

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

**ANNUAL REPORT
2023**



North Haven Congregational Church

Presented At The Annual Meeting
January 28, 2024

TABLE OF CONTENTS

Mission, Vision, & Values Statement	6
Moderator's Report	6
Senior Pastor's Report	7
Ministry Coordinator for Children	9
Music Director	10
Annual Report of the New Haven East Consociation Church and Ministry Committee	11
Minutes of the Annual Meeting January 29, 2023	12
Report of the Church Clerk	13
Church Statistics - 2023	13
Worship	14
Floral	14
Sunday Worship Participants	15
Generosity	15
Memorial Gifts	16
Building & Grounds	16
Landscaping	17
Personnel Committee	17
Pastoral Relations	17
Response Team representing the "Safe Conduct Policy"	18
Website	18
Technology	19
Communications Mission Team	19
Food Pantry	20
Covenant to Care	21
Communications	21
Online Auction	22
Men's Fellowship	22
Women's Fellowship	23
Members Serving the Wider Church	24
Report of the Treasurer	25
Endowment	29
Proposed Budget for 2024	31
Proposed Salary Budget for 2024	32
Church Officers & Ministry Leadership Board	33
Ministry & Mission Plan 2024 Goals & Objectives	34

NORTH HAVEN CONGREGATIONAL CHURCH, UCC

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AN OPEN AND AFFIRMING CONGREGATION

CALL TO ANNUAL MEETING

January 28, 2024

10:45 a.m.

AGENDA

Call to Order

Opening Prayer

Moderator's Convening Statement

Approval of Minutes of January 29, 2023 Annual Meeting

Acceptance of Non-Financial Reports

Acceptance of Endowment Report

Acceptance of Treasurer's Report

Approval of Budget for 2024

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 4, 2024

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

It has been an honor to serve NHCC as Moderator. I wish to thank Susan Compton who will finish her term as an At Large member. Those remaining on our Ministry Leadership Board include Pastor Scott Morrow, Jim Bennett-Clerk, Beth Anderson-Treasurer, Bryant Munson- Financial Agent, Martin Benassi, Cheryl Bogert, Sandy Carter, and Ed Collett. Two new members will be voted on at the annual meeting—an At Large member and a new Moderator. I leave my position as Moderator, confident that our church is in capable hands.

We continue to offer the opportunity to worship online and in person. The church is fully open to groups wishing to rent space. It is wonderful to hear music coming from the double classroom! The children's music program and other groups provide valuable income for us. Fundraising efforts this year included the "B" team online auction; Pierpont concerts; Men's Fellowship Comedy night; and Women's Fellowship St. Patrick's dinner, Military Whist, and Fair. The money raised was indeed a blessing. Our Food Pantry continues to serve the community on a weekly basis as well as 160 holiday food boxes for both Thanksgiving and Christmas. God was evident in all we did this year and will continue to be there for us. He deserves the praise!

We need to stay focused and ensure that North Haven Congregational Church will continue to thrive in the future. Pledges need to be honored. We have the responsibility to support a budget that provides decent salaries, music, children's ministry, upkeep of the church, and support for our mission teams.

Many hands make light work—your help is needed! Please volunteer to serve as a Deacon, Greeter,

Scripture Reader, or Coffee Hour Host; donate some time to the food pantry; or supply flowers for Sunday.

Pastor Scott quoted Amanda Gorman, a young poet, recently. I would like to end with some of her words.

“Even if we never get back to normal,
Someday we can venture beyond it
To leave the known and take the first steps.
So let us not return to what is normal,
But reach toward what is next.”

I hope you will reach with me to see what is next for North Haven Congregational Church!

Blessings,

Nancy Mahoney

Senior Pastor's Report

One of the great blessings of serving as the Pastor at North Haven Congregational Church is the talented and dedicated staff I work alongside. **Jeff Hutchins** is enthusiastic and very talented in his work as the Music Director. Jeff rehearses weekly with the Chancel Choir, preparing anthem, introits, and gift of music that lift our spirits and warm our hearts in worship. He also rehearses with the children in the Sunday School and guides them in their occasional singing in the worship service. The music during Advent and Christmas was a highlight this year, featuring both the Chancel Choir and the Children's Choir, as well as a return of the Chime Choir! Felicia Urbanski accompanied the choir on violin during Advent, and Joshua Peiffer sang and played the flute on Christmas Eve. Jeff is supported in his work by the Music Mission Team. Organist **Heather Meachen** is the newest staff member at the Church. Heather joined the staff in mid-April and settled in quickly with great talent and ability. Heather has shared uplifting and inspiring music in preludes and postludes. She has accompanied the Chancel Choir with care and attention, attending Thursday evening rehearsals on occasion, and she has played for weddings and funerals with sensitivity and confidence. The Organist position is an 11-month position, with August designated as the month for alternative music or substitutes. Congratulations and deep gratitude are due the Organist Search Committee which worked from late summer in 2022 through early spring 2023 to develop the job description,

identify and interview candidates, provide for substitute coverage, and complete the hiring process. Members of the Organist Search Committee included Martin Benassi, Cheryl Bogert, Carla Hill, Barbara Massey, Carol Mitchell, and Cathy Welch, who chaired the group. Jeff Hutchins and I assisted with the Search. **Karlee Etter**, Coordinator of Ministry with Children, worked with creativity and energy to guide the Sunday School program in conjunction with the Faith Formation Mission Team. She guided the preparation and presentation of a wonderful Youth Sunday worship service in May, with the youth, teachers and Faith Formation Team highlighting the seasons of the Church year. Advent Night was spirited, exciting, and well-attended. Christmas Eve fell on a Sunday this year, and the children's Christmas Pageant was presented in the morning worship service. **Brianne Goldfuss** continues to work as the Children's Nursery attendant, providing welcome and dependable and attentive care to young children in her care. **Julie Schweickert** does a masterful job coordinating communication and management through the Church Office. Preparing the church newsletter and other communications, answering the telephone, and coordinating scheduling in the church building are among her responsibilities. Julie also oversees the digital record-keeping, church website, and online financial contributions. Her broad experience with digital record-keeping has been an invaluable asset to the Church, and, along with her attention to detail, has enabled her to work through technical difficulties with changes in service providers for our online financial giving and membership communication vendors. **Todd Swarney** has served as the Church Sexton since 2018. When he began, his primary job was custodial work at Southern Connecticut State University on the third shift. Todd arrived at Church in the morning and worked until noon. The COVID-19 pandemic changed the nature of Church life and program completely, and Todd's work as well. He worked with great energy and attention to keep the building clean and sanitized. He continued to work with community groups and food pantry clients and volunteers to welcome them and assist with their needs. When he moved to the first shift at SCSU, Todd came to work in the afternoon. In late November Todd notified us that he would complete his work with the Church in late December. A Sexton Search Team was organized with Julie's

coordination and the search continues. **Dave Nelson**, a regular attender on Sundays, has taken on the work as Interim Sexton.

All of our worship services and most of our church programs and meetings have been in-person this year – a very welcome consistency after the pandemic disruption in 2020 through 2022. Worship services continue to be livestreamed online and are greatly appreciated by those who are not able to attend in-person. Highlights of the year have included the Pierpont Concert by the jazz ensembles at North Haven High School on February 11. The Pierpont Concert on November 11 by Mark Platt, who was originally scheduled in 2020 and deferred due to the pandemic, was another occasion of gratitude and return to a cherished in-person occasion. The Elm City Girls Choir sang a wonderful concert in December. The group rehearses weekly in the Church during the school year, and it was a delight to enjoy their talent and energy! Another source of joy in this year was to opportunity to welcome six new members: Priscilla Noriega and Victor Maldonado and their children, and Craig Smith in January, and Wendy Civitello and her boys, Jen Febbroriello and her daughter Gabriella, Abigail Klutse and her daughter Anna, and Ross Lanius in November.

