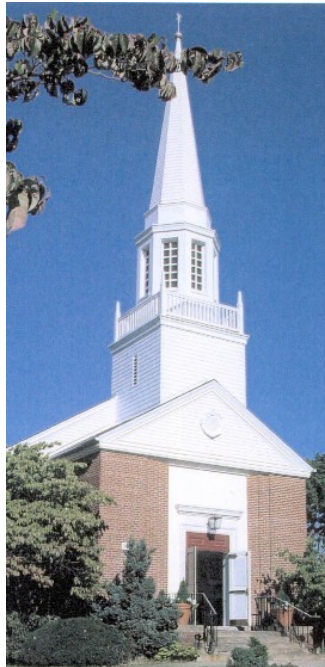


**THE NORTH HAVEN CONGREGATIONAL CHURCH
UNITED CHURCH OF CHRIST**

**ANNUAL REPORT
2010**



REVISED & UPDATED

Presented To And Revised At The Annual Meeting
January 23, 2011

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NORTH HAVEN CONGREGATIONAL CHURCH, UCC

28 Church Street • North Haven, Connecticut 06473 • (203) 239-5691 • Fax 234-1751

An Open & Affirming Congregation

CALL TO ANNUAL MEETING

January 23, 2011

10:30 a.m.

AGENDA

The Call to Order

Opening Prayer

Moderator's Convening Statement

Approval of Minutes of January 24, 2010 Annual Meeting

Approval of a Proposed By-Law Change

Approval of Nominating Committee Report

Approval of Non-Financial Reports

Report of the New Haven East Consociation Church and Ministry Committee

Approval of Treasurer's Report

Approval of Financial Reports

Approval of Budget for 2011

Appointment of a Financial Agent for 2011

Any Other Business That May Come Before This Meeting

Adjournment

Respectfully submitted,
Priscilla Bradford, Church Clerk

In case of postponement for any reason the meeting will be held on
January 30, 2011

The Moderator's Report



As we enter this new decade of the 21st century, I want to share my observations of things about our church to celebrate as well as some of the challenges we will be facing.

Part of what I celebrate is the recognition that we are fortunate to have a core of dedicated, hard working members and friends who freely give their time to make it all work for the rest of us. These individuals are never content to be only passive spectators. They are, instead, driven and inherently compelled to be active participants in the life of this church. They are continually stoking the multitude of invisible processes for the sole benefit of all who come to, or otherwise interact with, our church.

A good example is **John Tibor**. John spends many hours in our kitchen preparing the meals for the **Downtown Evening Soup Kitchen (DESK)**. Many other unnamed persons come late afternoons on every other Thursday to transport what John cooks to DESK. Without this effort by these generous souls, this Congregation could not help feed the people who have fallen on desperate times, often through no fault of their own. You should be proud of the effort these wonderful people make on your behalf to help others.

Historically, feeding the hungry is part of the basic fabric of the entire human community. It doesn't matter in which far off corner of the earth or in which century of recorded history we find ourselves. Each of us tends to extend a hand to others who need it. I believe long before the dawn of recorded history people realized that we're all better off and survive longer and better as part of a community than going it alone. We understand that the whole community is much greater than the sum of each of us alone.

Another example is our **Food Bank** and the **Holiday Food Program**. **Ellie Harple** has taken the point on these programs for many years to administer these important initiatives. Together with many others she invests uncountable hours in both these programs to ensure their continued success. Between Thanksgiving and the middle of December, for instance, many volunteers donated some 3 hours each a day just sorting the food in our basement that was

donated by the generous people from our community. These volunteers know and understand that the need is critical. I recall one young woman who came the night we were packing the Christmas baskets toting a frozen turkey. When I asked her what organization she was from, she said, "It's from me; I saw the announcement in the paper and wanted to help." People helping people is what it's all about.

Often people step up to help anyone who asks. **Sally Pallatto** is one of those kind souls always at the ready to pitch in with her unique talents. I've never known her to say no to any cry for help. Fortunately, we have many others in our congregation who invisibly make things easier and better for each of us.

Sometimes good things just happen because one or two people had a good idea and the willingness to follow through on it. This past October **Nancie Estep** and **Carol Mitchell** almost single handedly put together the very enjoyable **Halloween Ham Dinner**. While fundraising was certainly one of the goals for this effort, I believe it was more important for Nancie and Carol to just create an atmosphere that can excite the spirit of this fellowship community. Food is the universal language of community and, for those who attended, it was a memorable event. This is only a small sampling of the people in our church family who step up when needed. Please forgive me for not specifically calling attention to your contribution if you are among those unnamed.

Sometimes we're invited by the larger community to participate in really worthwhile projects. During 2010, this Congregation had the privilege of being involved with piloting the launch of the **Abraham's Tent** program initiated by Columbus House in New Haven. Abraham's Tent seeks to host 12 homeless persons for one week during the colder winter months when the homeless shelters in the greater New Haven area are filled to capacity. The program is designed to involve various congregations to be hosts, providing primarily food and shelter with a pinch of companionship and conversation by church volunteers. One of the objectives of the program from Columbus House's perspective is to provide a special experience for a small group of homeless persons selected partially for their propensity to learn from the experience and make positive changes in their own lives. We partnered with St. John's to

provide meals and the overnight supervision required by the program. **Stephen Peterson**, the Coordinator for this activity, estimates that individuals donated somewhere in the neighborhood of 550 hours of their time to contribute to the success of this program. The results are impressive. As I understand it, at least 2 of the original 12 homeless alumni from the 2010 program are no longer homeless. It is certainly true that the work of this Congregation had a lasting impact on the lives of these men. But, our involvement affected each of us in ways we are still discovering a year later. We are again participating in the Abraham's Tent program during 2011 and invite you to be a part of this rewarding program.

There are many other things I've seen and learned of that demonstrate how we attend to and support our core mission. I am truly appreciative of the many, many hours of volunteer time spent in committee work that generally goes unnoticed unless something is not done. Members of Buildings & Grounds, for instance, typically spend more time outside of their regular meetings actually fixing and patching, and dealing with contractors to help keep our parsonage and church building working...sometimes even contributing dollars out of their own pockets to just get the job done.

I'm particularly grateful for the dedication and perseverance of our Church School teachers and their helpers, the nursery attendants, and all those involved with this core element in our mission. Without them, our children would not have the quality Christian education that we wish for them.

Don't take my word for it. Look around you! Take a minute or two and think about all the details that need attention and just watch all the often unnoticed activity at church. You'll be amazed, as I am, at all the little things that are getting done. Some of the things I see on Sunday include, greeters greeting, deacons assisting the presiding pastor and helping to manage the conduct of the service, hospitality persons to hosting coffee hour, and many others performing invisible little things.

Other unseen stuff includes a portfolio of many tasks and functions essential to the well-being of our church. People counting and recording offerings, and managing bank deposits. People writing for The Window. People who, through their song, and their

behind the scenes rehearsals, enhance our Sunday worship experience. People who manage our trust funds, facilities, and memorial gifts. People who help ensure our Safe Church Policy is followed. People who record and maintain pledge records. People who keep their fingers on the pulse of our financial situation and provide timely alerts when needed. People who summarize meeting conversations and decisions, and create the primary historical record of how and why we got to where we are from where we were. Nothing happens without the people to supply the spiritual energy and make it happen.

These are only a few of the many "cogs" making up the complex machinery that make it all work for us. I, for one, am in awe of all those folks who have embraced this church as their spiritual home. They give their time and talents without hesitation. They demonstrate through their actions a model for us to follow into the future. We are all challenged to add our time and talents to theirs and help stoke the fire that sustains our church.

SOME OF THE MAJOR CHALLENGES

North Haven Congregational Church is challenged with what I believe is a defining moment in its long history. This is not the first time this church has been challenged, nor will it be the last...but, this is our time to act decisively!

I believe the strength and sustainability of our church rests on three major pillars:

- a stable financial platform,
- a sufficiently large cadre of willing volunteers, and
- an individual commitment to share our lives through conversation and common experiences with each other by attending worship services and other church activities.

Financial Support

Since at least 2000, the financial platform supporting the operations of our Congregation's mission has been progressively eroding. This situation is clearly demonstrated by reviewing the budgets that were approved over the last few years. Both the number of pledging units who actually pledge and the total pledge amounts a downward trend. Clearly, we need to review our assumptions and aspirations. I strongly

believe that together, we can design a tactical path to solve this problem.

Willing Volunteers

Repairing our finances is not the only issue that needs our attention. Sufficient participation is an essential element of a healthy church. Some of the indicators that point to a less than desirable state of organizational health include:

- **Willingness To Participate:** Many leadership positions on our boards and committees are difficult to fill. Even one-time commitments, such as hosting Coffee Hour, are difficult to staff. *Will lead to more work for each volunteer.*
- **Shrinking Number of Volunteers:** Some volunteers have taken on multiple leadership positions. *May lead to overwork of these volunteers and eventual burnout.*
- **Volunteer Commitment:** When someone agrees to serve in a leadership position, it's important that they will participate and take his or her responsibilities seriously. *Likely leads to increased workloads for those who honor their responsibilities.*

This church needs, more than anything else, your participation and commitment to make this church thrive. Equally important is the emotional benefit and gratification each of us gets when we share in the work of the church. Think of the first time you went to a school dance in the 7th or 8th grade. As I recall my experience, the girls danced with each other and the boys were spectators. They stood around the edge of the gym watching the girls. It was only when I started to participate and actually dance with at least one of those girls that the activity became a memorable and thoroughly enjoyable experience. Think about it! Isn't it true that your most memorable and enjoyable times have been when you participated.

Attendance & Other Ways To Interact

Average attendance as compared with total membership is one of the discrete measures ordinarily used to characterize the health of a church. It is also used as a reasonably reliable tool to help make some of the decisions needed to operate our church within contemporary society, such as helping

to craft and recommend reasonable and sustainable budgets.

We currently have an average attendance of about 100 persons. A question comes immediately to mind: Is 100 sufficient to sustain our aspirations as a congregation? To answer this question, we need to articulate our aspirations. We need to also inventory our financial and human capital resources and ascertain how much of those resources could be effectively applied towards attaining and supporting our aspirational goals.

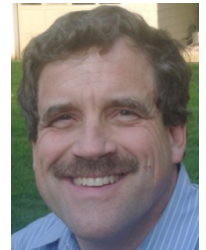
During 2011, I urge each of us to consider the issues raised in this report and seek opportunities to engage in frequent spontaneous conversation with each other about your thoughts on these matters.

This is a first step to supporting your church and helping it become all it is meant to be.

-- Philip T. DiPeri, January 2011

Senior Pastor's Report

The highlight of 2010 for the church has been the arrival of two new staff members. There is a wonderful boost in skill and enthusiasm and energy in store for the coming year!



