



The Congregational Church of Salisbury
UNITED CHURCH OF CHRIST



The 278th Annual Meeting, Part II
Reports to the Congregation
Sunday, 30 April 2023

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.

Contents

Call to the Annual Meeting.....	1
Agenda	1
Minutes of the 278 th Annual Meeting, Part I	1
Reports to Annual Meeting	3
Pastor's Report.....	3
Moderator's Report	4
Clerk's Report	6
Treasurer's Report.....	6
Music Director's Report.....	18
Sunday School Coordinator's Report.....	19
Board of Deacons Report	19
Board of Trustees Report.....	21
Green Team	22
Board of Christian Action Report.....	22
Ushers Committee Report.....	24
Music Committee Report.....	25
Slate of Officers, Boards, & Committees, 2022-2023	26

Call to the Annual Meeting

The 278th Annual Meeting, Part II, of the Congregational Church of Salisbury, UCC will be held following the worship service on Sunday, 30 April 2023 for the purpose of:

1. Acceptance of the Minutes of the 278th Annual Meeting, Part I, of 30 October 2022
2. Presentation of Reports from Boards and Committees
3. Presentation from the Strategic Visioning Team
4. The Election of Officers, Boards, and Committees
5. Other Business

Agenda

1. Prayer
2. Call to Order
3. Minutes of the 278th Annual Meeting, Part I
4. Acceptance and Discussion of Reports
5. Presentation from the Strategic Visioning Team
6. Election of Officers and Committees
7. Other Business
8. Pastor's remarks
9. Prayer
10. Adjournment

Minutes of the 278th Annual Meeting, Part I

The 278th Annual Meeting, Part I of the Congregational Church of Salisbury, UCC was held following the worship service on Sunday, 30 October 2022.

I. Call to Order - (J. Oberto, Clerk)

Bylaws stipulate that 20% of membership constitutes a quorum, which means 35 members. It was determined that we had a definitive quorum of well over 35 members present.

- II. Opening Prayer - Covenant Prayer, read in unison, followed by 2 sung verses of the hymn, Great is Thy Faithfulness.
- III. Presentation of Minutes from previous meeting
- Motion to accept minutes by K. Mera. Seconded; approved by voice vote.
- IV. Moderator's remarks (B. Beck)
- Gratitude was expressed to all who have served on boards and committees.
 - Tremendous gratitude and thanks to Emily Elliot for leading the Director of Music search committee, and bringing us our new Music Director, David Baranowski.
 - Thank you to the Green Team for the stewardship of our building and its resources.
 - Thank you to the Vision Team: Emily Elliot, Charlie Noyes, Bob Maxwell, and Janet Offensend for all the work they have done thus far in the strategic visioning process, as well as the Prayer Team, that have been praying in support of the work the Vision Team is doing. Charlie Noyes was invited to share an update:
 - Thanks to everyone who participated in our community conversations in September.
 - We are working to answer 3 big questions: Why do we, as a church, exist? Where are we going? And, how will we get there?
 - The Vision Team will continue to seek feedback from the congregation. There will be new opportunities to participate in the new year.
 - Reflections on where we have been, where we are, and where we are going - sharing our abundant resources and talents, clarifying our mission, and expanding our outreach both in person and virtually.
 - Gratitude expressed for the work Jennifer Weigel has done as Treasurer as she prepares to step down from the position.
 - As always, gratitude to Pastor John for his leadership.
- V. Presentation of 2023 budget (J. Weigel)
- Overview of the budget was presented, and the floor was opened to questions from the congregation.
 - Motion to accept budget as presented, by D. Edmunson. Seconded; approved by voice vote.
- VI. Presentation of Nominating Committee slate
- Representing:
- Board of Deacons: Janet Kaufman
- Board of Trustees: Gordy Johnson
- Board of Christian Action: Karin Noyes
- Music Committee: Mary Davidson

Board of Religious Education: TBD

At Large: TBD

Motion to accept Nominating Committee slate by L. Edmundson. Seconded; approved by voice vote.

VII. Pastor's report

Gratitude to Betsy Beck for her work as Moderator, Jennifer Weigel as Treasurer, and Jenn Oberto as Clerk.

- Thank you to all who participate in the ministries of this church. The ministry of the church belongs to and is carried out by its people.
- Thank you to the church staff, for the wonderful work they do. Many are new to their roles and have stepped in with generosity and great skill.
- Direction is appearing for us through our ministry and through the Visioning Team.
- As we begin to uncover a refreshed understanding of what our mission and ministry is, it's clearly going to be about embodying a gracious, generous, expansive presence of God's care, right here in this community and everywhere our influence touches.
- We are enough to embody God's grace, and carry out God's work.

VIII. Closing Prayer (J. Nelson)

Meeting adjourned.

Respectfully submitted,
Jennifer Oberto, *Clerk*

Reports to Annual Meeting

Pastor's Report

Beloved Church:

Christ's peace be with you — the peace that passes understanding, the *shalom* that comprises wholeness and harmony, justice and joy! May God only be praised: the source of all that is life and all that is good; the mystery of grace that is at work in us and is transforming the world.

I continually give thanks for you. I am grateful for your faithful attention to God's Word: in joyful worship; in Bible studies that are both serious and playful; in music both playful and serious, in service to neighbors, and in steadfast witness for compassion in our community and world.

I am grateful for your service to our neighbors, near and far: for hands-on mission with nOURish BRIDGEPORT, the Corner Food Pantry, Friends in Service to Humanity, the CROP Walk, and more. For caring attention to those who are hurting in body, mind, or heart, for random

acts of kindness — which are not so random when you realize how the Holy Spirit works! — for every way you build up our community in love, I am grateful.

In short, I am grateful for the ways you love God's people and care for God's creation.

You have called me to preach and teach the gospel and to provide pastoral care. I hope that you have heard the preaching and received the teaching, whether in formal or informal settings. I pray that the pastoral care I have given has been adequate for your needs. I trust that you will let me know when preaching, teaching, and care reach you, and when they do not.

The best use of this space (and your attention) is giving thanks: to the One who draws us together; to you; and to the staff alongside whom I have the honor of serving.

David Baranowski's arrival has brought powerful and delightful gifts to us: week by week, his ministry expands our understanding of God through a wide variety of music. His skill in teaching and leading singers and his good humor help the choir to produce robustly joyful noises! Mary Davidson continues to gather and lead the Hand Bell Choir with a beat that never wavers.

