

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

**ANNUAL REPORT
2024**



North Haven Congregational Church

Presented At The Annual Meeting
January 26, 2025

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NORTH HAVEN CONGREGATIONAL CHURCH, UCC

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AN OPEN AND AFFIRMING CONGREGATION

CALL TO ANNUAL MEETING

January 26, 2025

10:45 a.m.

AGENDA

Call to Order

Opening Prayer

Moderator's Convening Statement

Approval of Minutes of January 28, 2024 Annual Meeting

Acceptance of Non-Financial Reports

Acceptance of Endowment Report

Acceptance of Treasurer's Report

Approval of Budget for 2025

Approval of Change to Church Bylaws

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 2, 2025

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 as your Moderator this past year and to work with Pastor Scott, our Church Staff, the Church Mission Teams and the Ministry Leadership Board. This past year the Ministry Leadership Board met with members of the Mission Teams and conducted all Church business each month. The Ministry Leadership Board members included Pastor Scott Morrow, Jim Bennett – Clerk, Beth Anderson – Treasurer, Bryant Munson – Financial Agent, Martin Benassi, Cheryl Bogert, Ed Collett, Susan Guckert and Kathy Harple. Thank you to these Church members for their service and dedication to our Congregation.

We are blessed to own a beautiful Church building where we meet and worship each week. We come to pray and sing, to listen to scripture and share in fellowship. It is through the generosity of our members who pledge and provide the funds to maintain our building and grounds that enables our Congregation to come together. Our building is large enough to lease space for additional income and to hold our many fundraisers throughout the year. These events included the Pierpont Concerts, the Women's and Men's Fellowship Dinners, a Fair, Tag Sale, Military Whist, Annual on-line Auction and other events. This year new drainage was completed in our parking lot and paid by donations from several Church members. We have formed a new Parking Lot Campaign Committee to raise funds for the paving of the parking lot in 2025. This will be a major fundraising effort and involves our entire Congregation.

Our Church is a vital part of our community. We welcomed three new members this year. We need to grow our Church family so that we can help and care

for each other and those in need. The Food Pantry is in our Church building and in conjunction with other North Haven Churches has been busy providing food to families all year and the holidays. Thank you to everyone who donated food and funds and to the many volunteers who work in the Pantry. This year in a joint effort with the North Haven Rotary Club, we donated sixteen bags of socks and underwear to Columbus House. Thanks to everyone for their donations. We participated in Pride Day and opened our Church to the community and rode our Church wagon in the Memorial Day Parade. The Women's Fellowship worked with social workers to donate Easter baskets and Christmas presents to children. Again, thank you to everyone who contributed to put a smile on a child's face.

These are some of the activities and accomplishments of our Congregation. In the coming year, there will be many more requests to help others and to support our Church. We need more members to serve as deacons, scripture readers, greeters and help with fellowship hour or give flowers for Sunday service. Perhaps you may like to sing in a choir or help with Sunday School or serve on a mission team. You can sign up on our volunteer sheet or online at our website. You can contact Pastor Scott, a member of the Ministry Leadership Board or church office. The first step is a willingness to help.

Jesus taught us to love and care for each other and "Do unto others as you would have them do unto you". We pray to Jesus to lead us forward in this new year and to follow his example each day. Thank you for your support and hard work.

God's Blessings to All,
Sandy Carter

Senior Pastor's Report

This has been a busy year with many projects undertaken and a great deal accomplished. Lay leaders, staff, members and community volunteers have worked together in mission and ministry to celebrate and strengthen our church and our community.

Our congregation is certainly one of our greatest blessings. There are so many gifts among our members! Talents, creativity, and energy are shared generously. Members and friends engaged in large projects like the Holiday Fair and the Food Drive, as

well as in quiet and steady efforts in the background like landscaping, offering rides to church, and replacing light switches.

The Church Staff is another tremendous blessing. It is a particularly wonderful blessing to work with my colleagues on the staff. **Julie Schweickert** is superbly capable and attentive across a wide array of management, communication, and compassionate service. She is the hub of our communication which flows through the newsletter and the website, through email blasts and text messages, through phone calls and voicemail and notes. Julie coordinates the church calendar, manages the scheduling in the building, oversees digital record-keeping and online giving, and monitors building use. We depend on a great deal of technology for all of this work to enable our church life, and Julie attends to the needs for upgrades, service, replacement and expansion. She is prompt and dependable in this work, and simultaneously welcoming and caring as she welcomes visitors, schedules food pantry pick-ups, and responds to needs. **Jeff Hutchins** brings a wonderful spirit of joyful creativity to his leadership of the music program. He is sensitive and encouraging in his work with volunteer singers, and he is steady and inviting as he leads the Chancel Choir and the children to stretch their abilities. Jeff is also very attentive to social media and the community "vibe", and he regularly shares posts highlighting congregational efforts and invitations to programs. **Heather Meachen** is well-established in her work as the Organist. She is dependable, and quite flexible between organ and piano in accompanying the Chancel Choir and the children. Heather offers a nice range of pieces in our worship – her postludes through Advent this year were wonderful! Heather is very helpful with wedding and memorial services as well. **Karlee Etter** does a great job of running the Church School program and engaging the youngest among our congregation. She recruits and supports volunteer teachers for Church School, and guides the Faith Formation Mission Team in coordinating special events like Rally Day and Advent Night. This year's Advent Night was a large gathering of children and families – in some cases three generations of family engaged in crafts together! **Brianne Goldfuss** is a steady, dependable and cheerful presence in the Nursery throughout the year. She has been willing to extend her hours on occasion to enable more participation in Newcomer Discussions and other activities. **Dave Nelson**

moved from Interim to Settled Sexton status, and he has built a great presence of careful and attentive routine cleaning and cheerful welcome. He arrives before anyone else to open up, tidy up, and start the weekdays out with a friendly welcome. He keeps a steady pace of hard work cleaning, emptying trash, and gathering recycling. He is very attentive and helpful to the groups that use our building, setting up chairs and tables, screens and extension cords, and then taking them down again. In the midst of this routine he finds time to repair window screens and loosen stuck windows, and build a ramp to the outdoor shed. I invite you to share your appreciation for the work of all of these people at your first opportunity.

There were no interruptions to our worship services this year due to weather; this has been a year of encouraging consistency. The worship services continue to be livestreamed online. They are greatly appreciated regularly by a small group, and by a number of members and friends who watch the service when temporarily unable to attend. Some of the highlights of this year include Pierpont Concerts by the instrumental and choral groups from North Haven High School in February, and another concert by ShoreGrass in October. The Elm City Girls' Choir gave a wonderful concert in May. It was a special joy to welcome the Rev. Gary Ferner as our Guest Preacher on Bible Sunday at the end of October. Gary grew up in our Church, and now serves a congregation part-time in upstate New York along with part-time service on the staff of the New York Conference UCC. This year's Holiday Fair was a joyous success. The Holiday Food Drives at Thanksgiving and Christmas succeeded in helping over 160 families through tremendous work by dedicated volunteers and church staff. The Food Pantry added a third distribution on Mondays to its weekly schedule. The Food Pantry has expanded significantly in the number of families served each month. In December we collaborated with the staff of Beecher & Bennett Funeral Home to host their annual Holiday Remembrance Service. This occasion brought over 160 people to a service of gentle comfort and holiday joy. Thanks to Jeff and Heather and the Chancel Choir, and to Julie and Dave for their assistance with the event.

The Church continues to face challenges in building participation by members and expanding leadership and coordination of our Mission Teams. It is a continuing challenge to find members who are

willing to help assist with worship services on Sunday as Greeters, Deacons, Scripture Readers, Coffee Hour Hosts and Camera Operators. One bright spot this year has been Colin Studley's fulfillment of his community service hours running the livestream camera, now succeeded by Damon Quinn and his daughter Caitlyn.

