

**THE NORTH HAVEN CONGREGATIONAL CHURCH**

**UNITED CHURCH OF CHRIST**

**ANNUAL REPORT**

**FOR 2005**

**PRESENTED AT THE ANNUAL MEETING**

**JANUARY 22, 2006**

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# North Haven Congregational Church, UCC

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## **THE NORTH HAVEN CONGREGATIONAL CHURCH**

### **CALL TO ANNUAL MEETING**

**January 22, 2006**

**11:15 a.m.**

### **AGENDA**

**The Call to Order**

**Opening Prayer**

**Approval of Minutes of January 30, 2005 Annual Meeting**

**Approval of Minutes of May 1, 2005 Special 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 2006**

**Appointment of a Financial Agent for 2006**

**Proposal for Sabbatical for Associate Pastor**

**Any Other Business That May Come Before This Meeting**

**Adjournment**

**Respectfully submitted,**

**Jim Bennett, Church Clerk**

Please note: In case of postponement due to inclement weather, the meeting will be held Jan. 29.

## **The Report of the Moderator**

What a wonderful experience it has been as Moderator for the North Haven Congregational Church during 2005. Following the great leadership of Steve Simonson during 2003 and 2004 is humbling. I appreciate the groundwork and advice Steve has provided. I thank Steve and other past Moderators for their kind words and support as I took on the responsibilities of Moderator. I have learned much about our church during the past year.

We have volunteers working today for the future of our church. The Trustees kept an eye on our accounts and made adjustments in 2005 to gain the best interest rates available. They have also adjusted our insurance policies this year to keep an eye on savings for our church. They plan for the future by ensuring the right guidelines for future use of restricted funds. The Memorial Gifts Committee also plans for the future by encouraging gifts in memoriam and ensuring funds are used as designated. The Board of Christian Education also plans for the future of our church (and community) in a different way. They oversee a broad range of Christian Education activities for children who are very young through children who are young adults. They learned Bible stories, sang, planted, served, and explored their faith together. Look around at the adult members of our church who were once children here. The children served by our teachers now may one day be our church leaders of tomorrow, and through our volunteer teachers, they are learning well. A leadership retreat, organized by Rev. Morrow and Rev. Jackson was held this year for all interested to help focus our vision for the future of our church. Plans are underway through the Pastoral Relations Committee for further vision planning through Cottage Meetings you will hear more about.

Our spirits are lifted through the wonderful adult education programs organized by our ministers and Barbara Marks. Our spirits are also lifted by the wonderful music offered during worship and at special events organized by the Music Committee. The book clubs offer reflection and fellowship. The Deacons plan, with considerable thought, our worship services and organize the many details in preparation for worship.

Our church provided Outreach during 2005 as the Board of Christian Outreach organized the continued making and serving of two dinners per month at the Downtown Evening Soup Kitchen in New Haven. Outreach has coordinated many volunteer hours helping those who need our help most, not only with meals but providing warm hats and scarves in the fall as well. The senior high youth group was larger this year for the annual youth mission trip, which went to Watertown, New York in June. The Adopt-A-Social Worker Committee continued their efforts in organizing Christmas gifts for children who are in need as identified by our adopted Social Worker. A small and mostly anonymous group knits and crochets hats that are delivered to the Yale-New Haven Hospital Newborn Intensive Care Unit. Our church is the site for the North Haven Food Bank. Much work goes into organizing food boxes throughout the year by Ellie Harple and other volunteers as well as the Thanksgiving and Christmas special Food Deliveries. Our church building is important to the North Haven community by hosting the Food Bank.

The finances of our church have been difficult as our Board of Finance worked very hard this year to balance the budget. Encouraging increased pledges of our membership to meet both our fixed costs and program needs has been a challenge. Reverend Morrow suggested in his stewardship letter that we consider tithing and suggested as a start towards tithing to pledge 2% of our income to the church. Additional fund raising was required in the 2005 budget to supplement the pledges. A committee of Tim Peiffer, Sally Pallatto and Karen Beauvais was formed to explore fundraising. They organized a hot dog stand on our front lawn during the Memorial Day Parade with many volunteers. They also organized gift-wrapping for donations in December at a local retailer. Certainly the largest

source of funds for our fundraising line in 2005 came from the used book sale "SpringBoox" organized by Betsy Gumbart and Betsey Reid with the help of many volunteers.

Our church's Women's Fellowship, with the help of many hands, ran two major events; the spring tag sale and the Christmas Fair. The funds raised by Women's Fellowship go to outreach and to help in special needs of the church. The Women's Fellowship helps in many ways throughout the year.

Building and Grounds Committee was responsible for a multitude of tasks this year from ensuring proper water drainage around our church to repairing our front steps, regular maintenance and even handling sewage problems. Their work is so important for our meeting house. After reading the minutes of their meetings this year, I can understand the pressures they must feel for their responsibilities. They are dedicated volunteers.

There are many volunteers involved in so many varied activities and programs in our church. There are many groups I have not even mentioned, like the Personnel Committee, Congregational Reps, the volunteers organizing the flowers, ushers and greeters for worship services, those representing our church on the wider UCC Conference and more. One would think we have enough. Just talk to someone on the Nominating Committee. Even with the blessings of all our helping hands around the church, more help is needed. Step up and volunteer; you will find fellowship, reward in a job well done, and you'll learn more about our church as I have done in the past year.

In my opinion, the three notable events of the year were an ordination, the extensive work on our church's website and the signing of a contract for a cell phone antenna to be installed in our steeple. The ordination of Karen Peiffer, our student-in-care, was held at our church this year. It was a beautiful service and what a joy to see Karen's (Rev. Peiffer's) ordination in our church as she began her new step in her life; that of becoming a pastor. Many, many hours went into our church's website, organized by Philip DiPeri. This is a resource of information for all. It is professional, informative, thoughtful and designed in faith. I hope you have a chance to visit this website-northhavenucc.org. At a special annual meeting this year, our membership voted (not unanimously) to sign a contract with Nextel to rent space in our steeple for a cell phone antenna. Construction is anticipated for 2006. This will be a needed source of funds for the future of our church.

I would like to thank our Treasurer, John Tibor, for his work this past year: he is professional, dedicated and a pleasure to work with. I also want to thank Jim Bennett for his work not only as co-chair of Deacons, but for his faithful service as Clerk of our Church and for managing the documentation of our monthly meetings. I am grateful for his assistance. Thank you to all the committee chairs and co-chairs. You are a fortune to the church. I would like to thank Carol Munson for her work and wish her health and happiness for the new year; as well as thanking all the people who stepped up to help in the office while she recuperated. Our congregation is truly blessed to have Rev. Morrow and Rev. Jackson guiding us, creating sermons to reflect upon and reminding us always of God's love. We have much to be thankful for in our congregation. Thank you to my family who always understood when I was at various meetings for church or when I was on the phone or on the computer those nights or weekends trying to do my best for the church.

It was a great year for the church and I hope 2006 will bring fresh ideas, improvements, faithful giving and a vision for the future.

Respectfully,  
Patience Benassi  
Moderator

## The Report of the Senior Minister

This year has brought challenge and opportunity to the congregation, which has responded with a spirit of steady faithfulness and compassion.

Beginning in Lent and continuing through May, we experimented with a new and expanded worship schedule. The seed of the idea was offered by our Associate Pastor, Lucia Jackson, and developed jointly by the staff and the Boards of Deacons and Christian Education. The central idea was to add a second worship service and offer a time for religious education for both adults and youth. We added an 8 a.m. service with the same general format as the 10 a.m. service, although shorter and with a more informal atmosphere. The scripture lessons and sermon were the same. We were truly gifted by members of the church who provided musical accompaniment for these services: **Kristofer Collins, Rich Gallagher, Amy and Jesse Morrow, Jennifer and Jillian Russo, and Charlie Woodruff.**

The main worship service was moved back to 10:30 a.m., which allowed an hour at 9:00 for educational programming. While the initial proposal called for the older children to have Sunday School at 9:00, this was not well received by parents. Sunday School continued to meet during the 10:30 worship service. There were adult education offerings (see Christian Education Board Report).

Perhaps the greatest celebration of the year was the ordination of **Karen Peiffer** to ministry in the United Church of Christ on June 12. This was an occasion of joy and confirmation of God's call for Karen, and great excitement for the church which called her as their pastor, **Broadview Community Church in Hartford.** It was also an occasion for tremendous blessing and satisfaction for our congregation, as we celebrated with Karen and gave thanks to God for the wondrous bestowal and calling forth of gifts for ministry. I am very grateful for those who served on the Student-In-Care Committee, providing support and guidance to Karen: **Carol Amico, Rich Gallagher, Betsy Gumbart, Barbara Marks, and Paul Powers.** Karen began her pastorate at Broadview Community Church in July, and was welcomed in a joyous and celebratory service of installation on October 30.

There were a couple of exciting new developments in our church life during the year. **Philip DiPeri** continues to work creatively and diligently in building our church website. The website offers information about our worship service and programs, a calendar of events, minutes from Committee and Congregational meetings, wonderful coverage of the youth programs, and the complete collection of **Barbara Pearsall's *Choice Bits of Church History*** on the history of the church. Be sure to take a look at the website yourself: [www.northhavenucc.org](http://www.northhavenucc.org)!

A second opportunity opened up when we received a request to locate a cellular telephone antenna in our church steeple. An ad hoc committee gathered information about the project and shared it with the congregation in a Special Congregational Meeting on May 1. The proposal was reviewed, discussed and approved by the congregation. Subsequent approval by the town Planning and Zoning Board cleared the way for the project to become a reality. In this project, a machinery building will be built behind the church near the kitchen. Cable will be installed through the attic over the chapel and the sanctuary to connect to the antenna, which will be installed in the top of the steeple, over the bell. The top portion of the steeple will be replaced with a steel-reinforced fiberglass structure to allow transmission of the cellular signals. This steeple will be an exact replica of the existing steeple. The project will allow more complete coverage for cellular phone users without the addition of an external, dedicated tower in the center of town, as well as generating rental income for the church. Construction on this project is anticipated in the spring of 2006.

Two projects were begun late in the year and will continue into 2006. The Pastoral Relations Committee will conduct a series of "Cottage Meetings" to elicit feedback and dreams for the future of

NHCC from groups of church members. These meetings are anticipated in February. The Church Council, in response to letter from a church member and the Board of Deacons' support, has set up a sub-committee to establish a process to allow the congregation to give consideration and vote on whether to adopt an "Open and Affirming" statement that would address the inclusion of gay and lesbian persons in the life of the church, and perhaps other minority groups as well. This planning has just begun, and the length of the study process needed for a vote is yet to be determined.

Finally, it is important to acknowledge that this has been a difficult year for some of the staff. Three of our staff have suffered the death of family members this year: Kevin Mack, Lucia Jackson, and Kirk Johnson. In early September, Carol Munson, our church office administrator, was diagnosed with cancer. Her treatment included surgery and a series of chemotherapy treatments. Responding to Carol's request, the Personnel Committee established a policy for a leave of absence which has allowed Carol to hold her job and focus on her treatment and recovery. Happily, she anticipates a return to her work in the church office in late February of 2006! Many church members have provided an abundance of care for Carol – cards and letters, phone calls, meals, and rides to the doctor. I am deeply grateful to all of the volunteers who helped in the office initially, and to **Barbara Marks, Nancie Estep, Audrey McClure, Diane Nerkowski, Leslie Meyer, Carol Mitchell, Betty Vento and Joyce Bellonio** for their regular work in the office during Carol's absence.

