



NORTH MADISON CONGREGATIONAL CHURCH

**1271 DURHAM ROAD
MADISON, CONNECTICUT 06443**

Annual Report

May 21, 2023

NORTH MADISON CONGREGATIONAL CHURCH ANNUAL REPORT

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North Madison Congregational Church
1271 Durham Road
Madison, Connecticut, 06443

Ministers: All Members
Professional Ministry Team:
Sue Timony-Hall, Tom Lauher,
Linda Juliani, Jackie Fix, Melissa Blondin,
Rev. Dr. Heather Arcovitch

May 12, 2023

To the Members of North Madison Congregational Church:

You are hereby notified of the Annual Meeting of the North Madison Congregational Church on Sunday, May 21, 2023 at 11:30 a.m.

The purpose of this meeting is to:

1. Vote with respect to the Report of the Church Council as to the election of officers and members of Boards and Committees.
2. Any other business proper to come before this meeting.

Respectfully submitted,

Eileen M. McCann

Eileen M. McCann
Clerk

Please note: If you plan to attend virtually, please use the link below to sign in at 11:10. We will let you in when the meeting starts. This is our regular worship link, so if you're virtually attending worship, you can just stay on:

<https://us02web.zoom.us/j/85063144970?pwd=MDhOSUU0eIVScE1FK1RKbzJ0M2h5dz09> Passcode: 662743

North Madison Congregational Church
Congregational Meeting Minutes
264th Annual Meeting
May 15, 2022

In attendance: 31 members and friends of NMCC in person and on ZOOM

- I. Executive Committee Chairman Carol Luckenbach called the meeting to order at 11:23 AM.

Copies of the Meeting Agenda were handed out to those present.

Carol reiterated the NORMS We will always

- Think and communicate with clarity and precision
- Listen with understanding and empathy
- Think flexibly
- Think interdependently
- Manage impulsivity

Please be conscious of these norms as we discuss our agenda items today.

- II. Rev. Dr. Heather Arcovitch opened the meeting with a prayer.

- III. Review and Acceptance of Minutes of Annual Meeting May 2020

Motion by Calvin Price to accept the meeting minutes from the Annual Meeting in May 2020. Roberta Hanlon seconded the motion. No discussion. All voted in favor of accepting the minutes. No abstentions. Minutes approved.

- IV. Review and Approve the Annual Report 2021-2022

Motion by Calvin Price to accept the Annual Report. Roberta Hanlon seconded the motion. No discussion. All voted in favor of approving the annual report. No abstentions. Annual Report approved.

- V. Carol made some opening summary comments.

Before we proceed to the agenda, I want to make some brief comments about this past church year. We have been presented with unique challenges as we have grappled with keeping the church healthy and vibrant as well as safe during this time of Covid. We began the church year worshipping outdoors. We moved back into the sanctuary at the end of October with strict Covid protocols in place. In January we returned to virtual worship for a month because of the severe spike in Covid cases in Connecticut. Finally, at the beginning of April we relaxed some of our Covid restrictions, only to resume our mask mandate when Covid spiked again and the CDC

recommended indoor masking in this area. Throughout this Covid rollercoaster, our church has remained strong, at a time that many other churches are faltering. I would be remiss if I did not thank Pastor Heather, Barb Black, and Tom Lauher for the amazing job they have done in using every resource available to us to improve the worship experience for our virtual participants, allowing us to have meaningful hybrid services. This has not been an easy process, but they have persevered in their efforts to make it all work. I also want to thank Jim Farrales for leading us so well through the first half of the year and for being consistently available to me as I transitioned into the position of EC chair.

We have faced other challenges as well. We experienced the severe illness of our pastor, as well as several changes in key leadership positions. But while we had challenges, we also accomplished a great deal. Two leadership retreats brought us our congregational norms based on Habits of Mind and the clarification of roles and responsibilities for our boards and teams. You will hear shortly from some of our Board and team chairs about the some of the accomplishments of their groups as well.

Our first agenda item is the consideration of and vote on the request of the ONA Team to become a standing committee of the church. The original ONA Committee was called to guide the church in its process of becoming Open and Affirming. Once our ONA Covenant was adopted in 2017, the committee was released. Over the ensuing years, a group of people, including some members of the original committee, began to feel that we needed to become more intentional about living out our commitment to be open and affirming. The group began meeting on a regular basis and sponsoring a variety of activities, and eventually concluded that the team would be able to accomplish even more with committee standing. They presented their request to the Executive Committee in March, and the motion was approved unanimously. The final step in the process is the vote of the congregation. Therefore, I would like to ask Peter Meier, who has served as chair of the ONA team, to make a motion for the congregation's consideration.

- VI. Peter Meier made a motion to make ONA a standing committee of the church. Motion was previously approved by the EC. Scott Conover seconded Peter's motion. All voted in favor by voice vote.
- VII. Our other major agenda item is the vote with respect to the report of the executive committee as to the election of officers and members of Boards and teams. Before we begin this discussion, I would like to ask everyone who has served on a board or team, including the various Mission Ministry teams, to stand (or to raise your hand if you are on Zoom) As you can see, it takes a village to run this church! Heather points out weekly that we are all ministers, and we could not do the work of a congregational church without the active participation of the members and friends of the congregation. Thanks to all of you for everything you have done during this past church year and for all that you will continue to do in the year ahead!

A bit of explanation is needed regarding several items on the slate of candidates that you have been given. First, I need to clarify that I am seeking to remain as Executive Committee Chair for 2022-23. When I took on this position after the resignation of Jim Farrales, it was with the understanding that I was committing to the remainder of the church year. I have since realized that

I truly enjoy this role, and we have embarked on some work that I would like to bring to fruition. With the affirmation of the Executive Committee on Wednesday, I am putting my name forward for your consideration. You will note that the position of Assistant Executive Committee Chair says “to be elected.” It is the current plan of the Executive Committee to elect an Assistant Chair from among its members at the first meeting in July. You will also note that the Human Resources Team has one identified member and three other members to be determined. Rene Chin will chair the team and will coordinate its work. Because members of the three boards are involved in performance evaluation of the staff members most closely aligned with their work, we have decided that each board should select a member to serve as their liaison to the Human Resources Team.

One final note before representatives of our boards and teams speak briefly about their work. Almost all of our boards and teams still need a member or two. If what you hear today moves you to consider participating in a new way, please contact me or the relevant board or team chair.

VIII. Summaries from the following Boards/Committees/Teams:

The **Board of Deacons [Melissa Blundon]** is responsible for partnering with the Pastor to ensure the spiritual life of the church; ensuring the smooth running of Sunday worship; and reaching out to those in need of care. Melissa indicated that they work closely with the knitting ministry, caring cooks, prayer circle, prayer ministry, worship team and congregational life.

The **Board of Christian Education [Erica McMillian]** is responsible for partnering with the Minister of Faith Formation to coordinate faith formation for children, youth, and families. Focus has been social and emotional learning. Girls empowerment workshop with Sydney Aboulion, ministry work with the youth groups. Erica introduced the slate of members on the Board of Christian Education.

The **Board of Finance [Calvin Price]** is responsible for coordinating the development and implementation of the church budget; managing the investment portfolios; and maintaining the financial stability of the church. Resilience, we can do so much together. Calvin recognized the members of the Board of Finance.

The **Mission Ministry Team [Roberta Hanlon]** is responsible for ensuring that outreach ministries have a plan that aligns with our purpose statement, potentially engages all sectors of the congregation, and is meaningful; and supporting our outreach ministry champions to ensure they manage their plan and are successful. [get Roberta’s written comments here]

The **Communications Team [Roberta Hanlon]** is responsible for coordinating internal and external communication across all platforms. Roberta introduced the members of the team. She mentioned Jackie, Sue and Heather on the website and Meredith on social media. Erica will be joining in July.

The **Property and Planning Team [Tom Lauher]** s responsible for coordinating, managing, and implementing both routine cleaning and maintenance and periodic needs of the facility; collaborating with Circle Nursery to ensure that the facility supports the school’s needs; and

coordinating use of the facility by outside groups. All team members are staying on the team. Irmgard Boling would like to serve on this team. Quiet but helpful, that is our motto.

The **Music Team** [Heather Crawford] is responsible for collaborating with the Minister of Music to ensure that music offerings enhance worship. Heather recognized members of the team and Holly's contribution in organizing our music.

The **Congregational Life Team** and Hospitality [Carol Luckenbach] have been merged. Pot luck dinners and other events and programs that provide opportunities for fellowship and faith formation. Kate Holthausen and Ken Nichols have been chairing them. More members will be Joyce Rivera and Melinda Clemmons.

The **Human Resources Team** is responsible for working with church leaders to ensure that all personnel policies and procedures are implemented with fidelity.

The **Generosity Team** is responsible for working with the Board of Finance to develop and implement a successful pledge drive to support church operations.

The **Pastoral Relations Team** is responsible for providing support to the pastor and serving as a liaison between the pastor and the congregation.

Motion to approve: Heather Crawford moved to approve the slate and Calvin Price seconded the motion. Discussion: Bill Clemmons should be added as ex-officio member of the Music Committee. The spelling of Janice Wolf's name should be revised to omit the ending "e." 28 people voted in favor the slate. Heather Arcovitch thanked all the leaders of the Boards, Teams and Committees as well as the staff.

IX. Adjournment

The meeting was adjourned by mutual consent at 12:10 pm.

Respectfully submitted,

Eileen M. McCann

Clerk

North Madison Congregational Church
Congregational Meeting Minutes
December 11, 2022

In attendance: 31 members and friends of NMCC; five attended via ZOOM

- I. Executive Committee Chairperson Carol Luckenbach called the meeting to order at 11:21 A.M.
- II. Pastor Heather Arcovitch offered an opening prayer.
- III. Carol Luckenbach reminded attendants of the five habits of mind norms to be observed during church meetings.
- IV. Carol thanked the members of the Generosity Team and Board of Finance by name for their efforts in canvassing members and friends for pledges and creating a church budget for 2023
- V. Finance Board Chair Scott Chassé walked attendants through the proposed budget handout (see attached)
 - A. He thanked all Boards and Committees for their timely information regarding monetary needs for the upcoming year
 - B. Scott indicated that page 1 contained an overview of the budget, page 2 contained information regarding NMCC's endowment, and page 3 had to do with Circle Nursery School
 - C. Scott pointed out that increases exist in both expenses and income for 2023 and noted especially that staff members will receive a 4% increase in salary
- VI. Treasurer Calvin Price added some comments
 - A. The Board of Finance hopes to achieve the following goals for 2023:
 1. Increase pledges (2022 pledges have already surpassed 2022 budgeted pledges)
 2. Decrease the amount of money withdrawn from the church's endowment—Keith Luckenbach asked potential donors not to place donations in a restricted fund
 3. Would like the church to add two fundraisers—2022 fundraisers have raised ~\$26K v. \$16.5K budgeted amount
 4. Building usage has been an "economic generator"
 5. Outreach has been very successful:
 1. Martin Luther King luncheon
 2. Ukraine support
 3. Prison Mission
 4. Gardenfest
 5. Columbus House
 6. Food pantries
 7. Uganda well project (kudos to Linda Juliani)
- VII. A motion to approve the 2023 budget as presented by the Board of Finance and ratified by NMCC's Executive Committee was made by Sally Lottick and seconded by Linda Young
 - A. Discussion:
 1. Ryan McMillian asked if the Buildings and Grounds budget was adequate given the rising price of oil—Calvin responded that it seemed to be and that the solar panels help in keeping overall utility costs down

2. Ryan asked if a more conservative approach to portfolio creation could be pursued
 1. CD's, for example, are currently paying out more than NMCC's portfolio did in 2022
 2. Keith Luckenbach indicated that the portfolio currently has a 70/30 between equities mutual funds and income instruments
 3. Scott Chassé indicated that the Board of Finance plans to investigate alternate investing strategies in 2023
 3. Erica McMillian asked if salaries for CNS staff had been increased
 1. Meredith Young indicated that raises for CNS staff members occur regularly
 2. Scott added that CNS sets its own salaries. I.e., NMCC's Board of Finance isn't involved in this determination
 - B. The vote to approve the budget was unanimous, 33-0
- VIII. Carol Luckenbach proposed that the Executive Committee be renamed Church Council and that the Executive Committee chair be referred to as the Moderator
- A. These designations are in keeping with United Church of Christ's practices
 - B. Scott Chassé moved that the designations be changed; Rene Chin seconded and the motion carried unanimously, 31-0
- IX. For the Good of the Order
- A. Calvin Price complimented Jackie Fix and Melissa Blondin for their outstanding work in NMCC's office
 - B. Calvin also indicated that Venmo and PayPal have been added to NMCC's electronic giving vehicles thanks to the efforts of Meredith Young
- X. A motion to adjourn was made by Roberta Hanlon. Linda Young seconded.
The motion was accepted unanimously, and the meeting was adjourned at 12:11 PM

