

**THE NORTH HAVEN CONGREGATIONAL CHURCH**  
**UNITED CHURCH OF CHRIST**  
**ANNUAL REPORT**  
**FOR 2007**

**PRESENTED AT THE ANNUAL MEETING**

**JANUARY 27, 2008**

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

**THE NORTH HAVEN CONGREGATIONAL CHURCH**

**CALL TO ANNUAL MEETING**

**January 27, 2008**

**10:30 a.m.**

**AGENDA**

**The Call to Order**

**Opening Prayer**

**Approval of Minutes of January 28, 2007 Annual 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 2008**

**Approval of Special Projects**

**Appointment of a Financial Agent for 2008**

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

**Adjournment**

**Respectfully submitted,**

**Priscilla Bradford, Church Clerk**

Please note: In case of postponement due to inclement weather, the meeting will be held  
February 3, 2008

## **The Report of the Moderator**

My wife and I are relative newcomers to this church, having joined it in December 2001, but both of us have been enriched and truly blessed by the many new friendships we have made in our short tenure here. We have answered many calls to service since our official welcoming, and my most recent one, that of Church Moderator, has been my most satisfying (and challenging) opportunity to date, yet one that has proved doable thanks to the great support I have received from my wonderful church family.

While putting together the monthly, "Upcoming Church Activity Listings" for my monthly Church Council Meetings, I soon became very personally aware of, and impressed by, how active our North Haven Congregational Church family is, what with the many impressive Outreach, Fundraising, Fellowship, and Educational projects and programs offered or presented, and with the many Committee Meetings regularly held to do the important, behind-the-scenes work of the church. Our worship life is wonderfully supported and enhanced by their contributions. I sincerely hope more parishioners will choose to get more involved in church activities in the coming year by supporting more events (Pierpont Concerts, Springboox Sale, Tag Sale, etc.), getting involved in a church committee, and/or (gasp) making the courageous decision to increase their financial commitments to North Haven Congregational Church. We are blessed to have a dedicated core of church members who commit their time, effort, AND dollars; my earnest goal is that we can somehow expand that core in the coming year.

2007 has been another year of transition for NHCC, particularly with Reverend Lucia Anne Jackson's March announcement that she would be leaving us to assume a Pastor position in Vermont. Lucia managed to put together one last Youth Mission Trip to Watertown, New York before she officially departed at the end of June. Her legacy to us is an accepted commitment by our church family to both Youth Education and Outreach, but she also left behind a dedicated group of volunteers who have continued her established programs with nary a pause. The CE Board has done a great job preparing this fall's Sunday School curriculum, Reverend Morrow has assumed responsibility for the Confirmands, next year's Mission Trip will be coordinated by the several adults who have participated in our past endeavors, and Barbara Marks has stepped forward this year and really helped out with both youth and adult education programs.

In the meantime, a Pastoral Relations Committee chaired by Stephen Simonson has been working closely with Reverend Morrow to make sure he receives the necessary interim support he requires until another Associate Pastor is in place (regarding pastoral care, preaching coverage, et. al.). Additionally, an Associate Pastor Search Committee spearheaded by Tim Peiffer has been meeting regularly and will shortly (like sometime this month) begin interviewing prospective candidates. This is not a process to be rushed, and it has not been, but several viable candidates have now been identified and will be followed up with. I thank the parishioners' understanding during this process and ask for their continued patience as the Committee works to select the best possible new Associate Pastor for NHCC.

The other church staff positions are now extremely well covered. Stuart Lane has performed admirably as Church Sexton since he took over in June 2006, and Nancie Estep, Office Manager, has done an outstanding job in that position since she took over officially on November 1<sup>st</sup>. Laura Ouimette, our new Director of Music (effective in August), has been a wonderfully enthusiastic and capable addition to our church family since her hiring, and we have blessedly received Senior Pastor Scott Morrow's able stewardship throughout the year.

Regrettably, one other issue, Open and Affirming, remains unresolved presently. Several conversational/informational sessions on this topic were conducted during the year, and the Committee is now preparing its final recommendation to the Council, but since no recommended action has yet been received, action may have to be deferred until later in 2008. I ask for your continued patience in this matter.

## **The Report of the Moderator (con't)**

In closing, I thank you for allowing me to serve your church as Moderator this past year and look forward to continuing in this capacity in 2008. I thank the many Committees that work so tirelessly to make the church work and hope you will take the time to read their reports, as their efforts and accomplishments deserve your attention. We truly have a wonderful church family. We share fellowship together on Sunday mornings, both at service and afterwards, and we are also offered a myriad of other opportunities throughout the year to further develop our faith and our personal relationships. I look forward to working with all of you in 2008 to make our church an even more welcoming house of worship.

Wishing You all of God's Blessings,  
Jim Bennett, Moderator

## The Report Of The Senior Minister

Changes among the church staff have been occasions for both joy and sorrow this year.

**Nancie Estep** completed her first full year as Office Manager for the church. She is cheerful, organized, and very capable. Her new title reflects her expanded responsibilities in coordinating staff schedules and time away for vacation and personal needs. **Stuart Lane** continues to do a fine job keeping the church building clean and welcoming. The Music Search Committee completed its mission and recommended **Laura Ouimette** as Director of Music. Laura began her work with the church on August 12, and settled in quickly. She has brought new energy and creativity to the Senior and the Youth Choirs. I would like to thank the **Music Search Committee** for their careful and thorough work:

The **Reverend Lucia Anne Jackson** resigned as our Associate Pastor in order to accept a call as the Pastor of the First Congregational Church of Hartland, Vermont. Lucia was honored during a celebration following worship on May 6, her final Sunday. It was an occasion to thank Lucia for her prodigious energy and her cheerful exuberance, her compassionate listening and her active commitment to social justice and mission work. Members of the Junior and Senior High Youth Fellowships offered their gratitude for Lucia's dedication to their activities. There are many who miss Lucia's warm spirit and positive energy. I have appreciated greatly her wisdom and her pastoral insight. We can all only celebrate with Lucia and her congregation as they begin their ministry together.

An **Associate Pastor Search Committee** has been gathered. Members of the Search Committee include Priscilla Bradford, Jim Bennett, Richard Chapman, Skye Gallagher, Nancy Mahoney, Lori Murphy, Eleanor Norback, Tim Peiffer (Chair), Mabel Peterson, John Tibor, Anna Woodruff, and Scott Morrow. A report from the Associate Pastor Search Committee is found elsewhere in this Annual Report.

It was decided that the Church would not call an Interim Associate Pastor, since there are few candidates with skills and energy for youth ministry, our major need. In an effort to provide leadership during the transition, **Barbara Marks** was hired to work 5 hours per week to coordinate the Sunday School and Youth Group programs. This work is in addition to her work (11 hours per week) as Director of Shepherding Ministries through a Special Project funded through cell-phone antenna income. Beginning in January 2008, these positions will be combined and Barbara will continue to work until the search for a new Associate Pastor is complete.

The Church Council formed an Open & Affirming Planning Group and asked the group to arrange for a process of study and discussion that would enable the congregation to make a decision about whether to adopt an "open and affirming" policy toward the inclusion and participation of gay and lesbian people in the life and ministry of the church. There were six discussions held on Sunday mornings in February and March of this year, with about thirty members in attendance on average. These discussions reflected the controversy that surrounds the issues among church members. While there was clear and sharp disagreement, the discussions were held in a spirit of respectful listening. The Open & Affirming Planning Group will make a report and recommendation to the Church Council regarding the next steps in a decision process. It is clear that the lack of a final decision by the congregation is disquieting and greatly distressing to some in the congregation.

The 26<sup>th</sup> General Synod was held in Hartford June 22-26. While I served as a delegate during the meeting, there were many church members who visited at various points through the proceedings. Even more church members contributed to the grand total of 17,000 dozen cookies prepared for the meeting! The opening keynote address by Bill Moyers was a highlight, as was the worship service on Sunday with UCC Executive Minister John Thomas preaching. Saturday was designated as "Synod in the City", with a wide range of educational and entertainment presentations. The meeting coincided with the celebration of the 50<sup>th</sup> anniversary of the United Church of Christ, and there were many opportunities to learn about the history of the UCC and its constituent denominations. On June 21, the Thursday preceding the opening of the General Synod, the *Amistad* sailed from New Haven harbor on a historic voyage to celebrate the abolition of slavery in England, and then on to visit Sierra Leone, from where the original slave ship had set sail.

The revenue from the cell-phone antenna installed in the church steeple has enabled an expansion of the ministry of the church. A portion of the income is directed to the Board of Christian Outreach, and they have shared it with both local and international programs of social justice. These funds also enabled Barbara Marks' work as Director of Shepherding Ministries in a Special Project focused on Junior High Youth, Adult Education, and welcoming new members. In June, a lightning strike damaged the telephone system, the elevator, and computers and

electronic office equipment. It seems that some measures might be taken in connection with the antenna system to prevent another such incident in the future. Efforts to make these changes are under way.

The Pastoral Relations Committee and the Church Council approved my request for a sabbatical leave in 2007 and 2008. Mindful of the staff transition during the search for an Associate Pastor, I have proposed five weeks of sabbatical leave. Each of these weeks will be in conjunction with a three-day retreat through a program entitled "The Courage to Lead." I attended the first of these retreats, held at KirkrIDGE Retreat Center in Pennsylvania, on October 29-31. I look forward to sharing the substance and fruits of my reflections with you in the coming year.

Finally, I want to thank the congregation for repairs completed in the parsonage this year. The electrical service was upgraded, and repairs were made to the gutters and to the shed in the back yard. This work was overseen by the Board of Trustees and **Priscilla Bradford**.

This report marks the completion of thirteen years in my pastorate at the North Haven Church. I am inspired by the deep faith and dedicated ministry of the congregation, and I thank you in particular for your ministry and care for me, and for Carol, Amy, and Jesse.

Shalom, Scott Morrow

## **Report of the Church Clerk**

Under the direction of the moderator, Jim Bennett, the Church Council met monthly throughout the year with the exception of August.

Council meetings followed an agenda and the minutes of the previous meetings were e-mailed to the members prior to the next meeting. Additional copies were available at the meeting. Copies of the minutes were also available at the church on the hall bulletin board and in the minutes' book located in the church library.

A special meeting of the church was held on May 20, 2007. At this meeting, the members of the congregation appointed a search committee to fill the vacant position of Associate Minister.

The last annual meeting of the church was held on January 28, 2007. The members of the congregation that were present received and accepted the reports of the church boards, committees, staff and officers from the year of 2006. The 2007 budget was also approved.

