

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

**ANNUAL REPORT
2022**



North Haven Congregational Church

Presented At The Annual Meeting
January 29, 2023

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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 29, 2023

10:45 a.m.

AGENDA

Call to Order

Opening Prayer

Moderator's Convening Statement

Approval of Minutes of January 30, 2022 Annual Meeting

Acceptance of Non-Financial Reports

Acceptance of Endowment Report

Acceptance of Treasurer's Report

Approval of Budget for 2023

Election of Officers

Election of Ministry Leadership Board Members

Any Other Business That May Come Before This Meeting

Adjournment

Respectfully Submitted,

James B. Bennett, Church Clerk

In case of postponement for any reason, the meeting will be held on February 5, 2023

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

I would like to thank the members who served with me on the 2022 Ministry Leadership Board. The members included: Pastor Scott Morrow, Jim Bennett—Clerk, Beth Anderson—Treasurer, Cheryl Bogert, Sandy Carter, Ed Collett, Sue Compton, Chris Corcoran and Bryant Munson- Financial Agent. The MLB met regularly to discuss topics including- the return of in person worship, finance ,celebrations for John Tibor as he stepped down as Treasurer, Gary Snowbeck's retirement, the new organist search and ways to re-energize the church.

As Moderator, my main goal was for in person worship to resume. Dedicated people -MLB, the Re-opening Committee, Office Manager-Julie Schweickert, Technology- Mark Bessette, Music Director-Jeff Hutchins, Ministry Coordinator for Children- Karlee Etter, Sexton-Todd Swarney and the Deacons, supported Pastor Scott and I in this task. This group of individuals, slowly and safely reopened the church for in person worship. This was an important task and certainly not an easy one!! It was decided to have safety people to check temperatures and ask health questions. Plexiglass was installed around both the lectern and pulpit, extra attention was paid to cleaning as we continued to also live stream Sunday worship. As restrictions were further lifted, we were able to have church meetings, on zoom and in person. The "B" team - Patience and Martin Benassi, Priscilla Bradford and Martha Butterworth were responsible for the online auction again this year to support the annual budget. We welcomed rental groups back into the building, which meant much needed income again.

Due to Covid, unfortunately, Desk and Abraham's Tent were not continued this year. Faith Formation, Music, Generosity, Collection, Food Closet, Capital Campaign, Greeters and Buildings & Grounds have met and helped with needed tasks. Men's Fellowship meets on Saturday mornings for breakfast, discussion and fellowship. Women's Fellowship was able to have their annual Fair again this year instead of online as in the past two years. Almost \$3,000 was raised!! I challenge each of us to reflect on how important Mission teams are to the future of North Haven Congregational Church. Would you like to participate in leading worship? I know Deacons would welcome your help. You can be mentored by a Deacon on how to set up/close the sanctuary on Sunday morning and lead worship with Scott. B&G would welcome your help with projects. Greeters, volunteers to host coffee hour and supplying flowers are always needed. The "Merry Mailers" meet each month to address the newsletter to be sent. How could we ever get along without them? John Tibor and his team of volunteers run the Food Pantry efficiently. Holiday food boxes were prepared for 150 families and handed out for Thanksgiving and Christmas. Would you enjoy working on one of these teams? Do you have another interest that you would like to form into a Mission team? Please feel free to contact Scott, Julie or myself to answer questions or concerns.

We need to stay focused and ensure that NHCC will continue to thrive in 2023. We need to recognize our responsibilities to have a working budget that supports good salaries, Children's ministry, music, mission teams and upkeep of the church.

I am blessed to be the Moderator. I look forward to 2023 with your help and guidance.

Nancy Mahoney

Senior Pastor's Report

This has been a year of both blessings and challenges. I am struck by the contrast between the highs and lows related to the COVID pandemic, the weather, and our church life, and the perplexity, frustration, and weariness they prompt. We began 2022 with a return to livestreamed worship services only during January in response to a spike in the number of COVID cases. We resumed in-person worship on the second Sunday in

February, and moved to optional mask-wearing the third week of March. March 27 was our first in-person mask-optional worship service, and we enjoyed a traditional Coffee Hour following worship. On Heritage Sunday, June 12, there were 70 in attendance for the in-person worship service. We have continued to livestream our worship services. The group watching the service regularly online is smaller than during the height of the pandemic in the last two years. At the same time, members appreciate the possibility to watch the service on those occasions when they can't attend in-person and some members and friends living at a distance appreciate the opportunity to watch and feel a connection to the congregation.

The congregation is blessed with a very dedicated and capable staff. Organist **Gary Snowbeck** announced his retirement early in the year. Gary served as Music Director from 1992 to 1998, and returned as Organist in 2011. Gary brought great skill and sensitivity to his work. His deep personal faith sustains him, and his quiet, attentive, and dependable presence has been calming and comforting for the choir and worship leaders. His accompaniment inspired the choir and congregation to sing with joy. Preludes and postludes have been occasions to listen to wonderful pieces of music, some of which Gary composed himself. He has worked very well with Jeff Hutchins, Director of Music, and with the choir. The congregation celebrated with Gary on the last Sunday in June with gratitude and good wishes. **Jeff Hutchins** has worked energetically with the choir as they have returned to singing in-person. He has been sensitive and attentive to concerns about COVID among choir members and worship leaders and has gently encouraged masking to give a sense of comfort and promote participation. Jeff has worked with the choir, and with a number of substitute organists, to prepare wonderful anthems and gifts of music for our gathered worship. **Julie Schweickert**, Office Manager, is the hub of communication and coordination in the Church. Her work to produce weekly Sunday worship bulletins, the monthly newsletter, and to maintain the church calendar on a daily basis is vital. As community groups have returned to hold meetings and events in the church building, Julie has managed the scheduling. The weekly distribution of food from the Food Pantry and the Holiday Food Drives at Thanksgiving and Christmas have grown tremendously through the past

two years of pandemic-related challenges and Julie has overseen the scheduling of appointments and assembling the list of recipients. A particularly important accomplishment has been the enabling of online registration to volunteer in various roles in worship services and the Holiday Food Drive, and online scheduling of appointments for food pick-up. The Church Sexton, **Todd Swarney**, has worked very hard to keep our building clean and welcoming. He sees that floors are mopped, carpets vacuumed, surfaces cleaned and sanitized. Todd regularly helps with deliveries of food donations and with food pick-ups. As more groups have returned to the Church to hold their meetings and programs, Todd sets up chairs and tables, and occasionally projection screens and other equipment for these groups as needed. **Karlee Etter**, Ministry Coordinator for Children, has worked kept the Church School program running. She has recruited and supported teachers and children. Advent Night was busier this year, with more children and families enjoying crafts and a visit with Santa Claus. The Christmas Pageant was held during the Family Service on Christmas Eve with increased participation and attendance.

An Organist Search Team has gathered and worked to guide the efforts to hire a new organist. A job description was developed and posted, and interviews with candidates are ongoing. A number of substitute organists have been scheduled during the interim period. Members of the Organist Search Team include Cathy Welch, chair, Barbara Massey, Carol Mitchell, Carla Hill, Martin Benassi, Cheryl Bogert, with Music Director Jeff Hutchins and Pastor Scott Morrow.

The return to in-person attendance and participation in worship and church programs following pandemic shut-down and disruption has been gradual and uneven. Families have developed new routines as school and recreational programs for children have resumed. Emotional fatigue lingers. Attendance is down and those who have not returned are missed. There is a noticeable lack of volunteers to serve as Deacons, Greeters and Ushers, and hosts of Coffee Hour. Those who are volunteering are frustrated that more people haven't come forward to help. There is a reluctance to take on leadership and responsibility. Heart-felt and persistent encouragement is needed in reaching out to members and families that have not returned. Attentive and cheerful invitations with genuine encouragement to

join in the work of Mission Teams supporting worship services, music and Sunday School, maintenance and upkeep for the building, and fellowship are very important.

