



The Congregational Church of Salisbury

UNITED CHURCH OF CHRIST

An Open and Affirming Congregation

The 277th Annual Meeting, Part II

Reports to the Congregation

Sunday, 24 April 2022



Mission

The purpose of this Church shall be to bind together followers of Jesus Christ in the love of God and of neighbor through the worship of God in Christ, the **development** of Christian character and fellowship and the extension of the principles of the Christian faith. (Church Bylaws, Article II)

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.

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Call to the Annual Meeting

The 277th Annual Meeting, Part II, of the Congregational Church of Salisbury, UCC will be held following the worship service on Sunday, 24 April 2022 for the purpose of:

1. Acceptance of the Minutes of the 277th Annual Meeting, Part I, of 31 October 2021
2. Presentation of Reports from Boards and Committees
3. The Election of Officers, Boards, and Committees
4. Other Business

Agenda

1. Prayer
2. Call to Order
3. Minutes of the Annual Meeting, Part I
4. Acceptance and Discussion of Reports
5. Election of Officers and Committees
6. Other Business
7. The Pastor
8. Prayer
9. Adjournment

Minutes of the 277th Annual Meeting, Part I (31 Oct 2021)

- I. **Opening Prayer** (B. Beck)
- II. **Call to Order** (J. Oberto)
 - A. Call to Order the 277th Annual Meeting Part I of the Congregational Church of Salisbury, UCC for the purpose of
 1. Discussion and vote on the 2022 budget;
 2. Discussion and vote on the Nominating Committee;
 3. Any other business that needs to come before the congregation.
- III. **Presentation of the Minutes from the previous meeting**
 - A. Minutes of the 276th Annual Meeting, Part II (April 25, 2021) presented.
 - B. Motion to accept by J. Weigel; seconded; approved by voice vote.

IV. Moderator's remarks

B. Beck shared looked back over a busy year and shared our accomplishments:

- A. We formed a Designated Term Pastoral Search Committee in the Spring of 2021.
- B. On September 12, 2021 we joyfully called the Rev. Dr. John A. Nelson to be our 17th settled pastor and teacher.
- C. Our Green Team Task Force and the House Committee moved forward with our solar sustainability project, which involves installing a new roof and solar panels in an effort to become carbon neutral.
- D. We have resumed in-person worship as the pandemic recedes.
- E. We have installed live streaming infrastructure for those who can't join us in person for whatever reason.
- F. The Trustees and the Investment Committee are starting the strategic planning process, starting with a look at our endowment and how we manage it and our budgetary issues while balancing how we take care of our employees, congregants, and the wider community.
- G. Gratitude was expressed to Samuel Kalcheim, who joined us in July of 2020 to help with our music program and for helping us with online music and worship. He will be moving on to pursue a career in composing and teaching in NYC and will not be a candidate for our settled Director of Music. He will stay with us through the holidays and will help us with the search for a permanent music director. A search committee will be formed and we will start the formal search process in the new year.
- H. We completed the Holy Cow survey in April 2021 and we learned that we have a firm foundation and are a healthy vibrant church as we move into strategic planning.

V. Presentation of the 2022 budget (J. Weigel)

- A. Budget was presented and the floor was opened for discussion and questions.
- B. There will be a focus on supporting the local community, with affordable housing being a priority. There was extensive discussion around this issue.

Motion to accept the 2022 budget: K. Mera; seconded; approved by voice vote.

VI. Presentation of the proposed Nominating Committee

The following people will serve on this year's Nominating Committee:

- A. Sue Morrill, Deacons
- B. Janet Accardo, Trustees
- C. Karin Noyes, Christian Action
- D. Linda Estabrook, Religious Education
- E. Peggy Hayes, Music Committee
- F. TBA (at-large member)

Meetings will commence in early 2022.

Motion to accept Nominating Committee slate: A. Williams; seconded; approved by voice vote.

VII. Pastor's report (J. Nelson)

- A. Gratitude was expressed for the honor of being called as the 17th settled pastor, he looks forward to growing and learning with us as a body of faith. As well as for:
- B. the church officers, staff, and committee members. It is an honor to serve beside so many who are dedicated to the care of the church.
- C. All who have preached while he took study leave in July, including Rev. Abby Gackenheimer who has been called to serve as settled pastor in Bridgewater, CT, the Rev. Dr. Eileen Epperson, and the Rev. Sarah Smith
- D. The pandemic has affected us in profound ways, and we have found amazing ways to continue to be a vital and active church.
- E. It is important for us to find ways to meet the needs of our congregation and meet each member where they are through both in-person (with safety measures such as distancing and masking) and virtual offerings.
- F. There are blessings to be found in the constraints the pandemic has put on us.
 - 1. Barbara Collins has been creative in finding new ways to do Sunday School.
 - 2. We are finding ways to continue to offer worship both online and in-person
 - 3. We are holding committee and board meetings in a hybrid way with both in-person and online meeting options.
 - 4. The Deacons have been thoughtful in their outreach to the congregation
 - 5. The Board of Christian Action has been working to serve our community
- G. The Green Team and Trustees are working to make our building carbon neutral.
- H. The Crop Walk has brought in more contributions than ever before even though it had to be done separately in smaller groups rather than all together.
- I. The Holy Cow survey showed us that we are vital and have a desire for further faith formation.
- J. He looks forward to stretching and growing with us going forward.

VIII. Other Business

- A. B. Beck expressed gratitude to Leanne Larson who will serve as the church's point person for the community "Souper Suppers" that will resume this fall.
- B. Bruce McEver asked that we start to think about how we can grow this church community with so many new families in the area.
- C. L. Edmundson noted that as we begin the strategic planning process, we have an opportunity to not only think about finances, but programing opportunities.

IX. Motion to adjourn: J. Weigel; seconded; approved by voice vote.

X. **Closing Prayer** (Pastor John)

Respectfully submitted,
Jennifer Oberto, *Clerk*

Reports

Moderator's Report

It is impossible to start this report without a huge amount of gratitude to all of the people who have contributed to the ongoing efforts of our church community. As you all know, church life is not limited to 10:00 a.m. to 11:00 a.m. Sundays. From staff to committee members to a host of additional volunteers, all of the efforts have been consistently positive, looking to the care, safety and well-being of each of our congregants while envisioning the church that we can be moving forward. Too numerous to name here, these people all contribute to the positive and uplifting community that sustains us in body, mind, and spirit.

A special thank you goes to Pastor John. As our (now) settled pastor and teacher, he continues to lead us with his seemingly unflappable positive energy, his deep commitment to our faith, and his vast experience guiding and leading churches. We are truly fortunate that we found each other at a time when his skills, talents, and temperament matched our needs. His partnership in all of our endeavors makes the work we do a complete joy.