Respectfully submitted,

Priscilla Bradford  
Church Clerk

# **CHURCH STATISTICS: 2007**

Pastoral Services  
January 1, 2007 - December 31, 2007

(All services performed by Rev. Scott Morrow unless otherwise indicated.)  
(++services performed by Rev. Lucia Jackson)  
(#services not held at North Haven Congregational Church)

## **BAPTISMS:**

++Helena Olive Pires, 4/15/07, daughter of Stephanie and Dino Pires,  
born December 11, 2004  
++Christopher Nicholas Ciarlo, 4/22/07, son of Nicholas and Sharon Ciarlo,  
born May 30, 1990.  
++Kimberly Lynn Ciarlo, 4/22/07, daughter of Nicholas and Sharon Ciarlo,  
born March 26, 1992.  
Justin James Lepri, 5/27/07, son of Madelin and David Paul Lepri,  
born December 22, 2006  
Charles Thomas Randall, 7/15/07, son of Charles and Trisha Randall,  
born April 9, 2007  
Emma Pearl Talon, 9/9/07, daughter of Brian and Jennifer Talon,  
born January 10, 2007

## **WEDDINGS:**

Emilia Varga & David Rubino - May 12, 2007  
Andrea & Jonathan DiSalvatore - affirmation of vows - July 6, 2007  
Joanne Bacevius & David Nottingham - September 1, 2007  
#Krystal Bellmare & Jonathan Thornton - September 8, 2007

## **Deaths**

## **\*Member**

<b>NAME</b>	<b>DATE OF DEATH</b>
*Olive Diana	01/03/07
*Harold Eliason	01/07/07
*John McPherson	03/17/07
*Edna Burt	04/09/07
*Kenneth Welch	06/05/07
*Gladys Estep	06/12/07
*Alice Gott	11/29/07

**NEW MEMBERS: Confirmed April 29, 2007**

Haley Rose Battista  
Ryan Michael Beauvais  
Victoria Ann Burr  
Andrew Allen Butterworth  
Kimberly Lynn Ciarlo  
Christopher Nicholas Ciarlo  
Skye Acadia Gallagher  
Chelsea Janssen Marks  
Jennifer Leah Russo  
Jillian Rose Russo  
Anna Louise Woodruff  
Kalie Helene Sciciliano  
Jackson Andrew Taymans  
David John Wallander

**NEW MEMBERS: Received June 3, 2007**

LaVala Rossi  
Cheryl Logan-Sendlein  
Kurt Sendlein

**NEW MEMBERS: Received November 4, 2007**

Catherine Dubail  
Laura Miller  
Craig Miller

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

Karen S. Hussey - 3/25/07 - Letter of Transfer  
Rev. Lucia Anne Jackson - 10/25/07 - Letter of Transfer  
Michael Heaney - 10/25/07 - Letter of Transfer  
Kathleen Macare - 12/31/07 - Letter of Transfer  
Nancy & Stephen Dickinson - 12/31/07 - Per Request

## CHURCH MEMBERSHIP STATISTICS: 2007

<u>Active Members, January 1, 2007</u>			432
Removed by Death – 2007		7	
Removed by Letter of Transfer – 2007	4		
Resignation	2		
Sub-total			13
<u>Members Received - 2007</u>			
Letter and Reaffirmation		6	
Confession of Faith		0	
Confirmation		14	
Sub-total			20
Total membership			439

NORTH HAVEN CONGREGATIONAL CHURCH  
*Minutes of the Annual Meeting*  
*January 28, 2007*

The Annual Meeting of the North Haven Congregational Church was held in the church sanctuary on January 28, 2007 and was called to order at 10:46 AM by Moderator Patience Benassi with 58 voting members in attendance.

Rev. Scott Morrow first offered an opening prayer, after which Clerk Jim Bennett read the Call to the Meeting.

On a motion made by Doris Ferner, seconded by Brian Compton, **the minutes from the Annual Meeting held on January 22, 2006 were approved.**

Joan Bennett, Nominating Committee Chair, reported the following changes to the posted list of 2007 Proposed Officers, Boards, and Committees: add Rich Rappa to the Board of Trustees for the term ending 2009; and remove Denise Adinolfi from the Board of Christian Outreach for the term ending 2009. With these changes, present unfilled positions are as follows: Board of Deacons – two, both for 3 years; Board of Christian Outreach – one, for a term ending in 2009; Nominating Committee – one, three-year term; and UCC Delegates – two, plus one alternate. Also, Ed Dudley, who serves as an alternate delegate to both the Connecticut U.C.C. and the New Haven East Consociation, urged some younger people to please consider being an alternate to either or both associations. After a motion made by Kathy Welch, seconded by Phil James, **the Nominating Committee Report was approved as amended.**

On a motion made by Phil James, seconded by Betsey Reid, **all Non-Financial Church Reports were approved.**

Rev. Morrow reported that he attended a meeting in Enfield yesterday whereat discussions were held on the subject of alternative ministries and said he would keep the congregation updated on any new developments in this area. Then, after a motion made by John Tibor, seconded by Martin Benassi, **the Report of the New Haven East Consociation Church and Ministry Committee was approved.**

John Tibor presented the Treasurer's Report, which can be found in the Annual Report on pages 46-52. Questions directed to John, and his responses, were as follows: 1) Tim Peiffer – is the Sabbatical line item in the Nextel Tower summary in addition to the budgeted Sabbatical line item? (Yes); 2) Betsy Gumbart – why do the Board of Deacons financials look so good this year when they have consistently reflected negative results in the past? (Reimbursements for the Confirmands Retreat were received prior to 31 December this year, unlike the several prior years.); 3) Tim Peiffer – why were Office expenses so far over budget? (Advertising for staff positions was an unanticipated outlay, and Betsey Reid pointed out that \$18,000 was originally requested for this line item in 2006 but was pared to \$16,000 by the Board of Finance); and 4) Tom Woodruff - significant savings were realized in staff expenses in 2006, so why the big jump in the 2007 Proposed Budget? (We ended up short of budgeted expense in this area because several positions were unfilled for a time but do anticipate a full church staff in 2007, so it's more realistic to compare 2007's \$124,000 proposal with 2006's budgeted \$121,000 rather than the actual). Also, Martin Benassi voiced his annual objection of showing Contingency, Trustee as income on the budget since it's not really income but simply a transfer of funds from one account to another. And David Marks expressed his concern that church funds earmarked for Basic Support are declining even as our budgets grow ever larger. What does that say about us as a congregation, he queried? On a motion made by Phyllis Kaercher, seconded by Martin Benassi, **the 2006 Treasurer's Report was approved.**

## **Minutes of the Annual Meeting** **January 28, 2007 (con't)**

Beth Anderson pointed out an error in the Summary Statement of Income and Expenses for the Board of Trustees for 2006, reporting that the correct total for Restricted Expense (on page 55) should read \$5,236.21, not \$3,914.21. Phil James then noted that totals for Restricted Asset Summary, 2006 and 2005, were missing on page 56 of the report. Beth assured everyone that a corrected 2006 Financial Report from the Board of Trustees would be forthcoming. Adam Schweickert asked why there was an asterisk next to the Securities, Bonds, and Gov't Check line item under Unrestricted Funds. Phil James responded, explaining that the figure included a year-end stock sale that needed to be captured here first prior to be transferred to the church's operating budget as income. After a motion made by Priscilla Bradford, seconded by Ken Welch, **the Financial Reports were approved.**

The church's Proposed Budget for 2007 was next discussed. Rosemary Little questioned the Insurance figure as it shows a decrease from 2006. John Tibor explained that the anticipated obligation is less due to 1) a change in the payments scheduled effected late last year, and 2) lower rates. Tim Peiffer asked what the Utilities line item increase was predicated on. Betsey Reid replied, stating that it primarily reflects an anticipated 50% electricity rate increase. She also warned that other measures (closing the church one day a week, turning the heat down in the sanctuary on Sunday) might have to be invoked in a worst-case scenario. Tim also queried how the 2007 Pledges and Gifts figure of \$199,000 was derived. Betsey and Phil James responded, saying pledges totaling \$191,000 have been received (95% of which we can reasonably expect to collect), and that the balance should be attained from gifts, payments from non-members, and pledges received from some of the twenty-five units not yet heard from. On a motion made by Gordon Reid, seconded by Joan Bennett, **the 2007 Church Budget was approved.** Kathy Welch commented that she really appreciated receiving the "Narrative Budget" from the Board of Finance. Several other attendees echoed her comment.

On a motion made by Phyllis Kaercher, seconded by David Estep, **those present voted to approve the appointment of Beth Anderson as the Church's Financial Agent for 2007.**

Doris Ferner praised Patience Benassi for the two years of hard work she put in as Church Moderator, a sentiment that was shared by everyone present, all of whom immediately stood and offered her a standing ovation. Likewise, Steve Simonson thanked outgoing Treasurer John Tibor for the time commitment he gave that important task over the past several years. John was also given a standing round of thanks by those present this day.

Patience thanked all the congregants who have given of their personal time to serve the church in some capacity over the past two years, as we are blessed to have a wonderful church family.

Rev. Lucia Jackson offered a prayer of benediction.

With business concluded, and after a motion made by Ken Welch, seconded by Phil James, **the Annual Meeting of the North Haven Congregational Church was adjourned at 11:40 AM**

Respectfully submitted by,

James B. Bennett  
Clerk  
Patience Benassi  
Moderator

**North Haven Congregational Church**  
Special Meeting  
May 20, 2007

A special meeting of the North Haven Congregational Church was called to order at 10:53 by acting Moderator Steven Simonson. Fifty-nine members were present which constituted a quorum.

The call to the meeting was read by acting church clerk, Sandra Lynch.

The following **motion** was made by Stephen Peterson and seconded by Tim Peiffer:

I move that the Moderator be authorized, in accordance with Article VIII, Sections 1.3 and 2 of the By-Laws, to appoint a search committee for the vacant position of Associate Minister. The Moderator will consult with the Senior Minister, the chairs of the Board of Deacons, the Board of Christian Education and the Pastoral Relations Committee about search committee membership. The membership of the search committee will be approved by the Church Council.

If the search committee concludes that the most suitable person for this vacancy is a lay person, it may recommend the appointment of a Director of Education and Youth Ministries.

Discussion followed: Tim asked if this was two positions? He felt Scott needed to be supported by an ordained person. Stephen Peterson commented that the search committee is looking to fill the position of Associate Minister.

Brian Compton moved the question.

**Motion approved.**

The meeting was closed with a prayer by the Rev. Scott Morrow.

Meeting adjourned at 11:02 am.