Last year brought a resurgence of baptisms and weddings with an uplifting and gratifying sense of gathered celebration. This year brought a resumption of in-person funerals and memorial services, as well as burials after long delay. Memorial services for several long-time members were held this year, including those for Eleanor Norback, Rose Monaco, Lorraine Burdge, and John Rankin. Burial services were held for, among others, Larry North and Ruth and Ed Dudley. It is a comfort to the congregation that pastoral care and visitation are gradually returning to more customary patterns.

The financial impact of reduced attendance and participation through the pandemic continues to be a challenge. Financial support for the church has decreased, and the current economy is a strain for many families. A small number of generous, large pledges provide great support; these donors are mostly older members among the congregation. In general, giving patterns are reduced. The last two years have seen significant decline in pledges and contributions which have been balanced by special grants from the endowment funds beyond the planned transfers; this situation is not sustainable. Broad discussion among the congregation is needed to encourage increased giving and identify other fundraising events.

In-person gatherings of the wider church have been slow in resuming. The Consociation Annual Meeting was held in-person, and several meetings of the Church & Ministry Committee were in-person as well. It is hoped that the new Southern New England Conference will hold its first in-person annual meeting this year. The **Rev. Dr. Michael Ciba** retired from his position as Area Conference Minister for our Consociation. The **Rev. Marget Hofmeister** will serve as the new Area Conference Minister beginning in March. The **Rev. Sam Houser** serves as the Bridge Area Conference Minister during the interim.

I worked with the Pastoral Relations Mission Team to organize a Threshold gathering in September to reflect on the impact of the COVID pandemic on our church programs and mission, and consider how to re-gather and revitalize our Mission Teams. The need for

expanded communication of Mission Teams' focus and program was identified as a priority. Many of the mission efforts we have worked with in recent years, such as the Downtown Evening Soup Kitchen, Abraham's Tent, and ReBuilding New Britain, have either changed their volunteer components or paused their efforts. I look forward to efforts to re-energize the Mission Teams among our congregation and to resuming our mission efforts in the community as well as responding to new mission opportunities.

Among my goals for the coming year is working with the Worship Mission Team (Deacons) to welcome and receive new members, conduct a review of the membership rolls, and expand to two Deacons helping with worship on Sunday. I will also continue to work with the Pastoral Relations Mission Team to re-energize the Mission Teams, and I will work with the Ministry Leadership Board and the Safe Conduct Response Team to develop guidelines and procedures for screening and training Church staff, volunteers, and the congregation to prevent physical or sexual abuse, harassment, misconduct.

I am profoundly grateful to the members of the North Haven Congregational Church for your kindness and warmth for Carol and me, and for Jesse and Amy when they visit. I thank you for the patience, wisdom, and generosity you have shared with me. As I begin a 29th year of pastoral ministry among all of you I am hopeful that the ongoing impact of COVID-19 will continue to become a more manageable and less disruptive illness with customary preventive measures like the flu. I am hopeful, as well, that we can continue to build interest and participation in our ministry and mission, and continue to invite and welcome others to join us.

"Rejoice in the Lord always; again I will say, Rejoice. ... Do not worry about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God."

Philippians 4:4, 6

Scott Morrow

Ministry Coordinator for Children



As New Year 2022 began and concerns for the continuing Covid pandemic remained, NHCC did not offer In-Person worship nor Church School through January 2022. As the end of January approached, NHCC decided to resume in-person worship and church school mid-February. Although Covid cases continued to fluctuate through 2022, in-person worship and church school continued throughout 2022.

As April approached, plans were made to resume the annual Easter Egg Hunt on Easter Sunday. Although it was a cold day, the children enjoyed the return of a favorite church school activity. Additionally, in April, the Faith Formation team met to plan a Youth Sunday for May 15, 2022. Following the usual order of worship, the service was adapted for the children as the leaders. The theme was the Lord's Prayer; offering an opportunity for special music and interactive worship opportunities such as signing the Lord's Prayer, Steve

Simonson guided the children while they led the congregation in signing, too.

By mid-May, the Covid cases remained low, and plans were made for NHCC to resume Summer Church School, led by Steve Simonson, for selected Sundays in June, July, and August.

On September 11, 2022, Church School resumed with Rally Day, with a joyful, celebratory picnic following worship. 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. The table arrangement in all three rooms returned to the same plan as pre-Covid, although each child was provided with her or his own box of school supplies and his or her own Student's leaflet.

Each Sunday, between November 20th through December 18th, the children in each class enjoyed creating a scaled-down version of a traditional Moravian Putz; a three-dimensional miniature of the Nativity. The Putz is a visual representation of the Christmas story. The tradition of the Putz is rooted in 18th century Moravian culture. The Moravians were German immigrants from Saxony who settled in Pennsylvania in the 1700's.

Each week during Advent, a specific Advent or Christmas scripture was read and the children added various pieces to their classes three-dimensional scene (Putz): themselves (painted peg people), animals, rocks, trees, a winding road to Bethlehem, shepherds and sheep, and finally the holy family, an Angel and the Wise Men. According to their teachers, the children loved creating a Putz, so it will be back next year.

Through the month of December, traditional events such Advent Night and the Christmas pageant were scheduled. This year Advent Night was on December 4, the second Sunday in Advent. Members of the Faith Formation Team and several members from the congregation, offered a variety of crafting activities. About 40-45 members of NHCC families gathered to enjoy camaraderie, Advent/Christmas crafts and pizza. All participants seemed to have a wonderful time visiting with one another, with Santa Claus, and creating some new holiday crafts. Santa enjoyed conversation with each child, read THE NIGHT BEFORE CHRISTMAS, and, led the children and

adults, in some Christmas songs and games. Everyone also had fun making a special present FOR Santa Claus. After all, he brings gifts to the world's children, but did you ever wonder if or what gifts Santa received himself? Well, this year, Santa received at least one personalized, handmade gift from the parents and children of NHCC attending Advent Night.

Of course, December events also included lighting the Advent candles during worship and our annual Christmas pageant, which this year was presented on Christmas Eve at the 4:30 family worship service. The week before, on December 18th members of the congregation of all ages, remained after worship to help decorate the sanctuary for the Christmas Eve and the pageant. Many members also provided assistance in distributing costumes to the children participating in this year's pageant.

THANK YOU ALL for your kindness, encouragement and support throughout the year, especially during the Advent and Christmas season.

Submitted by Karlee Etter
Ministry Coordinator for Children

Music Director



We learned early in the year that our esteemed and brilliant organist, Gary Snowbeck, would be retiring at the end of June. We knew from that moment that his organ shoes would be very difficult to fill. To have had such masterful and thoughtful organ music in church every Sunday was a blessing. We are grateful for Gary's many years of musical service to NHCC. Gary only rarely took a Sunday off and he worked all year - including throughout the summers - preparing for and playing our services. If Gary ever needed a Sunday off (which was rare) he would provide us plenty of notice. In a similarly respectful and professional manner, Gary was quite gracious to provide NHCC a solid six months notice of his retirement.

The Organist Search Committee (OSC) convened. The OSC includes members of the Chancel Choir, Music Mission Team, and others church members near and far with Pastor Scott and Jeff Hutchins advising. The OSC has been hard at work in 2022 trying to craft a job description and compensation package that will attract another organist of Gary's caliber and character (tough to do). Jeff Hutchins has opted to stay on board as Music Director and assist in this transition.

We have had a rotating group of substitute organists who have all brought their unique gifts and talents to the services they have played. In the summer, Haley Bracken did a stellar job playing those challenging and humid services while on summer break from Ithaca College (Music Ed/Piano Performance major). Since early September (and a few times in early and late summer), Gail DeBoer has been an amazing "interim" organist for us. She has been very supportive of Jeff Hutchins and the chancel choir during this transitional time, often coming to Thursday rehearsals when not required. Gail has also provided NHCC with the occasional custom made musical arrangement that she has used in similar transitional situations in her many years of service as a church organist. We are grateful for her musical service, consultation, and friendship.

