



THE CONGREGATIONAL CHURCH OF SALISBURY

UNITED CHURCH OF CHRIST

Salisbury, Connecticut

**THE 273rd ANNUAL MEETING
Part II**

REPORTS, BUSINESS AND RECOMMENDATIONS

Sunday, April 29, 2018

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 273rd Annual Meeting, Part II, of the Congregational Church of Salisbury will be held following the worship service on Sunday, April 29th 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 29, 2017

REPORTS as noted above

PASTOR'S REPORT

273rd ANNUAL MEETING, PART II OF
THE CONGREGATIONAL CHURCH OF SALISBURY
UNITED CHURCH OF CHRIST

SUNDAY, APRIL 29, 2018

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

THE NOMINATING COMMITTEE'S REPORT

ELECTION
Officers and Committees

THE PASTOR

PRAYER

ADJOURNMENT

**273rd ANNUAL MEETING of
the CONGREGATION, Part I
CONGREGATIONAL CHURCH OF SALISBURY – U.C.C.
October 29, 2017**

Following the worship service, it having been determined that a quorum of members was present, Moderator Sara Wardell called the meeting to order. Pastor Diane welcomed the congregation and opened the meeting with prayer.

1. The minutes of the previous meeting of April 23, 2016 were accepted as distributed by e-mail (and regular mail to those without e-mail) by a motion made, seconded and unanimously passed.
2. A motion was made and seconded to approve the budget as submitted by the trustees and previously distributed. The Treasurer explained that the inclusion of \$20,000 from the Al Sly Fund was a change in reporting only. Previously, no Al Sly funds were reported as income or expenditures. Including such an important part of the finances better reflects the actual resources available to the church.

Comments included a wish to see more funds allocated to religious education for youth. A new initiative requires the commitment of resources either by an increase in the annual fund or a larger withdrawal from the endowment. The budget tells a story and reveals where our priorities lie.

A question was raised about the Epiphany fund. By definition, that fund is made up of budgeted funds not expended, so it is not a budget line item.

The trustees omitted a budgeted amount for the capital reserve because when the parsonage is sold, the trustees intend to put the net proceeds into the reserve fund.

It was voted to approve the budget as presented.

3. Dave Heck reported for the trustees that the parsonage is under contract of sale and thanked Jennifer Weigel and Tom Key for their hard work. He requested strong support for the annual appeal.

Following a standing ovation for the pastor, the meeting was adjourned.

Respectfully submitted,

Louise F. Brown, Clerk



CHURCH COUNCIL REPORT

The Church Council has met almost monthly during the past year, and most of those meetings have been held in the Kobler Room of the Scoville Library. This provides more space, as we have encouraged interested members of committees to attend our meetings, and it also serves to symbolically move the church out into the community.

Communication has been a major theme of our discussions: how do we talk to each other in our own meetings as well as between committees? We began discussing behavioral covenants last fall, looking at examples from other churches. In September we invited Rev Dr. Claire Bamberg, a UCC pastor and facilitator, to a day long session on communication at Silver Lake Conference Center. One participant described it as “revelatory.” The same weekend Kent Siladi, our Conference Minister, spoke to some of us about the critical importance of interdependence between church members and churches. Later, some members attended a fascinating day-long session called “Weird Church” at the Simsbury Congregational Church. This focused on different ways (some very different) of “doing church.”

Throughout the year the Council has pursued initiatives such as an ad hoc pastoral care committee and encouraged regular yoga, meditation and youth gatherings for the congregation. We continue to hear and discuss the plans of other committees and to see how we can help each other. And who can forget the wonderful Doors?

We have been increasingly aware of our role as leaders in the church. Our meetings have continued to stress communication and to continue a focus on behavioral covenants. In March the Deacons finished a draft covenant which was circulated to church committees; Sheryl Kennedy read it to the Council. It sparked a good deal of conversation, from “why do we need this” to “it has already greatly improved our meetings.” The Council will continue to discuss this important topic.

The April 29 Annual Meeting will mark the end of my tenure as Moderator and Louise Brown’s as Clerk. Happily, Jennifer Weigel will stay on as Treasurer. The Nominating Committee is very pleased to report that Betsy Beck has agreed to stand as candidate for Moderator and Larry Blades as Clerk. The congregation will vote on these excellent candidates at the meeting.

I owe a large debt of thanks to all Council members and officers, and of course to Pastor Diane. Serving the church as Moderator has been fun, interesting and a great honor.

