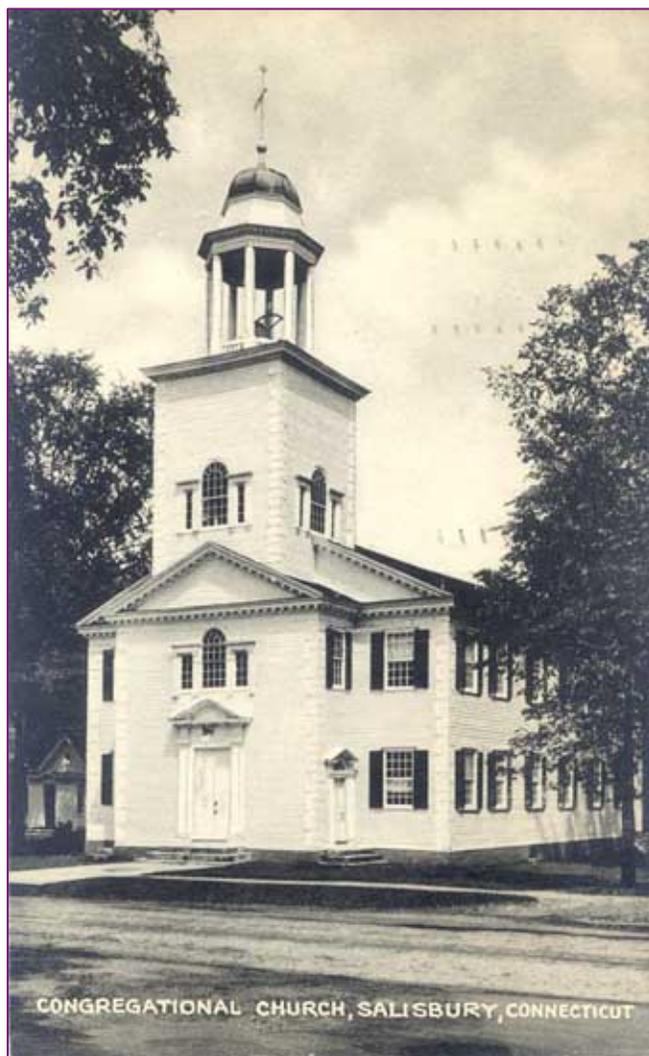


THE CONGREGATIONAL CHURCH OF SALISBURY

UNITED CHURCH OF CHRIST

Salisbury, Connecticut



**THE 274TH ANNUAL MEETING
PART II**

REPORTS, BUSINESS AND RECOMMENDATIONS

Sunday, April 28, 2019

Dear God,

As we gather to discern your will,

Let our church be a place where we learn about love
and practice it, in keeping with our Covenant;

Where we envision peace and work through open
and honest communication to build it;

Where we strive to find harmony and
uphold the dignity of all,
while benefitting from our differences.

May we listen without judgment,
use words with care and
exercise patience as we deliberate.

May your Spirit grant us the courage,
power and grace we
need to make decisions for the good of all.

It is in Christ's name that we pray.

Amen.

Welcome Statement

We, the Salisbury Congregational Church, seek to love God with all our hearts, souls and minds and love our neighbors as ourselves. This Church declares itself to be Open and Affirming to all for participation, membership, leadership and employment regardless of race, ancestry, class, gender identity, physical/mental ability or sexual orientation. We further declare ourselves to be Affirming of each individual as a child of God, celebrating the total identity of each person. As a declared Open and Affirming Congregation, we commit ourselves to work toward ending ignorance, fear, hatred, prejudice and discrimination against any person.

No matter who you are or where you are on life's journey, you are welcome here!

This statement was adopted at the Congregational Church of Salisbury's

Special Meeting held on Sunday, January 29, 2017

THE CONGREGATIONAL CHURCH OF SALISBURY

UNITED CHURCH OF CHRIST

Salisbury, Connecticut

Call To The Annual Meeting

The 274th Annual Meeting, Part II, of the Congregational Church of Salisbury will be held following the worship service on Sunday, April 28th for the purpose of:

1. Presentation of Reports from Boards and Committees
2. The Nominating Committee's Report
3. The Election of Officers and Committees
4. Other Business

THE AGENDA

CALL of the Meeting

ACCEPTANCE of the Minutes of the Annual Meeting, Part I, of October 28, 2018

REPORTS as noted above

PASTOR'S REPORT

274th ANNUAL MEETING, PART II OF
THE CONGREGATIONAL CHURCH OF SALISBURY
UNITED CHURCH OF CHRIST

SUNDAY, April 28, 2019

AGENDA

PRAYER

CALL TO ORDER

MINUTES OF THE ANNUAL MEETING, PART I

REVIEW AND DISCUSSION OF REPORTS:

Council Report
Deacon's Report
Treasurer's Report
Christian Education Report
Christian Action Report
Music Committee Report

The Clerk's Report
Trustees Report
Hospitality Report
Religious Education Report
Ushers Committee Report
Epiphany Fund

THE NOMINATING COMMITTEE'S REPORT

ELECTION Officers and Committees

OTHER BUSINESS

THE PASTOR

PRAYER

ADJOURNMENT

The 274th Annual Meeting, Part I
The Congregational Church of Salisbury
October 28, 2018

I. The Call to the Meeting was read by Sarah Zarbock.

II. Opening Prayer: The congregation read the Covenant Prayer.

III. The minutes of the 273rd Meeting, Part II were approved and unanimously accepted.

IV. Moderator Moment: As Moderator, Betsy Beck made several comments:

- After distributing a laminated copy of the Covenant Prayer to everyone, Betsy thanked Diane Monti-Catania, Kathy Wiggins, Melissa Adam, and James Clark for producing this item.

* Highlights of the Church Council meetings:

1. Developing handicap seating in the Meetinghouse.
2. Revising the bylaws
3. Preparing the budget early, allowing time to review and recommend
4. Offering special "thank you" to Jennifer Weigel (Treasurer) and Tony Good (Trustee Chair)

* Pastor Diane's resignation: Betsy commented on the congregation's loss of Diane and her leadership. She encouraged all members of the congregation to think about what role each can play in the change and transition to new leadership.