After celebrating the marvelous, four-decade ministry of Barbara Collins, we were fortunate indeed that Holly Tierney heard a calling to take the position of Sunday School Coordinator. Her loving presence and her deep wonder in the stories of our faith are blessing our Sunday School class, with the caring and careful assistance of Jennifer Kronholm-Clark.

Both the buildings and the operations of the church are smartly managed by Sexton Rich Tietjen and Administrative Assistant Loriann Chevremont; their care for the "nuts and bolts" supports all of our ministries, and they provide a welcome for both visitors and vendors through the week.

In late 2022 we said farewell to Bookkeeper Alex Bercy, even as Treasurer Jennifer Weigel and the Board of Trustees were shifting our finances into the stewardship of an off-site accounting firm. And then Kelly Rybczyk appeared! — a development consultant already working in our area, who is gracefully ensuring that our financial operations are in order.

I am tempted to refer to each of the church's ministers — which is to say, each person who is helping to carry out our mission — but I know it would strain your patience and double the length of the booklet you're holding. As you read through these pages, stop every now and then to remember: the Spirit has called (and activated!) each writer, and each service represented, to extend the love of God and to help share the realm of God. Please join me in giving thanks that God is doing such a splendid thing in Salisbury UCC, and that you are in such good company.

With gratitude and affection,

A handwritten signature in black ink that reads "Pastor Ben". The signature is fluid and cursive, with a large, sweeping "B" and a long, trailing flourish at the end.

Moderator's Report

At these mile-markers in our calendar year, it always amazes me to consider where we've been, where we are, and where we are going. Navigating global pandemics and personnel changes in

our church community in recent years, we have come to a place of relative stability, despite the turmoil in the world around us both near and far. That stability is due, in large part, to the faithful dedication of each of you and all of you - the congregation - and the committed leadership of our church. We find ourselves in a place of joyful celebration of who we are, what we believe, and what we can do to help others.

Highlights of the past year are many and include (but are certainly not limited to):

- The arrival of David Baranowski as our exceedingly talented Director of Music. The expertise, the laughter, and the joy he brings to the choir and to our services amplify our faith expression and connectedness.
- Holly Tierney's enthusiastic leadership in our Religious Education program. In stepping into the role as Sunday School Coordinator, Holly brings her positivity, optimism, and hope to her programs. With the assistance of Jenn Kronholm-Clark, we have appreciated some of our traditional activities, like the Christmas Pageant (this year with festive lights on the manger!) and the recent Un-Birthday party. Holly also organized a highly successful "Kids' Night Out" where local children and families came, ate pizza, and touched (or at least looked at) exotic animals.
- Deep and prayerful reflection on our future. A year ago, our Strategic Visioning Team was just forming. Their work throughout the year has involved an extensive review of the results of the Holy Cow Survey (2021); intentional conversations with many community leaders outside of our church; conversations and input from the congregation (September 2022 and January 2023); and much prayerful consideration of all that they have learned about us - who we are, and what God is calling us to do and to be. This effort grounds us in hope, offers a joyful expression of what our church will look like in the future, and guides each of us in what we can do to help.
- A faithful group of church leaders. Our settled committees have been tirelessly tending to the workings of the church. So much of what they do happens behind the scenes, and yet holds us together so that we can worship and serve with joy. It is impossible to overstate the debt of gratitude we owe them.

The Church Council meets monthly to weave together the efforts of the various committees, supporting each other where we can, and looking ahead to make sure that we are ready for what lies in front of us. We keep apprised of the goings on at church, from the Fall Festival to Food and Coat Drives, to the Crop Walk, to the Christmas Concert, and continue to appreciate all that our Green Team is doing and the Annual Pledge Appeal from the Trustees. This group of dedicated faith leaders has sustained and anticipated church energy:

Janet Accardo
David Baranowski
Mary Davidson
Lorna Edmundson
Emily Elliot

Peggy Hayes
Janet Kaufman
Kathy Mera
Jenn Oberto
Joanne Taber

Holly Tierney
Jennifer Weigel
Barbara Wiggins

Their reports (included with this booklet) chronicle the activities and events over the past year and give great insight into all that goes on, often behind the scenes, to make our church the vibrant place it is. It is great reading!

The more I work closely with Pastor John, the luckier I know we all are. We hear regularly about the impact of his sermons and his guidance in Bible studies. His wisdom, experience, and leadership continue to help us navigate challenges as we meet them and light the way for us to understand more about our faith. I deeply appreciate his partnership in all we do.

In the session (in June, 2021) where we heard about the findings from our Holy Cow survey, Tom Clough (our presenter) was very clear about all that the survey revealed about our church: Appreciating the unusually high response rate to our survey questions, he tells us that we are a “high energy / high satisfaction” church that provides “sources of new meaning and purpose for our members.” I am reminded of the adage, “If you want to go fast, go alone; if you want to go far, go together.” Standing on the shoulders of many great people and a long tradition of faith, we all must do our part in that effort. I am grateful to be a part of a church community that keeps its eyes, ears, minds, and hearts open to welcome all people, to worship a loving and forgiving God, and to walk hopefully into the future — together.

Gratefully,
Betsy Beck

Clerk's Report

Total Membership as of 24 April 2022: 172

Covenant Partners transferred or withdrawn: Ryan Gackenheimer

In Memoriam: Larry Blades
Bertha Scribner
Marian Ferguson
Ruth Tyrol
Robin Deitrick Dee

Total Membership as of 30 April 2023: 166

Treasurer's Report

Operating Income

Although our total income exceeds our budgeted income, this is slightly misleading because the Light of Service and Fall Festival income numbers are included here but are essentially restricted funds, and do not contribute to our operating income. The important number is 4002 Pledges, which was \$1,800 less than last year, although 97% of the budgeted amount. I know this is an area the Trustees are keeping an eye on. The draw from the investment fund was as budgeted, calculated as 4.50% of the average of the investment account balances on August 31,

2019-2021. This draw percentage was higher than usual as the Trustees took advantage of investment gains to make a one time donation of \$26,000 in support of affordable housing in Salisbury, and to set aside \$5,000 for local organizations to replace the Fall Festival income lost as a result of the cancellation of that event in 2020 and 2021. For 2022, the Trustees implemented a new benevolence program called “Light of Service” in which unallocated funds collected through the Plate offering were donated to a specified charity. This was quite successful, more than doubling the amount collected through plate offerings during the service in 2021. Both Light of Service and Fall Festival have offsetting expense lines under Benevolences.

Note that the document included and reference here is the report against the 2022 Operating Budget. There is copy of the overall P&L including investment income/losses as well as a Balance sheet on file in the office.

