



*The Congregational Church of Salisbury*

UNITED CHURCH OF CHRIST

*An Open and Affirming Congregation*

## **The 276<sup>th</sup> Annual Meeting, Part II**

### **Reports to the Congregation**

**Sunday, 25 April 2021**



# Covenant Prayer

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 benefiting 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.

# Contents

Call to the Annual Meeting	1
Agenda	1
Minutes of the 276 <sup>th</sup> Annual Meeting, Part I	2
Reports	3
Moderator's Report.....	3
Clerk's Report .....	2
Treasurer's Report.....	2
Pastor's Report.....	10
Music Director's Report.....	12
Coordinator of Christian Education Report.....	12
Board of Deacons' Report .....	13
Board of Trustees' Report .....	14
Board of Christian Action Report .....	16
Hospitality Committee Report.....	18
Ushers Committee Report .....	19
Music Committee Report .....	20
Nominating Committee Report .....	20
Officers, Boards, & Committees, 2020-2021	21



## Call to the Annual Meeting

The 276<sup>th</sup> Annual Meeting, Part II, of the Congregational Church of Salisbury, UCC will be held following the worship service on Sunday, April 25th for the purpose of:

1. Acceptance of the Minutes of the Annual Meeting, Part I, of October 27, 2020
2. Presentation of Reports from Boards and Committees
3. The Election of Officers and Committees
4. Other Business

## Agenda

Prayer

Call to Order

Minutes of the Annual Meeting, Part I

Acceptance and Discussion of Reports

Election of Officers and Committees

Other Business

The Pastor

Prayer

Adjournment

## Minutes of the 276<sup>th</sup> Annual Meeting, Part I

The Congregational Church of Salisbury, United Church of Christ, convened for its 276<sup>th</sup> Annual Meeting, Part I, following the 10AM worship service on Sunday, 25 October 2020.

I. Call to Order - Jenn Oberto, Clerk

II. Opening Prayer - Prayer of St. Francis, Congregation Covenant Prayer

III. Presentation of Minutes from last meeting

IV. Moderator welcome - Much to celebrate even in these times.

- We welcomed Samuel Lord Kalcheim as our designated term Minister of Music
- We have started small in-person services at 9:00am on Sundays in addition to our 10:00am streamed virtual services
- Barbara Collins has started Zoom Sunday School
- Deacons are busy with outreach to the congregation
- Trustees are overseeing many projects to improve the efficiency and accessibility of the church. Gratitude expressed to Tony Good for his work on updating the church lighting.
- Meeting dedicated to ramp project coming up
- Annual appeal will be going out in November

V. Presentation of 2021 budget - Jennifer Weigel

- Discussion of 2021 budget
- Support from our congregation is essential to continue to do the work we do, even though we have a strong endowment that has performed well during recent quarters.
- Motion to accept budget as proposed; A. Williams; Approved by show of hands
- Gratitude expressed to Jennifer Weigel for her work on the budget and her care for keeping the church steady during the times of personnel changes with the administrative assistant and financial assistant.

VI. Presentation of Nominating Committee slate

- Current slate of volunteers presented, though we will need a few more folks on this committee.
- Motion to approve - J. Weigel, Approved through show of hands

VII. Pastor's Report - Gratitude expressed for all the hard work we have continued to do as a church during this challenging time.

VIII. Closing Prayer

Motion to Adjourn: A. Williams, approved by acclamation.

Respectfully submitted,  
Jennifer Oberto, *Clerk*

# Reports

## Moderator's Report

And what a year it's been.

Today, as I welcome the message of Easter rebirth and I bask in the beauty of this sunny day in this oh-so-gorgeous corner of the world, I feel the flood of gratitude for all that has happened and for all of the energy in our church community that has sustained us and kept us connected throughout the past year, in this time of distance and isolation. And I welcome the awakening of hope that the major disruptions caused by the pandemic in all of our lives will soon be behind us.

The committee updates included with this report will go into more detail about the work they have been doing. On behalf of the whole congregation, I would like to thank the individuals and groups who have participated in the on-going discussions and who have worked tirelessly on behalf of our church family.

In many ways, the Church Council has spent the year supporting the efforts of these individual committees. From Deacons' phone calls to Trustees' attention, care, and vision for our Meeting House; from Christian Action's eagerness to continue to connect with and to support community organizations, to the Ushers helping us gather safely in person for an abridged Sunday service and for the monthly Midday Music and Meditation; and including the Music Committee's efforts with Dr. Samuel Lord Kalcheim to provide opportunities for our choir to be a part of our online services; there has been much to oversee and appreciate.

Before I get too far ahead of myself, I would like to thank the members of the Church Council for their oversight of the committees they represent and for their dedication, faithfulness, and support throughout the year:

Janet Accardo  
Malcolm Brown  
Barbara Collins  
Lorna Edmundson  
Linda Estabrook  
Peggy Heck  
Samuel Lord Kalcheim  
Janet Kaufman

Cynthia LaPier  
Kathy Mera  
Pastor John Nelson  
Kerry Noble  
Jenn Oberto  
David Rich  
Jennifer Weigel

And now we look ahead to the future:

- Taking the pulse of our congregation through the Holy Cow Consulting assessment tool and welcoming the interpretations it offers;
- Looking to the Holy Spirit and the input of our congregants to guide the Designated Term Search Committee in considering — and recommending to the congregation — how to proceed in calling the next settled pastor;

- Preparing ourselves, our programs, and our infrastructure for a time when we can return to offering our main worship in the Meeting House;
- Returning to the pre-pandemic priorities of updating our bylaws and policies;
- Continuing to reach out to others, to offer our help and support, to open our doors as widely as possible, and to actively encourage and welcome broad-based participation in the life of our church.

It is impossible to end this report without sharing my most profound gratitude for Pastor John. He has grounded us, led us through a time of dramatic turmoil, and inspired us with his positively unflappable enthusiasm. Without warning and without training, he had to step up to the task of organizing and producing an online worship service that now goes out to a wide range of people. I never would have imagined that the Christmas Eve service or the Tenebrae and Easter services could be as moving on Zoom as they were! The power of Pastor John's spiritual leadership and experience continue to guide us as we seek to be all that we can be as a church community in today's world.

Gratefully,  
Betsy Beck

## Clerk's Report

Total Membership as of 26 April 2020: 176

Covenant Partners transferred or withdrawn: none reported

In Memoriam: Ronald Jones

Total Membership as of 25 April 2021: 175

## Treasurer's Report

The Operating Budget vs. Actual Report for 2020 follows this report (see page 7) and provides an overview of how your support was put to use over the course of the year. A narrative summary of other funds and transactions is provided below, and a complete Statement of Income and Expenses for 2020 including non-budgeted items is on file in the office. Please let me know if you would like a copy of that additional report e-mailed to you.