The Church faces some challenges coming out of the pandemic. Attendance and participation by many church members is more occasional – particularly for families with children. It has been difficult to find additional members willing to assist with Sunday services as Deacons, Scripture Readers, Greeters, Camera Operators and Coffee Hour hosts. The small group who stretch to fill these roles regularly are fatigued. Leadership and coordination of Mission Teams has also been sporadic and less focused, due perhaps to fatigue in the aftermath of the pandemic and a decreased sense of focus and energy around the mission efforts of the Church.

One of the greatest challenges to the Church is the financial support for the life and ministry and mission of the Church. Over the last three years the number of pledges has decreased, though there has been an increase in loose pledging. For each of the last three years extra funds have been drawn from the endowment, beyond the prescribed contribution. Most of the expenses in the church budget are fixed expenses, the largest being payroll and benefits. Most of the large pledges are made by members over

age 65. The interruption or loss of one or more of these large pledges would require an urgent and immediate revision to the budget. This financial challenge goes beyond the discussion of the budget for 2024; it will require a lasting reduction in expenses or increase in income.

Among my goals for the coming year is working with the Worship Mission Team (Deacons) to complete a review of the membership rolls and expand to two Deacons helping with worship on Sunday. I will continue to work with the Pastoral Relations Mission Team to re-energize the Mission Teams and support the new Communications Mission Team, 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 deeply grateful to the members of the North Haven Congregational Church for your faithfulness and dedication to mission, as well as your kindness and warmth for Carol and me, and for Jesse and Amy when they visit. I am grateful and very appreciative for the patience, wisdom, and generosity you have shared with me. This report marks the completion of my 29th year of pastoral ministry among you. 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.

Therefore, since we are justified by faith, we have peace with God through our Lord Jesus Christ, through whom we have obtained access to this grace in which we stand, and we boast in our hope of sharing the glory of God. And not only that, but we also boast in our afflictions, knowing that affliction produces endurance, and endurance produces character, and character produces hope, and hope does not put us to shame, because God's love has been poured into our hearts through the Holy Spirit that has been given to us.

Romans 5:1-5

Respectfully submitted,

Scott Morrow

Ministry Coordinator for Children



With the worst of the Covid pandemic behind us, January 2023 brought no unusual concerns over traditional In-Person worship and Church School. As has been the practice for several years now, the Children began the New Year (and 2023) with Chapel on the first Sunday of each month.

The Faith Formation Team met in February to plan our annual Easter Egg Hunt on Easter Sunday. We were blessed with perfect weather so the children could enjoy an outdoor Easter Egg Hunt after worship. With help from the older children, about 200 eggs were filled with goodies and hidden around the church grounds. During the month of April, the Faith Formation team planned the annual Youth Sunday for May 21, 2023. Following the usual order of worship, the service was adapted for the children as the leaders. This year, the theme was the Church Year, 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.

During the months of June, July and August, ten church school lessons over the summer months were planned and led by Steve Simonson.

On September 10, 2023, Church School resumed with Rally Day; a joyful, celebratory picnic following worship. Steve Simonson and Sue Baldino agreed to teach, Grades 3-7 and PreK-Grade 2, respectively. Both Sue and Steve have shared their teaching ministry, their time, talents and love of children for more than three years. Thank you both for your dedicated ministry with our children. As September progressed, Grades 3-7 were divided into two age-groupings, Grades 3-4 and Grades 5-7. The older children met with Karlee Etter in the Heath Room. Since the Covid pandemic, NHCC continues to use WHIRL, a lectionary-based, three-year cycle curriculum for all three age groupings.

As was the practice during 2022, the children in each class enjoyed creating a scaled-down version of a traditional Moravian Putz. The Putz is a visual, miniature, three-dimensional representation of the Nativity. The Putz is rooted in 18th century Moravian culture. The Moravians were German immigrants from Saxony who settled in Pennsylvania in the 1700's. Last year's NHCC Church school classes' Christmas story creations were so popular with the children, it returned this year. Each week during Advent, a specific Advent or Christmas scripture was read and the children added various

pieces to their classes three-dimensional scene: 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.

Through the month of December, traditional events such Advent Night and the Christmas pageant were scheduled. This year Advent Night was on December 3, the first Sunday in Advent. Members of the Faith Formation Team and several members from the congregation offered a variety of crafting activities. About 30-40 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 one-on-one conversation with each child, read *THE NIGHT BEFORE CHRISTMAS* and *THE FIRST CHRISTMAS*, and led the children and adults in some Christmas songs. Everyone also had fun making special cards FOR Santa Claus and Mrs. Claus. After all, Santa brings gifts to the world's children, but did you ever wonder if or what gifts or cards Santa received himself? Well, this year, Santa received a number of hand-made or hand-decorated Christmas cards.

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 during the 9:30 a.m. worship service. The day before, after our final rehearsal for the pageant, parents remained to help to distribute costumes and decorate the sanctuary for the pageant and Christmas Eve.

THANK YOU ALL for your support for NHCC Church School, your enthusiasm encouragement and kindness throughout the year, especially during the busy Advent and Christmas season.

Submitted by
Karlee Etter, Ministry Coordinator for Children



Music Director



I am pleased to share a brief recap of the North Haven Congregational Church's music program over the past year. The Chancel Choir has had eleven members: two sopranos, one tenor, four basses, four altos - with one alto shifting to soprano for the majority of music. Despite this slight imbalance in parts, the Chancel Choir has consistently delivered engaging musical offerings which enrich our worship services. The Chancel Choir has many dedicated members who are indeed pillars of the church community. They volunteer on many teams and ministries for the church. It is important to recognize their dedication to the church and thank them for always being there when called upon.

In 2023, we welcomed a new team member, Heather Meachen, whose collaborative approach has integrated very well into our music missions and musical offerings. She has gone above and beyond, attending more Thursday night rehearsals than expected of her. Her contributions are valued and have played a role in our program's ongoing success!

Recently, we have had a November full of challenging and powerful anthems like "Shine on Me" by Rollo Dilworth, "Harvest Hymn" by Mary McDonald, and "Thank You, Lord" by Mary Ellen Kerrick, featuring Carol Mitchell as the soloist. We had a stellar Children's Choir offering of "Glory to God Whose Goodness Shines on Me".

Within the choir, we also express heartfelt appreciation for the outstanding contributions of our Music Mission Team throughout the past year (Barbara Massey, Carol Mitchell, Catherine Welch, *Jeff Hutchins.) Their dedication and various talents have significantly enriched our church music community, and have enabled us to rekindle a concert series here, which takes lots of work and time. This year we have had three "Pierpont" concerts. We enjoyed the bands of NHMS and

NHHS in February, and then Mark Platt's special, spiritual, scripturally influenced November 11 concert. In December, we welcomed the stunning harmonies and pristine intonation of the United Girls' Choir, who have been using our facilities on Tuesday afternoons.

I put Pierpont in quotations because the truth is this past year hasn't been a "concert series" per se. A concert series ideally would have a number of community/corporate/organization sponsors. It would also have the funding available to provide any performers with a small down payment at the time of contract signing. Our ad books and posters pre-Covid were beautiful and professionally produced. We had also been able to host Pierpont dinners, which made a nice connection between the concert and patrons: a special evening out that supported the church both financially and with an abundance of fellowship and outreach. With all that said, the "MMT" and other supporters have united and organized this year to present these special concerts with great success! We welcome more volunteers to help us start securing community sponsors again and perhaps hosting a dinner. We always need support in publicizing these special events via flyers, newspapers, and social media etc. We are grateful to all the folks who have donated to the festive concert receptions we have had after each show!

