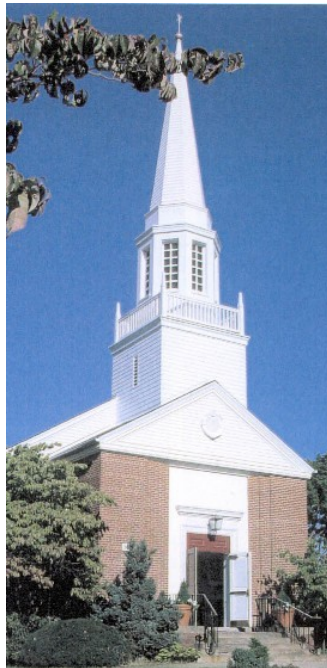


**THE NORTH HAVEN CONGREGATIONAL CHURCH  
UNITED CHURCH OF CHRIST**

**ANNUAL REPORT  
2011**



Presented At The Annual Meeting  
January 22, 2012

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NORTH HAVEN CONGREGATIONAL CHURCH, UCC

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*An Open & Affirming Congregation*

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## CALL TO ANNUAL MEETING

January 22, 2012

10:30 a.m.

# AGENDA

The Call to Order

Opening Prayer

Moderator's Convening Statement

Approval of Minutes of January 23, 2011 Annual Meeting

Approval of Minutes of May 1, 2011 Special Congregational Meeting

Approval of Minutes of November 6, 2011 Special Congregational Meeting

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 2012

Appointment of a Financial Agent for 2012

Any Other Business That May Come Before This Meeting

Adjournment

Respectfully submitted,

Susan Compton, Church Clerk

In case of postponement for any reason the meeting will be held on

January 29, 2012

## The Moderator's Report



*All the flowers of all the tomorrows are in the seeds of today!*

Together, WE are the 'seeds' of all the tomorrows for our congregation and our faith.

It is our task in our time and in our generation to hand down undiminished to those who come after us, as was handed down to us by those who went before, the faith vision and accumulated wisdom which is ours.\*

I don't watch much television but one show I like is "Life After People" on the Science Channel. It's about what might happen to the physical artifacts of civilization if all humans suddenly disappeared.

When I watch this series, I'm always amazed with how quickly our buildings, infrastructure, and monuments decay and are ultimately reclaimed by natural processes. Without human energy and attention the world would certainly be different.

I think of it as God's way of saying, "God helps those who help themselves!" When I was a young boy, my mother repeated that sound byte whenever I came to her with something I thought I couldn't figure out. To my surprise, the wisdom in that statement seemed to work! So, for pretty much most of my life I've followed that easy to remember advice, always putting all the passion and energy I can muster into whatever I'm doing, fully confident...mostly because my mother said so...that God will guide me and not abandon me. It's almost like a partnership agreement, where I do what I can do and God does his (or her) thing.

When things don't work out, as it sometimes happens, I can't bring God to court for breach of contract. I can only try to figure out why things went wrong and how I can do better next time. Perhaps this is part of God's plan to gently nudge each of us towards becoming all that we can become!

The point of this personal vignette is that WE are the 'working' partners of God. What each of us does with our 1,440 minutes each and every day is amplified by the grace of God.

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\* Adapted from a speech by President John F. Kennedy on March 3, 1961.

It's been said that one person with passion and energy can plant the seeds to change the world...but, two or three working together towards a common vision can actually make it happen. Together, we make our own future...with some help from God.

### THE ROLE OF COUNCIL

According to our By Laws, the Council is charged with making the day-to-day operating decisions not assigned to others or retained by the Congregation as a whole. The Council typically meets monthly and is a critical element for sharing information and perspectives to help sustain operational integrity.

During 2011, Council purposefully carved out about one-third of its valuable meeting time to discuss strategic and long-term issues. Each meeting focused on a specific aspect to achieve sustainable growth. Growth, as we all know and understand, is a central survival imperative shared by all God's living creations. Without sustainable growth there is only eventual extinction.

My personal view is that there are at least three critical factors that can set the stage to achieve sustainable growth for our church: (1) attract new visitors, (2) increase average attendance, and (3) facilitate lingering after worship.

#### Attract Visitors

New visitors lead to new members. According to one survey, on average 10 percent of visitors eventually become members. What keeps them coming back?

Based on what I've heard repeatedly, what motivated a person to keep coming after an initial visit is that our congregation is particularly good at welcoming visitors.

The challenge is how to attract visitors. One of the factors that attracts visitors is our congregation's positive reputation in the community. Studies indicate that more than 75 percent of new members in churches across the U.S. visit a worship service for the first time because they were invited by someone who already worships in that congregation. Our challenge is to learn how to spontaneously invite people to share our worship service.

#### Increase Attendance

Average worship attendance is a primary tool to measure the general health of a church. According to

one survey, situations that prompted regular church attendance include: “felt it was time to return” (58%), “a friend invited me” (41%), “there are people like me there” (35%), “God called me to attend” (31%), “my children invited me” (25%), and “an adult family member invited me” (25%). With our average attendance hovering around 100, we have plenty of opportunity to re-connect with members who we’ve not seen for a while. You never know if you are the person who will turn someone’s life around!

### **Facilitate Linger**

Linger after church services is something that really impressed me when I first attended our previous church when Beth and I were still dating. It was a time to catch up with each other, share thoughts about almost any topic, and bond with each other. Today, our lives are more programmed. Our personal calendars are filled to the brim with activities, each of which is important to us. For most of us there is no downtime, no time to just think or contemplate things...no time to even cultivate friendships and connect with each other. I have heard that there is some medical evidence to support the view that a person’s stress levels and blood pressure can be reduced by just talking casually to another person. Perhaps together, we can discover a viable method to encourage more people to purposefully linger after church services.

### **ON THE HORIZON**

Some of the near-term initiatives I see include, (1) celebrating our 300th anniversary, (2) launching a capital campaign, and (3) modernizing our governing structure.

### **Celebrating Our Tercentennial**

November, 2016 marks the 300th anniversary of the founding of North Haven Congregational Church. The Council chartered a Tercentennial Steering Committee, chaired by Chris Corcoran. Five years seems like something in the distant future but 2016 will be here in a blink of an eye. And, as we all know, such an important celebration takes a lot of planning and hands-on work to make it happen. This anniversary is our time to step up and honor those who have come before us in sustaining this church. It is also a way to showcase our place in the community. Initially, Chris will need help to sketch out the kinds of things that should be included in our

2016 celebration. If you feel compelled to be a part of this project, contact Chris and tell him you’re in!

### **Launching A Capital Campaign**

We are long overdue for a capital campaign. This assertion is well supported by the fact that we needed to have a Special Congregational Meeting in November to approve outside funding for critical repairs to our steeple and sanctuary roof. Buildings & Grounds has quietly done what it could over the years with very thin budgets. A lot of personal time and Band-Aid fixes have kept things working.

The time has come where we must deal with the accumulated deferred maintenance of our facilities as well as the need to continue to upgrade to more efficient systems to help reduce operating costs. A few years ago we changed our lighting with the help of a federally funded grant administered by United Illuminating. This past year we installed modern, super energy-efficient furnaces, again with a partial grant. Both these projects promise to not only keep our operating costs down but also reduce our carbon footprint, a welcome by-product to help support our mission to conserve God’s green earth.

### **Modernizing Our Governing Structure**

Many congregations are currently re-evaluating their governing structure for various reasons. Among the most common reasons are: changing membership levels, refocusing their ministries, and aligning and prioritizing volunteer efforts to fit the current and anticipated needs of the congregation. The lay leadership is guided by our By Laws and charged by our congregation to keep things working between congregational meetings. With approximately 100 in average attendance it’s challenging to find volunteers to fill 80 leadership roles. More importantly, the current structure doesn’t support the accurate and timely communications among the various boards and committees, a necessary prerequisite to be agile and conserve scarce volunteer time.

My personal approach to solving this dilemma involves four steps: (1) catalog all the activities currently being done, (2) add activities that we anticipate will probably be needed as we embrace the future, (3) eliminate activities that no longer support our ministry, and finally, (4) prioritize and reassemble all resulting activities into a fewer number of natural leadership roles. This process will not be easy or quick. It will require incorporating the

wisdom and perspectives of many. Difficult decisions will need to be made. But, it can and should be done soon. I encourage you to help if you feel compelled to participate in this important process.

## **FOOD FOR THOUGHT**

Building and sustaining our person-to-person relationships is not only critical to the future success of our church, it is also critical to the sustainability of each of us individually. Humans do not survive well alone, a perspective that is well documented.

We have a comprehensive and well entrenched set of activities for our children and young adults designed to facilitate their growth into healthy and responsible Christian adults. However, I've noticed that we rarely have social activities specifically for adults. Church dinners, for instance, are a lot of fun and allow us to reconnect with each other in a substantial way, mostly because we have the time to have casual conversations in a relaxing social environment.

Spearheading a church dinner is a special ministry that takes a quick burst of energy and a belief and understanding that it is important in the larger scheme of sustainable growth. But it's not the only thing that can be done to foster community. One idea that someone brought to the table was to have a monthly Movie Night, perhaps focusing on the movies that had won the Academy Awards over the years. Another idea I heard is to have special entertaining events for adults, such as a Valentine dinner-dance with a DJ (or live band), or a "Roaring 20s" theme dance. Activities where people can actively participate (like dancing) always results in the good feeling about the event. Another type of activity could be a regular periodic Game Night where people would play board games. Remember the glory days when you actually had to physically pick up and move your game pieces to play!

The point is that there are many ways to create the kind of activities to foster fun and enthusiasm for being at the church other than on Sunday mornings. All it takes is one person who is passionate about one idea to plant the seed.

In addition to all those fun-filled things that we adults like, there are many, often hidden opportunities to build person-to-person relationships. One such opportunity is fundraising. For some, it's all about the money. This view is supported by the

way we report results of fundraising events. Often, only the amount of money earned is reported. Most of us get more excited and amazed by higher amounts than by lower amounts.