In the spring of 2022, the Chancel Choir sang rousing anthems at both Palm Sunday and Easter Sunday. Reginald Mayo III assisted on the trumpet both Sundays: the triumphant entry into Jerusalem and the triumphant resurrection from the dead. Both sacred occasions were commemorated and celebrated in grand fashion, with organ, trumpet, and choir.

On Heritage Sunday, in June, the choir offered a unique three part arrangement of "How Firm a Foundation" which features an early American tune, *FOUNDATION* paired with modern rhythmic intricacies and a robust organ part.

The Chancel Choir also offered some beautiful gifts of music for the late service on Christmas Eve Lessons and Carols service: the Ukrainian classic, Carol of the Bells; ancient plainsong "Of the Fathers Love Begotten", and the heartfelt, "Star Carol" of Alfred Burt and Wihla Hutson.

The Children's Choir sang at the early Christmas Eve service, wherein they also offered a comprehensive Christmas pageant! Karlee Etter has done wonderful

work with our youth and the Sunday school teachers have been highly dedicated and supportive of music.

While rebuilding from Covid has been extremely challenging, in recent weeks there has been some interest from members of the church about joining or re-joining the chancel choir.

The Chancel Choir does mourn the loss of long time choir members Rose Monaco (in August) and John Rankin (in October) who have both passed on to the choir of heavenly angels. The music at both their memorial/funeral services was touching, memorable, and powerful. Rose's service can be viewed on the church's YouTube channel and John's service audio can be heard by request, at present. We miss both Rose and John dearly.

At Christmas, we were delighted to hear the music of Joshua Peiffer. Joshua has blossomed into a professional musician and his flute playing and singing are tremendous gifts. It was wonderful to hear his soaring flute lines over the traditional Christmas carols. The church should be proud.

The last few years, admittedly, have somewhat melded together as we all continue to emerge out of the pandemic in one way or another. Vocal music took a harder hit than other art forms due to the force in which we sing and in close proximity to one another.

Even with only 10-12 regular members this past year, the NHCC choir is strong in both music and fellowship. Choir members are some of the greatest and most dedicated people in any church, often serving in multiple committees, mission teams, and various forms of outreach.

We miss the voices of those who are unable to be with us at this time, but we carry on, making music to the Glory of God, on behalf of the congregation of North Haven Congregational Church. North Haven is blessed to have this church dating back 306 years. It is our mission to continue making music.

Respectfully submitted,

Jeff Hutchins
Director of Music
North Haven Congregational Church

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 was the Chairperson of the Committee in 2022. 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 Cropley, 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. At the Consociation Annual Meeting in October, the Rev. Joseph Perdue, Pastor of First Congregational Church, Branford, was elected to succeed Margot Hardenburgh, and the Rev. Sarah Vetter, Minister of Community Life at First Congregational Church, Madison, was elected to represent that church.

During this year the Committee has met with three members-in-discernment and their advisors to review their progress and offer support: Kristie Rubendunst, Christine Sima, and Jordan Sylar. Kristie Rubendunst was ordained on April 4, 2022 and is serving the North Congregational Church, New Hartford, as their Designated Term Pastor. Christine Sima continues her preparation at the Hartford International University for Religion and Peace. Jordan Sylar will begin her MID process; she is a student at Yale Divinity School.

There were a number of pastoral transitions in the Consociation this year:

Rev. Jeanette Cooper-Hicks was granted privilege of call in an ecclesiastical council on June 20, 2022 and accepted a call as Pastor at the First Congregational Church of Westbrook. Rev. Paul Goodman served as the Sabbatical Interim Pastor at the North Guilford Congregational Church during the summer. Rev. Cindy Stasko is serving as the Interim Pastor at the United Churches of Durham.

Wendy Tarry, acting pastor at the North Branford Congregational Church, withdrew her request for licensed ministerial authorization to serve as the interim

Respectfully submitted,
Rev. Scott Morrow

Minutes of the Annual Meeting January 30, 2022

The Annual Meeting of the North Haven Congregational Church was held via ZOOM technology. A pandemic caused by the COVID-19 virus prevented members from gathering. It was called to order by Moderator, Damon Quinn at 11:00 am. There were 38 voting members present thus constituting a quorum. The call to the meeting was posted on the website and sent to members via email in the time period as required by the by-laws. The Rev. Scott Morrow led those present in prayer.

Minutes of the January 31, 2021 annual meeting were accepted as printed with gratitude.

Non-Financial Reports were found on pages 5-20 of the Annual Report. Scott Morrow commented on the report of the New Haven East Consociation Church and Ministry Committee. Hearing no other comments, the reports were accepted with gratitude.

Bryant Munson, Financial Agent, explained the Endowment report found on page 25 in the Annual Report. The Endowment Funds realized a 6.76% gain after fees and distributions. The report was accepted with gratitude.

John Tibor, Treasurer, explained the Treasurer's report found on pages 21-24 in the Annual Report. The report was accepted with gratitude.

A motion was made by Beth Anderson and seconded by Nancy Mahoney to approve the budget for 2022. John Tibor explained the budget found on pages 26 and 27 in the Annual Report. The budget was accepted with the vote of 37 yeas and 1 nay and 0 abstentions.

The clerk read the following Slate of Officers for 2022:

- Moderator Nancy Mahoney
- Clerk Jim Bennett
- Treasurer Elizabeth Anderson
- Assistant Treasurers John Tibor, Larry Ballantyne
- Financial Agent Bryant Munson

Joan Bennett moved and Sandy Carter seconded the motion to elect the officers as presented. The motion passed with 37 yeas 1 nay and 0 abstentions.

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

- Sandy Carter 3 year term
- Susan Compton 2 year term
- Cheryl Bogert 1 year term

No nominations were received from the floor. Nancy Mahoney moved and Beth Anderson seconded the motion to close the nominations. Passed

Cathy Welch made a motion and it was seconded by Joan Bennett to elect Sandy Carter, Susan Compton and Cheryl Bogert to the Ministry Leadership Board. The motion passed with 37 yeas 0 nays and 0 abstentions.

Cathy Welch expressed appreciation for the services John Tibor and Damon Quinn have given.

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

Scott Morrow closed the meeting with a benediction and the meeting was adjourned at 12:00 pm.

Respectfully submitted,
Priscilla Bradford, Clerk

Report of the Church Clerk

The Ministry Leadership Board (MLB) met twelve times in 2022 under the leadership of Moderator Nancy Mahoney. Other Board members were Beth Anderson, Jim Bennett, Cheryl Bogert, Sandy Carter, Ed Collett, Chris Corcoran, Sue Compton, Bryant Munson, and ex-official member Scott Morrow. Eight meetings were conducted in person, while four were held via Zoom.

Each MLB Meeting followed an agenda, which was structured as follows: an opening prayer; reading of the church's Ministry and Mission Statement; approval of the prior meeting's minutes; presentation and review of financial reports (budget vs. actual, non-budgeted account offsets, and endowment); a tasks review as assigned from prior meeting; the Pastor's report; new business; and the assignment of new and/or carryover tasks.

The minutes of each MLB meeting were sent by email to all Board members and to the Church Secretary prior to the next meeting.

The last Annual Meeting of the church was held in-person on January 30, 2022, with 38 church members participating. The Annual Report for 2021 was received, and the reports contained therein were approved by the members. The church budget for 2022 was approved, and the Officers and At-Large MLB Members were elected.