A look back at where we've been in the past 6 months gives us a glimmer of some of what has been going on:

- We joined the efforts of the local group offering monthly Souper Suppers, providing space, support, and people to help the effort. As you know, we raised the funds to sponsor the event for this month (April).
- This brings me to another joyful addition to our worship in the Light of Service donations, which donate loose offerings in our collection plates to a wide variety of organizations that are particularly meaningful to members of our congregation.
- Since safety protocols limited gathering in the parish hall for fellowship after our service, we started a Grab-N-Go goody bag to send people on their way with some warmth and some nibbles.
- A group consisting of Trustees, the Church Council, and the Investment Committee met with FL Putnam, our financial managers, to have a broader conversation of how we can responsibly use our significant resources to help others and to sustain the operation of the church.
- We had a lively session with Paul Nickerson, UCC minister, who serves as a coach for many churches interested in Strategic Planning. As of now, we have three people who have enthusiastically agreed to work with Paul and help facilitate those discussions with us. Our thanks go to Emily Elliot, Charlie Noyes, and Janet Offensend who are eager to embark on this important project.

- The pandemic revealed an opportunity to expand our connection to a virtual community. Top-notch live-stream (and the ability to watch later on video) enables us to spread the good news to those who cannot join us in the MeetingHouse. Nurturing this community will require more attention, but for now we also offer a pre-service Zoom gathering that gives us a way to connect with people in real time.
- Eager to support important local initiatives, we were able to authorize an additional donation to help the affordable housing efforts.
- With the leadership and musical gifts of Samuel Lord Kalcheim, we have brought our choir back to our services. Hired as a “Transitional Music Director” while we awaited knowing whether Pastor John Nelson would ultimately become our settled pastor and teacher, Samuel feels called elsewhere to pursue his craft. Bittersweet describes our feelings as we have to say goodbye to him while being very excited for all that lies ahead for him! So we have again launched a search for a Director of Music and remain grateful to the group of people led by Emily Elliot actively engaged in that process.
- Finally, and most impressively, we now have a beautiful array of solar panels on a well-crafted roof that will catapult us to carbon neutrality and go a long way in our yearning to care for the planet as stewards of the creation. The wisdom, experience, and persistence of the Green Team deserves the credit for the ways that we have been able to complete this project.

None of this would be possible without the commitment of the church leaders who assemble monthly as the Church Council. To them, I and we owe a debt of gratitude for their tireless desire to make our church community a vibrant and energetic reflection of our faith. This group includes:

Janet Accardo	Linda Estabrook	Pastor John Nelson
Malcolm Brown	Joanne Hayhurst	Jennifer Oberto
Barbara Collins	Peg Heck	Pat Palmer
Mary Davidson	Samuel Lord Kalcheim	Joanne Taber
Lorna Edmundson	Janet Kaufman	Jennifer Weigel

Special gratitude goes to Barbara Collins, whose faithful commitment to our Church has touched the lives of countless children and the adults in their lives. From where I've been sitting over the years as a mother of children in her tender care, as a teacher in her classrooms, as an avid member of her Zoom Sunday School, as a colleague on various committees, and as a supremely inspired witness to the power of her ministry, her guidance and leadership has been essential to the Faith Formation of many of us — actually, truth told, of all of us. As Barb steps away from her role and into ‘retirement,’ we are grateful that she will continue to serve our church in ways that she has not been able to previously. Barb Collins is a treasure!

And now we stand at an exciting threshold for our community. As waning numbers of covid-related cases open up the possibility of gathering with masks being optional, we also welcome springtime, warmth, and greater opportunity to get out and about. It has been a long couple of years, and this feels in many ways like we are coming out of an intense period of hibernation. I, for one, will welcome the sun, the daffodils, the forsythia, and the leaves on the trees!

I remain grateful for the opportunity to serve you as your Moderator, and look forward to helping us continue to move forward in our faith.

With love,
Betsy Beck

Clerk's Report

Total Membership as of 25 April 2021: 175

Covenant Partners transferred or withdrawn: Abby Gackenheimer

In Memoriam: Audrey Eriksson
Frances Zlata

Total Membership as of 24 April 2022: 172

Treasurer's Report

The Operating Budget vs. Actual Report for 2021 is attached (please see page 11) 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 2021 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.

Despite the persistence of the COVID-19 pandemic and its attendant disruptions, the Church managed a thoughtful and deliberate re-opening in the summer and fall of 2021. Some things such as virtual services and live streaming resulted in unplanned costs while other traditional activities such as hospitality and music remained curtailed, with their allocated funds unspent. Our overall budget was positive, with income coming in just shy of the budgeted number and various unexpended budget lines allowing for a generous Epiphany Fund for 2021.

Operating Income

The budget included an anticipated withdrawal from the Special Music Fund for \$1,000, but the only concert was a modestly scaled Christmas Concert so the funds were not withdrawn. The draw from the investment fund was as budgeted, calculated as 4.11% of the average of the investment account balances on August 31, 2018-2020. We received 99% of budgeted pledge payments, essentially the same amount received in 2019 before the pandemic and were relieved that that number had rebounded. Plate receipts were 84% of the budgeted amount which was quite reasonable considering there were no in person services for the first 6 months of the year. For 2022, the Trustees voted to implement a new benevolence program called "Light of Service" in which unallocated funds collected through the Plate offering will be donated to a specified charity. Rental income came back as local organizations resumed their gatherings. There was no Fall Festival in 2021.

The bottom line is that operating income came in at the budget. We remain thankful for the generous and consistent support of our members.

Operating Expenses

Our staffing was relatively stable in 2021, with the only departure being church sexton Cory Wiggins who left at the end of August. Cory was replaced by Steven Wolf who joined the church staff in September and finished out the year, although he would eventually leave the church in February 2022. The music program was also quite small this year with no large concerts or performances. The choir and Bell Choir had a Christmas Concert, but with no extra guests there were no additional expenses.

Specific Expense lines of note in 2021:

5000 – Compensation: Although the overall Compensation budget came in under budget, there were a few lines that require explanation. The Cantor, Jenn Oberto, was hired to assist in providing music as and when necessary, both electronically and in person when it became possible. The funding for this position had been budgeted in the Guest Musicians line but we wanted to break it out for clarity. There was no Youth Discussion Group or Nursery Care in 2021—we are all looking forward to seeing what happens as people and families return to in-person church. The Sexton line was underspent because there was some time between the two sextons, and also because the new sexton came in at a lower pay rate. Finally, the Education line is overspent because the former Nursery Care employee has been hired as a Sunday School assistant and is being paid out of Education line instead. There is no budgetary impact since the Nursery Care line is entirely unspent.

5030 – Other Personnel Expenses: Savings here result from pandemic-related reductions in continuing ed, conferences and travel on the part of the Minister and Music Minister.