In the coming year I expect to focus particular effort on visitation among the congregation, as well as leadership development and growth in financial stewardship.

This report marks the conclusion of my 11<sup>th</sup> year as your pastor. The North Haven Congregational Church is a wonderful and warm community of faith. I give thanks to God for the faithful dedication of volunteers who teach in our Sunday School, cook and serve dinner at the Downtown Evening Soup Kitchen, build homes with Habitat for Humanity, and reach out to our homebound members. I am most grateful for your ministry to my family and me.

Shalom,  
Scott Morrow

## The Report of the Associate Minister

*“Whatever things are true, whatever things are noble, whatever things are just, whatever things are pure, whatever things are lovely, whatever things are of good report, if there is any virtue and if there is anything praiseworthy – meditate on these things.” Philippians 4:8*

I often meditate on all that is praiseworthy at NHCC! Ours is a church community filled with generosity, dedication and concern. My family felt carried and lifted up by your loving spirits. Through the loss of my own wonderful father, I have grown as an individual, in faith and in awe of the healing power of God, and the community of a church family. My hope is that you too, feel the presence of Jesus Christ in the caring of the NHCC church family. May the Spirit continue to move through your lives.

As I reflect on the NHCC year, I recognize that much of my time is spent in programming. Hopefully, the programs provide opportunity for personal relationships, for growth in the Lord, for the Spirit to be known and felt. Where have I spent my precious time with you?

- *Confirmation Class* is an incredible experience as I help to nurture faith and explore discipleship with 6 terrific teenagers. Our experiences together include weekly meetings, retreats, visiting other places of worship, time with mentors and lots of questions. We are using the ‘Affirming Faith’ curriculum. I want to say a special thank you to the 6 adults who have agreed to be mentors and to the parents who are the primary faith teachers for the youth.
- *Senior High Youth* had a wonderful year as well – the highlight being, of course, our annual Mission Trip. Eighteen youth, six adults and two junior leaders went to Watertown, NY to work with Habitat for Humanity. Our youth are remarkable! Their behavior, willingness to work hard, positive energy and wonderful sense of humor are indeed God’s shining light in a challenging setting. John Tibor, Don Geissler, Paul Powers, Sue Compton and Holly Sardilli deserve special recognition for working on site all day, maintaining great attitudes despite lack of sleep and the willingness to give of themselves for an entire week. A special thank you to Paul Powers for his great work as the youth group advisor.
- Thank you to all of you who support our youth financially, spiritually and emotionally. The youth of NHCC – Junior Highs and Senior Highs – contribute much in vitality: volunteering to work in the Church School, on B&G work days, raising money for the Mission Trip, serving at DESK, helping at the Harvest Fair and in many other ways. NHCC welcomes and includes the youth, recognizing fellow Christians on the journey of faith. I am privileged to work with such a community of youth and caring adults.

*Junior High Youth* meet bi – weekly with great success and many participants. This group of 7<sup>th</sup> & 8<sup>th</sup> graders is a high energy group, sharing stories, exploring scripture, playing and praying together. A highlight was our trip to the Downtown Evening Soup Kitchen. The youth served the soup kitchen clients courteously and warmly.

- *Church School* succeeds because of our committed teachers and dedicated CE Board. Please see the CE report for more details! Thank you to Board members Jean Burr, Jeanne Mecca, Carol Amico, Paul Powers, Sharon Ciarlo and Martha Butterworth. I enjoy greeting visiting families and interacting individually with children through special event Sundays, visiting classrooms and in Chapel time. I try to act as a resource and support to the teachers who are nurturing our children in the wonders of God, the good news of Jesus Christ and helping them find their

place in the family of faith. I would like to see even more children and adults involved in our Church School program.

- *Adult Education* took many forms over the course of the program year. With the Worship Schedule “experiment” in the spring, the Journeys in Faith Adult Education Committee (JIF) organized a series on “Spiritual Disciplines”, brought in speakers and explored the themes of hospitality, the feminine divine and mission. In the fall we had a Sunday morning Bible study and a 4 week series entitled “Peace at the Last”. We need more ongoing Bible studies and small groups who study, learn and grow in faith together.
- *The Women’s Retreat* was on a weekend in March at Wisdom House in Litchfield. What an incredible, spirit-filled wonder of a weekend! We laughed, played, cried, created and prayed together. Wow!

I see in our children and youth and in you, so much that is just, pure, noble and praiseworthy!

I Praise God for all of you!

Peace & God Bless,

Lucia

## **Report of the Church Clerk**

Under the capable direction of Moderator Patience Benassi, the Church Council met monthly throughout the year except in July (though it should be added that August's meeting was hosted by Patience and was mostly a social occasion).

All Council Meetings started promptly at 7:30 PM and were concluded (with one notable exception) by 9:00 PM. Each meeting followed an agenda, and the minutes of each previous meeting were mailed or e-mailed to all Committee Chairs after being reviewed by the Moderator. Also, each Committee Chair was encouraged to forward to Moderator Patience a summary of his/her Committee Meeting immediately after such meeting was held. These summaries were included in each Council Meeting agenda.

Copies of each Council Meeting held during the past year are available through the current Church Clerk and/or can be found in the Minutes Book located in the Church Library.

The last Annual Meeting of the Church was held in the sanctuary on January 30, 2005, with sixty-seven voting members present. The Congregation received and accepted 2004 reports from the Treasurer, all Boards, Committees and staff, and also approved a 2005 Church Budget.

Also, a Special Meeting of the Church was convened on May 1, 2005 with 73 voting members present, to consider a proposal (made by Nextel) to install a cell tower in the Church steeple. After considerable discussion, the proposal was approved by a vote of 67 in favor, 4 opposed and 2 abstaining.

Respectfully submitted,

James B. Bennett  
Clerk of the Church

## **CHURCH STATISTICS: 2005**

Pastoral Services  
January 1, 2005 - December 31, 2005

(All services performed by Rev. Scott Morrow unless otherwise indicated.)  
(++services performed by Rev. Lucia Jackson)

### **BAPTISMS:**

Michael Nathan Kloszewski, 4/10/2005, son of Deborah A. and Gene K. Kloszewski,  
born September 8, 2001.  
Carley Nicole Parente, 4/10/2005, daughter of John and Stacey M. Parente,  
born August 27, 2004.  
Grace Elizabeth Santamauro, 4/17/2005, daughter of Vincent and Kimberly  
Santamauro, born June 12, 2004.  
Amelia Marie Murphy and Jaclyn Leigh Murphy, 4/24/2005, daughters of  
Michael and Lori Murphy, born March 5, 2005.  
Lily Dorothy Talon, 10/16/2005, daughter of Brian and Jennifer Talon,  
born May 29, 2005.  
Lillian Marie Lewis, 11/27/2005, daughter of Crystal Pohlman and Bradford Lewis,  
born July 9, 2005.

### **WEDDINGS:**

Glenn Dean and Julie Dobbins – March 26, 2005  
++David Dobbins and Cynthia Kemp - May 11, 2005  
++Gerard Adinolfi and Denise Cooper – July 3, 2005  
Taylor Brush and Melissa Tait – August 6, 2005  
Robert Krebs, Jr. and Johanna Dath – August 13, 2005  
++Kristin Bengtson & Jose Luis Mendoza-Alonza – September 17, 2005  
++Karen Lawhorn and Greg Whitcher – September 24, 2005

### **DEATHS:**

#### **Deaths**

##### **Name:**

Hollis R. Stockmon, Jr.  
Mary Elizabeth Berg-Johnsen  
\*Charles F. Collett  
Edmund F. Newman  
\*Ruth Elizabeth DeCato  
Dorothy Spinato  
\*Robert J. Bartlett  
Gerda M. Pedersen  
Ilse Naumann  
Helen Ferrucci Giangola

#### **\*Member**

##### **Date of Death:**

January 19, 2005  
February 7, 2005  
February 23, 2005  
February 24, 2005  
March 11, 2005  
March 13, 2005  
March 15, 2005  
March 26, 2005  
June 22, 2005  
June 29, 2005

**CHURCH STATISTICS: 2005, con't.**

**Deaths (continued)**

Beverly Blake Blanchard  
\*Clifford M. Alexander  
++Lorraine Hutchinson  
\*Betty Leibiger  
\*Margaret Davis  
\*John Swinney  
\*Joseph Edmonds

**\*Member**

July 16, 2005  
July 18, 2005  
July 30, 2005  
September 5, 2005  
October 28, 2005  
November 5, 2005  
November 26, 2005

**NEW MEMBERS: Confirmed May 15, 2005**

Jacob Andrew Demorest  
Michael Joseph Goldfuss  
John Trevor Dockendorff  
William Thomas Mickolyzck

**NEW MEMBERS: Received: February 6, 2005**

Jeremy Harlan  
Adam Schweickert  
Gus and Lisa VanDerMaelen  
Dorothy Wallander  
Jill and John Wood

**NEW MEMBERS: Received: July 3, 2005**

David Estep  
Gladys Estep

**DROPPED FROM MEMBERSHIP AT THEIR REQUEST or other:**

Pamela Hillman - 1/31/05  
Lacy Bicknell - 2/2/05  
Leslie Meyer - 2/2/05  
Robin Partyka - 2/22/05  
Geraldine and Ronald Slack - 4/5/05 - Letter of Transfer  
Linda Brenner - 9/05  
Timothy Brenner - 9/05  
Megen Partyka - 10/13/05  
Amy Partyka - 10/13/05  
Karen Peiffer - 10/4/05 Letter of Transfer

**CHURCH MEMBERSHIP STATISTICS: 2005**

<u>Active Members, January 1, 2005</u>		455
Removed by Death - 2005	8	
Removed by Letter of Transfer - 2005	3	
Resignation	8	
Sub-total		436

Members Received - 2005

Letter and Reaffirmation	9	
Confession of Faith		
Confirmation	4	
Sub-total		13
Total membership		449

\*Revision of the Membership List is in progress.

**THE NORTH HAVEN CONGREGATIONAL CHURCH**  
**MINUTES OF THE ANNUAL MEETING**

January 30, 2005 (postponed from Jan. 23)

Meeting called to order at 11:15 a.m. with a quorum of 67 voting members attending. Clerk, Kathy Macare read the Call to Order. Pastor Scott Morrow led us in prayer.

Moderator, Stephen Simonson explained that Michael Heaney had accepted the role of Parliamentarian for the meeting. Stephen also reminded people to raise their hands, stand, announce their names and speak to the Chair after being recognized.

Minutes from January 25, 2004 Annual Meeting were approved following a motion by Ellie Harple and a second by Tim Peiffer.

Barbara Marks made a few introductory comments regarding the Nominating report. Recent changes include: Floral - Helen Nado 2006; Floral - Merrilee Gladkosky 2008; Ushers and Greeters - Ruth Hansell 2007; C.E. - Jean Burr 2006; C.E. - Carol Amico 2007; Coming off C.E. - Pam Hillman and Merrilee Gladkosky 2006.

A motion to accept the Nominating report (with changes) was made by Nancie Estep with a second by Jim Bennett. The motion passed.

A motion to accept the non-financial reports was made by Don Geissler and seconded by Warren Harple. The motion passed.

A motion to accept the Church and Ministry report from the New Haven East Consociation was made by Phil James and seconded by Nancie Estep. The motion passed.