Specific Expense lines of note in 2022:

5000 – Compensation: Although the overall Compensation budget came in under budget, there were a few lines that require explanation. There was turnover in the Music Director, Sexton and Education lines with different compensation arrangements, which resulted in the Music Director line being slightly over budget and the Sexton and Education lines being under budget. 5018 Guest Musicians is underspent but is included in the overall Music budget, several lines of which are over budget, so those funds are essentially spent later on.

5030 – Other Personnel Expenses: The Trustees had budgeted funds in anticipation of additional staff benefits, but those were ultimately not spent in 2022, resulting in savings. Additional savings result from unspent funds for continuing ed, conferences and travel on the part of the Minister and Music Minister.

6100 –Ministry Support (Office Costs): The item of note in this section is 6111 Computer & Technology expense. Worship technology is the cost to have the services livestreamed. Other expenses are the technology requirements for online meetings and operations.

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: The new solar panels have reduced the church’s electricity expense to almost nothing. Virtually all of the 6251 Electricity Church expense was from the first quarter of 2022—since then we have paid only \$12-\$14/month in that line. We have also begun to receive the Z-rec credits from the State of CT, which are reported under 4053 Other Income at the bottom of the report. We continue to pay for the electricity in the Library’s parking lot, which is not provided by our solar panels. We are fortunate that we did have such savings on electricity since fuel oil was quite expensive in 2022 and we overspent that line significantly.

6300 – Program Expense: The music program returned in 2022, with the choirs performing both a Spring and Christmas concert. Given the turnover in the music director, the budget was a challenge and the music budget overall was overspent by approximately \$3500. With the same director for the entire budget year, 2023’s budget should be more manageable.

6330 – Hospitality: Coffee Hour is back but events are more modest than in previous years, resulting in some savings in the line.

6700 – Insurance: The new metal roof resulted in a premium credit on our insurance policy.

6701 – Accountants & Professional Fees: This line includes both the fee for the Visioning Coach Paul Nickerson as well as 2 months of charges for the new bookkeeping service to take over bill payments and eventually bring the financials into GAAP compliance.

6803 – Capital Reserves: As is our church's custom, the budget for 2022 included an amount to be allocated to future capital expenses. The budgeted amount for 2022 was \$30,000. In anticipation of the upcoming cost of heating upgrades to the church building as part of the Green Church project, the Trustees allocated an additional \$25,000 from the 2022 Net Income to the 2022 Capital Reserves. The total amount added to the Capital Reserve account for 2022 was therefore \$55,000.

7000 -- Benevolences: All Benevolences were expended this year. As previously mentioned, the 2022 budget included a one-time donation of \$26,000 in support of affordable housing in Salisbury along with \$5,000 to be donated to local organizations in lieu of the Fall Festival support, since that event was not held in 2020 or 2021. Finally, after transferring the additional capital allocation mentioned above, there was no Epiphany Fund for 2022.

Operating Checking Account Balance as of 12/31/22 **\$104,657**

Non-Budgeted Funds and Transactions

Benevolence Fund	Balance 12/31/2022	\$64,671
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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, 2020 and 2021 Epiphany Funds, and individual donations including an extraordinarily generous anonymous donation of \$100,000 received in 2019. 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 life's challenges.

Legacies and Bequests

We did not receive any Legacies or Bequests in 2022.

Souper Supper fund	Balance 12/31/2022	\$4,063
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Some local volunteers started a project of providing healthy free meals to any members of the community. Church members have become involved and the project takes advantage of Church facilities and bookkeeping resources to record donations, track and pay bills.

Special Music Fund **Balance 12/31/2022** **\$38,895**

\$1,000 was withdrawn from the Special Music Fund in support of music programming in 2022, and the Student recital was held again and was paid for from this fund. \$930 was received in donations.

Capital **Balance 12/31/2022** **\$397,841.92**

While much of the capital spending in 2022 had to do with the solar panel installation, the Trustees maintained regular capital investment in the church building as well. Specifically:

Purchase new cases for handbells	\$4,055
Repair and replace exterior trim and siding in preparation for painting	\$7,433
First stage of painting of church exterior	\$15,950
Green Church: completion of Roofing and Solar Panel project	\$136,600
Green Church: planning for oil tank replacement/HVAC project	\$15,025
Credit for refund of ZREC deposit	-\$395
Total 2022 Capital Expenditures:	\$178,668

The new roof and solar panels were fully installed and the solar panels have been operational since March, and we have begun earning ZREC credits. The Trustees have contracted with MHR Development to oversee the upgrading of the Church's HVAC system. The fees spent on the HVAC project in 2022 are for planning.

For all of the Green Church projects, total expenditures against budget are as follows:

	Spent as of 12/31/22	Budget	Status
Planning and Development	\$23,291	\$21,500	Completed 2021
Lighting	\$45,136	\$48,771	Completed 2021
Solar & Roofing	\$247,517	\$246,264	Completed 2022
HVAC	\$14,750	\$401,017	In planning, anticipate completion late 2023
Building Envelope	\$205	\$3500	Waived/Completed 2021

Investment account **Balance 12/31/22** **\$6,815,519.55**

The Investment Account returned -14.9% (after fees) during 2022 matching the -14.9% return for the benchmark. The performance in 2022 followed strong returns in 2019, 2020 and 2021 of 21.1%, 20.3% and 18.3%% (all after fees), respectively. The balance at the end of 2022 including accrued interest was \$6,826,812.41.

During 2022, \$327,700 representing 4.50% 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. Although this was slightly higher than the annual goal of 4%, the amount was considered within the acceptable range and allowed the Church to support local affordable housing.

During 2022, the Federal Reserve raised interest rates dramatically to combat rising inflation. The increase in interest rates led to a repricing of stocks and bonds and declines in

financial markets. There were other factors disrupting the markets during the year, including the war in Ukraine and significant global supply chain disruptions. It was a difficult year for the markets.

The financial markets started 2023 strongly. However, disruptions in the banking market led the stock market to give up some of its early returns. The Investment Account balance as of March 31, 2023 was \$7,018,936.88.

