



NORTH MADISON CONGREGATIONAL CHURCH

**1271 DURHAM ROAD
MADISON, CONNECTICUT 06443**

Annual Report

May 16, 2021

NORTH MADISON CONGREGATIONAL CHURCH ANNUAL REPORT

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*North Madison
Congregational Church
United Church of Christ*

*Senior Minister, Rev. Dr. Heather Arcovitch
Youth Minister, Sue Timony-Hall
Minister of Music, Linda Juliani*

Please note: Given the COVID-19 Pandemic, the annual meeting will take place via Zoom. We are asking members to email Office@northmadisoncc.org for a copy of the Annual Report and any other pertinent documents relevant to the meeting.

Zoom Link: <https://us02web.zoom.us/j/89484005009?pwd=U215S2kxLzYyekNYdnVWwDhZemV6UT09>

May 7, 2021

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 16, 2019 at 11:30 a.m.

The purpose of this meeting is to:

1. Review and vote to approve the minutes from the Annual Meeting of May 2020 and the Annual Budget Meeting of December 2020.
2. Hear reports from all Boards and Committees including updates from the Covid-19 Task Force, as well as the Finance Workgroups.
3. Vote with respect to the Deacons' Review of the membership rolls.
4. Vote with respect to the Report of the Executive Committee as to the election of officers and members of Boards and Committees.
5. Any other business proper to come before this meeting.

Respectfully submitted,

Eileen M. McCann

Eileen M. McCann
Clerk

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North Madison Congregational Church
Congregational Meeting Minutes
262nd Annual Meeting
May 17, 2020
VIA ZOOM

In attendance: 46 members and friends of NMCC

I. Copies of the Meeting Agenda were emailed out to those present. Committee Chairman Jim Farrales called the meeting to order at 11:40 a.m. He welcomed the congregation to the first ever virtual meeting through video conferencing. He thanked everyone for coming together and supporting one another through the Covid-19 pandemic.

II. Rev. Dr. Heather Arcovitch opened the meeting with a prayer. Heather also provided a summary of the Zoom Virtual church which we have been doing. She complimented our NMCC group for all of the talent in all kinds of ways, embracing this virtual worship. We are not opening up again any time soon. We will be examining what our future will look like. She thanked all the staff and members for all they do and their enthusiasm during this difficult time.

III. Review and Acceptance of Minutes of Annual Meeting May 2019
Motion by Ken Nichols to accept the meeting minutes from the Annual Meeting in May 2019. Calvin Price seconded the motion. No discussion. 45 members voted in favor of accepting the minutes. 1 person abstained. Minutes approved.

IV. Review and Acceptance of Minutes of Special Meeting September 2019
Motion by Heather Crawford to accept the meeting minutes from the Special Meeting (vote of settled pastor) in September 2019. Ken Nichols seconded the motion. No discussion. All voted in favor of accepting the minutes, except 1 person abstained. Motion carried. Minutes are approved.

V. Review and Acceptance of Minutes of Budget Meeting December 2019
Motion by Calvin Price to accept the meeting minutes from the Annual Budget Meeting in December 8, 2019. Linda Young seconded the motion. No discussion. All voted in favor of accepting the minutes, except 3 abstained. Motion passed. Minutes approved.

VI. Acceptance and approval of May 2020 Annual Report following reports from the following Boards/Committees/Teams

A. Board of Finance - John Gallops

- The Board of Finance voted to discontinue the July Antiques Fair, due to lack of participation of vendors.
- Money collected toward installation of air conditioning of sanctuary and fellowship hall. That money is now being held on our balance sheet. At the Budget meeting in December, it was voted by the congregation that the church would contribute up to \$20,000 out of our portfolio towards this project.
- They voted on the contract for our new settled pastor, Rev. Dr. Heather Arcovitch.

Once the Covid-19 pandemic hit, the Board of Finance addressed some further issues:

- They voted to pay staff at the usual salary during the coronavirus.
- They voted to pay the nursery school staff at 50% until June 15, 2020, with no provisions to pay them after that.
- They postponed installation of the air conditioning until a later date.

They applied for a Payroll Protection Program (PPP) forgivable loan from the federal Small Business Administration (SBA) and NMCC received the money on May 7, 2020. It was decided that the Circle Nursery School staff would get the remainder of their salaries which was due to them, so as to pay them at 100%. Those checks will go out in the next few weeks. We anticipate the loan will be forgiven. Calvin added that the amount received from the PPP loan through Guilford Savings Bank was \$61,158.00, under the provisions that we would retain all employees through June 30, 2020, and the funds would be used for employees' wages. We were fortunate to receive this loan as it's the first time the SBA made loans available to non-profits.

Heather also added a shout out to Michele Mauro, who has kept our finances in order and who provided the critical information needed for our PPP application.

B. Board of Deacons – Kate Summerlin

Kate has been leading the 10-member Board of Deacons, together with Sandy Dickson. As the spiritual leaders of the church. Their role has been to be disciples of Christ and to provide for a spiritually challenging Sunday worship service and to outreach to members of our wider community to spread God's love. We initiated Heather Arcovitch into our community, working with the Worship Team on Sunday services and developing outreach programs with Heather. Covid-19 came in March 2020. Heather had amazing leadership and foresight to envision that we would not be able to continue in-person services during the pandemic. Together with the worship team, Heather, Linda and the choir, they launched virtual services. Feedback has been positive. They have put into effect several avenues to reach out to isolated members, including a calling campaign to contact everyone to let them know that the church is thinking about them and to let them know about the virtual services. They sent over 70 letters to members. They started

“Tuesdays in the Garden,” collaborating with gardeners in our community to put online videos on Facebook and on our website to share gardening expertise and in accordance with our mission to care for God’s earth. They recently launched a webinar on stress and resilience in Covid-19. They may do a baking webinar and are thinking of other ways they can keep folks connected. We have partnered with ACLU and their Smart Justice program. We have entered conversations with First Church about backpack/prison release program. A large project they are moving forward with is the Covid-19 Task Force, to determine how to move forward during this pandemic and to be disciples of Christ.

C. Board of Christian Education – Sue Timony Hall

Sue began her role at NMCC a year ago, and she is filled with gratitude to be serving this community, alongside our Christian Education Committee. Janice Wolf, Missy Belcourt, Jill Aboulain, Julie Abbott, Laura Prohaska, Jen Davies and Jeff Ignatuk all served on behalf of our children and youth as committee members, dedicated teachers and also as co-leaders and chaperones for our youth programming. Our church school program served between 5-25 kids on average each week, including visitors. They switched the curriculum in order to experience the Narrative Lectionary in Worship and downstairs as well. They hired Alicia Lanzetti as the child care provider and preschool level church school teacher, and began to offer church school for that age group. They also began talking with Circle Nursery to invite CNS families into our church community. Sue thanked many individuals in our church for sharing children’s messages during Worship. In addition to adults and a couple of our teens sharing messages, there were many adults chaperoning youth events and she is grateful for them. All of our youth programming details are in the annual report, but she highlighted that both JYG and SYG engaged in team building activities and events supporting our church community, and were heading into the more mission-based portion of the year when Covid hit. In response, they have formed a Junior JYG in order to keep our 3rd-6th graders connected and have moved weekly JYG and SYG gatherings onto zoom. They’ve also hosted zoom calls for parents to come together for conversation and are currently exploring other program potentials, including modifications to our church school program for the fall.

D. Property and Planning – Tom Lauher

The Property and Planning (P&P) Committee 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.

Since October 2013, the Committee has largely fulfilled the tasks and responsibilities formerly performed by a full-time Property Manager. The Committee 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 and fire alarm systems; and annual inspections by Madison Fire Marshal, Madison Health Department and Connecticut Department of Public Health Day Care Licensing Unit.

In response to the COVID-19 pandemic, the NMCC Executive Committee put the building into lockdown on March 11, 2020. Circle Nursery School closed for the balance of the academic year on March 13, 2020. Other than for certain essential services and ongoing improvement projects, the building has been unoccupied since.

Year in Review

During renovation of the Scranton Memorial Library, NMCC has opened our doors to Library programs and community groups needing space for presentations and meetings. We average four meetings of Library programs every week, serving all ages from newborns through seniors. This is directly in the spirit of NMCC becoming a community center for North Madison. The increase in building occupancy coupled with increasing fuel and energy costs are responsible for rising utility costs to the church, but the increased community presence and goodwill engendered are worth the investment.

Members of P&P continue to perform weekly cleaning of the Sanctuary and Fellowship Hall, supported by Genie Maids on the last Friday of each month (generously paid for by a Church family), and visits by a crew from Vista twice per month. A cleaning contractor has been cleaning downstairs six times per week. The friends of the church also participated in the fall cleanup of the church grounds. P&P has also made good use of our floor machines to clean and maintain the sanctuary carpeting, area rugs downstairs, and hard floors throughout the building.

In 2020 we completed an upgrade of the fire suppression system over the kitchen range to comply with changes in the Fire Code. We also replaced several failing emergency lights, upgrading to LED technology which will provide energy savings over the previous lights. During the lockdown, we have painted the rear of the Sanctuary and the rolling wall to Fellowship Hall.

During the winter we experienced problems with the septic system, and we are currently investigating the existing leaching system and soil conditions under the parking lot on the north end of the property to provide information necessary to design a replacement disposal system.

The P&P Committee 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 AL Anon 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 are generating fees for facility use. Another revenue source, now beginning its seventh 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, and Raise the Roof for five separate events. Unfortunately, each succeeding year there are fewer calls for our fencing services.

The Church grounds continue to be enhanced with seasonal planters donated and maintained in the front of the church. During previous summers Garden Teams ‘adopted’ twelve gardens on the property- we are hopeful that gardeners will again step up to care for select plots that have special meaning to them.

Planned future projects

The ductless air conditioning system approved by the congregation for the Sanctuary and Fellowship Hall has been postponed due to fiscal concerns due to COVID-19.

Design and installation of a new leaching system is planned for the summer of 2020, pending regulatory approvals, and weather permitting.

This summer the Committee plans to paint the north façade of Fellowship Hall. We have started the conversion of the library in Room 1 to an office for Circle Nursery School, to be completed by mid-August. The library book collection will find a new home in a book nook at the end of the hall currently used for the CNS office.

A group is forming 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.

E.Ministry Resource Team – Roberta Hanlon

Overview: This was the first full year the Ministry Resource Team has been in place. The Ministry Resource Team (MRT) supports our Outreach Ministry Champions with tools, guidance, expertise, process and funding to ensure they develop Outreach Ministry Plans that reflect the criteria developed by you, the Congregation, in 2018. By last May we got ourselves organized and approved 3 Outreach Ministries – which means they had plans to engage you and a funding plan for each. There were 2 organizations launched:

- **Columbus House** – most of our financial support comes in out of your out-of-pocket donations of breakfast food, Christmas gifts, gift cards, and singing. This year we added muffins and hot chocolate packets and notes from students at Karen Chapman’s school. Sue Timony-Hall, the SYG and Congregational life teamed up to make fleece blankets and scarves. We and CH are filled with gratitude for your

additional donation to cover breakfasts equivalent to almost 9 breakfasts for 60-80 people.