Thank you all.
Sara Wardell

Members of the Church Council

Betsy Beck
Louise Brown
Barbara Collins
Peggy Heck
Cynthia LaPier
Karin Noyes
Nancy Rossi
Jeanette Weber

Jack Bowman
Theresa Carroll
David Heck
Nancy Kellett
Kathy Mera
David Rich
Sara Wardell
Jennifer Weigel

Sarah Zarbock



CLERK'S REPORT

By Reaffirmation of Faith and/or Transfer

Amanda Halloran
Kyle Halloran
Robert Kuhn
Kerry Noble
Jane Simonds
Scott Simonds
Erin Swett
Matthew Swett

Baptism

Adeline Cecelia Halloran
Robert Kuhn
Indigo Robertson

In Memoriam

Jeri Johnson	1/1/17	Barbara Jaquette	1/27/18
Jane Dwelley	10/20/17	Gordon Weekly	2/1/18
Evan Rashkoff	10/24/17	Gloria Buckley	1/30/18
Erik Rydingsword	12/18/17		

Total Membership: 180



DEACON COMMITTEE REPORT

The Board of Deacons continued its customary activities, including assisting Pastor Diane in the life of the church, participating in/supporting Sunday worship, visiting house-bound parishioners, and being in covenant with the members of the congregation.

1. The Deacons participated in serving communion, serving as lay readers, distributing flowers and assisting at special services.
2. We welcomed three new Deacons to the Board: Betsy Beck, Lorna Edmundson, John Estabrook. We bid farewell with gratitude to: Larry Blades , Carol Magowen and Sarah Zarbock.
3. The Deacons planned and/or took part in Christmas Eve, Palm Sunday, and Tenebrae services. We developed and conducted a service for the Sunday after Christmas which fell on December 31. Betsy Beck took the lead and the service was based on The Top Ten Reasons I Go to Church. Ten Deacons participated by reading their own reason for attending. A deacon accompanied Pastor Diane to lead a monthly communion service at Noble Horizons. On several occasions, deacons conducted these services in Pastor Diane's absence.
4. The Deacons continued to write a monthly contribution to the Meeting House Times.
5. In September, Sunday School families enjoyed a delicious breakfast hosted and prepared by the Deacons as they registered for Sunday school. The Deacons hosted Lenten Dinners for the fifth year. They were held in the Parish Hall for four Wednesdays in Lent. Over soup, bread, salad, and dessert, members of the congregation got to know each other better and to engage in lively conversation. Discussions were facilitated by smaller groupings. Mother nature dealt us many Wednesday weather events that hampered attendance and the cancellation of one dinner. Stephanie Holst-Grubbe held several soup making sessions with the Deacons as contribution to the dinners.
6. The Deacons arranged for Pulpit Supply during Diane's absence from the church. Participant were: Rev. Ryan Gackenheimer, Rev. Rich Reifsnyder, and Rev. Shannon Wall. These services were highly praised by members of the congregation.
7. In this increasingly uncivil world, the Deacons hope to bring a sense of hope, caring and understanding by working with the Church Council and the congregation on a proposed document with a working title Behavioral Covenant.
8. The Deacons once again supported the Quilt Exhibit 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.

Respectfully submitted, Karin Noyes and Theresa Carroll, Co-chairs of Deacons



TRUSTEES COMMITTEE REPORT

The Board of Trustees continued to perform its responsibilities outlined in the Church Bylaws.

1. The Board was involved with the sale of our Parsonage for a large part of year. The effort was lead primarily, but not exclusively, by Anne Williams, John Arnold, and Tom Key. The closing took place on December 15, 2017. At our April meeting, the Trustees unanimously agreed to recommend the sale of the parsonage. The congregation voted to sell the parsonage at our 2017 regular meeting. The amount received at closing , prior to disbursements, was \$478,477. Net proceeds after disbursements and other sale expenses were \$439,775. Net cash from the sale, including the planned contribution to the Capital Fund, was \$409,775. Approximately \$418,644 was sent to to our investment account managed by Fierra Capital.
2. The Investment Fund draw was set at 4.23%, and reduced to 4.11%, with the objective of working toward 4.00% in the future. Income from the Investment Account has contributed about 45% of cost operations over time. The Investment Committee continues to review the performance of our advisor Fiera Capital Management. The performances of the other firms have been studied to make sure that we are retaining the best manager for our purpose. This will include the concept of Environmental, Social, and Governance fund managers going forward.
3. Budgetary changes were enacted with regard to the Al Sly fund and Fall Festival. \$20,000 was added to the Music line from the Al Sly fund in attempt to provide more clarity regarding the cost of Christmas, Easter Concerts and student recital expenses. Discussion continues. The Fall Festival income and expenses will be added to the operating budget. \$10,000 was added to the Christian Action line to more aggressively promote our mission locally and internationally. There was a 3% wage increase for all staff.
4. The concept of a Benevolence Fund has been proposed. This fund would provide a vehicle for donations to families in financial distress and would be constructed so as to give a charitable contribution write – off for the donor. Details to follow.
5. The Annual Appeal was successful under the leadership of Dan Edmundson and his committee of Bob Keiter and Susan Hassler.
6. The Epiphany Fund, which is money left over from operating end, if any, went to Greenwoods Recovering Community Movie to fight opioid addiction. Production is near completion. This year’s funding is to be determined.
7. Anne Williams has done an enormous amount of work taking care of the church facilities including kitchen problems, electrical problems, general upkeep, and on and on.
8. Scott Frost, Tom Key, and David Heck will be leaving the Board due to term limitations.