Respectfully submitted,
Jennifer Weigel, *Treasurer*

Profit & Loss, January – December 2022 (p. 1 of 3)

	TOTAL
Income	
4000 Contributions Income	
4001 Plate -Light of Service	14,921.79
4002 Pledges	213,075.09
4007 Donations - Other	4,671.55
Total 4000 Contributions Income	232,668.43
4040 Rental Income	
4043 Other rental income	1,890.00
Total 4040 Rental Income	1,890.00
4050 Miscellaneous Income	15.12
4072 Souper suppers	3,164.00
Total 4050 Miscellaneous Income	3,179.12
4060 Fall Festival Net Income	3,423.93
4997 Draw from Special Music Fund	0.00
4999 Draw from Endowment	0.00
Total Income	\$241,161.48
GROSS PROFIT	\$241,161.48
Expenses	
5000 Compensation	
5010 Financial Assistant	19,537.88
5011 1 Minister	76,319.62
5012 2 Minister of Music	44,609.16
5013 3 Sexton	13,329.75
5014 Education	9,846.51
5015 5 Bell Choir	5,503.94
5016 6 Guest Ministers	800.00
5018 Guest Musicians (Sundays)	600.00
5021 Administrative Assistant	19,133.43
5029 Cantor	5,350.00
Total 5000 Compensation	195,030.29
5030 Other Personnel expenses	879.80
5031 Minister Health Ins	30,318.12
5032 Minister Pension	15,932.88
5033 Minister Travel	2,158.82
5034 Minister Housing	37,486.02
5035 Minister Tax Reim	8,706.10
5036 Music Min Health Ins	1,650.48
5037 Social Security	8,791.70
5038 Workman's Comp	1,549.00

5039 MusicMini/StaffPension/Benefits	530.46
5055 Minister Continuing Educ	1,543.67
5056 In-service staff training	400.00
Total 5030 Other Personnel expenses	109,947.05
6100 MinistrySupport(FkaOffice Cost)	
6105 Equip Rental - Copier	5,120.01
6106 Bank and Credit Card Fees	1,589.59
6111 Computer & Technology	
Office Technology	1,245.44
Worship Technology	4,500.00
Total 6111 Computer & Technology	5,745.44

Profit & Loss for 2022, p. 2 of 3

6112 Publicity & Marketing	3,006.77
6115 Telephone	3,156.80
6120 Other	95.00
6125 Supplies	1,044.67
6130 Postage	646.68
6140 Payroll Costs	2,404.64
Total 6100 MinistrySupport(FkaOffice Cost)	22,809.60
6200 Maintenance & Repairs	
6201 Church Maintenance	8,947.31
6202 Custodian Supplies	1,252.01
6205 Church Repairs & Capital	176,096.20
Total 6200 Maintenance & Repairs	186,295.52
6250 Utilities	
6251 Electricity - Church	962.23
6252 Electricity - Lot	558.46
6253 Fuel - Church	9,623.18
6257 Water & Sewer	747.24
6259 Propane - Church	24.61
Total 6250 Utilities	11,915.72
6300 Program Expense	
6302 Bell Choir	4,188.70
6303 Deacons	1,061.76
6304 Music	2,691.85
6312 Concerts/Events	15,945.00
Total 6304 Music	18,636.85
6305 Organ and Piano	1,082.00
6306 Religious Education	776.49
Total 6300 Program Expense	25,745.80

6330 Hospitality	
6332 Flowers	997.02
6333 Kitchen	1,608.33
Total 6330 Hospitality	2,605.35
6700 Insurance - Fire, Liability...	18,984.00
6701 Accountants & Professional Fees	3,503.40
6800 Reserves	
6803 Capital	0.00
6805 Sab-Ed Res - Minister	1,000.00
Total 6800 Reserves	1,000.00
7000 Benevolences	
7001 OCWM/Our Church's Wider Mission	20,000.00
7010 Fall Festival Benevolences	3,423.93
7011 Christian Action	50,700.00
7012 Bridgeport	4,000.00
7013 Deacons Discretionary	716.78
7014 Silver Lake	10,000.00
7024 Light of Service Benevolences	13,269.51
7025 Souper Supper	3,094.95
7050 Epiphany Fund Benevolences	0.00
Total 7000 Benevolences	105,205.17
7030 Membership	430.00
Total Expenses	\$683,471.90
NET OPERATING INCOME	\$ -442,310.42

Profit & Loss for 2022, p. 3 of 3

Other Income	
4003 Special Music Fund Income	
4014 Special Music Fund Contribution	520.00
4034 Interest Income-Spec.Music Fund	260.01
Total 4003 Special Music Fund Income	780.01
4010 Investment Income	-1,207,631.94
4012 Interest Income - Capital Reser	2,588.39
4030 Interest Income-SBT	23.74
Total 4010 Investment Income	-1,205,019.81
4053 Z-Rec Income	503.70
Total Other Income	\$ -1,203,736.10
Other Expenses	
6500 Investment Expenses	
6502 Investment Advisory Fees	24,146.31
6503 Investment Fees	7,067.22
Total 6500 Investment Expenses	31,213.53
6901 Benevolence Expense	12,080.00
Total Other Expenses	\$43,293.53
NET OTHER INCOME	\$ -1,247,029.63
NET INCOME	\$ -1,689,340.05

Operating Profit & Loss, January – December 2022

	Actual	Total Budget	% of Budget
Income			
4000 Contributions Income			
4001 Plate -Light of Service	14,921.79	5,000.00	298.44%
4002 Pledges	213,075.09	220,000.00	96.85%
4007 Donations - Other	620.55		
Total 4000 Contributions Income	\$ 228,617.43	\$ 225,000.00	101.61%
4040 Rental Income			
4043 Other rental income	1,890.00		
Total 4040 Rental Income	\$ 1,890.00	\$ 0.00	
4050 Miscellaneous Income	5.12		
4004 Bells Income		250.00	0.00%
Total 4050 Miscellaneous Income	\$ 5.12	\$ 250.00	2.05%
4060 Fall Festival Net Income	3,423.93		
4997 Draw from Special Music Fund	1,000.00	1,000.00	100.00%
4999 Draw from Endowment	327,700.00	327,699.00	100.00%
Total Income	\$ 562,636.48	\$ 553,949.00	101.57%
Gross Profit	\$ 562,636.48	\$ 553,949.00	101.57%
Expenses			
5000 Compensation			
5010 Financial Assistant	19,537.88	20,688.00	94.44%
5011 1 Minister	76,319.62	76,320.00	100.00%
5012 2 Minister of Music	44,609.16	42,436.00	105.12%
5013 3 Sexton	13,329.75	16,900.00	78.87%
5014 Education	9,846.51	13,384.00	73.57%
5015 5 Bell Choir	5,503.94	5,504.00	100.00%
5016 6 Guest Ministers	800.00	1,200.00	66.67%
5018 Guest Musicians (Sundays)	600.00	2,200.00	27.27%
5021 Administrative Assistant	19,133.43	19,860.00	96.34%
5029 Cantor	5,350.00	5,000.00	107.00%
Total 5000 Compensation	\$ 195,030.29	\$ 203,492.00	95.84%
5030 Other Personnel expenses	879.80	500.00	175.96%
5031 Minister Health Ins	30,318.12	30,318.00	100.00%
5032 Minister Pension	15,932.88	15,933.00	100.00%
5033 Minister Travel	2,158.82	3,000.00	71.96%
5034 Minister Housing	37,486.02	37,486.00	100.00%
5035 Minister Tax Reim	8,706.10	8,706.00	100.00%
5036 Music Min Health Ins	1,650.48	3,040.00	54.29%
5037 Social Security	8,791.70	9,637.00	91.23%
5038 Workman's Comp	1,549.00	1,650.00	93.88%
5039 MusicMini/StaffPension/Benefits	530.46	11,061.00	4.80%
5055 Minister Continuing Educ	1,543.67	3,000.00	51.46%
5056 In-service staff training	400.00	3,250.00	12.31%
Total 5030 Other Personnel expenses	\$ 109,947.05	\$ 127,581.00	86.18%
6100 MinistrySupport(FkaOffice Cost)			
6105 Equip Rental - Copier	5,120.01	5,000.00	102.40%
6106 Bank and Credit Card Fees	1,589.59	1,500.00	105.97%
6111 Computer & Technology Office Technology	1,245.44	5,000.00	24.91%