Respectfully submitted,

Sandra Lynch  
Acting Church Clerk

## **The Report Of The Nominating Committee**

### **Officers**

#### **Terms ending January 2009**

Moderator:	Jim Bennett
Clerk:	Priscilla Bradford
Treasurer:	John Tibor
Asst. Treasurer:	Larry Ballantyne
Financial Recording Secretary:	Jody Gallagher

### **Congregational Representatives**

#### **Term Ending 2009**

Tim Peiffer

#### **Term Ending 2010**

Greg Pierce

### **Board of Deacons**

#### **Term Ending 2009**

John Tibor  
Joan Bennett  
Richard Chapmen  
Betty Vento

#### **Term Ending 2010**

Steve Simonson  
Stephen Peterson  
Linda Kirk

#### **Term Ending 2011**

Doris Ferner

### **Board of Trustees**

#### **Term Ending 2009**

Richard Rappa

#### **Term Ending 2010**

Mabel Peterson

#### **Term Ending 2011**

Steve Baraquin

### **Board of Finance**

#### **Term ending 2009**

Adam Schweickert

#### **Term Ending 2010**

Betsey Reid

#### **Term Ending 2011**

Philip DiPeri  
Steve Peterson

**The Report of the Nominating Committee 2007 (continued)**

**Auditing Committee**

Term Ending 2009  
Betty Martin

Term Ending 2010  
Susan Compton

Term Ending 2011  
Phil James

**Floral Committee**

Term Ending 2009  
Mary Ellen Adams

Term Ending 2010  
Betty Martin

Term Ending 2011  
Elaine Burr

**Ushers & Greeters Committee**

Term Ending 2009  
Jennifer Talon

Term Ending 2010  
Kerry Stewart

Term Ending 2011  
Betsy Gumbart

**Memorial Gifts Committee**

Term Ending 2009  
Barbara Massey

Term Ending 2010  
Rosemary Little

Term Ending 2011  
Joyce Bellonio

**Music Board**

Term Ending 2009  
Sally Pallatto

Term Ending 2010  
Sue Beth Collins

Term Ending 2011  
Martin Benassi

**Board of Building and Grounds**

Term Ending 2009  
Don Geissler  
Tom Woodruff  
Nancy Mahoney

Term Ending 2010  
Phil James  
Ann Schneider

**Board of Christian Education**

Term Ending 2009

Becky Bogaert  
Jeanne Mecca  
Greg Brenner

Term Ending 2010

Lori Murphy  
Martha Butterworth  
Chet Blue II

**Board of Christian Outreach**

Term Ending 2009

Ruth Dudley  
Ed Dudley  
Karen Beauvais

Term Ending 2010

Bob Nerkowski  
Linda Kirk  
Chris Corcoran

**Nominating Committee**

Term Ending 2009

Sandra Lynch

Term Ending 2010

Joan Bennett

**Collection Committee**

Term Ending 2009

Joyce Bellonio  
Carol Mitchell

Sue Compton  
Sandra Lynch

Helen Nado  
LaVala Rossi

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

Tim Peiffer  
Ed Dudley (Alternate)

**New Haven East Consociation**

Doris Ferner  
Ed Dudley (Alternate)

## **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
Rev. Scott Morrow	Chairman, Member, Church and Ministry Committee; New Haven East Consociation, CT Conference, UCC. 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, Police Citizens Relations Council of Greater New 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.** Board of Directors, Frost Homestead, Inc. Board of Directors, Welles Country Village Vice-Chairman, Board of Directors, New Samaritan Corporation*
Phyllis Kaercher	Voting Board Member, NHOAH (North Haven Opportunity for Affordable Housing)
Priscilla Bradford	Board of Directors, Davenport/Dunbar Residence, Inc.**
Stephen Simonson	Moderator, New Haven East Consociation, Ct. Conference, UCC

\* 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**

The 2007 Board consisted of the following church members: Linda Kirk (Chair); Crystal Veilleux (Recorder of Minutes); Maurine Cornelius; Richard Chapman, Holly Sardilli, John Tibor; Steve Simonson; Betty Vento; Joan Bennett, Judy Hawthorn and Stephen Peterson, with one vacant position

The board had a very active year this year.

The Deacons sponsored the annual simple soup supper on Ash Wednesday (February 21<sup>st</sup>) prior to the Ash Wednesday service. Steve Simonson volunteered to be the Deacon representative on Pastoral Relations Committee

In March, Rev. Lucia Jackson reported to the Board that she has accepted a full-time pastorate position in Vermont, and the Board regretfully accepted her resignation, effective May 2, 2007, after which she took a paid absence through June, but came back – much to the joy of the teenagers and adult volunteers – to attend the annual Youth Mission Trip.

On Saturday, March 10<sup>th</sup>, the Deacons had a “clean up day” when they cleaned the deacon’s closet and the sanctuary, in preparation for the Easter holiday.

The Maundy Thursday service was April 5<sup>th</sup>, with much loved Service of Tenebrae. A morning vigil period for reflection and prayer in the chapel was observed on Easter Saturday, with music and artwork. Easter Sunday consisted of two beautiful services.

Red paraments were ordered for the communion table, lectern and pulpit with the generous donation made by Linda and John Rankin.

Confirmation Class this year consisted of fourteen teenagers, who were confirmed on April 29<sup>th</sup> – the date was moved up to accommodate Lucia’s departure date. The Board of Deacons held a pizza reception for the confirmands and their families on Wednesday, April 25<sup>th</sup>, with a fellowship hour following. Deacon John Tibor generously paid for all fourteen bibles for the confirmands.

The Fellowship Sub-Committee sponsored a fundraiser, which was the sale of Christmas Cards and note cards, with a sketch drawing of NHCC. Martin Benassi created the beautiful drawing for the cards.

Stephen Simonson, Stephen Peterson and Linda Kirk worked on the collection and dissemination of information concerning the Senior Pastor’s Evaluation.

On Mother’s Day, carnations were handed out to all women of the church.

Spring Newcomer’s Classes were held in May, and Deacons assisted the pastor and Barbara Marks with the classes. New Members were welcomed on June 3<sup>rd</sup>.

Heritage Sunday was held on June 10<sup>th</sup> for 50+ year members. There were four new Heritage members for a total thirty-seven members!

In June, following the conclusion of the Open and Affirming sessions, the Deacons all agreed that a church-wide vote is necessary on Open and Affirming, to end the dissention in the congregation once and for all, so that everyone has a clear understanding on where our congregation stands on this issue - all agreed that it has been pending for too long.

## **The Report of the Board of Deacons (con't)**

Father's Day was honored by the planting of a perennial on the church grounds.

Fall Newcomer's Classes were held in October, and Deacons assisted the pastor and Barbara Marks with the classes. New Members were welcomed on November 4<sup>th</sup>.

Fees for weddings and funerals were addressed, and adjustments were made where necessary; also clarification regarding pastoral coverage during the search process for an Associate Pastor was discussed.

Rev. Morrow purchased a ceramic candleholder set to be placed in the sanctuary, which would come to be known as "The Peace Candle", which he now lights every Sunday at the start of worship, after leading us in a short unison prayer.

The 2008 Confirmation Class will consist of 12 confirmands.

There were two Christmas Eve services, at 5 and 11 p.m.

Respectfully submitted,

Linda A. Kirk  
Chair, Board of Deacons

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

The mission of the Safe Church Policy says in part, “The congregation and ministers of North Haven Congregational Church aspire to be a Christ-centered fellowship where all can seek a close relationship with God. ...Both the Old and New Testaments instruct the faithful to do justice and to care for all persons, including the young.

The purpose of this policy is to protect all members in a safe church community. Out of commitment to provide an environment as secure as possible, it is the intent of this policy to ensure the best for our children, adolescents, and young adults, as we seek to provide protection for all among us in vulnerable positions.

It is the intention of this congregation to have a clear policy to discourage, and seek to prevent abuse within our Christian community, and to promote an avenue for an appropriate response should allegations of misconduct arise at any time. The goal of this response will be to establish a process to help both the alleged victims and alleged offenders. Throughout any investigation, God’s grace and compassion need to be extended to all parties involved.”

The Response Team is made up of three members, representing varied age groups, (at least one male and one female) of the congregation. Policy specifies the team is set for indefinite terms. Their primary task is to objectively investigate all allegations of abuse, neglect or harassment. The Response Team is appointed. During 2007 they were Patience Benassi , Doris Ferner, and Stephen Simonson. There were no reports or allegations of abuse this calendar year.

The Response Team is also charged with monitoring the implementation of the Safe Church Policies in area 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. It has been a challenge to implement these procedures consistently due to the staffing changes this year.

The focus of The Response Team in 2008 will include continuing to support the minister’s timely implementation of the policies and procedures, developing visual presentations to post around the church to educate members about the policies and to rehearse as a team, the procedures for responding to allegations.

Report by Stephen Simonson

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

The Music Board has been maintaining the church's organ and pianos in the sanctuary, chapel, and music room as well as purchasing sheet music for the choirs.

We have successfully continued the Pierpont Concert Series having four concerts in 2007. This year we secured community sponsors and produced a color brochure introducing the artists, explaining Pierpont Concert Series history, and stating the varied music, education, community outreach, and worship offerings of NHCC. The Pierpont Concerts have brought varied music styles and artists to our sanctuary for our congregation and the community as well as monetary benefit to the performers and the general budget of NHCC.

Under the direction of our Interim Minister of Music, Gary Snowbeck, the Sr. Choir continued to rehearse and enhance our worship services. Susan Beth Collins directed the combined Cherub/Youth Choir (grades K-5). Together Gary and Susan Beth continued the tradition of having the children present a concert. The NHCC Children's Concert was successfully held in May.

Our 2007 Easter and Christmas services introduced new musicians to our worship. The Easter services were enhanced by the NHHS Jazz Band and a flute/piano duo played for the Christmas candlelight service. Special offerings were collected to pay these musicians.

Our Interim Minister of Music, Gary Snowbeck, graciously agreed to continue working with us until the search committee was able to hire a full time music director. Gary filled the position for the first seven months of 2007 and in August NHCC hired Laura Ouimette as our Director of Music. Laura has been holding weekly rehearsals for four choirs – Sr. Choir, Youth Choir, Cherub Choir, and Chime Choir. She is also working with Music Board, choir and congregation members to develop a contemporary worship service.

The Music Board is very excited about the prospective growth of the NHCC music program. The energy of our new, talented and enthusiastic music director is contagious. Join one of the choirs, volunteer to organize a Pierpont Concert, donate for 'special music', or attend a Music Board meeting and become part of the MUSIC.

Respectfully submitted,  
Susan Beth Collins, chair  
Martin Benassi, council rep  
Sally Pallatto, personnel rep

Gary Snowbeck – Interim Minister of Music (Jan – July)  
Laura Ouimette – Music Director

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

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

Respectfully submitted,

Lillian Flodquist

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

Donations were received in memory of the following members and friends:

Olive Gert Diana  
Ruth L. Frost  
Virginia Nutile

Gladys Estep  
John McPherson  
Kenneth Welch  
Jack Viele

Notes of appreciation were sent to the donor and families involved. All donations received were recorded in the Book of Remembrance which is located in the Church Library.

The total amount of donations received this year was \$1,735.00. The balance of the Memorial Gifts Fund was \$16,164.37.

Respectfully submitted,

Barbara Massey, Co-Chairman  
Eleanor Norback, Co-Chairman  
Rosemary Little

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

The Personnel committee met as a group formally three times in the year 2007. The Committee's membership included: Sally Pallatto, Music, Lillian Flodquist, Congregational Representative, Ann Marie Noel, Finance, Peter Struk, Buildings and Grounds, Scott Morrow, Senior Minister and Stephen Simonson Resource and Chairperson.

This was a year of transition in that Office Manager Nancie Estep and Sexton, Stuart Lane were evolving in their positions and Laura Ouimette, Director of Music was just hired in August. All three are already valued and respected employees of the church.