Respectfully submitted,

J. Keith Luckenbach
Assistant Clerk

BOOK OF RECORDS

May 1, 2022 – May 1, 2023

BAPTISMS (3)

June 12, 2022	Brielle Paige Carrano
October 9, 2022	Jackson Prestileo
October 9, 2022	Jason Prestileo

WEDDINGS (2)

May 19, 2022	Nann Cooke and Kathy Maurer
July 31, 2022	Elizabeth Clemmons and Don Knapp

NEW MEMBERS (10)

New Member Sunday

February 26, 2023	Kwamena Blankson
February 26, 2023	Mary Blankson
February 26, 2023	Ed Cornell
February 26, 2023	Peg Cornell
February 26, 2023	Brian Lee
February 26, 2023	Megan Lee
February 26, 2023	Olivia Robinson
February 26, 2023	Peter Robinson
February 26, 2023	Jane McDaniel (associate)
February 26, 2023	Jim McDaniel (associate)

Confirmation (0)

FUNERALS AND MEMORIAL SERVICES (3)

(officiated by Rev. Dr. Heather Arcovitch, unless otherwise noted)

June 9, 2022	Marion Schile
June 7, 2022	Mac Quarrie 'Mac' Walker (Rev. Dr. Heather Arcovitch & Rev. Dana Lindsley)
August 8, 2022	Pamela Elizabeth Maenpaa (Rev. Jennifer Gingras, Monroe Cong. Church)

MEMBERSHIP May 1, 2023

Members:	225
Associate:	126
Associate College:	21
Associate No Mail:	25

North Madison Congregational Church
Board of Finance Report to the Annual Meeting

Background and Context

Before reporting on financial outcomes for 2022 and prospects for 2023, we want to begin with giving thanks to the members and friends of North Madison Congregational Church for the firm foundation of Jesus' Word, seeking justice, walking humbly and loving kindness. It is important to note both the joys and the challenges of the current moment.

We begin with gratitude. Despite all the challenges of a third year of a pandemic, NMCC members and friends contributed a little over \$200K in Pledge offerings in 2022. Gifts from our forebears, in the form of endowment and trust income, totaled another \$90K. Add open plate and program income, special gifts and grants, and all other sources of income yielded \$73K for our mission and ministries. God is good.

At the start of 2022 our Board of Finance identified three financial goals for our Congregation. Our number one goal was to increase pledges. In 2022, our pledge income rose 11.1% over budget. Our second goal was to increase fund raisers. Our fundraisers rose 55%. Our third goal was to reduce withdrawals from our endowment. Our withdrawals from our endowment in 2023 were \$90k or 63% less than our budget for 2022.

NMCC responded deftly and with grace, learning, almost overnight, new ways to worship and minister to people in grief, fear, financial crisis and isolation. In 2022, as the pandemic started to fade, our rental and fund-raising income started to move in the right direction.

For 2022, our members and friends increased their pledges for NMCC. The 2023 budget, however, makes clear the need to continue to monitor our expenses and to reach our pledge goals.

2022 Financial Results

For 2022, we did not qualify for the Employee Retention Tax Credit Program. Our budget anticipated a balance budget of \$378K, and we planned to use \$141K in unrestricted and restricted assets to carry our ministries through the third year of the pandemic.

We are pleased to report that NMCC's Generosity Campaign held throughout 2022 lead to increase pledge amounts, which resulted in a direct positive impact on the budget.

NMCC's investment portfolio in 2022 held steady despite withdrawing a total of \$90k from our endowment compared to the budgeted amount of \$141k.

Our staff found significant cost savings, which partially offset expenses for the third year of reduced revenue. Travel and Program Development continued to be minimal. Our Harvest Dinner, Craft Fair and Facility Rental usage all contributed to a successful year. In addition, our Garden Fund Raiser continued to exceed expectations.

2023 Budget Projections

The 2023 budget adopted by the Board of Finance and Church Council anticipates another challenging year with interest rates rising and inflation continuing to climb, indicates the need for some new income programs and to continue looking for ways to maintain our expenses in 2023.

Our budget for 2023 is projected to be \$399K. Pledge Income, Fund Raisers, Facility Rental Usage, and our Endowment will provide the funds for our budget.

We have increased staff compensation by about 4%, after keeping salaries modestly changed in 2022. With inflation at 7%, the Board of Finance deemed this both fair and necessary for staff retention.

The proposed 2023 budget is slightly increased \$22K more than 2022, even with a 4% increase in staff compensation.

Gratitude

That said, we remain profoundly blessed! Our resources amounted to over \$1,277 million dollars in 2023. Let us remain grounded in the Vision God has placed before us, in full confidence that the Holy One is still speaking.

We speak for the whole Board of Finance and Church Council team in thanking each of our members and friends for your continued support.

Peace and Blessings!

North Madison Congregational Church
Financial Statement
 January through December 2022

	Jan - Dec 22	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
7100 - Offerings				
7101 - Pledges	200,359.37	180,000.00	20,359.37	111.3%
7102 - Non-Pledger/Open Plate	24,594.09	20,000.00	4,594.09	123.0%
7103 - Miscellaneous Offerings	200.00	0.00	200.00	100.0%
7104 - Offerings Facebook	850.00	0.00	850.00	100.0%
7105 - PPP Federal Program	0.00	0.00	0.00	0.0%
Total 7100 - Offerings	226,003.46	200,000.00	26,003.46	113.0%
7200 - Fundraising				
7201 - Summer Festival	1,777.19	0.00	1,777.19	100.0%
7202 - Craft Fair	4,825.30	3,000.00	1,825.30	160.8%
7203 - Fire in the Kitchen	495.00	1,000.00	-505.00	49.5%
7204 - Harvest Dinner	6,298.70	4,000.00	2,298.70	157.5%
7205 - Script Program	1,463.75	2,000.00	-536.25	73.2%
7206 - Other Fundraisers	10,868.89	6,500.00	4,368.89	167.2%
Total 7200 - Fundraising	25,728.83	16,500.00	9,228.83	155.9%
7300 - Other Income				
7301 - Circle Nursery School	15,000.00	15,000.00	0.00	100.0%
7302 - Facility Usage	5,223.30	5,000.00	223.30	104.5%
7303 - Miscellaneous Income	1,472.23	0.00	1,472.23	100.0%
Total 7300 - Other Income	21,695.53	20,000.00	1,695.53	108.5%
7400 - Endowment Withdrawals	90,228.95	141,950.00	-51,721.05	63.6%
7500 - Interest Income	6.93			
Total Income	363,663.70	378,450.00	-14,786.30	96.1%
Expense				
8100 - Administration				
8101 - Bank Charges	742.54	500.00	242.54	148.5%
8102 - Computer Support/Software	2,579.94	3,000.00	-420.06	86.0%
8103 - Conference Fees	0.00	0.00	0.00	0.0%
8104 - Pledging Expenses	2,089.67	2,500.00	-410.33	83.6%
8105 - Hospitality	0.00	500.00	-500.00	0.0%
8106 - Insurance Prop/Liab/Youth/Trvl	19,530.00	20,000.00	-470.00	97.7%
8107 - Office Supplies	1,382.50	1,600.00	-217.50	86.4%
8108 - Postage	536.79	700.00	-163.21	76.7%
8109 - Printing	3,837.79	3,900.00	-62.21	98.4%
8110 - Professional Fees	151.50	2,500.00	-2,348.50	6.1%
8111 - License	277.00	277.00	0.00	100.0%
8112 - Processing Fees				
8113 - PayPal Fees	21.30			
8114 - Venmo Fees	6.30			
8112 - Processing Fees - Other	79.37			
Total 8112 - Processing Fees	106.97			
Total 8100 - Administration	31,234.70	35,477.00	-4,242.30	88.0%
8200 - Building and Grounds				
8201 - Building Repair and Maintenance	1,286.97	4,200.00	-2,913.03	30.6%
8202 - Cemetery	11,083.14	10,065.00	1,018.14	110.1%
8203 - Cleaning Services	7,210.00	1,700.00	5,510.00	424.1%
8204 - Grounds Maintenance	3,660.60	4,200.00	-539.40	87.2%
8205 - Inspections	1,466.00	1,500.00	-34.00	97.7%
8206 - Miscellaneous Expenses	1,361.88	1,000.00	361.88	136.2%
8207 - Snow Removal	6,725.00	6,000.00	725.00	112.1%
8208 - Supplies	84.69	1,500.00	-1,415.31	5.6%
8209 - Trash / Pest Extermination	2,405.93	1,800.00	605.93	133.7%
8210 - Utilities	21,473.66	14,750.00	6,723.66	145.6%
8211 - Water Operations/Analysis	3,013.50	2,250.00	763.50	133.9%

8:43 PM

02/06/23

Accrual Basis

North Madison Congregational Church
Financial Statement
 January through December 2022

	Jan - Dec 22	Budget	\$ Over Budget	% of Budget
Total 8200 - Building and Grounds	59,771.37	48,965.00	10,806.37	122.1%
8300 - Christian Education				
8301 - Silver Lake Scholarship	0.00	1,000.00	-1,000.00	0.0%
8302 - Children's Church	1,757.00	1,000.00	757.00	175.7%
8303 - Youth Groups	1,085.18	1,600.00	-514.82	67.8%
8304 - Safe Conduct	794.00	800.00	-6.00	99.3%
8300 - Christian Education - Other	373.12			
Total 8300 - Christian Education	4,009.30	4,400.00	-390.70	91.1%
8400 - Communications				
8401 - Miscellaneous Expenses	100.00	200.00	-100.00	50.0%
8402 - Website	1,244.61	1,515.00	-270.39	82.2%
Total 8400 - Communications	1,344.61	1,715.00	-370.39	78.4%
8500 - Deacons				
8501 - Adult Enrichment	1,500.00	2,500.00	-1,000.00	60.0%
8503 - Membership	27.44	300.00	-272.56	9.1%
8504 - Worship	910.96	1,500.00	-589.04	60.7%
Total 8500 - Deacons	2,438.40	4,300.00	-1,861.60	56.7%
8600 - Missions				
8601 - OCWM / CT UCC / NHEC	9,821.00	9,000.00	821.00	109.1%
8602 - Local Missions	8,499.95	8,500.00	-0.05	100.0%
8603 - National/International Missions	1,500.00	1,500.00	0.00	100.0%
Total 8600 - Missions	19,820.95	19,000.00	820.95	104.3%
8700 - Music				
8701 - Sheet Music	588.18	1,100.00	-511.82	53.5%
8702 - Equipment Maintenance	1,102.98	1,740.00	-637.02	63.4%
8703 - Sunday Substitute	175.00	875.00	-700.00	20.0%
8700 - Music - Other	100.00			
Total 8700 - Music	1,966.16	3,715.00	-1,748.84	52.9%
8800 - Payroll				
8810 - Salary/Wages				
8811 - Senior Pastor	62,137.43	63,477.00	-1,339.57	97.9%
8812 - Bookkeeper	7,143.85	7,262.00	-118.15	98.4%
8813 - Office Manager	24,500.76	26,404.00	-1,903.24	92.8%
8814 - Minister of Music	20,555.77	20,904.00	-348.23	98.3%
8815 - Minister Faith & Youth	27,136.97	28,764.00	-1,627.03	94.3%
8816 - Sexton	12,353.06	12,240.00	113.06	100.9%
Total 8810 - Salary/Wages	153,827.84	159,051.00	-5,223.16	96.7%
8820 - Employer Payroll Taxes	7,450.47	7,464.00	-13.53	99.8%
8835 - Payroll Bonuses	1,817.83			
8840 - Payroll Expenses	892.56			
Total 8800 - Payroll	163,988.70	166,515.00	-2,526.30	98.5%
8845 - Workers Compensation	3,259.00	2,500.00	759.00	130.4%
8850 - Benefits				
8851 - Senior Pastor Continuing Ed	79.00	6,100.00	-6,021.00	1.3%
8852 - Senior Pastor Housing Allowance	43,339.64	42,840.00	499.64	101.2%
8853 - Senior Pastor Life/Dis Ins	1,377.64	1,500.00	-122.36	91.8%
8854 - Senior Pastor Med/Dental Ins	13,161.50	25,000.00	-11,838.50	52.6%
8855 - Senior Pastor Travel/Meals	598.70	2,000.00	-1,401.30	29.9%
8856 - Senior Pastor Annuity	12,857.24	14,000.00	-1,142.76	91.8%
Total 8850 - Benefits	71,413.72	91,440.00	-20,026.28	78.1%
Total Expense	359,246.91	378,027.00	-18,780.09	95.0%
Net Ordinary Income	4,416.79	423.00	3,993.79	1,044.2%