Operating Profit & Loss for 2022, p. 2 of 3

Worship Technology	4,500.00	1,000.00	450.00%
Total 6111 Computer & Technology	\$ 5,745.44	\$ 6,000.00	95.76%
6112 Publicity & Marketing	3,006.77	2,750.00	109.34%
6115 Telephone	3,156.80	3,000.00	105.23%
6120 Other	95.00	500.00	19.00%
6125 Supplies	1,044.67	2,750.00	37.99%
6130 Postage	646.68	1,000.00	64.67%
6140 Payroll Costs	2,404.64	2,500.00	96.19%
Total 6100 Ministry Support (Fka Office Cost)	\$ 22,809.60	\$ 25,000.00	91.24%
6200 Maintenance & Repairs			
6201 Church Maintenance	8,947.31	10,000.00	89.47%
6202 Custodian Supplies	1,252.01	1,300.00	96.31%
6205 Church Repairs & Capital	1,483.54	7,500.00	19.78%
Total 6200 Maintenance & Repairs	\$ 11,682.86	\$ 18,800.00	62.14%
6250 Utilities			
6251 Electricity - Church	962.23	4,000.00	24.06%
6252 Electricity - Lot	558.46	600.00	93.08%
6253 Fuel - Church	9,623.18	6,000.00	160.39%
6257 Water & Sewer	747.24	500.00	149.45%
6259 Propane - Church	24.61	100.00	24.61%
Total 6250 Utilities	\$ 11,915.72	\$ 11,200.00	106.39%
6300 Program Expense			
6302 Bell Choir	134.00	1,000.00	13.40%
6303 Deacons	1,061.76	2,750.00	38.61%
6304 Music	2,691.85	4,000.00	67.30%
6312 Concerts/Events	15,825.00	6,250.00	253.20%
Total 6304 Music	\$ 18,516.85	\$ 10,250.00	180.65%
6305 Organ and Piano	1,082.00	1,500.00	72.13%
6306 Religious Education	776.49	1,000.00	77.65%
Total 6300 Program Expense	\$ 21,571.10	\$ 16,500.00	130.73%
6330 Hospitality			
6332 Flowers	997.02	2,500.00	39.88%
6333 Kitchen	1,608.33	3,000.00	53.61%
Total 6330 Hospitality	\$ 2,605.35	\$ 5,500.00	47.37%
6700 Insurance - Fire, Liability...	18,984.00	21,210.00	89.50%
6701 Accountants & Professional Fees	3,503.40	2,500.00	140.14%
6800 Reserves			
6803 Capital	55,000.00	30,000.00	183.33%
6805 Sub-Ed Res - Minister	1,000.00	1,000.00	100.00%
Total 6800 Reserves	\$ 56,000.00	\$ 31,000.00	180.65%

Operating Profit & Loss for 2022, p. 3 of 3

7000 Benevolences

7001 OCWM/Our Church's Wider Mission	20,000.00	20,000.00	100.00%
7010 Fall Festival Benevolences	3,423.93		
7011 Christian Action	52,000.00	52,000.00	100.00%
7012 Bridgeport	4,000.00	4,000.00	100.00%
7013 Deacons Discretionary	716.78	2,000.00	35.84%
7014 Silver Lake	10,000.00	10,000.00	100.00%
7024 Light of Service Benevolences	14,921.79		
Total 7000 Benevolences	\$ 105,062.50	\$ 88,000.00	119.39%
7030 Membership	430.00	2,500.00	17.20%
Total Expenses	\$ 559,541.87	\$ 553,283.00	101.13%
Net Operating Income	\$ 3,094.61	\$ 666.00	464.66%
Other Income			
4010 Investment Income			
4030 Interest Income-SBT	23.74		
Total 4010 Investment Income	\$ 23.74	\$ 0.00	
4053 Z-Rec Income	503.70		
Total Other Income	\$ 527.44	\$ 0.00	
Net Other Income	\$ 527.44	\$ 0.00	
Net Income	\$ 3,622.05	\$ 666.00	543.85%

Balance Sheet

As of December 31, 2022

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1000 SBTC Checking	104,656.97
1003 Benevolence Fund	64,671.45
1004 Souper Supper at SBT	4,063.13
Total Bank Accounts	\$173,391.55
Accounts Receivable	
1200 Accounts Receivable	200.00
Total Accounts Receivable	\$200.00
Other Current Assets	
12200 Accrued Revenue	15.00
1499 Undeposited Funds	0.00
Total Other Current Assets	\$15.00
Total Current Assets	\$173,606.55
Fixed Assets	
2100 Original Meeting House	1,795,000.00
2101 Parish House	1,468,500.00
2105 Pipe Organ	540,000.00
2106 Fixtures and Contents	1,010,369.00
2107 Piano	56,000.00
2108 Building Improvements	64,965.98
Total Fixed Assets	\$4,934,834.98
Other Assets	
1006 Special Music Fund-Vanguard	38,894.93
1021 Capital Reserve-Vanguard	397,841.92
1030 Endowment - BoNY	0.00
1031 FIDELITY INVESTMENTS	
1031.01 Fidelity Endowment	6,815,519.55
Total 1031 FIDELITY INVESTMENTS	6,815,519.55
13000 Prepaid Expenses	0.00
Total Other Assets	\$7,252,256.40
TOTAL ASSETS	\$12,360,697.93