The 2024 budget closed in unexpectedly good shape this year, and we are grateful for the watchful management of Treasurer Beth Anderson and Assistant Treasurer John Tibor, along with Julie Schweickert. There is an underlying challenge for our fundraising in the future connected with the aging of our most generous pledgers.

I am particularly grateful for the steady and energetic leadership this year of our Moderator, Sandy Carter. She has worked hard to learn about the programs of the Church and the work of the Mission Teams. She led the effort to donate socks and underwear to the shelter program at Columbus House with great success. Sandy and I attended two Southern New England Conference events this year- Super Saturday in March and the SNEUCC Annual Meeting in June.

I completed two final training programs with the Interim Ministry Network this year. The final program, a Field Work Project, resulted in the "Forward Together!" event in December with an inspiring program by Rev. Sarah Drummond on the importance of shared leadership in the UCC and a reflection on the assets and gifts among our congregation and in our church.

A major highlight for this year was the 30th Year Anniversary celebration for Carol and me held on November 17. The worship service on Sunday morning was rousing and joyful, with the Rev. Lucia Jackson, former Associate Pastor, preaching. The celebration continued with a light lunch in Carroll Hall and the opportunity to greet well-wishers, watch a wonderful collage of photographs, and hear from church leaders and community representatives. I will treasure the handwritten notes and assembled photographs particularly. The congregation presented us with a beautiful mantel clock and a generous gift. I am tremendously grateful for the planning and work of so many in the congregation to provide such a celebration.

Among my goals for the coming year are working to expand the Worship Team and encourage assistance on Sunday mornings. I will continue to work with the Pastoral Relations Mission Team to revitalize the

Mission Teams. I will work with the Ministry Leadership Board to establish a Safe Conduct Mission Team and call together a new Safe Conduct Response Team in order to implement training of staff and volunteers and education of the congregation. We will also engage in a Parking Lot Campaign to raise the funds needed to complete the paving of the parking lot.

I am profoundly grateful to the members of the North Haven Congregational Church for your faithfulness and your dedication in mission, as well as your care for each other. You are very supportive and encouraging of me, and so kind to Carol and me. You have shared patience, wisdom and deep trust with me, and I am very appreciative. This report marks the completion of my 30th year of pastoral ministry among you. I am certain that “there is yet more truth and light to break forth from God’s holy word”, and we can build participation, leadership, and a generous welcome in our community.

“Therefore, my beloved, be steadfast, immovable, always excelling in the work of the Lord, because you know that in the Lord your work is not in vain. Keep alert, stand firm in your faith, be courageous, be strong. Let all that you do be done in love.”
1 Corinthians 15:58, 16:13-14

Ministry Coordinator for Children



On the first Sunday of January 2024, the children continued attending Chapel the 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.

At the beginning of April, the Faith Formation team met to finalize worship for annual Youth Sunday on April 28, 2024.



Following the usual order of worship, the service was adapted for the children as the leaders. This year, the theme was the “Caring for God’s World” and how we are not only gardeners of God’s world but also are God’s GUARD-eners for Earth. Youth Sunday provides an opportunity for the children to share what they have learned during the church year, offers an opportunity for special music and interactive worship opportunities such as signing the Lord’s Prayer. Signing the Lord’s Prayer and Jesus Loves Me has also become an important part of our Youth Sunday’s intergenerational worship, with Steve Simonson guiding the children.



During the months of June, July and August, four church school lessons over the summer months were planned and led by Priscilla Noriega, Jackie, Jennings and Sara Gannon. This year’s theme focused on the women in the Bible.

On September 8, 2024, 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 four years. Thank you both for such 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. NHCC continues to use WHIRL, a lectionary-based, three-year cycle curriculum for all three age groupings.



Through the month of December, traditional events such as Advent Night and the Christmas pageant were scheduled. This year Advent Night was on December 8, the first Sunday in Advent. Members of the Faith Formation Team and several members from the congregation offered a variety of crafting activities. About 40- 50 members and friends 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 a new story, THE CHRISTMAS BLESSING and led the children and adults in some Christmas songs.

Of course, December events also included lighting the Advent candles during worship and our annual Christmas pageant, which this year was presented on December 22 during the 9:30 a.m. worship service.



This year we were blessed with a real and vibrant Baby Jesus, watched over by his parents; Brianna Etter-Speaker (Mary) and Dennis Speaker (Joseph). Once again, the congregation graciously provided much needed assistance to decorate the

sanctuary for the pageant and Christmas Eve, and to set-up and remove the life-size Crèche set. Parents made sure to get their children to Church School and Pageant rehearsal, and, helped distribute costumes.

THANK YOU ALL for your support for NHCC Church School, for 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 recap of the North Haven Congregational Church's music program over the past year. The Chancel Choir remains the heart and soul of the church's music making efforts and its members are devoted and active in the whole life of the church.

Verbal interest has been expressed by members of the community this year - including some new members of the church - that they are attracted to the music making that Heather, Jeff, and the Chancel Choir make on a weekly basis. There are also those church members have expressed an interest to join the choir for Easter and/or Christmas! All remain welcome for as much or as little as they can offer of their time. The more coverage we have on all four parts (traditionally Soprano, Alto, Tenor, Bass) the more we can do enthralling anthems and gifts of music.

At the end of 2024, the choir has had twelve members: two sopranos, one tenor, four basses, four altos - with one alto still shifting to soprano for the majority of the music. A new member (bass) has been singing regularly since the fall. Members of the alto section often sing with the tenors and the baritones, as well, making two part and three part music more feasible. Despite the slight imbalance in parts, the Chancel Choir consistently delivers meaningful and musical offerings that enrich our worship services most every Sunday of the program year.

Regarding the summer, we have been asking for volunteers to lead the worship service music. Since Jeff has a 10 month position and Heather has an 11 month position, the idea was to provide the month of August (or another four weeks in the summer) for volunteers to offer their own music in worship. This can be of most any style, such as bluegrass, Christian contemporary, "quality karaoke" style, or really any heartfelt musical offerings that would enrich our worship. Since the sanctuary gets quite hot in the late summer, there is more flexibility as to what or how many hymns or gifts of music could be offered. Of



course, these special musical offerings would be in collaboration with the Pastor, Music Director, and the scripture/message of the day. We are fortunate to have two music professionals on staff, Jeff Hutchins and Heather Meachen, who are delighted to help church members express their musical gifts.

Heather has gone above and beyond to attend Thursday evening rehearsals most every week (rather than twice a month she was contracted for) which we are grateful for and does improve the ensemble's capabilities and note retention. Heather's collaboration is valued and has played a major role in our program's ongoing success.

This past year we had three "Pierpont" concerts. We enjoyed the bands and choirs of NHHS in February, the United Girls Choir/Elm City Girls' Choir in May, and a rousing bluegrass show from Shoregrass in October.

Maintaining these concerts takes a lot of volunteer effort and the Music Mission Team is always happy to welcome volunteers! In addition to the musical aspects of these concerts, we always like to provide fellowship afterward. This also takes volunteers (often from the womens'/mens' fellowships) to set up and break down the reception. Performers can then mingle with audience and enjoy some sweets and crudité.

Our beautiful and sonorous Wicks chancel organ's chime rack was restored by the Foley Baker organ company. Foley Baker has maintained this instrument since it was moved from the back left of the chancel to the front-right in the early 1990's. Members of the Buildings and Grounds team assisted in this process. A special "shout-out" is warranted to Peter Struk who took a special interest in the restoration of the chimes and improving the music stand of the console.

Regarding a different kind of chime, our handheld choir chimes, we were unable to get enough chimers to offer a musical offering in worship last year.

We plan to recruit once again in preparation for Easter 2025, as numerous church members have expressed interest in this musical ministry. It helps

to have more hands so that each individual can focus on fewer notes.