North Madison Congregational Church
Financial Statement
 January through December 2022

✱

	Jan - Dec 22	Budget	\$ Over Budget	% of Budget
Other Income/Expense				
Other Income				
9100 - CNS Income				
9120 - Registration & Tuition	164,997.05			
9122 - CNS Grants	2,860.00	6,700.00	-3,840.00	42.7%
9100 - CNS Income - Other	0.00	169,368.00	-169,368.00	0.0%
Total 9100 - CNS Income	167,857.05	176,068.00	-8,210.95	95.3%
Total Other Income	167,857.05	176,068.00	-8,210.95	95.3%
Other Expense				
9200 - CNS - Expenses				
9210 - Administration				
9213 - Consultants/Substitutes	2,721.28	600.00	2,121.28	453.5%
9214 - Licenses/Permits	1,090.00	990.00	100.00	110.1%
9216 - Professional Development	75.00			
9217 - Rent Expense	15,000.00	15,000.00	0.00	100.0%
9218 - Supplies/Postage	2,086.05	4,550.00	-2,463.95	45.8%
9220 - Telephone/Internet	1,300.00	1,200.00	100.00	108.3%
9225 - Workers Compensation	1,319.00			
Total 9210 - Administration	23,591.33	22,340.00	1,251.33	105.6%
9300 - Building & Grounds				
9310 - Cleaning Supplies	5,388.73			
9311 - Furniture & Equipment	0.00	1,100.00	-1,100.00	0.0%
9313 - Janitorial Expense	10,120.00			
Total 9300 - Building & Grounds	15,508.73	1,100.00	14,408.73	1,409.9%
9400 - CNS Payroll				
9410 - Salary/Wages				
9411 - Director	31,464.05	31,860.00	-395.95	98.8%
9412 - Staff	80,284.33	91,239.00	-10,954.67	88.0%
Total 9410 - Salary/Wages	111,748.38	123,099.00	-11,350.62	90.8%
9415 - CNS Payroll Bonuses	4,608.06			
9420 - CNS Employer Payroll Taxes	10,556.93	2,000.00	8,556.93	527.8%
Total 9400 - CNS Payroll	126,913.37	125,099.00	1,814.37	101.5%
Total 9200 - CNS - Expenses	166,013.43	148,539.00	17,474.43	111.8%
Total Other Expense	166,013.43	148,539.00	17,474.43	111.8%
Net Other Income	1,843.62	27,529.00	-25,685.38	6.7%
Net Income	6,260.41	27,952.00	-21,691.59	22.4%

North Madison Congregational Church

Balance Sheet

✈

02/06/23

As of December 31, 2022

Accrual Basis

	Dec 31, 22
ASSETS	
Current Assets	
Checking/Savings	
1000 · Checking - Guilford Savings	63,311.62
1001 · Checking - M&T Bank	1,550.32
1005 · PayPal	77.38
1007 · Venmo	288.70
1010 · Vanguard	
1003 · Stock Holdings	82,393.34
1010 · Vanguard - Other	1,202,462.92
Total 1010 · Vanguard	1,284,856.26
Total Checking/Savings	1,350,084.28
Accounts Receivable	
1100 · Accounts Receivable	-3,721.00
Total Accounts Receivable	-3,721.00
Other Current Assets	
1200 · Undeposited Funds	200.00
2000 · Script Program	3,368.75
Total Other Current Assets	3,568.75
Total Current Assets	1,349,932.03
Fixed Assets	
3000 · Fixed Assets	
3001 · Church Building	1,327,563.00
3002 · Land	185,400.00
3003 · Equipment	235,128.14
3004 · Shed	5,431.00
3005 · Organ	180,000.00
3006 · Fine Arts	6,000.00
Total 3000 · Fixed Assets	1,939,522.14
Total Fixed Assets	1,939,522.14
TOTAL ASSETS	3,289,454.17
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2200 · Accounts Payable	6,962.08
Total Accounts Payable	6,962.08
Credit Cards	
2010 · Liberty Bank Card - 0377	
2011 · Liberty - Heather Arcovitch	84.28
2012 · Liberty - Jackie Fix	200.39
2013 · Liberty - Thomas Lauher	114.28
2010 · Liberty Bank Card - 0377 - Other	-398.95
Total 2010 · Liberty Bank Card - 0377	0.00
2020 · M&T Bank Card - 4078	
2021 · M&T - Heather Arcovitch	573.42
2022 · M&T - Jackie Fix	1,103.92
2023 · M&T - Thomas Lauher	468.87
2020 · M&T Bank Card - 4078 - Other	-819.57
Total 2020 · M&T Bank Card - 4078	1,326.64
Total Credit Cards	1,326.64
Other Current Liabilities	

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02/06/23

Accrual Basis

North Madison Congregational Church
Balance Sheet
 As of December 31, 2022

✚

	Dec 31, 22
24000 - Payroll Liabilities	-47.49
5000 - Deferred Restricted Accts	
5001 - CE Scholarship Fund	-2,575.00
5002 - CE Jr. High Mission Trip	212.81
5003 - CE Sr. High Mission Trip	1,946.73
5004 - Deacons Discretionary Fund	1,898.40
5005 - Fire in the Kitchen	3,619.02
5006 - Altar Flower Fund	1,299.41
5007 - Key Fund	50.00
5008 - Kitchen Fund	411.69
5009 - UCC Special Appeals	228.00
5010 - Stella Camp Fund	102.50
5011 - Yoga	939.47
5012 - Music Fund	2,749.68
5013 - Pay It Forward	150.00
5014 - Coins For Food (Madison Pantry)	854.53
5015 - OWL Fund	63.60
5016 - In and Out	2,632.41
5019 - MLK Fund	805.00
5023 - Missions Pass Through F&L	400.00
5024 - Missions Pass Through Prison	410.42
5027 - Missions Pass Through Garden	50.00
5030 - Fund for Animals	520.00
5000 - Deferred Restricted Accts - Other	91.00
Total 5000 - Deferred Restricted Accts	16,859.67
5110 - Circle Nursery School	
5018 - CNS Fundraising	3,095.70
5020 - CNS Playground Fund	22,387.22
5021 - CNS Grants	7,077.17
Total 5110 - Circle Nursery School	32,560.09
5200 - Accrued Expenses	3,719.00
5222 - Payroll Liabilities - EE	-2,510.28
Total Other Current Liabilities	50,580.99
Total Current Liabilities	58,869.71
Long Term Liabilities	
5400 - Endowment Escrows-Restricted	
5401 - Campbell Music Fund	34,113.18
5402 - Hofrichter Mission Fund	248,330.17
5403 - Johnson Cemetery Fund	417,850.27
5404 - Munro CR & Music Fund	39,784.19
Total 5400 - Endowment Escrows-Restricted	740,077.81
5450 - Escrowed Funds-Unrestricted	
5451 - Named Donor	116,861.26
5452 - Other Unrestricted Funds	420,184.95
Total 5450 - Escrowed Funds-Unrestricted	537,046.21
Total Long Term Liabilities	1,277,124.02
Total Liabilities	1,335,993.73
Equity	
6001 - Unrestricted Net Assets	1,436,470.16
6002 - Temp. Restricted Net Assets	510,729.87
Net Income	6,260.41
Total Equity	1,953,460.44
TOTAL LIABILITIES & EQUITY	3,289,454.17

**NMCC 2023 Proposed Budget
Summary vs Actual Year-to-Date 2022**

Categories	2023 Budget	2022 Budget	2022 YTD as of 11/30/22
Total Income	\$399,228.25	\$378,450.94	\$333,953.00
Offerings	\$222,850.00	\$200,000.00	\$207,395.64
Fundraisers	\$24,500.00	\$16,500.00	\$16,127.41
Facility Usage/CNS	\$23,225.00	\$20,000.00	\$20,201.25
Endowments	\$130,053.25	\$141,950.94	\$90,228.95
Total Expenses	\$399,228.25	\$378,450.94	\$327,032.14
Administration	\$36,991.00	\$36,200.00	\$34,317.98
Building & Grounds	\$56,765.00	\$48,965.00	\$54,292.72
Christian Education	\$6,610.00	\$7,000.00	\$2,840.90
Communications	\$2,039.00	\$1,715.00	\$1,306.33
Deacons	\$4,000.00	\$4,100.00	\$1,582.41
Missions	\$20,210.00	\$19,000.00	\$14,236.00
Music	\$3,625.00	\$3,615.00	\$1,517.16
ONA	\$1,900.00	\$0.00	\$0.00
Human Resources	\$1,000.00	\$0.00	\$0.00
Congregational Life	\$1,800.00	\$500.00	\$0.00
Staff	\$264,288.25	\$257,855.94	\$216,938.64

Endowment Summary	Nov 22 Value	Jan 22 Value	% Change
Campbell Fund	\$35,413	\$43,980	-19.5%
Hofrichter Fund	\$257,792	\$320,158	-19.5%
Munro Fund	\$41,300	\$51,292	-19.5%
Named Donors Fund	\$121,314	\$150,662	-19.5%
Other Unrestricted Funds	\$436,194	\$541,720	-19.5%
Johnson Cemetery Trust	\$432,862	\$501,925	-13.8%
Total Endowments	\$1,324,875	\$1,609,737	-17.7%

Circel Nursery School (CNS) 2023 Proposed Budget	
Total Income	\$170,497.30
Tuition (increase 9/2023)	\$170,497.30
Total Expense	\$170,448.41
Facility Usage	\$15,000.00
Office Supplie, paper products, phone, fees, licenses, professional development	\$5,605.00
Cleaning services, subs, consultation	\$12,225.00
Worker's Compensation	\$2,250.00
Building Grounds	\$650.00
Teachers and Administrative Staff	\$134,718.41

INCOME

	2022 Budget	2023 Proposal	Difference
7100 · Offerings			
7101 · Pledges	180,000.00	200,000.00	20,000.00
7102 · Open Plate	20,000.00	22,000.00	2,000.00
7103 · Miscellaneous Offerings	0.00	350.00	350.00
7104 · Offerings FaceBook		500.00	500.00
7100 - Offerings- Other			0.00
Total 7100 · Offerings	200,000.00	222,850.00	22,850.00
7200 · Fundraising			
7201 · Summer Festivals (FNA Antique Show)	0.00	5,500.00	5,500.00
7202 · Craft Fair	3,000.00	4,500.00	1,500.00
7203 · Fire in the Kitchen	1,000.00	0.00	-1,000.00
7204 · Harvest Dinner	4,000.00	5,000.00	1,000.00
7205 · Script Program	2,000.00	3,000.00	1,000.00
7206 · Other Fundraisers	4,000.00	4,000.00	0.00
7207 · Garden Tour	2,500.00	2,500.00	0.00
Total 7200 · Fundraising	16,500.00	24,500.00	8,000.00
7300 · Other Income			
7301 · Circle Nursery School	15,000.00	15,000.00	0.00
7302 · Facility Usage	5,000.00	6,225.00	1,225.00
7303 · Miscellaneous Income		2,000.00	2,000.00
Total 7300 · Other Income	20,000.00	23,225.00	3,225.00
7400 · Total Endowment Drawdowns	141,950.94	128,653.25	-13,297.69
Total Income Needed	378,450.94	399,228.25	20,777.31

EXPENSES

	2022 Proposal	2023 Proposal	Difference
8100 · Administration			
8101 · Bank Charges	500.00	600	100.00
8102 · Computer Support/Software	3,000.00	3000	0.00
8103 · Conference Fees	0.00	1000	1,000.00
8104 · Pledging Expenses	2,500.00	2000	-500.00
8105 · Hospitality	500.00	0	-500.00
8106 · Insurance-Prop/Liab/Youth Trvl	20,000.00	21781	1,781.00
8107 · Office Supplies	1,600.00	1600	0.00
8108 · Postage	700.00	700	0.00
8109 · Printing	3,900.00	3900	0.00
8110 · Professional Fees/Licensing Fees	2,500.00	1900	-600.00
8111 · Copywrite Licensing	500.00	510	10.00
Total 8100 · Administration	36,200.00	36,991.00	791.00