Joan Bennett made the motion to accept the Treasurer's report and it was seconded by Ellie Harple. Treasurer, John Tibor had a few introductory comments. John indicated that Blanket Sunday proceeds of \$453.00 were not included in the Special Collections 2004 list on page 44 of the Annual Report. This addition changes the total from \$4,504.00 to \$4,957.00. The motion passed with Bryant Munson making a special point to thank John Tibor for the endless hours he commits to this critical role. The entire assembly applauded John.

Lynn Davenport made the motion to accept the Trustees' report and Betsey Reid seconded the motion.

Discussion: Tim Peiffer requested a brief summary of the year and a comment about the investing philosophy of the Trustees. Priscilla Bradford explained that there had been an increase of approximately \$25,000 in the unrestricted funds this year which was a 7.7% gain. Priscilla and Bryant Munson also explained that the investing approach was moderate with approximately half the funds in bonds and half in securities this last year. The current investing company meets with Trustees regularly and will make adjustments as the economic indicators dictate. The Trustees are developing a policy regarding investments to present to the Council in the new year.

Phyllis Kaercher asked a question regarding a \$4,380.31 expense at the parsonage. Priscilla explained that this related to an insurance payment that has taken ten years to spend down. The motion passed.

Betsy Reid made the motion to accept the budget and Ellie Harple seconded the motion.

Discussion: Gordon Reid observed that the budget included no increase in salaries for staff. He then offered an amendment to the budget of taking \$4,000.00 from Trustees and applying it all to staff salaries. This motion was seconded by Phyllis Kaercher.

Discussion: Doris asked for a response from the Trustees. Bryant Munson explained that the Trustees seek a balance of contributing to the operating budget, protecting the principle while seeking to grow, a little bit, the fund pool. The budget originally proposes \$17,000.00 for the operating budget. The additional proposed \$4,000.00 would then make the Trustees' contribution to the 2005 budget \$21,000.00.

The discussion continued with questions about recouping current unpaid pledges from 2004, which, at the present time amounts to about \$12,000.00. Joan Bennett also emphasized that almost every committee and board had dramatic cuts to their proposed budgets because the Board of Finance wanted to propose a reality-based budget constructed from actual projected income.

Ellie Harple pointed out that staff actually did receive some “raise” in the original budget because funding of benefits was increasing. Stephen Simonson pointed out that when Council approved this budget, Council suggested that reviewing income and expenses in July would provide an opportunity to increase salaries if financial information supported that decision.

The discussion continued with Tim Peiffer observing that Basic Support was increased and he felt it more important to support the local church first. Betsey Reid responded that she felt supporting the UCC outside of the local church was an important priority as well, especially in Connecticut which provides essential support to the larger church family. It was noted that funding Basic Support was a priority for Rev. Scott Morrow as well. Doris Ferner called the question. The amendment passed by a vote of 31 yes, 27 no, and six abstaining out of 64 who voted. The two ministers did not vote.

Martin Benassi observed that nothing was budgeted for the Sabbatical line item. Tim Peiffer moved that we add \$1,000.00 to the Sabbatical line item and \$1,000.00 to fund-raising to cover the expense. Martin Benassi seconded the motion. There was a brief discussion and the motion passed.

The 2005 proposed budget with the two identified amendments was voted on and passed.

Warren Harple moved that Bryant Munson be appointed as the Financial Agent and Joan Bennett seconded the motion. The motion passed.

Other business: Warren Harple volunteered to fill the vacancy on the Auditing committee. Tim Peiffer moved the motion and Michael Heaney seconded it. The motion passed.

At this time the Chair asked if anyone else was ready to volunteer to fill identified vacancies. The results follow: Joan Bennett volunteered to be on Nominating; Paul Powers volunteered to be on C.E.; Doris Ferner volunteered to be on Nominating; Jim Bennett volunteered to be the Church Clerk; and Ed Dudley volunteered to serve as the Alternate Delegate. All of the appointments listed here passed unanimously. The assembly agreed to have the Nominating Committee work out individually with the new appointments the specific terms they will fill.

Nancie Estep championed the benefits of her experience as a Deacon and thanked Stephen Simonson for serving two years as the Moderator.

Phyllis Kaercher encouraged “younger” people to get involved in *NHOAH*. Phil James emphasized that being a Collector is a time limited and valuable way to serve the church. Betsy Gumbart reminded everyone to support the April Book Sale.

The meeting was adjourned at 12:25 p.m.

Respectfully submitted,

Kathy Macare, Clerk  
Stephen Simonson, Moderator

# NORTH HAVEN CONGREGATIONAL CHURCH

## Minutes of Special Meeting

May 1, 2005

Moderator Patience Benassi called the meeting to order at 11:45 AM with a quorum of 73 voting members in attendance, welcomed everyone, and thanked them for attending.

Clerk Jim Bennett read the Call to Order, which explained that the meeting was called to consider a proposal to install a cell tower in the church steeple, as well as any other business that may come before the meeting.

Rev. Scott Morrow led those assembled in prayer.

Doris Ferner moved that a) the church proceed with the proposal to install a cellular telephone antenna in the church steeple; b) the church authorize an Ad Hoc Committee, appointed by the Moderator, to oversee and approve the plans, contract, and construction of same on behalf of the congregation; and c) the church authorize Bryant Munson to sign the contract on behalf of the congregation as its designated financial agent. Martin Benassi seconded the motion.

Many questions were then posed, and comments made, highlighted as follows:

- 1) Who approached the church with this cell tower proposal? It was actually a non-member, Theresa Viele, who brought this opportunity to the attention of the leadership of the church;
- 2) Sally Pallatto observed that there are many camouflaged antennas already in place in the community, hidden in flagpoles, trees, silos, and the like;
- 3) Foster Little raised concern about maintaining the steeple's integrity and was assured by Mark Bessette that everything above the church bell is presently empty space;
- 4) Linda Kirk mentioned that at least two nearby churches are either planning to have a cell tower installed (Our Lady of Mt. Carmel), or already have one (Church of the Redeemer, New Haven);
- 5) Phil James commented that you won't even notice the antenna once it's installed as it will look exactly the same as our present steeple;
- 6) John Tibor questioned the details of the Rental Agreement with Nextel and was informed by John Oestreicher that the initial proposal calls for a 5-year lease at \$1,500/month, with a 3% annual increase, with the option for five additional 5-year contract extensions afterwards. Also, Nextel will assume responsibility for all construction and installation costs, town permits, and taxes;
- 7) Carol Amico asked whether or not Nextel would be required to remove its installation and replace the original steeple if and when the lease was terminated. An agreement has not yet been finalized, but both John Oestreicher and John Tibor assured Carol that such contract will be tweaked to protect church interests and property;
- 8) Is there room in our steeple to accommodate another cell phone provider, Paul Powers queried? John Oestreicher answered yes, but that no other offer is anticipated.
- 9) Ken Welch asked if the lightning rod will be preserved and was assured by Mark Bessette that it would be. Also, the tower will be additionally braced;
- 10) Have we solicited other bids, John Oestreicher asked? No, we haven't, Priscilla Bradford replied, although we have talked to other churches who have had cell towers installed (Goshen, Unionville, and New Haven) and feel the offer Nextel has made is very fair and competitive;

11) John Rankin raised the point that the fiberglass tower assembly might be damaged by ultra-violet rays and was informed (by Mark Bessette) that the Nextel tower would carry a 30-year guarantee.

At this point in the proceedings, Betsy Gumbart moved the question, and Phil James seconded it. 58 people voted in favor of the motion to move the question, with 12 opposed, so the motion passed with a more than two-thirds majority.

On the motions proposed by Doris Ferner and seconded by Martin Benassi to a) proceed with the proposal to install a cellular telephone antenna in the church steeple, b) authorize an Ad Hoc Committee, approved by the Moderator, to oversee and approve the plans, contract, and construction thereof on behalf of the congregation, and c) authorize Bryant Munson to sign the contract on behalf of the congregation as its designated financial agent, the vote of those present was 67 in favor, 4 opposed, and 2 abstaining.

In other business, Rev. Scott commented that he was in need of a small group of people willing to get together to develop some guidelines for the church's website. If interested, please contact either him or Philip DiPeri.

With business concluded, and after a motion made by Doris Ferner and seconded by Joan Bennett, the meeting was adjourned at 12:55 PM.

Faithfully recorded by,

James B. Bennett  
Clerk of the Church

# **The Report Of The Nominating Committee**

## **Officers**

### **Terms Ending January, 2007**

<b>Moderator:</b>	<b>Patience Benassi</b>
<b>Clerk:</b>	<b>Jim Bennett</b>
<b>Treasurer:</b>	<b>John Tibor, Jr.</b>
<b>Assistant Treasurer:</b>	<b>Rosemary Little</b>
<b>Financial Recording Secretary:</b>	<b>Jody Gallagher</b>

## **Congregational Representatives**

### **Term Ending 2007**

Tim Peiffer

### **Term Ending 2008**

Lillian Flodquist

## **Board of Deacons**

### **Term Ending 2007**

Marc Veilleux  
Elaine Burr  
Betsy Gumbart  
Holly Sardilli

### **Term Ending 2008**

Maurine Cornelius  
Linda Kirk  
Crystal Veilleux

### **Term Ending 2009**

Lynn Davenport  
Jim Bennett  
Joan Bennett  
Richard Chapman

## **Board of Trustees**

### **Term Ending 2007**

Bryant Munson

### **Term Ending 2008**

Beth Anderson

### **Term Ending 2009**

Phyllis Kaercher

## **Board of Finance**

### **Term Ending 2007**

Betsey Reid  
Karen Beauvais

### **Term Ending 2008**

Philip DiPeri  
Phil James

### **Term Ending 2009**

Adam Schweickert  
Ann Marie Noel

## **The Report Of The Nominating Committee (continued)**

### **Auditing Committee**

**Term Ending 2007**  
Susan Compton

**Term Ending 2008**  
Warren Harple

**Term Ending 2009**  
Betty Martin

### **Floral Committee**

**Term Ending 2007**  
Christalie Brockett

**Term Ending 2008**  
Nancie Estep

**Term Ending 2009**  
Mary Ellen Adams

### **Ushers and Greeters Committee**

**Term Ending 2007**  
Ruth Hansell

**Term Ending 2008**  
Diane L. Nerkowski

**Term Ending 2009**

### **Memorial Gifts Committee**

**Term Ending 2007**  
Les Frost

**Term Ending 2008**  
Eleanor Norback

**Term Ending 2009**  
Barbara Massey

### **Music Board**

**Term Ending 2007**  
Rose Monaco

**Term Ending 2008**  
Cathy Welch

**Term Ending 2009**  
Sally Pallatto

### **Board of Building and Grounds**

**Term Ending 2007**  
Don Geissler  
Tom Woodruff  
Bill Dobbins

**Term Ending 2008**  
Peter Struk  
John McPherson  
Bernie Hummel

## **The Report Of The Nominating Committee (continued)**

### **Board of Christian Education**

#### **Term Ending 2007**

Sharon Ciarlo  
Carol Amico  
Jeanne Mecca

#### **Term Ending 2008**

Priscilla Bradford  
Kim Coughlin  
Jean Burr

### **Board of Christian Outreach**

#### **Term Ending 2007**

Bob Nerkowski

#### **Term Ending 2008**

David Estep  
Ruth Dudley  
Ed Dudley  
Denise Adinolfi

### **Nominating Committee**

#### **Term Ending 2007**

Joan Bennett

#### **Term Ending 2008**

Doris Ferner

#### **Term Ending 2009**

Sandra Lynch

### **Collection Committee**

#### **Term Ending 2007**

Joyce Bellonio  
Sue Compton  
Greg Brenner

Tony Decato  
Carol Mitchell  
Bill Hawthorn

\*Denotes one year term

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### **Connecticut U.C.C. Delegates**

Stephen Simonson  
Ken Welch

### **New Haven East Consociation**

Stephen Simonson  
Doris Ferner  
Ken Welch

Alternate:

Ed Dudley

## **ADDENDUM to the Report of the Nominating Committee**

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

Edwin Dudley	Member, Wider Mission Team of the CT Conference, UCC
Stephen Simonson	Chairperson, Church and Ministry Committee; New Haven East Consociation, CT Conference, UCC
Rev. Scott Morrow	President, Board of Directors, Woods Edge Housing, North Haven (New Samaritan Corporation/Elderly Housing Management*) President, Board of Directors, Oak View Housing, North Haven (New Samaritan Corporation/Elderly Housing Management*) Member, Cemetery Commission, Town of North Haven Member, Juvenile Review Board, North Haven Member, Board of Directors, Interfaith Cooperative Ministries Member, Board of Directors, City Mission Association
Mabel Peterson	Board of Directors, Davenport Residence, Inc.** Chairman, Board of Directors, New Samaritan Corporation*
Phyllis Kaercher	Voting Board Member, NHOAH (North Haven Opportunity for Affordable Housing) Board Member, Summerdale Condo Board
Warren Harple	Treasurer, Board of Directors, Davenport Residence, Inc.**

\* New Samaritan Corporation/Elderly Housing Management is an organizational member of the Council on Health and Human Ministries, CT Conference, UCC.