A sincere thank you to Karlee and the families and teachers of our Church School for their involvement in the Children's Choir. Your support has fostered a sense of community and encouraged the musical growth of our youth, often aligning with their Sunday school lessons.

Thanks to Julie Schweickert who creates such beautiful materials in both The Window and the Sunday bulletin, that they can be reproduced for promotion both hard copy and social media.

Special mention goes to the Chime Choir, with Heather's help, for their delightful performance during our Christmas Eve service. I would also like to thank everyone who made our Christmas music a success. From the Christmas pageant to the Lessons and Carols service, many folks have come together to make music and have fun, faith, and fellowship together. We enjoyed soaring flute obbligatos over traditional Christmas carols and anthems. We are grateful for, and proud of, Joshua Peiffer's talent. We

are excited that Joshua has pursued a career in music and performs at such a professional level.

Speaking of chimes, unfortunately our organ chimes hidden away in the organ chamber have fallen to the ground. It was not user error in any way but perhaps related to errant bangs or blasts. Mike Foley of Foley-Baker was surprised that it happened and will be addressing it in the new year.

As the handsome bandstand is erected across the street, we see how important music is for the happiness of our town and church community. Let's continue to bring beautiful music to this historic church and forge on into "new dimensions of the world of sound!" to the Glory of God.

Looking forward, I'm optimistic about the continued musical enrichment and shared achievements that the upcoming year will bring to our church community.

Sincerely,
Jeff 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 was a Co-Chairperson of the Committee in 2023, along with the Rev. Judith Cooke, P of the North Guilford Congregational Church. 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; Rev. Joe Perdue, Pastor of 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; Rev. Sarah Vetter, Co-Senior Pastor of First Congregational Church, Madison, and Rev. Margret Hofmeister, Area Conference Minister.

Northford Congregational Church left the New Haven East Consociation and the United Church of Christ during 2023, after calling an evangelical pastor outside of the UCC Search and Call procedures. At the Consociation Annual Meeting in October, the Rev. Mark Pilletere, Pastor of East Haven Congregational Church, was elected to succeed Susan Clark as representative, and Kerry Stewart was elected to succeed Jean Green as Consociation Registrar.

During this year the Committee has met with two Members-In-Discernment and their advisors to review their progress and offer support: Christine Sima and Jordan Sylar, Christine Sima graduated from Hartford International University for Religion and Peace (the former Hartford Seminary) with a Master of Arts in Chaplaincy and continues her work toward certification through Clinical Pastoral Education. Jordan Sylar graduated in May from Yale Divinity School with a Master of Divinity degree. She is currently working in an ordainable Associate Pastor position in a Methodist church in California. Stephen Hegedus, a member at First Congregational Church of Guilford, met with the Committee to begin the MID process.

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

The **Rev. Cindy Stasko** continues to serve as the Interim Pastor at the United Churches of Durham. The **Rev. Reilly Paige** was installed as Associate Pastor of the First Congregational Church of Guilford on April 30, 2023. The **Rev. Milton Brasher-Cunningham** was called as the Pastor of the Mount Carmel Congregational Church.

Respectfully submitted,
Rev. Scott Morrow

Minutes of the Annual Meeting January 29, 2023

The Annual Meeting of North Haven Congregational Church was held in the church Sanctuary on Sunday, January 29, 2023. Moderator Nancy Mahoney called the meeting to order at 10:58 am. There were 43 voting members present, constituting a quorum. The

Call to the Meeting was posted on the church website and sent to all church members in the time frame required by the by-laws. Rev. Scott Morrow led those assembled in a meeting-opening prayer.

The minutes of the January 30, 2022 Annual Meeting were accepted as printed, with gratitude.

The church's Non-Financial Reports, found on pages 6-24 in the Annual Report, were next reviewed and accepted as printed, with gratitude.

Bryant Munson, the church's Financial Agent, explained the Endowment Report found on page 29 in the Annual Report. Bryant noted that the Endowment's value dropped by 18.81% in 2022 after fees and distributions due to very difficult market conditions and to an additional distribution made to the church budget. The report was accepted with gratitude.

Beth Anderson, Treasurer, explained the Treasurer's Report found on pages 25-28 in the Annual Report. The report was accepted with gratitude.

A motion was made by Joan Bennett, seconded by Doris Ferner, to approve the Proposed 2023 Budget found on pages 31-32 in the Annual Report. Treasurer Anderson explained that the budget showed a \$10,346.11 deficit despite every effort taken by the MLB to balance it. The Proposed 2023 Church Budget was approved by a vote of 43-0.

The Clerk read the following Church Officers to serve the church in 2023: Moderator – Nancy Mahoney; Clerk – Jim Bennett; Treasurer – Elizabeth Anderson; Assistant Treasurers – Larry Ballantyne and John Tibor; and Financial Agent – Bryant Munson. After a motion made by Priscilla Bradford, seconded by Ed Collett, the presented slate of 2023 Officers was approved on a vote of 43-0.

The Clerk next read the following nomination to the Ministry Leadership Board (MLB): Martin Benassi, for a three-year term. On a motion made by Sue Compton, seconded by John Tibor, it was moved that nominations be closed and the Clerk be instructed to cast one ballot in favor of the nominee.

With no further business to come before the meeting, Rev. Morrow offered a benediction, and after a motion made by Nancy Mahoney, seconded by Jim Bennett, the meeting was adjourned at 11:55 am.

Respectfully submitted,
Jim Bennett. Clerk

Report of the Church Clerk

The Ministry Leadership Board (MLB) met twelve times in 2023 under the leadership of Moderator Nancy Mahoney. Other Board members were Beth Anderson, Martin Benassi, Jim Bennett, Cheryl Bogert, Sandy Carter, Ed Collett, Sue Compton, Bryant Munson, and ex-officio member Scott Morrow. All meetings were conducted in-person.

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; an agenda review; presentation and review of the church's financial reports (budget vs. actual, non-budgeted account offsets, endowment); a tasks review as assigned from the 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 the Church Secretary prior to the next meeting.

The last Annual Meeting of the church was held on Sunday, January 29, 2023, with 43 church members participating. The Annual Report for 2022 was received; the reports contained therein were approved by the members; the church budget for 2023 was approved; and the church's Officers and At-Large MLB Members were elected.

Respectfully submitted,

James B. Bennett
Church Clerk



Church Statistics - 2023

WEDDINGS

Miranda Richetelle & Bradley	April 1
Janet Veneziano & Craig Rappin	May 28
Paola Caballero & John Dockendorff	Aug. 27
Amanda Frank & Kevin Martell	Sept. 16
Carrie Leonard & Chris Dockendorff	Dec. 23
Allison Denny & Kurt Correia	Dec. 30

BAPTISMS

October 15 Jameson Joseph Mickolyzck, son of William and Ashley Mickolyzck.	
October 22 Harper Ann Mickolyzck, daughter of Josepha and Christina Mickolyzck .	
November 26 Robert Jack Lilien, son of Robert and Lauren Lilien .	