A major focus of the Annual Meeting of the Congregation last January was the consideration of the proposed **Open & Affirming Statement**. The Statement (appended to this report) was approved by written ballot. Our Open & Affirming policy will, as I indicated in my report last year, will prompt further conversation and study as we live into our decision. A small number of members have dropped their membership or transferred to other churches. This is a loss for our congregation which we deeply regret. While we have not heard from any newcomers that they came to the church precisely because of the O&A policy, it has been discussed positively in gatherings with the newcomers. I was interested to hear the Confirmands list the O&A policy with clear enthusiasm as a positive aspect of our church as they introduced our church to others at the Confirmation Retreat at Silver Lake.

Another powerful experience for our church early in the year was **Abraham's Tent**. This program was

organized jointly by Columbus House and Interfaith Cooperative Ministries. The goals of the program were to raise awareness of the need for shelter for homeless people in our communities and to increase space in the Homeless Overflow Shelter, in New Haven during the winter months. Our church joined with St. John's Episcopal Church to host 12 men during the week of February 8-14. A wonderful group of volunteers, from both churches, cooked and served dinner each night and visited with our guests. Others cooked breakfast or helped to pack lunches each morning. This project really helped put a human face on the issues of homelessness and adequate shelter. The guests were very grateful, and the volunteers were deeply moved by the experience. We expect to host **Abraham's Tent** again this year, along with our friends at St. John's.

This year in the life of our church has also been marked by staff transitions. Our Director of Music, **Anne Lee**, announced her resignation and completed her service among us on May 30. A **Music Search Committee** was appointed and they have worked diligently through the fall and winter. They are currently in the early stages of interviewing potential candidates. In the interim, the music for worship and the direction of the Senior Choir have been provided by a number of substitutes. **Maria Coffin** began her service as **Interim Organist and Choir Director** in November. She has brought great talent, stability, and continuity to the Choir and the music program.

Stuart Lane concluded his service as Sexton on October 6. The Personnel Committee has undertaken a review and revision of the Church personnel policy and the job description for the sexton position. Their goal is to fill the position early in 2011. In the interim, **Kirk Johnson** (no relation to the former sexton by the same name) has filled in as a substitute on a reduced schedule.

Reverend Care L. Goodstal-Spinks has provided great energy and leadership in the educational and youth programs of our church. Festival Sundays have been a special occasions for the Church School and the congregation. The Youth Mission Trip to New Orleans was a powerful experience for the youth. It has been a joy to listen to their continuing reflections through the fall.

Nancie Estep continues her dedicated work as the Church Office Manager. She answers the phone,

coordinates food distributions and building use requests, prepares the Sunday bulletins and the newsletter, and manages to greet visitors with a smile. Nancie is a steady source of support to our Church Committees and to the staff. The church's new telephone system, which provides voicemail for the staff, has been a great help to Rev. Care and to Nancie.

The year has brought continuing economic challenges for our community and our congregation. Our outreach work at the **Downtown Evening Soup Kitchen** and through the **food pantry** have responded to an unprecedented increase in demand. Many in our community continue to struggle to find employment and provide for their families. It has been particularly challenging to develop a budget proposal for the coming year. This is due, in part, to the slow pace of economic recovery and uncertainty about the future.

The Rev. Chuck Wildman has been called as Interim Conference Minister in the Connecticut Conference. He has returned with great enthusiasm to the Conference where he began his ministry, at the Congregational Church in Bethany. The Conference has moved promptly to build financial stability in the future.

I anticipate a challenging year in 2011. I hope we will welcome new staff and help them to settle in to their work among us with grace and confidence. I will endeavor to provide for a review and revision of our **Leadership Structure** and our **Bylaws**, as part of a wider consideration of a **strengthened sense of purpose** and a **long-range vision** that will guide our ministry together. I hope that new emphasis on **Welcoming** will gather members to identify and strengthen all aspects of invitation, welcome and nurture of visitors, seekers and new members

This report marks the completion of sixteen years in my pastorate at the North Haven Church. The twins born in my second year among you are now high school freshmen! I am inspired by the deep faith and dedicated ministry of the congregation, and I thank you in particular for your ministry and care for me, and for Carol, Amy, and Jesse.

I have appended the NHCC Open & Affirming Statement to this report.

Shalom, Scott Morrow

*Open and Affirming Statement
North Haven Congregational Church*

STATEMENT

North Haven Congregational Church is called to bind together followers of Jesus Christ to share in the worship of God, the mission of Christ's Church, to make God's will dominant in our lives individually and collectively, and to witness to the life, teachings, death, and resurrection of Jesus Christ. We acknowledge that the Church is the Body of Christ. It is one Body in Christ in which there is neither Jew nor Gentile, neither slave nor free, neither male nor female. Therefore, we welcome as members of North Haven Congregational Church women and men of all ages, tongues, races, abilities, circumstances, and sexual orientations who confess Jesus Christ as Lord and declare their commitment to the purposes and ministries of this congregation.

Adopted at Annual Meeting, January 24, 2010

Associate Pastor's Report

Do you recall the theme of our recent Church School 'Festival Day'? It was 'being called by God'. Our students reminded us that God calls ALL of us, and equips us for the ministries we're called to, no matter our age or circumstance. Being called by God usually involves a 'change' in one's life -- think about all those Biblical characters whose lives changed in major ways! Just as in Biblical times, God's call is often to something we are hesitant or uncertain about, or perhaps doubtful or even fearful of. God calls us in directions different than what we feel most comfortable with, or most experienced at -- yet, if we accept God's call we soon discover that we've 'changed' -- that we've 'grown'. 'Growth' can be painful or embarrassing, at times. It can be something we resist with all our might. 'Growth' and 'change' are often synonymous, especially in our faith formation and our spiritual life.

Why do I say this? As a pastor in a church that is intentional about 'growth', I must share with you that I'm a true believer that there are many people 'out there' -- and 'in here' -- who are spiritually hungry. As a faith community, NHCC is called by God to feed God's people -- not only through such tangible

things as the food pantry, the soup kitchen, the holiday food boxes, and our Abe's Tent hospitality, but also through feasting on the Word of God as we participate in continuing Christian education classes, feasting on the Word of God as we gather in worship each week, and as we join together as one body of believers feasting at the Lord's table. As we seek to grow in numbers and grow in faith, we must not only explore and have dialogue, we must also implement ways of being and ways of ministry that are inviting and welcoming to others 'out there', and to those within our own walls, who are 'hungry'. This requires 'change', which seems to be what my ministry with you has brought. We don't always get it right the first time when we implement a change, though -- my ministry here is certainly a testimony to that! I've recognized flaws in changes that I brought to our Church School program, for example. It was painful, to be sure -- yet it provided a growth experience for me, and I hope for you, too, as my ministerial style changes to better meet the needs of NHCC. The outcome of that difficult experience is that our Church School program once again incorporates music (thanks to Tim Peiffer and before him, Pete Lucibelli), and it has a very lively and well-received 'Festival Day' which ministers to our entire congregation. By its very nature, this 'little' ministry 'invites' others in the wider community to join us in worship and celebration as our young people share the Good News of Jesus Christ in new and creative ways, connecting their faith with life outside the church!

Another change -- again, not an easy one, but a necessary one -- involves our youth summer mission program. We had no choice but to change this because the type of experience that had been previously offered was no longer available. This change was difficult for some adults and young people, but for many of the thirteen people who participated in our new style of ministry it became a truly life-changing inner-city mission experience in Hurricane Katrina-devastated New Orleans, LA. At this writing eighteen of us are now preparing for a similar 'relational ministry' experience in the Appalachian Mountains of West Virginia in July.

Other notable changes:

- six Youth Advisors: Joe Burr, Sr., Sue Compton, Kim Coughlin, Mitch Grant, Lori Murphy, Kevin

Studley -- supporting our youth in many outreach, education, worship and mission events, and lots of fun!

- a 'Blessing of the Animals' brought a horse, dozens of dogs and 50 of their people to church to celebrate the gift that these beautiful creatures are to us
- with the distribution of offering envelopes our Church School offering has increased considerably
- our new VBS Director, Barbara Massey, did a wonderful job working with the folks at St. John's Episcopal Church offering a joint VBS program to the wider community
- our 2010 Christmas Pageant Director, Miss Talia Gallagher, did an outstanding job of bringing the Christmas story to us with nearly 50 people of all ages participating
- 16 'silent singing monks' made their debut with their magnificent director, Carol Amico
- more than 50 young people are currently active at NHCC, and several events that had previously been geared primarily for church school or youth now intentionally invite the whole church to join in the friendship and joy of sharing in them -- Rally Day, Advent Night and the annual Ski trip are among them
- we offered two adult education programs: during Lent 23 people participated in an 'inviting and welcoming' series conceived by Rev. Care and created and facilitated by Adam Schweickert, Doris Ferner, Beth Anderson and Rev. Care; Greg Pierce currently leads a Wednesday evening Bible study
- 18 people worked together to coordinate our increasingly busy master calendar at our second annual planning retreat
- over 75 people carrying candles closed the 11:00 p.m. Christmas Eve service by gathering on the front lawn singing 'Silent Night' under a beautiful midnight blue star-lit sky.

I'm thankful to have had opportunities to minister to you -- to have your trust and confidence; to lead you in worship and study; to share the joy of marriages,

births and baptisms; to offer pastoral care in times of sickness, or sadness at the death of loved ones.

As this new year unfolds, I urge you to respond to God's 'call' -- it's the one that nudges your heart, or floats through your mind again and again. Have faith to do something different. Grow and change to better meet the changing needs of our 'hungry' world, community, and church, and to satisfy the hunger we all have deep within. God bless each of you!
Faithfully, Care+

Report of the Church Clerk

Under the direction of the moderator, Philip DiPeri, the Church Council met monthly throughout the year. Council meetings followed an approved agenda.

The minutes of the previous meeting were e-mailed to the members of the Council prior to the next meeting. Additional copies were available at the meeting where they were to be approved. When the minutes were approved by the Council members, they were available at the church on the hall bulletin board, in the minutes' book located in the church library and on the church's website.

The last annual meeting of the church was held on January 24, 2010. The members of the Congregation that were present received and accepted the reports of the church boards, committees, staff and officers from the year 2009. The 2010 budget was also approved.

Respectfully submitted,
Priscilla Bradford

Church Statistics - 2010

PASTORAL SERVICES

JANUARY 1, 2010- DECEMBER 31, 2010

All services performed by Rev. Scott Morrow unless otherwise indicated.