\*\* Davenport/Dunbar Residence Facility, Hamden

## **The Report of the Board of Deacons**

According to the By-Laws of the Church, the Board of Deacons shall consist of twelve members, four of whom shall be elected each year to serve for one three-year term. The Board's main responsibility shall be the spiritual welfare of the Church, and its members shall act as spiritual advisors to the Ministers concerning the worship services, special services, programs and activities.

It shall also be the responsibility of the Board of Deacons to examine the membership rolls on an annual basis, and to communicate with those whose membership is in question, in accordance with Article V, Section 3 of the By-Laws. The Deaconate shall be involved in helping to develop and administer New Members' Classes and shall monitor the Confirmation Program as developed by the Ministers.

Lastly, the Board of Deacons shall conduct an annual review of the Ministers' performance and share the results with the Church Council, the Personnel Committee, and the Pastoral Relations Committee.

This year's Deaconate worked with resolve throughout the year to support the Church's weekly worship offerings and the various special services and celebrations, including Ash Wednesday, Maundy Thursday, Palm Sunday, Easter, Confirmation Sunday, Heritage Sunday, and Christmas.

A new worship schedule was tried this year, adding a second, 8:00 AM service for three months (from Feb 13<sup>th</sup> – May 22<sup>nd</sup>) in addition to our regular 10:00 worship; with mixed results.

We hosted a Dessert for Confirmands and their families on May 10<sup>th</sup>.

On June 12<sup>th</sup>, we were pleased to attend and participate in Karen Peiffer's Ordination in our sanctuary, followed by a wonderful reception in Carroll Hall.

The Board of Deacons successfully conducted performance evaluations for our Senior Pastor and Associate Pastor over the summer and fall. More than two hundred surveys were distributed to the Church Membership, but disappointingly, just eighteen completed forms were returned. We hope that church members will better respond to these annual questionnaires in the future, recognizing that their constructive critiques really do provide important feedback to our Ministers, as well as to the Deaconate, Personnel Committee, and Pastoral Relations Committee.

We conducted a Ziti Dinner and a Movie fundraiser on October 22<sup>nd</sup>, earning very modest income but generating great fun and camaraderie in the effort.

2005 was another productive year for the Board of Deacons, and all the above, it should be noted, was accomplished without a full Committee complement, as our numbers ranged from as few as nine to a maximum of eleven this past year. We prayerfully hope that some of our brother and sister congregants will answer God's call to serve so that we can continue our important work in the coming year with a full slate of twelve Deacons in place and prepared to serve our Lord.

Respectfully submitted,

Jim Bennett & Nancie Estep  
Co-Chairs, Board of Deacons

## **The Report of the “Response Team”**

*Annual Report from the Response Team representing the “Safe Church Policy”*

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. They are Jean Burr, 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 the 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. These procedures have been conscientiously applied.

The focus of The Response Team in 2006 will include continuing to support the ministers’ timely implementation of the policies and procedures, developing visual presentations to post around the church to educate members about the policies and to rehearse as a team, the procedures for responding to allegations.

Respectfully submitted,

Stephen Simonson

## **The Report of the Board of Music**

The year 2005 saw continued growth of the children's music program under the leadership of Kevin Mack and Susan Beth Collins. The 2004-2005 season culminated in a delightful concert by the cherub (grades K-3), youth (grades 4-7), and junior chime choirs in May. A CD recording of the performance was produced and the concert was videotaped for broadcast on the local North Haven TV station. The children's choirs went on tour in June and performed at Clintonville Manor in November. Performances during regular worship services were provided throughout the year including the annual Christmas pageant and the Family Christmas Eve service.

Choirs at NHCC now number five, with the creation of a Senior Chime Choir, which played in two worship services this year, including late Christmas Eve. Attendance in the three children's' choirs has risen sharply; moving Cherub Choir rehearsals to 11:15 AM on Sunday has had a particularly gratifying yield.

Kevin Mack, Minister of Music, worked closely with various youth and adult members of the church who provided music for the 8 AM worship services. Youth members of the church also provided music during regular worship services throughout the year. Musical church members of all ages provided summer Sunday morning music while our Senior Choir did not meet. Daily music classes as part of the Vacation Bible School music program in August were well received and culminated in a rousing performance on Friday evening of that week.

In addition to weekly service music and anthems, the Senior Choir joined a vocal quartet, a duet and a solo singer (almost all members of NHCC) in performing at the Ordination Service of the Reverend Karen Peiffer. Of concern is our tenor shortage: Dave Chapman has been traveling of late, and his absence affects our choral sound. Won't someone step forward from the congregation to help? Without a tenor section, we may need to bear the expense of purchasing new choral music, which is financially and musically distasteful.

Attendance at the Pierpont Concert Series continued to grow, resulting in increased revenue to the church while providing for enjoyable community outreach. Performances by the Richmond Consort, Conn Artists, and Lisa Rautenberg rounded out the 2004-2005 series. 2006 looks at least as enticing!

During 2005 the church enjoyed special performances with Brass at Easter and the Arkenberg Family at Christmas. A special Contemporary Christian Music service was held in the fall with Susan Beth Collins, joined by special guest, Everett Barber. An historical profile and singing of American Advent and Christmas carols was presented during the worship service on December 11.

The music program experienced another successful year due to the continued dedication of Kevin Mack, Sue Beth Collins, music board members, Reverend Scott Morrow, Reverend Lucia Jackson, church personnel, parents and all of the church members who have either participated in a program, supported the funding of a program or have shown their support by their attendance. The music board would again like to express a special thank you to Sally Pallatto for her support in designing the marketing materials for the Pierpont Concert Series. We look forward to continued success and great music in 2006.

Rose Monaco, Co-chair  
Carla Taymans, Co-chair  
Cathy Welch, Co-chair  
Kevin Mack - Minister of Music

Respectfully submitted,  
Carla A. Taymans, Co-Chair

## **The Report of the Memorial Gifts Committee**

The Memorial Gifts Committee has received donations in memory of the following members and friends:

Anthony Bellonio  
Mary Berg-Johnsen  
Warren Jackson  
Ruth DeCato  
Richard Brockett

Robert Bartlett  
Virginia Nutile  
Gerda Pedersen  
Jack Viele  
Clifford Alexander

Donors and families of the deceased received notes of appreciation. The Children's Library, Hymnal Fund and the Guertin/Ferner Music Fund were designated for some of the donations, while most went into the Memorial Gifts Fund. All donations received were recorded in the Book of Remembrance located in the Church Library. The total amount of donations received this year was \$1,875.00. The Building and Grounds Committee received \$399.87 for the purchase and installation of the new garage door opener in Carroll Hall. The balance of the Memorial Gifts fund was \$11,752.02 which includes donations made in memory of Virginia Nutile, but not designated for this account.

Respectfully submitted,

Doris Ferner, Chair  
Leslie Frost  
Eleanor Norback

## **The Report of the Congregational Representatives**

Serving this year, Lynn Davenport and Timothy Peiffer made themselves available to the congregation. All compliments and concerns were brought to Council and given to the appropriate committees.

Respectfully submitted,

Timothy Peiffer

## **The Report of the Personnel Committee**

Our Church By-Laws state that the Personnel Committee shall consist of five members. Voting members shall include the Moderator and one member each from the Music Committee and the Boards of Buildings and Grounds, Finance, and a Congregational Representative to the Council. The Minister(s) shall be member(s), ex officio. Members shall be appointed for a term of one year.

The Personnel Committee consisted of Patience Benassi (Moderator), Cathy Welch (Music), Peter Struk (Building & Grounds), Betsey Reid (Finance), and Lynn Davenport (Congregational Representative).

The Personnel Committee together wrote and added an Unpaid Leave of Absence Policy for Support Staff to the Personnel Policy. This new policy was approved by Church Council on September 20, 2005.

The committee discussed and made a recommendation to the Board of Finance for staff raises for 2006.

Respectfully Submitted,

Patience Benassi

## **The Report of the Floral Committee**

As the 2005 year ends and we review the activities of the committee, there are two items to be noted. We did have a change in committee members – going from the usual three to two. We were able to complete our responsibilities with the extra help of Nancie Estep who was kind enough to step in. The other item to be noted is an increase in cost for the seasonal arrangements.

The committee was able to coordinate 60 contributions of memorial/celebration floral arrangements with the support and dedication of the congregation. We thank you for your generosity. We also coordinated the following seasonal arrangements:

1. Palm Sunday – Palm fans were placed in front of the altar. Separated palm leaves were also distributed to the congregation.
2. Easter – Thirty five lilies were displayed on the windowsills and in front of the altar. Additional flowers were available on the front lawn for the congregation to complete decorating the wooden cross. With help from the deacons and many members of the church, the lilies were delivered to the homebound and ill members of the congregation.
3. Thanksgiving – The committee arranged the traditional fruit and vegetable cornucopia. During the service, the congregation added their food donations to the display. The produce was delivered to the New Haven soup kitchen for their use.
4. Christmas – Thirteen wreaths were placed on windows and doors as well as a large wreath placed in the Chancel. New red bows were made for all of the wreaths this year. Poinsettias were placed in front of the altar and on the windowsills with the traditional electric candles and greens. The nativity scene was displayed in the hall by the Chapel. Many of the homebound and ill received poinsettias after the services.

The committee would like to thank the many members of the congregation who willingly and generously contributed to the beautification of our Sanctuary each Sunday. We would also like to thank Carol Munson, the office staff, Kirk Johnson, David Estep and Kathy Woodruff for their support and help.

Respectfully submitted,

Helen Nado, Chair  
Christalie Brockett  
Nancie Estep

## **The Report of the Ushers and Greeters Committee**

The role of the Ushers and Greeters Committee is to call upon Church members to have them extend a warm welcome to all who enter the narthex on Sunday Morning for worship.

The committee has had a very successful year with the willing response of the congregation in responding to the call of being an usher or greeter on Sundays. It is a nice way for our new Church members to meet and greet the congregation. The participation of our confirmands as ushers and greeters was also a welcome sight.