Balance Sheet, p. 2

As of December 31, 2022

	TOTAL
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000 Accounts Payable	16,974.47
Total Accounts Payable	\$16,974.47
Credit Cards	
00001 LaBonnes	0.00
Credit Card (8346)	326.45
Total Credit Cards	\$326.45
Other Current Liabilities	
0001 Accrued Expenses	13,031.09
2500 Pledges for next year	41,880.00
2901 Payroll Tax Payable	0.00
2902 Family Leave Taxes payable	219.08
Total 2901 Payroll Tax Payable	219.08
5201 Sabbatical Fund	7,292.50
Total Other Current Liabilities	\$62,422.67
Total Current Liabilities	\$79,723.59
Total Liabilities	\$79,723.59
Equity	
3000 Transfers btw Funds	0.00
3012 Special Music Fund - Vanguard	39,175.93
3022 Temporary Error	0.00
3023 Benevolence fund - Restricted	64,671.45
3024 Souper Supper fund - Restricted	4,063.13
3900 Retained Earnings	13,862,403.88
3901 General Fund Balance	0.00
Net Income	-1,689,340.05
Total Equity	\$12,280,974.34
TOTAL LIABILITIES AND EQUITY	\$12,360,697.93

Music Director's Report

We are drawing close to the finish of my first year here at Salisbury UCC, and it has been a fun and uplifting experience for me, and I hope for all of you. I have been very pleased with the dedicated and talented volunteers in our choir, and we have added several new folks to the group this year as well. I believe at our largest we are 19, and that is a gift- and a group large enough to sing almost anything! (Almost!) I have enjoyed trying music that I have done in previous choirs with this group, mostly accompanied by the organ. They have done very well with just about everything I threw at them, and seemed to enjoy the repertoire. I am very glad to have Jennifer Oberto as a professional in the group; she is a great leader; both supportive and strong, while remaining understated and humble. A professional tenor friend of mine, Steve Hoagland, has joined on occasion, and we were just blessed with his solo voice at Easter with the Vaughn Williams anthem. I would love to have a professional occasionally in the bass section, but the right person hasn't appeared yet...with time maybe that will change. All things considered, believe this choir to be a very strong and charitable group: to each other, to me, and to their church.

The bell choir has contributed what I understand to be their regular musical offering this year: Christmas Eve, the Christmas concert, Easter, and Mother's Day. Mary and her ringers have been very accommodating, and rock solid. I know from having directed bells before that they are a great group- and are capable of very difficult pieces! They are also ringing for the Memorial Service for Art Eddy on April 15, who was a longtime friend to many of the members.

Our Christmas concert on December 18th was well attended, and a real community success. Folks really seemed to enjoy the Rutter Magnificat, and the beautiful orchestra. I couldn't have been more pleased with this joyful endeavor- it was a musical challenge for our group, but we really rose to the occasion. Coming up on May 6, we will have our Spring concert, featuring music of Mendelssohn, Vaughn Williams, and Ola Gjeilo. It is a smaller scale performance, with strings and piano, but I think the music will be both moving and inspirational for our church and guests. I look forward to many more of these concerts in the future.

We also hosted both the student recital, which has been organized by Jo Loi for many years, and Chorus Angelicus, which was a great success as well. It is of note that organizations such as Chorus Angelicus are also recovering from pandemic setbacks- and their youngest singers were performing in our meeting room for the first time together in several years. It is a joy to help the choral community to get back to its former health, and this concert was great fun to be a part of.

Looking ahead, I hope to continue to strengthen the choir and music program, with varied repertoire, more festive holiday offerings (Easter and Christmas), and the continuation of the Friday Music and Meditation program, which has gained attendance month by month. Thank you for your support, and many thanks to Pastor John and the Music Committee, who make this all possible.

In Christ,
David Baranowski, *Music Director*

Sunday School Coordinator's Report

As of September 2022, our church school is fully in-person! We're composed of one class with children ages 5-12. Jennifer Kronholm-Clark is our new religious education aide and a joy to work with! My goal has been to make church school an extension of church with reverence and fun. We have a predictable rhythm of verses, prayer, a story, and a craft. The story has been the main source of awakening spiritual wonderment, and is usually told through puppets, books, or props.

This year we've taken a spiritual journey through the seasons. In autumn we had stories and crafts invoking the excitement of the harvest. As the days got shorter and colder, we explored overcoming hardships and bringing in light and warmth with the help of angels. Coming closer to Christmas we shifted gears and took the time to relish the anticipation of a special birth with stories of Advent and our Christmas pageant. From Christmas to Easter we followed the life of Jesus from birth to ascension. To give a more comprehensive picture of why we follow Christ, we learned about many of his milestones chronologically and his teachings of love, kindness, and forgiveness. Coming back to Spring, we have returned to our theme of the changing seasons, and are eager to welcome new life, growth and renewal with more crafts and stories.

We have also held special events for community outreach and church cohesion. Our Kids Night Out was a huge success giving families with children a night of fun activities and pizza. We also brought back our long-standing Christmas Pageant, Un-Birthday Party, and Easter egg hunt. Over the summer I hope put on some puppets shows in public venues.

Looking ahead, we're starting to have more children aged 10-12, and we hope to provide them more resources to meet their spiritual needs.

On a personal note, being a church schoolteacher has been both an educational and spiritual adventure. To my surprise, taking on the role of storyteller has been the biggest honor. There's something so special about telling stories that have been passed down over centuries, an ancestral connection I suppose. I'm so thankful for all of you who have entrusted me with this sacred work.

Respectfully submitted,
Holly Tierney, *Sunday School Coordinator*

Board of Deacons Report

For a third, consecutive year, the nature of the Deacons' in-person work with the Congregation was considerably constrained by the Pandemic and our numbers decreased to eight. Deborah Moore and Jennifer Oberto were not able to continue to serve as Deacons, but we were fortunate to welcome Barbara Collins to our midst. We were disappointed not to be able to offer our usual in-person programs, such as the Lenten Suppers. Visiting those on our Pastoral Care List was complicated again this year by Pandemic concerns.

Nonetheless, we met monthly, primarily by Zoom and did our best to fulfill our mission to extend Pastor John's reach to the congregation. It was a joy to assist him in caring for the Congregation, calling and visiting when we could. One of us took responsibility for sending Valentines; another for sending regular notes of encouragement and congratulations.