8200 Building and Grounds			
8201 · Building Repair and Maintenance	4,200.00	5700	1,500.00
8202 · Cemetery	10,065.00	10615	550.00
8203 · Cleaning Services	1,700.00	1700	0.00
8204 · Grounds Maintenance	4,200.00	4500	300.00
8205 · Inspections	1,500.00	1200	-300.00
8206 · Miscellaneous Expenses	1,000.00	1000	0.00
8207 · Snow Removal	6,000.00	6500	500.00
8208 · Supplies	1,500.00	1000	-500.00
8209 · Trash / Pest Extermination	1,800.00	2300	500.00
8210 · Utilities	14,750.00	20000	5,250.00
8211 · Water Operations/Analysis	2,250.00	2250	0.00
Total 8200 · Building and Grounds	48,965.00	56,765.00	7,800.00
8300 · Christian Education			
8301 · Silver Lake Scholarship	1,000.00	250	-750.00
8302 · Children's Church	1,000.00	1000	0.00
8303 · Youth Groups	1,600.00	1600	0.00
8304 · Safe Conduct	800.00	0	-800.00
8305 · C.E. - Continuing Ed & OWL Training	2,600.00	2200	-400.00
83XX - Nursery Care		1560	1,560.00
Total 8300 · Christian Education	7,000.00	6,610.00	-390.00
8400 · Communications			
8401 · Miscellaneous Expenses	200.00	200	0.00
8402 · Website	1,515.00	1839	324.00
Total 8400 · Communications	1,715.00	2,039.00	324.00
8500 · Deacons			
8501 · Adult Enrichment	1,500.00	1440	-60.00
8503 · Membership	300.00	240	-60.00
8504 · Worship	1,500.00	1280	-220.00
8505 · Worship Supplies/Retreats/Development	800.00	1040	240.00
Total 8500 · Deacons	4,100.00	4,000.00	-100.00
8600 · Missions			
8601 · OCWM / CT UCC / NHEC	9,000.00	9000	0.00
8602 · Local Missions	8,500.00	9710	1,210.00
8603 · National/International Missions	1,500.00	1500	0.00
Total 8600 · Missions	19,000.00	20,210.00	1,210.00
8700 · Music			
8701 · Sheet Music	1,000.00	750	-250.00
8702 · Equipment Maintenance	1,740.00	2000	260.00
8703 · Sunday Substitute	875.00	875	0.00
Total 8700 · Music	3,615.00	3,625.00	10.00
8800 · Staff			
8810 · Salary*			
8811 · CE & Youth Director	28,764.00	29,914.56	1,150.56
8812 · Minister of Music	20,908.16	21,744.49	836.33
8813 · Office Manager	33,666.12	22,324.64	-11,341.48
8814 · Senior Pastor	63,477.66	66,016.77	2,539.11

8815 · Sexton	12,240.00	12,729.60	489.60
8816 · Bookkeeper		12,979.20	12,979.20
2023 Discretionary staff Bonus'		1,500.00	1,500.00
Total 8810 · Salary	159,055.94	167,209.25	8,153.31
8820 · Benefits			
8821 · Senior Pastor Continuing Ed	3,500.00	3,500.00	0.00
8822 · Senior Pastor Housing Allowance	42,840.00	42,840.00	0.00
8823 · Senior Pastor Life/Dls Ins	1,500.00	1,500.00	0.00
8824 · Senior Pastor Med/Dental Ins	25,000.00	23,339.00	-1,661.00
8825 · Senior Pastor Mileage	2,000.00	2,000.00	0.00
8826 · Senior Pastor Annuity	14,000.00	14,000.00	0.00
Total 8820 · Benefits	88,840.00	87,179.00	-1,661.00
8830 · Payroll Taxes	7,460.00	8,400.00	940.00
8840 · Workers Compensation	2,500.00	1,500.00	-1,000.00
Total 8800 · Staff	257,855.94	264,288.25	6,432.31
8900- Congregational Life Ministry Team	500.00	1800	1,300.00
9000 - ONA		1900	1,900.00
9100 - HR		1000	1,000.00
Total Expenses	378,460.94	399,228.25	20,777.31

* 2023 Proposed Salaries include a 4% increase adjustment

Pastor's Report

This was a quietly exciting year for NMCC. In a nation where organized religion is rapidly losing its appeal (1 in 3 Americans say religion is “not important,” a 10% increase from a decade ago, according to the Public Religion Research Institute), our little congregation welcomed almost a dozen new members into active participation this year, and we continue to hear, when we are out in the community, “Oh! You’re from the church at the circle! I love that church! You do really cool stuff!” and, “I knew NMCC would be in the room.” To be a presence in our community that people expect to show up, and to show up in reliably interesting ways, in this day and time, is no small thing. As we move from pandemic to endemic, more and more people are seeking meaning and connection in their lives, and recognizing that there is a congregation of folks out there standing for and with spiritual ideals, social concerns, and people dear to their hearts, means a lot. The community is noticing. That’s good stuff. Thank you!

As you will read in the reports gathered here, we welcomed beautiful speakers on meaningful, timely subjects: prison ministry and faith-based community organizing (Rev. Dr. Dietra Wise Baker), Open and Affirming, and Martin Luther King, Jr. (Janée Woods Weber); inspiring artistic voices (Jennie Munro, Harry Green); community change makers (Martha Wells Hoffman, Tony Ferraiolo). We continued to participate with our MMT Champions in support of our established local and international mission partners and supplied access to potable drinking water to two rural communities in Uganda. Following in the storied tradition of Peter Haff’s men’s retreats, twenty women participated in a powerful spiritually-nourishing and friendship-building first women’s retreat.

In worship, we celebrated timely themes with beautiful music, inspiring preaching, sensitive liturgy, meaningful children’s engagement, beautiful “worship-scaping,” and so many wonderful voices, as youth and adults wrote and shared plays, poems, songs, prayers, art, testimonials, and charges on themes from scripture, creation-care, social calls, self-care, remembrance, and all manner of human celebration. We shifted into hybrid worship as our new normal, and though challenges persist in perfecting our technology and practice, we have identified multiple partners and resources to help us grow. Our website and online presence is becoming more and more robust, and we have learned to use Facebook fundraisers, PayPal, and other online processes to augment the user-friendliness of our fundraising and registration processes. As fund (and friend) -raising goes, our Harvest Dinner was bigger than ever and new ideas and initiatives like the Plant and Tag Sale grew our funds and our friends.

We do this together. Where many (most, really) congregations are said to embody the 20/80 principle, in which 20% of members do 80% of the work of ministry, a distinctive characteristic of NMCC is that 80% (and more) of our members are active in some essential facet of our ministries. A wonderful gift has been the amazing new leaders adding their gifts to the rich tapestry this year. Teamwork really does make the dream work. And, of course, all of our staff members and lay leaders are amazing in their loving faithfulness and creativity.

As we continue to grow and serve as Christ’s body, we have been actively involved this year in developing new internal strategies and systems to support this development and the health of our ministries and relationships to support this growth. Working with the Thriving Congregations Initiative funded by Lilly, we welcomed church coach, Jim Merhaut, M.S.Ed., PCC, for a weekend Church Growth Retreat in which leaders engaged in

learning and conversation to help propel our growth and stability into the future. The HR Team is nearing completion of our first Professional Ministry Support Team Manual, ensuring all staff members have job descriptions, letters of agreement, and consistent goal setting and review procedures. From behind the scenes, to out front in community, NMCC is showing up in fruitful, meaningful ways. Thank you for a year of meaningful ministry.

In God's Service,

Heather

The Rev, Dr. Heather Arcovitch,
Senior Minister

A Note from the Moderator

We have had a great church year at NMCC, and I want to highlight just a couple of important accomplishments. At our December congregational meeting, we voted to change the name of the Executive Committee to the Church Council and the name of the group's leader to Moderator rather than Executive Committee Chair. These changes bring us in line with the vast majority of our UCC siblings and better reflect the mission and work of our leadership team.

On the first weekend in February, a group of twenty-eight interested folks, including our whole staff, convened for a retreat with our Thriving Congregations coach Jim Merhaut to develop a leadership process for the congregation and to flesh out the church's core values. Prior to the retreat, a congregational survey revealed four key value areas: *being open, affirming, welcoming, and inclusive; spirituality; care for creation; and justice and service*. The first of these emerged as the top priority for the majority of survey respondents.

Given this information, Jim asked us to analyze the values in terms of what we already do well and how we might improve upon and enhance them in the future. We brainstormed and collated a wealth of information that will help us to establish our priorities for action moving forward.

After the retreat, our next step was to convene a small group to identify what Jim termed "low hanging fruit:" items from our list of what we might do better that we can do right away to help move our values forward. I want to highlight just one action representing each value that we have already accomplished this spring:

- Being open, affirming, welcoming, and inclusive: the establishment of an ONA bookcase in fellowship hall (donations welcome!);
- Spirituality: the February women's retreat and ongoing plan for a women's circle;
- Care for creation: presentations on the dark skies initiative;
- Justice and service: the establishment of a monthly social justice discussion group.
-

Many more activities have occurred or are being planned.

The most important takeaway from this work is that we need to be sure that all of our actions both within the congregation and in the community reflect our commitment to our core values. This is who we are at NMCC, and walking the talk needs to be a clear priority for all of us.

Respectfully submitted,
Carol Luckenbach, Moderator

CE Annual Report 2022-2023

As we entered into our world's third pandemic year, our Board of Christian Education remained committed to providing connection points for our children, youth and their families to hopefully reduce feelings of isolation and anxiety. We were able to open fully again in September and began to build additional supports around our children and youth by welcoming Jen Davies, Lyndia Haff and Lyn Boling into youth group leadership.

Over this past year, the CE Board ramped up their hands on involvement in ministries, in addition to serving as an advisory body for me and our church council regarding our children, youth and families both at NMCC and in our wider community. I have much appreciation for the time, talent and gifts that Erica, Missy, Meredith, Lyndia, Lyn, and Jeff shared so generously. I especially extend gratitude and best wishes to Missy and Lyn as they step down from our board and begin to serve our world in new ways. I know we will continue to benefit from your contributions.

We have also been blessed this year with the opportunity to serve and deepen our intergenerational philosophy through two on-going initiatives: Kindness Club and Girls Empowerment. Kindness Club has engaged kindergarten-3rd graders (and younger/older siblings) with a teen helper (many thanks to Anna) and members of our community including North Madison Firehouse (thanks to Chris Bernier for the tour) and The Hearth at Tuxis Pond. We have been so happy to play games and make crafts with our new friends, the residents of the Hearth, who we have visited on a regular basis throughout the year. Girls Empowerment brought together our teen facilitators and trainees, local girls, and some professional women to lead particular workshops, with the support and coaching of myself and Missy. The SNEUCC wrote a wonderful article on this program that can be found here: <https://www.sneucc.org/newsdetail/girl-power-at-north-madison-church-17411628> Huge thanks to Delaney - who developed and facilitated the program for her HS senior project along with Caroline, and Lauren and Sydney who are preparing to facilitate in coming years.

Last June and again this Fall, our church family came together to donate food, prepare lunch, and then worship and serve the New Haven community that gathers each week for Chapel on the Green. We are thankful for everyone who came together over the weekend of preparations and participation to make serving our unhoused and food insecure neighbors possible. Our youth also partnered with Old Lyme Congregational Church to provide desserts and serve over 90 dinners to folks at the New London community DINE location.

We were also blessed this Fall to invite MYFS and St. Andrew's Episcopal Church into partnership to bring Tony Ferraiolo to Polson School for a family night of dinner and education about trans issues affecting our youth and their families. This event capped the Madison Pridefest that NMCC supported and participated in on the Green.

In church school, we continued our commitment to Creation Care by helping Heather Crawford, Melis Blundon and our CC Team prepare an area for a new pollinator garden with perennial plantings and a new fence with a mural painted by our kids. We also painted a banner with Sanna Stanley to honor and spread awareness about the need for darkness with Dark Skies Week. Thank you to Heather, Melis, Tom and Sanna! Thanks also to Sanna for working with our kids on understanding caring for our natural world as a spiritual practice.

We also spent time in church school discovering timeless truths in bible stories and discussing ways these truths are relevant to our own lives. We also looked for ways that God may be inviting us into living these truths in order to love God, ourselves, our neighbors and our world, as followers of Jesus.