We would like to thank all of you for your willing participation.

Respectfully submitted,

Virginia Krieg

## **The Report of the Student-In-Care Committee**

On June 12, 2005 members of our congregation and the New Haven East Consociation and guests gathered in our sanctuary to celebrate the Service of Ordination to Christian Ministry of Karen Lorraine Peiffer. It was a truly joyful and inspiring service which lifted up not only Karen and her call to ordained ministry, but also a call to each of us to Christian service.

Our congregation gave Karen the gift of a stole, offered with our blessings and the hope that she may always feel surrounded by our love, support and prayers. The white stole depicts butterflies as a symbol of resurrection, and crosses with hearts which represent: "Christ, centered in Love. Love, centered in Christ". We continued the celebration with an elegant reception graciously hosted by the Women's Fellowship. The balance in the Student in Care Fund of \$232.62 was spent on the ordination gift and reception.

Karen began serving as Pastor of the Broadview Community Church, UCC in Hartford, Connecticut on July 15, 2005. The Reverend Scott G. Morrow preached and several members of the North Haven Congregational Church were in attendance at her Service of Installation at Broadview on October 30, 2005. We know that the prayers of our family of faith are with Karen for a long, faithful and rewarding ministry.

Respectfully submitted,

Carol Amico, Chair

Rich Gallagher, Betsy Gumbart, Barbara Marks, Paul Powers

## **The Report of the Board of Christian Education**

The CE Board is happy to report that we've experienced another successful year within many of our programs and events. Attendance remained consistent in our Sunday School and Adult Education Programs. The Youth Mission Trip grew in youth participants and young adult 'junior leaders'. It was another great year for our Vacation Bible School program with continued, enthusiastic support from dedicated volunteers - both adult and youth. A terrific time was had by all who attended our Church School Barbecue Kickoff with plenty of food and the opportunity to enjoy fellowship outdoors. We had a particularly special Advent Night this year, ending our evening in the Sanctuary with inspirational scripture, candlelight and music. The children also took part in decorating our holiday tree with ornaments made that evening that had special meaning to our blessed holiday season. It was truly a special night of food, festivity and fun! A special note of thanks goes to the Women's Fellowship for funding the UCC summer camp at Silver Lake that enabled several of our youth to attend once again.

The Senior and Junior High groups met consistently and shared companionship, fun, Bible study and special event outings as well as opportunities to take part in service activities. In particular, the Junior High Group assembled this fall has had remarkable attendance and enthusiasm. A special thank you goes to volunteer advisors Paul Powers (Sr. Highs) and Martha Butterworth (Jr. Highs). We are pleased to report that our confirmation class remains steady with 6 confirmands, as well as 6 fantastic mentors working with the youth this year to lend continued support to church and community service activities.

In May we celebrated Teacher Appreciation Day with an enthusiastic crowd of youth and adult volunteers who worked especially hard cleaning the church grounds by raking and weeding the front lawn. Then flowers were planted on the church grounds to honor the effort and time given by our remarkably talented teachers. Thank you to all of the volunteers who worked on the church gardens and a special thank you to Holly Sardilli and Priscilla Bradford who watered and nurtured the plants through-out the summer.

The curriculum this year for our Sunday School program, kindergarten through 8<sup>th</sup> grade, was "Walk With Me", which was well received by our teachers and students. The 'Walk with Me' curriculum uses scripture and contemporary issues as well as games and projects to teach faith, Bible study and Christian values.

In August, over sixty children took part in Vacation Bible School, co-hosted as in previous years by our church and St. John's Episcopal Church. The creative theme this year was "The Bible's Greatest Hits". The turnout of volunteers made quite a positive impression on this fantastic week--we were blessed with over 25 youth volunteers from both churches and a seasoned team of artistic veterans who organized early to make the week a complete success. CE owes a huge thank you to the many volunteers who made this unforgettable week possible in June - the mission trip led by Lucia Jackson who traveled by vans to Watertown, NY. The six adults along with 18 youth and 2 junior leaders worked on two job sites this year. The group responsibilities included finishing carpentry work, roofing, insulation, windows, and at another site, demolition and a number of other useful tasks. Everyone will agree that, in addition to learning new labor skills, this is an opportunity to grow as individual Christians, as a fellowship and to give back to the community in a really meaningful way.

In keeping with our church tradition, the annual Christmas Pageant was held on the Sunday prior to Christmas. The pageant was met with great enthusiasm by our congregation who also had the opportunity to play a part in this special event. As usual we had a wonderful cast of characters and volunteers with the addition of live animals -- a rabbit and two goats! A special thank you to all who helped with the pageant -- especially Sharon Ciarlo who has made the pageant her unique ministry in the church.

This year we explored a different concept within our Adult Education Program. After implementing a worship schedule trial period, Adult Education was held on Sunday mornings prior to our Church service and attendance seemed consistent throughout this period. During Lent we did a series on Spiritual Disciplines, including walking a Labyrinth. In the months of April and May, several unique topics were explored. Fall Adult Education included Sunday morning "before worship Bible Study", utilizing the "Formations" curriculum and a 4-week series on issues at the end of life, "Peace at the Last". Many adults enjoy the Sunday morning Bible Study time and the use of units or "themes" to organize the class offerings.

Thanks to the terrific efforts of Philip DiPeri and the Ad-hoc website committee, we have the opportunity to keep our congregation, as well as others interested in visiting our church, informed of all church activities and events. This is an excellent means to keep information current on our calendar and as a reminder of upcoming programs. You can also add pictures of events which is a wonderful way to share our enthusiasm with what is going on within the church.

The CE Board offers a sincere and genuine word of thanks to the numerous volunteers who continue to offer their time, talent and treasure to our many programs and events conducted throughout the year. These programs are always met with great success and enthusiasm and would not be possible without your continued care and support.

Respectfully submitted,

Jean Burr, Chairperson  
Christian Education Committee

## **TEACHER LIST FOR THE 2005-2006 CHURCH SCHOOL YEAR**

**NURSERY:** As needed

**2-3 YEAR OLDS:** Priscilla Bradford & Kimberly Noel, helper

**4 YEAR OLDS and KINDERGARTEN:** Stephanie Kastenhuber, Debbie McKosky and  
Jenny Coulston

**1<sup>st</sup> and 2<sup>nd</sup> GRADES:** Kim Coughlin and Christina Mecca , helper

**3<sup>rd</sup> and 4<sup>th</sup> GRADES:** Jennifer Lucibelli, Annette Grant and Phil Cooper, helper

**5<sup>th</sup> – 6<sup>th</sup> GRADES:** Martha Butterworth, Ray Geissler and William Woodruff, helper

**7<sup>th</sup> and 8<sup>th</sup> GRADES:** Holly Sardilli and Michele Goldfuss (fall term), Wendy Russo (winter  
term) and Daniel Sardilli, helper

### **Mentors for Confirmands:**

John Tibor

Andy Kastenhuber

Jim Dockendorff

Ken Welch

Carol Amico

Barbara Marks

**Junior High Youth Group Coordinator:** Martha Butterworth

**Advisors:** Rotating parents

**Senior High Youth Group Advisor:** Paul Powers

**Mission Trip Volunteers:** Paul Powers, John Tibor, Don Geissler, Holly Sardilli and  
Sue Compton

## **Report From The ACE Candidate**

Dear Friends,

Thank you for the opportunity you have given me to explore a journey in Christian Education. In May 2005, I graduated from my ACE (Associates in Christian Education) program at Hartford Seminary. Students are required to plan, research, execute, and evaluate a program sponsored by the Church. My project was Intergenerational Events; its intention was to develop an educational program for Adult/Teen interaction, and to promote outreach to the community.

Many months of preparation led to the first event, which was titled, "Where Is Your God?". Our guest speaker was a powerful witness as to how Christ is in our midst during times of tragedy. I was totally humbled and overwhelmed that over fifty people in the church and community attended. What a wonderful outpouring of support! Many church members (adults and teens) helped me execute this project and I will be forever grateful for that. This project has now been placed in the Ruth Dudley Resource Center at the UCC Conference Office for other Church leaders to use. Two other events, "Acting Responsibly in Our Technological World", and "The Sandwich Generation" were also part of this series.

I spent this fall preparing for and being a leader on a weekend retreat for teens. I also led the "Unwrapping Our Gifts" program in another church. I am hopeful that there will be more "events" in our future. Look for a possible Teen Worship Service and an adult education program in the spring. I would also like to extend a special thank you to Ruth Dudley, Rev. Scott, and Rev. Lucia, for mentoring me while at Hartford Seminary.

In Christ's Service,

Barbara Marks

## **The Report of the Board of Building and Grounds**

Building and Grounds has had a year of significant accomplishments despite budgetary constraints. Thanks to all board members who contributed to a year of solid accomplishments.

Faced with a budget constructed to barely meet fixed expenses, we were hit with an unexpected malfunction of the main sewer line in May which eliminated most of our discretionary spending in the last half of the year. What little necessary spending we did put us over our budget for the year.

Still, the significant list of accomplishments which follows (not necessarily in chronological order) was done at little or in some cases no expense:

- Repair of damaged plumbing and restoration of water to upstairs ladies' rest room.
- Repair of most or all of the leaking water closets in the building.
- Repair of the Deacons' Kitchen sink drain.
- Placement of new handicapped signs on moveable weighted posts.
- A work day was held in April for the installation of a number of replacement windows and other small repairs.
- Replacement of weather stripping on sanctuary doors.
- Velcro on bases of window fans.
- Repair and replacement of emergency lights.
- Checking for leaks, repair of gutters and interior walls in upstairs classroom from water damage.
- Repair of squirrel screens in the steeple.
- Repair of carpet edges in the office.
- Cleaning of Carroll hall carpet runner.
- Repair of door knob on downstairs classroom.
- During a second work day, a drywell at the below grade entrance to Carroll hall was constructed and various cleaning and painting tasks accomplished.
- Significant repair and painting of the sanctuary steps and painting of the entry door and surrounding wood work.

The Rental Agreement was reviewed and changes initiated, particularly in regards to rental rates. A work order form was completed. With funding from the Memorial Gifts Committee, a garage door opener was installed in Carroll Hall and remaining malfunctioning emergency lights were repaired. Nearly all the repairs were accomplished with Board Members' labor and contribution of materials. Nearly, if not all, the entire 2005 budget was consumed by lawn maintenance, paper goods, cleaning supplies and spare keys as well as mandatory inspections of alarms, elevator and fire extinguishers.

Future concerns for the new Board:

- Uncompleted in 2005 were the addition of signs directing people to the church office and handicapped entrance.
- It was hoped that a service could be started for mop and foot mat deliveries and also possible savings by adopting a different paper goods supply. At present the status of this is on hold.
- Sanctuary windows will require glazing and painting in the near future.
- Permanent wiring should be installed on the new garage door opener.
- The new Board should be aware that as the buildings continue to age, new and more expensive repairs will become necessary.
- The Town of North Haven has not kept up with all painting and maintenance of the parking lots as requested.

Respectfully Submitted;

John Taylor, Chair  
Tom Woodruff  
Bill Dobbins

Pete Struk  
Don Geissler  
John McPherson

## **Annual Report of the New Haven East Consociation Church and Ministry Committee**

During the last year I have been the North Haven Congregational Church's representative to the New Haven East Consociation Church and Ministry Committee. The group meets regularly, once a month for two hours, and additionally as required. The Committee is charged with assessing individuals interested in becoming candidates for in-care status. This is the process that people take to becoming licensed, commissioned or ordained in the UCC. The committee is also responsible for supporting and monitoring ordained ministers with standing in the NHEC. Churches with concerns about their minister may seek support and guidance or intervention from this committee.