- **CT Quest for Peace** for Nicaragua, Paraguay and Appalachia. As Heather noted during worship, we will have a limited collection this month – clothing only, 2 days at Karen Miller’s house.
- **Community Yoga** – a program that generated over \$2,900 in income (not what we expected when we began this ministry over 5 years ago. Until we closed, we reached about 35 yogis in North Madison thanks to Karen Chapman and our fabulous teacher, Kathy. The yogis also have supported in our fund raisers such as takeout Harvest dinner, Craft Fair, and Fire in the Kitchen concerts.

By last October we added 5 more Ministries – in addition to MRT funds, developed with some creative ways to engage you and your resources:

- **Continuum of Care** – helped them use our funds to leverage their fund raising and made 10 wreaths for their Holiday Fair. Jim Farrales, Champion.
- **Loaves & Fishes** - redefined “Shoreline Food Pantries” – so we’re now supporting not only Madison Food Pantry but Clinton and Killingworth as well with food and grocery cards for emergencies; many thanks for Sue Timony-Hall and Linda Juliani for teaming up to launch this ministry with John Gallops and increase collections through the Advent Calendar collection
- **Raise the Roof/New Haven Habitat** – we had the opportunity to meet new Habitat homeowners during NMCC Worship thanks to Frank Walsh and Cal Price, RTR champions, who also participated with other NMCC folks in helping the family with volunteer hours. We will be pooling our volunteer resources with other local congregations once RTR/Habitat returns to building
- **St. Martin de Porres Academy** – helped add books to their library and supplies to students, added a new NMCC volunteer and were amazed at your response to purchase grocery cards to help their students’ families ensure they had grocery cards to help out with breakfast and lunch when the school shut down. Karen Miller, Champion
- **Youth Continuum** - we had fun evening of bingo and pizza, thanks to your gift cards and have been able to help with bedding, cleaning kits and games to keep the youth occupied during quarantine. Lyn Boling, Champion.

This year we were hoping to add a Justice program so let us know if you are interested in being part of that. If you are interested in leading a ministry or learning more about any I have talked about, let us know!

F. Congregational Life Ministry – Ken Nichols

The purpose of this group is to have gatherings of the congregation and to build bonds of fellowship. Wreath making was successful back in December. The Pot Luck Supper planned for the end of April was cancelled because of Covid-19. Since no large gatherings are allowed, 3 small zoom gatherings are planned for the next 2 weeks, facilitated by different members: “Grateful Justice” is the topic. The number is restricted because it is difficult to have productive discussions with large groups. Congregational Life Ministry Team is looking for more people to participate.

G. Generosity Team – Jim Farrales

Given the fact that we are not together, the Generosity Team responsible for carrying out the annual pledge campaign will work with the Covid-19 Task Force within the Deacons.

H. Communications Team – Roberta Hanlon

Roberta expressed thanks to the folks who have provided special skills: graphics, photography, videography and Dick Prior, who donates all of our signs.

VII. Board of Deacon’s Membership Review

The Membership Review was included in the Annual Report as presented. The Deacons were particularly careful, as we, as a community, feel our way through the Covid-19 situation. Cal made a motion to accept the membership rolls as presented in the Annual Report. Roberta seconded the motion, and all voted in favor.

VIII. Officers, Boards and Committees Membership 2020-2021

See the List of Officers, Boards and Committee members. Jim Farrales went over the list. Of note is the fact that Ryan MacMillan had expressed interest in being Treasurer once he became a member. Members provided revisions to this list, and Jim has indicated he would make the revisions. Sandy indicated that she should be added under the New Haven East Consociation Conference - Committee on Ministry – the Committee made a decision that the representative for our church will not change due to Covid-19, so Sandy will continue as she has for the last 6 years.

Jim asked for a motion to approve the Board Committee list. Ken moved and Cal seconded. 36 voted in favor. None opposed and none abstained. Motion passed.

IX. Other Business

Joyce reminded us of bible study. Heather thanked the church leaders and her sentiments were echoed by others in attendance.

X. Adjournment

Ken Nichols moved to adjourn the meeting. Roberta seconded the motion and the motion passed unanimously. The meeting adjourned at 1:02 pm.

Respectfully submitted,

Eileen M. McCann

Clerk

**North Madison Congregational Church
Congregational Meeting Minutes
Annual Budget Meeting
December 13, 2020**

In attendance via ZOOM: 50 members and friends of NMCC

VII. Executive Committee Chairman Jim Farrales called the meeting to order at 11:15 AM via ZOOM

VIII. 2020 Recap and Achievements – Ryan McMillian, Treasurer

- Staff fully hired...no vacancies allowing congregation to fully experience spiritual guidance and needs
- Continued support through offerings
- Limitations on fundraisers and facility usage offset by lower expenses
- Facility improvements funded (septic system and A/C)
- 2020 forecasted deficit funded with investment gains and PPP loan

Included a detailed outline of the Endowments Investment Account, attached.

IX. Proposed 2021 Budget – Ryan McMillian

Ryan then reviewed the proposed 2021 Budget in accordance with the attached power point presentation. Detailed Budget shown and discussed.

X. Revenue Challenge and Plan

<u>Category</u>	<u>Budget</u>	<u>Challenge</u>
Offerings	171,000	200,000
Fundraisers	14,000	30,000
Other Income	15,000	30,000
Portfolio	184,000	124,000
Total	384,000	384,000

The goal of the Revenue Challenge is to reduce the stress on the portfolio.

XI. Next Steps

- Approve Budget
- Hold church meeting in January to discuss a vision for reaching each of the goals:
 - a. Offerings, membership & stewardship
 - b. Fundraisers, and
 - c. Other income, e.g., Leave a Legacy
- Elicit interest and designate conveners for each of the workgroups above

Discussion was held regarding all sections of the budget presentation:

John Gallops spoke about legacy giving. Encouraged folks to have their estate plans prepared, leaving bequests to the church.

Scott Chasse asked a question about the payroll taxes to be paid on the PPP (Payroll Protection Program – part of the CARES ACT enacted in response to the financial toll inflicted by the Covid-19 Pandemic). Calvin replied that the payroll taxes have already been paid in the ordinary course, though the church itself is not taxed because it has a tax- exempt status as a church.

Scott suggested that we reallocate funds set aside for the Air Conditioning installation so as to help balance the budget and not need to work with as large a deficit and to reduce the stress on the portfolio. Sally Lottick spoke in favor of the Air Conditioning installation and against reallocation of funds for this project. She indicated that in order to attract new members and retain membership, having access to the church in the summer months will be important. Sue Kenney suggested a fundraiser earmarked for the Air Conditioning project. Folks were reminded that we already voted on the Air Conditioning project and that it was contained within the 2020 Budget, not the 2021 Budget. Jim confirmed that the A/C was already approved as an expense in the 2020 budget and that any additional capital expenses can be revisited in discussions for a Capital Campaign as part of the January meeting.

Sally Lottick made a motion to approve the budget as presented by Ryan McMillian and the Board of Finance. Sandy seconded the motion. 41 members were on the ZOOM meeting at the time of the vote. Three people abstained, 1 person voted no and the remainder of the individuals voted in favor. The 2021 Budget passed.

XII. By-Law Amendment

An Amendment of the church's By-Laws was proposed and drafted by the Executive Committee to officially allow church meetings to be conducted by phone or video conferencing in response to the Global Covid-19 Pandemic. That By-Law Amendment is as follows:

NMCC may conduct its meetings by phone or video conferencing. Any action that could be taken at an in-person meeting, including bylaw amendments, may also be taken at a virtual meeting. Determination to hold a virtual meeting is the responsibility of the convener of the meeting including any Officer, Board/Committee Chair, Team Leader, or Staff Member.

Tom Lauher made a motion to accept this By-Law Amendment. Miles seconded the motion. All voted in favor. Motion passed.

XIII. Other Business

None

XIV. Adjournment.

Sally Lottick made a motion to adjourn the meeting. Roberta seconded the motion. All voted in favor and the meeting was adjourned at 12:18 pm.

Respectfully submitted,

Eileen M. McCann

Eileen M. McCann
Clerk

**NORTH MADISON CONGREGATIONAL CHURCH
BUDGET MEETING
DECEMBER 13, 2020**

- **Agenda**
- **2020 Recap and Achievements**
- **Proposed 2021 Budget**
 - **Expenses**
 - **Income**
 - **Summary of propose budget**
- **Revenue Challenge and Plan**
- **Next Steps**
- **Bylaw amendment**
- **Any other business proper to come before this meeting.**

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2020 RECAP AND ACHIEVEMENTS

- Staff fully hired...no vacancies allowing congregation to fully experience spiritual guidance and needs
- Continued support through offerings
- Limitations on fundraisers and facility usage offset by lower expenses
- Facility improvements funded (septic system and A/C)
- 2020 forecasted deficit funded with investment gains and PPP loan

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ENDOWMENTS INVESTMENT ACCOUNT

Restricted Funds - balances	1-Jan-20	11-Dec-20	\$ Gain	Pct. Gain
Campbell	\$22,622.25	\$23,452.69	\$830.44	3.67%
Hofrichter	\$215,948.66	\$223,875.94	\$7,927.28	3.67%
Munro	\$11,545.39	\$11,978.99	\$433.60	3.76%
Unrestricted Funds - balances				
Named Donors	\$187,816.40	\$190,419.12	\$2,602.72	1.39%
Other	\$164,823.97	\$166,083.53	\$1,259.56	0.76%
Total Restricted and Unrestricted	\$602,756.67	\$615,810.27	\$13,053.60	
Johnson Trust - balance	\$392,069.47	\$450,281.71	\$58,212.24	14.85%
Total of all investments	\$994,826.14	\$1,066,091.98	\$71,265.84	

Note: Total drawdown in 2020 was \$119,500 compared to budgeted amount of \$181,553

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2021 PROPOSED BUDGET

CATEGORY	2020	2021	Budget Detail
Offerings	\$164k	\$171k	<ul style="list-style-type: none"> Offerings increased based on 2020 totals
Fundraisers	\$21k	\$14k	
Other Income	\$21k	\$15k	
REVENUE	\$206k	\$200k	<ul style="list-style-type: none"> Lower fundraisers and Facility use based on COVID impact <ul style="list-style-type: none"> Script - \$2k Harvest - \$4k FIK - \$1k Craft Fair - \$3k Other - \$2k Music Fund - \$2k
Administration	\$35k	\$32k	
Building & Grounds	\$67k	\$63k	
Christian Education	\$4k	\$4k	<ul style="list-style-type: none"> Lower Admin and B&G based on COVID impact
Communications	\$1k	\$2k	
Deacons	\$2k	\$3k	
Missions	\$19k	\$19k	<ul style="list-style-type: none"> Increase in various functions <ul style="list-style-type: none"> \$1k for comms for social media \$1k for Deacons for signage \$2k for Music for virtual choir
Music	\$3k	\$5k	
Staff	\$256k	\$256k	
EXPENSE	\$388k	\$385k	<ul style="list-style-type: none"> Shortfall in 2021 (\$184k) just as 2020 (\$182k)