Respectfully submitted,
David W. Heck



TREASURER'S REPORT

The Operating Budget vs. Actual Report for 2017 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 2017 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 2017 of \$266,329, about \$28,000 more than the budgeted amount. Because the congregation voted to sell the Parsonage on the Trustees' recommendation, the Parsonage was only rented for 5 months, so rental income was half what was budgeted. As a result of these deviations, our total income was about \$20,000 above what we had budgeted. Finally, Fall Festival income is reported here, and has an offsetting expense further down the report.

Operating Expenses

Most expenses were very close to budgeted amounts, but there are 3 areas that I should discuss further:

6100--Office Costs: The 6100 series of lines had a few overages, but the most significant is in 6112--Electronic Communications, which was as a result of a new website. However, this expense had been underwritten by an anonymous donor earlier in the year.

6275--Parsonage Expenses: The Parsonage sale transaction is being reported elsewhere in the Annual Report, and most costs associated with the sale were reported outside of the budget. As a result of not having a tenant however, we did incur some expenses that we had not anticipated, and those are reported here.

6300--Program Expense: A number of Music lines in the Program Expense budget appear overspent, but the Music budget also included \$2,000 in line 5056—In-Service Staff Training, which was not spent, freeing it up to cover the overages in the Program lines. The Music program as a whole was within budget. The significant overage in the Program Expense line was the \$3,454.52 spent on the Church Consultant who met with the Church Council during 2017. This unbudgeted expense was covered by the unexpended funds in line 6701--Accountant and by an anonymous donation during the year.

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 2017 donation amount is \$27,500.

Operating Checking Account Balance as of 12/31/17

\$145,803.38

Other Funds

Fall Festival Checking Account was closed in 2017

The Christian Action committee is handling the Fall Festival differently than in the past, and so the job of Fall Festival Treasurer has been assumed by the Church Financial Assistant. To simplify matters, the Fall Festival checking account was closed to the Church's checking account, and our Fall Festival income and expenses in 2017 were paid from this account. The Church's proceeds from the Fall Festival of \$5,832 were donated to local non-profit organizations as in prior years.

Legacies and Bequests

We received \$3,054 in bequests this year as a final distribution from Al Sly's estate. The amount has been transferred to the investment account and as a result is not included in the Operating Budget vs. Actual report.

Al Sly Music Fund

Available Balance \$32,215

2017 saw wonderful music at our church, including several concerts funded through the Al Sly Fund. The Music Committee also held a successful summer fundraiser for the Al Sly Fund. In 2017, the Fund had total income of \$33,904 and expenses of \$45,283.

Capital

Available Balance \$217,048

In 2017, the Church spent \$18,700 from the Capital fund to paint the front of the Church. In addition to transferring the budgeted \$30,000 contribution to the Capital account for 2017, we added an additional \$30,000 from the sale of the Parsonage in lieu of a capital contribution for 2018, which had not been budgeted because of uncertainty over the sale when the budget was approved.

Investment account

Available Balance 12/31/17 \$6,228,547

Investment results for 2017 show a holding period return of 20.6% gross/19.7% net, well in excess of expected annual returns of 6%. Our investment Manager Fiera Capital posted very strong results in the back half of the year, outperforming our benchmark on both a gross and net basis, with \$312,240 of outperformance more than offsetting annual fees for the year. Fiscal results compare favorably to underperformance in FY:16. The current asset mix of 60% equity securities, 30% fixed income securities and 10% cash is generally consistent with our guidelines, with a higher allocation to cash.