++ Service performed by Rev. Care Goodstal-Spinks
Services not held at North Haven Congregational Church

BAPTISMS

++Lena Marie Aguzzi, 2/21/10, daughter of Donald and Jennifer Aguzzi, born 8/4/09

Emma Rose Pires, 4/11/10, daughter of Dino and Stephanie Pires, born 2/12/08

++Julianne Rose Wayne, 4/18/2010, daughter of Christopher and Heidi Wayne, born 11/19/2009

Emily Lynn Thornton, 4/25/2010 daughter of Jon and Krystal Thornton, born Dec. 7, 2009

Erin Lee Thornton, 4/25/2010 daughter of Jon and Krystal Thornton, born Dec. 7, 2009

Jennifer Christine Bailey 5/30/2010

#Brett Brian Dean, 6/13/2010 son of Julie & Glenn Dean, born 10/27/2009

Eliza Grace Stewart, 11/28/2010 daughter of Kerry & Eben Stewart, born 11/15/2010

Annabelle Grace Jahn, 12/19/2010 daughter to Erica Jahn & David Clements, born 8/27/2010

Genevieve Rosette DeMayo, 12/26/2010 daughter to Gary & Kristen DeMayo, born 8/15/2010

WEDDINGS

Jennifer Bailey & Tim Harris -- August 21, 2010

Caitlin Elizabeth Thalken & Ryan Scott Gray – October 16, 2010

FUNERALS

NAMEDATE OF DEATH

- *Mildred McPherson 01/13/2010
- #Mary J. Schwartz 02/01/2010
- ++Victoria Rose Songhurst..... 02/14/2010
- *Adele Smith 04/10/2010
- #Charles R. Bicknell 04/15/2010
- *William Gumbart, Jr. 05/02/2010
- #Miriam C. Peterson 05/09/2010
- Harry A. Gaetano 05/25/2010
- #Chester S. Tomaszewski, Jr. 06/14/2010
- *Rev. Paul Munson..... 06/29/2010
- #John D. Potasz..... 07/21/2010
- George R. Cronk 08/04/2010
- *Alvin Sizer 11/08/2010
- *Jane Cozzolino 11/21/2010
- Dean Munsey Booth Blake 12/04/2010
- ##Alma Engles..... 12/09/2010
- #Gilbert S. Kelly 12/11/2010
- *Members*

NEW MEMBERS - RECEIVED 01/02/2010

Joanna Appleby

NEW MEMBER - BY TRANSFER 06/06/2010

- Bryan Cretella
- Emily Cretella
- Carolanne Davis
- Grant Frolich
- Tim Harris
- Jennifer Bailey
- Carolyn Thalken
- Curt Thalken
- Heidi Wayne

DROPPED FROM MEMBERSHIP AT THEIR REQUEST OR OTHER

- Maurine Cornelius by Transfer
- Robert Nerkowski by Transfer
- Diane Nerkowski by Transfer
- Chet Blue by Transfer
- Sue Blue by Transfer

REMOVED BY DEACONS REVIEW

- Teresa Bessette.....Ernest Bishop
- Joyce BishopShawn Buck
- Joyce ChapmanAlison Clark
- Kenneth Ferner.....Janet Ford
- Paul Ford.....Florence Klemenz
- Lesley HindeThomas Hinde
- Patricia T. Lonergan.....Kari Lynn
- Walter MarksSusannah Mason
- Jeffrey MasseyKathleen Milone
- Kim Mitchell.....Sarah Pohlman
- Robert SeekampMargaret Seekamp
- Wintwood St. John.....Patricia Storrs
- David StorrsTerry Talburtt
- Erin Madenski.....Eric Madenski
- Jennifer Pohlman

**Minutes of the Annual Meeting
January 24, 2010**

The annual meeting of the North Haven Congregational Church was held in the church sanctuary and called to order at 11:00 am by Moderator Philip DiPeri. Ninety-six voting members

were present which constituted a quorum. The call to the meeting was read by the Church Clerk. The Rev. Scott Morrow led those assembled in prayer.

A motion was made by Doris Ferner and seconded by Mabel Peterson to have Edward Miller III serve as parliamentarian for this meeting. Approved on a voice vote with 95 yeas and 1 nay.

A motion was made by Phyllis Kaercher and seconded by Joan Bennett to approve the minutes of the January 25, 2009 annual meeting. Motion passed.

A motion was made by Doris Ferner and seconded by Mabel Peterson to approve the minutes of the February 8, 2009 special meeting. Motion passed.

Joan Bennett of the Nominating Committee presented the slate of officers printed in the Annual Report for 2009. The following changes were made to the report found on pages 7-9:

Board of Buildings and Grounds: Remove name of Carla Taymans and replace with Kevin Studley for the term ending in 2012;

Board of Deacons: Insert name of Patience Benassi for term ending in 2012, insert name of Carrie Olewnik for term ending in 2013;

Floral Committee: Insert name of Betty Martin for term ending in 2013;

Congregational Representatives: Insert name of Greg Pierce in vacant slot.

Stephen Peterson moved that the clerk cast one vote to accept the slate as amended. Eleanor Harple seconded the motion. Motion passed.

Donald Geissler moved and Eleanor Harple seconded the motion to approve all the non-financial reports. The following correction was made to the Women's Fellowship report on page 19: Delete: *The purchase of a new snow blower*. The non-financial reports were accepted as amended on a voice vote with 94 yeas, 1 nay and 1 abstention.

Susan Compton moved and Ray Geissler seconded the motion to accept the Treasurer's report. John Tibor commented that the two line items-Music Board and Board of Outreach-that reflect \$0 do so because they have additional income from non-budgeted sources. He also noted that the Book

Sale and the Pierpont Concerts support the Fund Raisers line. Motion passed.

Eleanor Harple moved and Jim Bennett seconded the motion to approve the financial reports. Elizabeth Anderson commented on the Trustees report. Motion passed.

Phyllis Kaercher moved and Stephen Peterson seconded the motion to approve the budget for 2010. Adam Schweickert of the Finance Board noted that it is a deficit budget and the Fund Raisers line has been increased. Budget was approved.

A motion was made by Susan Compton and seconded by Cathy Welch to approve the appointment of Elizabeth Anderson as the Church's Financial Agent for 2010. The motion was passed by the quorum present.

Priscilla Bradford, church clerk, read the following motion: 'At the June 16, 2009 meeting of the Church Council, John Tibor moved that the Open and Affirming statement be placed on the agenda for vote at the 2010 annual meeting. The motion was seconded by Jim Bennett. The motion was approved by members of the Council. As clerk of the church, I now forward this motion to this 2010 annual meeting.' Motion seconded by Eleanor Harple. Discussion followed. Discussion was closed and vote was taken by paper ballot. A motion was made by Adam Schweickert and seconded by Carol Amico to count the votes of the two church members in the child care room. Passed. A motion was made by Adam Schweickert and seconded by Nancie Estep to suspend Robert's Rules of Order to allow people to speak. Passed. Discussion followed. A motion was made by Adam Schweickert and seconded by Phyllis Kaercher to return to Robert's Rules of Order. Passed. The vote on the motion to accept the Open and Affirming statement was 69 yeas and 22 nays. Motion passed.

The Rev. Care Goodstal-Spinks led us in a closing prayer.

At 12:00 pm, Larry Ballantyne moved for adjournment. Motion was seconded by Rose Monaco. Motion passed.

Respectfully submitted,
Priscilla Bradford

CHURCH MEMBERSHIP STATISTICS 2010

Active Members, January 1, 2010435

Removed by Death..... 7

Removed by Letter of Transfer..... 5

Resignation

Removed by Deacons Review 29

Sub-total..... 41

Members Received

Letter and Reaffirmation.....

Confession of Faith..... 10

Confirmation

Sub-total.....

Total membership, December 31, 2010404

*Revision of the Membership List is in progress.

Proposed By-Law Change

The following proposed change to the By-Laws was approved by the Church Council at a regular meeting on September 21, 2009:

“B. Reid moved and B. Massey seconded a motion to: Recommend the following changes to the next Annual Meeting.”

The motion passed unanimously.

To create the position of Associate Moderator as an additional Church Officer and presumed successor to the Moderator, as defined below.

NEW SECTION TO BE ADDED

Article IX, Section 2. Associate Moderator

The Associate Moderator shall assist the Moderator execute the duties and requirements of the office of the Moderator, such assistance shall be determined by the Moderator. The Associate Moderator is presumed to be successor of the Moderator if duly confirmed at the next Congregational Annual Meeting. The Associate Moderator shall have no vote at the Council unless he or she is required by circumstances to act as Moderator.

If the Moderator is unable to complete his or her term of office, the Associate Moderator shall act in the Moderator's stead until confirmed and installed as Moderator by approval of the Council. Such procedure shall not preclude a Council approved

Moderator from seeking formal election as Moderator at the next Annual Meeting.

Resulting Changes to Article IX, Section 1

Text Added: Bold-Underlined

Text Deleted: Strikethrough

Section 1. Moderator

*The Moderator shall preside at all business meetings of the Council and the Congregation. The Moderator shall vote only to break a tie. **The Moderator shall present mentorship opportunities to the Associate Moderator sufficient to ensure seamless leadership succession at the end of his or her term of office.***

On behalf of the Council, the Moderator shall work with and encourage each board to formulate plans and to accomplish its assigned objectives.

It shall be the duty of the Moderator to consult with, advise, and assist the Minister(s) in the execution of the Minister(s)'s duties as the need arises, and to convey to the Council and the Congregation the Minister(s)'s special concerns and needs.

*In the event that the Moderator is unable to complete his/her duties the Clerk shall oversee the process of ~~selection of~~ **confirming and installing** a new moderator.*

RATIONAL

The duties of a Moderator are difficult to master, or even understand fully, during a single term of office. As a result, the *de facto* term of office has defaulted to serving two terms. Under the current structure there is little or no formalized transitional process from one administration to the next. As a result, a newly elected Moderator must rely on an informal array of *ad hoc* knowledgeable and willing volunteers to provide advice and counsel. Under the best circumstances it may take months to ‘learn the ropes’ and move forward. The new Associated Moderator’s position will help establish an unprecedented succession plan for seamless leadership continuity.

OTHER BENEFITS

Even a short leadership discontinuity can have devastating effects. The new position will enable a newly elected Moderator to ‘hit the ground running’ from day one, primarily because of the internship as Associate Moderator. There may also be a greater willingness of our Members to serve as Moderator,

including, but not limited to: (1) the period of service as Moderator will be expected to be only one year; (2) the internship period as Associate Moderator will provide some hands on experience without significant responsibilities; and, (3) the Moderator will have the benefit of a 'partner' with whom to discuss issues and develop strategies for resolving issues.