V. Budget: Jennifer thanked everyone for their contributions to the 2018 budget and encouraged each member to contribute to next year's annual appeal to the best of their ability.

* Clarification was given about the Special Music Fund and the budget. "For 2019, \$5000 from the church's budget and \$10,000 from the Special Music Fund will be used to pay for the Christmas and Easter concerts and the student recital. There is no charge for these events."

The Salisbury Sinfonietta is a separate organization and is charged a building usage fee of \$500 and a sexton fee of \$100 for each concert that is held in our building. This is the same fee that other nonprofit organizations are charged for building use. The church provides office space and covers telephone, copying pro bono for the Sinfonietta organization.

Trustee Anne Williams commented about completed building repair and electrical system upgrade. There are plans for masonry and improved handicap access.

* The budget was approved and unanimously accepted.

VI. A word about Stewardship. Dan Edmundsen, Chair, reiterated the importance of contributions. He thanked committee members, Bob Keiter and Carol Magowan.

VII. Pastor's Report: Pastor Diane commented on the progress made over the past eight years including increases in the number of people at Worship, annual pledge income, endowment, and capital reserve fund. Other accomplishments include renovating the Parish Hall and upgrading the organ; declaring our church to be open and confirming; initiating the "Peace Through Understanding" events; continuing men's Bible study and beginning women's Bible study and a youth group; and developing our own covenant as well as with the United Congregational Church in Bridgeport and Silver Lake Conference Center. Pastor Diane concluded her remarks by saying "I know that God is surely in this place and pray that God will guard you and guide you into the future. Thank you and God bless you."

VIII. The meeting closed with the Lord's Prayer

Annual Report: The Church Council

It has been an exceptionally big year in the life of our Church and of the Church Council! Stepping into the role of Moderator just a year ago, I was eager for the chance to nurture the team of leaders and tap into the collective energy of our congregation. This, in turn, would turn up the amps of our spirits and would allow our light to burn even more brightly! My hope was (and continues to be) that we provide an overarching leadership body that can guide and support the efforts of each individual committee and weave us together in a cohesive unit in addition to providing a forum for the committee heads to sit together and help each other.

We started the year by recognizing the importance of trust so beautifully summed up by Rev. Mark Ramsey in his essay, "On Trust," July 3, 2018: *"Every church, every ministry, every board and committee meeting would do well to have nurturing trust as first on the agenda, at the expense of all other 'urgent matters.' Trust is at the heart of the way God's universe is made. Focusing on anything else misses the point."* It seems vitally important for the Council to remember that the "business" that we conduct is really God's business for us. Our first meeting was spent in a discussion of three essential questions: What do we have? What do we need? What do we want?

In the midst of this work, we had several important issues to tackle:

- **Budget discussions:** Setting the budget for the church happens early, and with the responsiveness of committee chairs who got their budgets to Jennifer Weigel (as Treasurer) early in August, we were able to seriously consider the ways in which our budget reflects who we are. Guided by the words of Matthew 6:21, "For where your treasure is, there your heart will be also," and including a Question and Response session with the congregation, we were able to present a strong budget to the congregation for approval in our October meeting.
- **Bylaw Review and Revision:** In an effort to clarify existing bylaws and to coordinate our "policy and procedures" with them, Nancy Kellett, Cynthia LaPier, and Sarah Zarbock began meeting to dive into that project. Their perspectives and insights will continue to guide that work moving forward. For now, however, some of the momentum was put on hold as we encountered the next hurdle in our year and will be continued with Pastor John's guidance and experience.
- **Conference Phone:** The easy one to solve was acquiring a phone connector that could be used to include people in meetings when they cannot physically attend. This is now in place and an option as we continue to welcome a wide range of people to become involved in the 'business' of the church.

Our energy became refocused in mid-October when we received the letter of resignation from Pastor Diane. All of us, and especially the Transition Team, learned a lot about UCC protocols and procedures as

we put together a mini profile of the church for our regional minister, Rev. Tamara Moreland, to use in her conversations with potential candidates. We also understood the different ways that individuals deal with transition and change, and wanted to remain sensitive to each person's reactions while opening ourselves to leading the congregation forward. Complicated somewhat by the holiday season, our process was still going in full force as we received candidates' names and profiles and set up interviews.

In the meantime, with the Trustees leading the way, the Council was diving into the discussion of creating handicap access seating in the Meeting House. Our early conversation held the importance of inclusivity and the preservation of the integrity (historic and otherwise) of the room itself. This is a long conversation that will unfold – so stay tuned!

As we now can look and understand the progress of the transition we encountered, it is clear that our church remains vital. The Council's concern back in January that people might stray was met with the incredible energy of a variety of visiting preachers. The Deacons deserve a special shout out for the ways that they held our Sunday services together. We all continue to hope that those who stayed home on Sunday mornings or pulled away will reconnect and heal from the impact of the changes, and will respond to the energy and enthusiasm that we share with Pastor John Nelson as he settles in and as we offer him an "extravagant welcome" into the life of our church and community.

If anything can sum up my sense of the year, it would be an African proverb: "If you want to go fast, go alone. If you want to go far, go together." Not surprisingly, that same sentiment exists in scripture, in Ecclesiastes 4: 9 – 12: *"Two are better than one, because they have a good reward for their toil. For if they fall, one will lift up the other; but woe to the one who is alone and falls and does not have another to help. Again, if two lie together, they keep warm; but how can one keep warm alone? And though one might prevail against another, two will withstand one. A three-fold cord is not quickly broken."*

Amen.

