundraisers and our giving and ability to help with other projects will increase. An outdoor tag sale with vendors is being considered for the spring, as is an in-person Fair, if possible, this fall.

This year 50 school kits were assembled and sent to Church World Service. Valentine and Christmas cards were sent to our homebound members.

The generosity of our congregation and the willingness of our members to help are greatly appreciated by the Women's Fellowship.

Funds available January 1, 2021: \$3127.13 (adjusted because of changes in donations from 2020)

Funds generated by:

| | |
|--------------|-----------|
| Pink Sunday | \$500.00 |
| Virtual Fair | \$948.00 |
| Donations | \$250.00 |
| Total Income | \$1698.00 |

Donations and projects:

| | |
|--|--------------|
| Abrahams Tent | \$100.00 |
| After the Storm | \$500.00 |
| Church World Service (shipping for school kits) | \$102.00 RBC |
| Ministry (Our Daily Bread) | \$125.00 |
| Memorial Gifts | \$180.00 |
| Church General Budget | \$500.00 |
| Minister's Discretionary Fund | \$250.00 |
| New Samaritan House | \$100.00 |
| Emmaus Home | \$100.00 |
| Uplands Home | \$100.00 |
| Back Bay Mission | \$100.00 |
| Total | \$2157.00 |

Miscellaneous expenses:

| | |
|-------------------------------|-----------|
| RADA order | \$234.00 |
| Church account reconciliation | \$180.00 |
| Pink Sunday supplies | \$27.49 |
| Christmas postage stamps | \$23.20 |
| Christmas gift checks | \$150.00 |
| Total | \$614.69 |
| Total expenses | \$2771.69 |

Funds available December 31, 2021: \$2053.44

Officers June 2021-June 2022

President: Dot Pierce
Vice President: Nancy Mahoney
Secretary: Cheryl Bogert
Treasurer: Carol Mitchell
Assistant Treasurer: Kathy Harple

NHOAH

NHOAH is 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 the eight affordable apartments in Clintonville Commons.

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
Chairman, 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
Vice President, Board of Directors, Habitat for
Humanity of Greater New Haven

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

Betsey Reid
Member, Board of Directors:
New Samaritan Corp. Board, North Haven
Stevens Woods, North Haven

The Saugatuck Cooperative, Westport
Chestnut Hill/Laurel Ridge Housing, Wolcott
New Meadow Elderly Housing, Newington
Glen Ayre, New Milford
Butter Brook Hills, New Milford
Woods Edge-Oak View Board, North Haven

Melissa DeLuca

Treasurer, 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

[illegible]

| Account Balances As of 12/31/2021 | | |
|--------------------------------------|--|---------------------|
| Account | | Balance |
| Assets | | |
| Cash and Bank Accounts | | |
| Church Account | | \$ 37,480.78 |
| PEX Account | | 2,657.34 |
| Nutmeg FCU Checking | | 100.00 |
| Nutmeg FCU Savings | | 25.00 |
| Pledge Receivable | | 2,000.00 |
| Prepaid Insurance | | 6,684.59 |
| Prepaid Other | | 9,838.95 |
| Payroll | | 0.03 |
| Vanco | | 5.46 |
| Total Assets | | \$ 58,792.15 |
| Liabilities | | |
| Line of Credit | | - |
| Total Liabilities | | \$ - |
| Total Net Worth | | \$ 58,792.15 |
| Other Accounts | | |
| Memorial Gifts Account (Nutmeg FCU) | | \$ 9,845.37 |
| Food Closet Account (TD Bank) | | \$ 61,670.00 |

| Reconciliation of Church Accounts Balance Forward 1/1/2022 | | | | |
|---|--|--|----|---------------------|
| | | | | |
| Balance Forward | | | \$ | 3,539.17 |
| 2022 Pledges | | | | 22,615.10 |
| Line of Credit | | | | - |
| Baptism Gift | | | | 2,545.00 |
| Buildings & Grounds | | | | 137.00 |
| Capital Campaign 2013-2016 | | | | 7,765.56 |
| Children's Library | | | | 1,345.99 |
| Christian Education | | | | 239.00 |
| Christian Ed. Sr. High | | | | 262.50 |
| Flowers | | | | 2.00 |
| Food Pantry | | | | 211.84 |
| Invitation Mission Team | | | | 548.66 |
| Memorial Gifts | | | | 459.00 |
| Men's Fellowship | | | | 1,748.63 |
| Misc | | | | 235.26 |
| Music | | | | 2,362.28 |
| Organ Fund | | | | 872.56 |
| Other Income Holding Account | | | | 700.00 |
| Clothing Mission Team | | | | 325.19 |
| Covenant to Care | | | | 460.00 |
| DESK | | | | 8.07 |
| Outreach Other | | | | 387.67 |
| Pastor's Discretionary Fund | | | | 798.01 |
| Sabbatical | | | | 10,000.00 |
| Mission Trip | | | | 533.91 |
| Music Easter/Christmas | | | | 320.00 |
| Poinsettia | | | | 201.19 |
| Sunday School Collections | | | | 53.64 |
| Worship Team | | | | 229.00 |
| Women's Fellowship (for CWS) | | | | (1.98) |
| Total Church Account | | | | \$ 58,904.25 |