2020 was the year the COVID-19 pandemic arrived in the United States, closing the church building, sending worship exclusively online for months and cancelling or upending most church activities. While the Church's net operating budget for 2020 is positive, the Trustees could not have predicted when we put this budget together what the year 2020 would look like, so many budget lines require explanation.

## Operating Income

The budget included an anticipated withdrawal from the Special Music Fund for \$10,000, but all music programs were cancelled so the funds were not withdrawn. In terms of Pledge payments, we already had the ability to receive electronic donations but relatively few members were



using it and since there was no worship service to drop off pledge donations, regular member pledge receipts slowed during March and April. By May, as it became apparent that on-line services would continue indefinitely, members developed alternate arrangements for making their pledges and things picked up again. Many people signed up to make regular pledges electronically while others began to mail their checks to the church office on a regular basis. We were very grateful for this. However, with no in-person services until the fall and no large Easter or Christmas services to draw the occasional visitor, cash donations collected via the plate, budgeted at \$7,000, totaled only \$1,400.

We received pledge donations for 2020 of \$196,898, almost \$52,000 less than the budgeted amount. We acknowledge that the Trustees had budgeted aggressively and that the budgeted pledge number was aspirational even before COVID-19 made things more difficult. In addition to those two issues, the upheaval in the music program at the end of 2019 resulted in lost pledge income from a few church members.

Rental income, although not a large number in a normal year, was essentially eliminated as gatherings were curtailed due to the pandemic. There was no Fall Festival in 2020. Finally, we applied for and received a \$5,000 grant from the State of Connecticut as part of the CARES act, earmarked for non-profit organizations whose income had been reduced by the pandemic. Those funds were designated as operating funds.

The bottom line is that operating income was only about 88% of budgeted income, but since so many of the usual church expenses were curtailed as well, this was not the problem it could have been.

NOTE: The Trustees had applied for and received a loan for the Church under the first Paycheck Protection Program (PPP) when it was initially announced in the spring of 2020, but after receiving feedback from members and the Church council, the entire amount was returned. The Trustees felt that since the application specified that PPP funds applied for were “necessary” for the continued operation of the organization, which was not technically the case for our church, the funds should be returned for other organizations whose situation might be more desperate.

## **Operating Expenses**

The silver lining to the COVID-19 pandemic’s curtailment of church activities was that we were forced to reduce our activities and therefore our expenses. Personnel expenses were a substantial part of these savings. The year began with the departure of both our Music Minister and Financial/Administrative Assistant. After an initial search for a full-time Financial / Administrative Assistant was unsuccessful, the decision was made to split the job into 2 part-time positions, with Lorianne Chevremont hired as Administrative Assistant and Brent Heath as Bookkeeper at the beginning of March 2020. When COVID- 19 closed the church and church activities became remote, we maintained all staff on payroll at their budgeted levels. By the end of April however, Brent had resigned, leaving the Bookkeeper position vacant once again and the hiring process complicated by the shutdown. Thanks to the hard work of the Music Committee and Pastor John, Dr. Samuel Lord Kalcheim eventually joined the Church as Transitional Director of Music in June, followed by Alex Bercy as Bookkeeper in July. Barbara

and Lee Collins provided the music for services until June, and I covered essential bookkeeping tasks on a volunteer basis until Alex arrived in July, so the church was able to reduce payroll expenses to offset the reduction in income.

### **Expense lines of note in 2020:**

*5000 – Compensation:* Many salary lines were affected by the pandemic lockdown. The Minister, Director of Education and Bell Choir Director remained employed and compensated as budgeted. The Youth Group Leader was paid through the end of the school year, but it was decided not to attempt a youth group remotely in the fall so those funds were not expended. Continuing the principle of maintaining employment for existing employees, the Sexton, who was usually paid on an hourly basis was instead paid for his budgeted hours, since the church was closed and required hours were greatly reduced. The Administrative Assistant and Bookkeeper/Financial Assistant were paid for hours worked (which was also their budgeted hours) but since the church went several months without a financial assistant, there were savings in that line. The Guest Musicians line represents the cost to provide music from the beginning of the year to when Samuel was hired and also includes the cost of the Cantor, soprano Jennifer Oberto, whose participation in the recorded services improved the musical experience for the remote congregation. Finally, given the challenges and obstacles faced and overcome by Pastor John as he learned to record and transmit services, lead the church remotely, operate with minimal staffing and hire new employees during the pandemic, the Trustees elected to award Pastor John a one- time \$5,000 bonus in recognition of his leadership and hard work. This amount is reflected in his compensation for 2020.

*5030 – Other Personnel Expenses:* Savings here result largely from items related to the Director of Music's part-year tenure, but also from pandemic-related reduction in travel on the part of the Minister. The In-service staff training line included a conference for the Director of Music which was cancelled, as was so much else in 2020.

*6100 – Office Costs:* Despite the pandemic, the Church continued to operate as reflected in these expenses. Overages in credit card fees were the result of more members paying their pledges electronically, and the Computer and Technology line was over budget because of changes we needed to make to support the on-line delivery of the Sunday service. Other expenses related to the shift on-line were covered by Capital expenses, as will be outlined later in this document.

*6200 – Maintenance & Repairs:* We had several capital projects, but most of those were paid from the Capital Fund and are therefore reported outside of the budget.

*6300 – Program Expense:* Programs were greatly curtailed during the pandemic. The largest savings in this section is the Music budget since there were no concerts or performances. Note that this savings is partially offset by the reduction in the income line since no funds were withdrawn from the Special Music Fund either.

*6330 – Hospitality:* There were substantial savings in this line since the Hospitality Committee was not able to host any of the usual events.

*6701 – Accountants & Professional Fees:* The Church had anticipated conducting the Holy Cow Survey in 2020 but ultimately felt that the survey might yield more useful information if conducted after the pandemic situation had resolved somewhat. It is currently scheduled to be conducted in the Spring of 2021.

*7000 -- Benevolences:* All Benevolences were expended this year, with an additional amount of \$3,000 allocated to the Christian Action Committee to support local organizations during the pandemic. The Trustees voted to allocate the \$14,000 net of income vs expenses in the final 2020 Operating Budget, called the Epiphany Fund, to the Benevolence checking account, which has been a vital resource for needy families in our community during this exceedingly difficult year.

**Operating Checking Account Balance as of 12/31/20** **\$79,058**

## **Non-Budgeted Funds and Transactions**

**Benevolence Fund** **Balance 12/31/2020** **\$82,535**

The Benevolence Fund was opened in 2018 specifically to support families and members of our community who are in need. It has been funded since its inception from the Deacon's Discretionary Budget line, the 2017 Epiphany Fund, and individual donations including an extraordinarily generous anonymous donation of \$100,000 received in 2019. The Trustees also voted to direct 2020 Epiphany Funds of \$14,000 to the Benevolence account, given its importance during this unprecedented year. The Benevolence Fund was a tremendous resource for Pastor John as he worked to meet the needs of members of our community impacted by COVID-19.