Respectfully submitted,

James B. Bennett
Church Clerk

Church Statistics - 2022

WEDDINGS

Lisa Novinsky & David Burke July 23
Ashley Argentino & Billy Mickolyzck Sept. 24

BAPTISMS

May 29 Harper Elizabeth Lilien, daughter of Robert and Lauren Lilien.
June 12 Natalie Rose Alden, daughter of Pat and Laura Alden.
July 10 Emily Ann Norris, daughter of Benjamin and Carrie Norris. Great-granddaughter of Joe and Marion Dunn.
July 10 Joseph Jenne, son of Chase and Amy Jenne. Great-grandson of Joe and Marion Dunn.
August 14 Nora Jean Mickolyzck, son of Daniel and Paige Mickolyzck and grandson of Robert and Kathy Mickolyzck.
October 9 Cameron Alexander Goldfuss, son of Matthew and Jennifer Goldfuss and grandson of Sal and Diane DePrimo.
October 23 Alessia May Mickolyzck, daughter of Thomas and Brooklyn Mickolyzck and granddaughter of Robert and Kathleen Mickolyzck.

DEATHS

Paul Robinson January
Christine Carangelo January
Cindy Oneto January 20th
Joe Eckner January
Virginia Whitcomb February 2nd
Ralph Franco April
Winifred Miller April
Brian Lizzotte April 24th
Victor John Pallatto April 30th
Charles Gedney May 6th
Steven Dobbs May 18th
Clark Cate May 25th
Meg Baldwin Rehnberg May 30th
Carol Gelenau June 18th
Richard Chandler June 27th
Don Geissler, Sr.* July 3rd
Bridget Bailey Morrow July 27th
Rose Monaco* August 2nd
Treffe Robert, Jr. August 11th
Larry North* August 22nd

Diane Simkus September 1st
Marcia Carthaus September 12th
Joan M. Lynch August 22nd
Linda Peters September 15th
Lorraine Burdge* September 26th
Marilyn Odell* September 30th
Sarah Noyes October 10th
Stewart LaRoque October 17th
John Rankin* October 24th
Rev. Patrick C. Finleon November 2nd
Millie Gherlone Stankiewicz November 25th
*members

CHURCH MEMBERSHIP STATISTICS 2022

Total membership, January 1, 2022 226

Members Received

Confirmation 0
Confession of Faith 0
Sub-total 0

Members Removed

Removed by Death 5
Sub-total 5

Total membership, December 31, 2022 221

Worship

2022's Worship Team was comprised of Jim Bennett, Doris Ferner, Peter Hall, Kathy Harple, Nancy Mahoney, Sally Pallatto, Tim Peiffer, and Cathy Welch, each of whom led Sunday worship at least once during the year.

The team held just two Zoom Meetings last year, as most of the weekly Deacons coverage was handled via on-line sign-ups on the church website. Please be aware, however, that just five people (Cathy, Jim, Nancy, Peter, and Tim) provided coverage for 45 of the year's 52 Sunday services. We really need to have more church members commit to serving as weekly Deacons in 2023.

Worship Team members perform invaluable services for the church. They prepare the Sanctuary for worship each Sunday (as well as for special events and services) by laying out the proper colored paraments, filling the

candles with oil, setting up the Communion table with the appropriate candles and cross, displaying the day's hymn selections (primarily a Doris Ferner task, performed at her own volition), turning on the lights, and unlocking the front and side doors. They also read the opening liturgy, (oftentimes) read scripture, (oftentimes) assist with the offering collection and communion distribution, clean up the Sanctuary after worship, and make sure the church building is left locked and secure. Worship Team members also assist Pastor Scott with New Member and Confirmant Classes, conduct an annual review of the church's membership, and assist with Pastoral Coverage when Scott is away.

As more hands make for lighter work, the Worship Team is always looking to expand its ranks, so if you have a willingness to serve your church community in this way, please let either myself or Nancy know and we will gladly show you the ropes.

Prayerfully submitted,



Jim Bennett
Worship Mission Team

Floral



Thankfully, 2022 brought steps in the right direction towards a return to normal at our church. With the generous support of our congregation, floral arrangements were provided for Sunday services throughout the year.

PALM SUNDAY

Palm fans were arranged in vases in front of the communion table and palm fronds were handed out to the congregation as they entered the church.



EASTER SUNDAY

Easter lilies were arranged 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 decorated with flowers added by the congregation.

THANKSGIVING SUNDAY

A display of fruits and vegetables was arranged in front of the communion table. During the service, people added their produce donations to the display. All food was taken to DESK for use in preparing meals.

CHRISTMAS SEASON

Wreaths were hung on the front doors and sanctuary windows, and electric candles and greens were placed in the windows. Poinsettia plants decorated the church with a display in front of the communion table and in each sanctuary window. After Christmas, the plants were distributed to homebound and recently bereaved members of the congregation.



The generous support of church members is truly appreciated!

Respectfully submitted,
Susan Tibor



Sunday Worship Participants

Our worship services are in-person regularly every week now. Accordingly, there is a need for volunteer help in several areas each Sunday. We would like to have **2 Deacons** available each Sunday. One Deacon would handle the leadership in the worship service, and both would work together for set-up and clean-up in the sanctuary. We are grateful for the donations of Flowers for the communion table each Sunday. We appreciate the friendly welcome that **2 Usher/Greeters** can offer as well as collecting the offering, and we are glad to have a **Scripture Reader** each Sunday. There is clearly anticipation and appreciation for **Fellowship Hour** following worship each Sunday, and hosts/hostesses are needed.

All of these volunteer opportunities are listed in a convenient sign-up on the Church website, northhavenucc.org. There is a drop-down menu under WORSHIP SERVICES where you can sign up to serve as a Deacon, a Scripture Reader, an Usher/Greeter, or a Fellowship Hour Host; you can also sign up to provide flowers. Please call the Church Office if you are interested in becoming a Deacon.

Generosity

The mission of the Generosity Team is to encourage members to financially support the ministry of North Haven Congregational Church. Each Sunday, we are reminded of our mission to bind ourselves with Jesus Christ in worship, nurture of Christian discipleship, and service to our community. In order to fulfill this mission, each of us needs to take personal responsibility by committing our time, talents, and funds.

The Season of Generosity theme this year “From Bread and Cup to Faith and Giving” invites us to consider how our faith and participation in our church strengthens our financial commitment to our community. We have seen a return to in-person worship, church school, and other activities we enjoy, such as the Fair, Advent Night and Men’s Fellowship. The Food Pantry, sponsored by the churches of North Haven and housed in our building, has responded to the increased needs of citizens of our town. We have supported the children served by our social worker with school supplies and gifts at Easter and Christmas.

Below you will see how the 2022 budget was funded by the pledges received.

MISSION

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

- *Worship together:*
 - music & worship \$2,254
 - building upkeep, utilities & insurance \$56,750
 - *Nurture of Christian discipleship:*
 - staff \$205,247
 - education \$3,400
 - *Compassionate service to our community:*
 - outreach \$12,934
- Expenses \$280,585*

VALUES

Take personal responsibility for our community:

Pledges \$207,557

In 2022, the difference between pledges (\$207,557) and expenses (\$280,585) was \$73,028.

The gap between pledges and expenses was covered with the following income sources:

Endowment	\$42,690
2021 carry forward	\$3,538
Building use	\$7,000
Gifts	\$10,000
Fundraising	\$3,600
Miscellaneous	<u>\$6,200</u>
	<u>\$73,028</u>

Due to a \$13,000 decrease in pledges from 2021 to 2022 a one-time transfer of \$7,300 was taken from the endowment.

Thank you for your commitment to support the mission of our church in 2023. We will continue to spread God’s promise of a future with hope.

The Generosity Mission Team

Joan Bennett, Cheryl Bogert, Priscilla Bradford, Mabel Peterson

Memorial Gifts

The North Haven Congregational Church's Memorial Gifts Mission Team has received and acknowledged contributions during the year 2022. Many of this year's contributions were directed to specific funds of the church 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.