DEATHS

Millie Gherlone Stankiewicz	November 25
The Rev. Dr. Thomas Stiers	January 10
The Rev. Dr. Richard C, Diehl	January 13
Howard Everett Creacy, Jr.	January 12
Bill Hawthorn	January 19
Robert L. Villano	January 24
Tom Jahoda	February 10
Ruka Marks	February 13
Kristiana DePrimo	February 19
James J. Lianos	February 10
Everett Marvin Keyes, Jr.	March 1
Raymond Scott Wilber	May 3
Brenda Heffernan	June
Edward Hazen	June 17
Marcia Foulds	November 7
Raymond Filip	November 16
Ellen Robert*	December 8
Eleanor Lianos*	December 25

*members

CHURCH MEMBERSHIP STATISTICS 2023

Total membership, January 1, 2023.....221

Members Received

Confirmation	1
Confession of Faith	7
Sub-total.....	8

Members Removed

Removed by Death.....	2
Removed by Request	1
Sub-total.....	3

Total membership, December 31, 2023.....226

Worship

2023's Worship Team was comprised of Carol Amico, Jim Bennett, Peter Hall, Kathy Harple, Nancy Mahoney, Tim Peiffer, Dot Pierce, and Cathy Welch, each of whom led Sunday worship at least one time during the year.

Just one team meeting was held during the year, as most all Deacons coverage needs were handled via online sign-up on the church's website. Once again, just five people (Cathy, Jim, Nancy, Peter, and Tim) provided coverage for nearly all the church's weekly and special services, so we really need more church members to step forward in 2024. The responsibilities are not difficult, instructions are provided, and seasoned Deacons will be more than willing to mentor any newbies.

Worship Team members perform invaluable services for the church. They prepare the Sanctuary for worship each Sunday (as well as for special events [Weddings, Memorial Services] and services [Ash Wednesday, Maundy Thursday]) 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, turning on the lights, and unlocking the front and side doors and elevator. Deacons also read the opening liturgy, oftentimes read the scripture lessons, may assist with collecting the offering and serving communion, clean up the Sanctuary after worship, and make sure the church doors are locked.

Deacons also assist Pastor Scott with new member classes, conduct an annual review of the membership, and assist with pastoral coverage when Scott is away.

Other Worship Team responsibilities include ushering and greeting, collecting the offering, providing flowers for the Sanctuary, and hosting fellowship hour. We do not presently have separate Missions Teams in place to cover these important church needs, so your involvements here would also be greatly appreciated, as would your willingness to occasionally serve as a Deacon in 2024.

Prayerfully submitted,



Jim Bennett
Worship Mission Team

Floral



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

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 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 the 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 “Because of YOU our church changes lives,” invites us to consider how our faith and participation in our church strengthens our financial commitment to our community. We continue to house and staff the community Food Pantry, which supplies food to fifty families per month and one hundred and fifty boxes were delivered at the holidays. We supported the children served by our social worker with school supplies and gifts at Easter and Christmas. A family seeking asylum received support from members and staff to enroll their children in camps and school and to find a job.

Below you will see how the 2023 budget was funded by the pledges received.

MISSION

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

- *Worship together:* music & worship \$2,203
building upkeep, utilities, and insurance \$64,900
 - *Nurture of Christian discipleship:* staff \$214,298
education \$3,550
 - *Compassionate service to our community:*
outreach \$12,967
- Expenses \$297,918**

VALUES

Take personal responsibility for our community:
Pledges \$200,000

In 2023, the difference between pledges (\$200,000) and expenses (\$297,918) was \$97,918.

Additional income is received from the following income sources:

Endowment	\$42,210
2022 carry forward	\$9,560
Building use	\$14,000
Gifts	\$7,500
Fundraising	\$5,000
Miscellaneous	<u>\$9,300</u>
	<u>\$87,570</u>

At the Annual Meeting in 2023, the 2023 budget was approved with a \$10,346 deficit. During the year savings were realized in the areas of staff salary and benefits, office expenses, and utilities. An additional draw from the endowment of \$10,747 was taken.

Men's and Women's Fellowship contributed. The good news is that twenty-nine members came together and contributed an additional \$8000 to help close the deficit. We were able to close the 2023 fiscal year on a positive note.

Working together we can change lives.

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 2023.

Some contributions were directed to specific funds of the church this year.

Gifts given in memory of:

John Rankin
Ellen Robert
Jack Viele

Gifts directed to specific funds:

Cooper Fund
The Jack Viele Children's Memorial Fund

Income/Expenditures:

The beginning balance:	\$7,797.37
Gifts and interest:	\$ 153.84
Expenditures:	\$ 00.00
End of the year balance:	<u>\$ 7,951.20</u>

Thank you to all who have contributed Memorial Gifts in memory of those members and friends we lost this year.

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 committee worked hard to try and stay within the annual budget of \$12,500. However, there was an overage of approximately \$1,800 due to several non-budgeted issues during the year. These included;

FJ Dahill invoice for the bell repair in 2022 \$1,250.

K Morgan painting of exterior window lintels \$1,370.

Purchase of two new air conditioners for \$1,243.

Diaz Tree Service for removal of a large tree \$500.

Chuck Johns for carpet cleaning at church \$985.

Extraction of sewage backup in boiler room \$777.

Cleaning of sewer line \$295.

Cleaning of drain in women's restroom \$425.

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

Elevator: Elevator maintenance contract and State inspection - \$2,491.

Landscaping: Tom's Lawn Service did an excellent job of mowing the lawn at both the church and parsonage - \$2,170.

Fire Extinguishers: Cost for regular inspection and servicing of all eleven fire extinguishers throughout the building - \$486.

Housekeeping + Supplies: Purchase of cleaning supplies such as paper towels, ice melt, soap, etc., for the year - \$1,254.

Maintenance + Repairs: Some of the items which required attention over the course of the year included inspection and repair to both boilers, patching of potholes in the church parking lot, new LED light fixtures, and miscellaneous repairs - \$7,916.

Alarm System: Alarm One Security Systems had the contract for monitoring the alarm system and maintenance - \$486.

Snow Removal: We have not been successful in finding a contractor for sidewalk, walkway and fire exit 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:

Parsonage: Replaced damaged siding on the shed and repaired a clogged drain line in the backyard.

Plumbing: Due to ongoing issues with the church sanitary sewer line, the committee had the line inspected using a scope device documenting the location and flow for future reference.

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, Martin Benassi, Betsey Reid,
Mark Bessette, Ed Collett, Pete Struk, Dave Nelson

Landscaping

The Landscaping Mission Team worked in 2023 to maintain the church grounds. Weeding was done and bushes were trimmed as needed. In May, the gardens were mulched with the help of a group from Quinnipiac University as part of their program to give back to the community. In the fall, bushes were trimmed, gardens cleaned and leaves moved to the curb for pick up. Thank you to the many people that helped maintain the grounds.

Priscilla Bradford, Coordinator

Personnel Committee

Since the church transitioned from Committees to a Mission Teams format in 2015, Jim Bennett and Stephen Simonson have comprised the Personnel Mission Team. Its main responsibility has been to support the Office Manager, but it also assists with the hiring of new employees and with the supervision of non-clergy paid employees in conjunction with the appropriate Mission Teams (such as Buildings and Grounds, Faith Formation, and Music).

The church had a new hire in 2023 with the welcome addition of organist Heather Meachen on April 16th. The Personnel MT had very little input here, as the yeoman's work performed to hire Heather was done by a Music Committee Chaired by Cathy Welch. And most unfortunately, a new vacancy opened up last month with the resignation of Todd Swarney as Church Sexton. Todd was with us for four and half years and did a simply outstanding job during his tenure. Stephen and Martin Benassi, a new Personnel MT member, are presently hard at work trying to fill this position with a qualified candidate.