| Memorial Gifts Account | | | |
|----------------------------------|--|--|--------------------|
| 2021 | | | |
| | | | |
| Balance Forward, 1/1/2021 | | | \$9,485.42 |
| | | | |
| Income | | | |
| Gifts | | | 4,385.00 |
| Interest | | | 0.95 |
| | | | |
| Total Income | | | \$ 4,385.95 |
| | | | |
| Expenses | | | |
| Phone System | | | 2,826.00 |
| Alarm System | | | 1,200.00 |
| | | | |
| Total Expenses | | | \$ 4,026.00 |
| | | | |
| Balance, 12/31/2021 | | | \$9,845.37 |

| Food Closet Account | | | |
|----------------------------------|--|--|---------------------|
| 2021 | | | |
| | | | |
| Balance Forward, 1/1/2021 | | | \$ 53,566.68 |
| | | | |
| Income | | | |
| Gifts | | | 39,002.75 |
| Interest | | | 19.20 |
| | | | |
| Total Income | | | \$ 39,021.95 |
| | | | |
| Expenses | | | |
| No.Haven Congregational Church | | | 3,500.00 |
| St.John's for Meal Preparations | | | - |
| Columbus House | | | 3,000.00 |
| No. Haven Fuel Bank | | | 3,000.00 |
| Julie Schweickert | | | 500.00 |
| Todd Swarney | | | 300.00 |
| Freezer | | | 750.00 |
| Freezer Supplies | | | 246.19 |
| Shelves (Room 5 Expansion) | | | 564.74 |
| Runner (Vinyl) | | | 37.72 |
| Supplies: | | | |
| Plastic Bags | | | 26.73 |
| Paper Bags | | | 175.58 |
| Tape | | | 102.49 |
| Unicorr Packaging (Boxes) | | | 641.66 |
| Additional Food Purchases | | | 5,574.05 |
| Gift Card Purchases | | | 6,632.50 |
| Cooked Meals | | | 900.77 |
| Price Rite Dairy Thanksgiving | | | 789.00 |
| Price Rite Dairy Christmas | | | 777.20 |
| Price Rite Dairy Christmas 2019 | | | 577.92 |
| Early Christmas Produce/Dairy | | | 41.08 |
| Produce Thanksgiving | | | 1,435.00 |
| Produce Christmas | | | 1,346.00 |
| | | | |
| Total Expenses | | | \$ 30,918.63 |
| | | | |
| Balance, 12/31/2021 | | | \$ 61,670.00 |

| Utilities | |
|-----------------------------|---------------------|
| 1/1/2021 through 12/31/2021 | |
| Description | Amount |
| Electric | \$ 5,729.19 |
| Gas | 5,921.35 |
| Sewer | 315.00 |
| Telephone | 3,541.54 |
| Water | 597.58 |
| Total Utilities | \$ 16,104.66 |

| Building Contributions | |
|-------------------------------------|--------------------|
| 1/1/2021 through 12/31/2021 | |
| Building Contributions | Amount |
| Alanon | 50.00 |
| Energy Group | 75.00 |
| Food Council | 3,500.00 |
| Garden Club | 25.00 |
| Girl Scouts | 175.00 |
| GFWC Women's Club | 60.00 |
| Masons | 400.00 |
| Mothers of Twins | 60.00 |
| Musical Folk | 2,930.00 |
| New Haven Camera Club | 100.00 |
| Retired Federal Employees | 100.00 |
| Miscellaneous | 925.00 |
| Total Building Contributions | \$ 8,400.00 |

| Insurance | |
|-----------------------------|---------------------|
| 1/1/2021 through 12/31/2021 | |
| Liability | \$ 14,400.00 |
| Workers' Compensation | 2,394.00 |
| Total Insurance | \$ 16,794.00 |