My view is that fundraising activities are primarily a fellowship building activity where people get together with a common vision for a short time. They often work very hard, but they usually enjoy the work, feel good in the end, and, most importantly, they build stronger bonds with each other.

A few years ago when I was organizing the Picnic Table Build-A-Thon, those participating in that activity commented on how much fun it was to be a part of the project. We reported earning only about \$1,100...AND the involvement of most of our youth, many adults, and even the relatives of some of our adult members. I remember that Ellie Harple, commented that it was really good to see all the activity with the youth and adults working side-by-side together for a common purpose.

Certainly, raising money helps fundraising activities focus operationally on the pulling off the event in terms that are generally well understood. From my perspective, the real benefit of fundraising is not in how much money is earned but in building relationships where a small group of God's workers work diligently towards completing a short term project together. You can't put a dollar value on strengthening the resulting person-to-person connection. According to Betsey Reid, it's priceless!

*Philip T. DiPeri, Moderator*

## **Pastor's Report**

This has been both a challenging and a rewarding year for the church. The highlights for 2011 are the arrival of three new staff members, and the very successful Season of Giving.

The year began with two interim staff in place. Kirk Johnson filled in as the acting Sexton, working a reduced schedule beginning in October 2010. Maria Coffin served as the Interim Organist and Choir Director beginning in November 2010.

Stephen Simonson coordinated the Sexton Search in consultation with Nancie Estep, Office Manager, and me. Kirk Johnson was hired on a permanent basis beginning in April.

The Music Search Committee worked diligently as well. September Baraquin served as Chairperson of the Committee, along with Denise Adinolfi, Jean Burr, Susan Beth Collins, and Linda Rankin. The Committee recommended splitting the position into two new positions: Organist and Choir Director. Brian Jones was hired as the new Choir Director beginning in May, and Gary Snowbeck was hired as the new Organist beginning in June.

All three new staff have worked with dedication and enthusiasm, and their talent, energy, and cheerfulness has been deeply appreciated by the congregation.

In January, The Reverend Care Goodstal-Spinks announced her resignation as Associate Pastor effective June 30. Reverend Care continued to coordinate the Church School and make preparations for the Youth Mission Trip. Her last Sunday coincided with Teacher Appreciation Sunday, offering the opportunity to celebrate the Christian Education program and Rev. Care's ministry together.

The Annual Meeting in January was the occasion for wide discussion about the challenging state of the church's finances and projected budget amid continuing economic distress in the nation and throughout the world. The 2011 Budget recognized a shortfall of almost \$10,000 from 2010, and reductions in both the number and the amount of pledges. The 2011 Budget was approved with an anticipated deficit of more than \$22,000. A Special Congregational Meeting was called in May, in which the congregation approved a motion authorizing the Trustees to cover any shortfall in the budget.

The Finance Board has worked tirelessly to address the budget challenge. Drawing on the expertise of Patricia Bjorling of the Connecticut Conference UCC staff, the stewardship campaign took on a fresh design as A Season of Giving. Sermons and personal testimony from lay members combined to invite deeper reflection upon the importance of the church in our personal lives and encourage increased participation and financial support. Diligent follow-up by letter and telephone resulted in a rise in both number and amount of pledges.

I enjoyed working with this year's Confirmation Class very much. Twelve youth were confirmed in June – on two Sundays!

I was one of three adults who accompanied nine youth on the Youth Mission Trip 2011, which travelled to Beckley, West Virginia to work under the auspices of YouthWorks. Members of the group worked variously at a Salvation Army clothing store and warehouse, a children's daycamp program, and home repairs around Beckley. The group thoroughly enjoyed the work assignments and the opportunity to meet other participating youth and youth from the community. Our mission team worked hard. An overnight stay at the First Presbyterian Church of Martinsburg, WV on the way down, a visit to an historic coal mine, and a trip to Hershey Park on the return trip were highlights of our travels. The encouragement and support of the congregation provided an essential foundation for this effort.

The departure of our Associate Pastor created a need for a Church School Director. Carolanne Thomas, a new church member and Church School teacher, stepped up to this task. Carolanne has worked conscientiously with the Board of Christian Educators to recruit and equip teachers for the Church School, and volunteers for cherished events such as Rally Day, Advent Night, and the Christmas pageant. The Christian Education Board has worked particularly hard this year to provide planning and support for the Church School.

This has been a big year for the Board of Buildings and Grounds also. A major project to replace both boilers in the church building resolved some issues with heating that had been frustrating for a number of years. The new boilers are much more efficient and we anticipate significant savings in heating expenses. A project to replace the sanctuary roof and repair and paint the bell tower was approved by the congregation at a Special Congregational Meeting in November. Due to the early arrival of winter (big snowstorm on Oct. 30!) the work will be deferred to early spring of 2012.

We marked the tenth anniversary of the 9/11 tragedies with an ecumenical evening service in our sanctuary. It was a great comfort to gather the town community, reflect on the losses suffered and the changes that have followed those attacks, and give thanks for God's mercy and healing.

The Connecticut Conference of the United Church of Christ continues under the leadership of the Reverend Chuck Wildman as Interim Conference

Minister. Rev. Wildman preached in our church early in the year and met afterwards to talk with members about the work of the Conference and resources to support outreach to new members. The Conference Minister Search Committee is working carefully and steadily.

This year ends, and 2012 begins, with a much brighter outlook for our congregation. The financial picture is brighter, and efforts to build and develop the funds of the church will continue. Repairs to our facilities, long-needed and much anticipated, have been completed and more will be done. The Nominating Committee has done a positively superb job of preparing a nearly full slate of lay leaders for the coming year.

I will endeavor to give sustained attention and leadership to three areas in the coming year: worship; organizational restructuring; and membership outreach including newcomers, outreach to those who have been absent or are homebound, and inviting new members.

I am very grateful to my colleagues on the staff for their talented and enthusiastic work. I am very appreciative to the many leaders within our congregation for their dedication. I want to offer particularly thanks to Philip DiPeri, who concludes three years of service as Moderator this year. Philip has provided energetic and tenacious leadership with great enthusiasm

This report marks the completion of seventeen years in my pastorate at North Haven Congregational Church. I am profoundly grateful for your kindness and your ministry to me, and to Carol, Amy and Jesse.

Shalom,  
Scott Morrow

## Report of the Church Clerk

Under the direction of Philip DiPeri, the Church Council met monthly throughout the year, with the exception of August. Council meetings followed an agenda and minutes of the previous meeting were e-mailed to council members prior to the next meeting. Additional copies of the minutes were available at the meeting and after the minutes were approved by the council, they were made available on the church website.

The last annual meeting of the church was held on January 23, 2011 and the members of the congregation that were present received and accepted the reports of the church boards, committees, staff and officers for the year 2010. The 2011 budget was also approved at the meeting. A special meeting of the church was held on May 1, 2011 to ask the Trustees to fund any operating budget shortfall in 2011 so that the church ends 2011 with a balanced budget. A special meeting of the church was held on November 6, 2011 give the Trustees approval to secure a loan to pay for urgently needed repairs to the sanctuary roof and bell tower.

Respectfully submitted,  
Susan Compton

## Church Statistics - 2011

### PASTORAL SERVICES

JANUARY 1, 2011- DECEMBER 31, 2011

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

#Services not held at North Haven Congregational Church

### BAPTISMS

Janelly Ane Santiago, 1/16/11, daughter of Amy Cooper, born 3/31/07

Avery Elizabeth Cretella, 1/23/11, daughter of Bryan and Emily Cretella, born 9/2/10

Carter William Simonson, 5/15/11, son of Erik and Jaime Simonson, born 2/16/11

Ryan Alexander Macknight, 5/29/11, son of Cory Macknight and Jackie Hotton, born 12/19/10

Alison Rainne Millard, 7/24/11, daughter of Heidi Welch and Matthew Millard, born 12/8/10

Makenzie Kathleen Conley, 9/18/11, daughter of Rebecca and Alan Conley, born 6/23/11

Aurora Leigh Davis, 10/16/11, daughter of Carolanne Thomas and Brian Davis, born 5/7/09

Aidan David Nottingham, 11/13/11, son of David and Joanne Nottingham, born 2/17/09

Emma Grace Nottingham, 11/13/11, daughter of David and Joanne Nottingham, born 8/12/11

### WEDDINGS

Sheree Lynn Alexander & Lawrence William Nardi  
– May 21, 2011

Allison Tait & Timothy Enright  
– July 2, 2011

Kristen Mahoney & Brian Creston  
– September 24, 2011

#Rachel Simonson & Tyler Jones – October 1, 2011  
Rachel Beckwith & Scott Caruso – October 15, 2011

## FUNERALS

NAME.....	DATE OF DEATH
Tom Gutowski .....	01/19/2011
*Clifford Morehouse.....	03/08/2011
Robert Scheidecker .....	03/10/2011
*Bill Dobbins .....	05/23/2011
#Alice Santorelli .....	03/09/2011
#Betsy H. Brooks.....	05/06/2011
*Catherine H. Habersfeld.....	07/11/2011
#Lillian M. Cheeseman.....	06/28/2011
#Margaret G. Savoia.....	09/02/2011
#Stanley Ford Baker, Jr.....	01/11/2011

*\*Members*

## NEW MEMBERS - CONFIRMED JUNE 12, 2011

Donald Adams  
Jennifer Ann Cooper  
Emily Dorothy Crowther  
Talia Brie Gallagher  
Andrew Michael Lynch  
Nichole Alexandra Mecca

## NEW MEMBERS - CONFIRMED JUNE 19, 2011

Katherine Elizabeth Bogaert  
Lindsay Maria Grant  
Amy Rose Morrow  
Jesse Robert Morrow  
Amanda Lauren Royka  
Chelsea Meghan Thalken

## NEW MEMBERS - RECEIVED FEBRUARY 6, 2011

Susan Griffiths  
David Perkins  
Stephanie Perkins  
Nicole Simonson

## NEW MEMBERS - RECEIVED JUNE 5, 2011

Dan LaFleur  
Lynn LaFleur  
Carmen DeLuca  
Melissa Lavanway

## NEW MEMBERS - RECEIVED DECEMBER 4, 2011

Cindy Brock  
Stephen Malone  
Jane Malone  
Heather Mastracchio  
Taras Romaniuk  
Jackie Romaniuk

## DROPPED FROM MEMBERSHIP AT THEIR REQUEST OR OTHER

Joanna Appleby  
Jeffrey Cippolini  
Laurie Cippolini  
June DePoto  
Linda DePoto  
Gus VanDerMaelen  
Lisa VanDerMaelen  
Kelly Hillman

## DROPPED FROM MEMBERSHIP BY DEACONS REVIEW

Robert Dlugolenski  
Thomas Goldfuss  
Cathy Munzner  
Carol Pastore  
Lisa Pastore  
Nicholas Pastore  
Jennifer Talon

## Minutes of the Annual Meeting January 23, 2011

The annual meeting of the North Haven Congregational Church was held in the church sanctuary and called to order at 10:55 a.m. by Moderator Philip DiPeri. Fifty-six voting members were present which constituted a quorum. The call to the meeting was posted as required by the by-laws. The Rev. Scott Morrow led those assembled in prayer.