A focus of the committee's work has been to maintain regular contact with the in care students and advisors to the students as well as periodic contact with the local church of the in care candidate.

The committee's work includes reviewing ordination papers and assisting Seminary graduates in preparing for ecclesiastical council and ultimately ordination. This year, five new people were taken into care by the NHEC.

Items of special note for the North Haven Congregational Church include that the NHEC celebrated with the church the ordination of Karen Peiffer during the year. Both Rev. Morrow and Rev. Jackson have been serving with distinction in the critical role of advisors to in-care students as well.

Churches rotate ministers and lay people as representatives to this committee; therefore, I anticipate that Rev. Morrow will replace me on the committee in May of 2006.

Respectfully Submitted,

Stephen Simonson

**The Report of NHOAH  
(North Haven Opportunity for Affordable Housing)**

NHOAH has met continuously on a monthly basis (presently at our Church) since 1993. I have served as our congregation's voting board member for the past twelve years and on the Summerdale Condominium board for the last two years (2004-2006). Summerdale, which is located at 194 Quinnipiac Avenue, is the name of the twenty condominium units developed by NHOAH on land purchased from St. Therese Church.

NHOAH plans to be a continuing ecumenical affordable housing non-profit corporation in and for North Haven. However, to continue, we need additional (I will still serve) younger (than 70 years old) members. Two of the nine churches and one synagogue have drawn younger members to the board, but we need the other seven, including our Church, to do the same to insure continuity.

Now is the time for someone in our congregation to join us in NHOAH. Please contact the office or me at #239-7192 to join in this endeavor. You will be continuing the United Church's historical commitment to providing affordable housing in Connecticut.

Respectfully,

Phyllis Kaercher

## **The Report of the Board of Christian Outreach**

The year 2005 was a challenging one for the Board and also proved to be a fruitful year. Karen Peiffer took on the role of Chair of the Board at the beginning of our year. In June of 2005, she stepped down after receiving a call to be the pastor of her new church in Hartford. At that time Kerry Stewart stepped into the role of Chair. Karen Taylor also began the year with the Board and stepped down in July due to family and work commitments. To help fill these voids both David Estep and Ruth Dudley agreed to begin their terms early. Other Board members included Bob Nerkowski, Dot Pierce, Ann Marie Noel, Dan Kirk (youth member) and Judy Hawthorn (Interfaith Cooperative Ministries Representative).

The activities of the Board were focused on the Downtown Evening Soup Kitchen, Interfaith Cooperative Ministries, The North Haven Food Pantry and Neighbors in Need.

For the fifth consecutive year, the Board of Christian Outreach has fed the homeless and hungry at the Downtown Evening Soup Kitchen on the first and third Thursdays of every month. Bob Nerkowski is to be highly commended for his commitment in preparing the two meals every month, which include a meat dish, vegetables, rice, bread and dessert for approximately 100 people. Bob also purchased the food on his own time and kept within the budget of \$50-60 per meal. A special thanks to Ellie Harple who stepped in to do the cooking on a number of occasions when Bob was unable to prepare the meal. He always left a note for the volunteers on what needed to be taken and ended the note with: "Go feed the Lord's Sheep". Bob has given a great gift to the Lord's Sheep with his time and talent. The Board is greatly appreciative of his service. The food was ready each Thursday of service at 5:00 for the volunteers who were both NHCC members and family, and friends of NHCC. The list of volunteers is at the end of the report.

Judy Hawthorn began her service on the Interfaith Cooperative Ministries Board (ICM) in New Haven. She attends monthly meetings with Rev. Scott Morrow. The overall mission of ICM is to deal with the needs of the disenfranchised persons in the New Haven area.

NHCC remains the location for the North Haven Food Pantry, maintained by the churches of North Haven. Ellie Harple donated great hours of service to this cause. Carol Munson's role cannot be overlooked, as well as the role of the volunteers staffing the office in her absence. Many people contacted the church and they handled the inquiries and walk-in donations. In addition to assisting families year round, there were special deliveries for the holidays, such as Thanksgiving and Christmas.

The "Alternative Gifts" program resumed this year with Ruth Dudley coordinating the project. This year the donations were designated for Habitat for Humanity of New Haven, Heifer Project and the Downtown Evening Soup Kitchen. As in years past, it was a very successful program and very well received.

**Financials**

**Income**

\$1,900.00 Church Budget  
200.00 Bake Sale during concert series  
\$2,100.00 **Total Income**

**Income Distribution**

\$ 525.00 Interfaith Cooperative Ministries  
183.00 Blankets/gloves: Midnight Run  
\$1,392.00 Downtown Evening Soup Kitchen  
\$2,100.00 **Total Distribution**

**Special Collections**

\$ 455.00 Blanket Sunday  
\$ 919.00 Lilies  
\$ 2,329.79 Poinsettias  
\$ 5,288.00 Flood Relief  
\$ 972.00 Neighbors in Need  
\$ 541.00 Veterans of the Cross  
\$ 15.00 One Great Hour of Sharing  
\$ 1,205.00 Alternative Gifts

**NORTH HAVEN CONGREGATIONAL CHURCH  
VOLUNTEERS OF TIME AND TALENT  
AT THE  
DOWNTOWN EVENING SOUP KITCHEN  
2005**

Priscilla Bradford	Joan Bennett	Linda Kirk
Sue Tibor	Betsy Gumbart	Dan Kirk
John Tibor	Ruth Dudley	Patty Wolf
Ann Marie Noel	Barbara Marks	Jake Demorest
Nancie Estep	Bob Nerkowski	Wendy Russo
Sue Compton	Diane Nerkowski	Karen Taylor
Lucia Jackson	Micah Heaney	Jackie Hudson
Lynda Hudson	Lorrie Acampora	David Estep
Brian Compton	John Nerkowski	David Marks
Betty Martin	Steve Nerkowski	Phil James
Wanda Stockman	Liz Laudano	Greg Brenner
Dean Richetelle	Carla Taymans	Karen Peiffer
Kerry Stewart		

Groups participating:

VBS Volunteers	Junior High and Senior High Youth Groups
Confirmation Class	Board of Deacons

*We apologize for any omission of names. The board appreciates everyone's assistance.*

Respectfully submitted,  
Kerry Stewart, Chair

## **The Report of the Pastoral Relations Committee**

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

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

The Committee shall review the terms of the Ministers' calls (covenant contract) and job description annually and make recommendations regarding the terms of the Ministers' calls and compensation package to the Board of Finance.

The Committee shall report directly to the Congregation."

The committee members include: Rev. Scott Morrow, Rev. Lucia Jackson, Patience Benassi, Tim Peiffer, Paul Powers, Sue Light and Chairman Stephen Simonson.

The committee met three times this year: 9/27/05, 10/16/05 and 12/04/05. The focus of the first meeting was a review of the Ministers' calls, the consideration of some recommendations for adjustments in the administration of Christian Education program, and a discussion of cost of living increases. The focus of the second meeting was monitoring the effectiveness of office support in Carol Munson's absence; discussing the visioning project and "cottage meetings". The focus of the third meeting was confirming next steps regarding Lucia's sabbatical proposal and discussing the visioning project and content and format of the "cottage meetings".

The first meeting for 2006 is scheduled for 1/15/06.

Respectfully submitted,

Stephen Simonson  
Pastoral Relations Committee

## **The Report of the Women's Fellowship**

Every woman in the church is considered a member of "The Women's Fellowship." Much time and many talents are shared by the women to promote fellowship and to help support the church and its mission.

Once again the June Tag Sale was a huge success. This year the contributions from church members and friends were so generous that we kept the sale in Carroll Hall rather than carry it all outdoors. The vendors of the community set up outdoors. This arrangement was very successful. Thank you to the men who helped unpack, sort, lift and arrange the donations and to the men who prepared and served lunch to workers and shoppers.

"A New England Fair" took place in November. Sue Light and Nancie Estep did a fine job of co-chairing this event. Ellie Harple was much relieved to have these two very capable young women step forward and assume this big job. Many men also helped, as did the Youth Groups.

Ten percent (10%) of the profits from these two major events was donated to the regular church budget.

Funds were used to replace the refrigerator in the church kitchen, repair the kitchen stoves, and to pay the salary of the substitute sexton who filled in when Kirk Johnson needed time off for his mother's funeral.

The Adopt-A-Social Worker program was very busy this year. We have a new Social Worker and we contributed home furnishings, clothing, Christmas gifts and food to her six (6) families.

In addition, the Fellowship supports: Scholarships for youth to attend Silver Lake conferences, monetary support for the Youth Mission trip and money to Lucia for expenses of the Women's Retreat. Finally, we contributed over \$2,000.00 to our wider mission through the State Conference, and helped with our own community needs.

The Fellowship Circle meets once a month on the 2nd Wednesday at 11:15 in the morning. All women are invited to attend these gatherings. This is a study and work time.

Throughout the year we are called on to host receptions for Church Members and special events.

Many women joined Ellie Harple to help sort food for the food closet. Martha Butterworth's church school class also helped with this enormous task. Lots of HOURS were spent in the downstairs back hall during November and December.

Thanks to all the men, women and youth who helped make 2005 a successful year for projects planned and organized by the Fellowship. There will be lots to do in 2006 as well. Please be prepared to help if you are called.

In the service of our Lord,

Eleanor Harple  
for the Women's Fellowship

# **The Report of the Ad Hoc Web Oversight Committee**

## **HISTORICAL PERSPECTIVE**

Near the end of 2004 the Council authorized establishing a web presence on the Internet with a domain name northhavenucc.org and hosted externally by a third party hosting ISP. The primary objective for this initiative was to enhance communications between and among members and friends, to provide a repository of resources, and to increase visibility to the larger community.

On April 26, 2005, the Council was presented with a proposal to charter an Ad Hoc Web Oversight Committee to “develop policies, guidelines and procedures for the publication of material on the Congregation’s web site”. On June 17th the committee delivered its report to the Council. The committee focused most of its effort on developing guidelines to help protect private information and the online safety of individuals, especially with respect to children and youth. The report summarized the committee’s findings, contained a short list of ‘next’ issues to address in the future, and made a number of important recommendations to accomplish these important goals.

Among those recommendations was one suggesting that the Council “...(e)stablish and charter a permanent Web Oversight Committee with the authority and responsibilities outlined in the report...” to ensure a continuous web presence, governed by a consistent set of guidelines, and monitored for compliance with published policies, the guidance of the Council, and the will and values of our Congregation.

## **WEB SITE ACTIVITY**

During 2005, the site has grown both in sophistication and in complexity with the generous feedback of members who have visited the site. The number of visits to the site grew 50 times...from a barely noticeable 19 visitors during January to 949 during December...with 5,216 visits during the entire year. Except for a slight dip in May...after a small spike in April...the number of visits increased each month.