The Children's Choir, in conjunction with Karlee Etter, the Faith Formation Team, and teachers, has offered occasional musical offerings in worship that are often in collaboration with the Chancel Choir - for an inter generational gift of music. These happen on the holidays and at the end of the school year. There is an abundance of musical talent of all ages at North Haven Congregational Church. The music ministry hopes to harness that talent, nurture it, and help people express it. We want generations to come to be praising God in our special church just north of New Haven (at 309 years old, I think we are now ancient!).

Both Jeff and Heather remain open to new musical initiatives that members of the church might have, and are happy to support them. The musical diversity that is possible in congregational worship is a special tradition that is not always found in every church or in other denominations. If we think of the music ministry as a mission team, the talent and ideas that are brought forward by the people will be supported!

We hope to maintain our traditions and expand on them, while always praising God at the forefront. The "earthly" applause of the crowd is not required in a worship setting. What is important is the sensation of the Holy Spirit at work in the music we make, and there have been many examples of that spirit in 2024.

The final verse of an old epiphany hymn comes to mind:

"In the heavenly country bright, need they no created light; Thou (Christ) its Light, its Joy, its Crown, Thou its Sun which goes not down; therefore ever may we sing alleluias to our King!"

-William C. Dix (1837- 1898)

Respectfully submitted,
Jeff Hutchins, Music Director

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 2024, along with the Rev. Judith Cooke, Pastor 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 authorized ordained ministers in the UCC. The Committee is also responsible for supporting and monitoring ordained ministers with standing in the NHE Consociation, and it is available to consult with and assist congregations as needed.

Members of the Committee include Kerry Stewart, 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; Rev. Mark Pilletere, Pastoro of East Haven 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. At the Consociation Annual Meeting in October, the Rev. Ginger Brasher-Cunningham, Pastor of First Congregational Church, Guilford, was elected to succeed Jeff Webber as representative, Betty Freeborn was elected to succeed Rev. Judith Cooke as representative of North Guilford Congregational Church, and John Biddiscombe was elected to succeed Derrick Cummings as representative of the United Churches of Durham.

During this year the Committee has met with one Member-In-Discernment and her advisor to review progress and offer support. **Christine Sima** graduated is working as the Christian Education Director at North Guilford Congregational Church, and preparing her Marks of Faithful Ministry portfolio for presentation at an ecclesiastical council. **Deb Ruotolo** continues to work on her MID tasks. **Jordan Sylar** continues working in an ordainable Associate Pastor position in a Methodist church in California; her status is on hold. **Stephen Hegedus'** MID status was put on hold following a new assignment in his current job in academia.

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

The **Rev. Cindy Stasko** concluded her interim pastorate at United Churches of Durham. The **Rev. Judith Cooke** concluded her pastorate North Guilford Congregational Church. **Jane Leschuk**

concluded her service as Commissioned Minister of Music at the Northford Community Church, and **Sue Timony-Hall** concluded her service as Commissioned Minister for Children and Families at North Madison Congregational Church.

Rev. Scott Morrow

Minutes of the Annual Meeting January 28, 2024

The Annual Meeting of North Haven Congregational Church was held in the church Sanctuary on Sunday, January 28, 2024. Moderator Nancy Mahoney called the meeting to order at 10:55 am. There were 39 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 timeframe required by the Bylaws. Reverend Scott Morrow led those assembled in prayer.

Moderator Mahoney read her "Convening Statement." After a motion made by Cathy Welch, seconded by Sandy Carter, the reading of the minutes of the January 29, 2023 Annual Meeting was waived and the minutes were accepted as written, with gratitude.

The church's Non-Financial Reports, found on pages 6-24 in the 2023 Annual Report, were received with gratitude, after Pastor Scott presented a brief recap of his report of the New Haven East Consociation Church and Ministry Committee.

Bryant Munson, the church's Financial Agent, observed that the Endowment Report could be found on pages 29-30 in the Annual Report and noted that had a significant contribution to the church not been made from it, the endowment would have grown by 15.5% in 2023. With no questions or comments, the Endowment Report was received with gratitude.

Beth Anderson summarized the 2023 Treasurer's Report, found on pages 25-28 in the Annual Report, commenting that although we started the year with a projected deficit of \$10,346.11, we were able, with the hard work of everyone, to end the year with a small, \$3,597.02 profit. With no questions or comments, the Treasurer's Report was received with gratitude.

Next, on a motion made by Doris Ferner, seconded by Sue Compton, the Proposed 2024 Budget, found on pages 31-32 in the Annual Report, was approved. Treasurer Anderson pointed out that this balanced

budget was the result of a lot of collaboration between the Endowment and Generosity Mission Teams, and the MLB. She further observed that most of the income line item projections are based on 2023 actual results and also pointed out that two expense line items, Sabbatical and OASIS Youth, are not funded in 2024. On a vote of 39-0, the Proposed 2024 Budget was approved. Kathy Harple offered her kudos to Beth and the MLB for being able to present a balanced budget this year.

The Clerk read the names of the Church Officers proposed to serve the church for 2024, as follows: Moderator – position unfilled presently; Clerk – Jim Bennett; Treasurer – Elizabeth Anderson; Assistant Treasurer – John Tibor; and Financial Agent – Bryant Munson. After a motion made by Stephen Peterson, seconded by Peter Hall, and with no further questions or comments, the presented Slate of 2024 Officers was approved by a vote of 39-0.

The Moderator next asked for a motion (made by Sue Compton) to elect Sue Guckert to the MLB for a term of two years and to re-elect Ed Collett to the MLB for a term of two years. The motion was seconded by Joan Bennett and approved by a vote of 39-0.

In response to the question posed by the Moderator, asking if there was any further business to come before this meeting, the Clerk remarked that he felt it was imperative that we leave this Annual Meeting with a Moderator in place, and to the pleasant surprise of all, Sandy Carter raised her hand and said she was willing to assume this office. After a motion made by Doris Ferner, seconded by Nancy Mahoney, Sandy Carter was elected Moderator by a vote of 39-0.

With Sandy's shift from MLB member to Moderator, an opening for another at-large MLB member was created. Kathy Harple then stepped forward and volunteered to fill Sandy's position on the MLB for the remainder of her term. Nancy Mahoney seconded Kathy's nomination, and her election was confirmed by a vote of 39-0.

Scott commented briefly on this year's difficult budget process and emphasized the need for us to grow our church's pledges base, as current pledges alone are unable to cover the church's expenses, the vast majority of which are fixed. He further pointed out that most of the church's largest pledgers are older members, so the loss of just one would have a

major, negative financial impact on church operations.

The congregation offered its sincere thanks to Moderator Nancy for her dedicated two years of stewardship with a warm round of applause.

With no further business to come before the meeting, and after Pastor Scott offered a benediction, the meeting was adjourned at 11:24 am on a motion made by Joan Bennett, seconded by Cathy Welch.

Respectfully recorded by,
Jim Bennett, Clerk

Report of the Church Clerk

The Ministry Leadership Board (MLB) met fourteen times in 2024 (eleven regular, three budget-focused) under the leadership of Moderator Sandy Carter. Other Board members were Beth Anderson, Martin Benassi, Jim Bennett, Cheryl Bogert, Ed Collett, Susan Guckert, Kathy Harple, 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 28, 2024, with 39 church members participating. The Annual Report for 2023 was received; the reports contained therein were approved by the members; the church budget for 2024 was approved; and the church's Officers and At-Large MLB Members were elected.

Respectfully submitted,

James B. Bennett
Church Clerk



Church Statistics - 2024

WEDDINGS

John & Diane Jablonski (vow renewal)	May 18
Talia Gallagher & Cary Spector	June 29
Alicia Cole & Ian Pieper	October 19
Samantha Levine & Michael Filley	November 16

BAPTISMS

January 28 Anna Selinam Akakpo, daughter of Daniel Akakpo and Abigail Klutse.