### **Legacies and Bequests**

There were no Legacies or Bequests received in 2020.

**Special Music Fund** **Balance 12/31/2020** **\$22,913**

Since there were no musical performances in 2020 as a result of COVID-19, there were no transactions on the Special Music Fund in 2020.

**Capital Available** **Balance 12/31/2020** **\$174,141**

In 2020, the Trustees authorized capital fund expenditures in several areas. First, the handbells were completely refurbished as previously scheduled at a cost of \$7,100. There was an anticipated expense for replacement cases for the handbells but the pandemic made it too difficult to investigate and purchase these so that cost was deferred. The pandemic lockdown made a new camera and various accessories necessary to record and prepare the Sunday service, so \$2,953 was spent on that equipment. \$1,310 was spent upgrading our electrical service, which had been a problem for the kitchen equipment. \$5,277 was spent keeping up with required maintenance on our Meeting house, specifically on steeple and chimney repairs up above, and masonry repairs to steps down below. Finally, with the leadership of the Green Team and Church Council, the church has embarked on a Green Church initiative involving energy-efficient improvements. \$20,810 was spent in 2020 on the initial stages of this project,

specifically on an energy audit, project development and planning and a partial payment of the lighting project.

## Investment account

**Balance 12/31/20**

**\$7,796,547**

Despite widespread concerns over the pandemic, 2020 was a positive (albeit volatile) year for the stock market. The church's Investment Account returned 20.3% (after fees) compared to a 16.3% return for the benchmark (the Vanguard Balanced Index Fund). This performance built on strong returns in 2019 (+21.1% after fees).

The Investment Account balance at the end of 2020 was \$7,796,547. During 2020, \$251,760, representing 3.73% of the average year-end fund balance for the prior three years was withdrawn from the account to support the church's mission.

Looking ahead, a multitude of factors should support a continued rebound in the US economy. These include widespread vaccinations, an accommodative Federal Reserve, fiscal stimulus measures, and a surge in consumer net worth (and housing), which should drive consumer confidence. While we are cognizant of the recent market performance, higher valuations, and the potential for a market correction, it appears that the US economy remains on solid footing, and should ultimately emerge from this crisis more agile, flexible, and efficient. Our Investment Account balance was \$8.05 million as of March 31, 2021. Year-to-date returns were 4.1% vs. 2.3% for the benchmark.

Sidenote: The Investment Committee and the Board of Trustees conducted a lengthy review process regarding management of the Investment Account. The review was focused on socially responsible investing, past performance and fees. Following a request for proposals process, during the first quarter of 2020, management of the Investment Account was moved to FL Putnam, an investment management company based in Wellesley, MA.

Respectfully submitted,  
Jennifer Weigel, *Treasurer*

Salisbury Congregational Church - Investment Report										
Date	Endowment Balance	Quarterly Withdrawals	Quarterly Returns	YTD Returns	Benchmark Quarterly	Benchmark YTD Returns	Portfolio Mix			
					VBINX	VBINX	Cash	Bonds	Real Estate	Equity
12/31/19	6,699,086	62,940								
3/31/20	6,008,860	62,940	-9.4%	-9.4%	-11.6%	-11.6%	8%	37%	0%	55%
6/30/20	6,717,517	62,957	12.8%	2.2%	14.2%	1.0%	4%	28%	0%	68%
9/30/20	7,127,861	62,957	7.0%	9.2%	5.7%	6.7%	3%	27%	0%	70%
12/31/20	7,804,202	70,079	10.4%	20.3%	8.9%	16.3%	6%	24%	0%	70%
3/31/21	8,052,224		4.1%	4.1%	2.3%	2.3%	0%	23%	5%	72%

## Operating Budget vs. Actual Report for 2020

The Congregational Church of Salisbury Operating Budget v. Actual January through December 2020			
	Jan - Dec 20	Budget	% of Budget
<b>Ordinary Income/Expense</b>			
<b>Income</b>			
4997 - Draw from Special Music Fund	0.00	10,000.00	0.0%
4999 - Draw from Endowment	251,760.00	251,750.00	100.0%
4000 - Contributions Income			
4001 - Plate -	1,420.25	7,000.00	20.3%
4002 - Pledges	196,898.08	248,750.00	79.2%
4007 - Donations - Other	0.00		
Total 4000 - Contributions Income	198,318.33	255,750.00	77.5%
4040 - Rental Income			
4043 - Other rental income	945.00	1,500.00	63.0%
Total 4040 - Rental Income	945.00	1,500.00	63.0%
4050 - Miscellaneous Income			
4109 - Grant Income	5,000.00		
4052 - LaBannes slips	53.67	500.00	10.7%
4056 - CROP Table	0.00		
4004 - Bells Income	0.00	250.00	0.0%
Total 4050 - Miscellaneous Income	5,053.67	750.00	673.8%
4060 - Fall Festival Net Income	2.55		
Total Income	456,079.55	519,750.00	87.7%
Gross Profit	456,079.55	519,750.00	87.7%
<b>Expense</b>			
5000 - Compensation			
5026 - Youth Discussion Group Leader	1,500.00	2,700.00	55.6%
5010 - Financial Assistant	20,058.44	26,780.00	74.9%
5011 - 1 Minister	76,835.57	71,415.00	107.6%
5012 - 2 Minister of Music	21,596.37	48,690.00	44.4%
5013 - 3 Sexton	17,091.69	16,604.00	102.9%
5014 - Education	10,698.44	10,636.00	100.6%
5015 - 5 Bell Choir	5,218.46	5,188.00	100.6%
5016 - 6 Guest Ministers	600.00	1,200.00	50.0%
5017 - Nursery Care	356.56	1,800.00	19.8%
5018 - Guest Musicians (Sundays)	7,850.00	2,200.00	356.8%
5021 - Administrative Assistant	15,219.00	19,660.00	77.4%
Total 5000 - Compensation	177,024.53	206,873.00	85.6%
5030 - Other Personnel expenses			
5022 - Pastor Search	26.00		
5039 - Music Minister Pension	333.36		
5055 - Minister Continuing Educ	2,027.55	3,000.00	67.6%
5031 - Minister Health Ins	27,653.82	27,756.00	99.6%
5032 - Minister Pension	14,921.85	14,945.00	99.8%
5033 - Minister Travel	1,109.17	3,000.00	37.0%
5034 - Minister Housing	35,541.19	35,334.00	100.6%
5036 - Music Min Health Ins	533.81	4,125.00	12.9%
5037 - Social Security	9,254.57	10,418.00	88.8%
5035 - Minister Tax Reim	8,214.31	8,166.00	100.6%
5038 - Workman's Comp	2,764.00	2,300.00	120.2%