As I take my leave from the Personnel MT, I entreat some other church members to please consider coming on board, as the important tasks of this Mission Team should not be left to just two people.

Annual job performance reviews, for example, should be conducted every year, but none were performed in 2023. That's not fair to our paid staff. So please consider joining Stephen and Martin this year to share the Personnel Mission Team's important work.

Respectfully submitted,

Jim Bennett
Personnel MT Member

Pastoral Relations

The Pastoral Relations Mission Team serves as a mechanism to encourage, support and solve problems between the clergy and the congregation. In 2023, The Pastor Relation's Team members were: Jeanne Mecca, Jim Bennett- Secretary, Cathy Welch, Scott Morrow and Stephen Simonson. The group met regularly throughout the year via ZOOM. The intent and purpose of this team is to provide the Pastor with support and be a vehicle to respond to any concerns the clergy might be confronted with. It is also established to provide the congregation with a vehicle to raise concerns and ensure their questions are answered.

The group also sought to provide Scott with feedback and suggestions on his efforts to meet his priority goal of punctuality. Scott will seek to begin earlier on projects in order to meet deadlines, with particular attention to projects which recur regularly, such as worship bulletins and the Window.

Scott continues to address goals of getting more people involved in church activities and re-invigorating the Mission Teams. Personal conversation and invitation, clear and responsive communication, and renewed contact with recent mission programs like DESK are some strategies to pursue. Re-constituting a Confirmation program remains a goal, with a clear need to balance the structure and content with the busy schedules of the youth. Implementation of training and education around the church's Safe Conduct Policy remains an important goal. Training is needed for church staff, lay leaders, and volunteers, as well as members of the Response Team. Raising awareness through publicity, and education for the congregation about the Safe Conduct Policy is important if the policy is to be effective.

Additionally, the PRMT will continue to follow through on the feedback received from the September 17th Threshold event. One main theme surfaced time and time again in every discussion group: We Need to Communicate Better! A positive outcome from the meetings over the last few years was the recent creation of the “Communications Mission Team”. Look elsewhere in the Annual Reports for a history and description of this Team.

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.

I want to express my great respect and appreciation to the members of this team as they throughout the year demonstrated creativity, perseverance, flexibility and complete dedication to the church.

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 Response Team is comprised of Doris Ferner, Patience Benassi and Stephen Simonson. There were no formal meetings held and there were no incidents alleging inappropriate behavior in 2023.

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.”

Going Forward in 2024 the team recommends that there is continued focus on the implementation of the Safe Conduct policy which focuses on the training of professional staff and of volunteers. There is a thorough online course that needs to be completed by each individual providing support and education in the area of “prevention of abuse and neglect.”

Another focus area for 2024 is to develop visuals and materials to publicize the details of this important policy as we seek to educate the congregation. The team also recommends that the clergy, professional staff, lay leaders, and the Response Team meets to reconstitute this team to maintain gender balance and experience while bringing in younger generations.

Respectfully Submitted,

Stephen Simonson
Safe Conduct Response Team

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.

We recently upgraded Servant Keeper, our Membership and Contribution Database, from local to the cloud. This was a significant undertaking that allows much more functionality for our staff and members.

In the coming weeks, active members will be receiving an email with instructions on how to set up an online "Portal" for Servant Keeper. This will allow you to access an online directory for the church, see your giving history, and update your personal information such as address, phone, email. You will also be able to control whether others in the church can see your information.

Julie will be available to help with questions on this rollout.

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

Communications Mission Team

There are many ways we communicate with our family, friends and co-workers including cell phone calls, texts, e-mails, "snail" mail, land-line phone calls, VoIP (voice over IP) a technology that allows you to make voice calls using the internet for example RingCentral; websites, Zoom, Skype, social media sites, for example, Facebook and Instagram. And there are so many other ways to communicate, including face to face communications.

Our long-term established church communications have been our wonderful monthly newsletter, The Window, that is chock-full of great information, our verbal announcements made prior to our Worship Services on Sunday morning, information in the Sunday morning bulletin, as well as church e-mails and phone blasts.

A new team has formed looking specifically at communications. Led by Steve Simonson, the team includes Pastor Scott, Karlee Etter, Jeff Hutchins, Jeanne Mecca, Cathy Welch, Cynthia Campos and Patience Benassi. As a result of recommendations from church members who attended the Threshold Saturday program as well as feedback received requesting improved communications, the Communications Team was formed and is expanding communications with a goal to increase and improve communications.

Although we have had a Facebook page before, we are invigorating our Facebook page with improved graphics and content. If you are on social media, please check out our Facebook page. We have added Instagram as another source of communications. If

you are on Instagram, please look up our Instagram feed.

These added social media communications are in addition to the Window and other standing communications for our church.

What information would you like to see, what are we missing? What can we improve in our communications? How and where do you like to see information? Contact a team member and let us know. Your feedback is important and appreciated. Further, if you have particular expertise or interest in church communications and would like to join our team, let a member of the Communications Team know.

Finally, the Communications Team asks that if you are preparing a communication for The Window or for morning announcements, we ask that you ensure your information includes the Who, What, Where, Why and When for your topic. Not everyone is familiar with every activity, so providing all complete information is helpful for inclusive communications. Improved communications is the goal of the Communications Team.

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 60-65 families; this was up from about 50 families last year, or about a 30% increase in support. It was evident as we met new clients that they were dealing with new struggles as a result of the increase in inflation as well as lingering effects 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 third freezer to supplement our usable freezer space. This freezer is located at Hope Christian Church and will be used to store turkeys as they are received during the holiday seasons. The cash also allowed us to purchase any stock items that were lacking in our inventory throughout the year as well as during the Holiday Drives. We continued to purchase and distribute Stop and Shop gift cards to each client

which allowed them to purchase fresh produce and dairy items – products that we are unable to store. As the year ended the Council decided to discontinue the gift cards in order to preserve our cash to allow for necessary food purchases going forward.

The Food Council met again 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 approximately 170 families, about a 15% 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.

While we were still short of some items as the distribution dates neared, this was not as significant as in prior years because of the generous food donations that were received. A few items had to be purchased, but not nearly as much as we had to purchase in the past.

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



Our church continues to enthusiastically support the Covenant to Care program. We provided Easter baskets, backpacks with school supplies and 30 Christmas gifts including 4 bikes in addition to monetary donations.

Beginning balance	\$760.00
Income	\$595.00
Expenses	<u>\$505.27</u>
Balance 12/31/2023	\$849.73

Kathy Harple

Communications

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The members of the Communication Team include: Jeanne Mecca, Patience Benassi, Cathy Welch, Christina Compose, Jeff Hutchinson, Karlee Etter, Stephen Simonson, and Scott Morrow. The group meets via ZOOM on a monthly basis, typically on Wednesdays at 5:15.

Please contact the office for steps to receive an emailed invitation

Online Auction

The 4th annual On-Line Fundraising Auction to raise funds for our 2023 church budget was completed in early August. For the fourth year in a row, a little over \$2,000 was raised for the church budget via this fundraiser.

Thank you to church members for their gracious donations that were auctioned. They made this fundraiser possible: Kim Coughlin, Doris Ferner, Susan Beth and Robert Higgins, Joyce and Ted Manzo, Sarah Munson, Anne Schneider, Susan Guckert, Sue and John Tibor, Joan Bennett, Sue Compton, Patience and Martin Benassi, Barbara Massey, Cheryl Bogart, Nancy Mahoney, Beth Anderson and Heather Meachen.