We delivered Christmas Poinsettias and will soon deliver Easter lilies. We participated in and encouraged others to participate in the Light of Service Program, the Prayer Wall, and Reverend Eileen Epperson's on going "Centering Prayer" series.

We worked closely with Pastor John to prepare for worship and memorial services, especially at Christmas, Ash Wednesday, Maundy Thursday, and Palm Sunday, and Easter. We cared for the communion elements, restocked provisions, served communion, recruited lay readers, provided reflections for the *Meeting House Times*, and assisted with hospitality.

One of us took responsibility for offering the pre-Sunday service Zoom gatherings and for the Geer Nursing Home March Birthday Program. Several of our members joined in to help with Christian Action initiatives, Souper Suppers, Bridgeport Dinners and the Crop Walk. We all participated actively in the conversations and activities organized by the Vision Team.

Again, in a year in which so many continued to be alone, anxious, confined, ill, or burdened family responsibilities, we did our best to identify congregants who might need support and reached out to them. In some cases, we requested funds to support them from the Beneficence Fund.

In May 2023, for the fourth year in a row, we will telephone everyone in the Congregation to inquire about their well-being and to offer information and support when needed. We delayed our calls this year, so as not to conflict with solicitation for the Annual Fund and communications from the Visioning Team. In past years, we've been able to connect with at least 80 or more individuals and found people to be very responsive to and grateful for the outreach effort. When those calls are completed, we will submit a comprehensive summary report to the Church Council on what we learned.

The Deacons remain deeply grateful for the leadership and spiritual guidance offered by Pastor John. His sermons continue to be insightful and inspiring. His ready sense of humor and beautiful tenor voice are much appreciated.

We also deeply appreciate the beautiful music provided by Music Director David Baranowski, Cantor Jennifer Oberto, the Choir, and Director Mary Davidson and her Bell Choir. We are grateful to the administrative staff for their help and are deeply thankful for the ways in which the Church officers, Trustees and members of Church Council enrich our Church community.

Again, this year, I would like to give thanks to this small - but hearty - band of Deacons and particularly to Theresa Carroll who works quietly but steadily by my side and with many others. Thanks also to Pastor John and Moderator Betsy Beck who participate in our Deacons' meetings whenever they can.

We are eager to hear the report from the Visioning Team and stand ready to do our part in building for the future of our Church and Congregation.

We are blessed to serve this Pastor and this Congregation.

This is the final year of my six-year term as a Deacon – four of them as Chair of the Board of Deacons. It has truly been an honor and a pleasure, as well as an opportunity to deepen my faith and enrich my life. Thank you for the opportunity.

Respectfully submitted,
Lorna D. Edmundson, *Chairperson*

Board of Trustees Report

The Trustees are a dedicated group of individuals who oversee the church's finances, building and grounds. The current Trustees are Janet Accardo (Chair), Louise Brown, Roger Crain, Dan Edmundson, Gordon Johnson, Kerry Noble and Janet Offensend. Ken Edholm submitted his resignation mid-year due to the demands of his full-time job. Ex officio members who attend the monthly Trustee meetings are Church Treasurer, Jennifer Weigel, Pastor John Nelson, and Moderator Betsy Beck. Trustees take turns recording the minutes for our meetings.

Treasurer Weigel has done an outstanding job in overseeing the church's budget and finances. She serves ex-Officio on the church Investment Committee chaired by Michael Voldstad and comprised of Janet Offensend, Roger Crain, and Bill Kellett. They coordinate with our investment management firm F.L. Putnam which has done an able job of managing our portfolio during a challenging economic time. We thank Janet Offensend and Dan Edmundson for leading the Annual Appeal in November. Janet also serves on the church Visioning Team.

Two Trustees count the collection each Sunday. On Sundays when a charitable organization is the beneficiary of the Light of Service, the plate offering is more substantial. We were approached by representatives of the Salisbury Affordable Housing Committee and the Salisbury Affordable Housing Trust to contribute toward their building projects. While there is general support among the members of our congregation for affordable housing, we did not have extra money this year due to our budgetary demands. So we decided to have the Light of Service go to these two organizations once a month.

When Anne Williams resigned from the House Committee and Trustees in December 2021, no other Trustee was willing to fill her able shoes. We are hobbling along without her, and relying on the Green Team to take forward steps toward an energy efficient church. The Green Team is chaired by Kerry Noble and ably assisted by Angela Lomanto who has valuable experience in making churches more energy efficient. The Green Team has submitted a separate report on their plans and progress. In February the Trustees approved the next phase of converting our heating and cooling systems from fossil fuel to a more environmentally friendly system. More information in the Green Team report.

Last summer Jeff Fox painted the Library Street side of the Meeting House and Fellowship Hall. This July he will paint the Academy Street and Main Street sides as well as the steeple. The steeple will require scaffolding; but the painters will do their best to avoid interfering with people entering and leaving the Meeting House to attend Sunday worship.

Respectfully submitted,
Janet Accardo, *Chairperson*

Green Team

In March 2022, the investment we made in solar panels began to pay off. The ZREC's started to accumulate as soon as the system "went live." ZREC stands for Zero-Emission Renewable Energy Credits. We earn one REC every time our solar array produces one kilowatt-hour (kWh) of energy. Those ZREC will continue for 15 years. An added bonus is that our electric bills are now based on charges we can't avoid and are less than \$15 per month.

But here's the better news! The panels also began saving our gorgeous earth from deadly carbon dioxide to the tune of tens of thousands of pounds each year. Since the solar panels were live and through the end of September we have avoided 43,965 lbs. of CO₂ being released into the air.

The next step toward zero-emissions was formalized by MHR Development and is slated to be considered by the Trustees. This Phase III work includes replacing our oil burning furnaces with electric heat pumps and getting rid of any oil tanks. By making this change, the Meeting House, Parish Hall, and the rooms upstairs will all have the capacity to have heat, of course, and also air conditioning – all powered by solar panels. The proposal also addresses indoor air quality by introducing fresh air in all of our spaces. The Trustees will also consider an EV charger with two ports – the first in Salisbury. We received substantial incentives for each, and we will see substantial savings on the cost of oil and servicing the furnaces and chimney.

In 2023, we look forward to reporting that the project is finished!

Respectfully submitted,
Kerry Noble, *Chairperson*, Theresa Carroll,
Ruth Choate, Angela Lomanto and Karin Noyes

Board of Christian Action Report

Distribution of funds for 2022

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)	2,000.00
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 Summer Youth Employment	1,000.00
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
TOTAL	21,250.00

UCC Bridgeport (Budget line 7012)	\$4,000.00
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Our yearly donation to UCC Bridgeport, our sister church by covenant, goes directly to their nOURish program. There are four aspects of this program.