| Staff Benefits | |
|-----------------------------|---------------------|
| 2021 | |
| Car | \$ 2,516.80 |
| Cell Phone | 600.00 |
| Dental | 1,122.00 |
| Disability | 1,000.24 |
| Group Life | 50.00 |
| Medicare - Church | 1,370.38 |
| Medical | 28,306.00 |
| Parsonage Electric | 2,049.49 |
| Parsonage Gas | 1,066.87 |
| Parsonage Sewer | 315.00 |
| Parsonage Telephone | - |
| Parsonage Water | 575.48 |
| Pension | 9,898.17 |
| Professional Expenses | 184.48 |
| Social Security - Church | 9,982.98 |
| Total Staff Benefits | \$ 59,037.89 |

| Special Collections | |
|----------------------------------|--------------------|
| 2021 | |
| Neighbors-in-Need | \$ 570.00 |
| One Great Hour of Sharing | 965.00 |
| Lilies Income | |
| To One Great Hour of Sharing | 778.03 |
| Christmas Fund | 1,400.00 |
| Covenant to Care | 1,695.00 |
| Abraham's Tent | 1,395.00 |
| Total Special Collections | \$ 6,803.03 |

Endowment

The Endowment team met four times this year. We found our biggest challenge for the year the bond portfolio as many of the bonds were scheduled to be called and some of the bonds were called early, while paying us the interest in advance. Anyone who has a bank CD is aware of how low the interest rates are.

At our July meeting we asked the MLB to make a change to our equity to income ratio. The MLB OK'd the change to the Endowment Policy at the August meeting. No further changes are anticipated. The change enabled us to keep a fund that has been doing well for the Restricted funds acct.

At each meeting we review the performance of each of the funds. Bonds are reviewed for their Standard & Poors rating. A balanced mutual fund CBALX and an Exchange Traded Fund, PFF, paying 4.5% were added. At our October meeting we learned we have a new UBS Advisor, Mike Haggerty. During the year gifts totaling \$2275 were received for the Guertin/Ferner Music Fund. For the year after all distributions and advisor fees the Endowment was up 6.76% slightly more than the rate of inflation.

Finally, I wish to thank the members of the Endowment team for their help and support this past year. Betsey Reid, Priscilla Bradford, Jim Bennett, John Tibor, Steven Peterson, and Rev Scott Morrow

Bryant Munson, Financial Agent

ENDOWMENT REPORT

Year Ending 12/31/21

| | Acct Balance 1/1/21 | Income & Gifts Received | footnotes | Advisor Fees and expenses | Distributions to Church Budget | Acct balance 12/31/21 | footnote | Dollar change from 1/1/21 | % change | Planned distributions to 2022 Budget |
|--|------------------------|-------------------------------|-----------|---------------------------------|--------------------------------------|--------------------------|----------|---------------------------------|--------------|---|
| UBS Restricted Funds | \$ 115,175.08 | \$ 2,300.00 | | \$ 1,134.72 | \$ 4,001.00 | \$ 130,738.64 | b | \$15,563.56 | 13.51% | \$ 4,448.00 |
| UBS Unrestricted Funds | 643,034.86 | | | 7,577.86 | 31,397.00 | 679,040.26 | | 36,005.40 | 5.60% | 26,033.00 |
| Cornerstone Fund | 5,000.00 | | | | | 5,000.00 | | | | |
| Webster Checking | 1,547.64 | 136.08 | a | | | 1,683.72 | | | | |
| TOTALS | \$ 764,757.58 | \$ 2,436.08 | | \$ 8,712.58 | \$ 35,398.00 | \$ 816,462.62 | | | 6.76% | \$ 30,481.00 |
| footnotes | | | | | | | | | | |
| a all interest from Cornerstone is a direct deposit to Webster checking | | | | | | | | | | |
| b reflects UBS balance after a transfer of a donors gift to Church Treasurer | | | | | | | | | | |