We would also like to thank Julie for all her coordination on-site and Carol Mitchell's help from Womens Fellowship with item logistics and donations, thank you to Paul Powers for item logistics, as well as Jeff helping with publicity and for the use of the Choir Room and thank you Karlee for the use of the Chapel.

And thank you to B Team committee members, Martin B., Martha B., and Priscilla B. who assisted with item drop off in July and the pick-up in August.

Winning bidders for this year's auction were from as far away as Wyoming, Arizona and Texas, as well as from Massachusetts, Rhode Island and New York, and of course from Connecticut and a few church members had winning bids as well.

We have already received some feedback on the 2023 auction to use for 2024 if we have donations to be able plan to do this again in 2024. If you have any feedback on this fundraiser, please share with a member of the B Team, Patience Benassi, Martin Benassi, Priscilla Bradford or Martha Butterworth.

We have heard from multiple church members that they are so glad to donate items they no longer need or use, and know it is going to someone who wants them while benefitting the church they love. I can tell you that a few items from the 2023 auction were bid on and won by a young adult who grew up in the

church and I know the donor of items are glad they are being useful in this way. Thank you to all who participated!

New Owner:
Grad Student in Florida

Men's Fellowship

The Men's Fellowship group met twice monthly (1st and 3rd Saturdays) for most of 2023, with exceptions noted in January, November and December (just one gathering each) and in July and August (no meetings, summer recess). All seventeen get-togethers were in-person gatherings, which was a true blessing. Attendance averaged 9.5 at each breakfast, with a high of thirteen on March 18th and an embarrassingly low of two on May 20th.

Nineteen different men made at least one Carroll Hall Kitchen Saturday morning appearance during the year, led by John Tibor with sixteen breakfasts made. John was followed by Jim Bennett and Stephen Simonson (15 each); Bernie Hummel, Rev. Scott Morrow, and Tim Peiffer (14 apiece); and Peter Hall and Bryant Munson (tied with 13). Other men, and their totals: Martin Benassi (11); Peter Struk (9); Paul Powers (8); Victor Maldonado (6); Larry Ballantyne and Fran Dutko (3 each); Mark Bessette, Brad Schonagel, and Mark Vandenberg (2 apiece); and Vern Carlson, Tom Glynn, and Ted Manzo (tied with 1).

Our group was please to make a \$1,000 contribution to the church budget in February, assisted with food prep for and cooking at March 12th's St. Patrick's Day Dinner, donated \$150 to the town's May 2nd "Community Day of Prayer" Breakfast event, and conducted a successful Comedy Night fundraiser on October 21st, raising \$1,500 for the church.

I am also pleased to note that several of our members provided hands-on assistance to various church activities during the year. Mark Bessette and Paul Powers performed yeomen's work throughout the year both inside and outside the Church; Martin B., Jim B., Bryant M., Stephen Peterson, and John T. served on the Endowment Mission Team; Jim B. and Tim P. were regular contributors to the Worship Mission Team; Martin B., Jim B., and Stephen S. served on the Personnel Mission Team; Jim B. and Stephen S. were members of the Pastoral Relations Mission Team; and Martin B., Jim B., Ed Collett, and Bryant M. faithfully served on the church's Ministry Leadership Board.

Men's Fellowship intends to continue its supporting and leadership roles in the church in 2024 and invites additional men, church members or not, to join us whenever we gather for fellowship and breakfast. We



look forward to adding YOUR name(s) to our breakfast attendance rolls this year.

Respectfully submitted,
Jim Bennett, Secretary

Women's Fellowship



With a few exceptions, 2023 was a good year for the Women's Fellowship. Getting back to all the activities we were doing before the pandemic has been an adjustment. In March, we were able to hold our first St. Patrick's Dinner Fundraiser since 2020. We are thankful for those who helped make this event a success.

Attendance at the Spring Military Whist was less than we had hoped for; in September, we held another Military Whist, with more filled tables. Both evenings were fun and offered opportunities to meet people from the community as well as church members. Our Tag Sale in June was canceled because there was a lack of interest. We are hopeful that 2024 will be better, and we are making plans for that event now.

In October, we held the annual 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. The amount from 2022 and 2023 Pink Sunday donations was given to the organization this year.

The Apple Pie fundraiser was not held in the fall of 2023, and we hope we will have enough help to make that fundraiser a success in the fall of 2024. The Women's Fellowship Fair in November was well attended and many of our members and friends participated. We had a surprise addition of face painting by Heather Meachen, our multitalented organist. As we plan for the 2024 Fair, we hope to

make it more of an All Church Fair with participation from more church members and activities for children to encourage families to attend.

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, 2023: \$5167.70

The funds generated by:

St. Patrick's Dinner \$1063.00
Pink Sunday \$235.00
Spring & Fall Military Whists \$1074.00
Fair \$3622.00
From Donations/Reimbursements: \$162.00
Total Income before expenses: \$6156.00

Expenses: Donations and Projects:

Donation to NHCC \$2150.00
Carpet Cleaning \$500.00
St. Patrick's Dinner \$373.08
Annual Prayer Breakfast \$150.00
RBC Ministry (Our Daily Bread) \$125.00
Pastor's Discretionary Fund \$450.00
Christian Community Action \$100.00
Community Partners in Action \$100.00
Habitat for Humanity \$300.00
BH Care \$100.00
Literacy Volunteers \$100.00
Military Whist expenses \$257.04
After the Storm \$400.00
Reception expenses \$200.82
Fair expenses \$429.69
Cards & Postage Stamps \$36.70
Bank Paper Statement Fee \$12.00
Christmas Thank You checks (Julie & Todd) \$275.00
Total expenses: \$6059.33

Funds available December 31, 2023: \$5264.37

Officers: June 2023 - June 2024

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

Members Serving the Wider Church

Priscilla Bradford

Secretary, Davenport-Dunbar Residence
Board, Hamden

Susan Compton

Secretary, NHOAH - North Haven
Opportunities for Affordable Housing

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,
Butter Brook Hills, New Milford,
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, North Haven Land Trust



Report of the Treasurer

Report of the Treasurer			
Year to Date Budget Report			
1/1/2023 through 12/31/2023			
	Annual Budget	Actual	Difference
Income			
BALANCE FORWARD	\$ 9,561.40	\$ 7,601.40	\$ (1,960.00)
Building Contribution	14,000.00	13,795.00	(205.00)
Fund Raisers	5,000.00	6,821.35	1,821.35
Gifts, Unrestricted	7,500.00	12,961.74	5,461.74
Loose Offerings	3,000.00	3,820.78	820.78
Past Due Pledge	6,300.00	5,384.00	(916.00)
Pledges	200,000.00	201,216.57	1,216.57
Trustee Transfer	42,210.00	42,210.00	-
Total Income	\$ 287,571.40	\$ 293,810.84	\$ 6,239.44
Expense			
Fixed Expenses			
Basic Support	\$ 11,292.00	\$ 11,292.00	\$ -
Consociation	350.00	331.50	18.50
Insurance	20,450.00	20,390.00	60.00
Payroll	161,233.68	158,191.17	3,042.51
Staff Bnfts	51,063.83	50,120.89	942.94
Sabbatical	2,000.00	2,000.00	-
Utilities	22,700.00	18,540.17	4,159.83
Bldg-Grnds	12,500.00	15,516.49	(3,016.49)
Office Expense	9,000.00	7,035.57	1,964.43
Total Fixed Expenses	290,589.51	283,417.79	7,171.72
Mission Teams			
Faith Formation	1,450.00	1,550.04	(100.04)
Music	1,723.00	1,594.03	128.97
Worship	480.00	200.23	279.77
Generosity	100.00	92.99	7.01
Outreach			
DESK	300.00	300.00	-
Abraham's Tent	325.00	325.00	-
Covenant to Care	200.00	-	200.00
Habitat for Humanity	500.00	500.00	-
Other Mission Teams			
Landscaping MT	250.00	233.74	16.26
OASIS Youth	2,000.00	2,000.00	-
Total Mission Team Expense	7,328.00	6,796.03	531.97
Total Expense	\$ 297,917.51	\$ 290,213.82	\$ 7,703.69
Net Income	\$ (10,346.11)	\$ 3,597.02	\$ 13,943.13