We had investment income of \$1,040,406, investment expenses of \$46,139 and withdrew \$219,000 in 2017 to support our Operating budget, a draw of approx. 4.35% of beginning asset value. The ending balance of the Investment Account was \$1,198,545 higher than the closing balance in the prior year. This increase included the \$418,644 that was added as a result of the sale of the Parsonage in December 2017.

In spite of excellent performance this year, Fiera fell short of benchmark returns in three out of the last five and four out of the last six years. Therefore, the Investment Committee continues to explore alternative asset management options, including but not limited to other discretionary advisors, passive management and non-discretionary relationships. The selection process does not preclude the retention of our current manager. The Investment Committee recommends that Fiera continue to manage the Investment Account while the manager selection process continues.



HOSPITALITY COMMITTEE REPORT

During 2017-18, 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 stayed busy with overseeing weekly coffee hours and maintaining the kitchen, and also preparing and serving collations, and receptions for several special holiday and community events. We are grateful to the many people who volunteer to help us with this work.

This year we created an "event request form" which committees were asked to complete when planning an event that will require a reception or use of the kitchen (not collations or regularly scheduled annual concerts/events). It has been very helpful to us when it has been used. The form is available upon request.

Continued efforts were made to promote healthier food choices at coffee hour and also to recycle as much as possible. These efforts have been met with support and cooperation from the congregation. Our intention to further reduce waste by using our china cups at coffee hour has been slower coming to fruition - the operation of the dishwasher remains daunting to many.

We spent much of the year identifying and seeking help diagnosing a number of issues with kitchen equipment including the ongoing grease trap odor and ovens that were malfunctioning. In April the grease trap was repaired and serviced. The ovens will function properly when the church electrical service upgrade is finalized, also in April.

In spite of these issues, the kitchen has remained a busy and joyful place this year where many hands make light work and the simple, yet powerful, ministry of fellowship is thriving.

Respectfully submitted,
Cynthia LaPier, Chair



CHRISTIAN EDUCATION

The Sunday School began its year in September with *Are We There Yet?*, a rotation model unit that explored the exodus of the Hebrews from Egypt to the Promised Land and the Ten Commandments through music, art, story, drama, games, puzzles and video. The familiar hymn, *For the Beauty of the Earth*, was the focus of our late autumn unit. We created pine cone turkey centerpieces for the community dinner in Torrington and on the Sunday before Thanksgiving we presented handmade table grace cards to everyone in the congregation.

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, *Tell Me the Stories of Jesus*, allowed the children to become acquainted with several parables including the “lost and found” parables (the lost sheep, the lost coin and the forgiving father/prodigal son) and the Good Samaritan. Everyone in church on February 11th received a handmade Valentine from a Sunday School child. We had a modified Seder (Passover meal) the week before Palm Sunday to help the children make a connection to the story of Holy Week presented on the following Sunday. Our spring unit is focusing on *The Fruit of the Spirit* which will be the theme of the Children’s Musical on Pentecost Sunday, May 20th.

Our sixth year of modified rotation model learning has been very successful. Children who miss some Sundays are still exposed to the core stories and tenets of our faith. The traditional commitment and preparation time for Sunday School teachers is no longer an issue. 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 will be a workshop presenter at the NEAUCE (New England Association of United Church Educators) Conference in New Hampshire in May. My workshop is entitled “Make a Joyful Noise: Enriching Faith Formation through Music.” I continue to serve as a regional representative to CAUCE (Connecticut Association of United Church Educators). In the process of monthly CAUCE Coordinating Committee 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 “God’s Family Tree,” a musical play which was presented by the children of the Sunday School and their friends on May 21st.
- 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.
- In November Jenn Clark, Jenn Good, Stephanie Tierney, Pastor Diane and Barbara enjoyed an evening for Faith Formation leaders at Cornwall UCC which included a delicious dinner and a time to get acquainted as we shared some of our successes and challenges. There were eight churches from the Litchfield North and Litchfield South Associations represented.
- The third annual Parents’ Night Out (free dinner and babysitting for the kids) was held on Saturday, December 2nd, with much success. This year’s theme was based on the Christmas carol, *The Friendly Beasts*. The evening included pizza, cookie baking (and eating!), games, crafts, and a brief Advent candle lighting service.
- The annual Christmas pageant featured Holly Tierney as Mary, her husband Jain as Joseph and beautiful baby Marion as the baby Jesus, the first high-fiving Jesus in our memory. 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 25th. This was an ideal way to cross generations and get to know each other better. Tasty cupcakes, too!