A motion was made by Larry Ballantyne and seconded by Phyllis Kaercher to approve the minutes of the January 24, 2010 annual meeting. Motion passed.

Phyllis Kaercher moved and Cathy Welch seconded a motion to accept the by-law change printed 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 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-Underline 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 make or 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 ~~selection of~~ **installing** a new moderator.*

John Tibor moved and Larry Ballantyne seconded a motion to remove 'make or' in Article IX, Section 1.

#### **Motion passed.**

Adam Schweickert moved and Stephen Peterson seconded a motion to replace 'selection of' with 'confirming and' in Article IX, Section 1. Motion passed.

Phyllis Kaercher and Cathy Welch amended the original motion to read that we accept the by-law change as printed on page 9 of the 2010 Annual Report and amended by the above motions. Motion passed.

John Tibor moved and Ray Geissler seconded the motion to accept the Nominating Report. Mabel Peterson presented the slate of officers, board and committee members. She thanked Betsy Gumbart, the other member of the Nominating Committee, for her support. The following additions are to be made to the printed report.

- Board of Christian Education: Add Carolanne Thomas for term ending in 2013.
- Board of Deacons: Add Jennifer Harris for term ending in 2012.
- New Haven East Consociation Delegate: Doris Ferner

Motion to accept report passed.

Nancie Estep moved and Donald Geissler, Sr. seconded the motion to accept all non-financial reports. Motion passed.

The report of the New Haven East Consociation Church and Ministry Committee was accepted.

Betsey Reid moved and John Rankin seconded the motion to accept the treasurer's report. Deep gratitude was expressed for the work that John Tibor and Larry Ballantyne perform daily to pay the bills. Motion passed.

Donald Geissler, Jr. moved and Jim Bennett seconded the motion to accept the financial reports. Motion passed.

Larry Ballantyne moved and David Gould seconded the motion to accept the proposed budget for 2011. Adam Schweickert of the Finance Board spoke to the proposed budget. He expressed his thanks to John Tibor, Larry Ballantyne and Jody Gallagher who keep the records in fine order.

A motion was made by Elizabeth Anderson and seconded by Doris Ferner to approve the appointment of Stephen Peterson as the Church's Financial Agent for 2011. The motion was passed by the quorum present.

Priscilla Bradford took the opportunity of this meeting to thank Rev. Care for the gifts she has

shared during her time with us and wished her well in her future ministry.

Jim Bennett moved for adjournment and David Gould seconded the motion. Meeting adjourned.

Respectfully submitted,  
Priscilla Bradford, Church Clerk

**CHURCH MEMBERSHIP STATISTICS 2011**

**Active Members, January 1, 2011 .....406**

Removed by Death.....	3
Removed by Letter of Transfer.....	0
Resignation .....	8
Removed by Deacons Review .....	7
<b>Sub-total.....</b>	<b>18</b>

**Members Received**

Letter and Reaffirmation.....	0
Confession of Faith.....	14
Confirmation .....	12
<b>Sub-total.....</b>	<b>26</b>

**Total membership, December 31, 2011 .....414**

\*Revision of the Membership List is in progress.

**Minutes of the Special Meeting  
May 1, 2011**

The Special Congregational Meeting of the North Haven Congregational Church was held in the church sanctuary and was called to order by Moderator Philip DiPeri at 10:47AM. Sixty voting members were present, which constituted a quorum. The call to the meeting was posted as required by the by-laws. The Rev. Scott Morrow led those assembled in prayer.

The following motion made by the Council was read:

The Board of Trustees is hereby authorized and instructed to fund any operating budget shortfall in 2011 so that the Church ends 2011 with a balanced budget, by using Unrestricted Funds, including but not limited to use of principal, in a way that meets this instruction in the best operational and financial interests of the Church, as determined by the Board of Trustees.

Adam Schweickert outlined the issues facing the church that have led to a budget shortfall for 2011. Specifically, that the church voted a deficit budget for 2011 with the expectation that the number of

pledging units and the amount pledged would increase and overcome the deficit. This has not occurred. Steve Peterson stated that the Trustees support the motion as there is no other good alternative. The motion passed.

A motion was made by Adam Schweickert and was seconded by Betsey Reid to consider the proposal that:

The Church ratifies and establishes by Congregational vote the Board of Finance and Council’s previous determination that the annual amount(s) received from Sprint/Nextel and deposited into the Cell Tower Account shall be handled and distributed each year as follows:

- a. 10% to Board of Christian Outreach;
- b. 10% to Board of Trustees for the Endowment;
- c. \$5,000 set aside for Special Projects approved and awarded by the Board of Finance on application to it, with any unused amount going to the Replacement Reserve (see #3(d) below); and
- d. Balance going to the Replacement Reserve to address the Church’s capital project needs as determined by the Board of Building and Grounds and approved and paid by the Board of Finance.

Beth Anderson asked whether passage of this motion would limit flexibility that the Board of Finance needs to meet the budget needs of the church. Adam Schweickert explained that the proposal was made so that the Board of Finance would have a clear understanding of how the congregation wants these funds are to be used when they make the budget. Steve Peterson commented that a motion could be made each year to change or ratify the distribution of the Cell Tower Funds. The motion passed.

A motion was made by Adam Schweickert and was seconded by John Tibor to consider the proposal that:

The Church Council is authorized and instructed to create a group of members designated the Membership Working Group, which shall have the express goals of increasing both the Church’s membership and the number of Church members who pledge, and shall focus exclusively on publicizing Church-related activities and events, and

conducting invitational and welcoming programs, within and beyond the Church.

A discussion ensued. The motion passed.

A motion was made by Steve Peterson and was seconded by Adam Schweickert to adjourn the meeting. The motion passed.

Respectfully submitted,  
Susan Compton, Clerk

## **Minutes of the Special Meeting November 6, 2011**

The Special Congregational Meeting of the North Haven Congregational Church was held in the church sanctuary and was called to order by Steve Simonson at 10:55AM. Sixty-three voting members were present, which constituted a quorum. The call to the meeting was posted as required by the by-laws. The Rev. Scott Morrow led those assembled in prayer.

A motion was made by Steve Peterson and was seconded by Priscilla Bradford to consider the proposal: to authorize the Trustees to secure a loan for not more than \$45,000 for urgently needed repairs to the sanctuary roof and bell tower with the understanding (1) that the loan will come from either the Congregation's Trust Funds or the Cornerstone Fund, and (2) that the exact terms of the loan will be presented to the Congregation for its final approval before the note is signed.

Steve Peterson explained that bid for the combined sanctuary roof replacement and bell tower repair totals \$74,770 and that both projects are urgently needed. The contractor estimates the work will take 4 weeks to complete and payment for labor and supplies (\$51,950) will be required within 30 days of completion of the project and he is willing to delay payment of labor costs (\$22,820) until early 2012. Gifts from two members for a total of \$37,000 have been received, \$12,000 is available in the Nextel account and \$6,000 of interest is available in the Cooper fund. A loan from the Trust funds or the Cornerstone Fund will be needed to taken to pay for the labor costs. Once the final bill for the project is received, as the bylaws require, the Trustees will present the exact terms of the loan to the Congregation for their final approval before a note is signed.

Martin Benassi explained how Buildings and Grounds conducted the bidding process for the sanctuary roof replacement and bell tower repair, the reasons for doing both projects together, the timeline of the project and other details about the project.

Adam Schweickert stated that the Board of Finance endorses the project and the financing proposal for the project. He recognized Priscilla Bradford for her work as the Board of Finance's liaison to Buildings and Grounds, all of the members of the Buildings and Grounds committee and Steve Peterson for their hard work on this project.

Carol Amico moved the motion. The motion to vote on motion passed with one abstention.

The vote on the motion passed unanimously.

The meeting was adjourned at 11:10 AM

Respectfully submitted,  
Susan Compton, Clerk

## **Motion Enabling Trustees To Obtain A Credit Line**

Obtain a line of credit for not more than \$75,000 from the Cornerstone Fund. The line will be granted for five (5) years and may be renewed thereafter. The interest rate is based on the three (3) month LIBOR (London Interbank Offered Rate) plus a margin of 4.5%, which rate may adjust weekly. The line will be secured by a first mortgage or deed of trust on all church property. The Chair of the Board of Trustees and the Financial Agent are authorized and instructed to attend to all details involved in this transaction.

Consistent with the Congregation's vote in a Special Meeting, November 6, 2011, up to \$45,000 may be drawn from this line for the completion of the roof and bell tower project.