May 12 Jayden Kenneth Dubar, son of Jason & Royette Dubar. Grandson of Ann & Ken Dubar

May 19 Morgan Gosselin Mohler, daughter of Michael Mohler and Kristine Powers. Nephew of Danielle Powers Zalewskim, & grandson of Paul and Betsy Powers.

June 13th Graham David Rios, son of Alex Rios and Haley Battista Rios.

September 15 Brody Thomas Mickolyzck, son of Thomas and Brooklyn Mickolyzck, grandson of Kathy and Bob Mickolyzck.

September 22 Violet Jolie Nixon, daughter of Chelsea Nixon and Joel Nixon, and granddaughter of Mark Bessette.

October 13 Jack William Kirk & Henry Scott Kirk, sons of Daniel and Vanessa Kirk and grandsons of Linda Wolf Kirk.

October 20 Grant Steven Cook, son of Austin and Samantha Cook and great-grandson of Betty Martin.

DEATHS

Eleanor Lianos*	January 3
Donald Mark Peterson	June 5
David Gould	June 18
Barbara Hill	July 31
Hazel Hall	August 8
Lorraine Morehouse*	August 9

Barbara Madelung	August 9
Lorraine (Lori) Ballantyne	August 10
Paul Hill	August 20
Betty Davis	September 15
Phyllis Kaercher	October 22
Michael Brown	December 1

*members

CHURCH MEMBERSHIP STATISTICS 2024

Total membership, January 1, 2024.....226

Members Received

Confirmation	0
Confession of Faith	3
Sub-total.....	3

Members Removed

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

Total membership, December 31, 2024.....226

Worship

The Worship Team for NHCC is responsible for helping Rev. Scott with all Worship services, including Ash Wednesday and Maundy Thursday, as well as Weddings, Funerals, Baptisms and new member classes. Members of the team set up and open the church, making sure the correct Paraments, candles and cross are in place for each service.

Deacons help lead worship, often read Scripture and aide in serving Communion. The following members were invaluable in 2024- Carol Amico, Jim Bennett, Sue Compton, Peter Hall, Kathy Harple, Nancy Mahoney, Tim Pfeiffer, Dot Pierce and Cathy Welch. We added 2 new members- Susan Guckert helped set up and serve Communion and Sandy Carter was a Deacon helping to lead Worship with Scott. Thank you to all! Of these members Jim, Nancy and Peter served as Deacon for a total of 41 services! The Worship team would be grateful if others would join our team. Ideally, 2 Deacons would be helpful each Sunday. Unfortunately, getting 1 Deacon to signup is very often a challenge! One Deacon would handle the leadership in the worship service. The other Deacon could help in the setup and clean-up of the sanctuary. You can shadow a seasoned Deacon, if you would like to see how the process works. Please ask any of the team if you have a question.

There are other ways to volunteer each Sunday. We are grateful for the donation of flowers on the communion table. As people enter the sanctuary each Sunday, I'm sure you feel welcome when you are greeted. Sign up to be a greeter! If you enjoy reading, sign up to be a Scripture reader! Fellowship Hour is in need of hosts/hostess!

All of the volunteer opportunities are listed on the Church website, northhavenucc.org. There is a drop down menu under WORSHIP SERVICES.

Please consider helping in any of these areas, especially as a Deacon. Years ago we had 12 ACTIVE Deacons that would help lead the Sunday service!! Please speak to Jim Bennett, Nancy Mahoney or any of the Deacons, if you would like to join the team. If someone asks you to join, say YES!!

Prayerfully submitted,

Nancy Mahoney
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



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 "Imagine Together," invites us to imagine what a rested church/community or enough at every table would look like. We are asked to express our generosity to help these images come true. We continue to house and staff the community Food Pantry, which supplies food to fifty families per month. During the holidays, one hundred and fifty clients received food for Thanksgiving and Christmas meals. We supported the children served by our social worker with school

supplies and gifts at Easter and Christmas. Surplus medical equipment was delivered to St Michael the Archangel Ukrainian Church in New Haven for shipment to Ukraine to benefit those wounded in war.

Below you will see how the 2024 budget was funded by the pledges received.

MISSION

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

- *Worship together: music & worship* \$2,243
- building upkeep, utilities, and insurance* \$60,219
- *Nurture of Christian discipleship: staff* \$211,466
- education* \$1,800
- *Compassionate service to our community:*
- outreach* \$12,732

Expenses \$288,460

VALUES

Take personal responsibility for our community:
Pledges \$202,382

In 2024, the difference between pledges (\$202,382) and expenses (\$288,460) was \$86,078.

Additional income is received from the following income sources:

Endowment	\$40,780
2023 carry forward	\$3,598
Building use	\$14,000
Gifts	\$13,500
Fundraising	\$7,000
Miscellaneous	<u>\$7,200</u>
	<u>\$86,078</u>

At the annual meeting in 2023, a balanced budget was passed for 2024. Pledging is an important way to show gratitude for our blessings and allow us to imagine what a rested church can do to support those who do not have enough food.

Working together we can support our neighbors.
 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 2024.

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

Gifts given in memory of:

Lorraine Scarpello Ballantyne
 Phylis Kaercher
 Jack Viele
 Kenneth Welch

Gift in honor of: Patricia Gherlone

Gifts directed to specific funds:

Cooper Fund
 Jack Viele Children's Memorial Fund

Balance Forward 1/1/2024: \$7,951.20

Income:

Gifts:	\$655.00
Interest:	\$3.90
Total Income:	\$658.90

Expenses:

Transfer to Cooper Fund	\$25.00
NFCU Initial Funds	\$25.00
Total Expenses:	\$50.00

Balance 12/31/2024: \$8,560.10

Nutmeg FCU Account \$7,905.10

Church Non-Budgeted Account \$655.00

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

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 strived to try and stay within the annual budget of \$13,000. However, there was an overage of approximately \$1,570 due to several non-budgeted issues during the year. These included;

- a. Scoping of sewer line for \$1,740 to address backup.
- b. Repairs to the church boilers including replacement of a circulator pump for \$1,064.
- c. Work at the parsonage including boiler repair and painting of the shed costing over \$2,000.

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

Elevator: Elevator maintenance contract and State inspection - \$2,561.

Landscaping: Tom's Lawn Service did an excellent job of mowing the lawn at both the church and parsonage - \$2,370.

Fire Extinguishers:

Cost for regular inspection and servicing of all eleven fire extinguishers throughout the building - \$507.

Housekeeping + Supplies:

Purchase of cleaning supplies such as paper towels, ice melt, soap, etc., for the year - \$1,670.

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 and miscellaneous repairs at both the church and parsonage - \$5,041.

Alarm System: Alarm One Security Systems had the contract for monitoring the alarm system and maintenance - \$507.

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. Fortunately, we have had mild winters recently.

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

Organ chimes: The bracket holding the chimes to the ceiling in the organ loft broke loose causing the entire assembly to fall and damage several pipes. Pete Struk repaired the bracket and Foley-Baker reinstalled the chimes back to their original working condition. A claim was filed with the insurance company for the \$9,290 repair.

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

Energy audit: Ed Collett worked with UI to have an energy audit of the church completed. The result was the replacement of numerous light fixtures/bulbs with new energy efficient LED units at no cost to the church.

Parking lot: Paul Powers has been working on obtaining bids for the parking lot paving project. Phase one, installation of the drainage system, was done by Arrowdale Enterprise. Phase two will be the actual paving of the lot scheduled for sometime in 2025 pending a successful Capital Campaign.

The committee would 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 time and talent are very much appreciated.