During the year the three contracts were reviewed, amended and signed. We spoke about each line of each contract and unanimously made a few revisions. We reviewed the Personnel Policies and unanimously made a few revisions:

- We added leave for bereavement and jury duty.
- We modified a few areas to make the policy clearer.
- We clarified that the Office Manager would maintain the required records and coordinate with the Senior Minister for authorizations as specific requests are made.

We updated the pay scale for "additional services" (funerals and weddings) for the Organist and the Sexton. We coordinated with the Music Board in conducting Laura's initial evaluation and establishing appropriate professional goals.

Salary recommendations for 2008 have been submitted to the Finance Board. The focus for next year will be on refining the supervision process and getting started on a risk management needs analysis.

Respectfully Submitted,

Stephen Simonson  
Chairperson

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

In, 2007, the Floral Committee operated with one less committee member, but with the help of Nancie Estep all our responsibilities were carried out smoothly.

The committee was able to coordinate floral arrangements for each week of the year with the support of our congregation.

The committee also prepared for the following seasonal arrangements:

Palm Sunday – Palm fans were arranged and placed in front of the Communion table. The leaves were separated for distribution to the congregation.

Easter – 35 lilies were ordered by the committee. They were displayed on the windowsills and in front of the communion table. With the help of many members, the lilies were delivered to our homebound and ill members. On the front lawn, the wooden cross was covered with beautiful flowers purchased by the committee and the congregation added to it with their own flowers.

Thanksgiving – The committee arranged the cornucopia from vegetables and fruits from a local Hamden farm. The congregation made their own donations to the arrangements. The produce was then delivered to the New Haven soup kitchen.

Christmas – The committee hung 14 wreaths and placed 35 poinsettias throughout the sanctuary. Greens, 2 poinsettias and an electric candle were placed on each windowsill. The flowers were delivered to our homebound and ill members.

The Floral Committee appreciates the commitment and generosity of everyone in the church.

Respectively submitted,

Mary Ellen Adams, Chair  
Christalie Brockett

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

NHOAH – North Haven Opportunity For Affordable Housing, representing Nine Churches and a Temple in our area, continues to meet monthly in our Church.

This year NHOAH, in addition to helping to administer needed involvement at the Summerdale Condominiums (built by NHOAH), has begun to consider new endeavors and additional religious community membership in NHOAH.

Respectfully Submitted  
Phyllis M. Kaercher, NHOAH  
Board Member Since 1993

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

The committee has had a successful year with the willingness of the congregation to respond to our calls to usher or greet at Sunday worship services. It is a nice way for new church members to meet and greet the congregation and the participation of our confirmands in this effort was a welcome addition.

Thank you for your participation.

Respectfully submitted,  
Christalie Brockett  
Betsy Gumbart  
Jennifer Talon

## The Report of the Board of Christian Education

The CE Board is happy to report that we've experienced another busy and rewarding year. Attendance remained consistent in our Sunday school and Adult Education Programs. The Youth Mission Trip grew in youth and adult participants. The Vacation Bible School program under the leadership of Susan Beth Collins met with great success and was supported with dedicated volunteers. A terrific time was had by all who attended our Church School Kickoff BBQ with plenty of food and the opportunity to enjoy fellowship. We had a special Advent Night this year ending in the Sanctuary with Jr. Highs doing an Advent skit, and Christmas music being sung. Our Christmas pageant under direction of Sharon Ciarlo and Carol Amico was a wonderful worship service, telling the tale of the "Littlest Star."

Our Sunday school is using a modified "rotation" curriculum coordinated by Martha Butterworth where a given theme for each segment is utilized for many learning and teaching opportunities. Our pre-k's and Kindergarten class is using the "Walk With Me" curriculum. Our teachers continue to shine in their creativity, with at least two teachers in every classroom, and in many cases confirmed helpers. Our teachers continue to challenge themselves and their students in leading Bible studies, games, arts and crafts, cooking and music. Laura Ouimette, our new music director, will be teaching music to the children during Sunday school time to explore the joys of music.

The Senior and Junior High groups met consistently under the supervision of program director Barbara Marks and shared companionship, fun, Bible study and special event speakers as well as opportunities to take part in fund raising activities. A special thank you goes to volunteer advisors Paul Powers and Holly Hanson (Sr. Highs) and Anna Woodruff (Jr. Highs). Our Confirmation Class is well underway with their adult mentors supporting them.

In August, over sixty participants took part in Vacation Bible School, a community effort between our church and St. John's Episcopal Church. The turnout of volunteers teaching bible stories, arts, crafts and music made for an exciting and cooperative experience for all. We would like to thank Susan Beth Collins, and the many youth and adult volunteers, who continue to make this program a great success.

In June, the mission trip led by Lucia Jackson traveled in three vans to Watertown, NY. **Ten** adults along with **35** youth including **4** junior leaders worked on four job sites this year. The group's responsibilities included framing, roofing, sheathing, insulation, electrical trenching, windows, painting, and constructing a warehouse for Habitat for Humanity. Everyone grew in fellowship and stretched themselves in learning new labor skills, as well as giving back to the community. The mission trip continues to be one of the great cooperative efforts for adults/youths in our church, an opportunity that many look forward to year after year. This year's trip, although the biggest and one of the most successful ever, ended in a ***bittersweet way, with our saying goodbye to Pastor Lucia.***

The Christmas Pageant was held a week later than anticipated, due to early snow, but nothing could take away the excitement of seeing our youth in action. The bustle behind the scenes of fitting costumes and the "older" children helping and encouraging the "younger" ones is truly a Christian community in action. The children's choirs sang with "pop up" joy and our youth soloists and piano players were stars in their own rights. Thank you to all who helped with the pageant - especially Sharon Ciarlo, Carol Amico, and Rich Gallagher, along with the CE Board who made this year pageant such a joyous event.

## **Board of Christian Education (con't)**

Sunday morning Adult Education following worship continues to form new bonds of fellowship and Bible exploration through books as well as DVD based series. Some topics explored this year have been "Women in the Bible", a character reenactment study, a power-point Lenten Study of the Masters Series, and "Open and Affirming." This fall brought opportunities for a Lectionary based Bible Study, as well as the DVD based series, "God is Closer than You Think."

The CE Board is truly grateful for the numerous volunteers who continue to offer their time, energy, and talent to our education and programming during the year.

Respectfully Submitted,

Barbara Marks & the Board of Christian Education

## **TEACHER LIST FOR THE 2007-2008 CHURCH SCHOOL YEAR**

**NURSERY:** As Needed

**2-3 YEAR OLDS:** Chelsea Marks, Tori Burr, & Katie Mulvey

**4 YEAR OLDS and KINDERGARTEN:** Debbie McKosky, Kathy Grant & Jenny Coulston;  
Mary Palatto, helper

**1<sup>st</sup> and 2<sup>nd</sup> GRADES:** Linda McKiernan & Kristen Corcoran

**3<sup>rd</sup> and 4<sup>th</sup> GRADES:** Jennifer Lucibelli, Stephanie Kastenhuber & Annette Grant

**5<sup>th</sup> and 6<sup>th</sup> GRADES:** Martha Butterworth, Ray Geissler;  
Melissa Sardilli & Austin Mirmina , helpers

**7<sup>th</sup> and 8<sup>th</sup> GRADES:** Skye Gallagher & Lori Murphy

### **Mentors for Confirmands**

Jean Burr

Karen Beauvais

Jean Mecca

Martha butterworth

Carol Amico

Chris Corcoran

Andy Kastenhuber

Nancie Estep

**Junior High Youth Group:** Barbara Marks & Anna Woodruff

**Senior High Youth Group:** Barbara Marks, Paul Powers, Holly Hanson & Parent Helpers

**Mission Trip Volunteers:** Paul Powers, John Tibor, Don Geissler, Holly Hanson,  
Sue Compton, Linda McKiernan, Joe Burr, Ed Bogaert, Ray Geissler

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

We wish to report the following activities of the board for the 2007 year.

Outside work: Bill Dobbins takes the spot light again, resurrecting the old steeple top and finial for our office entrance garden centerpiece and saving the shingles for novel way to get funds for us. Pitch Pines was our landscaper for the Church and Parsonage this year, saving us several hundred dollars. Nextel has finished repairing the lawn in the front and side yards. The curbing in the rear was redone at the utility building. Thanks to the many volunteers who made the work easier on the Spring cleanup day, April 14<sup>th</sup>. The Scouts did the Fall cleanup to keep the grounds clear of leaves. Outside lighting was repaired, after a significant power surge, which damaged an outside parking lot light and an outside timer to the front spot lights. The Parsonage outside lighting was repaired also. Bernie Hummel did a great job on the shrubbery maintenance though there will soon be a problem due to size and height. A landscape architect will have to be consulted. Our great lawn trees are a concern and have to be addressed this year due to their height and interior dead growth causing branches to fall.

Office: The big calamity of 2007 was a power surge from this summer storms with repair costs of over \$7000. Several PC's, network equipment, printers, phone system, and elevator components were damaged the same as the outside fixtures listed previously. The bills have been paid by us pending a claim to Nextel for repayment.

Sanctuary: The sad passing of John McPherson from this committee and the Church early this year also brought his dream to us. Thanks to John and Mildred, their donation of the pew cushions will add to the comfort of all of us. To compliment the cushions, the floor was refinished superbly by Nick Phillips of Reflections. Hopefully in 2008 the carpeting will be done to complete the upgrading of the Sanctuary. Many wasteful energy emergency lights and exit signs were replaced under a maintenance contract with Cintas to power saving units. Thanks to Ed Dudley, the balance of the exit signs were converted to efficient LED bulbs.

Carroll Hall: The downstairs bow window was a carpentry project with replacement of the rotted sill. The gas boiler serviced by SCG has put our budget in the red with a burner problem costing \$1126.00. This is forcing us to consider maintenance contracts for the two boilers in the facility. A new subsidized electric solar panel array is being investigated by Philip DiPeri for the south facing roof of Carroll Hall. It is estimated that more than 50% of our power can be replaced by solar electric panels and may be paid in full within six years.

Everyone contributed to making this a successful year.

Respectfully Submitted,  
Tom Woodruff, Don Geissler, Bernie Hummel,  
David Estep, Nancy Mahoney, and Peter Struk

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

During the last year I have represented the North Haven Congregational Church on the New Haven East Consociation Church and Ministry Committee. The Church and Ministry Committee meets monthly for two hours, and additionally as required. This Committee deals with matters related to ministerial authorization and standing. It is charged with assessing individuals interested in becoming candidates for in-care status, and shepherding them through the process of becoming commissioned, licensed, or ordained ministers in the UCC. The Committee is also responsible for supporting and monitoring ordained ministers with standing in the NHE Consociation.

Members of the Committee include John Bischof, Consociation Registrar; Rev. David Colton, Guilford; Rev. Peter Degree, Northford; Wil Tuthill, Madison; William Gassman, Branford; Judith Haggarty, North Guilford; Rev. Karen Johnson, East Haven; Rev. Elven Riggles, Jr. Durham; Henrietta Schraner, North Madison; Rev. Kent Siladi, Regional Minister, and Marcia Turner, North Branford (Secretary). The Rev. Gina Finocchiaro accepted a call to serve as pastor to the Williston-West United Church of Christ in Portland, ME. I agreed to serve as chairperson of the Church & Ministry Committee beginning with the October meeting.