Nominating Committee

OFFICERS

Term Ending 2011

OFFICE	CANDIDATE
Moderator	Philip T. DiPeri
Associate Moderator	
Clerk	Sue Compton
Treasurer	John Tibor
Assistant Treasurer	Larry Ballantyne
Financial Recording Secy	Jody Gallagher

BOARD OF BUILDINGS & GROUNDS

CANDIDATE	TERM ENDING
Paul Powers	2012
Bob Tait	2012
Bernie Hummel	2012
Kevin Studley	2013
Phil James	2013
Martin Benassi	2013

BOARD OF CHRISTIAN EDUCATION

CANDIDATE	TERM ENDING
Heather Studley	2012
Stephen Peterson	2012
Lori Murphy	2012
Ray Geissler	2013
Deborah McKosky	2013
Carol Ann Thomas	2013

BOARD OF CHRISTIAN OUTREACH

CANDIDATE	TERM ENDING
Carol Amico	2012
Chris Corcoran	2012
Linda Kirk	2013
Betsey Reid	2013
Julie Schweickert	2014
Peter Struk	2014

BOARD OF DEACONS

CANDIDATE	TERM ENDING
Joan Bennett	2012
Jim Bennett	2012
Cathy Welch	2012
Jennifer Harris	2012
Bryant Munson	2013
Patience Benassi	2013
Steve Simonson	2013
Barbara Massey	2013
Betsy Gumbart	2014
Greg Pierce	2014
	2014
	2014

BOARD OF FINANCE

CANDIDATE	TERM ENDING
Adam Schweickert	2012
Sally Pallatto	2012
Mabel Peterson	2013
	2013
Beth Anderson	2014
Priscilla Bradford	2014

MUSIC BOARD

CANDIDATE	TERM ENDING
Rich Gallagher	2012
Carol Mitchell	2013
Tim Peiffer	2014

NOMINATING COMMITTEE

CANDIDATE	TERM ENDING
Betsy Gumbart	2012
	2012
Doris Ferner	2013
	2013

BOARD OF TRUSTEES

CANDIDATE	TERM ENDING
Sue Compton	2012
Stephen Peterson	2013
Steve Baraquin	2014

AUDITING COMMITTEE

CANDIDATE	TERM ENDING
John Rankin	2012
Betsy Reid	2013
Phil James	2014

COLLECTION COMMITTEE

Term Ending 2012

Joyce Bellonio	Jim Bennett
Sue Compton	Carol Mitchell
LaVala Rossi	Helen Nado

FLORAL COMMITTEE

CANDIDATE	TERM ENDING
Betty Martin	2012
Phyllis Kaercher	2013
Sue Tibor	2014

MEMORIAL GIFTS COMMITTEE

CANDIDATE	TERM ENDING
Ellie Harple	2012
Rose Monaco	2013
Joyce Bellonio	2014

USHERS & GREETER COMMITTEE

CANDIDATE	TERM ENDING
Priscilla Bradford	2012
Doris Ferner	2013

CONGREGATIONAL REPRESENTATIVES

Term Ending 2012

Jeanne Mecca	Greg Piece
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CONNECTICUT U.C.C. DELEGATES

Term Ending 2012

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NEW HAVEN EAST CONSOCIATION

Term Ending 2012

Doris Ferner	
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Audit Committee

We have audited the records and financial reports of the North Haven Congregational Church for the year 2009 as reported in the Annual Report of 2009 submitted to the congregation on January 24, 2010. While our audit was limited to testing the transactions and balances and would not necessarily disclose all errors, we found no evidence of significant errors or omissions. In our opinion, the financial reports mentioned above are fairly stated.

In addition to the normal review of financial reports, we created an inventory of church property in coordination with evaluating the level of insurance coverage. This will be a continuing project into next year. We are also working on an update of the Treasurer's procedure document for future use.

We wish to commend the Treasurer, John Tibor, and Assistant Treasurer, Larry Ballantyne; Financial Secretary, Jody Gallagher; chairperson of the Trustees, Beth Anderson; and chairperson of the Collection Committee, Joyce Bellonio, for their fine work. On behalf of the congregation, we thank them for the gift of their time and talent.

Respectfully submitted,
Betsey Reid, Chair
Philip James
Steve Peterson

Board of Buildings & Grounds

FACILITIES REVIEW

The externally contracted Facilities Review that was completed earlier was analyzed and had priorities assigned to its projects. These are extensive and a Capital Fund is needed to finance many of them.

ELEVATOR

The elevator maintenance contract was renewed with ThyssenKrupp.

HEALTH & SAFETY

Equipment Inspection: Cintas Fire Protection performed an annual safety inspection of equipment. The contract with Cintas Fire Protection will be cancelled effective January 1, 2011. Don Geissler will be inspecting the exit and emergency lights and the CO₂ detectors on a quarterly basis. The New Haven Fire Extinguisher Company has been contracted and will be responsible for inspecting all fire extinguishers once annually and perform any maintenance needs thru 2011.

GENERAL MAINTENANCE

Many general maintenance items were resolved during the year, primarily through the volunteer services of the members of B&G. Among the most notable were:

- A sewer blockage was taken care of by plumbers and the sewer line cleaned.
- Hand sanitizers were purchased and installed in both the upstairs and downstairs hallway as well as in the Narthex.

- New electric hand driers were purchased and installed in the downstairs men's and ladies rooms.
- Replaced broken shingles over the sanctuary.
- A water leak over the office and steeple has been repaired.
- The plaster wall under the bow window in Carroll Hall was repaired by Pete Struk.
- The hydraulic closer was replaced on the Sanctuary door.
- Rear stair case door was repaired.
- Large table in Carroll Hall was replaced.
- Safety strips placed on the stairs going to the choir seating in the sanctuary.
- New wheels were installed on the dumpster. More repairs are still needed.
- The cracks in the cement on the sanctuary steps were repaired.

MAJOR EVENTS

A new telephone system was purchased with funds from Memorial Gifts. Installation was done by Pete Bennett and Mark Bessette. This system allowed for 3 new telephones which were placed in the Church Library, Kitchen and a second one for the office. Our maintenance contract with AT & T was able to be cancelled.

A problem with the Carroll Hall boiler was found. A valve was found to be not working and was replaced by plumbers. More repairs are required.

We accepted a bid from Brad Anderson for \$2,231.00 to replace the 6 windows in the Heath Room, Children's Library and the Associate Pastor's office. These are scheduled to be installed in January 2011.

In the absence of a sexton, Building & Grounds has had to rely on volunteers and a substitute sexton for the maintenance of the Church property.

PARKING LOT

The Town of North Haven fixed the curbing at the back exit. Additional items that the Town has agreed to do were deferred by the town until 2011.

GROUNDSKEEPING

The lawn maintenance contract for 2010 was given to Pitch Pines Landscaping for \$3,166. The contract covers lawn care and maintenance for both the parsonage and the Church grounds.

Shrubs were trimmed around the Church by Bernie Hummel.

PARSONAGE

The U.I. installed a cross over pole. Some tree trimming on the north side was done to accommodate the new pole. General tree trimming was also done around the property.

As a part of a Capital Fund Campaign, Building & Grounds needs to look at several projects needed at the parsonage. These would include; replacement windows, interior painting and possible insulation upgrades on exterior walls and ceiling. If possible, an upgrade to a more fuel efficient furnace should be considered.

CAPITAL FUND

We have several areas that require more funding than is available thru the general budget or by monies that may be available from memorial gifts or the women’s fellowship. A Capital fund campaign is needed. The Sanctuary roof and steeple need immediate work. The office needs to be remodeled and security cameras for the building should be installed. The purchase of “on-demand” water heaters so older electric hot water heaters can be removed is an economic benefit. The kitchen appliances should be upgraded to more efficient models. Also, new signage for the church yard as well as new lighting for the steeple is desirable.

Board of Christian Education

Members of the Board of Christian Education for 2010 are Mary Pallatto, Lori Murphy, Heather Studley, Jeanne Mecca, Kim Coughlin, and Steve Peterson. Lori is the Board’s secretary, Jeanne is the Board’s representative to the Pastoral Relations Committee, Heather is the Church School coordinator, and Kim and Steve are co-chairs of the Board. Kim also has been the Board’s liaison with the Personnel Committee. In February, Martha

Butterworth and Chet Blue concluded their terms of service--service for which we are most grateful.

A good part of the Board’s work this year was devoted to the church school. A new curriculum, “Live B.I.G.” was introduced; there were modifications to the Festival Sunday experience, new teachers were recruited; and, as the table below indicates, classroom ages were realigned. Rev. Care Goodstal-Spinks did the major work in preparing the “Church School Teacher’s Guidebook.” We anticipate that this will become an important resource for our teachers. Through the good services of Peter Lucibelli and Tim Peiffer, a music component was added to the Church School and we expect this will be a continuing facet of the School.

Mean Church School Attendance

	Winter Quarter	Spring Quarter	Fall Quarter
Nursery - Toddler Room	1	2	2.6
4 yrs - 2nd Grade		6	Class realigned
Pre-K --Kindergarten-1st Grade	New class		2.7
3rd - 4th - 5th Grade	5	4	Class realigned
2nd Grade - 3rd Grade	New class		2.4
4th - 5th Grade	New class		5.1*
6th - 7th - 8th Grade	7	4	3.4

* Incomplete data

Two adult education (we prefer the name continuing Christian education) programs were offered this year. The first was a Lenten program organized around the theme of what it means to be an inviting and welcoming church. The goal of this program was to look at ways to increase attendance and membership. Adam Schweickert, Doris Ferner, and Beth Anderson join Reverend Goodstal-Spinks in conducting this series. The second program was a mid-week Bible study conducted by Greg Pierce. Although this study was interrupted in mid-Fall by Greg’s surgery, it is a continuing program.

There was no confirmation class in 2009-2010, but 14 students, representing two grade levels, currently are enrolled in a confirmation class being taught by Rev. Scott Morrow (see the “Pastor’s Report” for additional information).

The junior high school youth group has 8-10 active participants and, on occasion, this group is joined by other friends. The senior high school youth group is smaller, on average six students participating. This is due to the number of high school students enrolled in the confirmation program. The report of the Associate Pastor contains other information about the youth programs.

Barbara Massey directed Vacation Bible School, August 9-13. This year the school enrolled 37 students, although only two were from North Haven Church. The program again was operated jointly with Saint John's Episcopal Church.

The Board continues to host familiar annual events--Rally Day for the church school and youth programs, Advent Night, Christmas Pageant, and Christian Educators Appreciation Sunday.

In the coming year we anticipate a further review of the church school curriculum. There is strong support for the idea of a lectionary-based curriculum so that the church school experience will more closely integrate with the Sunday worship service. We also intend to look more carefully into the congregation's continuing education needs and aspirations.

Again, we offer our deepest thanks to the Board members, our Church School Teachers, our youth advisors, Barbara Massey, Greg Pierce, Priscilla Bradford, and the many other church members who joined in the Christian education program of the past year.

Board of Christian Outreach

Christopher Corcoran, Chairperson of the Board of Christian Outreach, with members Carol Amico, Mitch Grant, Julie Schweickert and Betsy Reid worked throughout 2010, seeking ways for our congregation as a whole to work on issues and projects that reflect our church's commitment to help others in our community and the world beyond.