Subsequent to the completion of the roof and bell tower project, the Congregation must approve any draw against the line of credit in excess of \$20,000.

## Nominating Committee

### OFFICERS

Term Ending 2013

OFFICE	CANDIDATE
Moderator	Sally Pallatto
Associate Moderator	
Clerk	Sue Compton
Treasurer	John Tibor
Assistant Treasurer	Larry Ballantyne
Financial Recording Secy	Jody Gallagher

### BOARD OF BUILDINGS & GROUNDS

CANDIDATE	TERM ENDING
Kevin Studley	2013
Phil James	2013
Martin Benassi	2013
Carmen DeLuca	2014
Melissa Lavanway	2014
Paul Powers	2014

### BOARD OF CHRISTIAN EDUCATION

CANDIDATE	TERM ENDING
Ray Geissler	2013
Debbie McKosky	2013
Carolanne Thomas	2013
Kathy Grant	2014
Heather Studley	2014
Martha Butterworth	2014

### BOARD OF CHRISTIAN OUTREACH

CANDIDATE	TERM ENDING
Betsey Reid	2013
Julie Schweickert	2013
Peter Struk	2014
Mitch Grant	2014
Paula Diehl	2015
Jim Bennett	2015
Don Adams , Youth	2013

## BOARD OF DEACONS

CANDIDATE	TERM ENDING
Patience Benassi	2013
Bryant Munson	2013
Barbara Massey	2013
Steve Simonson	2013
Betsy Gumbart	2014
Greg Pierce	2014
Nancy Mahoney	2014
Dot Pierce	2014
Lori Murphy	2015
Carol Amico	2015
Chris Corcoran	2015
Adam Schweickert	2015
Lindsay Grant, Youth	2013

### BOARD OF FINANCE

CANDIDATE	TERM ENDING
Mabel Peterson	2013
	2013
Beth Anderson	2014
Priscilla Bradford	2014
Kathy Thibault	2015
Joan Bennett	2015

### MUSIC BOARD

CANDIDATE	TERM ENDING
Carol Mitchell	2013
Tim Peiffer	2014
	2015

### NOMINATING COMMITTEE

CANDIDATE	TERM ENDING
Doris Ferner	2013
	2013
Jean Burr	2014
	2014

**BOARD OF TRUSTEES**

CANDIDATE	TERM ENDING
Stephen Peterson	2013
Steve Baraquin	2014
Stephanie Perkins	2015

**AUDITING COMMITTEE**

CANDIDATE	TERM ENDING
Betsey Reid	2013
Phil James	2014
John Rankin	2015

**COLLECTION COMMITTEE**

Term Ending 2013

Joyce Bellonio	Carol Mitchell
Jim Bennett	Sue Compton
LaVala Rossi	Linda Nielson

**FLORAL COMMITTEE**

CANDIDATE	TERM ENDING
Phyllis Kaercher	2013
Sue Tibor	2014
Helen Nado	2015

**MEMORIAL GIFTS COMMITTEE**

CANDIDATE	TERM ENDING
Rose Monaco	2013
Joyce Bellonio	2014
Cathy Welch	2015

**USHERS & GREETER COMMITTEE**

CANDIDATE	TERM ENDING
Doris Ferner	2013
Elaine Burr	2014
Betty Martin	2015

**CONGREGATIONAL REPRESENTATIVES**

Greg Pierce	2013
Jeanne Mecca	2014

**CONNECTICUT U.C.C. DELEGATES**

Term Ending 2013

Kim Coughlin	Stephanie Perkins
David Perkins	

**NEW HAVEN EAST CONSOCIATION**

Term Ending 2013

Doris Ferner	Nancie Estep
Betsy Gumbart	

**Addendum to the Report of the Nominating Committee**

Members and Staff of the North Haven  
Congregational Church Serving the Wider Church

**Priscilla Bradford**

Member, Davenport-Dunbar Resident Board,  
Hamden

**Susan Compton**

Secretary, NHOAH- North Haven Opportunities  
for Affordable Housing

**Edwin Dudley**

Member, Frost Board  
(New Samaritan Corp., Waterbury)  
Member, Stevens Woods and Woods Edge-  
Oakview Boards, North Haven

**Nancie Estep**

Member, Church & Ministry Committee,  
New Haven East Consociation

**Eleanor Harple**

Member, North Haven Food Council Board

**Rev. Scott Morrow**

President, Woods Edge-Oak View Board,  
North Haven  
Member, Cemetery Commission,  
Town of North Haven  
Member, Juvenile Review Board,  
Town of North Haven

**Mabel Peterson**

Member, Davenport Dunbar Resident Board,  
Hamden  
Member, Frost Board  
(New Samaritan Corp., Waterbury)

**Betsey Reid**

Treasurer, New Samaritan Board, North Haven  
 Chair, Frost Board  
 (New Samaritan Corp. Waterbury)  
 Members, Woods Edge-Oak View Board,  
 North Haven

**Stephen Simonson**

Member, New Samaritan Board, North Haven

## Auditing Committee

We have reviewed the records, financial reports and procedures of the North Haven Congregational Church for the year 2010 as reported in the Annual Report of 2010 submitted to the congregation in January of 2011. 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 have tried to arrange for a professional audit of the books of the Church which the bylaws say should be done every five years and has not been done in the memory of any of our members. However the current financial situation has prevented our success in this matter. We intend to continue to support such an action.

In addition to our review of the reports, this year we worked on developing a procedures manual for all the volunteers who are involved with handling the various aspects of collection and recording for future use. The draft is ready for review by the various groups involved as well as the professional auditor should we be able to do that this year. We also reviewed the 2010 inventory of church property for changes and hope to be able to get an appraisal of certain historic properties of the original North Haven Congregational Church. This will also be a continuing project into next year.

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

Respectfully Submitted,

Betsey Reid, Chair  
 Philip James  
 John Rankin

## Board of Buildings & Grounds

The Board of Building and Grounds continued to work hard maintaining both the church and parsonage while trying to stay within the approved budget for 2011. Unfortunately, due to the severe winter last year and several unforeseen conditions, staying within the budget was not possible. Emergency calls were made to plumbers to fix leaks in the old boiler line and toilets, elevator emergency call on a weekend and contractors required to remove ice and snow from the roof that were causing ice damming problems and roof leaks.

Some of the maintenance related activities through the year which totaled \$11,795.00 include:

**Elevator:** The elevator maintenance contract was renewed with ThyssenKrupp and paid for by Trustees. One emergency call on a weekend was an extra charge which, through some creative negotiating by Phil James, they agreed to cut the amount of the invoice by half. The State of Connecticut charges for their bi-yearly inspection of the elevator and, when added to other expenses, was a total cost of \$401.13 this year.

**Landscaping:** Pitch Pines Landscaping was under contract for the lawn mowing at both the parsonage and the church grounds. Invoicing was \$316.64 per month for a ten month contract.

**Fire Extinguisher:** Regular inspection and servicing of all eleven fire extinguishers throughout the building cost a total of \$197.00.

**Supplies:** Purchase of cleaning supplies such as paper towels, ice melt, soap, etc. totaled approximately \$580.00.

**Old Boilers:** Annual state inspection of the old boilers and water heaters cost the church \$320.00. Several issues were raised during the inspection about the condition of the boilers, but because we were in the process of replacing both units, violations were waived.

**Snow and Ice:** Due to the bad winter last year, additional costs were incurred for snow removal and emergency calls totaling \$930.00.

**Plumbing:** Emergency calls related to plumbing issues totaled approximately \$1,885.00 including one major repair to a feed line on the old boiler.

**Alarm System:** Alarm One Security Systems has the contract for monitoring the alarm system for \$264.00 per year.

**Clean-up:** We had a very successful cleanup of the Church grounds back in April. Thank you to everyone who showed up to help.

In addition to the items noted above, there were other miscellaneous items which popped up during the year such as replacement of a defective door closer and servicing of the church's safe. However, in spite of all the ongoing maintenance and thanks to the financial support of the Trustees and Women's Fellowship, the committee was able to include work on several capital improvement projects based on the Condition Assessment Study prepared back in November of 2008.

Capital Improvement Projects totaled \$58,916.00

**Boilers:** By far the most important improvement item related to the overall long term improvement both financially and environmentally, to the Church was the replacement of both boilers. Working with Quinn Plumbing and Heating both boilers were replaced with new, energy efficient Mod/Can (modulating/condensing) boilers. The new units will be nearly 97% efficient due to microprocessors used to regulate the burner. The new units also replaced the old domestic hot water heaters which will result in even more savings. First we retained the services of R. L. McLean to remove all the asbestos that was around the piping at a cost of \$3,090. Paul Powers, working with Michael Stein of The United Illuminating Company, obtained a grant for \$6,400 to help offset the cost.

**Window replacement:** Six windows were replaced in the Heath Room, Children's Library and Associate

Pastor's office with new high energy efficient units for a total cost of \$2,231. Thanks to the Women's Fellowship who paid for all this work and Bernie Hummel for painting the wood trim.

**Lawn sign:** New plexiglass and lettering were installed in the lawn sign. Plans are in the works for getting electrical power to the sign for lighting.

Projects in the works for 2012:

**Roofing:** A contract has been signed with the F. J. Dahill Company of New Haven for the roof replacement on the Church sanctuary and restoration of the bell tower. Original start date was set for mid October. However, due to the early snow fall and lead time in getting some of the materials, the decision was made to postpone the start date to early spring of 2012. Anticipated total cost (pending any unforeseen conditions) is \$74,770.

**Sign:** Installation of electrical power to the church sign on the front lawn. Designs are being worked on for a new sign which will include the ability to change messages on the sign from a computer located in the Church office.

**Lighting:** Budget cost estimates were received for lighting the steeple and front elevation of the church.

We are fortunate to have two long-term B&G members who will continue to be on call to support our work and give much valued time and knowledge to plans for this coming year. Sincere thanks go to Bernie Hummel and Don Geissler for their ongoing involvement in the life of the North Haven Congregational Church.