Gratefully,
Betsy Beck
Moderator

Members of the Church Council

Betsy Beck	Jack Bowman
Barbara Collins	Tony Good
Peggy Heck	Nancy Kellett
Robert Kuhn	Cynthia LaPier
Kathy Mera	Karin Noyes
Mary O'Neill	David Rich
Sarah Zarbock	Jennifer Weigel



Clerk's Report 2017-2018

I took over the Clerk responsibilities after the duly elected Clerk left early in his first term. Since then, my primary function has been to take the minutes of the Church Council. I also called to order and took minutes for the 274th Annual Meeting, Part I, on October 28, 2018. I was part of the Transition Team to select the new Pastor. Finally, I also participated in the release ceremony at Diane's final worship service.

Respectfully submitted,

Sarah Zarbock, Clerk

April 8 2019



Baptism

Theodore William George Ullman
Olive Wu

In Memoriam

John Arnold	11/5/18
Laura Hawks	2/3/19
Ann Noble	7/14/18
Jack Ritchie	11/8/18
Shirley Rogers	7/28/18
Nancy Tuckerman	8/1/18

Confirmation

Landon Good
Erika Knapp

Transferred/ Moved Away

Kate & Richard Beatty
Diane & Joe Catania
Ann Patton
Nancy Rossi

Total Membership: 172

DEACON COMMITTEE REPORT

For the 2018-2019 year, we welcomed two new Deacons to the Board: Clare Rashkoff, replacing Betsy Beck and Charlie Norman, who moved away from the area in the late fall.

The Deacons participated in serving communion, serving as lay readers, distributing flowers and assisting at special services, including monthly services at Noble Horizons. Each Deacon in turn wrote a monthly reflection for the *Meeting House Times*. The Deacons assisted Diane in visiting those older members of the congregation who no longer make it to Sunday worship.

The Deacons planned and/or took part in:

- Christmas Eve
- Palm Sunday
- Tenebrae Service
- Sunday after Christmas (traditional Deacon led service): This year the service was based on the community Thanksgiving service devised by Pastor Diane. This service paid homage to the natural world and to indigenous peoples' relationship to the earth.

Deacons led multiple events throughout the year:

- Sunday School breakfast for families as they registered for Sunday school.
- Lenten Dinners (6th year) in the Parish Hall on four Wednesdays in Lent. Stephanie Holst-Grubbe assisted Deacons with soup making and Cynthia LaPier and Linda Estabrook coordinated the events with the help of fellow deacons and volunteers from the congregation.

The Deacons, with Cynthia LaPier, Sheryl Kennedy, and Lorna Edmundson taking the lead, created a Covenant Document that evolved into our Covenant Prayer, which is now used widely in our congregation. It is often used as an opening to many committee meetings.

The Deacons supported the Quilt Exhibit coordinated by Sarah Zarbock, as part of the Fall Festival. This year's quilts filled the church and the exhibit was a popular event that brought many people into the church building.

From Pastor's Diane's resignation until Pastor John Nelson began on April 1, the Deacons played a substantial role in the interim period:

- Conducted monthly Deacons' meetings
- Secured pulpit supply with guest and Deacon worship leaders
 - Rev. Ryan Gackenheimer, Director of Silver Lake
 - Rev. Betsy Mauro, Director, Women's Support Services
 - Charlie Noyes, Congregation and Choir member
 - Dr. Lorna Edmondson, Deacon
 - Rev. Sarah Smith, Bridgeport UCC
 - Rev. Kirk Hall, chaplain of Salisbury School
 - Robert Kuhn, Christian Action Committee
 - Bryan Nurnberger, president and founder of Simply Smiles
 - Rev. James deBoer, NYU law student
 - Jason Larson, chaplain of The Hotchkiss School
- Planned services in conjunction with office staff.
- Karin Noyes represented the Deacons at the monthly Church Council meeting
- Distributed Valentines made by the Sunday School Children to our older congregants.
- Served on call for congregation for "Double Deacon Duty" to manage pastoral emergencies. The Deacons are grateful to local clergy who served on call, particularly Rev. Richard Reifsnyder
- Co-head Deacons Karin Noyes and Mary O'Neill served on the transitional pastor search committee

Co-head Deacons Karin and Mary are humbled and grateful for the support and help they have received from all parts of the congregation. With Pastor Diane's departure, there was a large gap to be filled. Deacons and members from the congregation were tireless in their willingness to keep the church operating at its customary high standard and maintain its spiritual center.

We are especially grateful to Kathy Wiggins and Melissa Adam for their cheerful and patient guidance in weekly service planning and all administrative details involved in keeping the church running smoothly.

Respectfully submitted, Karin Noyes and Mary O'Neill

Co-chairs of Deacons

TRUSTEES COMMITTEE REPORT

The Board of Trustees is responsible for the secular aspects of the church's operation and continued to perform its responsibilities outlined in the Church Bylaws.

1. Prepared the annual budget for church activities to be presented to the congregation at the October annual meeting. The budget is developed by the Treasurer, along with a budget subcommittee that receives requests from the various committees and includes input from the moderator. Jennifer Weigel puts in many hours with her work as treasurer and we are blessed and grateful for her service. Sandra E Welwood, LLC, (CPA) , the auditor, completed her review of agreed upon procedures March 30, 2019, and a report to the Trustees will be at the May meeting.
2. The church's Endowment Fund is actively managed by a professional management company that is, at present, Wilkinson Global asset management LLC; about 45% of the annual costs of running the church are provided by income from the Endowment. The Investment subcommittee consists of Mike Clulow, William Kellett, Sal Accardo, Jennifer Weigel, Tony Good, and is chaired by Michael Voldstad. The Board of Trustees has authorized the Investment subcommittee to initiate a search for a Socially Responsible Investment/ Environmental, Social and Governance (SRI/ESG) investment manager. A Request for Proposal (RFP) has been completed, which includes a cover letter, Questionnaire for investment managers and a Salisbury Congregational Church statement of investment objectives and policies. Returned RFPs are currently under review.
3. The Annual Fund subcommittee develops the annual appeal and encourages members and friends to meet their financial responsibilities to the church, special thanks to Dan Edmundson, Bob Keiter and Carol McGowan for their time and efforts and success in this endeavor.
4. Legacies and Bequests were given in memory of: Al Sly, Rosie Bell, Nancy Tuckerman, Richard and O'Jane Dwelley, and John Arnold.
5. The Benevolence Fund, (see Benevolence Fund Policy and Form) was established in Jan of 2018 with an initial deposit of \$27,500. From the Epiphany Fund. This fund has been created by the Pastor and Trustees to address needs in our church family and community. The Pastor, and chairs of the Deacons and Church Council conduct oversight.
6. The Epiphany fund received a total of \$39,000. See Epiphany Fund Report.
7. Maintenance of the buildings and grounds subcommittee include John Merwin, Tony Good with leadership from Anne Williams. Melissa, Kathy and Cory are also very useful in helping the Trustees complete capital and special repair projects. The 2018 projects included electrical service power upgrades; steeple repairs and power washing; basement "unplumbing"; sewer line replacement; and the protective glass shield for the organ. 2019 projects completed or RFP accepted include Meeting House masonry repairs; bear proof garbage cans; newly painted Pastors office; repairs to deacons' chairs; and solution, thanks to Cynthia LaPier, for the grease trap Issue. Chip Carleton, Fire Marshall, also did an inspection on April 3, 2019 and submitted a positive report with items to be addressed.
8. A onsite Insurance Appraisal was done on June 20 , 2018 by Industrial Appraisal, this should be done over in 5-7 years, the previous onsite appraisal had been before the Parish Hall renovations and the sale of the parsonage.