Respectfully Submitted by:

Paul Powers

Martin Benassi

Mark Bessette

Ed Collett

Pete Struk

Dave Nelson

Landscaping

The Landscaping Mission Team worked in 2024 to maintain the church grounds. Weeding was done and bushes were trimmed as needed. The daffodils and lilies added color to our property in the spring and summer. In the fall, the bushes were trimmed, the gardens were cleaned and the leaves were moved to the curb for pick up. Many volunteers responded to the call to help on clean-up days. Thank you for donating your time, energy and tools to keep our property well kept.

Priscilla Bradford, Coordinator

Personnel Committee

The Personnel policy was reviewed and updated to reflect changes in vacation time. Under the new policy the professional staff (those who work on Sunday) will receive 1 week of vacation after 6 months of employment, 2 weeks after 1 year, and 3 weeks after 3 years. All present professional employees have 10 or 11 month contracts. Under the new policy support staff (those who work Monday-Friday) will receive 1 week of vacation after 6 months of employment, 2 weeks after 1 year, 3 weeks after 3 years and 4 weeks after 5 years. These changes were approved by the Ministry Leadership Board.

In 2024, The Personnel Committee reviewed and updated the contracts of the professional and support staff. Contracts were obtained and scanned into a file on the church computers. Staff members were informed of benefit changes and of their salary increase after the 2024 budget was passed. A time sheet was developed to keep track of vacation and personal time used during the year.

David Nelson was hired in February to fill the position of Church Sexton. This hire was overseen by the Building and Grounds Mission Team.

Members of North Haven Congregational Church are grateful to have employees who are dedicated to their job.

Martin Benassi, Priscilla Bradford, Nancy Mahoney, Stephen Simonson

Personnel Mission Team

Pastoral Relations

The Pastoral Relations Mission Team (PRMT) exists to encourage and support the Pastor in his ministry as well as act as a conduit between the clergy and the congregation to bring forward their concerns and insure their questions are answered.

Serving on the PRMT in 2024 were Jim Bennett, Sandy Carter, Jeanne Mecca, Stephen Simonson, and Cathy Welch. The group conducted five regular Zoom Meetings during the year and also held three online gatherings specifically focused on planning the “Forward Together” event held on December 7th.

This event, which Scott developed and executed, with the PRMT’s assistance, arose from the Interim

Ministry Course he took last summer and brought church members together to review our transition from a Church Council/Committees structure to one of a Ministry Leadership Board (MLB) and Mission Teams, discuss what aspects of this transition are working and which are not, brainstorm what the church’s many assets are, and put them together in various combinations. Participants also listened to a wonderful presentation on “Shared Leadership” given by the Rev. Sarah Drummond, Founding Dean of Andover Newton Seminary at Yale Divinity School. As she most eloquently expressed, church governance-sharing involves some decisions that involve everyone (pastor, congregation, governing body), some that are shared between two of the three, and others that handled in one purview only.

The PRMT will continue to give feedback and support to Scott as he works on his stated priorities, which in 2024 included: working on punctuality; shortening the length of the sermons and services; developing a Confirmation Class Program; identifying potential new Worship Team members; working on church safety issues; and forming a Parking Lot Fundraising Campaign Committee. All of these will be on Scott’s priorities list in 2025 also.

I would like to offer special recognition here to PRMT member Jeanne Mecca, who has met fairly regularly with Scott this year to help him block out time for specific tasks and has also worked with him to further develop his computer skills. These efforts will also continue in the new church year.

Lastly, the PRMT wants to not only support and encourage Scott but also to support, guide, and encourage the church’s lay leadership and congregants to take advantage of their skills and talents in one or more of the many opportunities available to further the mission, vision, and goals of North Haven Congregational Church. Please take the time to read the church’s Mission, Vision, & Values Statement found in this Annual Report (as well as in every weekly church bulletin) which speaks to community worship, compassionate service, welcoming, and taking personal responsibility. Hopefully, something in this governing document will touch your hot button.

Respectfully submitted,

Jim Bennett

Pastoral Relations Mission Team

Response Team representing the "Safe Conduct Policy"

The purpose of the Church's Safe Conduct policy is to protect all members in a safe Christian community. It is the intent of the congregation to have a clear policy to discourage, and seek to prevent, abuse within our Christian community and to promote an avenue for an appropriate response should allegations of misconduct arise at any time. We wish to protect those who are the most vulnerable among us, including our children, adolescents and young adults, as well as adults whose circumstances may indicate the need for special attention.

In 2024, the Ministry Leadership Board in consultation with our insurance carrier, voted to amend the Safe Conduct Policy. These changes included the following: 1) minor children cannot be left alone with other minor children or adults in any sponsored activity; 2) all church staff will be required to undergo background checks as a condition of employment; and 3) background checks will be required of all adults working with children or vulnerable adults.

The Ministry Leadership Board will establish a three member Safe Conduct Mission Team to implement these procedures. There will be an online video training program for all staff and volunteers working with youth. This training will also include the Ministry Leadership Board and other Faith and Mission teams. There will be a program to educate the congregation about the policy and to post notice of the policy throughout the building. A three-member Response Team will also be appointed to respond to any allegations.

It is our Church policy that it is an individual as well as collective responsibility to fulfill the highest standards of personal conduct toward each other, through words and actions, and we expressly acknowledge that all of us (not just the Minister(s), employees, and Safe Conduct Ministry Mission Team) are responsible to and for this Safe Conduct Policy.

Respectfully Submitted,

Sandy Carter
Moderator

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 180 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 continue to replace old computers on a rotating basis to ensure we have capability to utilize the latest software.

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

Food Pantry

The Food Council which primarily met to organize and manage the Holiday Food Drives has begun to meet throughout the year to assist in addressing the needs of the Pantry as it provides support to clients on a monthly basis. The Food Pantry experienced a slight increase in demand throughout the year and as a result an additional day was added to the schedule to accommodate pickup of food by monthly clients. The Pantry is now available on Mondays between 1:00 pm and 2:00 pm as well as Wednesday and Friday from 10:00 am to 11:00 am. The Monday time slot is staffed by volunteers from the Catholic Churches and we welcome their support.

Throughout the year we received generous donations of both food and cash, however both cash and food contributions are lagging behind previous years' support. The cash contributions for 2024 amounted to about \$17,000, while the contributions in 2023 were about \$30,000. Cash contributions are primarily used to purchase food items that are needed but not adequately received as food donations. These purchases are made through CT Foodshare and local retail outlets where we take advantage of sale prices whenever possible. The cash contributions allowed us to purchase a fourth freezer to supplement our usable freezer space. This freezer is located at St. John's Episcopal Church and will be used to store turkeys as they are received during the holiday seasons. As funds are available the Council also makes cash contributions to support local social organizations.

The Food Council met 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 and the Postal Workers.

Distributions of food were made to approximately 175 families for each of the Thanksgiving and Christmas holidays. Serving these 175 families has just about reached our limit for space. As we prepare for the pickup and delivery of food, we utilize all available space in Carroll Hall, the Koinonia Room and the Rainbow Room. Each family received a turkey, two boxes of non-perishable food, a bag of fresh vegetables and fruit, and a bag of dairy items. Many volunteers from NHCC and other churches of the Food Council participated in the packing and distribution of this food.

We are thankful to all individuals who contribute food 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 church's Covenant to Care program remains a beloved program in our church.

Members and friends continue to donate generously to our three annual projects. During 2024 we provided 20 Easter baskets, 8 backpacks, and 23 Christmas gifts for children.

The monies for the program is as follows:

Beginning balance	\$849.73
Income	\$200.00
Expenses	<u>\$177.31</u>
Balance 12/31/2023	\$872.42

Kathy Harple

Communications

The Communications Mission Team meets once per month on a Wednesday at 5:15 via zoom. Led by Steve Simonson, the team currently includes Pastor Scott, Karlee Etter, Jeff Hutchins, Jeanne Mecca, and Patience Benassi. Sandy Carter, Church Moderator, regularly attends our meetings and contributes. The Communications Team was formed with a goal to increase and improve communications, and this mission continues for both internal and external communications.