The opposite ends of our children and youth spectrum have been especially blessed this year. Sarah Ellen Rindsberg continues as a wonderfully warm and capable friend to our youngest ones in the Nursery each week. We are delighted to welcome Erin Swett to our Faith Formation Team. Erin meets 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 value Pastor Diane and her infectious enthusiasm 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

What exactly does the Board of Christian Action do? We have two missions: to work on projects that reach out to those in our community and beyond and to make financial donations to worthwhile organizations and charities.

This year we expanded our outreach in several ways, providing more opportunities for our congregation to be involved in helping others. These included preparing and serving community dinners in Torrington and Canaan, in addition to Bridgeport. We also expanded our Giving Tree opportunities to include donations or gifts for the Astor Early Childhood Program in Millerton, the Bridgeport UCC's "Feel the Warmth" dinner with Santa, and members of the Cheyenne River Sioux Reservation in South Dakota via Simply Smiles.

Christian Action worked with Pastor Diane on the "Food Sunday" last fall and wrote a special handout about our local Corner Food Pantry, how it serves our community, and specific ways to help feed the hungry. As a followup, our church school children now collect food donations from our congregation on the second Sunday of each month.

Outreach Projects for 2017:

- ▲ "Feel the Warmth" Suppers at Bridgeport UCC
- ▲ Collection of warm coats and socks for Bridgeport UCC
- ▲ Community Dinners at the Bitterman Center in Canaan
- ▲ Community Dinners and donations to the Torrington UCC
- ▲ Giving Tree gifts for children and families at the Astor House in Millerton
- ▲ Giving Tree gifts for children at Bridgeport UCC
- ▲ Giving Tree gifts for members of the Cheyenne River Sioux Reservation in SD
- ▲ Collection of LaBonne's receipts for the Corner Food Pantry
- ▲ Donations and participation in the CROP Hunger Walk
- ▲ Collection of clothing for a charity in East Canaan
- ▲ Scholarships to Silver Lake for children from Bridgeport UCC
- ▲ Donations to 8 local organizations from Fall Festival proceeds (see below)
- ▲ Donations to 6 other organizations for generators on Sioux Reservation, health clinic in Haiti, winter shelter in Bridgeport, website update for HYSB, family helped by WSS, gifts for older children in Millerton.
- ▲ Scholarships for teens from Cheyenne River Reservation to attend a conference at Fairfield U and for a teen from Salisbury UCC to travel to the Reservation to volunteer.

Donations to Local Organizations (from the 2016 Fall Festival profits of \$6,7050):

\$1,500 to Salisbury Summer Youth Employment Program
\$1,000 to the Corner Food Pantry
\$1,000 to Chore Service
\$1,000 to Housatonic Youth Service Bureau (HYSB)
\$500 to EXTRA's after-school program at Salisbury Central School
\$500 to SOAR's enrichment program at Salisbury Central School
\$500 to Housatonic Child Care
\$500 to Salisbury Visiting Nurse Association (SVNA)
\$200 for paper supplies for Astor House in Millerton
\$6,700

Donations to Special Projects:

\$2,500.00 to Simply Smiles for generators on the Cheyenne River Sioux Reservation
\$2,000.00 to Hispanola Health Partners in Haiti for health clinic
\$1,000.00 to Housatonic Youth Service Bureau for website updates
\$1,000.00 to UCC Bridgeport for winter shelter
\$720.60 for scholarship to Olivia May to travel to SD Reservation
\$521.77 for scholarships for teens from Cheyenne River Reservation to attend conference
\$333.67 for food for Torrington Community Dinner
\$150.00 donation to UCC Torrington for community dinners
\$420.20 for food for Canaan Community Dinner
\$250.00 to WSS for a family's need at Christmas
\$250.00 to NE Community Center in Millerton for Christmas gifts
\$30.64 for candy for UCC Bridgeport Christmas Dinner
\$9,176.88

Our church has a large and generous heart for meeting a variety of needs in our own community and in the larger world. Thank you for your many contributions of time, gifts, and donations!

Jeanette Weber and Peggy Heck
Board of Christian Action



USHERS COMMITTEE REPORT

When you arrive for Sunday worship at our church the first people you meet, in addition to Pastor Diane, are the ushers. It is our privilege to welcome 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.