To accomplish those goals, the Outreach Committee:

- Identifies volunteer opportunities and provides financial grants to organizations, especially in the areas of families affected by poverty and people confronting crisis and need.

- Learns about, discusses and participates in events related to current local, national and global issues of suffering, poverty and social justice, and provides relevant information on these issues to the congregation.

Again this year, the Board sought to accomplish its goals through involvement in several programs, including:

DESK (Downtown Evening Soup Kitchen): The Outreach Board coordinates our congregation's support of this vital ministry on two Thursdays each month. The food is purchased and prepared in our kitchen by volunteer John Tibor and carried to New Haven by volunteers and served to 100 or more persons. NHCC was the first group to provide food in this way. Sign up on the bulletin board to volunteer or to provide the bread and the desserts. Many members of the congregation generously contributed their help as servers and contributed offerings of bread and desserts.

ICM (Interfaith Cooperative Ministries): We remain committed to Interfaith Cooperative Ministries, a group of area congregations and organizations that seek to learn about one another's faith, and to join in service to those in need. ICM, working with Columbus House, coordinates Abraham's Tent, the program in which our church hosts 12 homeless men for a week during the winter.

Special Offerings: A generous response from our congregation was seen to these annual appeals: OGH (One Great Hour of Sharing) Blanket Sunday, NIN (Neighbors in Need).

Alternative Christmas Gifts: We sold Christmas Cards to benefit Heifer Project, Habitat for Humanity (Sleeping Giant Build, Abraham's Tent and DESK, and over \$960. was generously contributed by you, our congregants.

Sleeping Giant Build (Habitat for Humanity): Church members and friends contributed their hard work and efforts to help build homes in New Haven and Hamden.

Red Cross Blood Drive: Thanks to the hard work of Linda Kirk and many volunteers, NHCC hosted successful Blood Drives, and more are scheduled in the coming year.

With help from Sue Tibor, we hosted an Angel Tree and collected many Christmas Gifts purchased by our congregation for children who otherwise would have gone without. Carol Amico coordinated the sale of Fair Trade Products, including Coffee, Tea and Chocolate, with profits to be used in support of Church Mission Trips. We have also introduced the use of Fair Trade Coffee at Coffee Hour. Fair Trade programs support small farmer co-ops, and promote the use of sustainable farming methods.

In October we hosted an Adult Ed Informational and Discussion Session with Bob Curley, who told his story about how he changed his attitude towards capital punishment despite having been touched by tragedy.

The Board of Christian Outreach is a reflection of the many ways that our church members are involved in serving God’s children in our community and around the world. We strive to affirm that, although located in North Haven, our mission is not just local. Through Christ we are connected to all people, across boundaries of neighborhood, class, race and national border.

Respectfully submitted,
Christopher Corcoran

The Communications Group

MISSION

The CommGroup seeks to provide general assistance to staff and internal church groups in their effort to efficiently, effectively, and creatively communicate the ministry of North Haven Congregational Church to its members, friends, and the larger community.

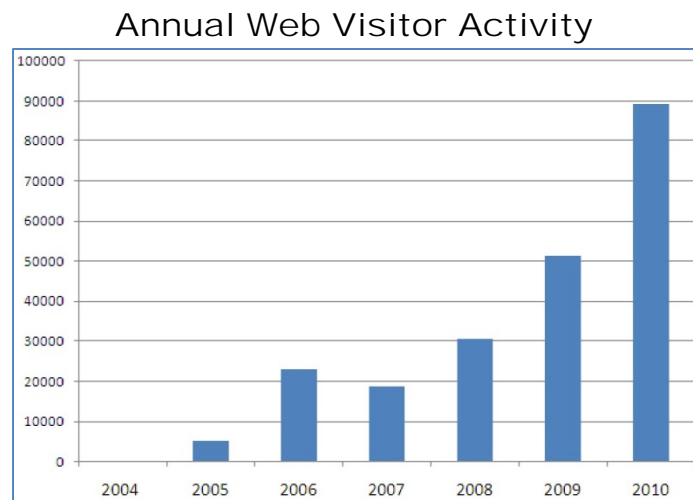
OPERATIONAL ROLE

The CommGroup’s organizational function is advisory in nature and action, and a service organization to others at our congregation. As such, it will help provide technical and management resources, specialized knowledge related to communications processes and procedures, and planning advice and recommendations as to how to use available communications channels to accomplish specific goals and objectives.

WEB SITE STATISTICS

Since it’s inception on December 17, 2004, our web site has had 218,275 not necessarily unique visitors, an average of almost 100 visitors each and every day for 2,205 days. These visitors came from 28,101 distinct Internet addresses throughout the world.

During 2010, we had 89,258 visits, an average of 245 visits per day and representing an increase of 37,745 visits (> 73 percent) over the total number of visits during 2009.



Congregational Representatives

Serving this year, Gregory Pierce and Timothy Peiffer made themselves available to the congregation. All compliments and concerns were brought to the Council and given to the appropriate Boards and Committees.

Respectfully submitted,
Timothy Peiffer & Greg Pierce

Board of Deacons

The 2010 Board consisted of the following members: Onalee Collins, Doris Ferner, Mabel Peterson, Cathy Welch, Barbara Massey, Bryant Munson, Joan Bennett, Jim Bennett (Secretary), Patience Benassi, and Stephen Simonson (chairperson). Carrie Olewnik began the year on the board and left in November for personal reasons. At the year’s end there were two vacant positions.

Stephen Simonson was the Deacons' representative to the Pastoral Relations Committee. Mabel Peterson and Stephen Simonson began the process of conducting the Senior Minister's performance review in December 2010 and will complete it during February 2011.

Throughout the year the Deacons conducted a thirty minute Bible Study as part of the monthly board meetings. This process met with general approval. The Deacons met every month and gave prayerful consideration to a variety of important topics regarding the worship life of the church. Topics receiving considerable attention included: updating the membership lists, making plans and purchasing new bibles for the church and the chapel, planning the budget for 2011, identifying potential nominees for the 2011 Deacon Board, initiating the process of using name tags, and generally brainstorming creative ways to have visitors experience us as a welcoming church.

Substantial accomplishments included revising and updating the step by step directions for Deacons on Communion Sundays, regular Sundays, and for Baptisms. Also of note were efforts to provide the ministers with a "sacred thirty minutes" prior to the service and making an effort to educate the congregation of the importance of the ministers having uninterrupted time to prepare for the service. This needs to continue.

Throughout the year the Deacons provided support to 53 Sunday services (two on Easter), Ash Wednesday service, Maundy Thursday service, and the two Christmas Eve services at 5:00 and 11:00. Other highlights include: Heritage Sunday, multiple baptisms, confirmation Sunday, new member classes. Several funerals and memorial services were also critical moments in the life of the church.

The Deacons acknowledge the considerable efforts of the C.E. Board, many, many lay leaders, and Rev. Care resulting in multiple services emphasizing the importance of the Sunday School children and the older youth in the life of our congregation.

The Deacons would like to thank Senior Minister, Rev. Scott Morrow and Associate Minister, Rev. Care Goodstal-Spinks for their leadership throughout the year. Special thanks to Scott for his skilled management of multiple organists and choir directors

while our church has a vacant Minister of Music position.

Areas of focus for next year include: completing the church directory, sprucing up the two main entrances to the church, and continuing to evolve our capacity to be a welcoming and responsive church to all who enter our doors.

Respectfully submitted,
Stephen Simonson

Floral Committee

This year, the Floral Committee operated with a full committee, Betty Martin, Chair, Elaine Burr and Rose Monaco. The committee was able to coordinate floral arrangements for each week of the year with the support of our congregation. The committee also prepared for the following seasonal arrangements.

PALM SUNDAY

Palm leaves were separated and distributed to the congregation. Palm fans were arranged and placed in front of the communion table.

EASTER SUNDAY

Easter lilies beautified the church, with two plants being placed on each windowsill and a display placed in front of the communion table. The wooden cross was placed on the front lawn and decorated with cut flowers provided by the committee. It was further enhanced with flowers from the congregation.

THANKSGIVING SUNDAY

The Thanksgiving Cornucopia was arranged on the communion table with a wide selection of fresh fruits and vegetables. On Thanksgiving Sunday the congregation brought donations of their own and added them to the table. During the next week the fruits and vegetables were delivered to the Downtown Evening Soup Kitchen by Cathy Woodruff and family. One additional delivery was handled by Larry Ballantyne and David Gould.

CHRISTMAS SEASON

The Christmas season started with the hanging of the Christmas wreaths in the sanctuary and on the front doors. The electric candles with fresh greens were placed in each window. Poinsettia plants then

decorated the church with a display in front of the communion table and two placed in each window.

The Floral Committee acknowledges the many members of the congregation for their continued generosity in purchasing arrangements for each Sunday, as well as the many contributions for the Easter lilies and Poinsettia plants.

A special thank you is extended to David and Nancie Estep, for the help they provided.

Respectfully Submitted,
Betty Martin

Memorial Gifts Committee

The Memorial Gifts committee, Joyce Bellonio and Eleanor Harple documented donations that were received in memory of the following members and friends of the North Haven Congregational Church:

Christalie Brockett.	Adele Smith
Anthony Bellonio	William Gumbart
H. Foster Little	David Harple
Mildred McPherson	George Cronk
Marie Schwarz	Jack Viele
Gladys Borkowski	William Ferner

Some of the gifts were designated to the Guertin Ferner Music Fund and some for the use of children.

Acknowledgements of gifts were sent to the donors and families involved. All donations were recorded in the book of Remembrance in the church library.

The total amount of gifts received this year was \$2,165.00. Total expenses were \$4,882.29. There were incurred in the installation of the new phone system and a new cross for use on Communion Sunday. The balance of the Memorial Gifts Fund is \$12,989.20.

Respectfully submitted,
Joyce Bellonio

Music Board

“Music is God’s gift to man, the only art of Heaven given to earth, the only art of earth we take to Heaven.”
Walter Savage Landor

The Board of Music continued to work hard ensuring the continuance of the various music programs at the

North Haven Congregational Church, along with the repair and maintenance of the organ and pianos.

Our Director of Music, Anne Lee, departed in May after one year of service. This left a large void in the church music program, requiring us to search for a substitute organist and accompanist for our regular Sunday services. Thanks to the hard work of Scott Morrow, we have been able to fill the void left by Anne Lee for almost all of the Sunday services. Finding a substitute organist will continue to be an issue until we hire a new Director of Music and/or organist.