Two highlights in the church school year included our all-ages Christmas Pageant and our David and Goliath Skit, both shared in Worship. It was uplifting for our community to share in the telling of the first Christmas with Jackson as our narrator and Reese as our baby Jesus. Everyone enthusiastically participated and had fun with the costumes and script, bringing joy to our Worship that Advent Sunday morning. Our David skit was written by Kate and performed by all of our kids, much to the delight of our congregation.

We thank all of our Junior Deacons who participated in Worship each Sunday through sharing readings, and all of the adults who prepared and shared children's sermons. And to our church school teachers and nursery care providers, thank you for walking with our children on their spiritual journeys. You bring more of God's love into our community with your sharing.

Thank you also to all of our children, youth and adults who came together to support our Harvest Dinner, Christmas Fair and Goodness Grows Plant and Tag Sale. We build community through deepening friendships and help our church do more good with each event.

Lastly, we are concluding this academic year by partnering with the Board of Deacons to bring Sandy Hook parent Scarlett Lewis, founder of the Choose Love movement, to our greater Shoreline community. In her talk, Scarlett will share ways that we can all choose love in any situation in order to prevent more gun violence. Her SEL curriculum has evolved to include all ages and all settings in our society. We have also explicitly incorporated some of her teachings into our church school lessons and Kindness Club, and look forward to continuing with character development and social emotional learning as we begin the new school year.

Please find a listing of our events below.

Respectfully submitted,

Sue Timony-Hall
Minister of Faith Formation and Youth Ministries

Jan 2022

- Tubing - cancelled due to weather
- Cards for Afghani Family
- DHHS Diversity Club
- Girls Empowerment

Feb 2022

- YG virtual check in
- Wall Climbing
- Virtual Game Night

Mar 2022

- Pizza & Prayer Stations
- Junk in the Woods Hike w Charlie - became a town event after cancelled due to weather
- Hammonasset meet up

April 2022

- Dark Skies w/Sanna
- Earth Day Clean up at NMCC & trails w Heather C
- Planting with Melis/Creation Care in Church School
- Journey Retreat

May 2022

- Plant Sale & Craft Table
- Touch A Truck
- Confirmation Sunday & Reception - 4 Confirmands & 4 mentors

June 2022

- Prep for Chapel on the Green
- Chapel on the Green Outside Soup Kitchen & Worship
- End of year wrap up
- 6 Graduates

Summer 2022

Sept 2022

- Sept 11 - Blessing of first responders, welcome back picnic, peace poles
- Pizza and community building activities
- Mad 4 Trees
- Pride Decorations/Banner

Oct 2022

- Madison Pride Event Oct 9
- Trans Education Youth Night w/ Tony Ferraiolo

- Pollinator Garden Clearing, Planting, Mural Painting
- City Climb - cancelled
- Fri Baking for Chapel on the Green
- Chapel on the Green - Sat prep event, Sun worship & serving next day
- Kindness Club

Nov 2022

- Harvest Dinner - salad making, serving
- Nov 20 - JYG & SYG Dinner & games
- Coins for Food
- Kindness Club

Dec 2022

- Christmas Craft Fair - Raffle & Cafe
- All Ages Christmas Pageant
- Caroling - cancelled weather
- 24 Blankets and cards made for Columbus House
- Sparkle Box
- Kindness Club

Jan 2023

- Kindness Club
- HOME Hike
- HOME info meetings & registration

Feb 2023

- Girls Empowerment
- Kindness Club
- Tubing

March 2023

- Kindness Club
- Girls Empowerment
- Baking for College Kids Care Packages

April 2023

- Kindness Club
- Kindness Club Bake Sale
- David and Goliath in Worship
- Free Prom Dress Event
- Baking for Tag Sale
- New London Soup Kitchen
- HOME Bake Sale
- Touch A Truck

May 2023

- Plant/Tag Sale w Bake Sale and Craft Table
- Kindness Club
- Dari Serve Celebration
- Choose Love with Scarlett Lewis

June 2023

- End of year volunteer appreciation, scholarship, awards, and picnic
- Congratulations to our 3 High School Graduates!

July 2023

- **Summer Mission Trip to Maine for Rising 9th-newly graduated 12th graders:**
- Mission trip with St. Andrew's Episcopal Church, HOME in Orland, Maine.
- Sunday, July 9th @7:30 am – Saturday, July 15th @4pm, 2023. Pricing is \$475. per person. 7 teens from NMCC participating, 1 NMCC adult leader.

Sept 2023

- Save the Date: Welcome Back Sunday Sept 10 - Worship and Picnic

Children's Messages Shared by

Thank you to Keith, Kate H, Ryan, Heather C, Sanna, Peter R, Olivia, Ken S, Meredith, Melis

Thank you to our Church School Teachers

Missy, Erica, Meredith, Ryan, Melis, Sanna, Lyn, Lyndia, Jeff

Nursery Care

Thank you to Rhonda, Lauren, Sydney

4 Baptisms

4 Confirmands (5 students, 5 mentors, 3 facilitators participated in Journey program) Thank you to Carol Luckenbach, our mentors, Confirmands and their families!

Thank you to Erica for tirelessly chairing, coordinating, website updating, event promotion, etc.

Thank you to Missy for years of serving, coordinating church school, supporting Girls Empowerment

Thank you to Lyn for serving and helping with youth groups, buying supplies, etc.

Thank you to Meredith, Lyndia, Erica, and Jeff for continuing to serve & teach

Thank you, Meredith for help with and coordinating special events, and for social media updates

Thank you to Jen for leading SYG and HOME trip

Thank you to Lyndia for leading JYG and coordinating events

Thank you to Elizabeth for kicking our youth programming year off

Thank you to Pastor Heather, Tom, Linda J, Jackie, and Melissa for all the ways you support our CE programs

Thank you to all of our drivers and chaperones who made our ministries possible

Sue's on-going commitments:

Thriving Congregations Initiative

Vibrant Faith - Raising Faithful Kids/Transmitting Faith Caregivers Support

SNEUCC Faith Formation Advisory Board

SNEUCC Faith Formation Community of Practice

CAUCE - NEAUCE

New Haven East Consociation Authorized Minister

Upcoming CE Needs:

OWL facilitators for 2023-24

Confirmation Mentors 2023-24

Board of Deacons

The board of Deacons at NMCC is a unique group of Church volunteers that try to be involved in many of the activities of the Church. We assist the Pastor in all the services on Sundays, holidays and other special services. Caring ministries is a major part of our group. We offer help to members and friends in need. The Deacons are responsible for the spiritual welfare of the congregation. Along that journey we try to be good listeners and positive powers of example in being a good Christian

At this time we have 8 members of our board: Dawn Barber, Julie Abbott, Laura Prohaska, Kate Holthausen, Peter Haff, Sally Lottick, Carol Anne Bachhuber, and Melissa Blundon. Melissa Blundon and Peter Haff serve as Co-Chairpersons. The Covid 19 pandemic has been a challenging time for Churches and folks alike. We have continued to follow distancing and masking guidelines over the last year for our staff and our congregants. Our Covid task force group has met regularly over the last year to keep in line with CDC and State recommended guidelines. This created some rich Sunday services outside on our side lawn and in our parking lot. Then when we did return to the Sanctuary we practiced a variety of distancing, masking and fellowship hour practices. Many thanks to various church leaders, deacons and ushers for helping us all stay safe.

It must be said that over this unique time in our world with this virus that our Church Staff has done extra effort to keep our Church on the Circle moving forward. We continue to offer Hybrid services by Zoom, Facebook and now YouTube. We are not alone in offering Church services to members visiting us or at home, but hope that we can one day all worship in person together at NMCC.

The Deacons and the worship team help create and be part of many great services through the year. The Advent and Lenten seasons are always favorites for many. Remembrance Sunday, the Longest Night Service, Ash Wednesday, Good Friday, the Prayer Vigil and Easter Sunrise Service are a few of the very special times at NMCC. The deacons so enjoy sharing these times to deepen our faith and hope with our friends and members.

This year the need to reconnect and have fellowship was very important to us. We did various activities in letter writing, calling and visiting congregants to try to brighten their worlds and let them know that NMCC has much to offer in these changing times. Our Caring Ministries have done wonders for many... Caring Cooks/Meal Train, Knitting Ministry, the prayer chain, writing cards, sending flowers to name a few ways we help others. The Quiet ministry that keeps the pews stocked with all the items that make our Church so special is another way we share our love for NMCC.

It has been my honor to be Co-Chair of this Board. I thank all of our members who are spiritual angels that in a variety of ways touch the lives of many at NMCC. All the Boards and Committees are working hard to combine our efforts and goals for the coming year.

Blessings,

Peter Haff

Circle Nursery School

Annual Report for the 2022-2023 School Year

Mission Statement

The mission of Circle Nursery School is to provide exceptional early childhood education for the young children in our community. Highly qualified and dedicated professionals work in harmony with our families to create an ideal learning atmosphere.

Nursery School Board

Director—Kathy Niejadlik

Chair- Meredith Young

Treasurer—

Secretary – Laura Francis

Parent Representative- Melissa Biondi

Parent Representative-Kristin Byrne

Parent Representative-Amy Williams

Parent Representative- Courteney Carter

Parent Representative- Susan Sporn

Parent Representative-Amy Brown

Our Families

Circle Nursery School served 35 families (from Madison, Killingworth, and Guilford) in three drop-off classes for the 2022/2023 school year. Our caregiver and me class for two year olds, Circle Tots, served an additional 8 families.

Teaching Staff

*2's class: Kathy Niejadlik

*3's class: Head Teacher: Katie Wilker, Assistant Teacher: Eileen Cavanagh

*4's class: Head Teacher: Katie Wilker, Assistant Teacher: Eileen Cavanagh

*5's class: Head Teacher: Amy Heilmann and Assistant Teacher: Kelly O'Connell

Staff Turn Over

CNS lost 4 out of 7 staff members at the end of the 21-22 school year. One teacher retired, one teacher moved out of state and two teachers left to teach at a private school for more hours and a higher salary. This change in staff resulted in CNS losing several families thus decreasing our enrollment. We hired two new assistant teachers in June 2022 who are doing a great job and have blended seamlessly into our culture. A lead teacher was hired over the summer but ultimately was not a good fit and was dismissed during the 90 day probationary period. Katie Wilker, previously serving as an assistant teacher, successfully took on the lead teacher job in the middle of September. Our current families are happy and CNS is rebuilding our family base.

Program Development

CNS has actively maintained NAEYC (National Association of Education for Young Children) accreditation since 2012. An annual report and fee are required each year and the reaccreditation process happens every 5 years.

Last school year, CNS worked diligently to prepare to renew accreditation. We had expected our site visit to occur by June 2022 but because of delays that NAEYC was experiencing our visit was put off. On September 21st a NAEYC assessor came to audit CNS. The auditor spent 4 hours going over our prepared portfolios and observing in the classroom. On December 8th CNS received the report from NAEYC that we passed the audit with an overall score of 95% and our accreditation has been renewed for another 5 years.

Current Financial Situation

Please refer to the most recent information available in the Treasurer's report for CNS budget information.

Fundraisers

Butterbraids raised \$834. Fundraising money is earmarked for purchases for the children, usually in the form of special in house "field trips" such as Mystic Aquarium, Cool-ology science program, Curious Creatures, and Bauer Farm. Classroom and playground toys and manipulatives also are paid for with these funds.

Community Service

Circle Nursery School children and their families participated in the following community service programs this year:

Nov 2022: Students made Veterans Day cards that were brought to the VA Hospital in West Haven to be distributed to the Veterans residing there.

Dec 2022: Staff organized holiday gift shoppe made of donated items from our families so students could "purchase" gifts for their family members. All extra toys/children's items were donated to the Madison Police Department toy drive

Feb 2023: Items collected for the Shoreline Food Pantry (114 lbs.)

March 2023: The 3's and 4's classes created a mural to thank the Children's librarians for bringing story time to our school. The mural was hung on the wall in the children's room at Scranton Memorial Library.

Nursery/Church Relationship

We strive to maintain open lines of communication with Sue Timony Hall concerning the space we share with Christian Education. We believe that having Meredith Young as our board president serves as a positive connection between the NMCC and CNS. We also have experienced strong support from Tom Lauher, Jackie Fix, Calvin Price, Melissa Blondin, and Pastor Heather Arcovitch.

Looking to the Future

Going forward, we are in the process of surveying our families to better meet their needs. While our goal is to maintain our presence in the community as a traditional preschool, there may be ways to extend our hours and/or services to ensure CNS remains a viable outreach program of NMCC.