- A. The Food Pantry which distributes groceries to over 650 families
- B. The Baby Center which distributes diapers and wipes to 400 babies/month
- C. Feel the Warmth Hot Meal Program. This is the program that we participate in by volunteers traveling to Bridgeport 3 to 4 times a year to assist with cooking and serving 150 hot meals each week.
- D. English as a second language.

The Bridgeport church is undergoing some renovations and as a Christmas gift we donated monies for a new outside sign. We would like to thank all who volunteer and support this worthy program.

Other Christian Action Activities:

1. Souper Suppers have continued to thrive this year. This community-organized program runs from October through April, making use of our Parish Hall and kitchen. The program offers soup-based meals to 120-140 people on the last Friday of each month (Nov. and Dec. we delivered a week earlier). This is open to any local residents no matter their need.

We have supported the Souper Suppers two times this year – in April (\$1000 raised through Light of Service) and again in October (\$1000 from our budget). The expenses have been lowered by the fact that we are now making our own soup. We still depend on Freund's Farm for the ingredients and all the "extras" (cheese, fruit and baked goods). Generally, we serve about 50 folks from Noble Horizons; cottagers and staff, and 70-90 people from the community including deliveries we make to shut-ins and working folks. Other donations are solicited from local businesses.

2. FISH (Friends in Service to Humanity) in Torrington – Our Winter Coat Drive was spearheaded by Joanne Hayhurst. Two full carloads were delivered on November 16th and

were greatly appreciated. Joanne asked the wider community to participate and Fall Village UCC as well as the Catholic Church added to the donations.

3. The 2022 Northwest CT CROP Walk raised a total of \$36,410.72. Salisbury Congregational Church raised \$4,245.14. \$9,102.68 was returned to the Northwest CT Food Bank, which distributes the funds to local food banks and food programs.

Pastor John, Joanne Taber, and Pat Palmer were the Northwest CT CROP Walk Planning Team in 2022 and will be continuing in their roles in 2023.

4. Food Pantry – Besides our monetary donation in March, Joanne Taber and Joanne Hayhurst organized two food drives. One in January (40 bags) and one in June (26 bags). The Joannes delivered the donations to the Food Pantry.

5. Light of Service – This was started in January this year. Each Sunday the loose change or designated checks in the offering will go to an organization that anyone from our congregation is invited to represent. The BCA recruited folks and then assigned each committee a month to do the recruiting of participants. Many varied organizations have been supported through this program and the morning offering has increased (from a normal Sunday) for each specific plea.

6. Trail Angels –Emily Elliot, John Estabrook, Pat Palmer, Barbara Wiggins, Jennifer Weigel, volunteered for a Saturday in July and spent the day greeting and feeding hikers along the Appalachian Trail in Sheffield. Organized by the Sheffield UCC.

7. Christmas giving – BCA discussed and agreed to purchase gas card distributed through NECC (North East Community Center) to folks in need. \$1300, included a \$300 donation from the congregation.

8. Extra monies from our budget were distributed: \$1375 to Bridgeport for an outdoor sign for the new church building, and \$1375 to Community Health Center, Inc. an organization in the Hartford Health Systems that delivers health care to underserved community members.

9. We are grateful for the many angels among us. Here is an example of one: Usher Kevin Wolgemuth, noticing that Jano Fairservice had arrived at church with a “spongy tire,” sent her into coffee hour after the service and fixed her tire for her. Thank you Kevin! And thank you to all the other unsung angels among us.

Respectfully submitted,
Peg Heck, Leanne Larson, Karin Noyes, and
Barbara Wiggins, *Board of Christian Action*

Ushers Committee Report

Eight dedicated people have been ushers this year. Each one works approximately two times a month. Their responsibilities include preparing for the service by putting up the hymn numbers on the board, opening doors and putting out the cones, checking the bulletins, filling in the information about the weather and attendance and ringing the welcoming bells. They are prepared to help people across the street, up the stairs and to answer questions. They make

crayons and pads available to children. In addition to the regular Sunday services, the ushers help out at special holiday services and other occasions as needed. At the end of the service, the ushers check the pews for order, turn out the lights and close the front doors.

Respectfully submitted,
Joanne Taber

Music Committee Report

1. David Baranowski began his tenure as Director of Music in June, 2022. He continues the tradition of half hour Music Meditation on the first Friday of each month. With his chosen repertory and excellence on both the organ and piano the audience for this event has steadily increased. In addition to Director Baranowski's organ and piano selections, guest musicians have included Cecilia Burns and Jennifer Oberto.
2. The Committee presented a guest concert of Fog Trio (flute, guitar, oboe) on September 18.
3. Under Director Baranowski's direction the choir sang for weekly services and presented a Christmas concert December 18 with soloist Jennifer Oberto, a choir of 24 singers, orchestra of 17 (including Samuel Kalcheim on violin) and the church's bell choir of 11 ringers under the direction of Mary Davidson. A post-performance reception was provided by the Hospitality Committee.
4. The Music Committee assisted Jo Loi and her committee with the Annual Student Recital on February 26 presenting 21 student musicians to a full audience of parents and local admirers. Mary Davidson and Peggy Heck arranged for a post-performance reception which was greatly appreciated by the musicians, parents, and audience.
5. The Committee presented Chorus Angelicus (Joyful Noise) on March 5. All three of their choirs performed—Angels, Juniors, Seniors—totaling 36 singers and 7 musicians. The Meeting House was filled with an enthusiastic and appreciative audience which overflowed afterwards into the Community Room for a reception graciously organized by Emily Elliot.
6. Future music events include:
Palm Sunday — Guest cellist Allan Ballinger
Easter Sunday — Guest Tenor Soloist Steve Hoagland
Guest string musicians Liz Handman, Jules Checuti and Allan Ballinger
May 6 Spring Concert
Choir, String musicians from Easter and pianist Jesse Goldberg

Respectfully submitted,
Peggy Hayes, *chairperson*

HOSPITALITY COMMITTEE

currently inactive

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

Charlie Noyes

Respectfully submitted
by the Nominating Committee:

Janet Kaufman (Board of Deacons)
Gordon Johnson (Board of Trustees)
Mary Davidson (Music Committee)
Becky Belcher (At large)
Holly Tierney (Board of Christian Education)
Karin Noyes (Board of Christian Action)



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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