The Music Board was able to stay within the 2010 budget of \$2,000 by having one less piano tuned and not having to provide a vacation substitute organist due to Anne Lee’s departure. However, delaying the tuning of the pianos is not recommended and should be done on a regular basis. We have successfully continued the Pierpont Concert Series started in 2003 by having four concerts in 2010 - 5 Below Zero (February 6, cool rock); HOE (May 1, acoustic band); Shoregrass (October 30, bluegrass); BRASS (December 11, Yale brass quintet). Soliciting local sponsors helped to offset the cost of printing the full-color program introducing the performers, and outlining the music program and history of the North Haven Congregational Church. Special thanks goes to Sally Pallatto for providing the great graphics and arranging for the signs, posters, and programs to be printed. Recording the BRASS Christmas Concert allowed those who were homebound or not able to attend to watch it on local access television. A DVD copy of the concert was made as well for future use by the church. The Shoregrass concert was also recorded and will be televised sometime in the future. Profits from this year’s concerts, totaling over \$900, will go into the church’s general fund. Thank you to all who helped with the concert planning, ticket sales, reception, and event organizing.

Special music was provided for our Easter and Christmas services. Two trumpets played at the Easter services, and we had two oboes for the Christmas candlelight service. Special music is not part of the budget, and a special offering was made to pay the \$800 for the musicians. Any extra money is carried over into next year.

Prior to Anne Lee's departure, she rehearsed and supervised the Senior Choir, Cherub Choir, and Chime Choir to provide music and enrichment for the regular Sunday Service. Only the Senior Choir continues to rehearse and sing with our current interim organist, Maria Coffin, until a new Director of Music is hired.

The Music Board will continue to work hard to maintain the quality of the programs and services provided throughout the upcoming year.

Respectfully Submitted,
Martin Benassi

New Haven East Consociation Church and Ministry Committee

During the last year I have continued to represent the North Haven Congregational Church on the New Haven East Consociation Church and Ministry Committee. The Church and Ministry Committee meets monthly for three hours, and additionally as required. This Committee deals with matters related to ministerial authorization and standing. It is charged with assessing individuals interested in becoming candidates for in-care 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; Rev. Lisa Horst Clark, Guilford; Scott Conover, North Madison; Diane Wasilewski, Northford; Rev. Vance Taylor, Branford; Judith Haggarty, North Guilford (Secretary); Rev. Karen Johnson, East Haven; Virginia Montelius, North Branford; Rev. Elven Riggles, Jr. Durham; Rev. Dr. Mike Penn-Strah, Regional Minister, and Wil Tuthill, Madison (Chairperson).

During this year the Committee has met with five members-in-discernment and their advisors to review their progress and offer support, including Gwen Bush, Vanessa Cardinale, Madelyn Downer, David Johnson, and Chris Solimene.

Vanessa Cardinale graduated from Union Theological Seminary in May and is engaged in a pastoral ministry internship. David Johnson was examined by an Ecclesiastical Council and approved for ordination pending a call to authorized ministry.

In addition to these activities, I served as the NHE Church & Ministry representative to the Connecticut Conference Committee on Ministry. I attended a training seminar on psychological evaluation of members-in-discernment at Andover Newton Theological School in Newton Centre, MA on April 24.

I will conclude my term on the Church & Ministry Committee this year, and our Church will identify a new representative to begin serving in May.

Respectfully submitted,
Scott G. Morrow

NHOAH North Haven Opportunity for Affordable Housing

NHOAH, representing nine churches and a temple in our area, has met monthly (presently at our church) since 1993. NHOAH plans to continue administration of Summerdale Condominiums and is looking into new affordable housing initiatives.

Pastoral Relations Committee

Our By-Laws state: "Pastoral Relations Committee shall consist of five members. These shall include the Moderator, a Deacon, a member of the Board of Christian Education, if applicable, (making a six member Committee) a Congregational Representative to the Council, and two additional members appointed by the Ministers. Members of the committee will be appointed for a term of one year.

The Committee shall elect a chairperson. The Committee shall meet with the ministers to discuss pastoral leadership and concerns which the Ministers or the congregation may have. Such discussions shall take place in a confidential manner.

The Committee shall review the terms of the Ministers call (covenant contract) and job description

annually and make recommendations regarding the terms of the Ministers call and compensation package to the Board of Finance.

The Committee shall report directly to the Congregation.”

The Committee members include: Priscilla Bradford, Philip DiPeri, Jeanne Mecca, Tim Peiffer, Mabel Peterson (Chair), and Steve Simonson

The Committee met seven times during 2010. Agenda items included: (1) effects from the Church’s positive vote to become an Open and Affirming congregation, (2) issues related to the Associate Pastor’s job description versus number of hours designated to the position, and (3) annual evaluations of Senior and Associate Pastors.

Personnel Committee

The personnel committee has had an active year and is currently reviewing and revising the personnel policy manual for the church. It is the intent of the committee to provide resources and ongoing support to the ministerial and supervisory staff to effectively manage church personnel and ensure the consistent interpretation and application of established church policies and procedures.

The Sexton position has been vacant since the fall. The personnel committee has developed a revised job description and anticipates filling the position during the first quarter of 2011.

The Minister of Music position has been vacant since mid-year. A search committee has been established and is actively engaged in recruiting both a Music Director and an organist to fill this position.

The church continues to enjoy stability in the Office Manager position. It has been determined that the Office Manager, currently Nancie Estep, will assume supervision of the Sexton position. She will actively participate in the identification of a new Sexton as well as the yearly evaluation process. A revised job description will be developed for the Office Manager position to reflect this change in responsibility.

The committee has submitted salary recommendations for 2011 to the Finance Board for consideration in the development of the budget.

Respectfully Submitted,
Carla A. Taymans, Chairperson

Response Team

The mission of the Safe Church 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 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 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. The goal of this response will be to establish a process to help both the alleged victims and alleged offenders. Throughout any investigation, God’s grace and compassion need to be extended to all parties involved.

The Response Team is made up of three members, representing varied age groups (at least one male and one female) of the congregation. Policy specifies the team is set for indefinite terms. Their primary task is to objectively investigate all allegations of abuse, neglect or harassment. The Response Team is appointed. During 2010 they were Patience Benassi, Doris Ferner, and Stephen Simonson. There were no reports or allegations of abuse this calendar year.

The Response Team is also charged with monitoring the implementation of the Safe Church Policies in areas of screening, education, training and maintenance of records. The Senior Minister and/or Associate Minister are responsible for the

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

The focus of The Response Team in 2011 will include: continuing to support the minister's timely implementation of the policies and procedures, developing visual presentations to post around the church to educate members about the policies, and as a team, to rehearse the procedures for responding to allegations.

In addition, this year representatives of the Response Team and other church leaders attended a webinar on the topic of working with identified sex offenders in your congregation.

Respectfully Submitted,
Stephen Simonson

Ushers & Greeters Committee

The involvement of church members as greeters and ushers at our morning worship helps us to know one another better. Greeters also provide a personal welcome to visitors to our church and service. Deacons are the greeters and ushers on Communion Sundays.

The committee members, Kerry Stewart and Priscilla Bradford, appreciated the willingness of members to volunteer to serve as an usher or greeter.

Respectfully submitted,
Priscilla Bradford

Women's Fellowship

All woman of the church make up "the Fellowship". We sponsor 2 big events during the year...the June Tag Sale and in November...A New England Fair. Although Women organize these events we do rely on the men and youth of the church to help.

Our profits are used to underscore all church needs, which are not covered by the annual budget.

This year we under wrote:

- \$1100.00 was contributed to the Missionary Society of Connecticut in the name of the North Haven Congregational Church
- We also supported several local mission projects such as Habitat for Humanity
- \$500.00 was donated to the General Budget.
- \$200.00 was donated to the fund raising line item on the budget.
- The fellowship furnishes the devotional booklet given to members.
- We hosted two receptions and are always available when needed and help Committees if asked.
- A total of 39 Church World Service (CWS) kits were done. NHCC hosted other churches by providing a central drop off point for their kits.
- We have pledged funds to provide the new windows being installed in the Heath room and the Associated Pastors office.

Everyone's contribution of time and talent is needed to carry on these projects and we thank all for their efforts...men, women and youth.

Respectfully submitted,
Eleanor Harple

The Ministry of the Connecticut Conference, UCC

The Connecticut Conference, the members of its churches, and its neighbors around the state and around the nation were ready for changes as 2009 drew to a close. Some things, unfortunately, remained stubbornly the same. Though some major economic indicators looked promising -- including a significant recovery in the value of the Conference's and many Connecticut UCC churches' endowment funds -- others remained bleak. In particular, the state's unemployment rate was 9.1% in October 2010, nearly half a point higher than it had been the year before. The state's capital city had the mournful privilege of the highest unemployment rate in Connecticut, 15.2%, and rates in excess of 10% remained common in the state's cities. Small towns

suffered with cities: both Plymouth and Plainfield, for example, had unemployment over 10% in October.

Rigorous cost-cutting, including staff furloughs, and significant end-of-year generosity permitted the Connecticut Conference to end 2009 with a surprising budget surplus. As a result, the staff returned to a full year of ministry and the Regional Minister positions for Fairfield County and the Eastern Region were increased to three-quarter time.

The Board and the Conference received the report of the Special Commission on Conference Sustainability, which had been tasked with reviewing the financial support of the Conference. Presented in September, the Commission offered fourteen recommendations for the near and long term. They noted the presence of three underlying themes: the needs to improve communication, deepen connection, and reinforce the covenant between local churches and Conference. As the year closed, the Board was considering specific ways to implement some of the short-term recommendations, and had appointed a Staffing Configuration Task Force to consider Conference personnel job descriptions and costs.

The major change of the year came in May, with the retirement of Conference Minister the Rev. Dr. Davida Foy Crabtree. Hundreds turned out at the Old State House in Hartford to celebrate her fourteen years of ministry with the Conference, and her coast-to-coast service as pastor and leader in the United Church of Christ. Sadly, the Conference soon mourned the loss of her beloved husband, David Hindinger, who died peacefully in November after a courageous struggle with stomach cancer.

The Rev. Carole Carlson took the helm over the summer while the Board searched for an interim Conference Minister, and in August the Rev. Charles L. Wildman arrived, bringing a wealth of pastoral sensitivity and local church experience, along with years of conference and national setting board experience. "With the entire United Church of Christ, the Spirit is leading us on a new journey," he told the Conference in September. "The world has changed dramatically from the one most of us knew in our youth. Every setting of the Church must change as well. We do not know the shape of our future, but we

can trust that it is good -- because it is God's future! God is still speaking!"

Conference churches responded generously when new trouble quite literally rocked the Caribbean island nation of Haiti in January, sending just under \$300,000 for the people's relief. They gave generously again when another earthquake struck Chile, when floods devastated a great swath of Pakistan, and when Indonesia suffered both volcanic eruptions and a tsunami. In March, Connecticut residents -- including UCC churches -- learned first hand about disaster, when high winds swept the southwestern corner and high waters flooded the southeast. In June they lifted prayers when oil stained the waters of the Gulf of Mexico.