Note - Numbers have been rounded 4

	2020 Budget	2021 Proposal	Difference
7100 · Offerings			
7101 · Pledges	156,624.00	160,000.00	3,376.00
7102 · Open Plate	7,500.00	11,000.00	3,500.00
7103 · Miscellaneous Offerings	0.00	0.00	0.00
Total 7100 · Offerings	164,124.00	171,000.00	6,876.00
7200 · Fundraising			
7201 · Antique Show	3,000.00	0.00	-3,000.00
7202 · Craft Fair	4,500.00	3,000.00	-1,500.00
7203 · Fire in the Kitchen	2,000.00	1,000.00	-1,000.00
7204 · Harvest Dinner	5,000.00	4,000.00	-1,000.00
7205 · Script Program	2,000.00	2,000.00	0.00
7206 · Other Fundraisers	4,000.00	4,000.00	0.00
Total 7200 · Fundraising	20,500.00	14,000.00	-6,500.00
7300 · Other Income			
7301 · Circle Nursery School	15,000.00	15,000.00	0.00
7302 · Facility Usage	6,000.00	0.00	-6,000.00
Total 7300 · Other Income	21,000.00	15,000.00	-6,000.00
7400 · Restricted/Unrestricted Funds	182,355.00	184,789.00	2,434.00
	387,979.00	384,789.00	-3,190.00

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	2020 Budget	2021 Proposal	Difference
8100 · Administration			
8101 · Bank Charges	500.00	500.00	0.00
8102 · Computer Support/Software	5,225.00	3,000.00	-2,225.00
8103 · Conference Fees	1,480.00	500.00	-980.00
8104 · Pledging Expenses	1,200.00	2,000.00	800.00
8105 · Hospitality	2,000.00	1,000.00	-1,000.00
8106 · Insurance-Prop/Liab/Youth Trv	16,606.00	20,000.00	3,394.00
8107 · Office Supplies	1,600.00	600.00	-1,000.00
8108 · Postage	800.00	900.00	100.00
8109 · Printing	3,800.00	3,000.00	-800.00
8110 · Professional Fees	1,450.00	0.00	-1,450.00
Total 8100 · Administration	34,661.00	31,500.00	-3,161.00
8200 · Building and Grounds			
8201 · Building Repair and Maintenanar	3,500.00	10,000.00	6,500.00
8202 · Cemetery	8,500.00	8,500.00	0.00
8203 · Cleaning Services	18,600.00	12,000.00	-6,600.00
8204 · Grounds Maintenance	4,800.00	4,000.00	-800.00
8205 · Inspections	1,500.00	3,000.00	1,500.00
8206 · Miscellaneous Expenses	1,000.00	1,000.00	0.00
8207 · Snow Removal	8,500.00	6,000.00	-2,500.00
8208 · Supplies	2,100.00	2,000.00	-100.00
8209 · Trash / Pest Extermination	1,800.00	1,800.00	0.00
8210 · Utilities	13,950.00	12,000.00	-1,950.00
8211 · Water Operations/Analysis	2,750.00	3,000.00	250.00
Total 8200 · Building and Grounds	67,000.00	63,300.00	-3,700.00

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	2020 Budget	2021 Proposal	Difference
8300 · Christian Education			
8301 · Silver Lake Scholarship	1,000.00	1,000.00	0.00
8302 · Children's Church	1,000.00	1,000.00	0.00
8303 · Youth Groups	1,600.00	1,600.00	0.00
8304 · Safe Conduct	800.00	800.00	0.00
8300 · Christian Education - Other		0.00	0.00
Total 8300 · Christian Education	4,400.00	4,400.00	0.00
8400 · Communications			
8401 · Miscellaneous Expenses	295.00	1,085.00	790.00
8402 · Website	499.00	600.00	101.00
Total 8400 · Communications	794.00	1,685.00	891.00
8500 · Deacons			
8501 · Adult Enrichment	250.00	250.00	0.00
8503 · Membership	250.00	1,250.00	1,000.00
8504 · Worship	1,610.00	1,600.00	-10.00
Total 8500 · Deacons	2,110.00	3,100.00	990.00
8600 · Missions			
8601 · OCWM / CT UCC / NHEC	9,170.00	9,000.00	-170.00
8602 · Local Missions	8,500.00	8,500.00	0.00
8603 · National/International Missions	1,500.00	1,500.00	0.00
Total 8600 · Missions	19,170.00	19,000.00	-170.00

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	2020 Budget	2021 Proposal	Difference
8700 · Music			
8701 · Sheet Music & Virtual	1,000.00	3,000.00	2,000.00
8702 · Equipment Maintenance	1,740.00	1,700.00	-40.00
8703 · Sunday Substitute	700.00	700.00	0.00
Total 8700 · Music	3,440.00	5,400.00	1,960.00
8800 · Staff			
8810 · Salary			
8811 · CE & Youth Director	30,010.00	30,010.00	0.00
8812 · Minister of Music	20,498.20	20,498.20	0.00
8813 · Office Manager	33,006.00	33,006.00	0.00
8814 · Senior Pastor	62,233.00	62,233.00	0.00
8815 · Sexton	12,000.00	12,000.00	0.00
Total 8810 · Salary	157,747.20	157,747.20	0.00
8820 · Benefits			
8821 · Sr Pastor Continuing Ed	3,500.00	3,500.00	0.00
8822 · Sr Pastor Housing Allowance	42,840.00	42,840.00	0.00
8823 · Sr Pastor Life/Dis Ins	1,503.00	1,503.00	0.00
8824 · Sr Pastor Med/Dental Ins	25,323.00	25,323.00	0.00
8825 · Senior Pastor Mileage	2,000.00	2,000.00	0.00
8826 · Senior Pastor Annuity	14,026.20	14,026.20	0.00
Total 8820 · Benefits	89,192.20	89,192.20	0.00
8830 · Payroll Taxes	7,307.02	7,307.02	0.00
8840 · Workers Compensation	2,158.00	2,158.00	0.00
Total 8800 · Staff	256,404.42	256,404.42	0.00
	387,979.42	384,789.42	-3,190.00
	-0.42	-0.42	0.00

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REVENUE CHALLENGE AND PLAN

CATEGORY	BUDGET	CHALLENGE
Offerings	\$171,000	\$200,000
Fundraisers	\$14,000	\$30,000
Other Income	\$15,000	\$30,000
Portfolio	\$184,000	\$124,000
Total	\$384,000	\$384,000

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NEXT STEPS

1. Approve Budget
2. Hold church meeting in January to discuss a vision for reaching each of the goals:
 - a) Offerings; membership & stewardship;
 - b) Fundraisers; and
 - c) Other income, e.g. Leave a Legacy
3. Elicit interest and designate conveners for each of the workgroups above

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BOOK OF RECORDS

May 1, 2020 – May 1, 2021

BAPTISMS (0)

WEDDINGS (1)

October 24, 2020: Tom Gingras and Sarah Shea

NEW MEMBERS (11)

New Member Sunday (11)

May 31, 2020: Rev. Dr. Heather Arcovitch
Rev. Dr. Dwight Juliani
Linda Juliani
Barbara McDaniel Black
Erica McMillian
Ryan McMillian
Sue Timony-Hall
October 11, 2020: Denise Acker
Nann Cooke
Kathy Maurer
Cheryl Schultz

Confirmation (0)

FUNERALS AND MEMORIAL SERVICES (3)

February 28, 2020: Joseph Barbato
March 7, 2020: Justin Nassif
August 9, 2020: Karen Murphy
October 10, 2020: Alan Pinto, Sr. (Note: Non-member. Heather performed his memorial off-site at First United Church of Christ, Congregational, in Milford, CT)

MEMBERSHIP May 1, 2021

Members: 228
Associate: 124
Associate College: 21
Associate No Mail: 21

Treasurer's Annual Report for 2020

Overview

The Treasurer role transitioned this year away from Michele Mauro after several years of volunteering to maintain our finances and cash activities. Her service has been extremely valuable to the church and her effort is much appreciated. As Michele transitioned, the church has hired a part time bookkeeper to assist with the accounting and check processing activities. Rhonda Spencer started in April and has fully transitioned into the role over the course of 2020. The bank account has been updated to reflect the transition with Jim Farrales, John Gallops, and Ryan McMillian being signers on the account.

2020 Report

The overall budget for the church was \$395k, which was \$7k higher than the 2020 budget. While the budget called for a greater draw-down of our unrestricted investment account, it was offset by higher than projected offerings and qualifying for and being awarded a Paycheck Protection Program (PPP) loan. This was a forgivable loan made available because of the Covid-19 pandemic through the Small Business Administration that included non-profit organizations. The overall fundraising amount was lower versus budget based on COVID19 impact.

As highlighted above, NMCC and CNS both qualified for the federal loan through the PPP in 2020. The total amount of the loan for NMCC was \$41,080 and \$20,478 at CNS. The loans were forgiven in early 2021 so no future financial obligation is required. The year-end financials have been updated to reflect the PPP loan as a federal grant.

Expenses for the church and circle nursery were both lower than the 2020 budget. The main driver for lower expenses is based on not having in-person worship or other church activities.

The stronger than expected revenue and lower expenses reduced the amount needed to withdraw from the reserve funds by \$42,548.

Each month the revenue and expenses are reconciled to produce timely financial reports. These reports are reviewed and discussed by the Finance Committee at each meeting. In addition, these reports are provided to the Executive Committee for review. Minutes of the discussion are available from the Board of Finance meetings.

2021 Budget

In August 2020, the Treasurer created a 2021 operating budget that was reviewed and approved by the Finance Committee, Executive Committee, and voted on by the Congregation at the annual budget meeting in December. The budget showed the continued reduction in the investment portfolio as the church continues to spend more than it brings in. The biggest driver of the gap is a result of lower church membership. Based on this decrease, the Finance Committee recommended the creation of two (2) workgroups to focus on driving revenue increases. These workgroups are as follows:

1. Growth of Church membership and increase in annual stewardship giving – led by John Gallops; and
2. Fundraising opportunities and other income sources – led by Cal Price

Both of these workgroups are meeting to address to shortfall and put the church on a path for long term viability.

A special thank you goes out to Rhonda Spencer, CNS Director Kathy Niejakli, and the other office staff for all their help and support.