9. Garden Maintenance for 2019 will be done by outside contractors following RFP.

10. Church Council has directed the Trustees to investigate a more handicapped and walker friendly environment in the meeting hall space. Venture Architects (Anthony O’Niel) has been approved following, RFP, to work with us on the design and drawings. Potential projects include Handicapped (ADA-Americans With Disabilities Act) ramp design, ADA Bathroom Front Foyer North and ADA – interior renovations (Pew removal).

11. We are sad to see Carol McGowan leave the Trustees and are very thankful for her service. The Trustees are happy to report that John Merwin, Susan Hassler and our secretary of minutes Janet Accardo have agreed to three more years of service.

Respectfully submitted,
Tony Good
Chairman

TREASURER'S REPORT FOR 2018

The Operating Budget vs. Actual Report for 2018 is attached (please see appendix) and provides an overview of how your support was put to use over the course of the year. A narrative summary of other funds is provided below, and a complete Statement of Income and Expenses for 2018 including non-budgeted items is on file in the office. Please contact Melissa or Kathy to review it or to have a copy e-mailed to you.

Operating Income

We received donations for 2018 of \$278,231, about \$40,000 more than the budgeted amount. This was primarily the result of underestimating the pledges from the Congregation, but also includes donations for use of the building, other miscellaneous donations from non-members, and a bequest designated for operating funds. There were a couple of donations intended to allow certain budget lines to go over. Fall Festival income is reported here, and has an offsetting expense further down the report. In 2018 we included in the budget those funds drawn from the Special Music fund to support the Christmas and Easter Concerts as well as the Student Recital. The draw is listed here as income, and the expenses for those concerts are listed later under Program Expense: Concerts/Events.

Operating Expenses

Most expenses were very close to budgeted amounts, but there are a few areas that I should discuss further:

5000 – Compensation: We added a Youth Discussion Group leader in 2018 after the budget had been approved, with some underwriting from an unexpected donation. The Music Committee also received funding to have the Mozart Mass played as part of a worship service, and the cost of the musicians for that event are included in the Guest Musicians line.

5030 – Other Personnel Expenses: Workers Compensation was over as a result of the Workers compensation audit, which includes some contractors in addition to employees. The Music Committee exceeded its budget in the In-Service Staff Training line but had savings in other lines which compensated for this overage.

6100 -- Office Costs: The 6100 series of lines had a few overages. Regarding the Copier line, the search continues for a copier that does what we need it to do at a reasonable cost. More members are paying their pledges electronically which is very helpful, but it does mean that we underbudgeted the Bank and Credit Card fees line. Finally, we purchased a new computer for the Financial Assistant, moving her from a Mac to a PC to work more easily with QuickBooks. This purchase had the added benefit of freeing up a computer for Pastor John. As a result the Computer line is over, but since we had the funds it made sense

to get it taken care of in 2018.

7000 -- Benevolences: Epiphany Fund benevolences, which represent a donation of any unspent funds in the operating budget at year-end, are shown in this section. The 2018 donation amount is \$39,500.

Operating Checking Account Balance as of 12/31/18 \$196,785

Other Funds Benevolence Fund Available Balance \$29,017 The Benevolence Fund was opened in 2018 specifically to support families and members of our community who are in need. It was funded from the Deacon's Discretionary Budget line and proceeds from the 2017 Epiphany Fund, as well as through donations from individuals of approximately \$15,000.

Legacies and Bequests

We received bequests from Nancy Tuckerman and the Dwelleys, as well as donations from the Bell family in honor of Rosie totaling approximately \$85,000. Except for one of the Bell donations which was designated for the operating account, the other donations have been transferred to the investment account and as a result are not included in the Operating Budget vs. Actual report.

Special Music Fund Available Balance \$32,092

2018 saw wonderful music at our church, including several concerts funded through the Special Music Fund. In 2018, the Fund had total income of \$28,105, including donations of \$27,515, and expenses of \$28,228.

Capital Available Balance \$190,357

In 2018, the Trustees approved approximately \$30,000 of repairs to be paid from the Capital fund. Of this, \$11,636 was spent on upgrading the electrical system. Bleaching and washing the steeple and belfry were another \$3,600, and \$4,100 was spent on replacing the sewer line in front of the church. Finally, repairing rot on the steeple columns cost approximately \$7,500.

Investment account Available Balance 12/31/18 \$5,727,994

Last year was a volatile year for the financial markets including a sharp year-end decline in equity markets. Our Investment Account experienced a negative return on investment of 5.9% (net of fees) compared to a negative 2.6% return for our benchmark. Fortunately, this year there has been a rebound in the markets. The year-to-date return on our portfolio as of April 3, 2019 has been 10.3% (net of fees) slightly outperforming the benchmark's 10.2% return.