Gifts given in memory of:

Brother of the Corinthian Lodge #63
(name not provided)
David Bellonio
Lorraine Burdge
Bill Goodwin
Rose Monaco
Eleanor Norback
John Rankin
Thomas Ryan
Jack Viele
Virginia Whitcomb

Gifts given in honor of:

Marjorie and Robert Dauster
Doris Ferner
Gary Ferner

Gifts directed to specific funds:

The Churches of North Haven Food Pantry
The Jack Viele Memorial Fund for the
children's library
The Guertin/Ferner Music Fund

Income/Expenditures:

The beginning balance of the 2022 Memorial Gifts
Fund was \$9845.37

Gifts received and interest on the account + \$1841.28

Expenditures:

1. Purchase of a Canadel 84" x 40" birch table and
plexiglass, cover for Carroll Hall - \$2569.63
2. Purchase of a Meridian teak bench and hardware
placed outside the sanctuary under the side
windows - \$1319.65

End of the year balance \$7,797.37

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 members and friends we lost this year. Thank you also to those who contributed to honor others for special occasions as well.

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 Portal, please be sure to note to whom you are dedicating your contribution and if you wish to designate the fund to which it should be directed so an accurate acknowledgement can be made.

Respectfully submitted,
Barbara Massey and Catherine Welch

Building & Grounds

The Board of Buildings and Grounds continued to work hard over the past year maintaining both the church and parsonage. The B&G committee managed to stay within the 2022 budget of \$12,500.

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.

Elevator: Installation of LED lights in ceiling cove, elevator maintenance contract and State inspection for the cost of \$2,386.

Lawn care: Tom's Lawn Service did an excellent job of taking care of mowing the lawn at both the church and parsonage. Invoicing totaled \$1,620 for the year.

Fire Extinguishers: Cost for regular inspection and servicing of all eleven fire extinguishers throughout the building was \$969.

Housekeeping + Supplies: Purchase of cleaning supplies such as paper towels, ice melt, soap, etc., for the year remained the same at approximately \$1,081.

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, installation of LED light fixtures as part of the on-going energy savings effort, and miscellaneous repairs for a total cost of \$4,955.

Alarm System: Alarm One Security Systems had the contract for monitoring the alarm system and maintained the cost for their service at \$441.

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

Landscaping: Removal of the large tree at the corner of Linsley and Church Street.

Bench: Replacement of the wooden bench by the side entrance.

Dumpster: Peter Struk was able to rebuild and paint the old dumpster saving the Church a lot of money.

Windows: We are still in negotiation with a contractor for the replacement of the basement windows in Room 5 and the ADA Restroom along Linsley Street elevation.

Church Bell: Retained the services of the F. J. Dahill Comp. Inc. to plumb and properly secure the metal frame to the wood supports so the wheel can move freely and the bell can be used.

Parking Lot: Over the year, members of the committee patched several holes in the asphalt parking lot. This is an on-going issue. The committee is investigating the cost and design associated with replacing the entire 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, Ed Collette.

Landscaping

The Landscaping Mission Team worked in 2022 to maintain the church grounds. Weeding was done and bushes were trimmed as needed. In May, the gardens were mulched. In the fall, bushes were trimmed, gardens cleaned and leaves moved to the curb for pick up. Thank you to the crews 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 comprising the Personnel Mission Team. Our church structure assigns responsibility for supporting the Office Manager to this Mission Team, but the team also supports appropriate other Mission Teams (Building & Grounds, Faith Formation, Music, etc.) with hiring and supervision of non-clergy paid employees.

There were no new hires in 2022, but efforts to secure a new organist for the church are currently underway, so we will undoubtedly welcome a new employee to our veteran team in 2023.

The Personnel Mission Team conducted an annual evaluation of Office Manager Julie Schweickert on January 18, 2022 based on the online survey results of congregants conducted in the fall of 2021, and the results were overwhelmingly positive. As the meeting concluded, both Jim and Stephen expressed their gratitude to Julie for her contributions, noting that the Office Manager position has really evolved due to her extraordinary capabilities.

Regarding Personnel Mission Team goals for 2023, they remain that we ensure regular feedback with every employee and we are creative with our annual review process. Our primary focus will be to coordinate with the Building and Grounds, Music, and Faith Formation Mission Teams to make sure these teams stay in touch quarterly with their assigned employee(s) to review their performances with them and share this information with the Ministry Leadership Board.

We are very fortunate, in our church, to have a core group of dedicated and skilled employees. As Senior Minister, Scott is ultimately everyone's boss, but it is practical and appropriate for him to delegate day to day supervision and support of all employees to the Personnel Mission Team, Office Manager, and assigned Mission Teams.

Respectfully submitted,

Jim Bennett/Stephen Simonson
Personnel Mission Team

Pastoral Relations

The Pastoral Relations Mission Team serves as a mechanism to encourage, support and solve problems between the clergy and the congregation. In 2022, this Mission team consisted of: Jim Bennett, Chris Corcoran, Jeanne Mecca, Scott Morrow, Stephen Simonson, and Cathy Welch. This group met nine times via Zoom throughout the year and also conducted a Threshold Workshop in Carroll Hall on September 17th. The Church Moderator will be added to this team in 2023.

This team will continue in 2023 to conduct regular meetings to review the progress Scott is making with his personal goals. He specifically enumerated four of them in 2022: to get more people involved in church activities; to re-invigorate the Mission Teams; to work out a Confirmands program; and to determine how the church's Safe Conduct Policy and Response Teams are to be trained to carry out church policies already in place.

Additionally, the PRMT will continue to review the progress Scott is making on his challenges of punctuality and organization as well as follow through on the feedback received from the September 17th Threshold event. Discussions there centered around three main topics: Mission Teams, which are working, which are not, and why; Covid Challenges and Changes, how it has impacted people personally and church life generally; and Our Church Going Forward, how did people come to NHCC, how you were encouraged to become involved, and what might you/we contribute to the church going forward. One

main theme surfaced time and time again in every discussion group: We Need to Communicate Better!

The Pastoral Relations Mission Team wants to not only support and encourage Scott but also support and guide the church's lay leadership and congregants toward the many available opportunities to use their skills and talents to further the mission, vision, and goals of North Haven Congregational Church. We want to successfully evolve from a church that has been isolated with streaming services to an active body with in-person meetings, church services, and activities.

Respectfully submitted,

Stephen Simonson
Pastoral Relations Mission Team

Response Team representing the "Safe Conduct Policy"

"Our church's mission is to bind ourselves with Jesus Christ in worship together, nurture of Christian discipleship, and compassionate service to our community and beyond." NHCC Mission-Vision-Values

The Safe Conduct Policy states "We believe all persons are created in God's image (Genesis 1:26), and that God calls us – individually and collectively – to nurture faith in our community in a caring, safe, and loving manner.

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 2022 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 Ministry Coordinator for Children are responsible for the implementation of procedures designed to educate volunteers, staff and church members regarding this policy. Annual training programs will teach church staff and volunteers how and when to report an allegation of misconduct and how to discuss questionable behavior with either the Senior Minister and/or the Response Team.

In 2022 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 ongoing Covid 19 Pandemic not enough was done on this topic. These areas of focus will continue in 2023.

Specific goals for 2023 include:

- Initial development of screening and training procedures for Church staff.
- Initial development screening and training procedures for Church volunteers.
- Recruit and train new Response Team members during the year.

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

Website

The North Haven Congregational Church's Website continues to be a focal point for communication.

NorthHavenUCC.org is the first contact many people in the community have with our church as well as a vehicle for information flow for our congregation.

Our Food Pantry clients utilize the ability to schedule their monthly food pickups online and our Thanksgiving and Christmas food distribution rely on the volunteer scheduling to successfully prepare for and distribute food to 150 families each holiday.

Each Sunday, the Worship Bulletin is uploaded to the website and the link for the livestream is on the home page.

Our online giving is easily accessible from the home page as well as access to the church calendar.

Sign-up to participate in the Sunday Service (Deacon, Scripture Reader, Greeter, Flowers, and Hosting Fellowship Hour) are available on the website.