6100 –Ministry Support (Office Costs): Despite the pandemic, the Church continued to operate. Hybrid meetings became more common, with some members meeting in person at the church while other attended remotely, and the technology we were using was not up to the task, making meetings unproductive and frustrating. The expenses in the Office Technology line were geared towards addressing those issue. Specifically, a new piece of equipment, the Meeting OWL, was purchased and has proven to be a great asset. The Office Technology line also includes 2 monitors, to allow the OWL to be used upstairs and downstairs, as well as some computer repair work and subscriptions for online services. We did not have to spend much for Worship Technology so the overall Computer & Technology line was only slightly over budget.

6115 – Telephone: With so many virtual meetings and services, it became apparent that the church's basic internet was not sufficient. We switched telephone/internet providers from Frontier to Xfinity to gain access to significantly faster internet service, which came at a higher price than we had budgeted.

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.

6250 – Utilities: We completed a major lighting project as the initial part of the Green Church initiative. One of the results of this is a substantial savings in electricity for the church building. This will of course be further reduced by the installation of the solar panels, a project begun in 2021 and completed in 2022.

6300 – Program Expense: Programs continued to be curtailed during the pandemic. The largest savings in this section is the Music budget since the only performance was the Christmas Concert and it was done on a relatively small scale. 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. Give the savings in the Music program, much of this amount was transferred by the Trustees to the Special Music fund as part of the Epiphany Fund described below.

6330 – Hospitality: The Hospitality Committee started a “Grab-and-Go Coffee Hour” since COVID precluded the in-person fellowship hour gathering, but there were still substantial savings in this line since there were no large-scale events.

6701 – Accountants & Professional Fees: This was the fee for the Holy Cow survey conducted by the Church.

7000 -- Benevolences: All Benevolences were expended this year. The substantial unspent funds in several of the expense lines meant that the Epiphany Fund, which is the net of income over expenses in the final Operating Budget, totaled \$42,896 for 2021. In deciding how to distribute the Epiphany Fund, the Trustees considered that the Music Committee had been unable to spend much of their budget and so decided to transfer the unspent amount of \$15,858 from the Music budget to the Special Music Fund. The balance of the Epiphany Fund was divided equally between the Salisbury Housing Committee in support of affordable housing in Salisbury and the Benevolence checking account, which remains a vital resource for needy families in our community. The Epiphany Fund break down was as follows:

\$13,519.22	Salisbury Housing Committee
\$13,519.22	Benevolence Fund checking account
<u>\$15,858</u>	Special Music Fund
\$42,896.44	Epiphany Fund Total

Operating Checking Account	Balance as of 12/31/21	\$100,362.52
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Non-Budgeted Funds and Transactions

Benevolence Fund	Balance 12/31/2021	\$59,582.23
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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 and 2020 Epiphany Funds, and individual donations including an extraordinarily generous anonymous donation of \$100,000 received in 2019. The Trustees also voted to direct 2021 Epiphany Funds of \$13,519.22 to the Benevolence account given its importance during this unprecedented year. The addition of these funds brings the Benevolence Fund restricted balance to \$73,101.45. The Benevolence Fund continues to be a tremendous resource for Pastor John as he works to meet the needs of members of our community impacted by COVID-19 and other challenges.

Legacies and Bequests

We received 2 bequests in 2021 totaling \$6,000 from long-time church members. Per the Trustees' Financial Policy, amounts greater than \$2500 are to be transferred to the Investment Account, so the \$5,000 amount of the larger donation was moved to the Investment Account in 2022. The \$1000 donation is reflected in the Operating Budget vs Actual report.

Special Music Fund **Balance 12/31/2021** **\$22,915.51**

There were no transactions on the Special Music Fund in 2021. The Epiphany Fund deposit of \$15,858 was made in February 2022, bringing the Restricted Music Fund balance to \$36,434.73.

Capital **Available Balance 12/31/2021** **\$552,384.32**

Most of the Capital projects authorized by the Trustees in 2021 were related to the Green Church project. The only expense that was not was \$2600 paid to McAuliffe Masonry for repairs on the church steps. Overall, the Planning & Development stage of the Green Church project was completed as was the Lighting Project. The new roof has been installed and the solar panels should be installed and connected by the end of the first quarter 2022. For all the Green Church projects, total expenditures against budgets as of 12/31/2021 are as follows:

	Spent as of 12/31/21	Budget	Status
Planning and Development	\$23,291	\$21,500	Complete
Lighting	\$45,136	\$48,771	Complete
Solar & Roofing	\$110,917	\$246,264	Anticipate completion Q1 '22 within budget
HVAC	\$125	\$328,443	Preliminary budget for discussion purposes only
Building Envelope	\$205	\$3500	Being addressed by Green Team

Investment account **Balance 12/31/21** **\$8,382,451.86**

The Investment Account returned 18.3% (after fees) during 2021 compared to a 15.3% return for the benchmark. The return in 2021 followed strong returns in 2020 and 2019 of 20.3% and 21.1% (both after fees), respectively. The balance at the end of 2021 including accrued interest was \$8,391,146.72.

During 2021, \$274,500, representing 4.11% of the average fund balance as of August 31 for the prior three years was budgeted and taken as a draw from the account monthly to support the Church's mission. In addition, there was a one-time transfer of \$500,000 from the Investment Account to the Capital Money Market account at Vanguard to support the church's capital requirements with respect to the Green Church project.

Adding the \$500,000 withdrawal to the annual draw yields a draw percentage of 11.58% calculated as a percentage of the 3-year rolling average value of the endowment. The Investment Committee and Trustees have since reaffirmed their commitment to an annual draw of approximately 4%, recognizing that this was an exceptional project and an exceptional time to withdraw the funds.

The Investment Account returns for the last three years have been extraordinary; however, in light of inflation concerns and anticipated financial tightening by the Federal Reserve, U.S. equity markets began to decline in late 2021. With the start of the Ukrainian war, the market decline increased during the first quarter of 2022. During the quarter, declines exceeded 10% (considered a market correction) for the S&P 500 and 20% (considered a bear market) for Nasdaq. As the quarter ended, the market recovered some lost ground. The church's Investment Account balance as of March 31, 2022 was \$7,823,260. Year to date, the Investment Account had a return of -5.6% (after fees) compared to a -4.9% return for the benchmark.