The Investment Account began 2018 with a balance of \$6,228,547 and finished the year with a balance of \$5,727,994. During 2018, \$213,000, representing 4.11% of the average fund balance for the last three years (adjusted for the sale of the parsonage), was withdrawn from the account to support the Church's mission. We incurred investment expenses of \$49,538.

The Investment Committee and the Board of Trustees are in the process of reviewing investment managers committed both to socially responsible investing and meeting or exceeding applicable benchmarks. The selection process includes our existing investment manager, as well as other managers both active and passive.

HOSPITALITY COMMITTEE REPORT

During 2018 the Hospitality Committee sought to answer God's call by creating a warm and welcoming environment in which congregants and visitors may create and nurture bonds of friendship.

The committee oversaw weekly coffee hours and maintenance of the church kitchen. In addition, the committee prepared and served collations after several memorial services and also prepared receptions for a variety of special holiday and community events.

We are grateful for the camaraderie we share in the kitchen and for the many people who volunteer to Help us with this ministry.

CHRISTIAN EDUCATION

The Sunday School year began in September with ***In the Beginning***, as we studied the creation story through music, art, story, drama, games, puzzles and video. The familiar song, "He's Got the Whole World in His Hands" carried us through our Thanksgiving unit. We created pine cone turkey centerpieces for the community dinner in Torrington.

Angels, Shepherds and the Stable! was the theme of our Advent rotation as we approached the Christmas story from these different points of view. Our winter unit, ***Jesus the Teacher*** allowed the children to become familiar with the Beatitudes and to learn what it means to be salt and light in today's world. We decorated grocery bags for the Corner Food Pantry offering, created one-of-a-kind thank you cards for our community partners appreciation Sunday and everyone in church on February 10th received a handmade Valentine from a Sunday School child. Our spring unit is focusing on the story of ***Daniel in the Lions' Den*** which will be the theme of the Children's Musical on Sunday, May 19th.

The demands on families have never been greater. Our Sunday School curriculum is based on themes rather than a more formal approach so that children who miss some Sundays are still exposed to the core stories and tenets of our faith. Many wonderful people, both parents and "civilians," have volunteered their time to act as teachers and aides in the Sunday school during the year. Newcomers are always welcome.

I was a workshop presenter at the NEAUCE (New England Association of United Church Educators) Conference in New Hampshire in May and look forward to attending NEAUCE 2019 in a few weeks. I have recently attended two excellent workshops presented by the Connecticut Conference and CAUCE (Connecticut Association of United Church Educators) – *“Celebrating Faith Milestones”* and *“Unafraid: Living with Courage and Hope in Uncertain Times.”* I continue to serve on the CAUCE Coordinating Committee and in the process of monthly meetings, communications and workshops, I am reminded again and again of what the Connecticut Conference of the UCC has to offer us. I am also grateful to have the opportunity to get to know and learn from the many fine people who are charged with the Christian faith formation and education of the children and youth in our Connecticut UCC churches and beyond.

Barbara Collins, Coordinator

RELIGIOUS EDUCATION COMMITTEE REPORT

The Board of Religious Education continued its focus on ministry to families with children and youth during the past year, including a variety of activities and opportunities for people of all ages.

- The Board helped plan and supervise special activities to enhance “The Fruit of the Spirit,” a musical play which was presented by the children of the Sunday School and their friends on May 20th.
- In the fall, the Board greeted old friends and newcomers at the Sunday School Opening Breakfast prepared by the Deacons. We are grateful to the Deacons for providing this inviting (and delicious!) opportunity to welcome everyone back to a new Sunday School year.
- The annual Christmas pageant featured Lydia Ban and her parents as the Holy Family. Members of the Board and other helpers costumed an impressive cast of shepherds, angels, wise men, animals and a star. Several families joined us as we went Christmas caroling at Noble Horizons and Geer Village.
- The Board sponsored an Unbirthday Party during Fellowship Hour on February 24th. This was an ideal way to cross generations and get to know each other better. Tasty cupcakes, too!
- Members of the Board often serve as teachers and aides in the Nursery and in the Sunday School program.

The opposite ends of our children and youth spectrum are blessed to have Sarah Ellen Rindsberg serving as a warm and capable friend to our youngest ones in the Nursery each week; and Erin Swett and Jennifer Surdam who meet with the Youth Discussion Group, Grade 6 and older, on the second and fourth Sundays of the month.

In conversation and action, the Board of Religious Education continues to address the reality that today, more than ever, families have to make difficult choices for their children’s time, with church activities often coming in second. We look forward to working with Pastor John Nelson as we explore how best to serve the spiritual needs of young families in a secular society.

Barbara Collins for the Board

CHRISTIAN ACTION COMMITTEE REPORT

The Board of Christian Action (BCA) promotes a serving fellowship and supports Christian solutions to human and social problems.

Membership

BCA is comprised of nine members, serving in classes of three persons. New members serving during this period were:

- Cammiel Hussey
- Robert Kuhn
- Margie Vail

Members whose terms end at the end of this period are:

- Susie Belcher
- Rich Reifsnyder
- Kevin Wolgemuth

Committee Leadership and Meetings

BCA met regularly throughout the period. This year we tried a “rotating chair” leadership model. Robert Kuhn served two 3-month terms and Joanne Hayhurst served one 3-month term. BCA is not certain this is the appropriate leadership model for our Committee, and we may explore other options going forward. Joanne Hayhurst and Kerry Noble have agreed to Co-Chair until new members join and all leadership options can be explored.

Contributions to Partner Organizations

The 2018 – 2019 Church budget provided \$20,000 for BCA support to partner organizations. BCA also received the proceeds of the 2017 Fall Festival, which totaled \$5,931.