Respectfully Submitted,

Paul Powers and Kevin Studley co-chairpersons  
Martin Benassi  
Phil James  
Bernie Hummel  
Bob Tait

## Board of Christian Education

Members of the Board of Christian Education for 2011 are Deborah McKosky, Lori Murphy, Raymond Geissler, Carolanne Thomas, Heather Studley, and Steve Peterson. Lori is the Board's secretary and its representative to the Church Council; for the period January through May, Heather served as the Church School coordinator; and Heather and Steve are co-

chairs of the Board. In January, Kim Coughlin and Jeanne Mecca concluded their terms of service—service for which we are most grateful.

Much of the work of the Board this past year was preparing for, and adjusting to, the reality that Christian education would no longer be lead by an associate pastor. In this new context—it is difficult to recall a time when this was the case—the Board determined that its first priority must be to assure the continuity of a vital church school. Carolanne Thomas volunteered to become the church school Director as well as a teacher. Board members Lori Murphy and Ray Geissler also continued to teach. They were joined by the many people listed below. Together this talented team has sustained and enriched the church school. We are grateful for their dedicated effort.

**Church School Teachers and Aides**

- |                   |                    |
|-------------------|--------------------|
| Martina Benassi   | Priscilla Bradford |
| Cynthia Campos    | Onalee Collins     |
| Jennifer Coulston | Jennifer Cooper    |
| Talia Gallagher   | Don Geissler       |
| Kathy Grant       | Annette Grant      |
| Lindsay Grant     | Deborah McKosky    |
| Joey Mulvey       | Katie Mulvey       |
| Amy Morrow        | Jesse Morrow       |
| Mary Pallatto     | Stephen Simonson   |

**Mean Church School Attendance**

	<b>Winter Quarter</b>	<b>Spring Quarter</b>	<b>Fall Quarter</b>
<b>Nursery - Toddler Room</b>	2	2	3
<b>Pre-K - 2nd Grade</b>	ND	ND	5
<b>3rd - 5th Grades</b>	ND	ND	5
<b>6th - 8th Grades</b>	5	4	4

The church school continues to use the Live B.I.G. curriculum and a regular music component, led by Brian Jones and Timothy Peiffer, which has further enhanced the school.

A mid-week Bible study is conducted by Greg Pierce and the Board is grateful for this continuing ministry.

In June, twelve (12) young people were confirmed into the membership of our church. A new confirmation class of nine (9) students began in

September. Patience Benassi is assisting the Minister with this program.

This year St. John’s Episcopal Church provided overall leadership for the Vacation Bible School, August 8-12. Susan Beth Collins directed and coordinated the effort for our congregation. The school enrolled 36 students, of which four were from North Haven Church. VBS participants and volunteers were involved in two outreach projects: collecting school supplies for children in area homeless shelters and collecting change to buy food for the North Haven Food Closet. In addition to Susan Beth, thanks go to Barbara Massey, John Tibor Martina Benassi, Onalee Collins, Shayna DeLuca, Skye & Talia Gallagher, Amy Morrow, and Jesse Morrow for assisting the school.

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. This year, Advent Night was especially well attended and the addition of music, provided by Gary Snowbeck added much to the joy of the evening.

Again, we offer our deepest thanks to the Board members, our Church School Teachers, our Vacation Bible School staff, our youth advisors, and the many other church members who joined in the Christian education program of the past year.

Respectfully submitted,  
Heather Studley and Steve Peterson, Co-chairs

**Board of Christian Outreach**

Christopher Corcoran, Chairperson of the Board of Christian Outreach, with members Carol Amico, Mitch Grant, Peter Struk and Betsy Reid, sought 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. Our committee’s goals include:

- Identifying volunteer opportunities and providing financial support to organizations, especially in the areas of families affected by poverty and people confronting crisis and need.
- Facilitating discussions related to current local, national and global issues of suffering, poverty and social justice, and providing 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): After a brief hiatus, we are scheduled to resume our congregation's support of this vital ministry in Jan. 2012. Now, we are no longer asked to bring prepared food from our church, but to help serve the hungry and clean up afterwards. On the first Thursday of each month, five volunteers are needed, beginning at 5:30pm. Special recognition goes to John Tibor for his help preparing food, and to all who helped transport it to DESK.

**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:** Once again our congregation generously supported these annual offerings in 2011: Neighbors In Need, \$478; Blanket Sunday, \$395; One Great Hour of Sharing, \$345; plus \$145 to Church World Service for Tsunami Relief and \$216 to Church World Service for Haiti Earthquake Relief.

**Alternative Christmas Gifts:** We sold Christmas Cards to benefit Heifer Project, Habitat for Humanity- Sleeping Giant Build, and DESK.

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

**Red Cross Blood Drive:** Our church hosted successful Blood Drives, and more are scheduled in the coming year.

A Christmas Angel Tree collected many Christmas Gifts donated by our congregation for children who otherwise would have gone without. Carol Amico coordinated the sale of Fair Trade Coffee, Tea and Chocolate, with profits to be used in support of Church Mission Trips. Fair Trade programs support small farmer co-ops, and promote the use of sustainable farming methods.

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.

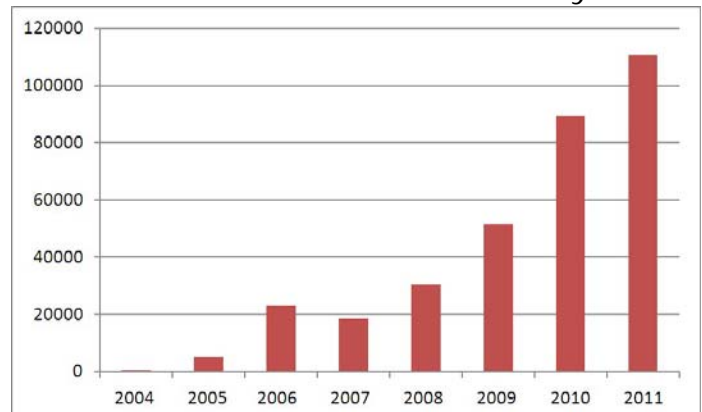
### OPERATIONAL ROLE

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 its inception on December 17, 2004, our web site has had 329,362 not necessarily unique visitors, an average of more than 128 visitors each and every day for 2,570 days. These visitors came from a monthly average of 1,368 distinct Internet addresses throughout the world, a 34 percent increase from 2010.

Annual Web Visitor Activity



During 2011, we had 111,087 visits, an average of 304 visits per day and representing an increase of 21,829 visits (> 24 percent) over the total number of visits during 2010.

## **MEDIA RELATIONS**

The CommGroup stepped up its work with respect to generating and distributing press releases to the local media during 2011 thanks to the help of Chris Corcoran, Rich Gallagher, and Sally Pallatto. Media contact lists are being fine-tuned to help better target information to the media with identified interest in specific topics. Planned initiatives for 2012 include mentoring boards and committees about how to get press coverage for what they do routinely

## **Congregational Representatives**

Serving this year, Jeanne Mecca and Greg Pierce 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,  
Jeanne Mecca & Greg Pierce

## **Board of Deacons**

The 2011 Board consisted of the following members: Cathy Welch, Barbara Massey, Bryant Munson, Joan Bennett, Jim Bennett (Secretary), Patience Benassi, Betsy Gumbart, Greg Pierce, and Stephen Simonson (Chairperson). Jennifer Bailey began the year on the Board and left early for personal reasons. At the year's end there were three vacant positions. We did not have a youth member this year.

Stephen Simonson was the Deacons' representative to the Pastoral Relations Committee. The Senior Minister's performance review was completed.

Throughout the year the Deacons conducted a thirty minute Bible Study as part of the monthly board meetings. This process met with general approval and was routinely led by Greg Pierce. 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, building sharing and caring support to members,

scheduling one Deacon to be Deacon of the month, which includes ensuring the sanctuary is ready for worship and attending church council meetings, scheduling four Deacons to serve communion each communion Sunday, and other special services that include communion, implementing the process of assigning six members each Sunday to assume specific roles as part of the fire safety policy identified by the Buildings and Grounds Committee, monitoring and reaching out to people identified on the "prayer list" and recruiting scripture readers.

Substantial accomplishments included: 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, and new member classes. Several weddings, funerals and memorial services were also critical moments in the life of the Church receiving assistance from Deacons. We encouraged announcements be made with a microphone from the front of the sanctuary so all could better hear. Deacons coordinated switching the location of our two hymnals so the more frequently used hymnal is easier to access.

The Deacons would like to thank the Rev. Scott Morrow for his leadership throughout the year. During this year when Scott became a solo Pastor we have initiated different systems to better support him. The first is to assign lay coordinators to activities historically led by the minister, i.e. confirmation class and new member's classes. Scott will remain central to these types of activities; however, he will receive dedicated support to arranging and coordinating these events. A second area of support to Scott is that the deacons will lead a minimum of eight annual lay led Sunday services beginning in 2012.

Special thanks go Brian Jones and Gary Snowbeck for their skilled leadership and extraordinary talents that enrich the Sunday services every week. The Deacons also want to thank Nancie Estep for her support, and her effectiveness in the "phone-ministry" she conducts every day of the week receiving calls to our church office from members and from the community at large. Special thanks also to Moderator, Philip DiPeri for his steadfast commitment and support to the deacons and to his

leadership and collaboration with Sally Pallatto in sprucing up the main entrance to the Church. It is beautiful, welcoming and informative.

Areas of focus for next year include: completing the Church directory, getting traction and educating the congregation in the use of “helpinghands.com”, a web-based system to facilitate our caring and sharing ministry at NHCC; leading creative, fun, stimulating, lay led services; and supporting our Minister.