MUSIC COMMITTEE REPORT

The Music Committee had a very productive year providing music to enrich worship services as well as outreach initiatives including concerts and the Peace Through Understanding events. Following are highlights of the year.

Special Music Committee Accomplishments

- Revised and expanded the 2015 Music Ministry Mission/Vision statement
- Began receiving input on this statement from other committees
- Planned and presented second SCC Season 17-18 with season brochure including church-wide events
- Presented benefit for the Al Sly Fund - July 2017 – *Music on the Farm*
- Raised \$29,000 from benefit
- Started planning 2018-19 season concerts
- Continued efforts to clarify the separation of Church concerts from Salisbury Sinfonietta 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 special services
- Summer Choir sang for 1st Sunday of each month 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 between March 2017 and April 2018

Bell Choir

The Bell Choir had an active holiday season playing at St. John's in the Wilderness (Copake Falls), Geer Village, for The Feast of the Immaculate Conception at the Catholic Church in Norfolk, our own Christmas Concert and an extended prelude for our Christmas Eve Service.

In spring 2017, in addition to playing for Easter and the Mother's Day service the choir played concerts at Noble Horizons and Geer Village which they will present again this spring.

Guests & church soloists for Sunday services

6/11 Christiane Olson, soprano; 6/25 Mary Costanza, cello; 7/16 Charlie Noyes, tenor & Christiane Olson, soprano; 8/13 Charlie Noyes, tenor; 8/20 Andrea Bargabos, soprano; Christine Deng, flute; 10/29 Donald Sosin, organ; 12/10 Abby Adam, soprano; 3/4 Isabella Deng, piano; 3/29 Jennifer Oberto, soprano; 4/1 Brass Quartet; 4/8 Hotchkiss Gospel Choir;

Concerts

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

- Spring Oratorio concert – March 2017 – Dubois's *Seven Last Words of Christ* with orchestra
- Peace Through Understanding Series
Old World / New World Immigration issues – James Hammann, organist – October 2017
Asian Immigration Story with Eth-Noh-Tec – November 2017
- Christmas Concert – December 2017 – Brubeck's *La Fiesta de la Posada* with orchestra
- Peace Through Understanding Series
Welcoming Our Muslim Friends – Feb. 2018 – Turkish artists from Boston
- 37th Student Open Recital – February 2018
- Spring Oratorio – April 2018 – Haydn's oratorio *The Creation* (see collaborations)

Community Outreach

The Music Committee recognizes the important role that the music program 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.

Collaborations

- Collaborated with Norfolk UCC Church Choir for December concert and April Oratorio Concert
- Collaborated with 30 Connecticut churches and the Salisbury Sinfonietta in the Reformation Unity Celebration held at Asylum Hill Congregational Church, Hartford – October 2017
- Collaborated with Choeur de Limour, Sinfonietta de Paris and Salisbury Sinfonietta for Haydn's *The Creation*, April 2018

Inventory improvements

- Continued long-term project to organize the music library inventory and catalog.
- Initiated project to improve choir loft acoustics and seating.
- Proposed capital project to add the previously planned two ranks of pipes to the organ.

Report from the Nominating Committee
Officers & Committees of the Church
2018-2019

Moderator: **Betsy Beck***
 Clerk: **Larry Blades***

Treasurer: Jennifer Weigel
 Librarian: **Sue Bucceri***

Board of Deacons

Linda Estabrook	'19	Lorna Edmundson	'20	Bob Maxwell	'21
Sheryl Kennedy	'19	John Estabrook	'20	Charlie Norman*	'21
Cynthia LaPier	'19	Kathy Mera	'20	Karin Noyes	'21
Mary O'Neill	'19	Clare Raskoff*	'20	Jennifer Oberto*	'21

Board of Trustees

Janet Accardo	'19	Tony Good	'20	Mike Clulow*	'21
John Merwin	'19	Michael Voldstad	'20	Dan Edmundson*	'21
Susan Hassler	'19	Anne Williams	'20	Carol Magowan*	'21

Church Council Members-at-Large

Peggy Heck*	'19	Sarah Zarbock	'20	David Rich	'21
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Board of Religious Education

Debby Mark	'19	Jennifer Good	'20	Stephanie	'21
Carrie Smith	'19	Jennifer Kronholm	'20	Holst-Grubbe*	'21
Stephanie Tierney	'19	Clark		Ben Metcalf*	'21