During this year, the Rev. Susan Murtha was installed as Associate Pastor of First Congregational Church of Guilford, and the Rev. Dr. Chris Nichols was installed as the Senior Pastor of the First Congregational Church of Madison. The Rev. Theresa Borchetta completed her Ecclesiastical Council successfully and was ordained as Associate Pastor at First Congregational Church of Branford. The Committee conducted exit interviews with the Rev. Lucia Anne Jackson, the Rev. Kent Siladi, and the Rev. Olivia Robinson.

The Committee has met with other students-in-care and their advisors to review their progress and offer support, including Vanessa Cardinale, Sarah Garcia, Dorothy Hutch, Margaret Hofmeister, and David Johnson.

In addition to these activities, I attended a regional Church & Ministry training session on new authorization for ministry procedures Enfield Congregational Church on January 27, and a presentation on evaluation for suitability for ministry at the Connecticut Conference UCC office in Hartford on October 11. I also attended a meeting of the CT Conference Committee on Ministry on November 28.

Respectfully submitted,

Scott G. Morrow

## **Associate Pastor (AP) Search Committee**

In 2007, an Associate Pastor (AP) Search Committee was formed by a special congregational meeting to fill the vacant Associate Pastor Position resulting from the resignation of Rev. Lucia Jackson. The following Church members agreed to serve: Linda Kirk, Mabel Peterson, Richard Chapman, Nancy Mahoney, John Tibor, Lori Murphy, Eleanor Norback, Jim Bennett, Tim Peiffer (Chair), Priscilla Bradford, Skye Gallagher (Youth), Anna Woodruff (Youth), and Rev. Scott Morrow.

The AP Search Committee has been meeting faithfully since July 2007. During that time, we have consulted with various Clergy Staff from the UCC Connecticut Conference, including our Regional Minister, the Rev. Michael Penn-Strah. As a result, the committee has placed both national and local advertisements; developed a unique two-part church profile: a quad-fold informational brochure that describes the various ministries and missions of the church, and a supplemental newsletter providing greater detail about North Haven and our Congregation; and developed a job description. In October 2007, Council approved the recommended job description that expanded the job position to thirty-six (36) hours per week. The current salary/benefit offering is negotiable. The committee felt this increase was justified after a careful review of the areas of responsibility Rev. Lucia held and the increasing need to support the work of the Senior Minister.

In total, eight candidates have responded to the position announcement. The committee is currently reviewing their profiles and will begin interviewing candidates in early 2008.

Respectfully Submitted  
Timothy Peiffer

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

Members Chris Corcoran, Ed Dudley, Ruth Dudley, David Estep and Bob Nerkowski were joined in January by new member, Karen Beauvais. At this meeting Ed Dudley was chosen as chair and Karen Beauvais as secretary. Later in the year David Estep withdrew as a member because of employment time conflicts.

Again this year the Board sought to promote, maintain and energize the on-going outreach program of the church and to introduce some new possibilities. Here's the list:

DESK (Downtown Evening Soup Kitchen); Again this year Bob Nerkowski's stewardship of our DESK budget and his talents in the kitchen have provided meals for 100 or so hungry folk at the Soup Kitchen twice each month all year. Servers and bread and dessert contributors from our congregation and friends completed the task by conveying the food and serving it. The more than fifty who took part in this ministry last year were honored at a coffee hour last April.

ICM (Interfaith Cooperative Ministries); This year has been one of restructuring for ICM, which has in the past generated and spun off helpful programs – like DESK. Our church remains a dues-paying member, and look forward to innovative programs involving the churches of the region in the year ahead.

Special Offerings: There was a generous response to these annual appeals: OGHS (One Great Hour of Sharing); NIN (Neighbors in Need); Blanket Sunday and the Christmas Offering (Veterans of the Cross.)

Alternative Christmas Gifts: This year we received a total of \$875 of which \$510 was for the Sleeping Giant Habitat for Humanity Build and \$365 for the Heifer Project.

Sleeping Giant Habitat Build: The Church Council voted last July to support this new Hamden-North Haven offshoot of Habitat. This has been done in the form of a grant from the Special Grant Fund available from the "Steeple Money." Karen Beauvais has written this grant proposal, which will not only cover our financial commitment to this first build, but will seek to engage church members with other community groups in the many aspects of this enterprise.

Steeple Fund Allotment to Outreach: This year's allotment was \$2,208.60, and was dispersed in five equal amounts as follows, reflecting the Board's concern for both nearby and distant needs:

1. Domestic Violence Services of Greater New Haven (Protection and counseling of victims of domestic violence)
2. Columbus House (In New Haven, housing and counseling for the homeless)
3. Istanbul Interparish Migrant Program (Physical and psychological attention to the needs of the refugees adrift in Turkey's largest city)
4. Carolina Hope (A Christian ministry providing adoption and related services in Ethiopia)
5. North Haven Community Fuel Bank (A special need this year, as utility costs soar)

In future Sunday bulletins and in the WINDOW, we will amplify the capsule descriptions above.

We must note here the many forms of outreach done by our church that are not under the auspices of our Board. Among them, briefly and broadly: (1) the Basic Support line of the church budget, supporting Connecticut and world-wide mission; (2) the Community Food Bank, providing holiday and emergency food; (3) the Adopt-A-Social Worker program, providing emergency aid to the worker's clients and Christmas gifts to needy children known to her; and (4) disbursements from the Church Fair proceeds to UCC related agencies in the USA.

In summary, our Board looks to help the church function as "a shelter from the world and a bridge to it," our pilgrimage as Christians being both a "journey inward" of personal faith and a "journey outward" of Christian service with others.

Respectfully submitted,  
Ed Dudley

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

The by-laws state, "Pastoral Relations Committee" shall consist of at least 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.

- a) The Committee shall elect a chairperson.
- b) 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.
- c) The Committee shall review the terms of the Ministers call (covenant contract) and job description annually and make recommendations regarding the terms of the Ministers call and compensation package to the Board of Finance.
- d) The Committee shall report directly to the Congregation.

The committee members for 2007 include: Rev. Scott Morrow, Rev. Lucia Jackson, (through May); Patience Benassi, Tim Peiffer, Mabel Peterson, Jim Bennett as Moderator, and Chairman Stephen Simonson.

The committee met approximately twelve times this year: The focus of the meetings was to review the pastor's calls, consider some recommendations for adjustments in the administration of the Christian Education program and clarify the expanded role for Barbara Marks in the Sunday School and C.E. programs. Other topics included Scott's sabbatical proposal, a discussion regarding merit and cost of living increases, monitoring the effectiveness of office supports, discussion of visioning project and "cottage meetings" results and the vision for the future, coordination with Deacons to conduct an evaluation for Rev. Morrow, and, finally support Scott during a year of multiple key personnel transitions.

The first meeting for 2008 will be scheduled for late January or early February. Focus areas will include: Ensure ongoing monitoring of Rev. Morrow's identified professional development plan; continue to support the transition team lead by Barbara Marks until the Associate Minister is identified and transitioned, and continue to track and support the goals from the 2006 Cottage meetings.

Report submitted by Stephen Simonson

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

Every woman of the church is considered a member of "the Fellowship". A lot of time and many talents are shared by the women to promote the Fellowship and to help support the church and its mission.

In June we organized our annual all-church Tag Sale. It has become a major project and church members and friends are generous with sale items. In fact it has gotten so large that the Fellowship keeps its sale items in Carroll Hall rather than carry everything outdoors. The vendors and community set up outdoors. This arrangement has been very successful for the past 3 years. Thank you to the men who help unpack, sort, lift and arrange the donations and to the men who prepare and serve luncheon to workers and shoppers.

November brought "A New England Fair". This always brings out the talents of our congregation and once again Carroll Hall was filled with lots of beautiful sale items. Once again, many men helped as did the Youth Groups.

The Fellowship Circle meets once a month on the second Wednesday at 11:15 in the morning. All women are invited to attend whenever they can. This is a time for study, work and fellowship.

We are working with the Building & Grounds committee to repair the up stairs lavatory. Watch for the progress!

Thanks to all the men, women and youth who helped to make 2007 a successful year for projects planned and organized by the Fellowship. There will be lots to do in 2008. Please be prepared to help if you are called.

In the service of our Lord,

Eleanor Harple

# Web Site Working Group

## **MISSION**

The Web Site Working Group seeks to promote the mission and goals of North Haven Congregational Church by creating and maintaining an online platform that: facilitates open communications among its constituencies, provides easy access to a repository of governing and operational documents, and increases the Congregation's visibility to the larger community.

## **STATISTICS**

Since its inception on December 17, 2004, our web site has had 46,924 visitors -- an average of more than 42 visitors each and every day.

During its first full year of operation (2005-2006), there was substantial increase in year to year visits. However, there were only 18,680 visits during 2007, a drop of about 18.7 percent from the 22,984 visits we had in 2006.

We believe the underlying reasons for this drop in activity include issues related to both content and internal promotion.

### ***Content Issues***

- New content has not been added at a rate sufficient to sustain user interest,
- Some of the current content is stale, inaccurate or incomplete, and
- Our content may be only marginally useful, as presently configured.

With few exceptions, the current web site content has been created or substantially edited by the WSWG. Ideally, the WSWG should have little or no responsibility for creating content; its basic job is to design and implement the platform upon which the content sits.

### ***Internal Promotion Issues***

- Insufficient attention by our boards, committees, and other internal groups to use the web site both as an integral tool to leverage their efforts to accomplish their tasks and as a 'place' on the Internet that they periodically visit...even if only to verify that the information is correct.

If our web site is to become the useful tool originally envisioned, each of us needs to include the web site in his or her routine thinking. The WSWG stands ready to help each group discover how to use this important tool to accomplish its goals.

## **SITE IMPROVEMENTS**

Changes that were made during 2007 include:

- Under the suggestion and guidance of Ken Welch, Lectionary Readings was added to our site so that we can all be better prepared for Sunday services and the Biblical lessons contained in the readings. Carol Munson has volunteered to manage the content for this important area and is doing a great job.
- Happenings This Week was added with highly visible link directly from our splash page. Early comments suggest that visitors thought this was a very valuable addition and allowed visitors to view only the next 7 days of the more

comprehensive Calendar of Events. A printable version of both the Happenings This Week and the Calendar of Events was also added to help people who want to take their calendars with them.

- Some menus were also re-designed to be more intuitive and provide a better visual display.
- Some of our pages were modified to be more graphically balanced or aesthetic.

## **FUTURE SITE DEVELOPMENT**

### ***New Site Design:***

The WSWG is developing an enhanced web site design and expects to complete this task early in 2008. The underlying motivations for this effort include:

- To help bring our site into ADA (Americans for Disabilities Act) compliance so that people with visual disabilities may access and enjoy the content we provide,
- Facilitate more efficient maintenance of web site content by non-technical people, and
- Incorporate current web site design and development knowledge into the development process to help insulate the site integrity from possible loss of technical persons currently responsible for overall management of the site.