The Regional Ministry of the Connecticut Conference helped local church pastors and lay leaders understand that they were not alone in crisis and in celebration. Michael Ciba, Ineke Mitchell, Mike Penn-Strah, Susan Tarolli, and Sarah Verasco supported search committees and association church and ministry committees, worked with clergy and churches in crisis, led worship services, and offered referral suggestions when a question arose that they couldn't answer. They also led programs and workshops both in local churches and at larger gatherings throughout the year.

The Threshold Initiative, a pilot project directed at helping healthy churches strengthen their ministries, had its formal launch in 2010. At year's end five churches had signed on to participate, and each had identified a unique set of areas in which to focus their work. In the fall, the Conference announced the Crossroads Project, offering support for congregations struggling with significant decisions about their future. The first informational sessions are scheduled for January 8th.

The Conference closed the Now, for the Future Campaign for Silver Lake Conference Center in June with a successful anonymous \$50,000 matching gift. Now, for the Future gifts have been put to work at the outdoor ministry facility in Sharon through infrastructure improvements and in the rebuilt amphitheater. Along with it, the new Circle Commons and new basketball court were dedicated in October with laughter, song, and prayer. Co-directors Anne and Tim Hughes reported that

1,064 conferees from 159 churches attended summer sessions, and another 3,497 retreat participants in 125 groups enjoyed Silver Lake's hospitality in the winter, spring, and fall. Supporting it all: \$38,500 in direct aid from churches for camperships, and 289 summer staff, and volunteer deans and counselors. Jenn McBurney joined the staff in the spring as the Silver Lake Registrar.

In Youth and Young Adult Ministries, "Thinking About Working for God for a Living" began its work supporting young people considering church vocations and ordained ministry. Three chapters of "Give2" (pronounced Give-Squared), a youth in service program bringing together young people from several churches, had been formed by year's end, with two more "in the wings." Two hundred participated in July's Regional Youth Event in Boston, and the first YAYAM Signature Partner, the "In Our Shoes" anti-bullying project at King Street UCC in Danbury, was announced in December.

Presenters Steve Sterner and Cameron Trimble challenged the Spring Session of the 2010 Annual Meeting to a real commitment to found new UCC churches and reverse the trend of decline. In the fall, Conference delegates honored the 200th anniversary of the American Board of Commissioners for Foreign Missions, the nation's first overseas mission society, and heard a compelling address from United Nations official Dr. Robert Orr on the global challenges ahead.

Associate Conference Minister for Clergy Concerns Ron Brown accepted a call to the pulpit of First Congregational Church in Southington as the year drew to a close, and Barbara Libby assumed those responsibilities on the staff as the Interim ACMCC.

The UCC's Stillspeaking Initiative introduced the "Stillspeaking Voices" project in 2010, summoning individual church members to pledge themselves to be spokespeople for their beloved Church. Supporting that effort, the UCC released the Language of God and Uniquely UCC video spots. The Connecticut Conference broadened its communication efforts, publishing four print issues of ConnTact, adding a new weekly web and email news service called CTUCC This Week, and launching a weekly audio podcast called CTUCC ConferenceCast, all of which may be found at ctucc.org.

As 2011 begins, there will be much to do. The Conference Minister Search Committee will begin its work, and Board, staff, and leadership will conscientiously consider what the Conference's ministry will be in the years that lie ahead. In partnership with the local churches of this state, and in prayerful fellowship with UCC congregations across the nation, the Connecticut Conference of the United Church of Christ will strive to faithfully serve God's people, by equipping the saints to proclaim the Gospel, to teach the Good News of Jesus Christ, to do the work of reconciliation and justice, and to live faithfully in daily life.

Proposed Budget for 2011

INCOME	<u>2010</u>	<u>2011</u>
Church School	\$ 100	\$ 100
Envelope Income	70	70
Fund Raisers	9,000	9,000
Loose Offerings	3,500	3,500
Past Due Pledges	5,000	5,000
Pledges & Gifts	173,000	173,000
Building Contribution	<u>\$ 13,500</u>	<u>\$ 10,000</u>
Total Annual Income	\$ 204,170	\$ 200,670
 EXPENSES		
Basic Support	6,000	7,000
Buildings & Grounds	7,000	7,000
Christian Education	2,000	2,000
Consociation	550	550
Deacons	1,000	1,000
Insurance	12,000	12,000
Music	2,000	2,000
Office Expense	11,000	11,000
Outreach	2,000	2,000
Payroll	144,770	128,342
Sabbatical	0	0
Staff Benefits	54,790	49,692
Stewardship	50	50
Utilities	<u>19,000</u>	<u>19,000</u>
Total Annual Expenses	\$ 262,160	\$ 241,634
Net Annual Income	\$ (57,990)	\$ (40,964)
Balance Forward	8,201	(9,269)
Trustee Transfers	<u>27,500</u>	<u>29,000</u>
New Balance	\$ (22,289)	\$ (21,233)

PROPOSED BUDGET

Proposed Staff Compensation Budget 2011
Salaries

Salary	<u>2010</u>	<u>2011</u>
Pastor	\$ 46,557.00	\$ 46,557.00
Associate Pastor	31,974.00	15,822.50
Minister of Music	26,217.00	26,000.00
Administrative Secretary	25,462.00	25,462.00
Sexton	<u>14,560.00</u>	<u>14,500.00</u>
	<u>\$ 144,770.00</u>	<u>\$ 128,341.50</u>

Proposed Staff Benefits Budget 2011

<u>Benefits</u>	<u>Senior</u>	<u>Associate</u>	<u>Staff</u>
	<u>Minister</u>	<u>Minister</u>	
Car Allowance	\$2,500.00	*	
Cell Phone	600.00	*	
Dental Insurance	1,032.00	*	
Disability Insurance	886.68	208.85	
Group Life Insurance	50.00	20.83	
Group Medical Insurance	19,605.00	*	
Pension	8,870.00	*	
Medicare Church	675.08	229.43	956.45
Social Security Church	2,886.53	981.00	4,089.64
Professional Expenses	500.00	*	
Parsonage Electricity	2,500.00	*	
Parsonage Gas	1,900.00	*	
Parsonage Sewer	300.00	*	
Parsonage Telephone	500.00	*	
Parsonage Water	400.00	*	
Total	\$43,205.29	\$ 1,440.11	\$ 5,046.09

TOTAL BENEFITS

\$ 49,691.49

* This Benefit not applicable.

Report of the Treasurer

Year to Date Budget Report
January 1, 2010 through December 31, 2010

Church -- All Accounts
December 31, 2010

Category Description	Actual	Budget	Difference
Income/Expense			
Income			
Balance Forward	\$ 8,201.25	\$ 8,201.25	\$ 0.00
Building Contribution	10,733.78	13,500.00	-2,766.22
Church School	198.71	100.00	98.71
Contingency -- Trustee	27,500.00	27,500.00	0.00
Envelope Income	53.00	70.00	-17.00
Fund Raisers	9,759.34	9,000.00	759.34
Loose Offerings	3,752.49	3,500.00	252.49
Past Due Pledges	3,806.00	5,000.00	-1,194.00
Pledges and Gifts	178,737.05	173,000.00	5,737.05
Total Income	\$ 242,741.62	\$ 239,871.25	\$ 2,870.37
Expenses			
Basic Support	\$ 6,000.00	\$ 6,000.00	\$ 0.00
Buildings and Grounds Expense	7,824.46	7,000.00	-824.46
Christian Education	1,325.49	2,000.00	674.51
Consociation	546.25	550.00	3.75
Deacons	638.37	1,000.00	361.63
Insurance	12,544.90	12,000.00	-544.90
Music	1,226.15	2,000.00	773.85
Office Expense	10,894.17	11,000.00	150.83
Outreach	2,000.00	2,000.00	0.00
Payroll	137,803.71	144,770.00	6,966.29
Sabbatical	0.00	0.00	0.00
Staff Benefits	53,328.89	54,790.00	1,461.11
Stewardship	50.00	50.00	0.00
Utilities	17,828.20	19,000.00	1,171.80
Total Expenses	\$ 252,010.59	\$ 262,160.00	\$ 10,149.41
Total Income/Expense	<u>- 9,268.97</u>	<u>- 22,288.75</u>	<u>13,019.78</u>

REPORT OF THE TREASURER

Account Balances As of 12/31/2010

Account	Balance
Assets	
Cash and Bank Accounts	
Church Account	\$ 70,028.89
Memorial Gifts Account	12,989.20
Food Closet Account	<u>13,496.21</u>
Total Cash and Bank Accounts	<u>\$ 96,514.30</u>
Total Assets	\$ 96,514.30
Liabilities	<u>0.00</u>
Total Net Worth	<u>\$ 96,514.30</u>

Reconciliation of Church Accounts Balance Forward 12/31/2010

Balance Forward	\$ -9,268.97
2011 Pledges	9,955.00
Antenna Cell Tower	42,310.52
Youth Mission Trip	8,611.78
Adult Mission Trip	11.12
Sabbatical	5,209.00
Organ Fund	1,712.39
Special Collections Poinsettia	896.98
Vacation Bible School	363.42
Outreach (for DESK)	1,868.38
Outreach (from Antenna Cell Tower)	4,580.22
Equal Exchange	156.95
Alternative Gifts (for Abraham's Tent)	369.00
Music	594.28
Worship Team	500.00
Music Easter/Christmas	572.33
Library	518.61
Christian Education	116.00
Christian Education Sr. High	216.50
Confirmation Retreat	300.00
Church Directories	25.00
Flowers	35.00
Miscellaneous -- Other	25.38
Baptism Gift	<u>350.00</u>
Total Church Account	<u>\$ 70,028.89</u>

Memorial Gifts Account - 2010

Balance Forward, 1/1/2010	\$ 15,674.01
Income	
Gifts	2,165.00
Interest	<u>32.48</u>
Total Income	2,197.48
Expenses	
Telephone System Deposit	1,735.00
Telephone System Final Payment	1,735.00
Silver Communion Cross	318.70
Phone Installation /Cables	1,030.00
UPS Surge Protector/Phone System	<u>63.59</u>
Total Expenses	4,882.29
Balance 12/31/10	<u>\$ 12,989.20</u>