Board of Christian Action

		Jano Farservis – Emeritus			
Susie Belcher	'19	Joanne Hayhurst	'20	Cammie Hussey*	'21
Rich Reifsnnyder	'19	Beth Isler	'20	Robert Kuhn*	'21
Kevin Wolgemuth	'19	Margie Vail	'20	Kerry Noble*	'21

Music Committee

Malcolm Brown	'19	Ward Belcher	'20	Nancy Kellett	'21
Lynn Reifsnnyder	'19	Jo Loi	'20	Rowena Fenstermacher*	'21

Ushers Committee

John Arnold	'19	Becky Belcher Feen	'20	Sal Accardo*	'21
Joe Catania	'19	Kathy Mera	'20	Roger Crain*	'21
Pat Palmer	'19	Michael Voldstad	'20	Jim Hussey*	'21
Stephanie Tierney	'19	Gina Young	'20	Sarah Morrison*	'21

Hospitality Committee

Sue Bucceri	'19	Jane Capecelatro	'20	Laura Hawks*	'21
Linda Estabrook	'19	Lee Collins*	'20	Cynthia LaPier	'21
Sheryl Knapp	'19	Lyndell Giffening*	'20	Debbie Mark	'21
Clare Rashkoff	'19	Alice Kent	'20	Nancy Rossi	'21

Delegates to State Conference & Litchfield North

Jack Bowman*

Nominating Committee

Becky Belcher Feen*	Malcolm Brown*	Sue Bucceri*
John Estabrook*	Peggy Heck	Michael Voldstad

Blue: Nominated for Election 2018

*** = First Term**

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The Congregational Church of Salisbury
Operating Budget vs. Actual
 January through December 2017

	Jan - Dec '17	Budget	% of Budget
Ordinary Income/Expense			
Income			
4999 — Draw from Endowment	219,000.00	219,000.00	100.0%
4000 — Contributions Income			
4001 — Plate -	7,726.84	8,000.00	96.6%
4002 — Pledges	249,642.45	224,000.00	111.4%
4007 — Donations - Other	2,850.00		
4020 — Legacies & Bequests	6,109.32	6,108.00	100.0%
Total 4000 — Contributions Income	266,328.61	238,108.00	111.9%
4040 — Rental Income			
4041 — Parsonage Rental Income	12,500.00	25,000.00	50.0%
4043 — Other	1,475.00	1,000.00	147.5%
Total 4040 — Rental Income	13,975.00	26,000.00	53.8%
4050 — Miscellaneous Income			
4052 — LaBannes slips	515.87	500.00	103.2%
4004 — Bells Income	900.00	250.00	360.0%
4050 — Miscellaneous Income - Other	5.82	500.00	1.2%
Total 4050 — Miscellaneous Income	1,421.69	1,250.00	113.7%
4060 — Fall Festival Net Income	5,831.90		
Total Income	506,557.20	484,358.00	104.6%
Expense			
5000 — Compensation			
5010 — Financial Assistant	26,580.25	29,458.00	90.2%
5011 — 1 Minister	65,834.08	65,834.00	100.0%
5012 — 2 Minister of Music	44,557.61	44,558.00	100.0%
5013 — 3 Sexton	13,150.69	14,908.00	88.2%
5014 — Education	9,548.01	9,548.00	100.0%
5015 — 5 Bell Choir	4,657.45	4,657.00	100.0%
5016 — 6 Guest Ministers	1,400.00	1,200.00	116.7%
5017 — Nursery Care	1,452.00	2,080.00	69.8%
5018 — Guest Musicians (Sundays)	2,150.00	2,000.00	107.5%
5021 — Administrative Assistant	17,301.97	17,653.00	98.0%
Total 5000 — Compensation	186,632.06	191,896.00	97.3%
5030 — Other Personnel expenses			
5055 — Minister Continuing Educ	2,049.00	2,049.00	100.0%
5031 — Minister Health Ins	26,077.00	26,742.00	97.5%
5032 — Minister Pension	14,000.00	14,000.00	100.0%
5033 — Minister Travel	596.35	500.00	119.3%
5034 — Minister Housing	34,166.06	34,166.00	100.0%
5036 — Music Min Health Ins	3,200.08	3,200.00	100.0%
5037 — Social Security	9,356.56	9,399.00	99.5%
5035 — Minister Tax Reim	7,649.97	7,650.00	100.0%
5038 — Workman's Comp	2,941.10	3,300.00	89.1%
5056 — In-service staff training	274.00	2,750.00	10.0%
5030 — Other Personnel expenses - O...	341.00	500.00	68.2%