In addition to this functionality, there is access to all sorts of information about the church and our congregation.

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 . 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.

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

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 any stock items that were lacking in our inventory. We continued 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.

In October we signed an agreement with CT Foodshare and now have access to another source of food supplies. During November and December we were able to obtain nearly 2,000 pounds of food including cereal, soups, peanut butter, pasta sauce and tuna fish. These items were obtained at no cost through government programs that supported CT Foodshare. Beginning in January 2023 there will be a slight charge for purchases of some items, but this is far below market price.

The Food Council again met 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 over 150 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

The Easter season is approaching. It's time to begin our project to fulfill our commitment to the DCF children we support. With the uncertainty of Covid still upon us, we will be giving the children gift cards again.

If you wish to contribute to this project there are two ways to do that. The first is to purchase a gift card or cards in the amount of \$25 from either Walmart or Target. Our social worker prefers Walmart but either will be fine. The second is to write a check for the amount you wish to contribute. Please write the check to NHCC and write Easter Basket Project on the memo line. Additional gift cards will be purchased with the monetary donations. These can either be mailed to the

church or dropped off during business hours. The deadline for contributions is April 3, 2022.

DCF continues to be grateful of our church for our continued support of children.

May you all enjoy the longer, warmer days and best wishes for a blessed Easter season.

Kathy Harple

Online Auction

The 3rd annual on-line fundraising auction held in June 2022 was again a success, raising \$2,000. The on-line fundraising auction began as a way to raise funds with minimal interpersonal interactions and minimal people in the church building when our usual fundraisers could not be held due to the pandemic. Items were donated by church members for the auction. Bidding was done on-line. Winning bidders picked up their items at a pre-determined time. We had winning bidders from around Connecticut as well as other states. The on-line auction format through the professional auction manager has a great reach. Thank you very much for your donations to the on-line fundraising auction. We received a great variety of items including an Old Town Canoe, a Thule car top rack, fly rods, leather bomber jacket, lamps, rugs, chairs, china, jewelry, sought after vintage pyrex, antique wagon, vintage boy scout uniform, sterling silver, and so much more. Thank you to the many donors: Betsey Reid, Sara and Bryant Munson, Chris Corcoran, John and Sue Tibor, Doris Ferner, SueBeth Higgins, Priscilla Bradford, Patience and Martin Benassi, Susan Guckert, Joyce and Ted Manzo, Joan Bennett, Lynn Reardon, Barbara Massey, Lillian Floodquist, Beth Anderson. The items were catalogued, photographed and advertised for the on-line auction by the auction manager. Thank you again for your generosity to our church. This fundraiser does more than just raise funds for our church budget. It brings the reach of the North Haven Congregation Church beyond our region, the fundraiser also helps clean out church member basements and I know of a North Haven High School graduate who purchased a rug and lamp for their first apartment. What a great beginning! Thank you again for your donations.

The **B** Team: Patience Benassi, Martin Benassi, Priscilla Bradford, Marth Butterworth

Men's Fellowship

The Men's Fellowship group began 2022 meeting virtually twice a month on the 1st and 3rd Saturday. Members heard Scott and other Ministry leaders share news about the Church happenings. Additionally, members shared family updates, and opportunities to serve the Church as well as the larger North Haven community and included a bible devotional offered by Tim Peiffer. Participation ranged from a low of three to a high of 14 men.

In February, the church relaxed some Covid-19 protocols to allow members to gather in Carroll Hall if they brought their own food and maintain proper social distancing.

In mid-March, the Men's fellowship met off site at the Hook & Ladder Restaurant in North Haven for a buffet breakfast and fellowship. The breakfast was well attended by 14 men. Good food, conversation and fellowship were enjoyed.

In April, the Men's Fellowship returned to preparing food on site as well as in person gathering in the Carroll Hall and the Kitchen. John Tibor's "Breakfast Sandwich Royal" was once again enjoyed by all who attended.

The Fellowship group supported various needs financially to include donating \$200 to the maintenance project to upgrade the placement of phones throughout the Church. This will allow individuals to have greater access to the phone and a paging system. Individual members lent their support to Jim Bennett with his involvement in his annual fundraising activity of St. Baldrick's.

The men joined with the Women's fellowship to support the Pancake breakfast Reopening celebration of the return to in person gathering of Worship Services and various group activities in the Church. We appreciate the time and efforts of Bryant Munson, Martin Benassi, Bill Rose, Bernie Hummel, and Tim Peiffer.

Currently, The Men's fellowship has reduced the meeting schedule for the Fall to the first Saturday due to scheduling conflicts.

Men's Fellowship intends to continue its supporting and leadership roles in the church in 2023. We will

endeavor to return to the 1st and 3rd Saturdays and invites additional men, church members or not, to join us whenever we gather for fellowship and, hopefully, breakfast. Twenty-seven (18) 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

As the Pandemic continued to be a constant factor in 2022, the Women's Fellowship found ways back to some sort of "normal" with some in-person activities.

Our Tag Sale in June was smaller than pre-Covid, with fewer vendors. No lunch was provided because of the shortage of volunteers. We are hopeful that 2023 will be better.

In October we were able to hold a Pink Sunday Fundraiser with pink baked delicacies in Carroll Hall after the Sunday service. This fundraiser supports "After the Storm," which helps breast cancer survivors with expenses not covered by insurance.

We are encouraged with the success of the New England Fair after 2 years of trying it online. It was well attended, and many of our members and friends participated.

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, 2022: \$2291.25

The funds generated by:

Tag Sale	\$477.00
Pink Sunday	\$180.50
Fair & Apple Pies	\$4,180.00
From Donations: Diaper Bag Project	\$705.00
Memorial Receptions	<u>\$200.00</u>
Total Income:	\$5,742.50

Expenses: Donations and Projects:

Diaper Bag Project	\$147.43
Annual Prayer Breakfast	\$200.00

RBC Ministry (Our Daily Bread – devotional booklets)	\$125.00
Church General Budget	\$500.00
Minister's Discretionary Fund	\$250.00
Christian Community Action	\$100.00
Community Partners in Action	\$100.00
Habitat for Humanity	\$300.00
BH Care	\$100.00
Literacy Volunteers	\$100.00
House Fire Relief – Richard family	\$200.00
	<u>\$2,122.43</u>

Miscellaneous expenses:

Pancake Breakfast	\$70.12
Receptions	\$51.36
Ice cream for Ice Cream Social	\$44.40
Apple pie making supplies	\$184.14
Cards & postage stamps	\$18.60
Christmas thank you checks & gift cards	<u>\$375.00</u>
	\$743.62

Total expenses: \$2,866.05

Funds available December 31, 2022: \$5,167.70

Officers: June 2022-June2023

President	Kathy Harple
Vice President	Nancy Mahoney
Secretary	Cheryl Bogert
Treasurer	Carol Mitchell