Respectfully Submitted,

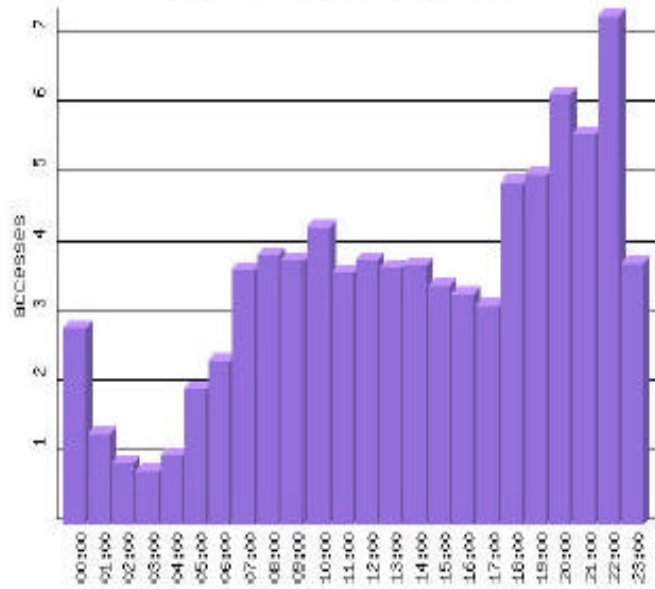
Philip T. DiPeri, Chair  
Ad Hoc Web Oversight Committee

STATISTICAL CHARTS

SELECTIVE STATISTICS - 2005

Month	Number of Visits	Number of Docs Examined	Number of Distinct Internet Addresses	Number of Unique Documents Delivered
01	19	4.89	17	13
02	42	12.12	19	47
03	150	12.29	105	100
04	255	21.37	82	142
05	217	4.78	112	108
06	314	6.53	136	156
07	427	4.04	188	105
08	604	3.30	271	105
09	829	3.34	322	130
10	632	3.12	257	119
11	778	3.99	245	194
12	949	7.19	312	317
<b>TOTAL</b>	<b>5,218</b>		<b>2068</b>	<b>1634</b>

AVERAGE ACCESSES PER HOUR



## **The Report of the Board of Finance**

The Finance Board concentrated on overseeing the 2005 budget in the first half of the year, and while this effort continued in the second half, a primary emphasis was placed on developing and managing a Stewardship Campaign and developing a 2006 budget for the Congregation's approval. Faced with new financial issues in the last few months of 2005, and having to spend more than was budgeted, the Board had no choice but to impose a mandate to eliminate all non-essential spending for the last two months of the year. There are always difficult challenges in preparing and presenting a balanced budget to the Congregation, and this year the Board, in good conscience, had no choice but to make drastic cuts to many essential programs and Basic Support.

The budget process took several sessions, requiring agonizing decisions, before a budget based on realistic income figures and anticipated fixed expenses was agreed upon by the Board for presentation to the Council.

- In 2005, increases in expenses, mainly in insurance (30%), utilities and Buildings and Grounds caused a shortfall, with the major result that we are now late in fulfilling our commitment to the wider mission of the church.
- Circumstances and programs can change, and the Board would be open to special appeals for various programs throughout the year, but this is not a solution. Without an increase in pledging support, both the number of pledging units and individual pledge amounts, we will continue in a tenuous financial direction. A major reason for the church's financial difficulties is the lack of pledging support. We pray all members and supporters of this church will commit to pledging if they are not doing so now, or if able to, increase their pledge for 2006.
- Our wonderful and dedicated staff; Scott, Lucia, Kevin, Carol and Kirk spend many hours performing work and serving the Congregation, and like all of us, face rising living expenses. We have only proposed a raise of just 2% since no increase would have resulted in only a savings of approximately \$2,500, including benefits.

The Board has tried to emphasize how valuable each person's time given to church work is in addition to financial needs. On Stewardship Sunday, an insert written by Betsey Reid asked, "Did you listen in prayer to the Church's request for more of a commitment from you as it tries to meet your spiritual needs?".

I wish to acknowledge and thank members of the Finance Board (Karen Beauvais, Philip DiPeri, Phil James, John Oestreicher and Betsey Reid) for their many gifts of time, hard work and commitment this past year, not only on the Finance Board but by their involvement in other church activities as well.

Special thanks also go to Jody Gallagher for keeping the pledge reports up to date, and to Treasurer John Tibor, who has spent many hours at the Church paying bills, preparing reports, attending meetings, and ensuring that the books were balanced.

Respectfully submitted,

Joan Bennett  
Board of Finance Chair  
January 2006

## PROPOSED BUDGET FOR 2006

	<u>2005</u>	<u>2006</u>
<b>INCOME</b>		
Church School	\$ 500	\$ 500
Envelope Income	100	75
Fund Raisers	8,500	8,000
Interest	0	0
Loose Offerings	3,330	2,500
Past Due Pledges	8,000	8,000
Pledges & Gifts	194,000	195,000
Rental	<u>7,500</u>	<u>8,000</u>
<b>Total Annual Income</b>	<b>\$ 221,930</b>	<b>\$ 222,075</b>
<b>EXPENSES</b>		
Basic Support	\$ 10,000	\$ 4,500
Buildings & Grounds	5,000	5,000
Christian Education	4,000	3,000
Consociation	600	600
Deacons	1,092	1,000
Insurance	11,770	16,000
Killam's Point	625	0
Music	3,000	2,000
Office Expense	15,000	13,000
Outreach	1,900	2,000
Payroll	119,405	121,673
Sabbatical	1,000	500
Staff Benefits	55,391	56,222
Stewardship	50	50
Utilities	<u>15,000</u>	<u>16,500</u>
<b>Total Annual Expenses</b>	<b>\$ 243,833</b>	<b>\$ 242,045</b>
<b>Net Annual Income</b>	<b>\$ (21,903)</b>	<b>\$ (19,970)</b>
Balance Forward	903	970
Trustee Transfers	21,000	19,000
<b>New Balance</b>	<b>\$ 0</b>	<b>\$ 0</b>

**Proposed Staff Compensation Budget 2006**

**Salaries**

<b>Salary</b>	<b>2005</b>	<b>2006</b>
Pastor	\$ 40,314	\$ 41,121
Associate Pastor	18,146	18,508
Minister of Music	27,350	27,897
Administrative Secretary	21,577	22,009
Sexton	<u>12,018</u>	<u>12,138</u>
	<u>\$ 119,405</u>	<u>\$ 121,673</u>

**Proposed Staff Benefits Budget 2006**

<u>Benefits</u>	Senior <u>Minister</u>	Associate <u>Minister</u>	<u>Staff</u>
Car Allowance	\$ 2,500.00	*	
Cell Phone	600.00	*	
Dental Insurance	920.00	\$ 920.00	
Disability Insurance	789.12	*	
Group Life Insurance	50.00	*	
Group Medical Insurance	13,926.00	13,926.00	
Pension	7,772.87	*	
Medicare Church	596.25	268.37	\$ 899.64
Social Security Church	2,549.47	1,147.52	3,846.72
Professional Expenses	900.00	50.00	
Parsonage Electricity	1,300.00	*	
Parsonage Gas	2,200.00	*	
Parsonage Sewer	160.00	*	
Parsonage Telephone	600.00	*	
Parsonage Water	300.00	*	
<b>Total</b>	<b>\$ 35,163.71</b>	<b>\$ 16,311.89</b>	<b>\$ 4,746.36</b>
<b>TOTAL BENEFITS</b>			<b>\$ 56,221.96</b>

\* This Benefit not applicable.

# Report of the Treasurer

Year to Date Budget Report

01/01/05 through 12/31/05

**Church – All Accounts**  
**12/31/05**

Category Description	Actual	Budget	Difference
<b>Income/Expense</b>			
<b>Income</b>			
Balance Forward	903.23	903.00	0.23
Church School	346.51	500.00	-153.49
Contingency – Trustee	21,000.00	21,000.00	0.00
Envelope Income	80.00	100.00	-20.00
Fund Raisers	7,668.38	8,500.00	-831.62
Hall Rental Income	7,585.00	7,500.00	85.00
Interest	20.77	0.00	20.77
Loose Offerings	2,664.99	3,330.00	-665.01
Past Due Pledges	9,997.50	8,000.00	1,997.50
Pledges and Gifts	<u>187,610.31</u>	<u>194,000.00</u>	<u>-6,389.69</u>
<b>Total Income</b>	237,876.69	243,833.00	-5,956.31
<b>Expenses</b>			
Basic Support	3,844.50	10,000.00	6,155.50
Buildings and Grounds Expense	6,136.05	5,000.00	-1,136.05
Christian Education	3,943.93	4,000.00	56.07
Consociation	568.75	600.00	31.25
Deacons	1,072.35	1,092.00	19.65
Insurance	13,149.52	11,770.00	-1,379.52
Killam's Point	0.00	625.00	625.00
Music	2,045.78	3,000.00	954.22
Office Expense	14,470.33	15,000.00	529.67
Outreach	1,901.00	1,900.00	-1.00
Payroll	116,551.87	119,405.00	2,853.13
Sabbatical	1,000.00	1,000.00	0.00
Staff Benefits	54,856.81	55,391.00	534.19
Stewardship	57.50	50.00	-7.50
Utilities	<u>17,308.30</u>	<u>15,000.00</u>	<u>-2,308.30</u>
<b>Total Expenses</b>	<u>236,906.69</u>	<u>243,833.00</u>	<u>6,926.31</u>
<b>Total Income/Expense</b>	<u><u>970.00</u></u>	<u><u>0.00</u></u>	<u><u>970.00</u></u>

Report of the Treasurer (Continued)

**Account Balances  
As of 12/31/05**

<b>Account</b>	<b>12/31/05 Balance</b>
<b>Assets</b>	
Cash and Bank Accounts	
Church Account	\$ 25,629.69
Memorial Gifts Account	11,752.02
Food Closet Account	<u>11,316.86</u>
Total Cash and Bank Accounts	<u>\$ 48,698.57</u>
<b>Total Assets</b>	\$ 48,698.57
<b>Liabilities</b>	
	<u>0.00</u>
<b>Total Net Worth</b>	<u>\$ 48,698.57</u>

Report of the Treasurer (Continued)

**Reconciliation of Church Accounts  
Balance Forward 12/31/05**

Balance Forward	\$ 970.00
2006 Pledges	11,215.00
Mission Trip	3,132.71
Sabbatical	2,450.00
Organ Fund	1,712.39
Special Collections Poinsettia	1,539.79
Vacation Bible School	1,143.70
Roof Repair	1,000.00
Student in Care Scholarship	517.00
Music	513.00
Worship Team	500.00
Baptism Gift	300.00
Music Christmas	182.00
Library	175.00
Music Easter	43.00
Christian Ed	31.10
Church Directories	30.00
Hymnal Purchase	25.00
Miscellaneous	150.00
<b>Total Church Account</b>	<b><u>\$ 25,629.69</u></b>

Report of the Treasurer (Continued)

**Memorial Gifts Account  
2005**

Balance Forward, 1/1/05		\$10,266.46
	<b>Income</b>	
Gifts		1,875.00
Interest		<u>10.43</u>
	<b>Total Income</b>	1,885.43
Expenses		
<i><b>KDG Doors</b></i>		325.00
<i><b>Emergency Light Batteries</b></i>		<u>74.87</u>
	<b>Total Expenses</b>	399.87
<b>Balance 12/31/05</b>		<b><u>\$11,752.02</u></b>

**Food Closet Account  
2005**

Balance Forward, 1/1/05		\$10,557.26
	<b>Income</b>	
Gifts		7,941.71
Interest		<u>5.74</u>
	<b>Total Income</b>	7,947.45
Expenses		
Christian Community Action		1,000.00
Connecticut Food Bank		1,000.00
Family Assistance for Fire Victim		1,000.00
Eleanor Harple (Cash & Carry Supplies)		700.00
Connecticut Natural Foods		816.00
Stop and Shop Gift Cards		1,700.00
Tastebuds Deli		920.00
Bank Service Charge		<u>51.85</u>
	<b>Total Expenses</b>	7,187.85
<b>Balance 12/31/05</b>		<b><u>\$11,316.86</u></b>