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The Congregational Church of Salisbury
Operating Budget vs. Actual
 January through December 2017

	Jan - Dec '17	Budget	% of Budget
Total 5030 — Other Personnel expenses	100,651.12	104,256.00	96.5%
6100 — Office Costs			
6105 — Equip Rental - Copier	4,689.94	4,000.00	117.2%
6106 — Bank and Credit Card Fees	1,084.24		
6111 — Computer	341.75	750.00	45.6%
6112 — Electronic Communications	3,341.32	1,500.00	222.8%
6115 — Telephone	1,732.63	1,800.00	96.3%
6120 — Other	487.80	500.00	97.6%
6125 — Supplies	2,809.18	2,500.00	112.4%
6130 — Postage	734.00	1,000.00	73.4%
6140 — Payroll Costs	2,058.83	1,800.00	114.4%
Total 6100 — Office Costs	17,279.69	13,850.00	124.8%
6200 — Maintenance & Repairs			
6201 — Church Maintenance	7,512.92	10,000.00	75.1%
6202 — Custodian Supplies	1,232.97	1,300.00	94.8%
6205 — Church Repairs & Capital	6,665.77	10,000.00	66.7%
Total 6200 — Maintenance & Repairs	15,411.66	21,300.00	72.4%
6250 — Utilities			
6251 — Electricity - Church	4,478.70	4,000.00	112.0%
6252 — Electricity - Lot	539.15	600.00	89.9%
6253 — Fuel - Church	5,687.33	10,000.00	56.9%
6257 — Water & Sewer	1,173.52	1,500.00	78.2%
6259 — Propane - Church	67.99	100.00	68.0%
Total 6250 — Utilities	11,946.69	16,200.00	73.7%
6275 — Parsonage Expenses			
6281 — Parsonage - Utilities	1,099.58		
6210 — Parsonage-Maintenance & Re...	5,375.25	3,500.00	153.6%
6710 — Taxes - Parsonage	4,349.12	4,300.00	101.1%
Total 6275 — Parsonage Expenses	10,823.95	7,800.00	138.8%
6300 — Program Expense			
6301 — Audio/Visual	32.98	250.00	13.2%
6302 — Bell Choir	957.41	1,000.00	95.7%
6303 — Deacons	2,456.21	2,750.00	89.3%
6304 — Music	5,573.53	4,150.00	134.3%
6305 — Organ and Piano	1,938.00	1,500.00	129.2%
6306 — Religious Education	920.19	1,000.00	92.0%
6309 — Publicity	2,432.29	2,000.00	121.6%
6300 — Program Expense - Other	3,454.52		
Total 6300 — Program Expense	17,765.13	12,650.00	140.4%
6330 — Hospitality			
6332 — Flowers	2,172.07	2,500.00	86.9%
6333 — Kitchen	4,126.86	4,500.00	91.7%
Total 6330 — Hospitality	6,298.93	7,000.00	90.0%
6700 — Insurance - Fire, Liability...	17,117.00	17,500.00	97.8%

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The Congregational Church of Salisbury
Operating Budget vs. Actual
 January through December 2017

	Jan - Dec '17	Budget	% of Budget
6701 — Accountants	0.00	2,500.00	0.0%
6800 — Reserves			
6803 — Capital	30,000.00	30,000.00	100.0%
6805 — Sab-Ed Res - Minister	1,000.00	1,000.00	100.0%
Total 6800 — Reserves	31,000.00	31,000.00	100.0%
7000 — Benevolences			
7001 — OCWM (Our Christian world ...	20,000.00	20,000.00	100.0%
7010 — Fall Festival Benevolences	5,831.90		
7011 — Christian Action	10,465.75	10,000.00	104.7%
7012 — Bridgeport	4,372.63	5,000.00	87.5%
7013 — Deacons Discretionary	10,000.00	10,000.00	100.0%
7014 — Silver Lake	10,000.00	10,000.00	100.0%
7050 — Epiphany Fund Benevolences	27,500.00		
Total 7000 — Benevolences	88,170.28	55,000.00	160.3%
7030 — Membership	3,238.00	3,400.00	95.2%
Total Expense	506,334.51	484,352.00	104.5%
Net Ordinary Income	222.69	6.00	3,711.5%
Other Income/Expense			
Other Income			
4010 — Investment Income			
4030 — Interest Income-SBT	56.19		
Total 4010 — Investment Income	56.19		
Total Other Income	56.19		
Net Other Income	56.19		
Net Income	278.88	6.00	4,648.0%