### ***User-Friendly Interfaces***

User-friendly, form-based interfaces are essential if non-technical volunteers are to create and maintain our site's content. Volunteers will need to be able to easily add new material to the underlying databases that drive our web site displays. These volunteers will also need to be able to edit and delete material, as required. The WSWG set up such a system for Carol Munson so that she could independently manage the Lectionary Readings content. Other areas, such as the online Calendar of Events have been similarly developed so that a volunteer can manage our calendar entries. The plan is to have such a capability for each of our content areas completed during 2008.

The Photo Gallery is a place intended to share photoessays about people and events. Thus far, maintaining this area has been highly labor intensive and time consuming...even without considering gathering and editing the pictures, and trying to write up something about each picture. Motivated by a recent conversation with Cat Dubail, a new Member, we undertook and are nearing completion of a project that will automatically generate photoessay pages from information provided via a user-friendly form. Since these development efforts are a learning experience for us, the first renderings will probably be a little primitive by commercial standards; please be patient.

### ***An Appeal***

The pace at which these development efforts progresses is highly dependent on how much content management can be shifted to volunteers and allow the WSWG to focus more on technical development and less on content management.

## **SOLUTIONS FOR ROADBLOCKS TO GROWTH**

### ***Route New Information To The WSWG***

The people who have most of the factual information -- the members of boards, committees, and other groups -- need to get into the habit of 'thinking' of our web site as a communications medium, on a par with *The Window* and *The Bulletin*.

Specifically,

- Periodically review the information on the site about which you are knowledgeable and report inaccurate, inconsistent, or incomplete items.
- Forward any content, such as schedules for Confirmation classes or description of events, in an appropriate format ready for adding to our site.
- Provide the content for any Volunteer Opportunities for which your group has oversight responsibility.
- Be the managing liaison for photographs and textual material about events your group sponsors. The Photo Gallery on our web site is a place intended to share photoessays about people and events. It is a place that provides an opportunity to demonstrate different facets of the life of North Haven Congregational Church. If you want your event to be represented, you need to forward your material.

### ***Increase Volunteer-Based Content Management***

As our site expands its content, a core of dedicated and reliable, non-technical volunteers will be essential to help manage individual information areas.

What is needed are people...

- Who can ferret out the information needed by others and post it online through user-friendly interfaces are a base requirement for further growth,
- Who can creatively 'follow the news' at NHCC and write up short pieces; and
- Who can attend committee and board meetings and summarize what's going on for our church community.

These are the people who can help generate the 'electronic glue' that can help keep us together when we're not together!

### ***The Hidden Opportunity...***

Much of what is online is just factual information, such as in our Calendar of Events where finding the information is the real challenge. Other items that should be on our web site, such as articles for our News area, will need to be created by volunteers through a standard process of gathering and synthesizing material into short written pieces that are both interesting and readable to our community.

This process can be a tremendous opportunity -- both for adult and for youthful volunteers -- to exercise and improve their creative talents and give something valuable to our church community. It also can be an opportunity for less experienced volunteers to get their 'feet wet' by trying out and exploring their

potential and possibilities -- an opportunity that will, at least, add to their essential life skills while being nurtured by our community.

The News is another area that can provide an opportunity for an aspiring writer to exercise and explore his or her God-given talents. The News is a special page and is uniquely positioned to effectively reach out to the world. About 20 percent of our visitors originate from outside of Connecticut. John McPherson once told us that a friend of his from another state found out more about our church from our web site than even John knew. The News is set up as an automated newsfeed. Our newsfeed is currently displayed on our own site. It is also displayed on the Connecticut Conference site. We don't know what other sites include our newsfeeds within their own content, but we're pretty sure there are others, each of which sends our message to people we've probably never met. The opportunity for NHCC is that people who are moving into our area or just passing through may be motivated through our newsfeed to participate in our services or other activities. Newsfeeds may also attract people who have not yet found a church they like or who are not fully satisfied with their current congregation to explore the NHCC community. The idea behind a newsfeed is to pique the interest of casual readers on other sites into visiting our site and read the whole story behind a particular news item, subsequently explore other parts of our site, and perhaps even visit our church and meet the people who energize our good works.

### ***An Underused Facility***

The Personal Reflections area provides a great opportunity to anyone to share an experience of observation...both from adults and from our youth. Even the youngest youth can participate by providing dictated text or drawings that demonstrate a personal enlightenment or understanding.

### **A FINAL COMMENT**

Our website is an essential, forward-looking tool to facilitate communications and fellowship. But, promoting the use of the web site cannot be the sole responsibility of the WSWG. We've already received significant accolades from the Connecticut Conference and others for our web presentation. Some of the previous growth we experienced was due, in part, to Lucia's attention. She holds strong beliefs about the usefulness of our website as a communications vehicle. The web site can provide essential information -- 24 hours a day, 7 days a week. We even have an 'Emergency Broadcast System' that can alert people when the weather may require cancellations of events. Recently, we used this System to notify people about the schedule change for our Pageant. Each of us needs to be vigilant about how our site can amplify current methods of communications and community. To be informed and stay connected, make the NHCC website ([www.northhavenucc.org](http://www.northhavenucc.org)) your homepage.

As we embrace the future, our web site can become the social adhesive that keeps us together when we're not together!

Respectfully Submitted,

Philip T. DiPeri  
Web Site Working Group

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

The North Haven Congregational Church is blessed by a significant number of faithful givers who again this year have supported the requests for budget increases in 2008. The Finance Board wishes to applaud the generosity of its pledging members who make possible the mission, ministry and care of the buildings and congregation. We have a building to be proud of as it continues to grace the Town Green as it did in the founding years of our Town. It takes more than \$800 per day to keep our ministry running smoothly. Some of that is supported by loose offerings, contributions for building use by others, special fund raising events and a contribution from endowment income, but the greatest part must come from member commitments faithfully paid weekly or monthly. More than 400 persons are listed as members, however, a significant number do not pledge each year. The Finance Board has spent considerable effort to connect with these members in the hope of bringing them more fully into the life of the church.

Gaps in staffing during 2007, while putting pressure on remaining staff, have made rising costs in maintenance and other areas less critical financially. For the most part, the Boards and Committees were able to work within their budgets even though they were less than they requested. The main exception was caused by a lightning strike that knocked out electrical and phone service to the church, ruining computers in the office and the elevator. The Board is still working on getting payment from those responsible for our lack of protection and expanding our protection from future such attacks. This is now part of the major qualitative study of the buildings and equipment of the church to create a plan for handling the repairs, replacements and upgrades. This will tie into planning for the new replacement reserve account funded by the Sprint/Nextel contract. During 2007 a total of \$22,086 was received for use of the steeple as a cellphone tower; of that 10% each went to Outreach and to Trustees, \$5,000 was designated for the Christian Ed Special Project and the remainder was deposited in a Replacement Reserve savings account for the major repairs. This year the refinishing of the sanctuary floor was paid for from this account.

The 2008 Special Project received three applications this fall of which two will be proposed to the Annual Meeting. The first proposed Special Project is for \$1000 by the Music Committee for new music, publicity and special musicians to bring contemporary celebrations to our worship in the spring. The second proposed Special Project is from the Outreach Board for \$2500 to help the congregation participate in Habitat for Humanity's Sleeping Giant Build. The program will encourage youth and adults to participate in this important mission to help low income families obtain home ownership by working on rehab and construction projects. It is a continuation of the successful church mission trips now here in North Haven and Hamden. One major purpose of the Special Projects is to bring new members into our church or energize dormant members and each of these projects includes ways to reach potential new members or continue to relate to young members who have found their faith enhanced in mission activities or music. The third application was also from Outreach and proposed to use the full \$5000 for participation by the church in a special mission trip that requires this donation. It was rejected at this time because it would not have allowed us to do either of the others, and it can come back another year. Because the full \$5000 is not committed, applications for remaining funds will be reviewed again in April.

The Board of Finance experimented this year with a new style of Stewardship Campaign that focused on neighbors reaching out to neighbors in the North Haven vicinity by passing of a Member to Member Packet. We are still in the process of evaluating the process through a questionnaire to our Neighborhood Guides. We did revive a few new pledging units, but also did not reach some of the members on our list because of "lost" packets. We are still looking for packets. We did discover some people that were surprised to find out they were considered members so that was helpful for future prospects. There has been no decision about next year's campaign yet.

Because the youth of our church are its future and Silver Lake campground is the center of summer youth programs, the Connecticut Conference UCC is conducting a five year campaign to raise about \$12 million for upgrades, new cabins and additional space for its program. It is also investing in green technology to incorporate design that can be used by churches as well. The Finance Board and Council will be considering a proposal for needed improvements at our church that would also benefit the Conference program. The Finance Board is hoping for a volunteer who is interested in youth or green technology to head up the program. It will tie into the joint Building & Grounds and Finance study to establish the long term physical needs of our two properties. Anyone interested can contact Scott Morrow or the Finance Board.

I wish to especially remember with honor our late Treasurer, Ken Welch, who started the year with us. Also I give special thanks to the hard-working, faithful members of the Board of Finance (Phil James, Ann Marie Noel, who left us in November, Steve Peterson, Philip DiPeri, and Adam Schweickert) for their strong commitment of time and talent throughout the year, and thanks also to our Asst. Treasurer, John Tibor, who stepped back in to attend our meetings as well as Council. His work is essential to the survival of our church and often unsung. Our appreciation goes also to another essential volunteer, Jody Gallagher, who tracks the status of pledges and gifts, quietly but faithfully. I also want to recognize the Collectors, who each Sunday (and on Christmas Eve) count and bank the essential pledge payments and gifts, tracking all the special offerings and fund raisers with the cash-counting assistance of Finance Board members. The financial responsibility falls heavily on volunteers who keep the day-to-day functions going in a professional manner, even when they are volunteering time and requisite skills.

There is much left to do for the Finance Board as the final budget is still to be attached to this report at this writing. With the grace of God, your prayers and support, and creative problem solving, we will have a plan for income and expenses in 2008 at the North Haven Congregational Church.

Yours in faith,  
Betsey M. Reid, Chair, Board of Finance  
January, 2008

## 2008 NARRATIVE BUDGET

The Proposed Budget of the North Haven Congregational Church for 2008 is presented here in narrative form. The line items of our proposed budget have been reconfigured in categories that we have developed to indicate the various ministries of the church. It also gives us an opportunity in a second paragraph to indicate the gifts of time, talent and goods that are made by the memberships' personal and generous response to God's love in their lives along with special offerings.