Restricted Funds

Year Ending Dec 31, 2021

| Name of Fund | Purpose | Fund balance 1/1/21 | 1/1/21 Fund % | 2021 Distribution | gifts received | footnote | Fund Amt 12/31/21 | 12/31/21 fund % | 2022 planned distribution |
|--|-------------------|------------------------|------------------|----------------------|--------------------|----------|----------------------|--------------------|------------------------------|
| Brigham | Decorations | \$ 6,509.18 | 5.638% | \$ 225.58 | | | \$ 7,249.56 | 5.545% | \$ 246.64 |
| Carroll/Dudley | Education | 4,699.86 | 4.071% | 162.88 | | | 5,234.44 | 4.004% | 178.09 |
| Cooper | Maintenance | 76,582.69 | 66.334% | 2,654.02 | 25.00 | | 85,318.51 | 65.259% | 2,902.71 |
| Guertin/Ferner | Music | 21,037.32 | 18.222% | 729.06 | 2,275.00 | | 25,562.00 | 19.552% | 869.67 |
| Muirhead | Music/Decorations | 6,621.03 | 5.735% | 229.46 | | | 7,374.14 | 5.640% | 250.88 |
| Totals | | \$ 115,450.08 | 100.00% | \$ 4,001.00 | \$ 2,300.00 | a | \$ 130,738.64 | 100.00% | \$ 4,448.00 |
| footnotes | | | | | | | | | |
| a. Fund percentages change with the receipt of gifts | | | | | | | | | |

Proposed Budget for 2022

| | | | | | | | | |
|-----------------------------|--|--|--|--|-----------|-------------------|----------------------|---------------|
| Balance Forward | | | | | \$ | 3,539.17 | | |
| Trustee Transfers | | | | | | 42,690.00 | | |
| Total | | | | | \$ | 46,229.17 | | |
| | | | | | | | | |
| Annual Income | | | | | | | | |
| Building Contributions | | | | | \$ | 7,000.00 | | |
| Envelope Income | | | | | | 0.00 | | |
| Fund Raisers | | | | | | 3,600.00 | | |
| Loose Offerings | | | | | | 1,200.00 | | |
| Past Due Pledges | | | | | | 5,000.00 | | |
| Pledges | | | | | | 207,557.00 | | |
| Gifts, Unrestricted | | | | | | 10,000.00 | | |
| Total Annual Income | | | | | \$ | 234,357.00 | | |
| | | | | | | | | |
| Net Available Funds | | | | | \$ | 280,586.17 | | |
| | | | | | | | | |
| Annual Expense | | | | | | | Percent of | |
| | | | | | | | Total Expense | |
| Fixed Expenses | | | | | | | | |
| Basic Support | | | | | \$ | 11,259.00 | | 4.01% |
| Consociation | | | | | | 350.00 | | 0.12% |
| Insurance | | | | | | 18,000.00 | | 6.42% |
| Loan Principal Repayment | | | | | | 0.00 | | 0.00% |
| Interest on Loan | | | | | | 0.00 | | 0.00% |
| Payroll | | | | | | 155,187.81 | | 55.31% |
| Staff Benefits | | | | | | 50,060.36 | | 17.84% |
| Sabbatical | | | | | | 0.00 | | 0.00% |
| Utilities | | | | | | 17,000.00 | | 6.06% |
| Buildings & Grounds | | | | | | 12,500.00 | | 4.45% |
| Office Expense | | | | | | 9,000.00 | | 3.21% |
| Total Fixed Expenses | | | | | \$ | 273,357.17 | | 97.42% |
| | | | | | | | | |
| Mission Teams | | | | | | | | |
| Faith Formation | | | | | | 1,400.00 | | 0.50% |
| Music | | | | | | 1,674.00 | | 0.60% |
| Worship | | | | | | 480.00 | | 0.17% |
| DESK | | | | | | 300.00 | | 0.11% |
| Generosity | | | | | | 100.00 | | 0.04% |
| Abraham's Tent | | | | | | 325.00 | | 0.12% |
| Covenant to Care | | | | | | 200.00 | | 0.07% |
| Habitat for Humanity | | | | | | 500.00 | | 0.18% |
| Clothing Mission Team | | | | | | 0.00 | | 0.00% |
| Landscaping | | | | | | 250.00 | | 0.09% |
| Member Care Mission Team | | | | | | 0.00 | | 0.00% |
| OASIS Youth | | | | | | 2,000.00 | | 0.71% |
| Total Mission Teams | | | | | \$ | 7,229.00 | | 2.58% |
| | | | | | | | | |
| Total Annual Expense | | | | | \$ | 280,586.17 | | |
| | | | | | | | | |
| Surplus/(Deficit) | | | | | \$ | - | | |