Respectfully submitted,
Jennifer Weigel, *Treasurer*

Operating Budget vs. Actual Report for 2021

	Jan - Dec 21	Budget	% of Budget
Ordinary Income/Expense			
Income			
4997 · Draw from Special Music Fund	0.00	1,000.00	0.0%
4999 · Draw from Endowment	274,500.00	274,500.00	100.0%
4000 · Contributions Income			
4001 · Plate	5,878.75	7,000.00	83.98%
4002 · Pledges	214,881.14	217,246.00	98.91%
4007 · Donations - Other	353.70		
4020 · Legacies & Bequests	1,000.00		
4068 · Gifts in Mem, spec anon	210.00		
Total 4000 · Contributions Income	222,323.59	224,246.00	99.14%
4040 · Rental Income			
4043 · Other rental income	2,700.00	1,500.00	180.0%
4040 · Rental Income - Other	0.00		
Total 4040 · Rental Income	2,700.00	1,500.00	180.0%
4050 · Miscellaneous Income			
4052 · LaBonnes slips	302.96	500.00	60.59%
4056 · CROP Table	0.00		
4063 · Flowers	0.00		
4004 · Bells Income	0.00	250.00	0.0%
4050 · Miscellaneous Income - Other	200.00		
Total 4050 · Miscellaneous Income	502.96	750.00	67.06%
Total Income	500,026.55	501,996.00	99.61%
Gross Profit	500,026.55	501,996.00	99.61%
Expense			
5000 · Compensation			
5029 · Cantor	2,915.00		
5026 · Youth Discussion Group Leader	0.00	2,700.00	0.0%
5010 · Financial Assistant	20,709.47	20,085.00	103.11%
5011 · 1 Minister	74,522.27	74,097.00	100.57%
5012 · 2 Minister of Music	41,142.19	41,200.00	99.86%
5013 · 3 Sexton	13,151.52	17,102.00	76.9%
5014 · Education	11,855.46	10,955.00	108.22%
5015 · 5 Bell Choir	5,372.96	5,344.00	100.54%
5016 · 6 Guest Ministers	1,400.00	1,200.00	116.67%
5017 · Nursery Care	0.00	900.00	0.0%
5018 · Guest Musicians (Sundays)	1,350.00	4,800.00	28.13%
5021 · Administrative Assistant	19,268.62	19,282.00	99.93%
Total 5000 · Compensation	191,687.49	197,665.00	96.98%
5030 · Other Personnel expenses			
5039 · Music Minister Pension	1,030.08	1,030.00	100.01%
5055 · Minister Continuing Educ	1,218.06	3,000.00	40.6%
5031 · Minister Health Ins	28,960.43	28,509.00	101.58%

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

	Jan - Dec 21	Budget	% of Budget
5032 · Minister Pension	15,468.82	15,469.00	100.0%
5033 · Minister Travel	889.11	3,000.00	29.64%
5034 · Minister Housing	36,594.53	36,394.00	100.55%
5036 · Music Min Health Ins	2,912.08	2,654.00	109.72%
5037 · Social Security	8,766.28	9,193.00	95.36%
5035 · Minister Tax Reim	8,500.49	8,453.00	100.56%
5038 · Workman's Comp	1,873.00	2,500.00	74.92%
5056 · In-service staff training	30.00	3,250.00	0.92%
5030 · Other Personnel expenses - Other	538.33	500.00	107.67%
Total 5030 · Other Personnel expenses	106,781.21	113,952.00	93.71%
6100 · MinistrySupport(FkaOffice Cost)			
6105 · Equip Rental - Copier	4,524.57	5,000.00	90.49%
6106 · Bank and Credit Card Fees	1,336.61	1,500.00	89.11%
6111 · Computer & Technology			
Office Technology	5,123.94	1,000.00	512.39%
Worship Technology	485.67	4,000.00	12.14%
6111 · Computer & Technology - Other	0.00	0.00	0.0%
Total 6111 · Computer & Technology	5,609.61	5,000.00	112.19%
6112 · Publicity & Marketing	2,331.75	2,750.00	84.79%
6115 · Telephone	2,692.92	1,900.00	141.73%
6120 · Other	161.71	500.00	32.34%
6125 · Supplies	1,797.35	2,750.00	65.36%
6130 · Postage	1,212.45	1,000.00	121.25%
6140 · Payroll Costs	2,172.26	2,250.00	96.55%
6100 · MinistrySupport(FkaOffice Cost) - Other	0.00		
Total 6100 · MinistrySupport(FkaOffice Cost)	21,839.23	22,650.00	96.42%
6200 · Maintenance & Repairs			
6201 · Church Maintenance	10,116.61	14,000.00	72.26%
6202 · Custodian Supplies	989.54	1,300.00	76.12%
6205 · Church Repairs & Capital	2,261.48	7,500.00	30.15%
Total 6200 · Maintenance & Repairs	13,367.63	22,800.00	58.63%
6250 · Utilities			
6251 · Electricity - Church	3,309.10	5,000.00	66.18%
6252 · Electricity - Lot	544.53	600.00	90.76%
6253 · Fuel - Church	5,303.95	6,000.00	88.4%
6257 · Water & Sewer	466.02	750.00	62.14%
6259 · Propane - Church	22.02	100.00	22.02%
Total 6250 · Utilities	9,645.62	12,450.00	77.48%
6300 · Program Expense			
6301 · Audio/Visual	0.00	0.00	0.0%
6302 · Bell Choir	95.00	1,000.00	9.5%
6303 · Deacons	866.33	2,750.00	31.5%
6304 · Music			

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

	Jan - Dec 21	Budget	% of Budget
6312 · Concerts/Events	0.00	6,250.00	0.0%
6304 · Music - Other	1,449.65	4,000.00	36.24%
Total 6304 · Music	1,449.65	10,250.00	14.14%
6305 · Organ and Piano	392.00	1,500.00	26.13%
6306 · Religious Education	603.89	1,000.00	60.39%
6300 · Program Expense - Other	55.00		
Total 6300 · Program Expense	3,461.87	16,500.00	20.98%
6330 · Hospitality			
6332 · Flowers	1,201.80	2,500.00	48.07%
6333 · Kitchen	1,862.61	3,000.00	62.09%
6330 · Hospitality - Other	12.99		
Total 6330 · Hospitality	3,077.40	5,500.00	55.95%
6700 · Insurance - Fire, Liability...	19,517.00	17,185.00	113.57%
6701 · Accountants & Professional Fees	630.00	2,500.00	25.2%
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 Mission	20,000.00	20,000.00	100.0%
7011 · Christian Action	21,023.77	21,000.00	100.11%
7012 · Bridgeport	4,000.00	4,000.00	100.0%
7013 · Deacons Discretionary	661.39	2,000.00	33.07%
7014 · Silver Lake	10,000.00	10,000.00	100.0%
7050 · Epiphany Fund Benevolences	42,896.44		
Total 7000 · Benevolences	98,581.60	57,000.00	172.95%
7030 · Membership	437.50	2,500.00	17.5%
Total Expense	500,026.55	501,702.00	99.67%
Net Ordinary Income	0.00	294.00	0.0%
Other Income/Expense			
Other Income			
4010 · Investment Income			
4030 · Interest Income-SBT	21.21		
Total 4010 · Investment Income	21.21		
Total Other Income	21.21		
Net Other Income	21.21		
Net Income	21.21	294.00	7.21%

Pastor's Report

Grace and peace to you in the name of Christ Jesus, Love's Own Self! Before all else I give thanks for the power of God at work in you, the beloved community that gathers for praise service in and around Salisbury. By God's grace we continue to be made new; by the power of the Spirit we keep sharing the vision of *shalom* — wholeness, harmony, justice, joy — that is transforming the world.