### **A. Preparing and Conducting Worship** **Proposed \$ 67,000**

Worship is the focal point of our Church. The planning and holding of our Sunday service, weddings, funerals and other special celebrations occupies a large part of the Pastor's, Associate Pastor's and Director of Music's time and effort. Our excellent music program, featuring several choirs and instrumental offerings, adds much to the vitality of our worship together. Salaries/benefits comprise much of this category, but weekly bulletins, communion elements, sanctuary decor, worship aids, office support, substitute/guest ministers and organists are also essential. Functionally this category amounts to almost one third of our annual expense budget:

Also special offerings provide flowers for holiday services and contracted musicians not covered by the regular budget. In addition members donate commemorative flowers on the Communion Table each Sunday and volunteers in the narthex greet and seat everyone attending. Behind the scene Deacons give their time to set up for services and communion, and readers practice weekly to share God's Word. Every Thursday loyal adult choir members put their hearts into speaking to us through song. The children and youth choirs result from dedicated young volunteers. Value **PRICELESS**

### **B. Carrying out our Mission to Community and World** **Proposed \$ 39,700**

Helping those in need is a critical part of our response to God's call to us. We provide hot meals to the Downtown Evening Soup Kitchen twice a month – the only church to do so! We touch people throughout our world by the State and national missions through Basic Support to the UCC. Our staff is also committed to action as we respond to our God, who said, 'Love one another as I have loved you'. Know the joy of helping others! Touch someone's heart!

Special offerings also make possible additional support for a world wide mission – the Heifer Project, Blanket Sunday, Neighbors in Need – just to name a few. The time and talent of Church members and staff make the Town food pantry work. One especially committed member prepares the DESK dinner and four persons serve it along with donated bread and dessert. Our youth and adults serve in Habitat for Humanity mission trips that build and repair homes, their strength sustained by food provided by those at home. Church members provide clothing and school supplies for our Social Worker. Along with the efforts of the Women's Fellowship many souls in desperate need are touched in person or through thoughtful donated items from our Church. Value **PRICELESS**

### **C. Christian Education for Children, Youth and Adults** **Proposed \$ 39,850**

The best education is continual throughout our lives, as we experience change and growth in our lives. The children and youth are the future of our faith. We owe it to them to prepare them for strong and dedicated futures. The Church is continually striving to improve our already solid church school program; from our infants to adults. The curriculum materials and supplies are included in this category along with the time from our Pastor and Associate Pastor to provide expertise and leadership.

There is a huge and vital volunteer effort of time and talent by Church School teachers, who give their Sunday mornings and other program time, planning and sharing their faith with our children and youth. This major effort balances the relatively small annual budget. Life long friendships are an outgrowth of these faith-building experiences. The commitment of adult and youth leaders teaches by example that a life in the Church is a foundation worth building. Value **PRICELESS**

## Narrative Budget (con't)

### **D. Caring for our Church Family**

**Proposed \$ 51,122**

When the Pastor calls on you at home or in the hospital, when the Window comes to tell you about a Youth Group meeting, when you call the office because you need a ride to an appointment, the church responds. Our very dedicated pastors, Scott and Lucia, are essential to coordinate these services, plus participate in weddings and funerals, and attend to the relationships that keep this big family vital and reflective of God's caring love. Their time and talent, the postage and copying, the phone calls answered, computers and car allowances are essential to this effort.

In addition special gifts for poinsettias and Easter lilies are non-budget gifts to church families; volunteers design and maintain the Website; volunteers deliver communion to house bound members; wedding planners and coffee hour volunteers are critical to making our Church a reflection of Christ's love for us. Value **PRICELESS**

### **E. Maintaining our Church and Parsonage**

**Proposed \$ 60,900**

The North Haven Congregational Church has been a witness to the faith of our community for 288 years in several different buildings. It is our proud heritage to continue the generations of committed Christians since the early days of our country. Now as before, we nurture the physical plant, lawns and facilities and create a sanctuary to enhance the worship and education experience. All week long we share this building with others who need a safe, comfortable location, meeting the needs of the broader community. Keeping the lights on, the elevator sound, and the insurance up to date is the commitment of our members. Our parsonage is also an asset we preserve to help us send a caring message to our Pastor and his family, who lead us.

Caring for a building takes planning, practical skills and hard work. Volunteers add many hours of work to organize, decorate, shovel snow, plant flowers, attend the library, sort the Food Closet, and provide tender care for our church. The funds we receive from the new steeple lease will go in part to make a reserve for replacement of systems and major repairs. Special contributions of the endowment handled by the Trustees help to keep our Church and parsonage in good condition. Value **PRICELESS**

**TOTAL BUDGET REQUEST \$258,572, an increase of 2.3% for 2008**

## PROPOSED BUDGET FOR 2008

	<u>2007</u>	<u>2008</u>
<b>INCOME</b>		
Church School	\$ 300	\$ 250
Envelope Income	75	100
Fund Raisers	8,000	7,000
Loose Offerings	3,000	3,000
Past Due Pledges	5,500	4,000
Pledges & Gifts	199,000	193,500
Building Contribution	<u>6,500</u>	<u>8,200</u>
<b>Total Annual Income</b>	\$ 222,375	\$ 216,050
 <b>EXPENSES</b>		
Basic Support	\$ 4,657	\$ 6,000
Buildings & Grounds	6,525	7,000
Christian Education	3,000	2,000
Consociation	600	600
Deacons	1,000	1,200
Insurance	14,500	13,500
Music	2,000	2,000
Office Expense	16,000	15,230
Outreach	2,000	2,300
Payroll	124,000	128,942
Sabbatical	500	0
Staff Benefits	59,000	60,700
Stewardship	50	100
Utilities	<u>19,000</u>	<u>19,000</u>
<b>Total Annual Expenses</b>	\$ 252,832	\$ 258,572
 <b>Net Annual Income</b>	 \$ (30,457)	 \$ (42,522)
Balance Forward	10,457	17,522
Trustee Transfers	<u>20,000</u>	<u>25,000</u>
<b>New Balance</b>	\$ 0	\$ 0

Proposed Budget for 2008 (Continued)

**Proposed Staff Compensation Budget 2008**

**Salaries**

<b>Salary</b>	<b>2007</b>	<b>2008</b>
Pastor	\$ 41,943	\$ 44,100
Associate Pastor	18,878	19,542
Minister of Music	27,470	27,428
Administrative Secretary	22,449	24,092
Sexton	<u>13,260</u>	<u>13,780</u>
	<u>\$ 124,000</u>	<u>\$ 128,942</u>

**Proposed Staff Benefits Budget 2008**

<u>Benefits</u>	<u>Senior Minister</u>	<u>Associate Minister</u>	<u>Staff</u>
Car Allowance	\$ 2,500.00	*	
Cell Phone	600.00	*	
Dental Insurance	945.00	\$ 945.00	
Disability Insurance	819.00	*	
Group Life Insurance	50.00	*	
Group Medical Insurance	15,686.00	15,686.00	
Pension	8,183.00	*	
Medicare Church	640.00	282.00	\$ 947.00
Social Security Church	2,731.00	1,207.00	4,049.00
Professional Expenses	500.00	50.00	
Parsonage Electricity	2,136.00	*	
Parsonage Gas	1,843.00	*	
Parsonage Sewer	184.00	*	
Parsonage Telephone	320.00	*	
Parsonage Water	397.00	*	
<b>Total</b>	<b>\$ 37,534.00</b>	<b>\$ 18,170.00</b>	<b>\$ 4,996.00</b>
<b>TOTAL BENEFITS</b>			<b>\$ 60,700.00</b>

\* This Benefit not applicable.

Report of the Treasurer  
Year to Date Budget Report  
01/01/07 through 12/31/07

Church – All Accounts  
12/31/07

Category Description	Actual	Budget	Difference
<b>Income/Expense</b>			
<u>Income</u>			
Balance Forward	\$ 10,457.31	\$ 10,457.00	\$ 0.31
Building Contribution	8,995.00	6,500.00	2,495.00
Church School	247.07	300.00	-52.93
Contingency – Trustee	20,000.00	20,000.00	0.00
Envelope Income	97.00	75.00	22.00
Fund Raisers	6,655.78	8,000.00	-1,344.22
Interest	0.00	0.00	0.00
Loose Offerings	3,005.68	3,000.00	5.68
Past Due Pledges	3,071.00	5,500.00	-2,429.00
Pledges and Gifts	<u>192,300.72</u>	<u>199,000.00</u>	<u>-6,699.28</u>
<b>Total Income</b>	<b>\$244,829.56</b>	<b>\$252,832.00</b>	<b>\$ -8,002.44</b>
<u>Expenses</u>			
Basic Support	\$ 4,657.00	\$ 4,657.00	\$ 0.00
Buildings and Grounds Expense	8,453.39	6,525.00	-1,928.39
Christian Education	1,471.76	3,000.00	1,528.24
Consociation	540.00	600.00	60.00
Deacons	183.53	1,000.00	816.47
Insurance	13,443.62	14,500.00	1,056.38
Music	1,440.52	2,000.00	559.48
Office Expense	15,983.07	16,000.00	16.93
Outreach	1,982.54	2,000.00	17.46
Payroll	111,466.66	124,000.00	12,533.34
Sabbatical	0.00	500.00	500.00
Staff Benefits	49,227.33	59,000.00	9,772.67
Stewardship	41.46	50.00	8.54
Utilities	<u>18,416.86</u>	<u>19,000.00</u>	<u>583.14</u>
<b>Total Expenses</b>	<b><u>\$227,307.74</u></b>	<b><u>\$252,832.00</u></b>	<b><u>\$ 25,524.26</u></b>
<b>Total Income/Expense</b>	<b><u>\$17,521.82</u></b>	<b><u>\$ 0.00</u></b>	<b><u>\$ 17,521.82</u></b>

**Report of the Treasurer (Continued)**

**Account Balances  
As of 12/31/07**

<b>Account</b>	<b>12/31/07 Balance</b>
<b>Assets</b>	
Cash and Bank Accounts	
Church Account	\$ 58,183.96
Memorial Gifts Account	16,164.37
Food Closet Account	<u>16,449.36</u>
Total Cash and Bank Accounts	<u>\$ 90,797.69</u>
<b>Total Assets</b>	\$ 90,797.69
<b>Liabilities</b>	
	<u>0.00</u>
<b>Total Net Worth</b>	<u>\$ 90,797.69</u>

**Report of the Treasurer (Continued)**

**Reconciliation of Church Accounts  
Balance Forward 12/31/07**

Balance Forward	\$ 17,521.82
2008 Pledges	8,250.00
Antenna Cell Tower	13,618.89
Mission Trip	2,929.72
Sabbatical	7,429.00
Organ Fund	1,712.39
Special Collections Poinsettia	1,220.47
Vacation Bible School	1,003.54
Roof Repair	1,000.00
Outreach (for DESK)	1,105.10
Outreach Alternative Gifts	510.00
Music	219.42
Worship Team	500.00
Rankin Wedding Gift	600.00
Music Christmas	371.00
Library	183.61
Church Directories	10.00
Music Easter	101.00
Pastor's Discretionary Fund	<u>(102.00)</u>
<b>Total Church Account</b>	<b><u>\$ 58,183.96</u></b>

Report of the Treasurer (Continued)