Communications Committee Annual Report

May 2022 - April 2023

Overview – The role of the Communications Committee is to ensure that there is a unified, clear and consistent message with all communications. Internal communications include weekly church email, Sunday worship announcements, monthly newsletter, Key Dates Document and UCC Participation Report. External communications are writing, web pages, social media, public relations/advertisements, graphics, posters, and signage.

Internal Communications – We collected, wrote and edited content for all of our communication touch points (weekly email, special-purpose emails, monthly newsletter and web site) so the information is consistent and available through all channels, including the announcements during Sunday worship and into social media.

Key Dates Document – We recorded of all our activities, events, themes and speakers, mission moments, NMCC in the community (e.g., Fence Team, Grill Team, Mission engagements) and building usage (including meetings by outside organizations) in one document. This document is distributed to Board and Team Chairs and Staff each week as a planning tool, with weekly changes highlighted. Its key use is to minimize scheduling conflicts for location and intended audiences.

UCC Participation Report – working with Jackie Fix, we gather the data needed for the Annual UCC Community Participation Report, which reports the estimated number of individuals in the wider community (non-NMCC church participants) who have attended church-sponsored events, have been impacted by our outreach ministries, rent space or are donated space to hold events, choir participation in local events, fence team engagements, weddings, and celebration of life events. This year we reported 7,448 non-NMCC individuals.

External Communication. We coordinate the elements required for each external event we host, including message, graphics, web page, signage, social media and publicity/advertising.

Message: We work with each team sponsoring an event to ensure we create a compelling story that leverages publicity and creates interest and participation .

Graphics – Erica led graphic design for posters, signage (where needed) and publicity for Choose Love, 2023 Goodness Grows Plant and Tag Sale, Girls Empowerment, and Kindness Club. We are also working toward updating the graphics and content for a brochure that will include several versions based on the intended audience.

Web Page – Our new website went live on September 8, 2022, www.northmadisoncc.org. Jackie Fix and Erica McMillian continue to maintain and update the content, creating new pages geared toward inviting people from the community to our church. We have added sign ups to our event pages so people can register for events and pay online. Erica created a Harvest Dinner signup. Reporting proved to be difficult because of all the options associated with the dinner, so Jackie still entered the orders manually as we've done in past. However, it did cut down greatly on the number of calls coming into the office, which saved time. We were able to use the sign-up form feature for Choose Love registration as well as Goodness Grows Plant and

Community Sale, with much smoother results. We're still learning about everything the new site can do and are planning to have some training so we can feel more comfortable with it.

Signage – We partnered with Signs of Our Times to create all new signage (8 panels for our hanging sign and 3 A-frames) for A Christmas Carol in December, for the Martin Luther King Junior event in January (hanging sign), new signage for Goodness Grows Plant and Community Tag Sale May 2023 and the Choose Love event which as postponed so the signage has been updated with the new May date. For last year's GardenFest event, they created small oval signs for each of our 6 named NMCC Gardens and just added Pollinator Garden sign for this year's plant sale. In addition, they continued to update our recurring events with dates for: Harvest Dinner, Holiday Craft Fair, Advent Season services and Lent. Note: Owner Dick Pryor generously donated all these signs.

We identified the need for a vinyl banner to use at community-facing events like PrideFest, Touch a Truck, etc. to identify our table/booth. The new NMCC banner features the church name, UCC logo, and the Progress Pride Flag.

Social Media We have been expanding our presence in the community through social media about what we do and who we are as a church under Meredith Young's leadership. We've been posting not just events, but also adding worship themes in our worship postings and ways to support our Mission Ministry activities. Thanks to Meredith we have also expanded our Instagram presence.

Publicity/Advertising Once again our Harvest Dinner was featured in *This Source* and Zip06.com (10/26/22), for the return of the "dine-in" option. Roberta Hanlon served as the spokesperson for this article. In December 2022, Melissa Blundon was interviewed about our Holiday Craft Fair in Shore Publishing, *Holiday on the Shoreline* magazine. Our Martin Luther King Jr. Event was highlighted in Zip06.com in January: *NMCC Celebrating Legacy of Martin Luther King, Jr.* followed by *Girls Empowerment Workshop* (2/3/23), *Art Exhibit celebrating Black History featuring Henry L. Greene* (03/02/23) and *Choose Love Event with Scarlett Lewis* when it was postponed (3/13/23). We recently wrapped up publicity for Goodness Grows Plant and Community Tag Sale.

The Team - The Communications Team is currently a team of 3 members: Roberta Hanlon, Team Leader for all communications content oversight, announcements, public relations/promotion of events; Meredith Young, responsible for our social media presence; and Erica McMillian who creates our graphics and partners with Jackie on our web site and exploring our new platform's enhancements such as event registration. The team engages with Jackie to provide weekly news, monthly newsletter, web site, Key Dates/Calendar, UCC Community Participation Report, and Signs of our Times/Dick Pryor is our signage partner. We are planning to re-build our photo team. We have identified a member who we expect will join our Team in July.

Respectfully Submitted,

Roberta Hanlon
Team Leader, Communications Team
May 12, 2023

Congregational Life and Hospitality Team

The Congregational Life and Hospitality Team has been regrouping as we have returned to more opportunities for fellowship. First and foremost, we have reinstituted coffee hour. However, it has been difficult to get folks back in the habit of sponsoring our post-service refreshments, and we encourage everyone to sign up for a Sunday now and then. We have helped to sponsor several events this year and are looking forward to more opportunities for fellowship in the fall. Ideas for more ways to bring the congregation together in fellowship are welcome!

Respectfully submitted,
Kate Holthausen

Generosity Team

Once again your Generosity Team wants to thank the members and friends of NMCC for making the name of our Team an accurate one. Your response to this year's request for financial support has been most generous! It's not uncommon for churches to have trouble recruiting members to serve on a fund-raising committee, especially if it has become more like a Begging Team, a Guilt-tripping Team, a Nagging Team, etc... Who would want to be part of that?!? Thankfully, you--the members and friends of NMCC-- believe in our ministry together and you're willing to put your money where your hearts are.

That's truly GOOD NEWS!

Dwight Juliani (for the Team)

Ministry Mission Team Annual Report – 2022-2023 May 2022

Let our service begin...transforming lives through help, hope, opportunity and personal growth.

Overview: The Ministry Mission Team supports our Outreach Ministry Champions with tools, guidance, expertise, process and funding to ensure they develop activities that align with the criteria developed by the Congregation in 2019. You asked us to support ministries that engaged you – and you responded with generous support for all of our ministries. In the past year we added one new member to our team, Peg Cornell, one new Ministry, Call to Care Uganda, and retired Ministries: Refugee Resettlement Ministry and New Reach. We've held one Champions meeting this year and plan to hold them quarterly going forward with the goal of celebrating our results and sharing ideas about how to enhance each ministry's impact on the congregation and the people and world we serve.

Call to Care Uganda Last Spring, Martha Wells Hoffman shared her compelling story of becoming involved to help provide clean, accessible water to the people of Uganda by encouraging local churches/organizations to sponsor digging of wells. On November 27, the first Sunday of Advent 2022, we launched a challenge to our NMCC congregation to raise \$7500 — hopefully by Epiphany — to dig a well in Amidikan Village. A table was set up in Friendship Hall with information about the project, a water jug indicating the progress of the \$ collected, Christmas gift cards, and Pastor Heather's beautiful water feature bubbling water. Each week in December, Gail Faithfull and Linda Young sat at the table receiving the generous donations of members and friends.

By January, we had collected enough money to cover ALMOST two wells ! After announcing that to the congregation, a wonderful pair of angels stepped forward and donated the remaining money necessary to sponsor both wells! On Epiphany Sunday we were able to present Martha with a check \$15,000 — to provide water not only for Amidikan Village but for Anoceny Village as well. 1832 people in two villages have easy access to clean water!!! The digging began almost immediately, and we received photos documenting progress in each location. On Easter Sunday, Martha joyfully presented NMCC with two plaques and a picture book documenting the projects. Now, every time someone approaches either well to draw water they are greeted with the inscription: LIVING WATER OF LOVE FOR YOU — FROM NORTH MADISON CONGREGATIONAL CHURCH, USA. Linda Juliani, Call to Care Uganda Champion

Caring for Creation Ministry (the environment) - Our “environmental ministry” designed to serve not only the NMCC community, but people and organizations along the Shoreline and New Haven. Our goal is to establish NMCC as a leader in environmental activities in support of improving Madison's ranking as a sustainable community. We focus on 3 key areas, all of which include educating while doing: Gardening (Roberta Hanlon), Sustainability (Tom Lauher), and Exploring our Ecosystems (Heather Crawford).

Gardening Our Garden Rescue Team has been busy this year!! We welcomed new members to our team – Lyndia Haff, Jerri Mane (a long-time Yoga student and neighbor of the Haffs) and Laura Ludington (Yoga student and neighbor of Lyndia and Jerri).

In June and November, we planted two gardens at a Columbus House property in New Haven at their invitation (see related article) and helped out 2 NMCC member gardens, working with Heather and Barb to continue the cleanup and thinning out of their gardens and then Holly Francis and her gardens in the summer.

For the Goodness Grows Plant and Community Tag Sale event in May, we dug, divided, potted and labeled plants from NMCC gardens as well as our own, and reached out to other gardeners to join in! At the event we provided expertise and suggestions to shoppers, helping them find or try new plants for their gardens. Heather Crawford staffed a Madison Conservation Commission booth to educate passersby on the importance of removing invasive plants.

Sustainability We invited you to join our Ministry's focus on sustainability by using ceramic mugs for beverages on Sundays with our note: "Take a mug, Use a mug, Wash a mug, Share a mug". Thanks to Sue Timony-Hall for getting us started with a supply of mugs. Dish cloths have been placed underneath the paper towel holder to reduce the use of paper products. A filtered water pitcher was purchased and placed in the refrigerator to reduce the use of bottled water for drinking during meetings.

Exploring the Local Ecosystem – At NMCC, in October our Garden Rescue Team cleared the future Pollinator Garden on north side of our parking lot – including an endless collection of invasive (bittersweet, multiflora rose and garlic mustard), native nuisance plants (sassafras trees and grapevines), rocks and interesting metals and other debris. Our Church School kids helped out with weeding one Sunday, painted the fence that hides the dumpster and then planted two dozen purchased and donated pollinator-friendly plants and spring bulbs on October 23. As spring bulbs and plants come to life, we celebrated by adding an official "Pollinator Garden" sign! Our goal is to have something native blooming in the garden from April through October.

To support caring for our "dark, sacred night," in April our church school is painted a new banner reminding people to turn off their lights and see the stars and how you experience God's world at night. Paul Sprague rented a booth at the community tag sale to provide outreach education on alternative shields for outdoor lighting.

Heather Crawford, Roberta Hanlon and Tom Lauher, Caring for Creation Ministry Champions

Connecticut Quest for Peace (humanitarian aid) - We have had two collections of donation items for CT Quest for Peace this year. We filled delivery size vans full of donations, which were sent to Paraguay, Nicaragua and Appalachia. These donations provide quality goods to the poor, create funding for community programs and built relationships between you and the people, who receive these donations.

Food Pantry Ministry (food insecure) - Our Food Pantry Ministry serves the food insecure who come to both the Madison Food Pantry (serving around 90% Madison residents) and the Shoreline Food Pantry located in Clinton (serving 80% Clinton residents). Most of our monetary and food donations serve the Clinton pantry.

The Madison Food Pantry has seen a reduction in the number of families served from a high of around 110 down to around 70 while the Clinton Food Pantry has seen a reduction from a high of around 500 families down to around 380. The health of the economy has had a positive effect on those who are food insecure, but the need is still great. Our congregation continues to be very generous with not only regular food donations but donations of paper money and coins on Communion Sunday every month. The total packaged food contributed is about 500 pounds and our Coins for Food donations in the jelly jars has added hundreds more to the coffers of the Clinton Food Pantry. In addition, our annual budget for fiscal year 2023 is allowing us to provide \$1500 to both pantries with the bulk directed to Clinton where the need is greatest. We also benefit from the money donated through the raffle at our holiday bazaar which amounted to \$600 thanks to our Youth Group!

The Madison Food Pantry is able to provide around five days of groceries to their clients and each weekly offering is custom designed to fit the needs of an individual family e.g., the family receives enough to feed the entire family for five days. The same is not true for the Clinton Food Pantry. Because the need is significantly greater, they can provide two bags of groceries per family and are not custom designed to fit the needs of an individual family as they do not have the financial resources or volunteers to do otherwise. On average, they estimate that they provide food for two days per family. This is the reason most of our donations are directed to Clinton.