Operating Budget vs. Actual Report for 2020, p. 2 of 3

04/13/21

The Congregational Church of Salisbury  
Operating Budget v. Actual  
January through December 2020

	Jan - Dec 20	Budget	% of Budget
5056 · In-service staff training	821.76	3,250.00	25.3%
5030 · Other Personnel expenses - Other	101.00	500.00	20.2%
Total 5030 · Other Personnel expenses	103,302.39	112,794.00	91.6%
6100 · Office Costs			
6105 · Equip Rental - Copier	5,189.28	5,000.00	103.8%
6106 · Bank and Credit Card Fees	1,470.28	1,000.00	147.0%
6111 · Computer & Technology	3,034.08	1,000.00	303.4%
6112 · Publicity & Marketing	2,499.40	2,750.00	90.9%
6115 · Telephone	1,882.83	1,900.00	99.1%
6120 · Other	80.75	500.00	16.2%
6125 · Supplies	3,030.51	2,750.00	110.2%
6130 · Postage	768.54	1,000.00	76.9%
6140 · Payroll Costs	2,053.37	2,250.00	91.3%
Total 6100 · Office Costs	20,009.04	18,150.00	110.2%
6200 · Maintenance & Repairs			
6201 · Church Maintenance	10,685.13	14,000.00	76.3%
6202 · Custodian Supplies	606.88	1,300.00	46.7%
6205 · Church Repairs & Capital	1,892.96	7,500.00	25.2%
Total 6200 · Maintenance & Repairs	13,184.97	22,800.00	57.8%
6250 · Utilities			
6251 · Electricity - Church	3,676.25	5,000.00	73.5%
6252 · Electricity - Lot	545.48	600.00	90.9%
6253 · Fuel - Church	6,589.93	7,000.00	94.1%
6256 · Gas and Electric	0.00	0.00	0.0%
6257 · Water & Sewer	427.66	750.00	57.0%
6259 · Propane - Church	15.95	100.00	16.0%
Total 6250 · Utilities	11,255.27	13,450.00	83.7%
6300 · Program Expense			
6301 · Audio/Visual	461.15	300.00	153.7%
6302 · Bell Choir	461.24	1,000.00	46.1%
6303 · Deacons	1,596.99	2,750.00	58.1%
6304 · Music			
6312 · Concerts/Events	0.00	15,250.00	0.0%
6304 · Music - Other	1,753.41	7,380.00	23.8%
Total 6304 · Music	1,753.41	22,630.00	7.7%
6305 · Organ and Piano	1,530.58	1,500.00	102.0%
6306 · Religious Education	914.97	1,000.00	91.5%
6309 · Publicity	0.00		
Total 6300 · Program Expense	6,718.34	29,180.00	23.0%
6330 · Hospitality			
6332 · Flowers	1,193.89	2,500.00	47.8%
6333 · Kitchen	442.13	4,500.00	9.8%
Total 6330 · Hospitality	1,636.02	7,000.00	23.4%
6700 · Insurance - Fire, Liability...	16,684.00	16,500.00	101.1%
6701 · Accountants & Professional Fees	0.00	2,500.00	0.0%

*Operating Budget vs. Actual Report for 2020, p. 3 of 3*

04/13/21

The Congregational Church of Salisbury  
Operating Budget v. Actual  
January through December 2020

	Jan - Dec 20	Budget	% of Budget
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 Church's Wider Missi...	20,000.00	20,000.00	100.0%
7010 · Fall Festival Benevolences	0.00		
7011 · Christian Action	24,000.00	21,000.00	114.3%
7012 · Bridgeport	4,000.00	4,000.00	100.0%
7013 · Deacons Discretionary	911.23	2,000.00	45.6%
7014 · Silver Lake	10,000.00	10,000.00	100.0%
7050 · Epiphany Fund Benevolences	14,000.00		
Total 7000 · Benevolences	72,911.23	57,000.00	127.9%
7030 · Membership	1,670.00	2,500.00	66.8%
Total Expense	455,395.79	519,747.00	87.6%
Net Ordinary Income	683.76	3.00	22,792.0%
Other Income/Expense			
Other Income			
4010 · Investment Income			
4030 · Interest Income-SBT	22.24		
Total 4010 · Investment Income	22.24		
Total Other Income	22.24		
Other Expense			
6901 · Benevolence Expense	0.00		
Total Other Expense	0.00		
Net Other Income	22.24		
Net Income	706.00	3.00	23,533.3%

## Pastor's Report

Grace and peace be yours, beloved friends!

In reporting to our congregation one year ago I noted that we were moving through uncertain times, as the COVID-19 pandemic surged and spread with little to indicate its ultimate extent. We have gained a year of hard experience — and uncertainty has proved itself a steady companion. The ordinary patterns of work, service, worship, and play have shifted into an extraordinary mode. We can only begin to guess at what “new ordinary” patterns may come to be.

As people who put God’s Word at the center of our faith, we turn to the hymns that we and our ancestors have sung for well over two millennia through every time of trouble and every moment of grace:

*O Sovereign One, You have been our dwelling place  
from generation to generation.  
Before the mountains were born,  
Before You had brought forth the earth and the world,  
from everlasting to everlasting You are God.  
Turn back to us, O Holy One!  
How long will it be?  
Have compassion on Your servants!  
Fill us each morning with Your steadfast love,  
So that we may rejoice and be glad all our days. (from Psalm 90)*

The central activity of our faith is to gather to hear God’s Word and be renewed by the Spirit. When we members of our church lead us in responsive readings every Sunday, we are not only speaking words that have enriched lives for generations: we are allowing God’s Word to form and re-form us, giving strength and wisdom “for the living of these days,” as another great hymn sings.

Gathering for worship has had interesting challenges. One year ago, we were meeting in video conferences on Sundays. Barbara and Lee Collins were leading music, deacons were reading ancient and modern testimonies, I was preaching — all in real time, with real technical challenges and glitches! Still, we put the Word at the center of our gathering every week, and music carried our praise to our hearts and God’s ears. Over the course of the year, we improved our on-line worship so that your experience could focus more on the message and less on the glitches. The tasks of devising worship, making recordings, designing graphics, editing videos, and troubleshooting digital sharing (in addition to sermon preparation) has occupied the largest portion of my time and energy. On a few special occasions — Christmas Eve, Palm-Passion Sunday, Maundy Thursday among them — we were able to make use of video technology to create worship experiences that would not have been possible in person.