**Memorial Gifts Account  
2007**

Balance Forward, 1/1/07	\$ 14,392.61
Income	
Gifts	1,735.00
Interest	<u>36.76</u>
<b>Total Income</b>	1,771.76
Expenses	
<i>No Expenditures for the Year</i>	<u>0.00</u>
Total Expenses	0.00
<b>Balance 12/31/07</b>	<b><u>\$ 16,164.37</u></b>

**Food Closet Account  
2007**

Balance Forward, 1/1/07	\$14,980.55
Income	
Gifts	6,869.09
Interest	<u>39.88</u>
<b>Total Income</b>	6,908.97
Expenses	
No. Haven Congregational Church	2,000.00
Stuart Lane	50.00
Bob Nerkowski	225.83
Eleanor Harple (Cash & Carry Supplies)	400.00
Connecticut Natural Foods	804.00
Stop and Shop Gift Cards	1,200.00
Tastebuds Deli	731.93
Bank Service Charges	<u>28.40</u>
<b>Total Expenses</b>	5,440.16
<b>Balance 12/31/07</b>	<b><u>\$ 16,449.36</u></b>

**Report of the Treasurer (Continued)**

**Utilities  
1/01/07 through 12/31/07**

<b>Description</b>	<b>Amount</b>
Church Electric	\$ 6,705.68
Church Gas	9,054.70
Church Sewer	164.03
Church Telephone	2,125.78
Church Water	<u>366.67</u>
Total Utilities	<b><u>\$18,416.86</u></b>

**Rental Income  
1/01/07 through 12/31/07**

<b>Hall Rental Income</b>	<b>Amount</b>
AA – Monday Morning	\$ 275.00
AA – Thursday Evening	600.00
Alanon	475.00
Danish Sisterhood	200.00
Danish Brotherhood	125.00
Food Closet	2,000.00
Garden Club	550.00
Kaplan	900.00
Masons	400.00
Miscellaneous	1,370.00
Mothers of Twins	250.00
Natl Assn of Retired Federal Employees	225.00
New Haven AFG	875.00
Nutmeg Treasure Hunters	150.00
Weddings	<u>600.00</u>
Total Rental Income	<b><u>\$ 8,995.00</u></b>

**Report of the Treasurer (Continued)**

**Insurance & Workers' Compensation  
1/01/07 through 12/31/07**

Liability	\$ 11,814.32
Workers' Compensation	<u>1,629.30</u>
<b>Total</b>	<b><u>\$ 13,443.62</u></b>

**Staff Benefits  
2007**

Staff Benefits	
Car	\$ 2,500.00
Cell Phone	600.00
Dental	1,417.50
Disability	818.80
Group Life	50.00
MC – Church	807.75
Medical	22,329.00
Parsonage Electric	2,135.92
Parsonage Gas	1,842.75
Parsonage Sewer	184.00
Parsonage Telephone	314.93
Parsonage Water	396.97
Pension	8,108.96
Professional Expenses	900.00
SS – Church	<u>6,820.75</u>
<b>Total Staff Benefits</b>	<b><u>\$ 49,227.33</u></b>

**Report of the Treasurer (Continued)**

**Special Collections 2007**

Blankets Sunday	\$ 540.00
Neighbors-in-Need	951.00
One Great Hour of Sharing	1,925.00
Veterans of the Cross	520.00
Lilies Income	
<i>To One Great Hour of Sharing</i>	587.50
Poinsettia Income	
To Community Social Needs	507.97
Alternative Gifts to:	
Habitat for Humanity of Greater NH	510.00
Heifer Project	<u>365.00</u>
<b>Total Special Collections</b>	<b><u>\$ 5,906.47</u></b>

**Nextel Cell Tower Funds  
As of December 31, 2007**

<b>Balance Forward from 2006</b>		<b>\$ 0.00</b>
<b>Income</b>		
Rental Income		<b>\$ 22,087.75</b>
<b>Expenditures</b>		
Replacment reserve fund		
Sanding of Sanctuary Floor	\$ 2,375.00	
Outreach Board	2,208.60	
Trustees	2,208.60	
Special Project		
Shepherding Ministry	<u>1,676.66</u>	
Total Expenditures		<b><u>\$ 8,468.86</u></b>
<b>Ending Balance, December 31, 2007</b>		<b><u>\$ 13,618.89</u></b>

**Board of Trustees  
2007 Annual Report**

The Trustees are pleased to report that the growth of the Church's overall Endowment has been \$13,644 in 2007, despite the downturn in the Stock Market during the second half of the year. Over the last four years, the total of Principal and Available Interest has increased by \$89,570 or 13.5 %.

**Restricted Funds**

The Restricted Funds have grown both in Principal and in Interest Available this year. There have been contributions to Principal, primarily to the Guertin/Ferner Fund including a generous bequest from Miriam Newcomb. Mrs. Newcomb loved Church music and was a long-time member of the choir. The Cooper Fund Principal was also increased by 1%, per Trustee policy. The Interest from the funds, available to the congregation, has also grown due to short-term CD interest rates of 5% earning \$3,871.04 during 2007.

The only major expenses to the Interest Available from these funds this year were from the Cooper Fund. These included \$2,338 to Buildings & Grounds for Church projects and \$618.40 returned to Principal per Trustee policy.

The Trustees would like to thank those who contributed to the Principal of these Funds and encourage all members and friends to consider these types of contributions on special occasions and in their wills. Growth in the Principal over time counteracts inflation and keeps the true value of the funds stable.

**Unrestricted Funds**

The Unrestricted Funds grew as well. In late 2004, this portion of the endowment was moved to Wachovia Securities with a 50/50 split between bond and stock funds. This June, with the stock market at its peak in value, the split had changed to 40% bond funds and 60% stock funds. At that point, the Trustees voted to change the split back to 50/50 and had Wachovia Securities move \$60,000 from the stock funds to the bond funds. This will provide additional income for the Church and served to solidify some of the gains in stock value that had been realized over the last four years.

Revenues for these funds included Bond Interest of \$14,981.33 (which has been steadily increasing as Wachovia Securities has rolled over Bonds to those with higher interest rates), Stock Dividends of \$3,726.36, revenue from the Nextel Antenna of \$2,208.60 (10% of the total revenue as voted by the Council), and Cornerstone Interest of \$499.97 (a UCC sponsored fund that lends money to UCC Churches for building projects).

Major expenses paid from these funds included \$20,000 for general support to the Church's operating budget, the Wachovia Securities fee of \$4,300.10 and Mission Trip contribution of \$300.

The Trustees this year decided to provide \$25,000 to the general Church operating budget for 2008. This represents a change in the Trustee policy of capping that contribution at 3% and moved it closer to 4%. For Church endowment management 4% is considered conservative, 5% is average, and 6% is more aggressive. This move to a slightly less conservative percent was decided after reviewing the gains in total value over the recent years, the current needs of the Church, and the policies of other similar institutions.

I would like to thank the other Trustees for their work on the Board, Richard Rappa, backup Financial Agent, and Mabel Peterson.

Sincerely,  
Elizabeth Anderson, Trustee and Financial Agent

**The Report of the Board of Trustees**  
January 1, 2007 to December 31, 2007

**Summary Statement of Revenues and Expenses**

**REVENUES**

**Restricted Funds**

CD Proceeds Earned in 2007	3,871.04	
Muirhead Fund Revenue to Principal	232.52	
Cooper Fund 1% Addition to Principal	618.40	
Carroll/Dudley Fund Additions to Principal	25.00	
Guertin/Ferner Fund Additions to Principal*	1,625.00	
Webster Interest                      Apportioned Among Funds	94.17	
Total Restricted Revenue		<u><u>6,466.13</u></u>

**Unrestricted Funds**

Directory Sales	25.00	
Hymnals Contribution	25.00	
Nextel Antenna 10% to Endowment	2,208.60	
Cornerstone Interest	499.97	
Bond Interest	14,981.33	
Stock Dividends Reinvested	3,726.36	
Total Unrestricted Revenue		<u><u>21,466.26</u></u>
<b>TOTAL INCOME</b>		<u><u><b>27,932.39</b></u></u>

**EXPENSES**

**Restricted Funds**

Brigham Fund	48.15	
Cooper Fund                      1% Additon to Principal	618.40	
Cooper Fund                      Buildings & Grounds	2,338.00	
Total Restricted Income		<u><u>3,004.55</u></u>

**Unrestricted Funds**

Webster Safe Deposit	40.00	
Church Operating Budget	20,000.00	
Youth Mission	300.00	
Wachovia Securities Fee	4,300.10	
Labor Law Posters	71.90	
Total Unrestricted Income		<u><u>24,712.00</u></u>
<b>TOTAL EXPENSES</b>		<u><u><b>27,716.55</b></u></u>

\* Includes \$150.00 Addition to Principal for 2006.

## Trust Fund Status - December 31, 2007

### RESTRICTED FUND STATUS

<u>Fund</u>	<u>Fund Balance</u>	<u>Endowment Principal</u>	<u>Expenses</u>	<u>Available Per Trust</u>
Brigham Fund - Decorations	4,994.95	3,219.79	48.15	1,775.16
Carroll/Dudley Education Fund	3,758.86	3,095.00	0.00	663.86
Eleanor Cooper Maintenance	79,955.01	62,458.68	2,956.40	17,496.33
Guertin/Ferner Music Fund	10,458.19	8,460.36	0.00	1,997.83
Muirhead Music & Decorations	4,951.68	5,000.00	0.00	0.00
	104,118.69	82,233.83	3,004.55	21,933.18

### Asset Summary

<u>Restricted</u>	<u>2007</u>	<u>2006</u>	<u>Remarks</u>
Brigham Fund - Decorations	4,994.95	4,894.86	CD/MMKT
Carroll/Dudley Education Fund	3,758.86	3,591.30	CD/MMKT
Eleanor Cooper Maintenance	79,955.01	79,035.48	CD/MMKT
Guertin/Ferner Music Fund	10,458.19	8,510.28	CD/MMKT
Muirhead Music & Decorations	4,951.68	4,719.16	CD
<b>Total Restricted Funds</b>	<b>104,118.69</b>	<b>100,751.08</b>	

### UNRESTRICTED FUND STATUS

<u>Unrestricted</u>	<u>2007</u>	<u>2006</u>
Stock & Bonds	632,268.98	624,210.88
<b>Total Portfolio</b>	<b>632,268.98</b>	<b>624,210.88</b>
<u>Other</u>	<u>2007</u>	<u>2006</u>
Trustees' Checking Account		2,539.15
Bond Interest Available	4,757.62	
Cornerstone Fund	10,000.00	10,000.00
<b>Total Other</b>	<b>14,757.62</b>	<b>12,539.15</b>
<b>TOTAL UNRESTRICTED</b>	<b>647,026.60</b>	<b>636,750.03</b>

### TOTAL ALL TRUSTEE FUNDS

	<u>2007</u>	<u>2006</u>
<b>Total All Assets</b>	<b>751,145.29</b>	<b>737,501.11</b>
Change from Prior Year (\$)	\$13,644.18	\$38,916.22
Change from Prior Year (%)	1.85	5.60