Account Balances As of 12/31/2023		
Account		Balance
Assets		
Cash and Bank Accounts		
Church Account		\$ 50,927.91
PEX Account		2,203.05
Nutmeg FCU Checking		100.00
Nutmeg FCU Savings		25.00
Pledge Receivable		-
Prepaid Insurance		5,462.84
Prepaid Other		9,022.97
Payroll		-
Vanco		5.46
Total Assets		\$ 67,747.23
Liabilities		
Line of Credit		-
Total Liabilities		\$ -
Total Net Worth		\$ 67,747.23
Other Accounts		
Memorial Gifts Account (Nutmeg FCU)		\$ 7,926.20
Food Closet Account (TD Bank)		\$ 21,965.36

Reconciliation of Church Accounts Balance Forward 1/1/2024				
Balance Forward				\$ 3,597.02
2024 Pledges				15,620.00
Line of Credit				-
Baptism Gift				2,895.00
Buildings & Grounds				137.00
Capital Campaign 2013-2016				7,265.56
Children's Library				1,625.99
Christian Education				239.00
Christian Ed. Sr. High				262.50
Flowers				12.00
Food Pantry				14,355.10
Invitation Mission Team				548.66
Memorial Gifts				25.00
Men's Fellowship				986.17
Misc				235.26
Music				2,032.28
North Haven Fuel Bank				150.00
Organ Fund				872.56
Covenant to Care				849.73
Pastor's Discretionary Fund				548.76
Sabbatical				11,250.00
Christmas Fund				1,173.00
Lillies				(40.00)
Mission Trip				533.91
Music Easter/Christmas				729.00
Poinsettia				706.19
Recycle Fund				556.56
Sunday School Collections				562.90
Technology Fund				489.08
Worship Team				109.00
Women's Fellowship (for CWS)				69.04
Total Church Account				\$ 68,396.27

Memorial Gifts Account			
2023			
Balance Forward, 1/1/2023			\$7,797.37
Income			
Gifts			150.00
Interest			3.83
Total Income			\$ 153.83
Expenses			
Total Expenses			\$ -
Balance, 12/31/2023			<u>\$7,951.20</u>
Nutmeg FCU			\$ 7,926.20
Church Non-Budgeted Funds			25.00
Total			<u>\$ 7,951.20</u>

Food Closet Account			
2023			
Balance Forward, 1/1/2023			\$ 46,302.87
Income			
Gifts			30,111.30
Interest			9.81
Total Income			\$ 30,121.11
Expenses			
No.Haven Congregational Church			3,750.00
St.John's for Meal Preparations			-
Columbus House			3,000.00
No. Haven Fuel Bank			3,000.00
Julie Schweickert			650.00
Todd Swarney			400.00
Supplies:			
Tape			229.33
Unicorr Packaging (Boxes)			562.75
Freezer (Hope Christian Church)			1,049.99
CT Foodshare Purchases			1,039.99
Additional Food Purchases			9,182.74
Gift Card Purchases			10,450.00
Cooked Meals			603.55
Price Rite Dairy Thanksgiving			1,149.18
Price Rite Dairy Christmas			1,225.99
Produce Thanksgiving			1,846.00
Produce Christmas			1,964.00
Total Expenses			\$ 40,103.52
Balance, 12/31/2023			<u>\$ 36,320.46</u>

Church Utilities			
1/1/2023 through 12/31/2023			
Description		Amount	
Electric			\$ 7,081.92
Gas			6,440.11
Sewer			391.43
Telephone			3,826.19
Water			800.52
Total Utilities			<u>\$ 18,540.17</u>

Building Contributions			
1/1/2023 through 12/31/2023			
Building Contributions			Amount
Al-Anon			625.00
Clothing Bin			750.00
Corinthian Lodge Masons			400.00
CT Record Club			600.00
Food Council			3,750.00
Freden Lodge			150.00
Garden Club			225.00
Hamden Lodge Elks			600.00
Lions Club			150.00
Musical Folk			5,895.00
NAFRE Retired Federal Employees			125.00
New Haven Al-Anon Family Group			50.00
New Haven Camera Club			250.00
Miscellaneous			225.00
Total Building Contributions			\$ 13,795.00

Insurance			
1/1/2023 through 12/31/2023			
Liability			\$ 17,996.00
Workers' Compensation			2,394.00
Total Insurance			\$ 20,390.00

Staff Benefits			
2023			
Car			\$ 2,000.00
Cell Phone			600.00
Dental			1,026.50
Disability			1,000.32
Group Life			49.92
Medical			16,955.44
Medicare - Church			1,389.67
Parsonage Electric			2,757.60
Parsonage Gas			1,583.46
Parsonage Sewer			340.00
Parsonage Telephone			538.88
Parsonage Water			646.94
Pension			10,124.56
Professional Expenses			500.00
Vacation Coverage Car			\$ 333.53
Social Security - Church			10,274.07
Total Staff Benefits			\$ 50,120.89

Special Collections			
Donated in 2023			
Neighbors-in-Need			\$ 588.00
One Great Hour of Sharing			820.00
Lilies Income			
To <i>One Great Hour of Sharing</i>			705.00
Christmas Fund			1,223.00
Covenant to Care			595.00
Earthquake Relief			245.00
Pointsettias			888.00
Total Special Collections			\$ 5,064.00

Endowment

Sometimes when thinking about the Endowment it is best to first think about a biblical passage: Genesis 26:17-25 "And Isaac dug again the wells of water which had been dug in the days of Abraham his father" "Leave something behind which is better than what you found." We also think about what previous donors were expecting when they left their gifts to our Endowment. With that in mind we attempt to manage our Endowment by being generous to our Church while trying to grow the Endowment so there is an income stream to the Church.

We have a spending rule which we use to distribute money to the Church on a quarterly basis. At our January meeting we learned the Church needed more money. We agreed to give more if at the end of year the need was still there. By the end of 2023 we had contributed an additional \$10,757 to Church operations.

We met in April and September to review our portfolio deciding where funds were coming from for the quarterly distributions. We are fortunate that UBS has us in a program where we can make changes with no fees for mutual fund changes.

We met with our current UBS Advisor, Bryant Schirreffs at our December meeting. At our meetings we look at fund ratings. Since one fund was doing poorly it was a good time to get his input. The fund was replaced with a similar Fund that was doing much better. We agreed to raise our distribution rate to 5% from 4.5% for Unrestricted funds. It was also agreed to raise the distribution rate to 4.5% from 4.25% for Restricted funds. We are subject to the Uniform Prudent Management of Institutional Funds Act. As it was a change of policy we needed MLB approval. The MLB voted to accept the change later that evening.

The Endowment after being down 1% ended the year being up 9% a welcome ending after the previous year's loss. Bonds are now yielding more which should help us in 2024.

For those of you who wonder how the Church does for comparison purposes. If no money was taken out of the Endowment the return for the year would have been 15.5%.

Please consider including North Haven Congregational Church in your will. If you have already done so, a great big Thank You.