When Samuel Lord Kalcheim joined us in mid-2020 he came not only with exceptional musical talents and experience, but also with skills for capturing his offerings in video and audio. When challenges arise he responds with quick creativity, good humor, and a readiness to



collaborate. Joined by Jennifer Oberto as cantor, Samuel brings musical gifts to us each week that delight the ear and transport us into the embrace of wonder and grace. Samuel has re-gathered our choir with multiple opportunities to create beautiful choral music, making use of computer technology to blend our voices. (A silver lining of recorded worship is that I've been able to join the choir for those projects, which is a special pleasure.) Samuel also served on our *ad hoc* "Phasing Forward Task Force," which helped lead us to create a special format for in-person worship that allowed us to gather safely, beginning last September.

The question still rises: When will we resume having our full worship service in the Meeting House? With the "Phasing Forward" group we reached this answer: *when a consensus of public health officials tells us it is safe to sing together*. We have learned that singing is an especially potent way of spreading aerosolized droplets, which is how the coronavirus spreads. Because singing together is inseparable from our tradition and understanding of praising God, the ability to safely do so is currently our best criterion for calling the congregation to gather again in person.

While our church life centers in worship and our encounter with God's Word, it quickly spreads out from there: in care for our community; in stewardship of the resources God has placed in our keeping; in learning and prayer. All the ministries we do in Jesus' name have had to adapt — and all have continued, thanks to the dedication and inventiveness of our boards and committees. Our office staff, Loriann Chevremont and Alex Bercy, effectively carried out their ministries from home until it was safe to use the church offices again (masked and distanced). Barbara Collins has learned new ways to share the stories of our faith using videoconferencing, and she reaches a faithful and enthusiastic multigenerational group each Sunday morning. Mary Davidson has planned carefully and actively to gather the Handbell Choir again — and while it hasn't yet been safe to do so, her dedicated preparation continues to bless us. Cory Wiggins has kept our Parish House in good and safe condition for all its uses, which this year have included a notable increase in Red Cross Blood drives. Our Wednesday afternoon and Friday morning Bible studies continue to meet online, together probing the New Testament's Pastoral Letters, the Revelation to John, the passion according to Mark, and recently beginning a journey through Jonah and Ruth.

As I write this message I have completed two years of my three-year contract as your Designated-Term Pastor and Teacher. The unexpected challenges have been taxing — but the presence of God's Spirit in the congregation and its leadership has been astounding. I am particularly grateful for the resolutely positive, thoughtful, faithful leadership of Moderator Betsy Beck: it is an honor to work closely with such a servant of God, and to see that leadership so well shared by the Church Council and you who devote your energy, time, and resources to our life together. I have told the Council and the leadership of the soon-to-be formed Designated Pastoral Search Committee that I would be pleased and honored to be your next settled Pastor. However that process leads us, I remain deeply grateful to serve within this church.

God's richest blessings to you,  
Pastor John

## Music Director's Report

Thinking over this past year, my first year at Salisbury UCC, I can once again say that I am very lucky to be working in this kind, supportive community. The pandemic has made this year far from ordinary for our church music, but with the support of Pastor John, the entire staff, the music committee and the choir, I think we've managed to make the best of the situation.

While not the same as a live experience, our recorded services have had their own special charms. Video recordings of the organ voluntaries have allowed for an up-close look at my playing. Scrolling score hymns videos have nicely facilitated at-home singing. So much thanks is due Jennifer Oberto, whom we hired as cantor to sing hymns and solos for Sunday services. Jenn's lovely voice has been a reassuring constant in our weekly online services.

While the choir is extremely eager to be back singing in person, they have done a fantastic job contributing to virtual projects. The whole group bravely faced the challenges of learning to record into Soundtrap. The final recordings have been fun to edit together, and (I think), have ended up sounding remarkably well. Some highlights from our virtual music presented thus far were the Stanford's gorgeous *The Blue Bird*, presented during our creation season, the Christmas Lessons and Carols service, with two fabulous choral anthems and 4 choral hymns, and our recent Hallelujah chorus for Easter--a collaboration with Trinity Lime Rock.

The small ways we have been able to open up and present live music have also been precious. The monthly half hour *Midday Music and Meditation in the Meeting House*, each first Friday at noon, has given parishioners an opportunity to hear live music in the space they know and love. These have been enjoyable, sometimes positively joyful occasions for me. Our brief in person Sunday services have been another place to share organ music live and in the context of the word.

Samuel Lord Kalcheim,  
*Transitional Music Director*

## Coordinator of Christian Education Report

Christian Education has taken various twists and turns during the pandemic of the past year. Several snail mail and online offerings were made available to our families since last March, including special resources from Illustrated Ministries for Lent, Easter and Pentecost; two resources from the SALT project: "A Guide to Self-Care for Families at Home Together" and "A Guide to Summer Self-Care for Families on the Go" and special activities for Thanksgiving and Advent. Each child and youth received homemade personalized back-to-school, Christmas, Valentine and Easter cards.

In May I began what I have come to call my "Journey of Webinars," with catchy titles like: "The Spiritual Nature of Intergenerational Ministry;" "From Pivoting to Innovation: Designing Faith Formation in 2020-2021," "Ministry Ideas for Covid Autumn," "From Teaching to Equipping," "From Gathering to Connecting," "Leaving No One Behind: Pandemic Era

Ministry with Children, Youth and Families,” and “Ministry after Covid: What have we learned? What comes next?”

I gleaned a lot from these workshops. In October I finally took the plunge and decided to provide Zoom Sunday School. Pastor John was very supportive and helpful as I stepped way out of my comfort zone. We decided to “sandwich” 20-minute Sunday School between the 9:00 in-person worship and the 10:00 online worship. To my surprise and delight, I LOVE preparing these sessions; I spend many (mostly!) happy hours on the internet and YouTube, “curating” materials for each week. While our attendance is not large (usually 20) it is truly inter-generational and draws regulars from Salisbury, Sharon, East Canaan, Greenwich, Ansonia, Mansfield, MA and Ithaca, NY. There’s always room for many more!

In October and November our theme was “God’s Great Creation” (water and food); Advent was the December theme. In January we began “Meeting Jesus,” with Bible stories that spanned Jesus’ life from the visit of the Magi to the women at the tomb.

What have I learned? A lot! What comes next?” One panelist at a UCC webinar put it succinctly: “Allow yourself to not know.”

Barbara Collins  
for the Board of Religious Education

## Board of Deacons’ Report

Not surprisingly, the nature of the Deacons’ work throughout 2020-2021 was dramatically altered by the Pandemic. Our numbers were somewhat diminished all year long, due to the demands of some having to supervise their children as they attended school from home, serving as front-line workers, or being called to another Church Committee. We thanked Clare Rashkoff, Jennifer Good, and Carol Magowan for their service. We were unsuccessful in recruiting replacements for them, this being a stressful year for so many. So far, for the coming year, we know we will be welcoming at least three new Deacons, Deborah Moore, Janet Kaufman and Pat Palmer. We hope to recruit two more.