We made decisions to eliminate funding for three programs that had previously received BCA support:

- Community dinners in Canaan
- Hurricane relief
- Opioid-crisis response

In November 2018, we approved funding for several initiatives. These donations were made from Fall Festival 2017 funds:

- Simply Smiles \$500
- CT UCC “100 x 100” campaign \$100
- Torrington UCC winter dinner: \$1300 (including \$1100 to Lakeville Hose Company); funding, delivering and serving Thanksgiving meal for 100 (leftover food was donated to FISH in Torrington)
- Bridgeport UCC winter shelter: \$2000; “Feel the Warmth” holiday dinner: \$500
- Cora Rydingsword trip to Oaxaca, Mexico in April 2019: \$2000 (paid to Silver Lake)
- EXTRAs: \$500
- Corner Food Pantry: \$500
- Astor House: \$250

In December 2018, we approved a \$750 request from Caleb May to underwrite his summer 2019 trip to the Simply Smiles Native American reservation.

We funded 15 organizations a special ceremony held during service on March 24, 2019. Funds were allocated to:

- Astor Services, Inc. \$250
- Bridgeport UCC/Nourish Bridgeport \$2000
- Chore Services, Inc. \$1500
- EXTRAs \$1000
- Habitat for Humanity NW CT \$250
- Hispanola Health Partners \$2000
- Housatonic Child Care \$500
- Housatonic Youth Services Bureau \$1500
- Salisbury Visiting Nurses Association \$500
- Salisbury Youth Summer Camps \$2000
- Simply Smiles, Inc. \$5000
- SOAR \$500
- The Corner Food Pantry \$2000
- Torrington UCC \$1300

BCA is considering requests for support from:

- FISH (shelter in Torrington)
- Hispanola Health Partners (additional funding)
- Habitat for Humanity (additional funding)
- Women's Support Services (funding request received in March 2019)

Other Initiatives

BCA coordinated Christmas "giving trees," as it has in past years. These supported Simply Smiles and Women's Support Services. In addition, a contribution basket was established for Astor House in Millerton, NY. All three efforts were very successful and appreciated by the donee organizations. BCA spearheaded a new approach to collecting food for the Corner Food Pantry, responding to the inconsistency of the old approach (which involved requesting members of the congregation bring food items to service, which were collected by the children and sent over to CFP. On January 6, 2019, BCA announced that donated grocery bags with a list of needed items would be distributed to the congregation; filled bags would be due back at the Church no later than January 27. On January 28, BCA volunteers and others delivered 57 bags of donated items to CFP! BCA intends to continue with this model of collecting food for CFP. Collections will occur at least twice a year, perhaps more frequently. BCA members participated in a community dinner at the Center Congregational Church in Torrington on March 17, 2019. Volunteers assisted setting up the dining hall, preparing the food in the CCC's kitchen and feeding the guests.

BCA discussed launching an environmental initiative for the Church in Spring 2018. Robert Kuhn met with Pam Arifian (Silver Lake), who serves on CT UCC's environmental initiative. BCA discussed options for this work and narrowed the choices down to pursuing a "Green Church" initiative. Regrettably, BCA has not been able to launch this important program. This program requires a project-based approach and close co-ordination with Church leadership and other Committees.

BCA also discussed the possibility of holding “community” dinners at the Church. Although there was great enthusiasm for this type of community support, important logistical barriers exist to a successful program:

- No trained kitchen personnel available
- Unsure of community response – could be too many attendees
- Significant volunteer commitment required

At present, BCA believes that these community dinners, although they appear to be a good idea, are not a prudent use of Church funds and volunteer resources

Respectfully submitted,
Robert Kuhn

USHERS COMMITTEE

It is our privilege to greet everyone coming through the church doors, whether they attend every week, are returning from an absence or coming to our church for the first time. The Ushers Committee is usually made up of twelve people. This year we have been a little shorthanded, so everyone has served for more than the usual two months during the year as well as special services during the holidays. In addition to greeting everyone, we collect the offering and when the service is finished we make sure all the pews are clean and the Hymnals and Bibles are returned to their proper places. It is our responsibility to make sure that everyone feels welcome.

Kathy Mera

MUSIC COMMITTEE REPORT

MUSIC MINISTRY MISSION (3/7/18)

The Music Ministry endeavors to support the mission of the Salisbury Congregational Church by praising and glorifying God and being intentional disciples of Jesus Christ through music. The Music Ministry seeks to present the highest quality choral music and instrumental offerings, as well as incorporating other artistic expressions. The Music Ministry welcomes people to our community to praise and worship God.

The Music Committee had a very busy year supporting music to enrich worship services as well as outreach initiatives including concerts and the annual Student Open Recital. Following are highlights of the year.

Music Committee Involvement

- Revised the Music Ministry Mission
- Welcomed to our church 62 French musicians, members of the Choeurs de Limours and Sinfonietta de Paris for a packed-house Spring Oratorio, Haydn’s *The Creation*. The performance included singers from Norfolk UCC and from this region. Members of the Church and friends in the community generously helped host, transport, and entertain our French guests.
- Promoted four concerts with press releases and poster distribution
- Started Music Library inventory improvements
- Started planning 2019-20 season concerts

Senior Choir - weekly and special services

- Senior Choir participated in weekly Wednesday rehearsal and Sunday worship services from September thru May
- Senior Choir participated in Christmas Eve and Maundy Thursday services
- Summer Choir sang for 1st Sunday worship in June, July, August, September

Senior Choir participation

- Currently 25 singers with an average of 14-20 singers on a Sunday morning
- Attracted 2 new singers in 2018
- Lost two choir members

Bell Choir

The Bell Choir contributed time and talent in many ways through a very active year of ringing. In addition to ringing as part of various regular Sunday services at church, they participated in the Christmas concert at church and played the prelude at the Christmas Eve Service.

During Advent, our ringers were part of the "Hanging of the Greens Service" at the Salisbury School in which they have participated for over forty years. They also rang for a special Christmas Service at the Catholic Church in Norfolk.

During the year, concerts were presented at both Noble Horizons and Geer Village.

Special performances this year included ringing at the 80th birthday celebration of ringer Sue Spring and her husband, Tom Evans, and at the retirement party of ringer Betsy Beck at The Hotchkiss School.