Respectfully submitted,  
Stephen Simonson, Chair of Deacons

## Floral Committee

This year, the Floral Committee operated with a full committee, Betty Martin, Chair, Susan Tibor and Phyllis Kaercher. 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 Larry Ballantyne.

### **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 received and documented donations that were received in memory of the following members and friends of the North Haven Congregational Church.

Dean Blake	Catherine Habermfeld
Robert Scheidecker	Jack Viele
Clifford Morehouse	William Ferner
William Dobbins	

Gifts were also received in Honor of:

Sally Pallatto	Doris Ferner
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Additional gifts were designated to the Guertin Ferner Music Fund. One gift was for the use by the children of the congregation.

The total amount of gifts received this year was \$805. The balance of the Memorial Gifts Fund is \$13,820.73. No disbursements were made from this fund this year.

Members of the committee are, Rose Monaco, Ellie Harple and Joyce Bellonio.

Respectfully submitted,  
Joyce Bellonio

## Music Board

*“The only proof he needed for the existence of God was music.”- Kurt Vonnegut*

This has been an exciting year for music at the North Haven Congregational Church. Many members have remarked to the Music Board on the quality of the music during our worship services. While the Music Board would like to take credit for this, our success rests on the shoulders of two people – Brian Jones, our Choir Director, and Gary Snowbeck, our

Organist. This year we split the music position to allow Brian to focus on choral direction and Gary to dedicate his efforts to playing. This also allows Gary to play with both hands! We are thrilled to have Gary back at NHHC and to have a talent of his caliber contributing to this vital aspect of our church.

Brian started his work with the church right after Easter. It was a good sign that he spent many hours here even before he officially started so he could familiarize himself with our church, our existing program, and most importantly, our church family. In Brian's own words:

“Since I began my employment here at North Haven Congregational Church, I have received nothing but warm welcomes from everyone I have encountered. Your warm and kind words have helped me feel right at home. The music program here has had numerous successes since my arrival in May. The return of the Youth Praise Band with their summer debut was fun and inspiring, as well as the Children's Choir, when they made their return in the fall. The summer music was a wonderful variety of styles, instruments, and voices, giving us a true idea of exactly how much talent we have here at NHCC. As the year progressed, so did the Chancel Choir, bringing in two new members, and learning a varied repertoire of new choral music to bring to the service. In November, we premiered our very first All Church Choir, which more than doubled the size of our Chancel Choir, and was a truly inspiring example of stewardship on Thanksgiving Sunday as we sang Josh Groban's "Thankful". The Christmas Eve service was a special event, showcasing so much of the talent we have in this church, with a prelude quartet singing carols, a collaboration by Jesse and Amy Morrow, the Chime Choir, a wonderful solo by September Ann Baraquin, as well as the Chancel Choir, bringing a fabulous end to a fruitful year for the music program.”

Our Music Program supports programs for everyone through our youth programs (Children's Choir, Praise Band), The Chancel Choir, The Chime Choir, and more. The music leadership has been very supportive in working with members to provide music during the Offertory and other occasions. If any members have considered becoming active in our music program, this is the time to do so!

The Pierpont Concert Series is alive and well, bringing another year of wonderful music to the North Haven community. In February, Washboard Slim and the Bluelights performed, to our knowledge, the first Jug Band Concert in our history. This was an opportunity for many to hear this uniquely American art form wonderfully performed by a nationally-known Jug Band.

In May, The Jolly Beggars took the stage to usher in the warm spring weather with a program of Celtic music using guitar, mandolin, bass, fiddle, bodhran, whistle, and more to accompany their complex and beautiful harmonies. The Jolly Beggars have just released a new CD, and will be back at NHCC in May.

Dave Fry had to be rescheduled due to the freak October snow storm that shut down much of the state. With a long list of credits including many appearances on PBS and even the White House lawn, Dave was certainly worth the wait. A performer dedicated to making sure everyone has a great time; Dave wowed the audience with his rendition of Louis Armstrong's "Zat You, Santa Claus?"

In December, Brian Jones brought his vocal group – the Elements to the Pierpont stage. Presenting a holiday theme, the very talented and imaginative a capella group presented some truly beautiful arrangements of traditional hymns and holiday songs. There was even a surprise visit from Santa!

The Series continues with a vocal and jazz concert featuring members of North Haven High School's award-winning music program. A capella groups Key of She, Men of Note, and One Voice as well as the Jazz Ensembles will perform. North Haven is rightfully very proud of the talents and accomplishments of these students, and the February 11th date is a great chance to see and hear them.

Once again Sally Pallatto has done an incredible job creating the artwork for posters, programs, and signage necessary to open the doors of our church to the greater North Haven Community. Thank you, Sally.

The success of the Pierpont Concert series is due, in part, to the tireless efforts of the many who have worked to hold a Church Supper before and a reception after the shows. The dinner/concert combination offers people an opportunity for a great evening out with friends and family. At the risk of

leaving anyone out, the Music Boards wishes to acknowledge the labors of Nancie Estep and Carol Mitchell who organize a dedicated group of volunteers to make the evenings successful. Fantastic job and Thank You!

A strong music program relies on performers, listeners, and a lot of people helping along the way. The Music Board recognizes that North Haven Congregational Church has all three ingredients and looks forward to continuing the momentum that is under way.

Respectfully submitted,  
Rich Gallagher, Carol Mitchell, Tim Peiffer

## **NHOAH**

### **North Haven Opportunity for Affordable Housing**

NHOAH, has met monthly (presently at our church) since 1993. NHOAH plans to continue as an ecumenical affordable housing non-profit corporation in and for North Haven. This past year NHOAH continued its involvement in the administration of Summerdale Condominiums and has purchased the property at 518 Clintonville Road and is in the early stages of planning to building affordable housing on this site.

Respectfully submitted,  
Susan Compton, NHOAH Member and Secretary

## **Pastoral Relations Committee**

The 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 Minister(s). Members of the Committee shall be appointed for a term of one year.

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

The Committee shall review the terms of the Minister(s)' call (covenant contract) and job description(s) annually and make recommendations

regarding the terms of the Minister(s)' call and compensation package to the Board of Finance.

This Committee shall report directly to the Congregation.

The Committee members include: Priscilla Bradford (1/11/11-5/22/11), Philip DiPeri, Jeanne Mecca, Tim Peiffer, Steve Simonson, Rev. Scott Morrow, Rev. Care Goodstal-Spinks (1/1/11-5/22/11), and Chairperson, Mabel Peterson.

The Committee met ten times this year. Agenda items included (1) issues related to the Associate Pastor's final five months of employment; (2) annual evaluation of the Senior Pastor; and (3) issues related to work of Senior Pastor following the departure of the Associate Pastor.

Respectfully submitted,  
Mabel Peterson, Chairperson

## **Personnel Committee**

The Personnel Committee met rarely during the year. This was the year that stability was realized as three vacant positions were filled; the Sexton, Choir Director and Organist. The latter two are newly created positions from the Minister of Music. The church continues to enjoy stability in the Office Manager position. The Office Manager, Nancie Estep, is both valued and respected; provides supervision to the Sexton position with the assistance and support from the Personnel Committee. The newly hired Sexton, Kirk Johnson, demonstrates his commitment to the stewardship of the building on a daily basis. Brian Jones, an energetic and enthusiastic Choir Director, was hired and provides much desired leadership of the Church Music Program. Gary Snowbeck, no stranger to the Church, returns to us as Organist and fills the Sanctuary each week with a rich fullness of beautiful sound that is our organ. Together, they are quickly returning our Music program to a place of prominence in our Worship time.

Evaluations of all four positions were conducted in late 2011. The committee has submitted salary recommendations for 2012 to the Finance Board for consideration in the development of the budget.

The committee continues 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.

Respectfully Submitted,  
Timothy Peiffer, Chairman

## 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 2011 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 2012 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.

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, Doris Ferner 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 Harvest 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:

- \$700.00 in support of local mission projects.
- \$350.00 was donated to the fund raising line item on the budget.
- \$200.00 was donated to the Silver Lake Scholarship fund.
- \$400.00 was donated for the Youth Mission Trip.

- A total of 43 Church World Service (CWS) kits were done. NHCC hosted other churches by providing a central drop off point for their kits.
- The fellowship furnishes the devotional booklet given to members.
- We have pledged funds to help provide for new windows needed in the church.

Also miscellaneous expenses not available from the church budget such as the water filter for the kitchen and ladder for the parsonage.

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. A Special thank you goes to Carol Mitchell, Denise Adinolfi and Nancie Estep for co-chairing both the Tag Sale and the Annual Fair.

Respectfully submitted,  
Eleanor Harple

## **New Haven East Consociation Church and Ministry Committee**

There was a transition during the last year in the representation of the North Haven Congregational Church on the New Haven East Consociation Church and Ministry Committee. The Senior Pastor, Rev. Scott Morrow, completed his term as our representative as of the Consociation Annual Meeting in May, at which time Nancie Estep was elected as our representative. 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; Rev. John Van Epps, North Guilford; Bruce Walker, East Haven; Rev. Deborah Roy, North Branford; Rev. Elven Riggles, Jr. Durham; Rev. Dr. Mike Penn-Strah, Regional Minister, and Will 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 was ordained on Sunday, November 13, at Trinity Lutheran Church in Brooklyn, New York. Rev. Scott Morrow and several confirmands attended the service of ordination

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

- The Rev. Lisa Horst Clark resigned as Associate Pastor for Children and Family Life at First Congregational Church, Guilford, in order to accept a pastorate in Seattle, Washington. The Rev. Carolyn Johns succeeded Lisa as the Guilford representative on the Church & Ministry Committee.
- The Rev. Gary Smith resigned as Senior Pastor, First Congregational Church of Branford and accepted a position as Interim Pastor at Asylum Hill UCC in Hartford. The Rev. Susan Murtha is currently serving as Interim Senior Pastor in Branford.
- The Rev. Jay Terbush continues to serve as the Interim Pastor in North Madison.
- The Rev. Chris Nichols resigned as Pastor, First Congregational Church of Madison. The church will seek an interim pastor.