| | | | | |
|----------|--|---------------------|--|---------------------|
| | Proposed Salary Budget 2022 | | | |
| | | | | |
| | | | | |
| | | 2021 | | 2022 |
| SALARIES | | | | |
| | Pastor | \$ 53,901.25 | | 55,518.29 |
| | Nursery Attendant | \$ 750.00 | | 750.00 |
| | Christian Educator | \$ 13,487.96 | | 13,892.60 |
| | Music Director | \$ 15,188.59 | | 15,644.25 |
| | Organist | \$ 12,115.83 | | 12,479.30 |
| | Office Manager | \$ 35,312.74 | | 36,372.12 |
| | Sexton | \$ 16,826.46 | | 17,331.25 |
| | Vacation Coverage | \$ 3,200.00 | | 3,200.00 |
| | | | | |
| | | | | |
| Total | | \$150,782.83 | | \$155,187.81 |
| | | | | |
| | | | | |
| | | | | |
| | Proposed Staff Benefits Budget 2022 | | | |
| | | | | |
| BENEFITS | | | | |
| | | | | |
| | Car Allowance | | | \$ 2,500.00 |
| | Cell Phone | | | 600.00 |
| | Dental Insurance | | | 1,007.00 |
| | Disability Insurance | | | 1,000.24 |
| | Group Life Insurance | | | 50.00 |
| | Group Medical Insurance | | | 18,506.69 |
| | Pension | | | 10,124.56 |
| | Medicare Church Pastor | | | 805.02 |
| | Social Security Church Pastor | | | 3,442.13 |
| | Medicare Church Staff | | | 1,445.21 |
| | Social Security ChurchStaff | | | 6,179.51 |
| | 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 | | | | \$ 50,060.36 |

Church Officers & Ministry Leadership Board

OFFICERS (2021)

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

MINISTRY LEADERSHIP BOARD (2021)

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

PROPOSED OFFICERS (2022)

| | |
|----------------------------|--|
| <i>Moderator</i> | <i>Nancy Mahoney</i> |
| <i>Clerk</i> | <i>Jim Bennett</i> |
| <i>Treasurer</i> | <i>Elizabeth Anderson</i> |
| <i>Assistant Treasurer</i> | <i>John Tibor</i> <i>Larry Ballantyne</i> |
| <i>Financial Agent</i> | <i>Bryant Munson</i> |

PROPOSED MINISTRY LEADERSHIP BOARD (2022)

| | | |
|------------------------|---------------------------|-------------------|
| <i>Moderator</i> | <i>Nancy Mahoney</i> | |
| <i>Clerk</i> | <i>Jim Bennett</i> | |
| <i>Treasurer</i> | <i>Elizabeth Anderson</i> | |
| <i>Financial Agent</i> | <i>Bryant Munson</i> | |
| <i>At-Large</i> | <i>Sandy Carter</i> | <i>2025</i> |
| <i>At-Large</i> | <i>Susan Compton</i> | <i>2024</i> |
| <i>At-Large</i> | <i>Ed Collett</i> | <i>2024</i> |
| <i>At-Large</i> | <i>Chris Corcoran</i> | <i>2023</i> |
| <i>At-Large</i> | <i>Cheryl Bogert</i> | <i>2023</i> |
| <i>Clergy</i> | <i>Scott Morrow</i> | <i>ex officio</i> |

Financial Agent is nominated for an additional one year term.

Ministry & Mission Plan 2022 Goals & Objectives

One of the most significant goals is the reopening of in-person church service to our congregation. Members have expressed concern about the church's plans relating to re-opening. We have been able to provide live streaming services for the past year and will continue to do so. The Re-Opening team has been meeting to discuss the when the church should allow for in-person worship again. We will ensure that careful steps have been taken to provide an environment where everyone who attends can feel comfortable. Sunday school for the children has been meeting both virtually and in-person (when available). Fundraising possibilities will be addressed including different ways of hosting them. (Similar to the online auction that was held previously.) There are new members on the MLB including a new Moderator. Nancy Mahoney has been gracious to volunteer for the role. I have learned a lot the last 2 years serving as Moderator. It was a good experience that allowed me to participate in the decision making process for our church and congregation. Finally, the MLB will address how they will be able to achieve our church's core mission and values statement (which is located on the weekly bulletin) and what we can do to ensure success.

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 2022 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 similar to the Online Fundraiser that was utilized last year and possibly hosting another.
- Improving both in-person and online worship.
- Identifying new officers for positions within the Ministry Leadership Board and volunteers for Mission Teams.
- Identify ways to contribute to the church financially.

Please take some time and consider how you can help personally or financially. 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 Dr. Martin Luther King, "Life's most persistent and urgent question is, 'What are you doing for others?'"

Damon Quinn
Moderator