As I write in 2022, we have spent more than two years learning how to “do church” faithfully, while negotiating pandemic-driven restrictions. Above all we continue to pray for recovery for those who are ill, strength for those delivering care, compassion for those grieving the death of beloveds. We pray so that we will keep in our first awareness the people and places, the beauty and trouble where God's healing power is at work. By opening our hearts to suffering — by casting our lot with neighbors who struggle for fullness of life — we become more fully alive.

We recently, prayerfully, made the decision that use of face masks can be optional. Two years ago, none of our conversations imagined we would be adapting to this reality for so long. Many of us held hopes that “things would soon return to normal.” COVID-19 has taught us a precious lesson: “normal” is not what we thought it was. “Normal” is not a familiar routine; instead, “normal” is constant change, drawing from the wisdom of ancestors and adapting to the demands of the time. “Normal” is not a community in which everyone is known; instead, “normal” is a community in constant flux, bidding fond farewell to some and extending ourselves to welcome others. In other words, we are learning from a modern pandemic, the ancient insight of Exodus:

אֶהְיֶה אֲשֶׁר אֶהְיֶה

“I am who I am becoming.” (Ex 3:14)

Just as God's self-claimed identity is one who is constantly revealing wholeness, so we are heeding the call to constantly discover the fullness of our identity as beloved children of God.

What does that mean for our church? For one thing, it means that “normal” is those who are here together: gathered not by accident but by the Spirit, and committed to the well-being of one another. For another, it means that “normal” includes observing our strengths and struggles, and becoming just who God has made us to be. We are about to invest ourselves in those tasks through a strategic planning process, as Betsy noted in her Moderator's report. Embracing a “holy normal” is our work, beginning in prayer and guided by our understanding of God's mission for us.

I am grateful to have inspired, inspiring, and devoted colleagues in the ministry of God's “holy normal.” Just look at the slate of officers, boards, and committees in this report and consider: our church, averaging 45 in weekly worship, has fully 45 leaders who are offering their talents, gifts, and spirits to carry out our mission! Special thanks go to our church's officers — Betsy Beck, Jennifer Weigel, and Jennifer Oberto — whose dedication and love for this congregation is steady as a heartbeat. I give special thanks as well to our staff — Samuel,

Barbara, Holly, Mary, Loriann, Alex, Rich, Jenn — who hold us together, stretch our spirits us in praise, and lead us in learning.

I repeat my thanks to each Covenant Partner of our church for the trust you have placed in me, by voting to call me as your 17th settled Pastor and Teacher. I know that it was the Holy Spirit, summoned and held by you, that did the calling. I know that when the Holy Spirit leads us, all good things are possible. I rejoice in the grace that is here, and in the possibility that lies before us.

Christlove,
Pastor John

Music Director's Report

The music program at Salisbury UCC has undergone a truly joyful transition this past year as we moved from recorded performances to making live music. Working with the choir in person has been an absolute delight! To be honest, I was not sure what to expect--we had put together some fairly challenging repertoire virtually — but performing live, especially acapella, is quite a different thing. At the choir's first appearance at the beginning of August, to celebrate the 10am service returning to in-person worship, I was overjoyed by the confidence and high quality with which the choir pulled off the anthem. Our musical repertoire since then has stretched from the Renaissance to the 21st century, and the choir has met each new challenge with an adventurous spirit. The highlights of our musical year so far were surely our Christmas Concert, with some beautiful, ambitious, and vastly contrasting choir pieces dedicated to the Virgin Mary, and the Christmas Eve Lessons and Carols, with some of that same repertoire, as well as other seasonal favorites. On both those occasions the bell choir gave delightful performances--we are so glad to have them back!

We will of course be looking forward to their prelude on Easter. We are also beginning to prepare for our spring concert on May 22nd, featuring Mozart's *Coronation Mass* with soloists and chamber orchestra, as well as art songs by Fanny Hensel and Clara Schumann sung by our cantor Jennifer Oberto. During the year of recording, Jenn was essential to our services--now as a soprano section leader and soloist, she continues to be a crucial part of our choir, helping guide our singing during rehearsals and performances--indeed, if you think the choir sounds at all more polished than it may have in the past, I think a major part of that is due to her singing with us. Another part of that is of course the hard work and dedication of this little but dedicated group of singers!

As most of you know by now, this year is also my last at Salisbury UCC — I will be moving on and elsewhere to focus on composing and teaching, and of course it is not without a heavy heart that I plan to move on, and with much gratitude for everyone I have worked with at Salisbury UCC, from Pastor John, to the staff, to the choir and committee members, to everyone who has come to worship or hear our concerts. I am moreover quite happy to be playing a part in the search for a settled Music director, and based on what we have seen so far,

it seems clear to me that this church will find a highly qualified person to carry this music program forward into the future.

Samuel Lord Kalcheim,
Transitional Music Director

Coordinator of Christian Education Report

In September 2021 we returned to in-person Sunday School but some still preferred Zoom sessions. Thus, there was a dual offering: Zoom for a twenty-minute session at 9:00 or meet at the church for the more traditional Sunday School during the 10:00 worship. A great addition to our program was having Holly Tierney as a regular Sunday morning Religious Education aide. Holly is a terrific treasure!

Our theme for the autumn was “What is God Like?” We described God in a variety of ways — God is like a shepherd, a potter, a candle, a gardener, the wind, a rock, etc. — using Bible references as our guide. After Christmas we focused on Bible stories about people who showed strength and courage, people who trusted that God was always with them, no matter what.

It has become apparent that the Sunday School model is not serving the spiritual needs of Salisbury families with children and youth. As the church enters its Strategic Planning process, I am confident that we will find new ways and means of providing quality faith formation opportunities for people of all ages.

Respectfully submitted,
Barbara Collins, *Coordinator of Christian Education*

Board of Deacons Report

As was the case in 2020-2021, the nature of the Deacons’ work throughout 2021-2022 was dramatically altered by the Pandemic. Not only were we unable to hold the usual in-person programs, but nine — rather than twelve — of us had to handle the remaining responsibilities, with help from Betsy Beck and several others from time to time. While we were fortunate to welcome three new Deacons in the Fall of 2021 — Deborah Moore, Janet Kaufman and Pat Palmer — we were not able to fill all twelve openings, largely due to the continuing strains placed on so many people by the relentlessness of the pandemic.

Last Fall, we joyfully assisted in planning for the September 12th Congregation vote on calling the Rev. Dr. John A. Nelson as our Settled Pastor and the celebration that followed. We committed ourselves to helping Pastor John make the transition into his now settled role. Throughout the year, we met monthly via Zoom, served as and recruited lay readers, provided monthly reflections for the *Meeting House Times*, and assisted Pastor John in the preparation for the worship service, whether it was by Zoom, YouTube, or in-person with COVID precautions.