Some of the Deacons’ usual responsibilities, such as serving communion, assisting in-person at special services (Noble Horizons etc.), and offering Lenten dinners and the Sunday School Breakfast, were not possible during the Pandemic. However, we continued to meet regularly, serve as and recruit lay readers, provide monthly reflections for the *Meeting House Times*, and assist in the preparation of the online and ½ hour in-person Sunday services in any way we possible. Several Deacons participated in preparing and/or delivering prepared meals at several times in the year. We continued, as always, to assist our Pastor in planning worship services at Christmas, Palm Sunday, Maundy Thursday, and Easter Sunday.

In a year in which so many were alone, anxious, confined, ill, or burdened with overseeing children’s schooling from home or serving as front-line workers, we devoted heightened efforts to staying in close touch with congregants – especially the ill and elderly - and providing support when desired and possible.

Once again, this year, we called everyone in the congregation to inquire about their well-being and to offer support when needed. We submitted a summary report to the Church Council on what we learned from these calls. Some of this information should be helpful to us during the upcoming congregational assessment process.

We made special efforts to be present to those on our “Care List” by delivering Christmas Poinsettias, Valentines, and Easter lilies, not only to our older congregants, but to those who are front-line workers and those who are alone. We’re very grateful to Linda Estabrook for the key role she plays in securing the flowers for distribution.

In addition to offering emotional support, we used discretionary funds to provide laptops, hymnals, and other kinds of requested support. We also donated unused budget funds for several urgent purposes, including augmenting the general Church budget. The Deacons were very pleased to make our unexpended budget funds available to the Christian Action Committee on two occasions: First, at Christmas to augment our support for three local organizations: Salisbury General Association; Canaan Social Services; and the North West Community Center; and second, recently, to support the gratitude events at Silver Lake to honor front-line workers will be honored. Many of us plan to participate in the events themselves.

As required by the Church Bylaws, the Deacons participated in the early stages of the Designated-Term Pastor Search Process by offering names of possible committee members for consideration by the Church Council. We look forward to participating as the process moves forward.

The Deacons remain deeply grateful for the leadership and spiritual guidance offered by Pastor John. We find him remarkable, not only in his role as a pastoral leader, but as someone who sets quite a pace for learning and adapting to changing circumstances, as he selects amazing works of art to post at services and clearly has mastered the technology necessary to make the services work so smoothly.

We applaud Samuel and Jennifer’s beautiful music – violin, organ, and voice – and are grateful to Loriann Chevrement for her cheerful administrative assistance. We are also grateful for the many ways in which all of the staff members and the church Treasurer – Barbara, Mary, Alex, Corey, Jennifer W. — enrich our church community in seen and unseen ways. I especially want to thank Theresa Carroll and Karin Noyes who were at my side, helping throughout the year to accomplish the Deacons’ goals.

We are blessed to serve this Pastor and this Congregation.

Respectfully submitted,  
Lorna Edmundson, Chairs of the Board of Deacons

## **Board of Trustees’ Report**

The Board of Trustees is responsible for the maintenance of the church building and grounds, overseeing the church finances and investments, and ensuring that personnel policies are followed. The two subcommittees of Trustees are the House and Investment Committees.

We thank the House Committee chaired by Anne Williams and assisted by John Merwin, Carol Magowan and Angela Lomanto for all their hard work this past year. As stewards of God's creation, we aim to do our part to preserve the planet and ecosystem. With climate change we need to lower our use of fossil fuel. Replacing outdated systems with energy efficient alternatives enables us to save money and achieve this goal. The House Committee together with the Green Team prepared an information session for the congregation in late March to explain the Solar Sustainability and Energy project. The four components were:

- Lighting - converting the Meeting House and Parish hall lighting to LEDs – completed with the exception of the cove lights which is in progress
- Solar arrays for energy production and roofing
- HVAC: heating, ventilation, air conditioning and water conservation
- Weatherization/Insulation

Work will continue on these projects as the Trustees obtain approval from the congregation and the town. The House Committee also:

- contracted with McAuliffe to repair masonry on the north side of our front steps;
- engaged MHR Consulting to do an energy audit;
- contracted with Greenleaf to convert the lighting to LEDs;
- approved a gardening contract for 2021;
- is obtaining designs for a handicap ramp leading to the Meeting House main entrance.

The Investment Committee chaired by Michael Clulow and comprising Roger Crain, Michael Voldstad, and Sal Accardo, with Treasurer Jennifer Weigel, oversees the church Endowment Fund. We thank the committee members, F.L Putnam our money managers, and a strong stock market for a significant increase in our Endowment this year. It enables us to help meet operating expenses, pay capital expenses and supplement benevolence and Christian Action giving. The Trustees are grateful to Dan Edmundson, assisted by Bob Keiter, for once again leading the Annual Appeal and meeting our goal.

Finally, we are grateful to the church staff, Loriann Chevremont, Administrative Assistant, Music Director Dr. Samuel Lord Kalcheim, Cory Wiggins, Sexton, and Bookkeeper Alex Bercy for their service. Leading us all is Pastor John Nelson who directs the staff, meets with committees, plans Sunday services, and manages all the technology. When Covid required us to hold church using Zoom and YouTube we realized our technology needed upgrading. Therefore, the church authorized the purchase of a new camcorder and computer. Each Sunday, Pastor John, Samuel, Jen Oberto, the choir, and Deacons provide an inspiring church service featuring various readers, beautiful music, photos and graphics. Pastor John's dedication and versatility has been a huge asset to our congregation and we can't thank him enough.

Respectfully submitted,  
Janet Accardo, *Chair*

## Board of Christian Action Report

The Board of Christian Action (BCA) promotes a serving fellowship and supports Christian solutions to human and social problems. Kerry Noble and Joanne Hayhurst served as Co-Chairs. BCA is comprised of nine members, each serving in 3-year terms of three persons rotations. Those whose terms ended in 2020 were Joanne Hayhurst, Beth Isler and Margie Vail; they all volunteered to serve another 3-year term. Terms for Cammiel Hussey, Robert Kuhn, and Kerry Noble end May 31, 2021. (Robert Kuhn resigned November 2020 due to his move to Florida). Terms for Brenda Boone, Joanne Taber and Barbara Wiggins end May 31, 2022. Terms for Margie Vail, Joanne Hayhurst and Beth Isler end in 2023. We are grateful that Theresa Carroll served as a volunteer attendee at most Christian Action meetings throughout 2020.

What follows is Christian Action's report of activities by month during 2020. The Coronavirus Pandemic affected our activities beginning in March 2020, but the Board carried on by zoom meetings throughout the rest of the year.