There are many ways the church communicates information. This includes Sunday morning announcements, the Sunday morning Bulletin, the monthly *Window* newsletter, phone calls, e-mails, "snail" mail, zoom meetings, in-person meetings, flyers/posters, local newspaper articles and our social media sites on Facebook and Instagram, not to mention face-to-face communications. Information is repeated, and in different ways. Everyone has preferred ways to receive information. Some people read the *Window* thoroughly. Some people prefer to hear verbal announcements on Sunday mornings. Some people like receiving information via e-mail. The Church uses many communication pathways. We also repeat information for the "Rule of Seven" which says individuals need to hear something seven times to respond and emphasizes the importance of repetition in messaging. Are you tired of seeing the same advertisement repeatedly on television? It is the Rule of Seven.

The Communications Mission Team prepares information for our newspaper correspondent, Sue Tibor, who sends out articles to media contacts. The team prepares social media posts for Facebook and Instagram, designs, and posts flyers around church. The team hosted a coffee hour in February 2024 and shared information about the Communications Mission Team in informal discussions and with a Power Point prepared by Cynthia Campos. The Church Mission Teams list was updated. We coordinated the "Mission Team Spotlight" for a different church Mission Team to share information about their group during Sunday morning announcements from February through May 2024. We reviewed and updated our listing with the UCC on-line information with Julie Schweickert's assistance, we successfully communicated availability for student volunteer opportunities.

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 a 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 complete information is helpful for inclusive communications. Improved communication is the goal of the Communications Team.

Would you like the Communications Mission Team to prepare a social media post for your group? If so, just ask us. We have done this in response to requests for several church mission teams during 2024 and will continue to do so.

How can you help? If you are on social media, and you see a church post, share it!

If you are on Facebook or Instagram, please follow us.

We have a long list of goals we prioritize and will continue to work on, in addition to immediate needs that are brought to our attention throughout the year.

A special thank you to Julie Schweickert for her publishing of the monthly *Window*, the weekly Bulletin, work on our church website and all Office Communications.

Online Auction

The fifth annual on-line fundraising auction, held in August 2024, raised over \$3,300 for our church's 2024 budget. More than \$2,000 was raised in each of the first four years making this year's auction the best yet.

Thank you for all your donations to the auction which made the fundraiser possible and successful. We had a wonderful variety of items. Thank you to all the donors: SueBeth H., Dot P., Joyce and Ted M., Lynn R., Pete and Victoria S., Cheryl B., Sue and John T., Carol A., Scott M., Mabel and Steve P., Carla H., Patience and Martin B., Martha B., Priscilla B., Heather M., Sara and Bryant M., Mark B., MaryEllen and Ed C., Nancy M., Cathy W., Beth A., Susan G., and Lillian F.

Thank you also to Julie S., Dave N., and Women's Fellowship for their assistance.

We will likely be able to have a 6th annual auction in 2025 as a church member has already indicated they plan to donate a few pieces of fine jewelry. And another church member has already committed a set of china to our next on-line auction. If you have items that you might donate for an on-line auction,

let a member of the B Team know so we can determine if we can plan this again for 2025. Please share any feedback about this fundraiser with a member of the B Team.

Thank you,
The B Team: Priscilla B., Martha B., Patience B., and Martin B.

Men's Fellowship

The Men's Fellowship group met twice monthly (1st and 3rd Saturdays) for most of 2024, with exceptions noted in April and December (just one gathering each) and in July and August (no meetings, summer recess). In all, eighteen breakfasts were held, and all were in-person gatherings, which was a true blessing. Attendance averaged 7.5, with a high of thirteen on March 2nd and an embarrassingly low of four on September 21st.

Seventeen different men made at least one Carroll Hall Kitchen Saturday morning appearance during the year, they being: Larry Ballantyne, Martin Benassi, Jim Bennett, Mark Bessette, Vern Carlson, Fran Dutko, Peter Hall, Bernie Hummel, Victor Maldonado, Rev. Scott Morrow, Bryant Munson, Rob Nielsen, Tim Peiffer, Paul Powers, Stephen Simonson, Peter Struk, and John Tibor.

Our group was pleased to make a \$1,000 contribution to the 2024 church budget, assisted with food prep for and cooking at Women's Fellowship's February 11th Pancake Breakfast, cooked hamburgers and hot dogs at the May 18th Women's Fellowship Tag Sale, donated \$150 to the town's "Community Day of Prayer" Breakfast event, and were again involved with the church's Memorial Day Parade participation on May 25th. Unfortunately, we were unable to organize and conduct a fundraising activity in 2024, but we hope to put one together in 2025.

I am also pleased to note that several of our members provided hands-on involvement to various church Mission Teams during the year. Mark Bessette, Paul Powers, and Peter Struk continued their busy work throughout the year conducted both inside and outside the Church; Martin Benassi, Bryant Munson, and John Tibor served on the Endowment Mission Team; Jim Bennett and Peter Hall were regular contributors to the Worship Mission Team; Jim B. and Stephen Simonson were active members of the Pastoral Relations Mission Team; and Martin

Benassi, 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 2025 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 to our breakfast attendance rolls this year.

Respectfully submitted,
Jim Bennett, Secretary

Women's Fellowship



With the a few exceptions, 2024 was a good year for the Women's Fellowship.

In March was St. Patrick's Dinner Fundraiser. We are thankful for those who helped make this event a success.

The Spring Military Whist was well attended although we had hoped to fill a few more tables. In September, we cancelled the event due to lack of interest. Military Whist is a fun evening and offers opportunities to meet people from the community as well as church members.

Our Spring Tag Sale was held in May and did not attract as many vendors as we hoped. The donations for the Women's Fellowship Tag Sale filled many tables and, along with the cook out lunch, helped make the event a success in spite of the unpredictable weather.

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. Pink Sunday donations were given to "After the Storm" this year.

The Women's Fellowship Fair in November was well attended and many of our members and friends participated.

Valentine and Christmas cards were sent to our homebound members and friends and a special

valentine gift was given to the congregation on a Sunday in February.

The generosity of our congregation and the willingness of our members to help are greatly appreciated by the Women's Fellowship. We look forward to continuing our activities in 2025.

Funds available January 1, 2024: \$5,267.37

The funds from: Pancake Breakfast	\$ 388.00
St. Patrick's Dinner	\$1,088.00
Craft & Tag Sale	\$1,044.95
Spring Military Whist	\$ 496.00
Pink Sunday	\$ 260.00
2024 Fair	\$4,262.00
From Donations	\$ 12.00
Total Income before expenses:	\$7,550.95

Expenses: Donations and Projects:

NHCC undesignated funds	\$1,000.00
NHCC % of Fundraisers 2024	\$1,000.00
The Vianco family (air conditioner)	\$ 232.91
NHCC Pancake Breakfast donation	\$ 400.00
Annual Prayer Breakfast (Hope Christian Church)	\$ 150.00
RBC Ministry (Our Daily Bread – devotional booklets)	\$ 125.00
Pastor's Discretionary Fund	\$ 150.00
Community Partners in Action	\$ 100.00
Habitat for Humanity	\$ 300.00
BH Care	\$ 100.00
Literacy Volunteers	\$ 100.00
Christian Community Action	\$100.00
Down Town Evening Soup Kitchen	\$ 200.00
Military Whist expenses	\$ 216.35
"After the Storm"	\$ 300.00
Memorial Gifts (NHCC \$50, Animal Haven \$50)	\$ 100.00
Receptions and dinners expenses	\$ 922.49
Tag Sale, Pink Sunday, & Fair	\$ 412.38
Cards, Postage, special projects	\$ 174.63
Bank Fees: paper statements & checks	\$ 65.80
Christmas Thank You checks (Julie & Dave)	\$ 225.00
Total expenses:	\$6374.56