Some of the Deacons' usual responsibilities — such as 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, as the virus surges waxed and waned and in-person worship became possible, we did resume offering Communion, taking the necessary safety precautions (paper cups initially, precut/separated pieces of bread). We baked the bread and made sure that the communion elements and linens are in supply and good order. We provided flowers for worship and then distributed them to house-bound congregants.

Three of us have also been taking turns hosting the pre-Sunday service Zoom gatherings which — while sparsely attended — are important to a group of individuals who can't get to Church. Several Deacons helped the Hospitality Committee in preparing and/or delivering prepared meals at several times in the year and distributing Goodie Bags in lieu of Coffee Hour after worship services. We continued, as always, to assist our Pastor with Memorial Services and in planning worship services for Christmas, Palm Sunday, Maundy Thursday, and Easter Sunday.

Several of our members joined in to help with Christian Action initiatives, Souper Suppers, Bridgeport Dinners and the Crop Walk. One of us took responsibility of representing our Church in planning festivities and gifts for those at Geer Nursing Home celebrating March birthdays. Many of us joined in the January Zoom meeting with our Strategic Planning consultant.

Again, in a year in which so many continued to be 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.

We made special efforts to be present to those on our "Care List", delivered Christmas Poinsettias and will soon deliver Easter lilies. We are grateful to Barbara Collins for the beautiful, hand-made Valentines she sent to those on the Care List. We also renewed our commitment to encouraging people to use the Prayer Wall, deciding that the Lead Deacon will be asked to jot down Sunday Service prayer requests and add them to the Prayer Wall. We encouraged participation in Reverend Eileen Epperson's "Centering Prayer" series and several of us participated ourselves.

In addition to providing emotional and prayer support, we offered unused discretionary funds to supplement the needs of the congregation and wider community that were often heightened by the pandemic. In some cases, we recommended that financial assistance come from the Benevolence Fund.

In February and March 2022 — for the third year in a row — we called everyone in the Congregation to inquire about their well-being and to offer information and support when needed. We were able to connect with at least 85 individuals or families and left extensive voice mail message for at least 30 others, whom we will continue to try to reach.

All in all, our calls were deeply appreciated, very positive and support the findings of the Holy Cow Survey that indicates we are in a strong position to move forward with the Strategic Planning process that is just beginning. There were many good ideas put forward for

strengthening our Church. Strong support and admiration for Pastor John's sermons and ministry were expressed. Many complemented him for his strong leadership throughout the pandemic, understanding how hard it is for a Pastor to have to work somewhat remotely from his or her flock. Several of those participating in Men's and Women's Bible Study groups made special note of Pastor John's intellectual, as well as spiritual capacity to deepen understanding of the Bible.

Shortly, we will submit a more comprehensive summary report to the Church Council on what we learned from these calls. We believe that our report will help inform the upcoming work on strategic planning. Thanks especially goes to eight individuals who volunteered to help the Deacons make the calls to the Congregation: Janet Accardo, Betsy Beck, Barbara Collins, Emily Elliot, Dave Heck, Peggy Heck, Charlie Noyes, and Karin Noyes. Without their help we would not have been as successful as we were able to be.

In the process of placing all of these calls, we not only updated our Congregational Call List, but helped ensure that the updated Church Directory has the latest and most accurate information.

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 teacher, pastor and leader, but as someone who sets quite a pace for learning and adapting to changing circumstances. We admire his ability to remain calm during difficult moments and to steadfastly fulfill his pastoral responsibilities, even while being held "at bay" from his flock by the pandemic. This is not easy.

We applaud the beautiful music made possible by Music Director Dr. Samuel Lord Kalcheim, our Cantor Jennifer Oberto, the Choir, and Director Mary Davidson and her Bell Choir. We are grateful to the administrative staff for their assistance and are deeply thankful for the ways in which the Church officers, Trustees, and members of Church Council enrich our Church community in seen and unseen ways. We send a special tribute to Barbara Collins as she retires after 45 years of leading spiritual education for our children and youth. What a remarkable ministry she provided to generations of young people!

I particularly would like to give thanks to this small — but hearty — band of Deacons and particularly to Theresa Carroll. While Theresa shuns the limelight, she's worked closely by my side throughout the year, ably spearheading note-writing efforts, helping with publicity, and handling the Deacons' duty roster so that it remains full and includes new voices from the Congregation. Thanks also to Pastor John, Betsy Beck, and my predecessor as Deacons' Chair — Karin Noyes — who are always there to inform and guide me when asked.

We are blessed to serve this Pastor and this Congregation.

Respectfully submitted,
Lorna D. Edmundson, *Chair*

Board of Trustees Report

The Trustees are responsible for overseeing the maintenance of the church building and grounds, and approving the church budget and expenditures. They work closely with our

Church Treasurer, Jennifer Weigel, and coordinate with the Investment Committee and the church's portfolio management firm, F.L. Putnam, in managing the church's Endowment Fund. The Investment Committee is composed of Chair Michael Voldstad, Trustee Roger Crain, Member Janet Offensend, and Bill Kellett. The Committee and Putnam have done an excellent job of managing our Endowment and seeing to our concerns for Socially and Environmentally Responsible Investing.

The House Committee has been chaired by Anne Williams for more than 5 years. Working alongside Anne have been her committee members: John Merwin, Ken Edholm, Angela Lomanto, Kerry Noble, Lee Collins, and Carol Magowan until she retired in December 2021. Anne has been tireless in making sure that our building and grounds are maintained in optimal condition. Her attention to detail and follow thorough has been amazing, as has her documentation of work for the benefit of the Trustees. Anne decided to retire from the Trustees and House Committee at the end of January 2022, but only after writing a House Committee Guide and doing her part to create as seamless as possible a transition for a successor. Unfortunately, we have yet to find someone to step into her shoes, so the House Committee is trying to see that nothing important is forgotten.

Working with the House Committee is the Green Team. Their primary focus has been to make the church more energy efficient, to reduce the use of fossil fuels, and to be better stewards of God's creation. The Green Team is composed of Chair Kerry Noble, and members Angela Lomanto, Theresa Carroll, Ruth Choate, Karin Noyes, and Kevin Carroll.

The Green Team and the Trustees prepared a Power Point to present to the congregation on the Solar Sustainability and Energy Project to gain their support for the changes and related expenditures. The first step was to replace the church's lights with energy saving LED lights. That work was completed in the summer of 2021 and has already produced savings on the church's electric bill

The second focus was exterior. The church's roof was due to be replaced in the next three to five years. After thorough study it was determined to replace the asphalt shingles with a metal roof, and to put solar panels on the parish hall roof. First, we had to make a convincing argument to the Salisbury Historic District Commission. Ultimately, we received their approval to proceed. We are grateful to Mark Robbins of MHR Consulting for his assistance each step along the way. The new roof and solar panels are not only handsome but have already proved their worth in reducing our insurance costs. The heating, ventilation, air conditioning and water conservation will be the next projects under consideration.