*January 2020:* The year began with \$21,000 in the Christian Action Budget for 2020 (line 7011) and \$4000 for Bridgeport UCC/ Nourish Bridgeport (line 7012). This budget had been approved at the October 2019 Salisbury Congregational Church UCC Annual Budget Meeting. At our January meeting, the Board discussed allocations, which had been approved by our Board in August 2019. We would distribute checks to the 19 recipients at our planned Community Partnership Service on March 22, 2020. Organizations and donations were as follows:

Astor Services	\$500
Chore	\$500
Extras	\$500
FISH Shelter (Friends in Service to Humanity)	\$1000
Greenwoods Counseling	\$500
Habitat for Humanity	\$500
HPP (Hispaniola Health Partners)	\$2000
Housatonic Child Care Center	\$500
Housatonic Youth Services	\$500
Salisbury Family Services	\$500
Salisbury Housing Commission (Sarum Village)	\$500
SVNA (Salisbury Visiting Nurses Association)	\$500
Salisbury Summer Youth Employment	\$2000
Salisbury After School SOAR	\$500
The Corner Food Pantry	\$2000
Central Congregational Church of Torrington	\$1000
Women's Support Services	\$500
Simply Smiles	\$5000
Bridgeport UCC / nOURish Bridgeport INC	\$4000

During January 2020, the BCA (Board of Christian Action), with leadership provided by Robert Kuhn, led our second Corner Pantry Winter Food Drove with donations from parishioners. In

the first week of February, we were able to deliver more than thirty grocery bags filled with needed items to the Corner Pantry.

*February 2020:* Board Members worked to prepare for March activities: our Christian Action supported dinner at Torrington UCC was planned for, and preparations began for the Community Partnership Service at our church when we would give out our donations.

*March 2020:* All church events were suspended due to the Covid Pandemic, including the dinner at Torrington UCC and the Community Partnership Service at our church. Instead of our Sunday Partnership Service, Pastor John mailed checks and letters to our 19 supported organizations, as approved in January 2020.

*April 2020:* Meetings by Zoom began. A draft of the 2019 BCA Annual Report was prepared and presented to BCA Members. Following BCA approval, the report was submitted to Church Council. At that same meeting, BCA members voted to use \$2000 of our remaining funds plus \$4425.55 from the 2019 Fall Festival, normally used to fund Christmas gift-giving. A discussion was held and decided that we would fund the immediate needs in our local community, which were substantial due to the Pandemic. Those organizations included:

Bridgeport Nourish – for sudden increase in food needs	\$1000
FISH – for pandemic-related need to replenish food supply	\$1000
Women’s Support Services – for purchase of a dedicated computer to fulfill privacy requirements while counseling online	\$1500
Salisbury Family Services – for Salisbury/Lakeville families facing pandemic-related hardships	\$1500

Our remaining funds from the 2019 Fall Festival were \$1425.55 and set aside for community needs surfacing over the summer.

*May 2020:* The 275<sup>th</sup> Congregational Church of Salisbury 2020 Annual Meeting voted to approve our annual committee report of 2019 and nominations for 2020.

Due to Covid restrictions and quarantine, the Board of Christian action worked virtually for the remainder of the year using a combination of email and regular monthly zoom meetings. At our May meeting, we agreed to donate our remaining budget of \$1425 to Salisbury Volunteer Ambulance Service.

*June, July, August 2020:* Board members researched all groups who were designated to be supported by the 2021 Christian Action budget. Each head of the organization was called directly by their personal member connection in BCA.

*September 2020:* Board members reported on their contacts with organizations. The Christian Action budget of 2021 was then approved line by line. As follows:

Astor Services	500.00
Chore	500.00
Extras	500.00
FISH Shelter (Friends in Service to	

Humanity)	3,000.00
Greenwoods Counseling	500.00
Habitat for Humanity	1,000.00
Hispanola Health Partners (HPP)	500.00
Housatonic Child Care Center	750.00
Housatonic Youth Services	1,000.00
Salisbury Family Services	1,000.00
Salisbury Housing Comm (Sarum Village)	750.00
Salisbury Visiting Nursing Ass.	500.00
Salisbury After School SOAR	500.00
The Corner Food Pantry	2,000.00
Women's Support Services	750.00
Simply Smiles	5,000.00
Salisbury Volunteer Ambulance	500.00
Reserved for Unpredictable Needs	1750.00
<i>Subtotal</i>	<i>21,000.00</i>
Bridgeport UCC/ Nourish Bridgeport INC	4,000.00
<b>Total:</b>	<b>\$25,000.00</b>

*October 2020:* At the 275<sup>th</sup> Annual Budget Meeting of the Congregational Church of Salisbury, the Christian Action budget for 2021 was approved.

*November 2020:* Board members contacted organizations to talk about their 2020 Christmas plans, and we voted to focus our Christmas giving on our near neighbors in Salisbury, Millerton NY and North Canaan, Ct. At this meeting, the Board was saddened to hear our past-chair Robert Kuhn was moving to Florida and he resigned as a member.

*December 2020:* The Board of Christian Action raised funds with donations from parishioners and Trustees to support Christmas giving. Total collection of \$3772.15 was raised from parishioners and supplemented by Trustees-approved Church funds, enabling Christian Action to send equal donations of \$1650 to Salisbury Social Services, North Canaan Social Services, and Head Start/Astor Services for Children and Families in Millerton, NY to help their Christmas giving to local families. Pastor John wrote 3 beautiful letters to the recipients and mailed letters and checks out on Friday, Dec. 11, 2020.

Respectfully submitted,  
Joanne Hayhurst and Kerry Noble, *co-chairs*

## Hospitality Committee Report

During 2020, the activities of the Hospitality Committee were acutely curtailed by the Covid-19 pandemic. The coffee pots have been sitting quietly under the counter and the cupboards have been strangely bare of Oreos and Goldfish. Oh, how we all look forward to coming together at Coffee Hour again to engage in the simple, yet profound ministry of hospitality!



We have continued to support the upkeep of the kitchen including:

- Maintenance and repair of the refrigerator and freezer units
- Inspection of the range hood fire suppression system
- Department of Health inspection
- Ventilation system maintenance
- Professional deep clean of the kitchen

We have been working on protocols to allow for increased use of the kitchen by the wider community, that will keep us compliant with Health Department regulations for a commercial kitchen, and protected from liability. One of the regulations requires a ServSafe food protection certified person to be present during kitchen use. We are actively seeking more folks to become certified through a short and simple online course.

We owe a great big thank you to Janet Kaufman for showing up over and over during the pandemic to take care of what needed to be done! Thank you, Janet!