Funds available December 31, 2024: \$6443.76

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
Member, Board of Directors:

New Samaritan Corporation, North Haven

Mabel Peterson

Member, Board of Directors:

New Samaritan Corporation, North Haven,
Davenport Residence, Hamden
Multisite Board
Stevens Woods, 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			
1/1/2024 through 12/31/2024			
	Annual Budget	Actual	Difference
Income			
	\$ 3,597.02	\$ 4,323.66	\$ 726.64
BALANCE FORWARD			
Building Contribution	14,500.00	15,785.00	1,285.00
Fund Raisers	7,000.00	7,095.63	95.63
Gifts, Unrestricted	13,000.00	18,083.70	5,083.70
Loose Offerings	3,500.00	4,288.16	788.16
Past Due Pledge	4,000.00	1,312.00	(2,688.00)
Pledges	202,382.00	208,431.64	6,049.64
Trustee Transfer	40,780.00	40,780.00	-
Total Income	\$ 288,759.02	\$ 300,099.79	\$ 11,340.77
Expense			
Fixed Expenses			
	\$ 11,554.00	\$ 11,554.00	\$ -
Basic Support			
Consociation	350.00	339.00	11.00
Insurance	18,820.00	19,188.24	(368.24)
Payroll	165,071.91	164,888.23	183.68
Staff Bnfts	46,395.17	47,565.27	(1,170.10)
Sabbatical	-	-	-
Utilities	20,149.94	18,650.71	1,499.23
Bldg-Grnds	13,000.00	14,570.71	(1,570.71)
Office Expense	8,000.00	9,094.99	(1,094.99)
Total Fixed Expenses	283,341.02	285,851.15	(2,510.13)
Mission Teams			
	1,700.00	1,115.08	584.92
Faith Formation			
Music	1,763.00	1,724.29	38.71
Worship	480.00	523.39	(43.39)
Generosity	100.00	39.99	60.01
Outreach			
DESK	300.00	300.00	-
Abraham's Tent	325.00	325.00	-
Covenant to Care	-	-	-
Habitat for Humanity	500.00	500.00	-
Other Mission Teams			
Landscaping MT	250.00	103.57	146.43
OASIS Youth	-	-	-
Total Mission Team Expense	5,418.00	4,631.32	786.68
Total Expense	\$ 288,759.02	\$ 290,482.47	\$ (1,723.45)
Net Income	\$ -	\$ 9,617.32	\$ 9,617.32

Account Balances	
As of 12/31/2024	
Account	Balance
Assets	
Cash and Bank Accounts	
Church Account	\$ 75,825.19
PEX Account	2,230.15
Nutmeg FCU Checking	100.00
Nutmeg FCU Savings	25.00
Pledge Receivable	-
Prepaid Insurance	5,970.49
Prepaid Other	9,176.54
Payroll	-
Vanco	5.46
Total Assets	\$ 93,332.83
Liabilities	
Line of Credit	-
Total Liabilities	\$ -
Total Net Worth	\$ 93,332.83
Other Accounts	
Memorial Gifts Account (Nutmeg FCU)	\$ 7,905.10
Food Closet Account (TD Bank)	\$ 17,818.93

Reconciliation of Church Accounts	
Balance Forward 1/1/2025	
Balance Forward	\$ 4,323.66
2024 Pledges	10,170.00
Line of Credit	-
Baptism Gift	3,645.00
Buildings & Grounds	137.00
Capital Campaign 2013-2016	7,265.56
Children's Library	1,900.99
Christian Education	-
Christian Ed. Sr. High	217.20
Flowers	12.00
Food Pantry	4,273.82
Invitation Mission Team	548.66
Memorial Gifts	655.00
Men's Fellowship	590.17
Misc	36.00
Music	2,132.28
Organ Fund	722.56
Covenant to Care	872.42
Parking Lot Campaign	29,717.32
Pastor's Discretionary Fund	645.23
Sabbatical	11,250.00
Christmas Fund	882.00
Lillies	-
Mission Trip	533.91
Music Easter/Christmas	734.00
Poinsettia	691.80
Recycle Fund	2,111.61
Sunday School Collections	1.90
Technology Fund	489.08
Worship Team	109.00
Women's Fellowship (for CWS)	79.04
Total Church Account	\$ 84,747.21

Memorial Gifts Account 2024		
Balance Forward, 1/1/2024		\$7,951.20
Income		
Gifts		655.00
Interest		3.90
Total Income		\$ 658.90
Expenses		
Transfer to Cooper Fund		25.00
Initial Non-Memorial Gifts Funds		25.00
Total Expenses		\$ 50.00
Balance, 12/31/2024		\$8,560.10
Nutmeg FCU		\$ 7,905.10
Church Non-Budgeted Funds		655.00
Total		\$ 8,560.10

Balance Forward, 1/1/2024		\$ 36,320.46
Income		
Gifts		17,271.60
Interest		6.57
Total Income		\$ 17,278.17
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
Sexton		
Freezer, St. John's		999.00
Supplies:		
Unicorr Boxes		1,154.09
Tape		122.30
Freezer Thermometers		40.00
Labels		380.00
CT Foodshare Purchases		3,102.27
Additional Food Purchases		7,611.60
Cooked Meals		300.82
Price Rite Dairy Thanksgiving		1,515.28
Price Rite Dairy Christmas		1,727.52
Produce Thanksgiving		2,090.00
Produce Christmas		2,063.00
Total Expenses		\$ 31,505.88
Balance, 12/31/2024		\$ 22,092.75

Church Utilities	
1/1/2024 through 12/31/2024	
Description	Amount
Electric	\$ 8,171.07
Gas	5,656.59
Sewer	370.00
Telephone	3,861.00
Water	592.05
Total Utilities	\$ 18,650.71

Building Contributions	
1/1/2024 through 12/31/2024	
Building Contributions	Amount
AA	100.00
Al-Anon	825.00
Clothing Bin	750.00
Corinthian Lodge Masons	400.00
CT Record Club	300.00
Food Council	3,750.00
Freden Lodge	100.00
Garden Club	225.00
Lions Club	400.00
Musical Folk	6,085.00
NAFRE Retired Federal Employees	150.00
New Haven Al-Anon Family Group	100.00
New Haven Camera Club	300.00
Pierpont Hill Condo Assoc	75.00
Tibetan Americans	200.00
Miscellaneous	2,025.00
Total Building Contributions	\$ 15,785.00

Insurance	
1/1/2024 through 12/31/2024	
Liability	\$ 17,714.99
Workers' Compensation	1,473.25
Total Insurance	\$ 19,188.24

Staff Benefits	
2024	
Car	\$ 2,000.00
Cell Phone	600.00
Dental	1,067.00
Disability	1,000.32
Group Life	49.92
Medical	12,336.16
Medicare - Church	1,523.13
Parsonage Electric	3,395.42
Parsonage Gas	1,433.34
Parsonage Sewer	370.00
Parsonage Water	665.11
Pension	10,561.17
Professional Expenses	500.00
Vacation Coverage Car	\$ 81.74
Social Security - Church	11,981.96
Total Staff Benefits	\$ 47,565.27

Special Collections	
Donated in 2024	
Neighbors-in-Need	\$ 1,000.00
One Great Hour of Sharing	990.00
Lilies Income	
<i>To One Great Hour of Sharing</i>	794.00
Christmas Fund	882.00
Covenant to Care	200.00
Pointsettias	691.80
Total Special Collections	\$ 4,557.80

Endowment

The Endowment is invested in mutual funds and bonds at UBS. The Endowment team looks at mutual fund ratings. Bonds, if below investment grade, are evaluated. The Team, with help from Bryant Shirreffs, our Financial Advisor at UBS, periodically evaluate and make a few changes. This past year, the Endowment had a return of 7.69%, which was after fees and a distribution of \$40,780 to the Church Budget. If the distribution to the Church budget was not made, the return at UBS would have been 13%.