Investment Portfolio

Our comingled investments are managed by Vanguard and overseen by the Board of Finance.

Unrestricted Funds:

These funds are available for any purpose approved by the congregation and include two separate accounts. Approximately eighty-three percent of the account represents the primary investment while seventeen percent represents the “Named Donors” account. The latter fund was created in 2005 on the occasion of the church’s 250th anniversary celebration and a list of those who contributed to this fund is included in this report.

Restricted Funds:

There are four accounts with specific restrictions as to their use as follows:

- William and Helen Campbell Fund to be used to enhance the music ministry of the church;
- Charles H. Hofrichter Mission Fund to be used to enhance the missionary work of the church;
- Barbara A. Munro Memorial Fund to be used generally for youth related programs, related to music; (final document is pending); and
- Harry J. Johnson Cemetery Trust, which is overseen by a separate Board, to be used for the maintenance and beautification of the Summer Hill Cemetery;

Total invested funds as of 12-31-2020: \$1,535,158.88

Primary Unrestricted funds	\$504,346.60
<u>Named Donors</u>	<u>\$135,217.86</u>
Total Unrestricted funds \$639,564.46	
Campbell Fund	\$40,686.83
Hofrichter Fund	\$300,719.75
Johnson Trust	\$460,049.78
<u>Munro Fund</u>	<u>\$46,477.87</u>
Total Restricted Funds \$847,934.23	
Home Depot Stock \$47,660.19	

The invested funds may (depending on the restrictions in the trust funds) be drawn down each year as recommended by the Board of Finance of up to 5% and approved by the congregation during the December budget meeting.

Our approved budget for 2020 called for a drawdown of \$182,355. Because total pledges were higher and expenses less than forecasted, we were able to meet our budgetary requirements by drawing down only \$139,807, representing a decrease of \$42,548 needed from the investment account to balance the budget. The performance of the Named Donor Fund, Vanguard and NMCC & CNS Annual Financial Statement for 2020 have been included.

For your information, details of the budget were reviewed during the church wide meeting in December 2020. Please review the minutes of the meeting for particulars.

Included in my report are the 2020 Full Year finance reports that include the Income Statement, Balance Sheet, and Cash Flow Statement.

Respectfully submitted,
Ryan McMillian

Cash Flow Statement January - December 2020

	<u>Jan - Dec 20</u>
OPERATING ACTIVITIES	
Net Income	-66,478.81
Adjustments to reconcile Net Income	
to net cash provided by operations:	
2000 · Script Program	3,122.50
5000 · Deferred Restricted Accts:5001 · CE Scholarship Fund	-770.00
5000 · Deferred Restricted Accts:5004 · Deacons Discretionary Fund	-389.00
5000 · Deferred Restricted Accts:5005 · Fire in the Kitchen	-3,172.10
5000 · Deferred Restricted Accts:5006 · Altar Flower Fund	-166.60
5000 · Deferred Restricted Accts:5011 · Yoga	886.00
5000 · Deferred Restricted Accts:5012 · Music Fund	1,465.00
5000 · Deferred Restricted Accts:5014 · Coins for Food (Madison Pantry)	74.03
5000 · Deferred Restricted Accts:5016 · In and Out	46,248.09
5000 · Deferred Restricted Accts:5019 · MLK Fund	555.00
5018 · CNS-Fundraising	817.86
5021 · CNS Grants	3,375.00
5200 · Accrued Expenses	<u>-16,061.46</u>
Net cash provided by Operating Activities	-30,494.49
FINANCING ACTIVITIES	
5400 · Endowment Escrows-Restricted:5401 · Campbell Music Fund	-860.86
5400 · Endowment Escrows-Restricted:5402 · Hofrichter Mission Fund	-15,481.09
5400 · Endowment Escrows-Restricted:5403 · Johnson Cemetery Fund	-12,652.88
5400 · Endowment Escrows-Restricted:5404 · Munro CR & Music Fund	-1,066.05
5450 · Escrowed Funds-Unrestricted:5451 · Named Donor	2,542.99
5450 · Escrowed Funds-Unrestricted:5452 · Other Unrestricted Funds	<u>-26,670.63</u>
Net cash provided by Financing Activities	<u>-54,188.52</u>
Net cash increase for period	-84,683.01
Cash at beginning of period	<u>1,432,569.20</u>
Cash at end of period	<u><u>1,347,886.19</u></u>

Profit and Loss January - December 2020

	Jan - Dec 20	Jan - Dec 20
Ordinary Income/Expense		
Income		
7100 · Offerings		
7101 · Pledges	164,810.41	164,810.41
7102 · Non-Pledger/Open Plate	16,062.69	16,062.69
7103 · Miscellaneous Offerings	100.00	100.00
7104 · Offerings Facebook	225.00	225.00
7105 · PPP Federal Program	41,080.00	41,080.00
Total 7100 · Offerings	222,278.10	222,278.10
7200 · Fundraising		
7202 · Craft Fair	175.00	175.00
7203 · Fire in the Kitchen	2,275.00	2,275.00
7204 · Harvest Dinner	50.00	50.00
7205 · Script Program	1,993.70	1,993.70
7206 · Other Fundraisers	1,486.43	1,486.43
Total 7200 · Fundraising	5,980.13	5,980.13
7300 · Other Income		
7301 · Circle Nursery School	15,000.00	15,000.00
7302 · Facility Usage	3,905.00	3,905.00
7303 · Miscellaneous Income	8,125.00	8,125.00
Total 7300 · Other Income	27,030.00	27,030.00
7400 · Endowment Withdrawals	139,807.41	139,807.41
Total Income	395,095.64	395,095.64
Expense		
66000 · Payroll Expenses	0.00	0.00
8100 · Administration		
8101 · Bank Charges	226.82	226.82
8102 · Computer Support/Software	2,306.69	2,306.69
8104 · Pledging Expenses	2,072.45	2,072.45
8105 · Hospitality	406.20	406.20
8106 · Insurance-Prop/Liab/Youth Trvl	16,554.00	16,554.00
8107 · Office Supplies	800.23	800.23
8108 · Postage	676.65	676.65
8109 · Printing	3,537.94	3,537.94
Total 8100 · Administration	26,580.98	26,580.98
8200 · Building and Grounds		
8201 · Building Repair and Maintenance	26,536.40	26,536.40
8202 · Cemetery	13,295.59	13,295.59
8203 · Cleaning Services	5,825.00	5,825.00
8204 · Grounds Maintenance	3,894.00	3,894.00
8205 · Inspections	3,135.16	3,135.16
8206 · Miscellaneous Expenses	360.00	360.00

8207 · Snow Removal	3,630.65	3,630.65
8208 · Supplies	1,683.46	1,683.46
8209 · Trash / Pest Extermination	1,834.04	1,834.04
8210 · Utilities	12,969.93	12,969.93
8211 · Water Operations/Analysis	1,952.50	1,952.50
Total 8200 · Building and Grounds	75,116.73	75,116.73
8300 · Christian Education		
8301 · Silver Lake Scholarship	1,000.00	1,000.00
8302 · Children's Church	503.27	503.27
8303 · Youth Groups	637.95	637.95
8304 · Safe Conduct	259.21	259.21
8300 · Christian Education - Other	0.00	0.00
Total 8300 · Christian Education	2,400.43	2,400.43
8400 · Communications		
8401 · Miscellaneous Expenses	85.00	85.00
8402 · Website	324.00	324.00
Total 8400 · Communications	409.00	409.00
8500 · Deacons		
8501 · Adult Enrichment	100.00	100.00
8503 · Membership	272.94	272.94
8504 · Worship	-268.82	-268.82
Total 8500 · Deacons	104.12	104.12
8600 · Missions		
8601 · OCWM / CT UCC / NHEC	9,132.96	9,132.96
8602 · Local Missions	7,326.42	7,326.42
8603 · National/International Missions	1,500.00	1,500.00
Total 8600 · Missions	17,959.38	17,959.38
8700 · Music		
8701 · Sheet Music	440.55	440.55
8703 · Sunday Substitute	350.00	350.00
Total 8700 · Music	790.55	790.55
8800 · Staff		
8810 · Salary		
8811 · CE & Youth Director	27,289.88	27,289.88
8812 · Minister of Music	20,197.90	20,197.90
8813 · Office Manager	34,733.25	34,733.25
8814 · Senior Pastor	62,133.10	62,133.10
8815 · Sexton	12,200.00	12,200.00
Total 8810 · Salary	156,554.13	156,554.13
8820 · Benefits		
8821 · Senior Pastor Continuing Ed	2,033.18	2,033.18
8822 · Senior Pastor Housing Allowance	42,840.20	42,840.20
8823 · Senior Pastor Life/Dis Ins	1,502.88	1,502.88
8824 · Senior Pastor Med/Dental Ins	13,062.00	13,062.00
8826 · Senior Pastor Annuity	15,194.92	15,194.92
Total 8820 · Benefits	74,633.18	74,633.18

8830 · Payroll Taxes	7,261.45	7,261.45
8840 · Workers Compensation	1,819.00	1,819.00
Total 8800 · Staff	240,267.76	240,267.76
Total Expense	363,628.95	363,628.95
Net Ordinary Income	31,466.69	31,466.69
Other Income/Expense		
Other Income		
9100 · CNS Income		
9120 · Tuition and Fees	124,684.25	124,684.25
9121 · PPP Federal Income	20,478.00	20,478.00
9122 · CNS Grants	3,375.00	3,375.00
Total 9100 · CNS Income	148,537.25	148,537.25
Total Other Income	148,537.25	148,537.25
Other Expense		
9200 · CNS - Expenses		
9210 · Administration		
9213 · Consultants/Substitutes	1,025.00	1,025.00
9214 · Licenses/Permits	990.00	990.00
9215 · Office&School Supplies/Postage	2,061.57	2,061.57
9216 · Facility Usage	15,000.00	15,000.00
9217 · Telephone/Internet	1,200.00	1,200.00
Total 9210 · Administration	20,276.57	20,276.57
9300 · Building & Grounds		
9313 · Cleaning Supplies/Misc Expenses	400.00	400.00
9314 · Playground Fund Transfer	4,634.18	4,634.18
Total 9300 · Building & Grounds	5,034.18	5,034.18
9400 · Staff		
9410 · Salary		
9411 · Directors	31,200.00	31,200.00
9412 · Staff	81,216.41	81,216.41
Total 9410 · Salary	112,416.41	112,416.41
9420 · Taxes	8,669.09	8,669.09
9430 · Professional Development	445.00	445.00
9440 · Workers Compensation	1,696.00	1,696.00
Total 9400 · Staff	123,226.50	123,226.50
Total 9200 · CNS - Expenses	148,537.25	148,537.25
Total Other Expense	148,537.25	148,537.25
Net Other Income	0.00	0.00
Net Income	31,466.69	31,466.69