Food Closet Account - 2010

Balance Forward, 1/1/2010	\$14,126.83
Income	
Gifts	11,516.27
Interest	<u>23.33</u>
Total Income	11,539.60
Expenses	
No. Haven Congregational Church	3,500.00
NHCC for DESK Meal Preparations	500.00
Downtown Evening Soup Kitchen	1,000.00
North Haven Fuel Bank	2,000.00
Columbus House	600.00
Stuart Lane	100.00
Nancie Estep	100.00
Sally Pallatto (Holiday Posters)	20.00
Betty Martin (Vegetables for Thanksgiving)	65.00
Connecticut Natural Foods (Thanksgiving)	467.00
Connecticut Natural Foods (Christmas)	540.00
Eleanor Harple (Cash & Carry Supplies)	1,500.00
Stop and Shop Gift Cards	300.00
Tastebuds Deli (Christmas 2009)	484.59
Tastebuds Deli (Thanksgiving)	493.00
Tastebuds Deli (Christmas)	428.63
Bank Service Charge	<u>72.00</u>
Total Expenses	<u>12,170.22</u>
Balance 12/31/2010	<u>\$ 13,496.21</u>

REPORT OF THE TREASURER

Utilities

1/1/2010 through 12/31/2010

Description	Amount
Church Electric	\$ 8,334.17
Church Gas	6,709.05
Church Sewer	239.04
Church Telephone	2,017.52
Church Water	<u>528.42</u>
Total Utilities	<u>\$17,828.20</u>

Building Contribution Receipts

1/1/2010 through 12/31/2010

Building Contributions	Amount
AA -- Monday Morning	\$ 350.00
AA -- Thursday Evening	800.00
Alanon	1,225.00
Danish Sisterhood	225.00
Danish Brotherhood	50.00
Food Closet	3,500.00
Boy Scouts	628.78
Garden Club	225.00
Weddings	800.00
Mothers of Twins	225.00
Natl Assn of Ret Fed Employees	250.00
Pampered Chef	240.00
Nutmeg Treasure Hunters	150.00
Masons	400.00
Miscellaneous	<u>1,665.00</u>
Total Rental Income	<u>\$ 10,733.78</u>

Insurance & Workers' Compensation

1/1/2010 through 12/31/2010

Liability	\$ 10,867.50
Workers' Compensation	<u>1,677.40</u>
Total	<u>\$ 12,544.90</u>

Staff Benefits - 2010

Staff Benefits

Car	\$ 2,353.50
Cell Phone	600.00
Dental	1,011.00
Disability	1,400.42
Group Life	87.50
MC -- Church	733.64
Medical	17,505.00
Parsonage Electric	2,458.14
Parsonage Gas	1,445.97
Parsonage Sewer	245.00
Parsonage Telephone	496.56
Parsonage Water	432.53
Pension	14,870.00
Professional Expenses	545.50
SS -- Church Portion	<u>9,144.13</u>
Total Staff Benefits	<u>\$ 53,328.89</u>

Special Collections - 2010

Blanket Sunday	\$ 310.00
Neighbors-in-Need	968.00
One Great Hour of Sharing	657.00
Christmas Fund (Veterans of the Cross)	526.00
Haiti Relief	1,730.00
Pakistan Flood Relief	255.00
Lilies Income To <i>One Great Hour of Sharing</i>	483.33
Poinsettia Income To <i>Community Social Needs</i>	169.00
Alternative Gifts To <i>Habitat for Humanity of Greater New Haven</i>	307.00
<i>Heifer Project</i>	333.00
<i>DESK</i>	127.00
<i>Abraham's Tent</i>	<u>194.00</u>
Total Special Collections	<u>\$ 6,059.33</u>

Report of the Board of Trustees

During 2010, the total value of the Church Endowment grew 4.27% over the value at the end of 2009. This mirrors the slow improvement in the economy and the stock market. The Endowment value has been impacted by the increase in value of the stocks in the portfolio, as well as the lower value of several bonds (as opposed to their original value). The Trustees worked with the Lelas Madigan Group from UBS Financial Services, Inc. this year to review and adjust the stock portfolio to assist in recovering the value lost during the previous year.

There are two ways that the principal of the Church Endowment grows over time. The portfolio grows in value and there are additions to the principal. Over the last couple of years, 10% of the Nextel proceeds each year have been added to the principal of the unrestricted funds, as well as contributions to the Guertin/Ferner Fund. Also, per Trustee policy, 1% of the Cooper Fund value is added to the principal from the interest earned each year. The Church continues to be well served by continued contributions to the principal for the Restricted and Unrestricted funds, as that helps the principal value continue to grow to match inflation assuring that funds will be available over the long term.

RESTRICTED FUNDS

The restricted funds principal grew this year with the 1% increase in the Cooper Fund, the contribution to the Guertin/Ferner Fund and total interest earned of \$2,721. The current total of the restricted funds principal is \$85,494. When the 24 month CD's rolled over this year, the interest rates were so low that the Trustees decided to look at all the alternatives. They decided to move the funds into an account comprised of Short Term Bonds managed by the Lelas Madigan Group at UBS Financial Services.

Church expenses paid from the interest available from these funds included payments from the Cooper Fund to cover the 1% to principal, \$1,200 to cover the loan for replacement lighting, \$2,236 to pay for the yearly elevator maintenance contract, and \$1,050 to offset the expense to repair the Church front steps. Other expenses included \$500 from the Guertin/Ferner Fund for new music, \$301 for the

purchase of the Short Term Bonds; and \$75 to offset expenses for a CE program.

For 2011, the Trustees have thus far committed \$600 to offset the remaining cost of the loan for the lighting replacement project, and funds to offset the elevator maintenance contract both from the Cooper Fund interest.

UNRESTRICTED FUNDS

The unrestricted funds are comprised of stock and bond investments and a checking account used for money transfers. The current total of the principal value of the unrestricted funds is \$557,399 invested with UBS Financial Services, Inc. There is also \$10,000 invested with the conference Cornerstone Fund. The principal of the unrestricted funds was added to with \$2,419 from the Nextel proceeds. Income from the funds included \$424 of interest on the Cornerstone Fund, \$15,338 of Bond interest, and \$3,613 of Stock dividends and interest.

Major expenses paid from these proceeds were the \$27,500 provided to the Church operating budget and the \$3,469 UBS Financial Services fee.

The Trustees have decided to increase the contribution to the operating budget in 2011 to \$29,000. This represents the expected earnings from the Stocks and Bonds plus 5% of the value of the Stock portfolio only. Calculated a different way, this represents 5.2% of the total value of the Stocks and Bonds at this time. Church Endowment Management considers 4% conservative, 5% average, and 6% more aggressive. With the decrease in value of stock investments, the experts are recommending staying close to the 5% range, allowing them time to recover. The Trustees are mindful of the Church's financial situation and agreed to raise the general contribution amount to \$29,000, but felt that it was prudent to stay close to the 5% mark at least until the value of the stocks improved.

I would like to thank the other Trustees, Sue Compton and Stephen Baraquin for their work on the Board this year as well.

Respectfully submitted,
Elizabeth Anderson

Report of the Board of Trustees
Summary Statement of Revenues and Expenses
January 1, 2010 to December 31, 2010

REVENUES

RESTRICTED FUNDS

CD Interest Earned in 2010	2,721.91	
Cooper Fund - 1% Addition to Principal	645.49	
Guertin/Ferner Fund - Additions to Principal	125.00	
Total Restricted Revenue		<u>3,492.40</u>

UNRESTRICTED FUNDS

Class Action Suit Proceeds	179.92	
Nextel Antenna 10% to Endowment	2,419.59	
Cornerstone Interest	424.98	
Bond Interest	15,338.79	
Stock Dividends	3,613.58	
Total Unrestricted Revenue		<u>21,976.86</u>

TOTAL INCOME **25,469.26**

EXPENSES

RESTRICTED FUNDS

Carroll/Dundley Fund Interest - CE Program	75.00	
Guertin/Ferner Fund Interest		
New Music Purchases	500.00	
UBS Short Term Bond Purchase Fee		
CD Conversion to Bonds	301.70	
Cooper Fund Interest - 1% Addition to Principal	645.49	
Cooper Fund Interest - Lights Replacement Loan	1,200.00	
Cooper Fund Interest - B&G/Church Front Steps	1,050.00	
Cooper Fund Interest - Elevator Maint. Contract	2,236.00	
Total Restricted Income		<u>6,008.19</u>

UNRESTRICTED FUNDS

Webster Safe Deposit	40.00	
Church Operating Budget	27,500.00	
UBS Securities Fee	3,469.58	
Labor Law Posters	71.90	
Total Unrestricted Income		<u>31,081.48</u>

TOTAL EXPENSES **37,089.67**

Report of the Board of Trustees
Trust Fund Status - December 31, 2010

RESTRICTED FUND STATUS

Fund	Fund Balance	Endowment Principal	Expenses	Interest
Brigham Fund - Decorations	5,415.94	3,219.79	0.00	2,196.15
Carroll/Dudley Education Fund	3,779.60	3,095.00	75.00	684.60
Eleanor Cooper Maintenance	69,138.78	65,194.59	5,131.49	3,944.19
Guertin/Ferner Music Fund	11,026.21	8,985.36	500.00	2,040.85
Muirhead Music & Decorations	5,476.43	5,000.00	0.00	476.43
	94,836.96	85,494.74	5,706.49	9,342.22

Asset Summary

Restricted	2010	2009	Remarks
Brigham Fund - Decorations	5,415.94	5,302.14	CD to Short Term Bonds
Carroll/Dudley Education Fund	3,779.60	3,754.01	CD to Short Term Bonds
Eleanor Cooper Maintenance	69,138.78	71,549.98	CD to Short Term Bonds
Guertin/Ferner Music Fund	11,026.21	11,125.76	CD to Short Term Bonds
Muirhead Music & Decorations	5,476.43	5,319.16	CD to Short Term Bonds
Total Restricted Funds	94,836.96	97,051.05	

UNRESTRICTED FUND STATUS

Unrestricted	2010	2009
Stocks & Bonds	557,399.07	525,187.67
Total Portfolio	557,399.07	525,187.67
Other	2010	2009
Trustees' Checking Investments	71.25	446.19
Bond Interest Available	0.00	2,508.02
Cornerstone Fund	10,000.00	10,000.00
Total Other	10,071.25	12,954.21
TOTAL UNRESTRICTED	567,470.32	538,141.88

TOTAL ALL TRUSTEE FUNDS

	2010	2009
Total All Assets	662,307.28	635,192.93
Change from Prior Year (\$)	27,114.35	44,298.57
Change from Prior Year (%)	4.27	7.50

Some Memorable Moments Of 2010

SPRINGBOOK



One of our traditional events that involves many of our members and friends helping to categorize and organize some 15,000 books each year.



TAKING A STAND ON HOMELESSNESS



Combined youth groups from St. Johns and North Haven Congregational Church demonstrated their commitment to help reduce homeless by participating in an outdoor sleepout on November 11, 2010.

FEEDING THE HUNGRY - OUR FALL HOLIDAY FOOD PROGRAM



A truly community event. Volunteers from all over North Haven helping to pack holiday food boxes.



Keep sending your pictures and news clippings to the Church Office!

Now is our time to act decisively!



Martin Benassi