We hope to pick up the work outlined in our mission statement soon:

“We seek to answer God’s call by  
creating a warm and welcoming environment in which congregants and visitors  
may create and nurture bonds of friendship.”

Respectfully submitted,  
Cynthia LaPier, *chair*

## **Ushers Committee Report**

Like everything else this year, the role of the ushers has taken on some new dimensions. In the spring and summer when all church services were virtual, like everyone else, we participated online. In the fall when Pastor John was able to begin holding services in the church, we made sure we were welcoming people back in the safest way possible. The first step was to make sure we were social distancing. Lorianne Chevrement and Ryan Gackenhimer were a big help in setting up the sanctuary so that could happen.

As we welcomed people back to our sanctuary, we began taking temperatures and providing masks and hand sanitizer. This was very well received, and our in-person participation has grown from ten to thirty-three worshipers. In addition to our ushers committee Lee Collins, Janet Kaufman and Joanne Hayhurst pitched in the fill our schedule.

We look forward to the day we can welcome everyone to our sanctuary for a full service.

Kathleen Mera, *for the Ushers Committee*

## Music Committee Report

On the cusp of the pandemic the amazing grace of Barbara and Lee Collins led the choir and congregation in singing sweet sounds. When public health concerns moved worship to Zoom, keeping time with the times, the Collinses worked with Pastor John Nelson to use technology for virtual — and successful — devotion. As Barb and Lee kept music in our hearts, we were interviewing candidates for the interim position of organist and choir director, and ultimately welcomed Samuel Lord Kalcheim, violinist, composer, and organist into our service to the Lord.

Samuel completed his doctorate in music composition as he began meeting the choir remotely, collaborating with Pastor John both in technology and in the Spirit. Samuel suggested we celebrate Jennifer Oberto's beautiful voice as our song leader, and he taught the choir with patient perseverance how to record voice parts on a computer platform called SoundTrap! Samuel's collaborative gifts shone most brightly in the Easter service when he joined the Salisbury UCC Choir with Trinity Lime Rock, the Crescendo Choir, and Christine Gevert in the "Hallelujah" chorus from Handel's *Messiah*. Alleluia, alleluia.

Submitted with gratitude,  
Emily Elliot, *Secretary*

## Nominating Committee Report

The Nominating Committee, consisting of six members, met weekly in January through March. We submit the following slate of nominees for the openings on the eight Boards and Committees (see below).

Respectfully submitted,  
Janet Accardo, Brenda Boone, Linda Estabrook,  
Peggy Hayes, Kathy Mera, and Joanne Taber

## Officers, Boards, & Committees, 2020-2021

**Nominations for the June 2021 to May 2022 term are in bold type.**

Underscore indicates first term of service, where applicable.

### CHURCH OFFICERS

*Moderator:* Betsy Beck '22      *Treasurer:* **Jennifer Weigel '23**      *Clerk:* Jennifer Oberto '22  
*Designated-Term Pastor:* The Rev. Dr. John A. Nelson      *Pastor Emeritus:* The Rev. Richard Taber

### BOARD OF DEACONS

Moderator, Pastor, and elected members:

Cynthia LaPier '22	Lorna Edmundson '23	<b><u>Janet Kaufman '24</u></b>
<b><u>Sue Morrill '22</u></b>	John Estabrook '23	<b><u>Deborah Moore '24</u></b>
(vacant)	Kathy Mera '23	<b><u>Jennifer Oberto '24</u></b>
(vacant)	<b><u>Theresa Carroll '23</u></b>	<b><u>Patricia Palmer '24</u></b>

### BOARD OF TRUSTEES

Moderator, Treasurer, Pastor, and elected members:

Janet Accardo '22	Roger Crain '23	<b><u>Louise Brown '24</u></b>
John Merwin '22	Carol Magowan '23	<b><u>Dan Edmundson '24</u></b>
Susan Hassler '22	Anne Williams '23	<b><u>Kerry Noble '24</u></b>

### CHURCH COUNCIL MEMBERS-AT-LARGE:

Peggy Heck '22	Janet Kaufman '23	<b><u>Mary Davidson '24</u></b>
----------------	-------------------	---------------------------------

### BOARD OF RELIGIOUS EDUCATION

Moderator, RE Coordinator, Pastor, and elected members:

Debby Mark '22	Jennifer Good '23	<b><u>Emily Eliot '24</u></b>
Stephanie Tierney '22	<b><u>Linda Estabrook '23</u></b>	

### BOARD OF CHRISTIAN ACTION

Moderator, Pastor, and elected members:

<b><u>Barbara Wiggins '22</u></b>	Joanne Hayhurst '23	<b><u>Peggy Heck '24</u></b>
<b><u>Joanne Taber '22</u></b>	Beth Isler '23	<b><u>Leanne Larson '24</u></b>
<b><u>Brenda Boone '22</u></b>	Margie Vail '23	<b><u>Karin Noyes '24</u></b>
	Jano Fairservis – <i>Emerita</i>	

### MUSIC COMMITTEE

Moderator, Music Minister, Pastor, and elected members:

Malcolm Brown '22	<b><u>Peggy Hayes '23</u></b>	<b><u>Mary Davidson '24</u></b>
<b><u>Abby Gackenheimer '22</u></b>	<b><u>Emily Eliot '23</u></b>	<b><u>Terre Lefferts '24</u></b>

### USHERS COMMITTEE

Moderator, Pastor, and elected members:

Myles Crain '22	Becky Belcher '23	<b><u>Ken Edholm '24</u></b>
<b><u>Cole Metcalf '22</u></b>	<b><u>Jano Fairservis '23</u></b>	<b><u>Janet Kaufman '24</u></b>
<b><u>Sharon Tingley '22</u></b>	<b><u>Bryan Robertson '23</u></b>	<b><u>Sarah Morrison '24</u></b>
<b><u>Debra Moore '22</u></b>	<b><u>Sarah Salisbury '23</u></b>	
Patricia Palmer '22		

**HOSPITALITY COMMITTEE**

Sue Bucceri '22  
Theresa Carroll '22  
Helen Scoville '22  
Sara Wardell '22

Moderator, Pastor, and elected members:

Jane Capecelatro '23  
Lee Collins '23  
Lyndell Giffenig '23  
Alice Kent '23

**Linda Estabrook '24**

**DELEGATE TO SOUTHERN NEW ENGLAND CONFERENCE & LITCHFIELD NORTH ASSOCIATION OF THE UCC:  
Charlie Noyes**

Respectfully submitted by the  
Nominating Committee:

Janet Accardo (Board of Trustees)  
Brenda Boone (At Large)  
Peggy Hayes (Music Committee)  
Kathy Mera (Board of Deacons)  
Joanne Taber (Board of Christian Action)  
Betsy Beck (Moderator)  
The Rev. John A. Nelson (Pastor)