It has been a busy and productive year. In addition to those named, we want to thank Susan Hassler and Roger Crain for their efforts on the annual Stewardship Appeal, and to those Trustees who are stepping down after serving six years: John Merwin and Susan Hassler. Louise Brown, Kerry Noble, and Ken Edholm joined us in June 2021. All have taken turns recording the minutes at each meeting and helping to count the collection plate every Sunday. Thanks to

each one, to Pastor John for his guidance, to Jennifer Weigel for her capable financial ability, and to Loriann Chevremont for sending us links to our Zoom meetings.

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. The BCA normally comprises nine members, normally serving in 3-year terms of three persons. However, as a result of the Covid pandemic, the Church Council voted in February 2022 to suspend temporarily by-laws concerning numbers of people serving on committees. Those whose terms ended in 2020 were Joanne Hayhurst, Beth Isler and Margie Vail; the three continued their service; but Beth Isler retired from the Board November 2021, and Joanne Hayhurst and Margie Vail will retire May 31, 2022. Terms for Brenda Boone, Joanne Taber and Barbara Wiggins end May 31, 2022. Joanne Hayhurst and Joanne Taber served as co-chairs for 2021. Continuing their service on the BCA are Peg Heck, whose term ends in May 2023, and Karin Noyes and Leanne Larson, whose terms end May 2024, and Barbara Wiggins, who will begin a new term of service (2022-25).

What follows is a report of Christian Action's activities month by month during 2021. The BCA met via ZOOM and in person throughout the year.

January 2021

The year began with \$21,000 in the Christian Action Budget for 2021 (line 7011) and \$4000 for Bridgeport UCC/ Nourish Bridgeport (line 7012). This budget had been approved at the October 2020 Salisbury Congregational Church UCC Annual Budget Meeting. At our January meeting, the Board discussed allocations, which had been approved by our Board in August 2020. We would distribute checks to the 19 recipients in March, but, because of COVID restrictions, instead of a Community Partnership Service, Pastor John would write letters and enclose checks to the organizations. Organizations and donations were as follows:

Astor Services	\$500	Salisbury Visiting Nurses Association	\$500
Chore	\$500	Salisbury Summer Youth Employment	\$2000
Extras	\$500	Salisbury After School SOAR	\$500
FISH (Friends in Service to Humanity)	\$3000	The Corner Food Pantry	\$2000
Greenwoods Counseling	\$500	Women's Support Services	\$500
Habitat for Humanity	\$1000	Simply Smiles	\$5000
HPP (Hispaniola Health Partners)	\$2000	Salisbury Volunteer Ambulance	\$500
Housatonic Child Care Center	\$750	Bridgeport UCC / Nourish Bridgeport	
Housatonic Youth Services	\$1000	Inc.	\$4000
Salisbury Family Services	\$1000		
Salisbury Housing Commission (Sarum Village)	\$750		

Joanne Hayhurst reported on the 2020 Covid Christmas Tree giving tree; donations from parishioners and the Board of Trustees provided \$1500 donations in December to our neighboring social services organizations: Astor Services in Millerton, NY, and Salisbury Family Services and Canaan Social Services, both in CT.

Brenda Boone and Theresa Carroll proposed sending thank you notes to all community neighbors who had helped during the Pandemic.

February 2021

Brenda Boone reported the great success of “Gratitude with a Fold” project. Brenda then proposed creating an event: an outing at Silver Lake Conference Center to thank community essential workers to be held in May or June. All church members would be invited to participate in the organization of the event.

March 2021

BCA reviewed Joanne Hayhurst’s synopsis of BCA activities throughout the 2020 calendar year. Regarding the canceled Community Partnership Service at our church: instead, there were contacts between BCA Board Members and the supported organizations. Pastor John then mailed checks and letters to our 19 partners, as approved in January 2021.

Brenda Boone gave an update of the community essential worker event, now called “A Night Out”.

Brenda also proposed a Corner Food Pantry food collection challenge, which took place in March and was highly successful.

April 2021

Presentation of BCA 276th Annual Report and Nominations to the BCA: Joanne Hayhurst reported that \$250 remained in BCA budget for 2021.

May 2021

The 276th Congregational Church of Salisbury 2021 Annual Meeting voted to approve committee reports for 2020 and presented nominations to boards for 2021.

Thank you to Board members stepping down: Kerry Noble, Beth Isler. Welcome to new members: Karin Noyes, Peg Heck, Leanne Larson. New Co-chairs: Joanne Hayhurst and Joanne Taber.

June 2021

Brenda Boone reported on great success of Gratitude Night at Silver Lake Conference Center for Salisbury Center School. She also reported that she was very disappointed in the lack of church member participation in making this event a reality.

Brenda also reported on success of Corner Pantry Thrivent Challenge.

Betsy Beck proposed BCA and all church members support Souper Suppers, an all-community monthly dinner distribution from our church for all who sign up.

Joanne Taber announced upcoming CROP walk in September.

July 2021

Joanne T. gave a CROP walk update. Report from Church Council: Green Team working with Historic District Commission on new church roof; Fall Festival planned for Oct. 8.; Souper Suppers on hold; Phasing Forward Committee recommends in-person church services begin August 1, 2021.

August 2021

2022 Budget prep: Board member contacts assigned to talk with or meet BCA supported organizations heads.

September 2021

Recommendations and approval of BCA 2022 Budget: Line 7011: \$22,250; Line 7012: Bridgeport and Bridgeport nOURish: \$4000.

Budget specifics for 2022:

Astor Services	500	Salisbury Housing Comm (Sarum Village)	
Chore	500		750
Extras	500	Salisbury Summer Youth	
FISH Shelter (Friends in Service to Humanity)	3,000	Employment	2,000.00
Greenwoods Counseling	500	Salisbury Visiting Nursing Ass.	500
Habitat for Humanity	1,000	Salisbury After School SOAR	500
Hispanola Health Partners (HPP)	2,000	The Corner Food Pantry	2,000
Housatonic Child Care Center	750	Women's Support Services	750
Housatonic Youth Services	1,000	Simply Smiles	5,000
Salisbury Family Services	1,000	TOTAL	22,250

Presentation to BCA: Trustees Carole Magowan and Roger Crain recommended BCA expand their budget to include the Salisbury Community as a whole.

October 2021

The 276th Annual Budget Meeting of the Congregational Church of Salisbury approved the Christian Action budget as: CA budget for 2022 approved as \$26,000. Bridgeport approved for \$4000. Community Housing Needs Set-aside: \$26,000

Report: Leanne Larson: Souper Suppers moving ahead.