Finally, we note with sorrow the death of Jill Riggles, wife of the Rev. Elven Riggles, Pastor of the United Churches of Durham.

Respectfully submitted,  
Rev. Scott Morrow  
Nancie Estep

## Board of Finance

2011 was a year of excellent transition for the Church from a position of financial decline and a deficit budget to one of financial stability, new staff, major capital improvement projects, a new Season of Giving, and a balanced budget proposal for 2012.

As discussed and approved at the 2011 Annual Meeting in January, we began 2011 with a \$21,233 budget deficit that anticipated \$173,000 in pledges and gifts, while actual pledges as of the Annual Meeting were approximately \$20,000 below that amount. By April, we realized that pledges and gifts would not reach the budgeted level and pledging units continued their downward trend – at that point, pledges were down 9% from 2010 and 17% from 2005, and pledging units were down 22% from 2010 and 49% from 2005.

The Board of Finance determined that a membership discussion of the Church's finances was necessary, sent a summary of the Church's financials to the congregation, and organized and held a Special Congregational Meeting on May 1, 2011 to discuss the situation and address the Board's proposals. At that meeting, the congregation approved, among other things, that the Board of Trustees would fund any 2011 operating budget shortfall so that the Church would end the year with a zero balance.

With Rev. Scott's able leadership, the Board of Finance also responded to this financial situation by researching how to improve the Church's financials, and initiating a series of meetings with Church members that included Patsy Bjorling, Associate Conference Minister for Generosity Ministry who specializes in this subject. These efforts led the Board of Finance to initiate the Season of Giving in the Fall of 2011, which included wonderful lay testimonials by Sally Pallatto, Ellie Harple, and Lori Murphy about the importance of the Church in their lives, and Rev. Scott's moving and motivating sermons about our faith and commitment to giving and support of the Church's ministries.

The congregation's response to the May 1 Special Congregational Meeting and Season of Giving was fantastic, and resulted in the Church ending 2011 almost exactly on budget and entering 2012 with a proposed balanced budget. In 2011, members increased their pledges and gifts and other members (including new members) made new pledges – our actual budget deficit was \$22,514, which was covered by the Board of Trustees as shown in the Treasurer's Report. In 2012, the Church has experienced both increased pledges and pledging units over 2011.

Other major 2011 highlights include the successful initiation and completion of the boilers replacement project by the Board of Buildings & Grounds, which substantially improves the Church's buildings and capital structure and should result in lower utility expenses for years to come. With careful planning, the Board of Finance was able to approve and pay for this project in full in 2011, which facilitated the Board of Buildings & Grounds obtaining a utility rebate check in excess of \$6,000 for the Church.

We signed contracts in 2011 to replace the sanctuary roof and complete long-needed and extensive repairs to the Church steeple, which will take place in 2012 with the wonderful initial financial support of anonymous donors. In addition, we have experienced the energy and enthusiasm from new staff hiring in 2011 with Brian Jones as Choir Director, Gary Snowbeck as Organist, and Kirk Johnson as Sexton.

Turning to the proposed 2012 balanced budget, it contains actual expected revenue numbers – the pledges and gifts line item reflects actual 2012 pledges and anticipated gifts, and the remaining line items mirror 2011's actual final numbers. In addition, the proposed budget contains increased budgets for the Church's ministry-related activities, including increases for Christian Education, Deacons, and Buildings and Grounds over 2011, an increase to Outreach (over its requested 2011 budget), and a salary increase for staff (after no increase in 2011), as well as an increased financial commitment of our Church to the Conference through Basic Support.

The Board of Finance would not have been able to issue this report about an ultimately successful 2011 and bright financial future in 2012 for the Church without the committed and tireless effort of its members Beth Anderson, Priscilla Bradford, Sally Pallatto and Mabel Peterson. The Board also wants to express its gratitude for the consistent and ever-present support and involvement of Rev. Scott, John Tibor as Treasurer, Philip DiPeri as Moderator, and Jody Gallagher as Recording Secretary. We are blessed as a congregation to have these tremendous people involved in the Church and its finances.

We look forward to the Annual Meeting and presenting the proposed 2012 balanced budget.

Respectfully Submitted,  
G. Adam Schweickert

## Proposed Budget for 2012

	<u>2011</u>	<u>2012</u>
<b>INCOME</b>		
Church School	\$ 100	\$ 350
Envelope Income	70	80
Fund Raisers	9,000	6,000
Loose Offerings	3,500	3,500
Past Due Pledges	5,000	2,000
Pledges & Gifts	173,000	180,000
Building Contribution	<u>10,000</u>	<u>9,500</u>
<b>Total Annual Income</b>	<b>\$ 200,670</b>	<b>\$ 201,430</b>
<b>EXPENSES</b>		
Basic Support	\$ 7,000	\$ 7,200
Buildings & Grounds	7,000	7,900
Christian Education	2,000	3,000
Consociation	550	550
Deacons	1,000	2,300
Insurance	12,000	14,000
Music	2,000	2,000
Office Expense	11,000	10,400
Outreach	2,000	2,000
Payroll	128,342	111,425
Sabbatical	0	0
Staff Benefits	49,692	48,821
Stewardship	50	84
Utilities	19,000	15,000
Audit	<u>0</u>	<u>2,750</u>
<b>Total Annual Expenses</b>	<b>\$ 241,634</b>	<b>\$ 227,430</b>
<b>Net Annual Income</b>	<b>(40,964)</b>	<b>(26,000)</b>
Balance Forward	(9,269)	0
Trustee Transfer	<u>29,000</u>	<u>26,000</u>
<b>New Balance</b>	<b>\$ (21,233)</b>	<b>\$ 0</b>

PROPOSED BUDGET

**Proposed Staff Compensation Budget 2012**

**Salaries**

<b>Salary</b>	<b>2011</b>	<b>2012</b>
Pastor	\$ 46,557.00	\$ 47,720.93
Associate Pastor	15,822.50	0.00
Minister of Music (Director)	26,000.00	16,775.00
Organist	0.00	8,116.67
Administrative Secretary	25,462.00	26,098.55
Sexton	<u>14,500.00</u>	<u>12,714.00</u>
	<u>\$ 128,341.50</u>	<u>\$ 111,425.14</u>

**Proposed Staff Benefits Budget 2012**

<u>Benefits</u>	<u>Senior Minister</u>	<u>Staff</u>
Car Allowance	\$ 2,500.00	
Cell Phone	600.00	
Dental Insurance	1,059.00	
Disability Insurance	900.36	
Group Life Insurance	50.00	
Group Medical Insurance	20,055.00	
Pension	9,032.93	
Medicare Church	691.95	\$ 923.71
Social Security Church	2,958.70	3,949.66
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	
<b>Total</b>	<b>\$ 43,947.94</b>	<b>\$ 4,873.37</b>
<b>TOTAL BENEFITS</b>		<b>\$48,821.31</b>

# Report of the Treasurer

Year-to-Date Budget Report  
1/1/2011 through 12/31/2011

**Church – All Accounts  
12/31/2011**

Category Description	Actual	Budget	Difference
<b>Income/Expense</b>			
<b>Income</b>			
Balance Forward	-\$9,268.97	-\$9,268.97	\$0.00
Building Contribution	9,470.00	10,000.00	-530.00
Church School	354.89	100.00	254.89
Trustee Transfer	51,514.44	29,000.00	22,514.44
Envelope Income	83.00	70.00	13.00
Fund Raisers	6,425.63	9,000.00	-2,574.37
Loose Offerings	3,388.65	3,500.00	-111.35
Past Due Pledges	3,303.00	5,000.00	-1,697.00
Pledges and Gifts	<u>168,368.35</u>	<u>173,000.00</u>	<u>-4,631.65</u>
<b>Total Income</b>	<b>\$233,638.99</b>	<b>\$220,401.03</b>	<b>\$13,237.96</b>
<b>Expenses</b>			
Basic Support	\$7,000.00	\$7,000.00	\$0.00
Buildings and Grounds Expense	10,701.81	7,000.00	-3,701.81
Christian Education	1,971.31	2,000.00	28.69
Consociation	507.50	550.00	42.50
Deacons	1,359.05	1,000.00	-359.05
Insurance	13,449.15	12,000.00	-1,449.15
Music	1,373.00	2,000.00	627.00
Office Expense	10,064.27	11,000.00	935.73
Outreach	1,287.86	2,000.00	712.14
Payroll	121,328.19	128,342.00	7,013.81
Sabbatical	0.00	0.00	0.00
Staff Benefits	46,245.55	49,692.00	3,446.45
Stewardship	50.00	50.00	0.00
Utilities	<u>18,301.30</u>	<u>19,000.00</u>	<u>698.70</u>
<b>Total Expenses</b>	<b><u>\$233,638.99</u></b>	<b><u>\$241,634.00</u></b>	<b><u>7,995.01</u></b>
<b>Total Income/Expense</b>	<b><u>\$0.00</u></b>	<b><u>-\$21,232.97</u></b>	<b><u>\$21,232.97</u></b>

## REPORT OF THE TREASURER

### Account Balances As of 12/31/2011

Account	Balance
<b>Assets</b>	
Cash and Bank Accounts	
Church Account	\$103,356.16
Memorial Gifts Account	13,820.73
Food Closet Account	<u>15,641.56</u>
 Total Cash and Bank Accounts	 <u>\$132,818.45</u>
 <b>Total Assets</b>	 <b>\$132,818.45</b>
 <b>Liabilities</b>	 <u>.00</u>
 <b>Total Net Worth</b>	 <u><b>\$132,818.45</b></u>