Bryant Munson, Financial Agent

Elizabeth Anderson, Priscilla Bradford, John Tibor, Rev Scott Morrow

Endowment Report									
For year ending 12/31/24									
	Acct Balance 1/1/2024	Income Gifts Received	foot notes	Advisor Fees and Expenses	Distributions to Church Budget	Acct Balance 12/31/24	Dollar change from 1/1/24	% change	Planned distributions to 2025 Budget
UBS restricted funds	\$ 122,268.05	\$ 100.00	a	\$ 1,251.22	\$ 5,263	\$ 132,406.17	\$ 10,138.12	8.29%	\$ 5,263
UBS unrestricted fund	592,589.29			7,432.29	30,077	637,399.18	44,809.89	7.56%	30,077
Additional distribution					5,445				
Cornerston Fund	5,000.00					5,000.00	-		
Webster Checking	1,831.16	252.00	b			2,083.16	252.00		
TOTALS	\$ 721,688.50	\$ 352.00		\$ 8,683.51	\$ 40,785	\$ 776,888.51	\$ 55,200.01		\$ 35,340
footnotes: a gift of \$100 to the Cooper Fund b Interest from the Cornerstone Fund is deposited to Webster checking									

ENDOWMENT RESTRICTED FUNDS								
Year ending 12/31/24								
Name of Fund	Purpose	Fund Balance 1/1/24	Fund % 1/1/24	2024 Distribu tion	Gifts receive d	Fund %	12/31/24 Fund Amt	Planned 2025 distribution
Brigham	Decorations	6,737	5.50%	276		5.50%	7,278	\$ 289
Carroll/Dudley	Education	4,864	3.97%	200		3.97%	5,257	209
Cooper	Maintenance	79,341	64.79%	3,255	100	64.81%	85,812	3,411
Guertin/Ferner	Music	24,672	20.15%	1,012		20.13%	26,653	1,059
Muirhead	Music/Decorate	6,853	5.60%	281		5.59%	7,402	294
Totals		\$ 122,467	100.00%	\$ 5,024	\$ 100	100.00%	\$ 132,406	\$ 5,263

Proposed Budget for 2025

					Proposed Budget 2025	
Balance Forward				\$	9,617.32	
Trustee Transfers					40,000.00	
Recycle Fund Transfers					2,000.00	
Total				\$	51,617.32	
Annual Income						
Building Contributions				\$	15,000.00	
Fund Raisers					7,000.00	
Loose Offerings					4,000.00	
Past Due Pledges					2,200.00	
Pledges					205,569.00	
Gifts, Unrestricted					16,000.00	
Total Annual Income				\$	249,769.00	
Net Available Funds					\$	301,386.32
						Percent of Total Expense
Annual Expense						
Fixed Expenses						
Basic Support				\$	11,518.00	3.82%
Consociation					400.00	0.13%
Insurance					21,365.00	7.09%
Loan Principal Repayment					0.00	0.00%
Interest on Loan					0.00	0.00%
Payroll					169,523.57	56.25%
Staff Benefits					47,932.04	15.90%
Sabbatical					500.00	0.17%
Utilities					20,492.71	6.80%
Buildings & Grounds					13,000.00	4.31%
Office Expense					11,000.00	3.65%
Total Fixed Expenses				\$	295,731.32	98.12%
Mission Teams						
Faith Formation					1,700.00	0.56%
Music					2,000.00	0.66%
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					0.00	0.00%
Habitat for Humanity					500.00	0.17%
Landscaping					250.00	0.08%
OASIS Youth					0.00	0.00%
Total Mission Teams				\$	5,655.00	1.88%
Total Annual Expense					\$	301,386.32
Surplus/(Deficit)					\$	-

Proposed Salary Budget for 2025

SALARIES			
	Pastor	57,194.95	57,766.90
	Nursery Attendant	1,500.00	1,600.00
	Christian Educator	14,595.56	15,033.43
	Music Director	16,435.85	16,928.93
	Organist	14,413.00	14,845.39
	Office Manager	38,212.55	39,358.93
	Sexton	18,720.00	19,240.00
	Organist August Coverage		750.00
	Vacation Coverage	4,000.00	4,000.00
Total		\$165,071.91	\$ 169,523.57
	Proposed Staff Benefits Budget 2025		
BENEFITS			
	Car Allowance	\$ 2,000.00	\$ 2,000.00
	Cell Phone	600.00	600.00
	Dental Insurance	1,065.00	1,089.00
	Disability Insurance	1,000.23	1,000.32
	Group Life Insurance	50.00	50.00
	Group Medical Insurance	11,762.64	12,664.80
	Pension	10,359.29	10,439.37
	Medicare Church Pastor	829.33	837.62
	Social Security Church Pastor	3,546.09	3,581.55
	Medicare Church Staff	1,564.22	1,620.47
	Social Security Church Staff	6,688.37	6,928.91
	Vacation Car Allowance	250.00	250.00
	Professional Expenses	500.00	500.00
	Parsonage Electricity	2,900.00	3,400.00
	Parsonage Gas	1,700.00	1,400.00
	Parsonage Sewer	340.00	370.00
	Parsonage Telephone	540.00	500.00
	Parsonage Water	700.00	700.00
Total		\$ 46,395.17	\$ 47,932.04

Proposed Change to Church Bylaws

The Ministry Leadership Board proposes that the following change to the church’s bylaws under Article VI, Officers; Subsection B, Clerk, be made, to read:

“The Clerk shall be elected by the Congregation at the Annual Meeting for a one-year term and may be re-elected at the will of the Congregation.”

This would replace the current language, which reads:

“The Clerk shall be elected by the Congregation at the Annual Meeting for a one-year term and may not serve more than three consecutive terms.”

Church Officers & Ministry Leadership Board

OFFICERS (2024)

Moderator	Sandy Carter
Clerk	Jim Bennett
Treasurer	Elizabeth Anderson
Assistant Treasurer	John Tibor
Financial Agent	Bryant Munson

PROPOSED OFFICERS (2025)

<i>Moderator</i>	<i>Sandy Carter</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>	

MINISTRY LEADERSHIP BOARD (2024)

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

PROPOSED MINISTRY LEADERSHIP BOARD (2025)

<i>Moderator</i>	<i>Sandy Carter</i>	
<i>Clerk</i>	<i>Jim Bennett*</i>	
<i>Treasurer</i>	<i>Elizabeth Anderson</i>	
<i>Financial Agent</i>		
<i>At-Large</i>	<i>Kathy Harple</i>	<i>2028</i>
<i>At-Large</i>	<i>Susan Guckert</i>	<i>2026</i>
<i>At-Large</i>	<i>Ed Collett</i>	<i>2026</i>
<i>At-Large</i>	<i>Cheryl Bogert</i>	<i>2026</i>
<i>At-Large</i>	<i>Martin Benassi</i>	<i>2026</i>
<i>Clergy</i>	<i>Scott Morrow</i>	<i>ex officio</i>

*pending approval of changes to bylaws

Ministry & Mission Plan 2025 Goals & Objectives

The Ministry Leadership Board has set our goals for 2025. We are an important presence in North Haven. We will continue to work and help members of our Congregation and those within our Community.

1. Complete Parking Lot Fundraiser Campaign and the paving of the Church parking lot.
2. Complete a brochure of the Church to inform the public about NHCC.
3. Complete Review of Church Membership List.
4. Develop Additional Fundraisers for the Church throughout the year.
5. To Hold two new Community based Activities.

Faith, Love and Community. Growing Together in God's Grace. Everyone is Welcome here.