Guests & church soloists for Sunday services

June 10: Christiane Olson, soprano; June 17: Music by Silver Lake; June 24: Worship at Silver Lake; July 1: Summer Choir; July 8: Malcolm Brown, piano / Jack Brown, bass baritone; July 15: Andrea Bargabos, soprano; July 22: Abby Adam, soprano; July 29: Mary Costanza, cello; August 5: Summer Choir; August 12: Charlie Noyes, tenor; August 19: Steven Geyer, tenor; August 26: The Great Hymn Sing

Concerts

This year the Music Committee with funds from the Special Music Fund presented the following concerts:

- 37th Student Open Recital – February 2018
- Spring Oratorio concert – April 2018 – Haydn's Creation with Norfolk UCC choir, the Choeurs de Limours (France) and area singers
- Two Harps concert – October 2018
- Christmas Concert – December 2018 – Handel's Messiah (Christmas)

Community Outreach

The Music Committee recognizes the important role that the music ministry plays in attracting people of all ages to the church. At least half of the people attending concerts in the church were non-church members. The Student Open Recital is presented in collaboration with area music teachers. We continue our efforts to collaborate with other organizations to achieve this goal. Audiences continue to support generously with their donations our Music Outreach .

Collaborations

- Collaborated with Norfolk UCC Church Choir for April Spring Oratorio Concert and December Christmas Concert.
- Collaborated with sixty members of the Choeur de Limours (France) and Sinfonietta de Paris in Haydn's *Creation* in April.
- Repeated the *Creation* concert at First Presbyterian Church, Brooklyn, NY.
- Twelve local people travelled to France to participate in the *Creation* Concert in LeMans, France in May.

Inventory improvements

- Continued long-term project to catalog and organize the music library.
- In response to vandalism of organ pipes, installed protective glass across the front of the "Great" organ.
- Continued to discuss improvements to the choir loft acoustics and seating.
- Proposed capital project to add the previously planned two ranks of pipes to the organ.

Prepared by Jack Bowman, Minister of Music

Approved by the Music Committee

THE EPIPHANY FUND

2018 Report to the Congregation

The Epiphany Fund was created in 2015 by the Board of Trustees as a way of distributing surplus funds from the annual budget at the end of each fiscal year. The Fund was established in the conviction that money given to the church is entrusted to us to be used in service to God's kingdom. God has blessed our congregation richly and this has given us a wonderful opportunity to give additional funds each year to serve others through projects and institutions consistent with our mission as a church. Funds available were \$13,000 in 2016, \$27,500 in 2017, and 39,500 in 2018.

The Committee is appointed annually by the Chair of the Trustees in consultation with the pastor and the Moderator and is to report its gifts to the Church Council and the congregation. Carol Magowan, Dave Heck and Rich Reifsnyder served as this year's committee. The committee met regularly since the middle of January, solicited and received considerable congregational input, collected information and financial reports from prospective recipients, and spoke directly with a number of persons involved with the non-profits considered.

We organized our grants around three core needs within the community

1. The Opioid Crisis

\$11,500 to the "Recovering Community" film project. Epiphany Fund gave an initial "jump start" grant two years ago to this documentary on the opioid crisis in NW Connecticut. The initial response to the rough cut showings has been enthusiastic. This grant will support additional refinement of the cinematography and sound and provide means for wide distribution. The goal is to disseminate this film widely in hopes that it will help to instigate real change in the hearts and minds of our community members regarding addiction and those suffering from this disease.

Housing and Hunger Issues

\$10,000 to the Salisbury Housing Committee to help provide more affordable housing for

many hard working citizens who cannot afford to live in the area. This would be designated for the Sarum Village III project of 10 new units and is eligible to be matched by the McChesny Fund.

\$3000 to FISH of Torrington, the only organization in NW CT providing ongoing shelter and support for the homeless to become independent. As a church we have recently become more involved in Torrington, supporting the work of a church based soup kitchen.

\$2000 to Habitat for Humanity to support the construction of a house in Lime Rock, CT. Habitat is a long standing Christian mission which helps supports persons in need to be able to purchase their own home, with the help of volunteer labor and sweat equity.

\$1000 to Salisbury Family Service as seed money to start a voucher program for their clients to use the local farm markets and thus improve nutrition.

2. Youth Support and Development

\$10,000 to Housatonic Youth Service Bureau to support their work in individual and group counseling, in particular their efforts to respond to addictions of various kinds. Thus this grant also supports our first core need.

\$1000 to SOAR to provide support for the educational enrichment program in Salisbury Central School, and especially to provide aid for those who cannot afford the program.

\$1000 to support an Environmental Justice Retreat at Silver Lake. Our grant will support program leadership and provide scholarships for this multicultural retreat which has a specific focus of responding to the impact of environmental issues on poorer populations.

Officers & Committees of the Church

2019-2020

Moderator: Betsy Beck

Treasurer: Jennifer Weigel

Clerk: Sarah Zarbock

Board of Deacons

Lorna Edmundson	'20	Bob Maxwell	'21	Jennifer Good*	'22
John Estabrook	'20	Karin Noyes	'21	Carol Magowan*	'22
Kathy Mera	'20	Jennifer Oberto	'21	Sue Morrill*	'22
Clare Rashkoff	'20			Cynthia LaPier	'22

Board of Trustees

Anne Williams	'20	Mike Clulow	'21	Janet Accardo	'22
Tony Good	'20	Don Mayland*	'21	John Merwin	'22
Michael Voldstad	'20	Dan Edmundson'	21	Susan Hassler	'22

Church Council Members - at- -Large

Mary O'Neill*	'20	David Rich	'21	Peggy Heck	'22
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Board of Religious Education

Jennifer Good	'20	Ben Metcalf	'21	Debby Mark	'22
Jennifer Kronholm	'20	Stephanie	'21	Stephanie Tierney	'22
Clark		Holst-Grubbe			