Members Serving the Wider Church

Priscilla Bradford

Secretary, Davenport-Dunbar Residence
Board, Hamden

Susan Compton

Secretary, NHOAH - North Haven
Opportunities for Affordable Housing

Melissa DeLuca

Treasurer, Friends of the North Haven Memorial
Library

Paula Diehl

Woods Edge-Oak View Board, North Haven

Rev. Scott Morrow

Co-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

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

Stephen Simonson

Davenport-Dunbar Residence Board, Hamden

John Tibor

Treasurer, New Haven East Consociation

Treasurer, North Haven Land Trust



Report of the Treasurer

Year to Date Budget Report						
1/1/2022 through 12/31/2022						
			Annual Budget	Actual		Difference
	Income					
	BALANCE FORWARD	\$	3,539.17	\$	3,755.97	\$ 216.80
	Building Contribution		7,000.00		11,715.00	4,715.00
	Envelope Income		-		-	-
	Fund Raisers		3,600.00		2,600.10	(999.90)
	Gifts, Unrestricted		10,000.00		7,287.00	(2,713.00)
	Loose Offerings		1,200.00		3,309.71	2,109.71
	Past Due Pledge		5,000.00		5,106.00	106.00
	Pledges		207,557.00		207,053.87	(503.13)
	Trustee Transfer		42,690.00		42,210.00	(480.00)
	Total Income	\$	280,586.17	\$	283,037.65	\$ 2,451.48
	Expense					
	Fixed Expenses					
	Basic Support	\$	11,259.00	\$	11,259.00	\$ -
	Consociation		350.00		349.50	0.50
	Insurance		18,000.00		16,794.00	1,206.00
	Payroll		155,187.81		153,028.43	2,159.38
	Staff Bnfts		50,060.36		48,290.61	1,769.75
	Sabbatical		-		-	-
	Utilities		17,000.00		18,708.75	(1,708.75)
	Bldg-Grnds		12,500.00		11,506.44	993.56
	Office Expense		9,000.00		7,343.22	1,656.78
	Total Fixed Expenses		273,357.17		267,279.95	6,077.22
	Mission Teams					
	Faith Formation		1,400.00		1,336.87	63.13
	Music		1,674.00		1,351.95	322.05
	Worship		480.00		174.12	305.88
	Generosity		100.00		39.99	60.01
	Outreach					
	DESK		300.00		300.00	-
	Abraham's Tent		325.00		325.00	-
	Covenant to Care		200.00		-	200.00
	Clothing Team		-		-	-
	Habitat for Humanity		500.00		500.00	-
	Other Mission Teams		-			
	Landscaping MT		250.00		168.37	81.63
	Member Care MT		-		-	-
	OASIS Youth		2,000.00		2,000.00	-
	Total Mission Team Expense		7,229.00		6,196.30	1,032.70
	Total Expense	\$	280,586.17	\$	273,476.25	\$ 7,109.92
	Net Income	\$	-	\$	9,561.40	\$ 9,561.40

As of 12/31/2022		
Account		Balance
Assets		
Cash and Bank Accounts		
Church Account		\$ 44,188.94
PEX Account		1,037.37
Nutmeg FCU Checking		100.00
Nutmeg FCU Savings		25.00
Pledge Receivable		-
Prepaid Insurance		8,295.09
Prepaid Other		8,220.81
Payroll		-
Vanco		5.46
Total Assets		\$ 61,872.67
Liabilities		
Line of Credit		-
Total Liabilities		\$ -
Total Net Worth		\$ 61,872.67
Other Accounts		
Memorial Gifts Account (Nutmeg FCU)		\$ 7,128.65
Food Closet Account (TD Bank)		\$ 42,190.52

Reconciliation of Church Accounts				
Balance Forward 1/1/2023				
Balance Forward				\$ 9,561.40
2023 Pledges				13,240.00
Line of Credit				-
Baptism Gift				2,795.00
Buildings & Grounds				137.00
Capital Campaign 2013-2016				7,265.56
Children's Library				1,495.99
Christian Education				239.00
Christian Ed. Sr. High				262.50
Flowers				12.00
Food Pantry				4,112.35
Invitation Mission Team				548.66
Memorial Gifts				668.72
Men's Fellowship				1,598.69
Misc				235.26
Music				2,007.28
North Haven Fuel Bank				150.00
Organ Fund				872.56
Covenant to Care				760.00
Pastor's Discretionary Fund				2,550.80
Sabbatical				10,000.00
Christmas Fund				535.00
Mission Trip				533.91
Music Easter/Christmas				590.00
Neighbors in Need				25.00
Poinsettia				1,041.39
Sunday School Collections				79.64
Technology Fund				489.08
Worship Team				109.00
Women's Fellowship (for CWS)				69.04
Total Church Account				\$ 61,984.83

Memorial Gifts Account			
2022			
Balance Forward, 1/1/2022			\$9,845.37
Income			
Gifts			1,840.00
Interest			1.28
Total Income			\$ 1,841.28
Expenses			
Table for Carroll Hall			2,569.63
Bench Outside			1,319.65
Total Expenses			\$ 3,889.28
Balance, 12/31/2022			\$7,797.37

Food Closet Account			
2022			
Balance Forward, 1/1/2022			\$ 61,670.00
Income			
Gifts			25,388.74
Interest			16.58
Total Income			\$ 25,405.32
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			600.00
Todd Swarney			350.00
Supplies:			
Printing			115.00
Plastic Bags			34.99
Paper Bags			409.15
Tape			81.82
Unicorr Packaging (Boxes)			616.09
Additional Food Purchases			9,517.16
Gift Card Purchases			12,830.00
Cooked Meals			320.94
Price Rite Dairy Thanksgiving			1,512.80
Price Rite Dairy Christmas			1,435.30
Produce Thanksgiving			1,665.20
Produce Christmas			1,784.00
Total Expenses			\$ 40,772.45
Balance, 12/31/2022			\$46,302.87

Utilities			
1/1/2022 through 12/31/2022			
Description			Amount
Electric			\$ 6,175.64
Gas			6,892.67
Sewer			315.00
Telephone			4,451.65
Water			873.79
Total Utilities			\$18,708.75

Building Contributions			
1/1/2022 through 12/31/2022			
Building Contributions			Amount
AA			215.00
Alanon			475.00
Corinthian Lodge Masons			400.00
CT Record Club			300.00
Danish Brotherhood			75.00
Food Council			3,500.00
Garden Club			125.00
Girl Scouts			175.00
GFWC Women's Club			50.00
Hamden Lodge Elks			375.00
Musical Folk			5,225.00
NAFRE Retired Federal Employees			75.00
New Haven Camera Club			225.00
Miscellaneous			500.00
Total Building Contributions			\$11,715.00

Insurance			
1/1/2022 through 12/31/2022			
Liability			\$ 14,400.00
Workers' Compensation			2,394.00
Total Insurance			\$16,794.00

Staff Benefits			
2022			
Car			\$ 2,152.21
Cell Phone			600.00
Dental			998.75
Disability			1,000.32
Group Life			49.92
Medicare - Church			1,319.30
Medical			16,715.20
Parsonage Electric			2,206.34
Parsonage Gas			1,454.57
Parsonage Sewer			315.00
Parsonage Telephone			420.00
Parsonage Water			678.60
Pension			10,124.56
Professional Expenses			408.78
Social Security - Church			9,847.06
Total Staff Benefits			\$48,290.61

Special Collections			
Donated in 2022			
Neighbors-in-Need			\$ 540.00
One Great Hour of Sharing			795.00
Lilies Income			
<i>To One Great Hour of Sharing</i>			329.80
Christmas Fund			535.00
Covenant to Care			900.00
Abraham's Tent			725.00
Habitat			500.00
North Haven Fuel Bank			150.00
Foundation for Orphans			1,287.00
Guilford Assistance			800.00
Ukrainian Relief			1,539.00
Total Special Collections			\$8,100.80

Endowment

Anyone who has a retirement acct, investment acct or similar acct can relate to how the Endowment team feels when they view the Church's quarterly statement from UBS. The Endowment has a diversified portfolio, although down 13.8% before distributions it was better than the S&P 500 which was down 18.1%. However, the Endowment after \$42,210 in distributions to the Church operating budget was down 19.1% for the year.

The Endowment team met four times this year. At our January meeting it was decided to sell \$10,000 of our largest holding JP Morgan Large Cap as the market seemed to be at a top. The money was placed in a similar fund Windsor II that is slightly more conservative and was down 10% less than the Fund it replaced. In hindsight it would have been better to sell everything. The problem then would be when to put the money back to work again. So we stayed the course. Also at our January meeting the MLB was unable to balance the 2022 budget and asked the Endowment Team for an additional \$12,209. We had previously committed to a pledge of \$30,491 for the 2022 budget. As the Endowment was at an all time high it was easy to commit to a total distribution of \$42,690 for 2022. It was later reduced to a \$42,210 distribution due to a prior agreement.