Balance Sheet 12/31/20

Dec 31, 20

ASSETS

Current Assets

Checking/Savings

1001 · Checking - Guilford Savings 49,156.71

1002 · Vanguard 1,535,158.88

Total Checking/Savings 1,584,315.59

Other Current Assets

2000 · Script Program 7,720.00

Total Other Current Assets 7,720.00

Total Current Assets 1,592,035.59

Fixed Assets

3000 · Fixed Assets

3001 · Church Building 1,327,563.00

3002 · Land 185,400.00

3003 · Equipment 207,642.00

3004 · Shed 5,431.00

3005 · Organ 180,000.00

3006 · Fine Arts 6,000.00

Total 3000 · Fixed Assets 1,912,036.00

Total Fixed Assets 1,912,036.00

TOTAL ASSETS 3,504,071.59

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

5000 · Deferred Restricted Accts

5001 · CE Scholarship Fund 100.00

5002 · CE Jr. High Mission Trip 212.81

5003 · CE Sr. High Mission Trip 1,946.73

5004 · Deacons Discretionary Fund 1,618.40

5005 · Fire in the Kitchen 1,089.02

5006 · Altar Flower Fund 1,004.49

5007 · Key Fund 50.00

5008 · Kitchen Fund 411.69

5010 · Stella Camp Fund 102.50

5012 · Music Fund 2,855.97

5013 · Pay it Forward 150.00

5014 · Coins for Food (Madison Pantry) 94.03

5015 · OWL Fund 63.60

5016 · In and Out -3,232.18

5019 · MLK Fund 555.00

Total 5000 · Deferred Restricted Accts 7,022.06

5018 · CNS-Fundraising	3,450.23
5020 · CNS Playground Fund	18,887.22
5022 · Missions Pass Through CH	539.27
5023 · Missions Pass Through F&L	350.00
5200 · Accrued Expenses	<u>14,239.90</u>
Total Other Current Liabilities	<u>44,488.68</u>
Total Current Liabilities	44,488.68
Long Term Liabilities	
5400 · Endowment Escrows-Restricted	
5401 · Campbell Music Fund	40,686.83
5402 · Hofrichter Mission Fund	300,719.75
5403 · Johnson Cemetery Fund	460,049.78
5404 · Munro CR & Music Fund	<u>46,477.87</u>
Total 5400 · Endowment Escrows-Restricted	847,934.23
5450 · Escrowed Funds-Unrestricted	
5451 · Named Donor	135,217.86
5452 · Other Unrestricted Funds	<u>504,346.60</u>
Total 5450 · Escrowed Funds-Unrestricted	<u>639,564.46</u>
Total Long-Term Liabilities	<u>1,487,498.69</u>
Total Liabilities	1,531,987.37
Equity	
6001 · Unrestricted Net Assets	1,429,887.66
6002 · Temp. Restricted Net Assets	510,729.87
Net Income	<u>31,466.69</u>
Total Equity	<u>1,972,084.22</u>
TOTAL LIABILITIES & EQUITY	<u><u>3,504,071.59</u></u>

Pastor's Report

In March, 2021, the United States entered into an unprecedented season of international pandemic as COVID virus contagion reached critical levels in our nation. Four months into our new pastorate together, in the month after hosting a moving celebration of Installation and Covenant (on February 2), church leaders agreed with my recommendation that we close our church building and self-quarantine. This was completely uncharted territory, and we had little or no experience choosing or managing virtual technologies. With great NMCC creativity and spirit, we enacted our commitment to radical welcome with gusto as we, without missing a Sunday, innovated swiftly and on our feet to move all of our ministries to virtual platforms in one week.

Since then, we have welcomed one another, old friends, and new worshipers, to live virtual worship via Zoom webinar from all over the state and nation for over a year. Worship has, more than ever before, become our congregational lifeline. For some of us, online platforms have been difficult or uninteresting to engage. For some, a year of virtual reality has been wearying. I grieve with these members of our community. And yet, I am tremendously grateful that throughout the pandemic, our worship numbers and member participation—measured in financial support, missional generosity, and new connections, participation in leadership, music, study, and new and deepened friendships across the life of the church—have grown. We welcomed new and old friends to our virtual pulpit, like Rev. Milton Brasher Cunningham, local author and blogger Mary Marantz, and Rev. Darrell Goodwin (Executive Conference Minister of the newly formed Southern New England UCC Conference). Our choir, with the tenacity, creativity, and love of Linda Juliani, Scott Chasse, Jack DiMatteo, and our brave choir members, has mastered virtual music-making that exceeds all expectations. (Bragging point: they are one of the handful of choirs invited to sing at this year's Synod.) The creative inspiration of our wonderful Worship Team has upheld and inspired my weekly worship-crafting, and the love and power of NMCC's members has shown through our shared screens each week with power.

God is good, and times of cataclysm are, as the scripture shows us time and again, opportunities for reassessment, redirection, and rebirth. We've begun to redefine what is essential to us in worship, in relationship, and in our shared vision as God's beloved community together. We have begun to identify opportunities God has created for new and enhanced ways we can walk alongside one another and our neighbors. We have listened and wrestled this year to receive afresh how we are called to serve and be in a changing world. Over these months I have had the opportunity to join many of you in yard visits, phone calls, listening circles, meetings, pastoral calls, bedsides, hospital rooms, community protests, play dates, Bible study, coffee conversations, and worship, and it has been my joy to come to know you better and share your stories.

I continue to hear from many how very important this community and its members have been, and continue to be, throughout important moments and seasons of your lives. It is heartwarming to hear how life-giving these connections have been throughout this difficult year as well through our online worship services, Bible study, vespers, book club, youth ministries, listening engagements, personal calls and garden visits, educational gatherings, and moments shared in this isolating season. In some very real ways, many of us feel closer and more intimately connected now than ever before. Crisis exposes heart—and the heart of NMCC is vibrant, creative, loving, and so very strong.

With characteristic spirit, tenacity, creativity, and prophetic imagination, NMCC has found meaningful ways throughout this unprecedented time to continue to gather with one another and to show up for love and justice in our community, practicing our mission, vision, values, and resources. Thank you for all the ways you have begun to share yourselves and your beloved NMCC with me and with Barb. It has been a joy to craft worship services and preach for you, to collaborate in ministry and mission, and to feel God calling us forward.

I've been able to meet with each of our leaders and leadership teams and learn the ways that NMCC functions, leads, collaborates, and innovates. The Deacons, Ministry Team, and I have been reflecting throughout the year on how we may make our discipleship covenant and practices explicit in this strange time and strengthen our already strong foundation of caring relationships, missional hearts, and bright, creative spirit.

As a congregation already committed to the work of anti-racism, anti-LGBTQIA discrimination, and Creation care, we gave ourselves the task of deepening our inquiry into the intersections of justice and healing within our congregation and the wider Madison-area community – as race, class, and political conflicts; revelations about the plight of essential workers; and the hardships of COVID tuned our hearts to the greater urgency and opportunity in this tumultuous & challenging season. We grew new partnerships and expanded our ministries and church family. We are getting the word out through our virtual platforms in ways we had not previously envisioned, to let God's children know that there is a safe and engaging place for them at NMCC. In the midst of this pandemic, we are a work in progress--and what a great and wonderful work!

I wake up grateful every day to be a part of us in this special, quirky, resilient, creative, colorful, outreaching, vibrant, loving church. I pray for you. I invite you to please pray for me and for us together to achieve a robust attunement to God's still speaking voice and call for our NMCC.

As you read through this report, you will receive many of the details of what we have accomplished in mission and ministry together this year. I hope you will read with care, pride, and excitement. I hope you will glow with the knowledge that YOU have been an important part of us, and all we have made happen to expand the light, hope, justice, and warmth in our corner of the world. Thank you for being North Madison Congregation Church – in Diaspora this year.

With Love and Blessings,
Heather

CE Annual Report 2020-2021

2020 has been a year like no other in our world, and in our church community. In response, we have challenged ourselves to find new ways to connect to each other, to God, and our world. During the pandemic the traditional modes of learning, ways of serving, and building relationships were dramatically altered. Support and connection through technology became increasingly important tools for addressing the educational and social/emotional needs of our children and youth. It has been a year of struggle with silver linings throughout. A year where we learned that we, truly, are the church.

Our report begins with more traditional programming offerings aimed at fellowship, spiritual growth, Christian education and service opportunities then transitions to primarily outside events created to strengthen interpersonal relationships and maintain connections in a time of isolation, to relevant zoom conversations about racial justice topics, and participation in new outreach and service projects performed in COVID safe ways.

We strongly believe that in order to be the church we need to cultivate relationships with people outside of our church community. We are delighted that the Daniel Hand HS Diversity Club have entered into an informal mentorship program with our 3rd-7th graders, and into friendships with our SYG teens. In addition to fellowship opportunities, we have begun the work of becoming anti-racist together.

We also see the vital importance of intergenerational relationships within our church family, and are so thankful for the adults who have facilitated and/or participated in programs with our children and youth. We are also so grateful to all who invite our children and youth into community projects and the spiritual life of our church.

We pray that each of our children and youth know that they are deeply loved by God and by us, their church family. In an uncertain world, our children, teens and families can count on us to be present – supporting, accompanying, listening, teaching, and cheering – as they make their way on their life's journey.

CE Board: Janice Wolf (Chair), Jill Abouljian, Missy Belcourt, Jeff Ignatuk, Jen Davies, Meredith Young

The CE Board extends huge thanks and much love to Janice for serving as our chair – we are most appreciative!

Church School Curricula: Truth & Spirit Living the Word Narrative Lectionary 2020; Sparkhouse and Whirl 2021

Teachers: Jeff, Sue, Missy, Janice, Jill, teen assistants, Alicia - nursery care

Church School – served 15-20 kids, plus teen assistants

Nursery – served 1-4 babies/toddlers weekly

Journey Group (formerly called Confirmation) - 7 Journeymen/ 7 Mentors, Rev. Heather, Sue and Carol Luckenbach facilitating. **As a response to our changing world and needs of our teens, we are co-creating a community that will journey together while sharpening life skills including discovering ways to be disciples. We look forward to inviting our congregation into relationship with this group as we head into the Fall.**

OWL program, UCC-UU developed sexuality education for the life span, served 7 NMCC teens and is an on-going shared ministry with SUUS and FCCM

NMCC adult coordinators/facilitators: Peter Meier, Frank Walsh, Melinda Clemmons, Sue Timony-Hall

SYG/JYG – served an average of 6-10 kids per week in some capacity, larger events drawing closer to 20

Junior JYG – served 8-10 kids per gathering/event

Jan 2020

JYG-SYG Snowtubing - 30 kids/adults attended

SYG Improv 2 with Kathy Westgard – community building event

SYG -JYG Pasta & Conversation about New Year – prayers and intentions for 2020

Feb 2020

HOME information session with St. Andrews

SYG Dinner & Evening Prayer Stations

JYG Dinner & Evening Prayer Stations

First Junior JYG (3rd-6th grades) gathering

March 2020

Love and gratitude for Frank Walsh's dedication to our children and youth. As he said, "I do this because I just really want them to grow up well adjusted."