For many years, the family of Kathy and Neal Thomas have planted, maintained, harvested, and donated produce grown in our small garden located in the back part of our upper parking lot. All vegetables grown are directly donated to the Madison Food Pantry by Kathy and Neal. The Pantry is grateful, the clients are grateful, and we are all grateful for their incredible generosity.

This fall we are working with the Youth Group to provide a volunteer opportunity for them to help bag and distribute food to the food insecure in Clinton. We are grateful for the youth to give of their time and for this opportunity to have our youth serve families in need which we know will benefit all involved. Holly Francis, Food Pantry Ministry Champion

The Prison Ministry (prisoner support and reform) - Its mission is to support positive life change for the incarcerated, newly released inmates and inmate's families by providing food, clothing and personal items that are needed but limited to them. We are caring for all creation by making a difference in their lives and supporting them with a second chance. We also raise awareness of the need for prison reform so we can be the voice for the justice they've been denied and create change in systemic inequalities.

We have had a busy and productive year. We have increased our team from 2 members to approximately 5-6 members. Thanks to the generous instruction and teachings of Rev. Dietra Wise Baker, we have begun to expand our goals to bring about change, awareness, and personal commitment to those who are incarcerated or affected by incarceration. Our expanded goals regarding mass incarceration include charity, education, justice, activism, advocacy and organizing.

Guest Minister Rev. Dietra Wise Baker. On Sunday, September 18, 2022, Rev. Dietra Wise Baker was guest minister, speaker and teacher at NMCC. Her morning message and spirit inspired us all as she reflected on "Resisting Incremental Liberation." Following worship, we fellowshiped with lunch and had a presentation/conversation on justice for prison ministry, faith-based community engagement, faith organizing and mass incarceration. Two of Dietra's prison ministry take aways for NMCC were the Justice Buffet (charity, education, justice, activism, advocacy and organizing), and Downstream/Upstream approaches to systemic inequalities. Because of this event we were able to explain and plan for prison ministry possibilities which led to several other NMCC members signing up to get involved in this ministry.

As Rev. Dietra stated *"You can feel it deep down: you sense God calling our communities to more. Our communities and neighbors are hurting; we want to make changes, but we are not sure what to do. We have tried charity; we have tried mission--but we see little change in our neighborhoods and communities. God has shared with our faith communities a strong vision where the stranger is welcomed, the orphan is clothed, and the prisoner is set free. A community with dignity and equity: the beloved community. But how do we move toward that community? Faith organizing is one faithful path."*

What an amazing day! Many, many thanks to all those who helped organize, set up and break down, and to those who contributed to the Free Will offerings. It couldn't have been done without you! As always, many thanks to our gifted choir for their outstanding praises, making the service spiritual and heartwarming. Let the church say "Amen!"

Rev. Dietra Wise Baker is the Assistant Professor of Community Engagement and Contextual Education, Director Contextual Education at Eden Theological Seminary in St. Louis and is a dynamic preacher and speaker. Dr. Baker is certified anti-racism trainer for the Christian Church (Disciples of Christ), and a trainer of faith-based community organizing in the Gamaliel network. Dr. Dietra teaches Church Planting, Youth Ministry, Preaching, Faith Community Organizing, Anti-Racism/Anti-Caste, Vocational Resilience and Formation. Rev. Dr. Dietra built in collaboration MCU's Break the Pipeline Campaign dismantling the school to prison pipeline in Missouri. Dr. Dietra is a respected trainer and community leader who often consults and collaborates with her sustained work in community organizing, youth justice, detention/prison/jail, and faith justice movements. Like many in St. Louis Rev. Dietra was deeply engaged in the Ferguson Uprising through Metropolitan Congregations United Clergy Caucus, organizing churches and leaders in rapid response to front line leaders protesting in the streets.

Prison Ministry and Free Forever Prison Ministry Collections. What wonderful and generous donations NMCC gathered for the Holiday Collection for Free Forever Prison Ministry in the New Haven, CT area, serving the families of those incarcerated. During November and December, we collected almost 250 items consisting of household items, personal products, a variety of basic foods, holiday groceries and goodies, as well as new toys for the children. Even though we did not organize a formal campaign your generosity continued every month since. In January, we donated 67 food items consisting of cereals, canned fruits, vegetables, bread, soups, and snacks. We estimate that each collection impacted approximately 40 families and each item is valued at approximately \$3.00. On February 13, we delivered 46 food items consisting of cereals, fresh fruits, breads, snack bars, tuna fish, toothbrushes, and toothpastes. Rev. Brixaida Marquez stated it's a joy to give the families of inmates special foods and treats they don't usually buy or receive every day. She sometimes will call a family to come to her home to pick up the much needed and appreciated food. In March and April, we contributed 245 items consisting of canned soups and vegetables, boxes of pasta and pasta sauce, tuna fish, cereals, cheese and peanut butter crackers, jellies, cookies, snack bars, and personal items such as soaps, toothpastes, toothbrushes, mouthwash and dental floss, body washes, deodorants, body lotions, cleaners, tissues and paper towels. NMCC has an angel or two in its congregation! In a recent thank you letter to NMCC, Rev. Brixaida wrote "You never cease to amaze me with your genuine thoughtfulness, generosity, loving kindness to Free Forever. Everything that you bless us with is sorely needed by so many and I can only believe that you are in such glorious communion with Our Lord to hear of our needs and miraculously provide." Thanks again NMCC. You are an incredible blessing!

Prison Ministry and Primary Caretakers Legislation. In November 2022 the NMCC Prison Ministry Team began partnering with the National Council for Incarcerated and Formerly Incarcerated Women and Girls. We met with Louellyn Lambros, Policy Director of the National Council. Their campaign and legislation are to keep incarcerated parents who are caretakers with their children through alternatives to incarceration. This initiative will be proposed for the state of CT. The lead sponsor for the proposed Bill is Senator Gary Winfield. The proposed bill Senate Bill No. 886 was submitted on January 23, 2023. This Bill is "an act establishing community-based sentencing alternatives for primary caretakers of dependent children."

Several members of our Prison Ministry Team attended the National Council “FreeHer CT” Campaign kickoff on February 13th in support of the Primary Caretakers Bill SB886. There were many speakers who told their personal and professional stories on the psychology, mental health and environmental disparities children face when separated from their parents. Thank you to the Prison Ministry members for participating and speaking at this meeting.

The NMCC Prison Ministry Team continues to support and be involved in this legislation by making phone calls and contacting legislators and other interest groups asking for their support. The proposed Primary Caretakers Bill in CT is now updated and referred to as SB1233. There were many testimonies during the hearing in April.

“SB1233: Primary Caretakers’ Community Sentencing Alternatives Act requires a court to sentence a person who was convicted of a nonviolent offense and is the primary caretaker of a dependent child, disabled individual, or elderly individual to an individually assessed sentence based on community rehabilitation with a focus on family unity and support.”

Unfortunately, the legislative committees are not considering any more bills during this session. More to come on this legislation.

Coming Soon: NMCC Welcomes Author Helen Elaine Lee. On Sunday, June 11th, 2023, the Prison Ministry Team has invited Helen Elaine Lee, author of the book “Pomegranate” to be our guest speaker.

Many, many thanks to the NMCC members for their support and to those who attended meetings and worked on the Prison Ministry initiatives: Mary Blankson, Lyn Boling, Gail Faithfull, Lyndia Haff, Kathleen Maurer. Nora Price, Champion for NMCC Prison Ministry Team

St. Martin de Porres Academy (education and opportunity for children) – This faith-based middle school provides tuition free, with extended-day, education to kids from low-income families in New Haven. This year we had a table at our Fall Mission’s Fair. We were able to introduce Saint Martin de Porres Academy to our church community and encourage our congregation to continue their volunteer work at SMPA, as well as find a new volunteer. This Spring we are collecting items for the OFF-TO-COLLEGE gift baskets, for fifteen high school graduates, which are starting college this Fall. Karen Miller, SMPA Champion

Community Yoga (care for oneself) – This self-funding Outreach Ministry offers a local, affordable, healthy way to share with our community, connecting care for oneself and the Earth in a holistic and spiritual manner. We resumed in-person classes on Mondays in addition to Zoom in May 2022, which drew new or returning students. We typically have 8 or 9 students who prefer in-person Yoga and 6 to 8 online. We also continue to offer Zoom classes on Thursdays. Though an outreach ministry, we were able to raise about \$1600 in calendar year 2022. Roberta Hanlon, Yoga Champion

Social Justice Discussion Group Pastor Heather has felt the need to offer a forum in which participants consider and discuss events in the town, region, nation or world that affect us as individuals and as a faith community. The forum would encourage sharing ideas and addressing concerns, allowing for consideration of our response as people of faith. Out of these discussions, there may arise opportunities for action, including the possible development of new mission projects. Her idea resonated with Gail Faithfull and Ed Cornell who offered to help to develop the concept. Peg Cornell offered to participate in the group and act as liaison to the MMT. In this way, if new mission opportunities arose, Peg could guide the potential mission champions

through the MMT process. Heather, Gail, Ed and Peg have been meeting monthly to discuss ways to further develop the idea and consider ways in which it may be implemented. Several options are under consideration and will continue to be developed. Peg Cornell

Ministries Retiring this year:

New Reach (Women and children experiencing homelessness) - New Reach is a comprehensive program that lifts women and their families out of poverty. They do this through education, counseling, finding employment and finding affordable housing, while offering a safe clean shelter. We launched a Baby's Need Drive resulting in the collection of diapers and wipes, as well as other much needed items. These supplies are so essential to the young families at New Reach. Reluctantly, Lyn has decided she could no longer lead this ministry in the way she envisioned so has retired this Ministry to focus on other interests as of April 2023. Lyn Boling, New Reach Champion

Refugee Resettlement Ministry (refugees resettling in the US) - NMCC joined with four other faith communities as well as other community volunteers to form the group SHIR (Shoreline Interfaith Resettlement). The group was formed to resettle and support an Afghan family for a year, working as co-sponsors with IRIS (Integrated Refugee and Immigration Services). As reported by Janice Wolf in October 2022 when as the year of support for this Ministry would soon end: "I started this journey to try and make some bit of difference in the horrible situation that was going on in Afghanistan last summer. The opportunity came up to be part of Shoreline Interfaith Resettlement and I jumped at the chance. I did not know at that time what a journey it would be and how you all would be part of it. Our little church joined with other faith communities in Madison and Guilford to create a force. A force so strong that IRIS thought we could handle resettling an Afghan family with two parents and 9 children. I was and continue to be overwhelmed and so grateful for the generosity of this church. From donations of sheets, mattress covers, towels, sewing materials, blankets, furniture, lamps, kitchen items of all varieties, cleaning items, curtains, small appliances, a new vacuum, Chromebooks for the older daughters, and money to help pay for rent, utility bills, food, and other items that the family needed. On top of all of those amazing donations, this church then helped clean the house from top to bottom and helped move and set up everything before move-in day.

After move-in day, members of our church continued to assist the family with tech support, registration for school, and tutoring. What a welcome this family received after all of the unimaginable trauma that they had to endure in their own country. The daughters of this family will be able to live a life that was completely closed off to them under Taliban rule. I thank you all for your generosity of time, items, money, and spirit for helping to make this all happen.' Janice Wolf, Refugee Resettlement Champion

Mission Ministry Summary: In the fiscal year ending in December 2022, we spent \$9,868 of our budget of \$10,000. We welcomed one new Ministry, in addition to being able to donate \$500 toward a collection made to the Ukraine war efforts. You can find our ministries on our new web page under [Outreach | NMCC \(northmadisoncc.org\)](https://northmadisoncc.org). Thanks for your support!

Mission Ministry Team – Peg Cornell, Roberta Hanlon and Cal Price

Champions – Lyn Boling, Heather Crawford, Holly Francis, Roberta Hanlon, Linda Juliani, Tom Lauher, Karen Miller, Nora Price, Janice Wolf

Respectfully submitted by Roberta Hanlon, Team Leader May 15, 2023

Music Team Report 2022-2023

The Music Team continued moving forward dealing with Covid protocols through all the changes of the past year. While agreeing to the need to continue singing masked during rehearsals and services, rehearsals have returned to the Community Room and singing distanced is no longer required, making for a more unified and enjoyable singing experience. The congregation is now welcome to sing, with masks, during hymns and Shalom and all are happy for these significant steps towards normal.