Report of the Treasurer (Continued)

**Utilities**  
**1/01/05 through 12/31/05**

<b>Description</b>	<b>Amount</b>
Church Electric	\$ 5,517.03
Church Gas	9,283.34
<b>Church Sewer</b>	193.14
Church Telephone	1,923.46
Church Water	<u>391.33</u>
<b>Total Utilities</b>	<b><u>\$17,308.30</u></b>

**Rental Income**  
**1/01/05 through 12/31/05**

<b>Hall Rental Income</b>	<b>Amount</b>
<b>AA – Monday Morning</b>	\$ 295.00
AA – Thursday Evening	580.00
Alanon	1,070.00
Danish Sisterhood	200.00
Danish Brotherhood	110.00
Girl Scouts	30.00
Miscellaneous	2,205.00
Mothers of Twins	205.00
Jazzercise	1,800.00
Nat'l Assn of Retired Federal Employees	195.00
Nutmeg Treasure Hunters	200.00
Weddings	450.00
Garden Club	<u>245.00</u>
<b>Total Rental Income</b>	<b><u>\$ 7,585.00</u></b>

Report of the Treasurer (Continued)

**Insurance & Workers' Compensation  
1/01/05 through 12/31/05**

	<b>Liability</b>	\$ 12,666.42
Workers' Compensation		<u>483.10</u>
	<b>Total</b>	<b><u>\$ 13,149.52</u></b>

**Staff Benefits  
2005**

**Staff Benefits**

Car	\$ 2,500.00
Cell Phone	600.00
Dental	1,740.00
Disability	789.12
Group Life	50.00
MC – Church	842.24
Medical	27,072.00
Parsonage Electric	1,497.76
Parsonage Gas	1,944.91
Parsonage Sewer	152.00
Parsonage Telephone	418.98
Parsonage Water	332.26
Pension	7,831.60
Professional Expenses	1,012.00
SS – Church	<u>8,073.94</u>
	<b>Total Staff Benefits</b>
	<b><u>\$ 54,856.81</u></b>

**Special Collections 2005**

Neighbors-in-Need	\$ 972.00
One Great Hour of Sharing	1,041.00
Veterans of the Cross	1,080.00
Lilies Income	
<i>To One Great Hour of Sharing</i>	656.50
Poinsettia Income	
To Community Social Needs	906.50
Tsunami Relief	1,901.00
Hurricane Relief	3,387.00
Alternative Gifts to:	
Downtown Evening Soup Kitchen	401.00
Habitat for Humanity of Greater NH	420.00
Heifer Project	<u>630.00</u>
<b>Total Special Collections</b>	<b><u>\$ 11,395.00</u></b>

## **The Report of the Board of Trustees**

The main responsibility of the Board of Trustees is to oversee the management of the investment portfolio. The investment group of Lelas and Madigan with Wachovia Securities is our manager. The endowment monies are invested 50% in income-producing instruments such as government and corporate bonds. The other 50% is invested in the Target program. The Target program allocates investments among five different sectors of the market. It is designed to give a broad representation of the market. Investment fees for managing the portfolio were \$3,665.00. Interest and dividends realized totaled \$15,070.00. During this year, a bequest of \$7,000.00 received from the estate of Grace Bodo was added to the portfolio mid-year.

The portfolio is valued at \$581,274.00 as of December 31, 2005. This reflects a 4.6% growth before expenses and a .91% growth after expenses.

The major expense of 2005 was \$21,000.00 to support the operating budget of the church. A total of \$1,779.00 was spent on the parsonage for electrical and plumbing repairs. (The parsonage fund created by insurance money received ten years ago has now been spent.) The elevator maintenance contract of \$1,683.96 was paid with money from the Accessibility Fund. (The balance in this fund is \$1,141.80 which will not cover the contract in 2006.) The Trustee funds also paid for the telephone contract of \$432.00, the repair for frozen pipes in the church of \$400.00, and a payment of \$75.00 to cover medical expenses for a woman who fractured three fingers in the garage door in Carroll Hall.

The principals of the restricted funds were placed in certificates of deposit to take advantage of higher interest rates. Gifts totaling \$355.00 were added to the principal of the Guertin/Ferner Music Fund. A bequest of \$500.00 from the estate of Esther Cisto was added to the principal of the Carroll Youth Fund. The expense from the restricted funds included \$500.00 from the Carroll Fund to support the Youth Mission trip, a scholarship for a camper at Silver Lake and a \$500.00 scholarship from the Ruth Dudley Fund. Monies of \$153.57 from the Brigham Fund were used to purchase wreaths to decorate the church as well as food. The Carroll Fund and the Ruth Dudley Fund have been combined into the Carroll/Dudley Education Fund. The goal of both of these funds is to support educational opportunities for members of the church. This merger will allow better use of the money.

The members of the Board of Trustees worked with the investment manager to develop an investment policy. The policy is included in this report.

The Board of Trustees believes that all adult members of our congregation should have a will, and that some-where in that will, the North Haven Congregational Church should be mentioned.

Respectfully submitted,

Priscilla Bradford, Chair  
Bryant Munson  
Beth Anderson

**The Report of the Board of Trustees**  
January 1, 2005 to December 31, 2005

**Summary Statement of Income and Expenses**

**EXPENSES**

<u>Description</u>	<u>Charged to Account</u>	<u>Amount</u>
<b><u>Unrestricted</u></b>		
Webster Bank Safe Deposit Box		\$ 33.32
Treasurer, NHCC (2005 Operating Budget)		21,000.00
Parsonage Repairs		1,779.00
Investment Fees		3,665.00
Labor Compliance Posters		66.90
Elevator Maintenance Contract		1,683.96
Telephone Contract		432.00
Medical Billing for Garage Door Accident		75.00
Frozen Pipes – Church		400.00
Bank charges		<u>20.40</u>
<b>Total Unrestricted Expenses</b>		<b>\$29,155.58</b>
<b><u>Restricted</u></b>		
William Carroll Fund		\$ 500.00
Brigham Fund		153.57
Ruth Dudley Fund		<u>500.00</u>
<b>Total Restricted Expenses</b>		<b>\$ 1,153.57</b>

**INCOME**

<b><u>Restricted</u></b>		
Guertin/Ferner Music Fund		\$ 355.00
William Carroll Fund (Estate of Esther Cisto)		<u>500.00</u>
<b>Total Restricted Income</b>		<b>\$ 855.00</b>
<b><u>Unrestricted</u></b>		
Bequest from the estate of Grace Bodo		7,000.00
Class Action Suit		43.30
Hymnals		50.00
Interest		<u>10.85</u>
<b>Total Unrestricted Income</b>		<b>\$ 7,104.15</b>

**Restricted Fund Status 12/31/05**

<b><u>Fund</u></b>	<b><u>Fund Balance</u></b>	<b><u>Endowment Principal</u></b>	<b><u>Expenses</u></b>	<b><u>Available Per Trust</u></b>
Guertin/Ferner Music Fund	\$ 7,659.44	\$ 6,410.36	--	\$ 1,249.08
Carroll/Dudley Education Fund	3,248.92	2,870.00	\$1,000.00	408.92
Brigham Fund	4,835.87	3,219.79	153.57	1,616.08
Eleanor Cooper Fund	80,192.13	61,228.00	--	18,964.13
Barbara B. Muirhead Fund	4,736.27	5,000.00	—	--

**Asset Summary**

<b><u>Restricted</u></b>	<b><u>2005</u></b>	<b><u>2004</u></b>	<b><u>Remarks</u></b>
Carroll/Dudley Educ. Fund	\$3,248.92	\$ 2,698.09	CD Account
Guertin/Ferner Fund	7,659.44	7,264.49	CD Account
Brigham Fund	4,835.87	4,893.12	CD Account
Eleanor Cooper Fund	80,192.13	76,683.57	CD Account
Barbara B. Muirhead	4,736.27	4,069.19	Harbor Fund, Toledo, Ohio
Accessibility Fund	<u>1, 141.80</u>	<u>2,823.84</u>	Trustees' Checking Account
<b>Total Restricted</b>	<b>\$101,814.43</b>	<b>\$ 98,589.85</b>	

**Unrestricted**

Investment Portfolio		
Cash Reserve Account	737.00	731.03
Securities, Bonds, Govts.	<u>580,537.00</u>	<u>575,277.10<sup>3</sup></u>
<b>Total Portfolio</b>	<b>\$581,274.00</b>	<b>\$576,008.13</b>

**Other**

Trustees' Checking Acct.	\$ 4,968.80	\$ 8,425.97 <sup>2</sup>	
Cornerstone Fund	10,526.66	10,247.18	CD Account

<b>Total Unrestricted</b>	<b>\$ 596,769.46</b>	<b>\$ 594,681.28</b>
	=====	=====

<b>Total All Assets</b>	<b>\$ 698,583.89</b>	<b>\$ 693,271.13</b>
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Change from Prior Year \$	+ 5,312.76	+ 31,695.96
Change from Prior Year %	+ .76%	+ 4.8%

<sup>2</sup>Total includes \$944.00 for the Ruth Dudley Fund and \$27.27 for the Organ Fund.

<sup>3</sup>Total includes \$786.46 of unexpended Parsonage Insurance payments.

## **Board of Trustees' Investment Policy**

It is the purpose of the Board of Trustees of the North Haven Congregational Church to provide an opportunity for members and friends to make charitable gifts to our church. The Trustees shall encourage adults of all ages to have a will and encourage all members and friends to include North Haven Congregational Church in such will.

The second purpose of the Board of Trustees is to support the mission of the North Haven Congregational Church. With that purpose in mind, the Trustees have an endowment fund.

Objectives of the endowment fund are:

1. Invest in an overall moderate manner.
2. Invest according to the following asset allocations:
  - a. Equities of at least 30% and no more than 70%
  - b. Fixed income securities of at least 30% and no more than 70%
  - c. Cash or cash equivalents of no more than 20%
3. Investments shall be in broadly traded vehicles only with exposure to most investment classes (i.e. Large Cap Value, Small Cap Growth, etc.)
4. No investments will be made in derivatives, shorts or margin accounts.
5. Securities given to the endowment shall be given to the investment advisor as soon as possible, unless a special meeting of the Trustees is held within 35 days of receipt of the securities and the Trustees direct otherwise.
6. Fixed income securities shall be A or better, preferreds shall be BBB or better and convertibles A or better according to S&P, Moody or Fitch.
7. The books of the Trustees shall be audited by the Auditing Committee of the North Haven Congregational Church annually.
8. Consideration will be given to socially responsible investments.

Gifts to the Trustees of the North Haven Congregational Church:

1. Since detailed restrictions on gifts to the church may be difficult to administer, donors are encouraged to add their gift to the endowment fund which permits use of the income for programs of the church.
2. Accounts for more restricted purposes may be established by the Trustees.
3. Accounts below \$20,000 may involve the spending of principal, unless otherwise stated by a will dated prior to 7/1/2005.
4. Accounts above \$20,000 will maintain a 1% annual growth in principal and make the balance above the principal available for the general purpose of the gift. These accounts will usually be fixed income investments.

The Trustees understand their fiduciary responsibility to adhere to the above guidelines and shall not be personally liable if the above guidelines have not been adhered to.