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

John Tibor Betsey Reid Nancy Mahoney Martin Benassi Priscilla Bradford

Jim Bennett Elizabeth Anderson Rev Scott Morrow

Bryant Munson, Financial Agent

Endowment Report

For year ending 12/31/23

	Acct Balance 1/1/22	Income/ Gifts Received	foot notes	Advisor Fees and Expenses	Distributions to Church Budget	Acct Balance 12/31/23	foot notes	Dollar change from 1/1/23	% change	Planned distributions to 2024 Budget
UBS restricted funds	\$ 110,722.76	\$ 200.00	a	\$ 1,090.60	\$ 4,654	\$ 122,268.05	c	\$ 11,545.29	10.43%	\$ 5,024
UBS unrestricted fund	545,439.90			6,577.90	26,809	592,589.29		\$ 47,149.39	8.64%	29,354
Additional distribution					10,747	-		\$ -		
Cornerston Fund	5,000.00	92.27	b			5,000.00				
Webster Checking	1,738.89					1,831.16		\$ 92.27	5.31%	
TOTALS	\$ 662,901.55	\$ 292.27		\$ 7,668.50	\$ 42,210	\$ 721,688.50				\$ 34,378
			footnotes:	a gifts of \$200 were received for the Guertin/Ferner Music Fund						
				b Interest from the Cornerstone Fund is deposited to Webster checking						
				c \$25 gift given in memory of Ellen Robert to be placed -						
				in the Cooper Fund for Maintenance						

ENDOWMENT RESTRICTED FUNDS

Year ending 12/31/23

Name of Fund	Purpose	Fund Balance 1/1/23	Fund % 1/1/23	2023 Distributio n	Amt 12/31/23	Gifts receive d	Fund amt 12/31/23	Fund % 12/31/23	Planned 2024 distribution
Brigham	Decorations	6,101	5.51%	245	6,737		6,737	5.50%	\$ 276
Carroll/Dudley	Education	4,405	3.98%	177	4,864		4,864	3.97%	200
Cooper	Maintenance	71,849	64.89%	2,886	79,341		79,341	64.79%	3,255
Guertin/Ferner	Music	22,161	20.02%	890	24,472	200	24,672	20.15%	1,012
Muirhead	Music/Decorati	6,206	5.60%	249	6,853		6,853	5.60%	281
Totals		\$ 110,722	100.00%	\$ 4,448	\$ 122,268	\$ 200	\$ 122,468	100.00%	\$ 5,024

Proposed Budget for 2024

Balance Forward				\$	3,597.02		
Trustee Transfers					40,780.00		
Total				\$	44,377.02		
Annual Income							
Building Contributions				\$	14,500.00		
Fund Raisers					7,000.00		
Loose Offerings					3,500.00		
Past Due Pledges					4,000.00		
Pledges					202,382.00		
Gifts, Unrestricted					13,000.00		
Total Annual Income				\$	244,382.00		
Net Available Funds				\$	288,759.02		
Annual Expense						Percent of	Total Expense
Fixed Expenses							
Basic Support				\$	11,554.00		4.00%
Consociation					350.00		0.12%
Insurance					18,820.00		6.52%
Loan Principal Repayment					0.00		0.00%
Interest on Loan					0.00		0.00%
Payroll					165,071.91		57.17%
Staff Benefits					46,395.17		16.07%
Sabbatical					0.00		0.00%
Utilities					20,149.94		6.98%
Buildings & Grounds					13,000.00		4.50%
Office Expense					8,000.00		2.77%
Total Fixed Expenses				\$	283,341.02		98.12%
Mission Teams							
Faith Formation					1,700.00		0.59%
Music					1,763.00		0.61%
Worship					480.00		0.17%
DESK					300.00		0.10%
Generosity					100.00		0.03%
Abraham's Tent					325.00		0.11%
Covenant to Care					0.00		0.00%
Habitat for Humanity					500.00		0.17%
Landscaping					250.00		0.09%
OASIS Youth					0.00		0.00%
Total Mission Teams				\$	5,418.00		1.88%
Total Annual Expense				\$	288,759.02		
Surplus/(Deficit)				\$	-		

Proposed Salary Budget for 2024

		2023		2024
SALARIES				
	Pastor	56,628.66		57,194.95
	Nursery Attendant	1,500.00		1,500.00
	Christian Educator	14,170.45		14,595.56
	Music Director	15,957.14		16,435.85
	Organist	14,200.00		14,413.00
	Office Manager	37,099.56		38,212.55
	Sexton	17,677.88		18,720.00
	Vacation Coverage	4,000.00		4,000.00
Total		\$161,233.69	\$	165,071.91
	Proposed Staff Benefits Budget 2024			
BENEFITS				
	Car Allowance	\$ 2,000.00	\$	2,000.00
	Cell Phone	600.00		600.00
	Dental Insurance	1,023.00		1,065.00
	Disability Insurance	1,000.24		1,000.24
	Group Life Insurance	50.00		50.00
	Group Medical Insurance	17,161.20		11,762.64
	Pension	10,280.01		10,359.29
	Medicare Church Pastor	821.12		829.33
	Social Security Church Pastor	3,510.98		3,546.09
	Medicare Church Staff	1,516.77		1,564.22
	Social Security ChurchStaff	6,485.51		6,688.37
	Vacation Car Allowance			250.00
	Professional Expenses	500.00		500.00
	Parsonage Electricity	2,500.00		2,900.00
	Parsonage Gas	2,100.00		1,700.00
	Parsonage Sewer	315.00		340.00
	Parsonage Telephone	500.00		540.00
	Parsonage Water	700.00		700.00
Total		\$ 51,063.83	\$	46,395.17

Church Officers & Ministry Leadership Board

OFFICERS (2023)

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

MINISTRY LEADERSHIP BOARD (2023)

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	Cheryl Bogert	2025
At-Large	Martin Benassi	2026
Clergy	Scott Morrow	<i>ex officio</i>

PROPOSED OFFICERS (2024)

<i>Moderator</i>	
<i>Clerk</i>	<i>Jim Bennett</i>
<i>Treasurer</i>	<i>Elizabeth Anderson</i>
<i>Assistant Treasurer</i>	<i>John Tibor</i>
<i>Financial Agent</i>	<i>Bryant Munson</i>

PROPOSED MINISTRY LEADERSHIP BOARD (2024)

Moderator	Sandy Carter	
<i>Clerk</i>	<i>Jim Bennett</i>	
<i>Treasurer</i>	<i>Elizabeth Anderson</i>	
<i>Financial Agent</i>	<i>Bryant Munson</i>	
At-Large	Kathy Harple	2025
<i>At-Large</i>	<i>Susan Guckert</i>	2026
<i>At-Large</i>	<i>Ed Collett</i>	2026
<i>At-Large</i>	<i>Cheryl Bogert</i>	2025
<i>At-Large</i>	<i>Martin Benassi</i>	2026
<i>Clergy</i>	<i>Scott Morrow</i>	<i>ex officio</i>

Financial Agent is nominated for an additional one year term.

Ministry & Mission Plan 2024 Goals & Objectives

The Ministry Leadership Board has set our goals for 2024. The most significant will be how to enhance and improve communication with the community. We are an important presence in North Haven. We need to make our community aware of our outreach to help others.

Other goals-

1. Fundraising is essential to support the church budget. We have 2 Pierpont concerts scheduled and hope to have Military Whist in the spring. It is important to find fundraisers that draw support from the community as well as church members.
2. Develop a revised brochure that tells visitors about NHCC.
3. Continue review of membership list.
4. How to grow the church.

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