Sincere thanks to Peter Meier for always championing OWL and our kids, and to Melinda Clemmons for facilitating with love.

Premature conclusion of OWL program 7-9th, 4-6th grades due to COVID.

April 20 - May 20 - June 20

Parent Gatherings via zoom - social/support/connection to church community

Weekly youth group gatherings via zoom social/support/connection utilizing games like scavenger hunts, kahoots, "show & tells" for younger group, games and conversations about current events/spiritual connections for older group

Junior Deacons began participating in virtual worship each week. Children & families participate in special readings/music regularly

May 2020

BLM Protests

SYG conversation about faith and our call to be advocates/allies

June 2020

Scholarship recipients: Jordyn Belcourt & Bennett Sprague
Anne E. Fowler Award - Frank Walsh

July-Sept 2020

No formal events, funeral for Karen Murphy with strong youth presence - memory book gift for Murphy family

Oct 2020

Welcome Home Sunday
Rock painting & get out the vote post carding
Pumpkin carving & parking lot party
Conversation on Judaism with MDIC
Madison Pridefest

Nov 2020

Heart house birdhouses - community art project (installed downtown Madison) with Sanna
Advent wreath kits available for assembly and home use - families sent pics of their wreaths
Virtual Advent candle lighting each week
Care package to Meier-Frame family to celebrate Lila's arrival

Junior JYG & Diversity Club friendships - met throughout the year in person and via zoom. Explored concepts of inherent biases, micro aggressions, stories of growing up on the Shoreline as POC.

Dec 2020

Virtual Christmas Pageant - with families videoing kids in costumes at various outside locations with farm animals, 30 children and teens participated

Virtual Caroling - families participation

Jan 2021

Inauguration Firsts conversations - Youth Groups

Journey Group begins. Gathering monthly for group learning, and then twice monthly in mentor pairs for discussion and specific project work.

Feb 2021

Neighborhood Supply Drive for Prison Ministry
Black Panther - Ethan, Lucy, Jackson hosting discussion

March 2021

HS Diversity club conversations
Little Women - Sydney hosting discussion
Lent Poem

April 2021

Easter goodie bags to Church School kids

Easter Morning Story – virtual telling by kids/teens
Seed planting/nurturing w Sue Kenney
Town Wide Clean Up, Green Up Event – 16 kids/teens/adults participated on trails/rte. 80
embankment
Touch a Truck – NMCC presence – greeting families
Zoom church school

May 2021

Zoom church school
Outside events
SYG - Pizza & Conversation, Hike
Girls' Empowerment Workshop - Sydney & Delaney facilitating for 3rd-6th grade girls. Open to
community
Junior JYG – Diversity Club games gathering

June 2021

June 6 Wrap up & Volunteer Appreciation

Children's Messages

Many adults shared
Big thanks to Kate Summerlin, Cathy Miller, Linda Young, Linda Juliani, Carol Luckenbach, and Rev.
Heather

Cancelled events due to Covid:

Silver Lake Retreat (Sue facilitating)
JYG In-house Mission Weekend
Trinity Chapel on the Green
Ziplining
Old Lyme Soup Kitchen servers
YSOP Good Friday overnight to NYC
HOME mission week in ME

*Submitted with love and gratitude by Sue Timony-Hall,
Minister of Faith Formation and Youth Ministries*

Board of Deacons

Annual Report 2020-2021

The Board of Deacons provides the spiritual leadership of the church, working with the pastor in worship, pastoral care, and the retention and growth of NMCC membership. In addition to nurturing the faith journey of the congregation, the Deacons ensure that the pastor, members of the Executive and Christian education committees adhere to the written Covenant of the North Madison Congregational Church.

The following served as Deacons: Dawn Barber, Melissa Blundon, Sandy Dickson, Sue Christiano, Peter Haff, Orlene Gallops, Sue Kenney, and Kate Summerlin. The Board was co-chaired by Sandy and Kate.

Ministry

The Covid 19 pandemic significantly impacted the nature and scope of NMCC's ministry as the Diaconate worked closely with our Pastor, Heather Arcovitch to meet the challenges and opportunities that resulted from a statewide shut down of all essential services and the closing of our church and sanctuary doors for the entire church year. During the 2020-2021 year all diaconate, worship team, and Sunday services were conducted online through Zoom meetings. To address the multitude of needs during this time the Deacons met weekly through the months of May and June and resumed monthly meetings in July.

The following programs were initiated and/or continued to keep our congregation connected, inspired, and supported

- The second round of personal phone calls was made to each communicant listed in the church directory
- 100 letters were sent out to those people we were unable to reach through personal phone calls
- 20 Christmas gifts were delivered to the homes of our congregation who had experienced limited access to the community due to the pandemic.

Covid19 Task Force was proposed in May and convened in July to address plans for reviewing phase 3 of restrictions and discuss factors for reopening the church.

Two areas were identified for further research and discussion:

- Covid 19 facilities management to oversee the physical parameters for in-person meetings and worship
- Covid 19 creative financing to brainstorm ways to make up for the 21K loss in fund-raising revenue

Two surveys were launched to assess members' concerns and solicit their opinions.

- August 2020
 - 60% of respondents were not ready to return while 30% were ready.
 - As a result, the Covid 19 Task Force side recommended that we continue our popular Zoom Sunday Worship meetings through the fall and winter months.
- April 2021 (In response to Governor Lamont's March 2021 lifting of Covid 19 restrictions for Houses of Worship) we sought to gauge members' status with regard to current levels of vaccination and comfort levels with returning to in person worship and meetings. Results were presented in a whole church meeting on May 2 following the worship service.

Discipleship

Under Rev. Dr. Heather's guidance, the Diaconate initiated a program of Discipleship designed to increase the spiritual growth and engagement within the NMCC community. The central theme was designed to identify the core values that relate to our behavioral covenant with to goal to prioritize and develop specific strategies and plans to increase the spiritual connection for our church community. The following steps were taken to realize this goal.

- **Listening Circles.**
5 members of the church community were trained as Listening Circle facilitators and a Listening Circle was scheduled for Sunday, March 21 following the worship service. 25 people participated in the event.
- **Habits of Mind**
Facilitated by Carol Luckenbach, the Deacons were introduced to the Habits of Mind, a framework of thinking that helps apply new learning to an ever-expanding array of challenges. The Deacons plan to introduce this concept to the church leadership during a retreat scheduled for the summer of 2021. This approach to thinking provides a common framework with the Journeying program, our confirmation program for current confirmands.

Outreach Initiatives

Tuesdays in the Garden

Online videos were broadcast every Tuesday from March 2020-October 2020. During this time 20 gardeners shared their gardens and green thumb expertise providing the community with helpful tips and inspiring visits to their backyard gardens.

Covid 19 Webinar

On May 11, Orlene Gallops presented a webinar focused on coping with the Covid 19 pandemic. Content included:

- The new experience of living in a pandemic with many unknowns
- Life in the midst of significant changes with little time to process them
- Common, expected responses to the pandemic
- Awareness and understanding that our responses are reasonable and normal
- The exploration and sharing of strategies to build and sustain resilience.

20 people participated in this Zoom meeting.

Prison Reentry program

In June, NMCC partnered with Guilford's First Church to support their Prison Re-Entry program, a collaborative venture with Community Partners in Action (Hartford) that provides duffle bags and backpacks to newly released prisoners. NMCC deacons, together with our Senior Youth Group provided 10 backpacks filled with basic supplies for this at-risk population.

Madison Diversity and Inclusion PrideFest

In October, Madison launched its first Pridefest, a celebration of the LGBTQ shoreline community. The event was designed to educate, entertain and provide resources for members and families of the Queer community. Rev. Dr. Arcovitch, a featured speaker, was joined by NMCC community members demonstrating our commitment to an Open and Affirming church.

Free Forever Prison Ministry

As a tribute to the life and legacy of Rev. Dr. Martin Luther King we supported the Free Forever Prison Ministry through a month-long (February) collection of food and other items. The Free Forever Prison Ministry is a non-profit organization located in New Haven that works with prison inmates and their families to help them cope and overcome the disheartening realities of prison life and to assist them in creating a successful life when returning to the community.

Black History Month

We gathered virtually to view, discuss and celebrate Black History Month in February the following movies:

The Immortal Life of Henrietta Lacks

The Boy Who Harnessed the Wind.

Becoming

Black Panther

Goodness Grows Garden Walks to Nurture the Soul

Our successful ***Tuesdays in the Garden*** video series blossomed into NMCC's first spring fundraiser. This garden tour was launched during the winter months and scheduled for the second week in June. Designed around the NMCC's commitment to 'caring for all creation' the fundraiser features 7 shoreline gardens and a plant sale.

Worship Team

The Worship Team supports the Pastor and the Deacons in enhancing and creating meaningful worship. Over the past year, the team delivered a unique, collaborative program that involved deacons, choir, youth, and guests. Weekly services included a creative combination of music, video, prayer, poetry, meditation, storytelling, author visits, along with inspiring sermons. Access provided by both Zoom meetings and Facebook live saw our worship participation increase with the ability to extend our reach across the country. Participants this year included Melissa Blundon, Heather Crawford, Sandy Dickson, Roberta Hanlon, Linda Juliani, Nora Price and Kate Summerlin. The Worship Team is overseen and guided by the Diaconate but is open to all who wish to participate.

Special Services

Karen Murphy funeral

On August 9th we gathered to remember our long-time member and Christian Education leader Karen Murphy. A well-attended, in-person memorial service was held for Karen outside on the church grassy knoll.

Martin Luther King Celebration

The Rev. Darrell Goodwin, the first executive conference minister of the Southern New England Conference of the United Church of Christ was our guest speaker on Sunday, January 17th. In honor of Rev. Dr. Martin Luther King, Rev. Goodwin shared his thoughts in "Is it Morning?" during the Sunday worship.

Advent/Lenten Services

- Palm Sunday - palms were available for pick-up on the church grounds after worship service
- Maundy Thursday - there were no services

- Good Friday
 - On-line Tenebrae at 7 pm
 - In-person Sanctuary vigil with curtailed hours. Friday night until midnight. Saturday 8 am -midnight.
- Easter Sunday
 - In-person Sunrise service in the Summerhill Road cemetery officiated by Melissa Blundon
 - 10 am online service

Caring Ministries/Knitting Ministry/Prayer Ministry - Peter Haff, Linda Young, Heather Crawford

Due to the Covid 19 quarantine and social distancing protocols, these Ministry Teams were not able to engage in coordinated activities but remained busy with random acts of kindness. During the past year, prayer shawls and scarves were distributed, meals were delivered and the prayer chain was employed weekly to send our heartfelt prayers to those in need.