The team also supported the organization of the music library by Holly Francis with the purchase of four lateral filing cabinets to take the place of the assorted files currently in the organ loft. Many thanks to Scott Chasse for sourcing and purchasing the cabinets. Efforts to get the cabinets into the loft are underway. After discussion, use of the Music Gifts Fund to purchase a dedicated computer and software to improve the live broadcast of Sunday services was approved and those funds are available when the system requirements are finalized.

Other ongoing projects for the year included working to complete repairs on the carillon system and the bell cradle. Efforts have been made to recalibrate the carillon system *in situ* with some success, but the entire system may need to be shipped back to the factory in the near future.

This year's team: Scott Chasse, Heather Crawford (chair), Kate Davis (secretary), Roberta Hanlon and *ex-officio* members Bill and Ann Clemmons and Carol Luckenbach, worked joyfully with our Minister of Music Linda Juliani, to select new music, plan for choir music days during the Advent and Lent seasons and discuss how to expand the role of music in worship and congregational life. To that end, efforts were made this year to recruit new team members that do not sing in the choir. We look forward to working for the love of music in the coming year.

Respectfully submitted,

Heather Crawford

Open and Affirming

“Beginning in 1969, the United Church of Christ has advocated for the LGBT community. From the campaign to decriminalize same-sex relationships to support for marriage equality, the UCC has made a difference in the lives of LGBT citizens and their families. The issues have changed over the decades, but the basic commitment to full inclusion and human rights remains the same.”

- openandaffirming.org

NMCC officially joined this movement by adopting our ONA Covenant in 2017. On our five-year anniversary as an ONA Church, we re-activated our ONA Team as an official body of the church again in July, 2022.

This has been a year of growth and evolution for the Open and Affirming process. We have worked on developing opportunities for education, community service and a sense of empathy and welcome for those whom the covenant seeks to support. A central section of the NMCC ONA covenant states: “As followers of Jesus, we promise our love and support to all persons, embracing differences of age, race, ethnicity, mental and physical capability, marital choice, sexual orientation, gender identity, faith background, and socio-economic status.”

Our covenant makes explicit our commitment to loving people in the world who have been ‘othered’ and we on this team work on projects to express this love to the church and the wider community. As the American Civil Liberties Union watches a total of 474 anti-LGBTQ bills across the country this year, we strive to make NMCC a safe haven for the LGBTQ community.

Here are some of the various accomplishments this body achieved during its first year as a team:

- Established as a team in July 2022
- Participation at Madison Pride October 2022
- Invitation to upcoming participation in Guilford Pride May 2023
- Development of ONA Bookcase in Friendship Hall
- Organized and mailed voter registration postcards for Florida voters
- Supported the celebration of special worship on ONA Sunday and our ONA Anniversary
- Sponsored trans advocate and educator, Tony Ferraiolo, speaking in worship.
- Sponsored Tony Ferraiolo’s program “From Fear to Acceptance” event at Polson Middle School for National Coming Out Day, October 2022
- Celebrated our ONA five-year anniversary
- Sent representatives to the Madison Pride Proclamation meeting and spoke to the Board of Selectman about making June Pride month in Madison
- Created unisex restrooms on the main floor
- Encouraged the use of pronouns in worship to indicate safety and welcome
- Began the coordination process with Property and Planning to create more welcoming spaces to people with disabilities

The ONA team thanks Peter Meier for his service leading us through our first year as an official body of the church!

Most recently, we started a robust conversation answering these questions: What does ONA mean to you? Why do you feel called to be a part of this team? How will you know when ONA has been successful? We look forward to the continuing work and transformation of the ONA team!

Respectfully Submitted,
Barb Black, ONA Team Secretary for 2022

Pastoral Relations

Members: Pastor Heather, Janice Wolf, Robin Chasse, Julie Abbott

The Pastoral Relations Committee met only once during the 2022-23 church year. According to NMCC's bylaws, "the [Pastoral Relations] Committee shall have two primary purposes:

- (i) to serve as an advisory group to the Pastor and as support for the Pastor's leadership and,
- (ii) to share ideas, dreams, hopes, expectations, and concerns of the congregation with the Pastor. As support for the Pastor, the Committee interprets roles, functions, and needs of the Pastor to the congregation."

This committee has continued to serve primarily as a sounding board and support for Pastor Heather.

No members of the congregation have sought to share ideas or concerns with any representative of the Pastoral Relations Committee during 2022-23. We strongly encourage individuals to share their "ideas, hopes, expectations, and/or concerns" with a member of our team. We seek to create a safe place to share, with a constructive mission to maintain healthy relationships within our congregation, who work collaboratively and respectfully with one another on our common goals. Feedback and ideas shared with the PRC will be conveyed sensitively but never anonymously, in keeping with best practices.

The committee currently includes Pastor Heather, Julie Abbott, Robin Chasse, and Janice Wolf. Kwamena Blankson has joined for 2023-24, bringing our membership to five (5).

Respectfully submitted,

Robin Chasse

Property and Planning Annual Report May 2022-May 2023

Team Members

Bob Blundon, Bryan Boling, Irmgard Boling, Larry Kilburn, Peter Rivera, Paul Sprague, Tom Lauher (Chair).

Background

The Property and Planning (P&P) Team is responsible for: the upkeep and maintenance of the church building, adjacent structures and grounds; Summer Hill Cemetery; and, working in concert with the Town of Madison, operating as a designated emergency shelter in the event the need arises. With the award of Government Grants to equip Polson Middle School as an emergency shelter, we anticipate that NMCC will no longer be needed as a shelter for the Town when Polson is on-line.

Since October 2013, the Team has largely fulfilled the tasks and responsibilities formerly performed by a full-time Property Manager, supported since late 2019 by a part-time (16 hours per week) Property Manager. The Team also conducts regular inspections for the following: Roof, Bell Tower, and Grounds (annually in September); Sanctuary, Fellowship Hall, and Kitchen (biannually in January and July); Circle Nursery classrooms, Playground, and Community Room/Kitchen (biannually in February and August); and Summer Hill Cemetery (biannually in April and October). Other regularly scheduled activities include: monthly fire drills in support of CNS; monthly testing of the stand-by gas generator for compliance as an Emergency Shelter; quarterly water quality testing and reporting under the Federal Safe Drinking Water Act; annual testing/inspection of radon mitigation, fire suppression and fire alarm systems; and annual inspections by Madison Fire Marshal, Madison Health Department and Connecticut Department of Public Health Day Care Licensing Unit. The boiler is inspected by the State bi-annually.

The on-site water supply well is defined as a non-transient, non-community public supply well regulated by the State. Water treatment consists of sediment filtration, aeration and water softening for control of iron. The subsurface sewage disposal system has a 1,000 gallon septic tank and effluent filter, discharging to an 80 linear foot array of galleries beneath the parking lot. The septic tank is pumped every two years. The building is heated by an oil-fired boiler, also making domestic hot water, providing circulating hot water to radiators and radiant floor tubing (in the Sanctuary and Community Room), with supplementary forced air heat in the basement and new heat pumps in the Sanctuary and Fellowship Hall. Solar panels on the Sanctuary roof supply much of the electrical needs of the building at below utility prices.

Year in Review

During the past year, we replaced one smoke head in the Office, ran Ethernet cable to the back of the Sanctuary, replaced most of the timer switches for outside lighting, and re-lamped the carriage lamps at the southern doors with cooler, shielded bulbs. An aeration tank to remove iron in the raw water supply was installed in front of the water softeners, and the plumbing of the treatment system was changed to remove relic carbon filters, improve system efficiency and reduce the overall footprint of treatment tanks.

The Team continues to seek opportunities to generate revenue through use of the various rooms offered to the community. NMCC has been the home to four AA and AlAnon groups that count on the Church as a weekly

meeting place, and pay as they are able for use of the facility. The Church is also used for piano recitals, birthday and retirement parties, meetings of neighborhood associations, and concerts including our own Fire in the Kitchen series, all of which generate fees for facility use. We have also held a wedding reception and three Memorial Services in the last year.

Another revenue source, entering its tenth year, is the Fence Team, which provides our church-owned fabric fencing for community events in Madison and Guilford, earning donations for our efforts. In the last year, we served the Madison Historical Society, Madison Chamber of Commerce, Madison Newcomers' Club, Madison PrideFest, Guilford Little Folks' Fair, and Habitat Build at Bishops for seven separate events.

The Church grounds continue to be enhanced with seasonal planters donated and maintained in the front of the church. Previously, Garden Teams 'adopted' twelve gardens on the property with gardeners caring for select plots that have special meaning to them.

Planned future projects

NMCC has received a reimbursement Grant through the Madison Economic Development Commission to make repairs to the wooden ramp on the south side of the building. This summer the Team also plans to re-roof the CNS shed and paint the north façade of Fellowship Hall.

A group has formed to study a major Capital Campaign, which will assess the capacity of the church to support large capital project(s), identify potential projects, and prioritize critical projects.

Respectfully submitted,
Tom Lauher, Chair

**North Madison Congregational Church
Proposed Officers, Boards, and Teams
2023-2024**

Officers	
Church Council Moderator	Carol Luckenbach
Church Council Assistant Moderator	(Open)
Members of Board of Deacons	(See slate below)
Clerk	Eileen McCann
Assistant Clerk	Keith Luckenbach
Treasurer	Calvin Price

Boards

Board of Deacons	Board of Finance	Board of Christian Education
Peter Haff	Scott Chasse	Erica McMillian
Melissa Blundon	Calvin Price	Jeff Ignatuck
Dawn Barber	Keith Luckenbach	Meredith Young * (Circle Nursery Board Rep)
Sally Lottick	Meredith Young	Lyndia Haff
Kate Holthausen	Tom Lauher	<i>Peter Robinson</i>
Carol Anne Bachhuber	<i>Ed Cornell</i>	
Laura Prohaska		
Julie Abbott		

Teams

Property and Planning	Congregational Life and Hospitality	Pastoral Relations
Peter Rivera	Kate Holthausen	Janice Wolf
Bryan Boling	Ken Nichols	Julie Abbott
Paul Sprague	Joyce Rivera	Robin Chasse
Larry Kilburn	<i>Mike Efenecy</i>	<i>Kwamena Blankson</i>
Bob Blundon	<i>Nanette Paul</i>	
Tom Lauher	<i>Linda Young</i>	
Irmgard Boling		

Music Team	Generosity	Human Resources
Heather Crawford	Dwight Juliani	Rene Chin
Kate Davis	Peter Meier	Board of Deacons rep
Scott Chasse	Sally Lottick	Board of Finance rep
<i>Holly Francis</i>	Scott Conover	Board of Christian Education rep
<i>Kwamena Blankson</i>	Peggy Conover	Property and Planning rep
Ann Clemmons (EO)		
Bill Clemmons (EO)		
Linda Juliani (EO)		
Carol Luckenbach (EO)		
Communications	Mission Ministry Team	
Roberta Hanlon	Roberta Hanlon	
Meredith Young	Calvin Price	
Erica McMillian	Peg Cornell	
<i>Megan Lee</i>		
New Haven East Consociation	SNEUCC	
Calvin Price	Holly Francis	
Holly Francis	Barbara Black	
Barbara Black	OPEN	
OPEN		

Teams Not Elected

Membership in the groups listed below is fluid, at-will, and is not voted on by the Church Council or congregation. The lists of names represent those who have indicated ongoing interest in participation.

Worship Team	Covid Task Force	ONA
Heather Arcovitch	Carol Luckenbach	Peter Meier
Linda Juliani	Charlie Shafer	Barbara Black
Sue Timony-Hall	Heather Arcovitch	Heather Arcovitch
Melissa Blundon	Tom Lauher	Sue Kenney
Roberta Hanlon	Erica McMillian	Roberta Hanlon
Heather Crawford	Calvin Price	Lynn Boling
Tom Lauher	Linda Juliani	Sally Lottick
	Sue Timony-Hall	Linda Juliani
Quiet Ministry	Jackie Fix	Kate Holthausen
Linda Young	Peter Haff	Gail Faithfull
Marge Vogt		Linda Young
Peter Haff		Sue Timony-Hall
Grocery Card Team	Ministry Team Champions	Garden Rescue Team
Calvin Price	Heather Crawford	Roberta Hanlon
Karen Miller	Nora Price	Ann Clemmons
Mike Efenecy	Linda Juliani	Heather Crawford
Nanette Paul	Roberta Hanlon	Holly Francis
	Holly Francis	Dawn Barber
Fence Team	Tom Lauher	Ingela Helgassen
Tom Lauher	Karen Miller	Jeri Manes
all available per event		Carol Luckenbach
		Laura Ludington