Board of Christian Action

		Jano Fairservis - Emeritus			
Joanne Hayhurst	'20	Cammie Hussey	'21	Erin Swett*	'22
Beth Isler	'20	Robert Kuhn	'21	Joanne Taber*	'22
Margie Vail	'20	Kerry Noble	'21	Theresa Carroll*	'22

Music Committee

Ward Belcher	'20	Rowena	'21	Malcolm Brown	'22
Jo Loi	'20	Fenstermacher		Lynn Reifsnnyder	'22
				Deryl Godshall*	'22

Ushers Committee

Becky Belcher Feen	'20	Sal Accardo	'21	Myles Crain*	'22
Jim LaPier	'20	Roger Crain	'21	Cole Metcalf*	'22
Michael Voldstad	'20	Jim Hussey	'21	Sharon Tingley*	'22
Kathy Mera	'20	Sarah Morrison	'21	Debra Moore*	'22
Stephanie Tierney	'20			Patricia Palmer	'22

Hospitality

Jane Capecelatro	'20	Cynthia LaPier	'21	Sue Bucceri	'22
Lee Collins	'20	Debby Mark	'21	Clare Rashkoff	'22
Lyndell Giffenig	'20			Helen Scoville*	'22
Alice Kent	'20			Sara Wardell*	'22
				Theresa Carroll*	'22

Delegate to State Conference & Litchfield North

Jack Bowman

Nominating Committee

Becky Belcher Feen	Malcolm Brown	Sue Bucceri	Jennifer Kronholm Clark
John Estabrook	Peggy Heck	Robert Kuhn	Carol Magowan

BLUE: Nominated for Election 2019

* = First Term

04/11/19

The Congregational Church of Salisbury
Operating Budget v. Actual
January through December 2018

	Jan - Dec 18	Budget	% of Budget
Ordinary Income/Expense			
Income			
4997 · Draw from Special Music Fund	20,000.00	20,000.00	100.0%
4999 · Draw from Endowment	213,000.00	213,000.00	100.0%
4000 · Contributions Income			
4001 · Plate -	6,775.76	7,000.00	96.8%
4002 · Pledges	261,447.65	230,000.00	113.7%
4007 · Donations - Other	5,574.00		
4020 · Legacies & Bequests	4,433.44	500.00	886.7%
Total 4000 · Contributions Income	278,230.85	237,500.00	117.1%
4040 · Rental Income			
4043 · Other rental income	1,800.00	1,000.00	180.0%
Total 4040 · Rental Income	1,800.00	1,000.00	180.0%
4050 · Miscellaneous Income			
4064 · Donations-The Corner Food Pa...	0.00		
4052 · LaBonnes slips	250.92	500.00	50.2%
4054 · OGHs/UCC Special Collections	0.00		
4057 · Neighbors In NEED	0.00		
4004 · Bells Income	925.00	250.00	370.0%
Total 4050 · Miscellaneous Income	1,175.92	750.00	156.8%
4060 · Fall Festival Net Income	4,292.13		
Total Income	518,498.90	472,250.00	109.8%
Gross Profit	518,498.90	472,250.00	109.8%
Expense			
5000 · Compensation			
5026 · Youth Discussion Group Leader	4,320.00		
5010 · Financial Assistant	26,922.75	24,273.00	110.9%
5011 · 1 Minister	68,069.84	67,809.00	100.4%
5012 · 2 Minister of Music	46,070.94	45,895.00	100.4%
5013 · 3 Sexton	12,274.83	15,353.00	80.0%
5014 · Education	9,872.34	9,835.00	100.4%
5015 · 5 Bell Choir	4,815.44	4,797.00	100.4%
5016 · 6 Guest Ministers	1,100.00	1,200.00	91.7%
5017 · Nursery Care	1,680.00	2,080.00	80.8%
5018 · Guest Musicians (Sundays)	4,775.00	2,000.00	238.8%
5021 · Administrative Assistant	17,982.55	18,178.00	98.9%
Total 5000 · Compensation	197,883.69	191,420.00	103.4%
5030 · Other Personnel expenses			
5055 · Minister Continuing Educ	1,673.86	2,000.00	83.7%
5031 · Minister Health Ins	26,361.00	26,561.00	99.2%
5032 · Minister Pension	14,420.00	14,420.00	100.0%
5033 · Minister Travel	474.34	500.00	94.9%
5034 · Minister Housing	35,326.35	35,191.00	100.4%
5036 · Music Min Health Ins	3,359.98	3,360.00	100.0%
5037 · Social Security	9,671.40	9,211.00	105.0%
5035 · Minister Tax Reim	7,910.35	7,880.00	100.4%
5038 · Workman's Comp	2,768.00	2,300.00	120.3%

04/11/19

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5010 · Financial Assistant	26,922.75	24,273.00	110.9%
5011 · 1 Minister	68,069.84	67,809.00	100.4%
5012 · 2 Minister of Music	46,070.94	45,895.00	100.4%
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04/11/19

The Congregational Church of Salisbury
 Operating Budget v. Actual
 January through December 2018

	Jan - Dec 18	Budget	% of Budget
7000 - Benevolences			
7001 - OCWM (Our Christian world Mi...	20,000.00	20,000.00	100.0%
7010 - Fall Festival Benevolences	4,292.13		
7011 - Christian Action	19,970.94	20,000.00	99.9%
7012 - Bridgeport	5,000.00	5,000.00	100.0%
7013 - Deacons Discretionary	10,025.21	10,000.00	100.3%
7014 - Silver Lake	10,000.00	10,000.00	100.0%
7050 - Epiphany Fund Benevolences	39,500.00		
Total 7000 - Benevolences	108,788.28	65,000.00	167.4%
7030 - Membership	3,270.00	3,000.00	109.0%
Total Expense	518,275.78	472,093.00	109.8%
Net Ordinary Income	223.12	157.00	142.1%
Other Income/Expense			
Other Income			
4010 - Investment Income			
4030 - Interest Income-SBT	61.04		
Total 4010 - Investment Income	61.04		
Total Other Income	61.04		
Net Other Income	61.04		
Net Income	284.16	157.00	181.0%