Junior Deacon Program - Sue Timony-Hall

Junior Deacons

Matthew Feldman, Delaney Belcourt, Jackson Polisky, Nicky Abbott, Sydney Aboulion, Eli Davies, Ethan Feldman, Jonathan Christiano, Allie Lefante

Substitutes: Rachel Lehman, Ava Davies

The Junior Deacons were an integral part of our virtual Sunday services. They participated as readers of the morning prayer and set an example of youth leadership.

Respectfully submitted by Kate Summerlin

Deacons' Membership Review

Move to Associate List

Armitage, Ginny
Clark, Elaine
Cooke, Alfred (Bud)
Dickey, Jon
Gere, Steve
Higgins, Leigh and Leslie
Piekarz, Eric and Wynter

Remove Membership (Have moved on or deceased)

Alexander, Ivy
Kane, Kelly and Kevin
Sokolosky, Bob

Circle Nursery School Annual Report for the 2020/21 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

President- Meredith Young

Treasurer—John Gallops

Secretary – Laura Francis and Jess Scheps

Parent Representative- Ashley Mattioda

Parent Representative-Kristin Byrne

Parent Representative-Marina Rossi

Parent Representative- Stefanie Hunt

Parent Representative- Susan Sporn

Parent Representative-Amy Brown

Parent Representative-Heather Pfrommer

Parent Representative-Kelsey Cole

Our Families

Circle Nursery School served 38 families (from Madison, Killingworth, Guilford, Clinton, and Durham) in three drop-off classes for the 2020/2021 school year.

Teaching Staff

*3's class: Head Teacher: Shannon Baker, Assistant Teachers: Katie Wilker, Holly Rotermund

*4's class: Head Teacher: Shannon Baker and Assistant Teacher: Debbie Edwards

*5's class: Head Teacher: Amy Heilmann and Assistant Teacher: Debbi White

Program Development

CNS is actively maintaining NAEYC (National Association of Education for Young Children) accreditation. An annual report and fee are required each year. In January we began getting ready for reaccreditation. It is a long process so although our current term will not expire until January 1, 2023, it is time to begin. CNS applied and was accepted into the Accreditation Quality Improvement Support (AQIS) program. This program, through group and one on one meetings, will aid us in successfully achieving reaccreditation.

Current Financial Situation

Please refer to the most recent information available in the Treasurer's report for CNS budget information. The school year began with a reduced roster in the 3's, 4's, and 5's classes due to COVID-19 restrictions. Over the course of the school year, we were able to add students as increased group sizes were allowed. We will end the school year with one opening in the 3's and one opening in the 5's class.

COVID-19

CNS developed a Reopening Plan outlining COVID-19 health and safety procedures based on guidance from the Office of Early Childhood (OEC), CT DPH, CDC, and Madison Health Department. The Reopening Plan was well received by our incoming families along with a Social Responsibility Contract. In following all health and safety procedures, CNS had one positive student case that caused the 5's class to close for quarantine for 14 days. Because CNS successfully kept all classes apart, the 3's and 4's classes remained open during this time. No spread occurred at all. All staff voluntarily received two doses of the vaccine when it became available.

Fundraisers

Butterbraids raised \$795 and the CNS Cookbook raised \$265. 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. Because of COVID-19, no outside programs were brought in but we'll use the money for next school year. 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/Dec 2020: Collected toys to give to the Madison Police Department's Toy Fund and Food Drive

March 2021: Collected items for residents of Guilford House

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, Rhonda Spencer, Jackie Fix, John Gallops 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 2020 - May 2021

Overview – The role of the Communications Committee is to ensure that there is a unified, clear and consistent message with all communications, internal and external from public relations, web pages, announcements in the Sunday Bulletin and slides, weekly church email, monthly newsletter, signage and advertisements, taking photos, videotaping Sunday worship and social media.

Public Relations – Nominated 2 NMCC Persons of the Week published in *The Source* – Pastor Heather and Karen Miller (also published a Guilford version and a Branford version) and provided content for my own nomination by “someone” outside NMCC. All were also published in Zip06.com. Currently working on publicity for the upcoming Goodness Grows Garden Walks and Plant sale in June.

Transforming NMCC Messaging, Web/Social Media - Heather Arcovitch has put together an ad hoc team - Sue Timony-Hall, Jackie Fix, Meredith Young and Roberta Hanlon - who has been working on our web/digital strategy with a consultant to transform our messaging on both the web and in social media. As we look to reopening the church, Heather is working with the Deacons and Worship Team to explore what it means to be a "hybrid church", meaning we hope to deliver worship not only to the people in the sanctuary on Sunday, but to make it possible to include folks who want to worship with us remotely "live". This means investment in technology and skills that will enable us to do that.

NMCC Web page – Continued to maintain and update the content of the current NMCC web page www.northmadisoncc.org.

NMCC Facebook Page – Our Facebook page serves as a way for visitors to view Sunday worship, promotion of events and general items of interest such as storytelling series and Tuesday in Garden that reflect NMCC online for the past year. Meredith Young recently joined the team and has taken on the lead in promoting events and collections and other activities supporting our Outreach Ministries.

Internal Communications – We continue to fine tune the coordinated process for submitting content for any 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.

Graphics – In support of the Goodness Grows Garden Walks to Nurture the Soul and Plant Sale, Carol Anne Bachhuber and Paul Sprague partnered to create our eye-catching and fun event logo which has been used to provide a poster, signage and all communication vehicles for the event.

Signage – Ensured the signage is updated and supported all our events and messages: Summer Worship Services, Homecoming Sunday, Advent Season services, Ash Wednesday, and Lent.

Announcements – Provided the Deacons with suggested announcements for each Sunday during worship and updated the weekly set of slides that summarize upcoming events and other announcements, along with photos of events at NMCC and in the community where we engage.

Videography – In the past year, our photography and videography teams were not able to serve during worship). We continued to provide worship services to the local access TV with our Zoom recording and post them all on our web page and Facebook.

Key Dates Document – recorded and reported all our activities, events and building usage in one document. Staff, Boards, Committees, Teams and CNS use to minimize scheduling conflicts (for location and intended audiences). It is normally a running 12-month report, but during the pandemic and uncertain times, it reported in 2-month increments. It includes date, time, location and updates from the previous week clearly highlighted and distributed weekly.

UCC Participation Report – Roberta works with Jackie to 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, 4124 non-NMCC individuals. Considering the pandemic, this engagement shows we can still impact lives remotely with donations and online worship.

The Team - The Communications Team is currently a team of 2 members (Roberta Hanlon) who provides leadership for all communications content oversight, announcements, advertising/promotion of events and Meredith Young, who just joined the team is responsible for our social media presence. Roberta currently works with "staff and EI's" who provide the following services: weekly news, monthly newsletter, web site, Key Dates/Calendar and UCC Community Participation Report (Jackie Fix), Social Media (Heather Arcovitch, Sue Timony-Hall, Jackie Fix, Paul Sprague and Meredith Young), graphics (Carol Anne Bachhuber, and signage (Dick Pryor). In the past year, our photography (Cindy Williams, Paul Sprague, Felicity Doyle, Holly Francis and Roberta) and videography (Tim Murphy and Bennett Sprague) teams were not able to serve during worship).

Respectfully Submitted,

Roberta Hanlon
Team Leader, Communications Team
May 13, 2021

CONGREGATIONAL LIFE MINISTRY TEAM

Annual Report 2020-2021

The mission of this team is to sponsor, coordinate, and facilitate events that will enable folks to get to know each other, to bond, and to build fellowship. Some of the activities that the group has been involved in coordinating and sponsoring in the past included the Annual End of the Christian Education/School Year Outdoor Cookout and the Annual Christmas Party.

The Covid-19 pandemic prevented us from having any in-person events in our Fellowship Hall. The Congregational Life Ministry Team did sponsor one program using small groups on ZOOM gatherings so we could have some discussion regarding social justice. The theme that was chosen was Racial Justice following a very public televised witness to a murder of a man of color by the name of George Floyd. We used a TED Talk by Amy Harris, Lucky Zip Codes. We advertised three dates with a limit of ten persons per gathering. Counting facilitators, there were about 20 participants.

Ken Nichols, co-chair

Jim Farrales, co-chair

Kate Holthausen

Ann Damarjian

Melinda Clemmons

Merrie Harrison

GENEROSITY TEAM
(formerly Stewardship Committee)
ANNUAL REPORT 2020-2021

The Generosity Team embodies the time, talent, and financial resources for the benefit of the church and the broader community. The Generosity Team strives to enrich the congregation with a sense of generosity and how that generosity might influence the many ways in which we support the church and the wider community.

The Pledge Campaign's theme this past Generosity Season was, "Love". With the Covid-19 pandemic, our church closed the physical doors out of love for our members, friends, and those who may be most vulnerable. The members and friends remained vibrant and caring for one another and a number of missions that needed our help during the pandemic. A copy of the letter that was mailed out is attached immediately following this report.

Summary of Pledge Campaign

As a result of the pledge campaign held in October 2020, a total of \$170,196 was pledged for 2021. The following data in the table below represents the results of the last seven years of pledges received. (Note: a pledging unit may consist of a single member or multiple members such as a family)

Budget Year	Membership	Pledge Units	Total Pledge	Average annual pledge per unit	Average weekly pledge per unit
2021	203	68	\$170,196.00	\$2,502.88	\$48.13
2020	220	71	\$156,624.00	\$2,205.97	\$42.42
2019	253	66	\$149,135.00	\$2,259.62	\$43.45
2018	254	69	\$141,252.00	\$2,047.13	\$39.37
2017	255	82	\$171,000.00	\$2,085.37	\$40.10
2016	282	94	\$172,369.00	\$1,833.71	\$35.26
2015	297	114	\$187,974.00	\$1,648.89	\$31.71

Comparison of pledges over a seven-year period from 2015 to 2021

The chart above illustrates how pledge amounts per pledger have increased over time comparing pledges for 2015 versus 2021. Over the last seven years, while the number of pledging units have decreased by nearly 40%, the annual pledge per unit increased by more than 50%.

Respectfully Submitted: Ken Nichols, John Gallops, Roberta Hanlon, Heather Arcovitch, and Jim Farrales



*North Madison
Congregational Church
United Church of Christ*

*Senior Minister, Rev. Dr. Heather Arcovitch
Youth Minister, Sue Timony-Hall
Minister of Music, Linda Juliani*

October 15, 2020

Dear Friends,

The season of generosity is upon us. In the United Church of Christ, we are serious about God's call to practice **LOVE**. Love of neighbor. Love of authentic selves. Love of God. Love of Creation. Love of all who are vulnerable.