Report: Joanne Taber: CROP walk

November 2021

BCA agrees to accept and disperse fund from Trustees of \$26,000 to Salisbury Housing Committee for repairs to Faith House and Sarum Village.

Report, Joanne H: Highly successful all-church Coat Drive supporting FISH efforts in Torrington were delivered to Torrington.

December 2021

Report: Joanne H: Christmas Giving. Christian Action set up an “Angel Tree” in the Parish House and asked church members to donate a gift for any-age child, 5-16, Church members were very generous, and C.A. delivered the gifts to FISH in Torrington for their distribution to 300+ children.

Board members voted that the BCA budget balance of \$250 for 2021 be divided evenly: \$125 for presents of teenage gifts for “Angel Tree” and \$125 to support Souper Suppers.

Proposal: Leanne Larson: BCA will support Souper Suppers for the month of April 2022, by donating \$1,000. Decision was to raise those funds from church members, and supplement whatever was still needed by April.

Proposal: Pastor John presented the concept of “Light of Service” offerings and asked BCA members to come to January 2022 BCA Meeting with names of two organization they support. The idea was that BCA members could subsequently tell why they care about that organization during a church service at the offering time. Then the “loose plate” collection would be donated to that organization.

Respectfully submitted,
Joanne Hayhurst and Joanne Taber, *Co-chairs*

Ushers Committee Report

The Ushering Committee and volunteers have met the needs of the various services during this second year of virus COVID-19. For a period of time, ushering required temperature taking, making sure people who attended service were on a sign-in list for possible contact tracing and asking people to wear masks.

The Ushering Guidelines were revised a couple of times with the assistance of Kathy Mera. Copies are located in church office files, in the drawer in narthex and distributed to people who usher.

We have been scheduling on a monthly basis allowing people to sign up to usher each month. A notice of the dates is sent via email and people provide their availability. The schedule is devised and distributed to the committee and the church office. It seems to be working well and received positive feedback from the ushers.

Thank you to everyone on the committee: Becky Belcher, Ken Edholm, Janet Kaufman, Deborah Moore, Sarah Morrison, Laura O'Niel, Joanne Taber and Sharon Tingley. A special thank you to the volunteers who have been willing to fill-in when people on the

committee are not able to usher: Alison Gray, Joanne Hayhurst, Kathy Mera, Karin Noyes, and Kevin Wolgemuth.

Respectfully submitted,
Patricia Palmer

Music Committee Report

Throughout the year the committee and Samuel have discussed with the choir how the choir should sing. For most of the year the choir has sung upstairs in the balcony with masks. Only recently has it been decided, with the lifting of face mask mandates, that the choir could sing without masks. We approved funds for up to \$250 for soloists for last Easter. We kept the intention to review the percentage that can be withdrawn from the Special Music Fund going forward based on the meeting that Samuel Kalcheim and Peggy Hayes had with Jennifer Weigel.

We set the compensation for the cantor at \$50 per hour for one hour of rehearsal and one hour of Sunday service. We decided that the Music Committee would help with ushering for the Music and Meditation series.

In October Samuel announced that he will not apply to stay on as settled music director, but that he might be able to stay until Easter.

It was decided that Music for Christmas would contain pieces about the Virgin Mary by women composers.

Mary Davidson volunteered to serve with Jo Loi on the Student Recital Board. The committee was very pleased that the Trustees approved the purchase of new cases for the Bell Choir before the close of 2021.

A Settled Music Director Search Committee was established with a subcommittee to be the Interview Panel.

The Nominating Committee will decide whether we need a new member of the Music Committee at this point.

Plans for the Spring Concert have begun. This will involve hiring some musicians and Malcolm will bring this before the Council.

Submitted with gratitude,
Malcolm Brown, *Chair*

Slate of Officers, Boards, & Committees, 2022-2023

Nominations for the June 2022 to May 2023 term are in bold type.

Underscore indicates first term of service, where applicable.

CHURCH OFFICERS

Moderator: Betsy Beck '24 *Treasurer: Jennifer Weigel '23* *Clerk: Jennifer Oberto '23*
Pastor: The Rev. Dr. John A. Nelson

BOARD OF DEACONS

Moderator, Pastor, and elected members:

Lorna Edmundson '23	Janet Kaufman '24	<u>Barbara Collins '25</u>
John Estabrook '23	<u>Deborah Moore '24</u>	<u>Sue Morrill '25</u>
Kathy Mera '23	Jennifer Oberto '24	
Theresa Carroll '23	<u>Patricia Palmer '24</u>	

BOARD OF TRUSTEES

Moderator, Treasurer, Pastor, and elected members:

Janet Accardo '23	<u>Louise Brown '24</u>	<u>Gordon Johnson '25</u>
Roger Crain '23	Dan Edmundson '24	<u>Janet Offensend '25</u>
<u>Ken Edholm '23</u>	<u>Kerry Noble '24</u>	

CHURCH COUNCIL MEMBERS-AT-LARGE:

Janet Kaufman '23	Mary Davidson '24	Kathy Mera '25
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BOARD OF RELIGIOUS EDUCATION Moderator, RE Coordinator, Pastor, and elected members:

Jennifer Good '23	<u>Emily Elliot '24</u>	<u>Holly Tierney '25</u>
<u>Linda Estabrook '23</u>		

BOARD OF CHRISTIAN ACTION Moderator, Pastor, and elected members:

<u>Peg Heck '24</u>	<u>Barbara Wiggins '25</u>
<u>Leanne Larson '24</u>	
<u>Karin Noyes '24</u>	

Jano Fairservis – *Emerita member*

MUSIC COMMITTEE Moderator, Music Director, Pastor, and elected members:

<u>Peggy Hayes '23</u>	<u>Mary Davidson '24</u>	<u>Louise Brown '25</u>
<u>Emily Elliot '23</u>	<u>Terre Lefferts '24</u>	<u>George Faison '25</u>
		<u>Peg Heck '25</u>

USHERS COMMITTEE

Moderator, Pastor, and elected members:

Becky Belcher '23	<u>Ken Edholm '24</u>	Sharon Tingley '25
<u>Laura O'Niel '23</u>	<u>Janet Kaufman '24</u>	<u>Kevin Wolgemuth '25</u>
<u>Joanne Taber '23</u>	Sarah Morrison '24	

HOSPITALITY COMMITTEE

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

Moderator, Pastor, and elected members:

Linda Estabrook '24

Susan Belcher '25
Theresa Carroll '25
Sara Wardell '25

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)
Peggy Hayes (Music Committee)
Peg Heck (At Large)
Sue Morrill (Board of Deacons)
Karin Noyes (Board of Christian Action)
Betsy Beck (Moderator)
Pastor John A. Nelson



The Congregational Church of Salisbury
UNITED CHURCH OF CHRIST

Whoever you are, wherever you are on life's journey: you are welcome here.

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