At the August meeting It was decided to replace Lord Abbot Value Opportunities Fund with John Hancock Mid-Cap Value Fund. This was done following our policy of replacing underperforming funds with a similar better performing fund. There was discussion about pledging, which led to discussion about what could be done to improve the Church family. During the discussion Scott stated "Shared leadership is essential to a healthy Church".

At the October meeting in keeping with balancing the portfolio the fourth quarter distribution would be taken from acct 5548 which would entail selling some securities. We set next year's (2023) distribution to the operating budget to be \$31,463. In November we were excited to receive a generous bequest of \$10,000 from Lorraine Burdge.

I wish to thank the members of the Endowment Team for their interest and support.

Jim Bennett, Betsey Reid, John Tibor, Beth Anderson, Priscilla Bradford and Rev Scott Morrow

Bryant Munson, Financial Agent

Endowment Report										
For year ending 12/31/22										
	Acct Balance 1/1/22	Inome and Gifts Received	foot notes	Advisor Fees and Expenses	Distributions to Church Budget	Acct Balance 12/31/22	foot notes	Dollar change from 1/1/22	% change	Planned distributions to 2023 Budget
UBS restricted funds	\$ 130,738.64	\$ 700.00	a	\$ 1,116.17	\$ 4,448	\$ 110,722.76	d	\$ (20,015.88)	-15.31%	\$ 4,654
UBS unrestricted funds	679,040.26	10,000.00	b	6,043.07	37,762	545,439.90		(133,600.36)	-19.67%	26,809
Cornerston Fund	5,000.00	54.97	c			5,000.00		-	0.00%	
Webster Checking	1,683.74					1,738.69		54.95	3.26%	
TOTALS	\$ 816,462.64	\$ 10,754.97		\$ 7,159.24	\$ 42,210	\$ 662,901.35		\$ (153,561.29)	-18.81%	\$ 31,463
		footnotes:	a	gifts of \$650 were received for the Guertin/Ferner Music Fund						
				gifts of \$50 were received for the Cooper Music Fund						
			b	A bequest of \$10,000 was received in memory of Lorraine Burdge						
			c	Interest from the Cornerstone Fund is directly deposited to Webster checking						
			d	includes \$700 received 12/30/22						

ENDOWMENT RESTRICTED FUNDS

year ending 12/31/22

Name of Fund	Purpose	Fund Balance 1/1/22	Fund % 1/1/22	2022 Distribution	Amt 12/30/22	Gifts received	footnote	Fund amt 12/31/22	Fund % 12/31/22	Planned 2023 distribution
Brigham	Decorations	\$ 7,249.56	5.55%	\$ 247	\$ 6,101	\$ -		\$ 6,100.81	5.51%	\$ 256
Carroll/Dudley	Education	5,234.44	4.00%	178	4,405			4,405.00	3.98%	185
Cooper	Maintenance	85,318.51	65.26%	2,903	71,799	50	a	71,849.07	64.89%	3,020
Guertin/Ferner	Music	25,562.00	19.55%	870	21,511	650	b	22,161.48	20.02%	932
Muirhead	Music/Decorative	7,374.14	5.64%	251	6,206			6,205.64	5.60%	261
Totals		130,738.65	100.00%	4,448	110,022	700		110,722.00	100.00%	4,654
							footnotes:			
							a.	in memory of John Rankin &		
								in memory of Lorraine Burdge		
							b.	in memory of William Ferner		

Proposed Budget for 2023

Balance Forward					\$	9,561.40		
Trustee Transfers						42,210.00		
Total					\$	51,771.40		
Annual Income								
Building Contributions					\$	14,000.00		
Fund Raisers						5,000.00		
Loose Offerings						3,000.00		
Past Due Pledges						6,300.00		
Pledges						200,000.00		
Gifts, Unrestricted						7,500.00		
Total Annual Income					\$	235,800.00		
Net Available Funds					\$	287,571.40		
Annual Expense							Percent of	Total Expense
Fixed Expenses								
Basic Support					\$	11,292.00		3.79%
Consociation						350.00		0.12%
Insurance						20,450.00		6.86%
Loan Principal Repayment						0.00		0.00%
Interest on Loan						0.00		0.00%
Payroll						161,233.68		54.12%
Staff Benefits						51,063.83		17.14%
Sabbatical						2,000.00		0.67%
Utilities						22,700.00		7.62%
Buildings & Grounds						12,500.00		4.20%
Office Expense						9,000.00		3.02%
Total Fixed Expenses					\$	290,589.51		97.54%
Mission Teams								
Faith Formation						1,450.00		0.49%
Music						1,723.00		0.58%
Worship						480.00		0.16%
DESK						300.00		0.10%
Generosity						100.00		0.03%
Abraham's Tent						325.00		0.11%
Covenant to Care						200.00		0.07%
Habitat for Humanity						500.00		0.17%
Landscaping						250.00		0.08%
OASIS Youth						2,000.00		0.67%
Total Mission Teams					\$	7,328.00		2.46%
Total Annual Expense					\$	297,917.51		
Surplus/(Deficit)					\$	(10,346.11)		

Proposed Salary Budget 2023

		2022		2023
SALARIES				
	Pastor	55,518.29		56,628.66
	Nursery Attendant	750.00		1,500.00
	Christian Educator	13,892.60		14,170.45
	Music Director	15,644.25		15,957.14
	Organist	12,479.30		14,200.00
	Office Manager	36,372.12		37,099.56
	Sexton	17,331.25		17,677.88
	Vacation Coverage	3,200.00		4,000.00
Total		\$155,187.81	\$	161,233.68
	Proposed Staff Benefits Budget 2023			
BENEFITS				
	Car Allowance	\$ 2,500.00	\$	2,000.00
	Cell Phone	600.00		600.00
	Dental Insurance	1,007.00		1,023.00
	Disability Insurance	1,000.24		1,000.24
	Group Life Insurance	50.00		50.00
	Group Medical Insurance	18,506.69		17,161.20
	Pension	10,124.56		10,280.01
	Medicare Church Pastor	805.02		821.12
	Social Security Church Pastor	3,442.13		3,510.98
	Medicare Church Staff	1,445.21		1,516.77
	Social Security ChurchStaff	6,179.51		6,485.51
	Professional Expenses	500.00		500.00
	Parsonage Electricity	1,700.00		2,500.00
	Parsonage Gas	1,000.00		2,100.00
	Parsonage Sewer	300.00		315.00
	Parsonage Telephone	500.00		500.00
	Parsonage Water	400.00		700.00
Total		\$ 50,060.36	\$	51,063.83

Church Officers & Ministry Leadership Board

OFFICERS (2022)

Moderator	Nancy Mahoney
Clerk	Jim Bennett
Treasurer	Elizabeth Anderson
Assistant Treasurer	John Tibor Larry Ballantyne
Financial Agent	Bryant Munson

MINISTRY LEADERSHIP BOARD (2022)

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

PROPOSED OFFICERS (2023)

<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 (2023)

<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>Cheryl Bogert</i>	<i>2025</i>
<i>At-Large</i>	<i>Martin Benassi</i>	<i>2026</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

The Ministry Leadership Board has many goals for 2023. The most significant will be discussing ways to enhance and improve Sunday worship. It is necessary to look for new ideas for those attending in person and those watching on line. It is important for us to stay connected.

Other goals-

1. Fundraising continues to be essential to support the annual budget. Ideas discussed include- another on line auction, Military Whist, Comedy Night and Pierpont concerts. It is important that we have fundraisers that include support from the community as well as church members.

2. Continue to develop mission teams that spark interest.

3. Reviewing our membership list.

4. Identify members to serve on MLB in the future.

It takes a village to raise a child. It takes a congregation to support the church.

Nancy Mahoney

Moderator