### Reconciliation of Church Accounts Balance Forward 1/1/2012

<b>Balance Forward</b>	0.00
2012 Pledges	\$10,212.00
Trustee Transfer	7,485.56
Antenna Cell Tower	13,150.25
Buildings and Grounds	37,500.00
Youth Mission Trip	11,239.08
Adult Mission Trip	11.12
Sabbatical	5,209.00
Organ Fund	1,712.39
Special Collections Poinsettia	1,139.48
Vacation Bible School	378.42
Confirmation Retreat	127.50
Outreach (for DESK)	3,413.38
Outreach (from Antenna Cell Tower)	6,276.23
Outreach (for Abraham's Tent)	432.36
Christmas Fund	846.00
Equal Exchange	273.20
Food Closet	893.80
Music	614.28
Worship Team	500.00
Music Easter/Christmas	574.33
Library	568.61
Christian Education	159.00
Church Directories	25.00
Baptism Gift	350.00
Miscellaneous – Other	<u>265.17</u>
 <b>Total Church Account</b>	 <u><b>\$103,356.16</b></u>

## REPORT OF THE TREASURER

### Memorial Gifts Account 2011

<b>Balance Forward, 1/1/2011</b>	\$12,989.20
Income	
Gifts	805.00
Interest	<u>26.53</u>
<b>Total Income</b>	831.53
Expenses	
None	
<b>Total Expenses</b>	<u>0.00</u>
 <b>Balance 12/31/11</b>	 <b><u>\$13,820.73</u></b>

### Food Closet Account 2011

<b>Balance Forward, 1/1/2011</b>	\$13,496.21
<b>Income</b>	
Gifts	11,836.91
Interest	<u>26.64</u>
<b>Total Income</b>	11,863.55
<b>Expenses</b>	
No. Haven Congregational Church	3,700.00
NHCC for DESK Meal Preparations	1,500.00
Kirk Johnson	50.00
Nancie Estep	150.00
Dorothy Pitcher (Postage)	8.80
Eleanor Harple (Cash & Carry Supplies)	2,000.00
Connecticut Natural Foods	969.00
Stop and Shop Gift Cards	300.00
Tastebuds Deli	938.40
R. Frank Printing	90.00
Bank Service Charge	<u>12.00</u>
<b>Total Expenses</b>	9,718.20
 <b>Balance 12/31/2011</b>	 <b><u>\$15,641.56</u></b>

### Utilities

1/1/2011 through 12/31/2011

Description	Amount
Church Electric	\$8,024.06
Church Gas	7,246.38
Church Sewer	495.36
Church Telephone	2,196.82
Church Water	<u>338.68</u>
 <b>Total Utilities</b>	 <b><u>\$18,301.30</u></b>

### Building Contribution Receipts 1/1/2011 through 12/31/2011

Building Contributions	Amount
AA – Monday Morning	\$200.00
AA – Thursday Evening	925.00
Alanon	1,225.00
Danish Sisterhood	125.00
Danish Brotherhood	150.00
Food Closet	3,700.00
North Haven Soccer Club	100.00
Garden Club	225.00
Weddings	200.00
Mothers of Twins	200.00
Nat'l Assn of Ret Fed Employees	225.00
Nutmeg Treasure Hunters	275.00
Masons	400.00
Miscellaneous	<u>1,520.00</u>
 <b>Total Rental Income</b>	 <b><u>\$9,470.00</u></b>

### Insurance & Workers' Compensation 1/1/2011 through 12/31/2011

Liability	\$11,501.50
Workers' Compensation	<u>1,947.65</u>
<b>Total</b>	<b><u>\$13,449.15</u></b>

## REPORT OF THE TREASURER

### Staff Benefits 2011

#### Staff Benefits

Car	\$2,500.00
Cell Phone	600.00
Dental	1,032.00
Disability	1,075.19
Group Life	112.50
MC – Church	729.55
Medical	17,971.25
Parsonage Electric	2,485.39
Parsonage Gas	1,039.24
Parsonage Sewer	245.00
Parsonage Telephone	486.49
Parsonage Water	477.97
Pension	8,999.88
Professional Expenses	500.00
Other (FSA Registration)	100.00
SS – Church Portion	7,891.09

**Total Staff Benefits** **\$46,245.55**

### Special Collections 2011

Blanket Sunday	\$395.00
Neighbors-in-Need	944.00
One Great Hour of Sharing	345.00
Veterans of the Cross	846.00
Lilies Income	
<i>To One Great Hour of Sharing</i>	310.50
Poinsettia Income	
For Community Social Needs	242.50
Japan Disaster Relief	145.00
Alternative Gifts to:	
Habitat for Humanity of Greater New Haven	370.00
DESK	45.00
Heifer Project	330.00
Abraham's Tent	200.00
<b>Total Special Collections</b>	<b><u>\$4,173.00</u></b>

## Report of the Board of Trustees

During 2011, the total value of the Church Endowment fell 12.1% over the value at the end of 2010. This mirrors decline in the economy and the stock market. The Endowment value has been impacted by the decrease in value of the stocks and bonds in the portfolio, as well as a greater contribution by the Trustees to the 2011 operating budget of the church. The Trustees worked with the Lelas Madigan Group from UBS Financial Services, Inc. this year to review and adjust the stock portfolio to maintain the value of the portfolio. 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 4.5% this year with the 1% increase in the Cooper Fund, contributions to the Guertin/Ferner Fund and total interest/dividend earned. The current value of the principal in the restricted funds \$86,797 and the interest available from these funds is \$12,344. The restricted funds are invested in 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 of \$2,370 to pay for the elevator maintenance contract and \$231 in miscellaneous expenses.

### **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 \$491,933. There is \$473,895 invested with UBS Financial Services, Inc., \$10,000 invested with the conference Cornerstone Fund and \$8,038 in the checking account. Major expenses paid from the Unrestricted funds were the \$59,000 provided to the Church operating budget (\$29,000 pledged last year and \$30,000 to cover the operating budget shortfall as authorized in the May 1<sup>st</sup> Special Congregational Meeting) and the \$3,382 UBS Financial Services fee. Income to the Unrestricted fund included \$320 income from the Cornerstone account and \$2,420 income from the Nextel cell tower. Overall the value of the Unrestricted funds decreased by 14.8% in 2011 with a decrease of 15% in the USB portfolio and a decrease of 21.5% in the checking account.

The Trustees have decided to contribute \$26,000 to the operating budget in 2012. This represents 5% of the average earnings from the Stocks and Bonds over the last 3 years in the unrestricted Funds. Calculated a different way, this represents 5.3% of the total value of the Stocks and Bonds at this time. Church Endowment Management considers 4% conservative, 5% average, and 6% more aggressive. The Trustees are mindful of the Church's financial situation, but felt that it was prudent to stay close to the 5% mark at least until the value of the unrestricted funds improved.

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

Respectfully submitted,  
Susan Compton

**Board of Trustees Report**  
**Trust Fund Status Summary**  
**January 1, 2011 to December 31, 2011**

	Dec. 31, 2010 Balance	2011 Expenses & Distributions	2011 Additions to Principal	Dec. 31, 2011 Balance	Dollar Change	Percent Change
<b>Unrestricted Funds</b>						
UBS Portfolio	\$557,400	\$62,382 <sup>a</sup>		\$473,895	-\$83,505	-15.0%
Cornerstone Fund	\$10,000	\$0	\$329 <sup>b</sup>	\$10,000	\$0	0.0%
Webster Checking	\$10,241	\$2,601 <sup>c</sup>	\$2,806 <sup>d</sup>	\$8,038	-\$2,203	-21.5%
<b>Total</b>	<b>\$577,641</b>	<b>\$64,983</b>	<b>\$3,135</b>	<b>\$491,933</b>	<b>-\$85,708</b>	<b>-14.8%</b>
<b>Restricted Funds</b>						
Bingham-Decorations	\$5,416			\$5,662	\$246	4.5%
Carroll/Dudley-Education	\$3,780			\$3,951	\$172	4.5%
Cooper-Maintenance	\$69,139	\$2,370 <sup>e</sup>	\$652 <sup>f</sup>	\$72,277	\$3,138	4.5%
Guertin/Ferner-Music	\$11,026		\$650 <sup>g</sup>	\$11,527	\$500	4.5%
Muirhead-Music & Decorations	\$5,476			\$5,725	\$249	4.5%
<b>Total</b>	<b>\$94,837</b>	<b>\$2,370</b>	<b>\$1,302</b>	<b>\$99,142 <sup>h</sup></b>	<b>\$4,305</b>	<b>4.5%</b>
<b>Total Trust Assets</b>	<b>\$672,478</b>			<b>\$591,075</b>	<b>-\$81,403</b>	<b>-12.1%</b>

**Notes:**

- a. Distribution of \$59,000 to operating budget, and \$3,382 paid in fund management fee
- b. Carried temporarily in Trustee checking account.
- c. Payment of \$2,370 for elevator maintenance and \$231 of miscellaneous expenses.
- d. Nextel Cell Tower income of \$2,420 and Cornerstone Fund income of \$320 pending transfer to endowment.  
Income booked in 2011.
- e. Elevator maintenance temporarily charged to Trustee checking account.
- f. 1% of principal, by Trustee policy.
- g. Gifts, carried temporarily in Trustee checking account.
- h. Net of management fees in the amount of \$719.

**Restricted Fund Status**

	Dec. 31, 2011 Fund Balance	Dec. 31, 2010 Book Value	2011 Additions to Principal	Dec. 31 2011 Book Value
Bingham-Decorations	\$5,662	\$3,220		\$3,220
Carroll/Dudley-Education	\$3,951	\$3,095		\$3,095
Cooper-Maintenance	\$72,277	\$65,195	\$652 <sup>f</sup>	\$65,847
Guertin/Ferner-Music	\$11,527	\$8,985	\$650 <sup>g</sup>	\$9,635
Muirhead-Music & Decorations	\$5,725	\$5,000		\$5,000
<b>Total</b>	<b>\$99,142</b>	<b>\$85,495</b>	<b>\$1,302</b>	<b>\$86,797</b>