Martin Luther King, Jr. called love "the most durable power in the world." He famously said, "Hatred and bitterness can never cure the disease of fear; only love can do that. Hatred paralyzes life; love releases it. Hatred confuses life; love harmonizes it. Hatred darkens life; love illuminates it." At NMCC, we take God's call to love seriously. We try to live our love.

NMCC has always been a church family that loves one another with tenderness, strength, and tenacity. In this year of COVID, we have shared some heartfelt losses in our families and through our tears and face masks, found ways to hold one another with true care. It is hard to be physically apart but we have been finding ways to strengthen the weave of our connections and it means so very much to be together in spirit.

This year we have begun to make our commitment to embracing one another and the world around us with love more public. Though COVID closed our building, our ministries and worship have remained as vital, beautiful, and lively as ever. Thousands of online worshippers have found and been warmed and renewed by our moving, thought-provoking, and inspiring virtual worship. Our committees, worship team, and choir have learned to collaborate virtually, our staff has learned to companion and encourage us through all sorts of creative, loving means, and a new community has begun to notice our loving presence in ways they might not have a year ago.

Physically distanced but never apart, our missional partnerships have multiplied into supporting prison ministries, mask-making ministries, COVID-relief resources for children and youth, Tuesday's gardeners sharing the wonder of God's beauty in nature, our knitting ministry that is coping with quarantine while offering comfort, and even offering up our pastor and her partner as competitors in the upcoming "Dancing for a Cause" fundraiser for Habitat's Raise the Roof faith-community. Even during this time of quarantine, we are thriving and together growing the ways we love courageously all the time.

The annual NMCC Generosity Season's stewardship campaign, which begins on Sunday, provides the resources our congregation and the wider United Church of Christ need to continue to live God's radical, sometimes countercultural invitation to love. Over the next few weeks, we will share members' wonderful stories of love, healing, and care embodied in our church relationships and ministries culminating in **Gratitude Sunday, November 8, 2020**. During this special service, a blessing will be offered for all pledges received to date. Your generosity to the stewardship campaign assures that NMCC can continue to answer God's call robustly and vibrantly, as we "do" lovingly together. Please consider what your household may contribute this year. Thank you in advance, and thank you for all the life-giving ways you are part of our church.

With gratitude,

NMCC's Generosity Team – Ken Nichols, John Gallops, Roberta Hanlon, Heather Arcovitch, Jim Farrales

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Hospitality Team

Annual Report – 2020-2021

As its meaning would imply, the hosts of the hospitality team nurture members and friends of the congregation and welcome guests and visitors during a mini-reception after worship service every Sunday, as well as on occasions such as luncheons, church picnics, baptisms, celebrations of life, etc. The team has been on hiatus for more than a year due to the pandemic as all worship services have been held virtually. While food may not at first, be at the center of “coffee” hour, the hospitality team will again resume being an integral part of our church experience as the Covid-19 task force finalizes reopening plans for in-person worship. In 2020-2021, the hardworking, selfless stewards of this ministry were Jill Abouljian, Chris Bailey, Barb Black, Lyn Boling, Robin Chasse, Ann Damarjian, Felicity Doyle, Mike Efenecy, Christine Farrales, Peter Haff, Ingela Helgesson, Martha Nichols, Nannette Paul, Kathy Thomas, and Linda Young.

Respectfully submitted,
Christine Farrales

Ministry Resource Team Annual Report – 2020-2021 May 2021

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

Overview: The Ministry Resource Team (MRT) supports our Outreach Ministry Champions with tools, guidance, expertise, process and funding to ensure they develop Outreach Ministry Plans that align with the criteria developed by the Congregation in 2019. You asked us to support ministries that engaged you – and you responded this year in a variety of creative ways.

Ministry Resource Team – May 2020-April 2021

The real Outreach Ministries story this year is your amazing generosity - in the midst of uncertainty, stress, despair and loss you offered hope to the many we serve. Your donations of masks, grocery cards, headsets, gift bags (personal care items), scarves and blankets, groceries, used clothing, school, medical, hygiene supplies and household goods, cash and dancing for a cause generated an estimated \$32,000 in value to the receiving Ministries. Many of you asked friends and neighbors to help as well.

The MRT 2020 budget (January 2020 to December 2020) was \$10,000 of which \$8,741 was spent to support our Outreach Ministries. There were no new Outreach Ministries added in the past year, although New Reach was approved to begin as a returning Outreach Ministry in 2021, New Reach in New Haven.

Our current Ministries are each supported by at least one Champion who develops a plan with support and approval from the MRT. The plan is designed to engage the congregation and with funding and other resources needed to support it. Each plan is uniquely interpreted by the Champions who work closely with the Ministry to determine the needs of that organization: Connecticut Quest for Peace (Karen Miller), Columbus House (Roberta Hanlon), Continuum of Care (Jim Farrales), Loaves and Fishes (John Gallops), Raise the Roof/New Haven/ Habitat for Humanity (the late Frank Walsh and Cal Price), St. Martin de Porres Academy (Karen Miller) and Youth Continuum (Lyn Boling). In April 2021, we added New Reach in New Haven (Lyn Boling) and evaluating the opportunities to engage with Youth Continuum as an ongoing Outreach Ministry.

Connecticut Quest for Peace (Humanitarian aid) – Serving those experiencing poverty and/or homelessness in Nicaragua and Appalachia by distributing donations for student and classroom supplies and lunches, tools, clothes, hygiene, and home supplies. Our May/June and September/October collections for Nicaragua and Appalachia were outstanding, particularly amazing with having to drop off the donations at Karen's home rather than the Church. In addition to clothing, school and medical supplies, household goods, sewing supplies and many more were donated. Karen also works closely with Act II Thrift Shop who donates their end-of-season items of clothing and other items on our list. We sent an Outreach Ministry donation of \$1500 in May 2020 to provide school lunches for students and estimate the value of the 2 collections at over \$3000. Total Value: \$4500. Karen Miller, CT Quest for Peace Champion

Columbus House (adults experiencing homelessness) – Columbus House provides shelter, personal growth services and a path to a home for those at risk of or experiencing homelessness in CT. By May 2020, Columbus House had moved their clients to housing at a hotel at Long Wharf and the opportunities to volunteer beyond the grocery cards (\$1300) donated in April were limited for those organizations focused on food and warm clothing. Our next campaign was held in December. We assembled a list of personal care items and ask our congregation to make up gift bags and/or gift cards. We delivered 104 gift bags (\$1800 value) and 131 Dunkin Donut gift cards (\$1300). With an additional \$900+ cash collected in December and January, we agreed to use help the kitchen manager by purchasing and delivering groceries in January and February. With most of our support for Columbus House traditionally based on in-person breakfasts and Christmas celebration, we elected to hope the generous donations of our congregation would allow us to support the extraordinary work it took the Columbus House staff to house 250 per night in New Haven and find homes for over 400 clients in the past year. We were right! Our NMCC Outreach Ministry donation to Columbus House was \$500 in December, making our donations in the last 12 months almost \$4600. Roberta Hanlon, Columbus House Champion

Continuum of Care (mental illness/adults) – Provides support services, personal growth, and a home for those with developmental disabilities/mental health disorders in New Haven. We continued to provide Continuum of Care with hand-made masks (many thanks to Karen Miller) with an additional 296 masks (\$1480 value) since May 2020, at a time when finding masks was a challenge! Continuum disseminated the handmade masks to many of the nearly 800 staff to keep them from infecting clients who were sheltering in place. As a result, the infection rate remained under 3%. In addition, we elected to use our Outreach Ministries of \$1500 as a sponsor for their Holiday fundraiser raffle, leveraging their ability to raise additional funds. We estimate that leveraged an additional \$2000 in income for Continuum. Total value: \$5000. Jim Farrales, Continuum of Care Champion.

Loaves and Fishes Ministry (food insecure) – This ministry provides food pantry supplies for the food insecure in Clinton, Killingworth, and Madison. Since Covid we have not collected food donations; rather, we purchase grocery cards with Outreach Ministry funds as well an additional \$350 in additional congregation donations, most of which was distributed to Clinton Social Services. Total value since May 2020: \$1350. John Gallops, Loaves & Fishes Ministry Champion

Raise the Roof/New Haven Habitat (affordable home ownership) This partnership serves families experiencing poverty housing with hope for a new home of their own in New Haven. Frank Walsh continued to remain in contact with the Camara family he had sponsored, introduced to our NMCC family in 2019, and invited Heather to join him for their home's dedication in February 2020. Our guiding light in supporting this ministry, Frank Walsh, fell from a porch while at a build on September 19 and passed away on September 25. Frank was not only onsite to build but to experience the COVID-19 safety protocols in place before inviting other NMCC workers to join in later builds. Also, in September RTR/New Haven announced its "stars" line up for the annual fundraiser – Gala of the Stars which was to be aired virtually in November with Heather and Barb as one of the competing dance partners! Donations determine the winners – one for most donations and another for best dancers. Our team decided to dance in honor of Frank Walsh and, who belonged to several organizations in Guilford and the Shoreline. We all worked to get the word out, watch their beautiful performance online and were thrilled to learn Heather and Barb were named The Raise the Roof's 2020 Shoreline Stars! They inspired the gathering of \$17,230 in "votes"/dollars to help families build homes. In addition, NMCC made an Outreach of \$1500 in October. Total value: \$18,730. Cal Price, RTR/NHH Champion

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. In May we sent an Outreach Ministry check for \$1500. Later in the summer we offered a campaign to purchase 55 (\$1700) headsets for SMPA students and met our goal! These greatly enhanced the educational experience of the SMPA students, providing a way for them to focus on their learning and to be heard clearly in the classroom while logging on from home. In headsets \$1700 for remote learning. Total value: \$3200. Karen Miller, SMPA Champion

Youth Continuum (at-risk youth) – Provides protection and personal growth opportunities for at-risk youth in New Haven. NMCC has sent 2 Outreach Ministry checks to Youth Continuum this past year – total of \$1000 plus a drive for grocery cards in August that provided 48 gift cards (\$1200) to homeless youth (aged 14 to 24) living in apartments provided by Youth Continuum. Additional donations for grocery cards in January (\$65) were received. Total Value: \$2265. Lyn Boling, Youth Continuum Champion

Yoga in the Community (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. After suspending classes in March 2020 through the summer, we reached out to our "Yogis" and decided to try outdoor Yoga in September for 5 weeks. Upon learning our Yoga instructor Kathy Bannon had retired, found another instructor, who broke her foot after the first class, learned from Kathy Vicki Earl, one of

our Yogis 2013 had just certified to teach Yoga. After completing the 5 classes, we determined evening classes in October were a short-term solution. After surveying our Yogis, Vicki agreed to try “Zoom Yoga” once a week. We lost 3 students to this option but picked up a few others and did well all winter. In January we added a second class each week. Income from early 2020 was applied in June 2020 so total income in 2020 was \$1386 plus an addition \$600 in March 2021. Total Income: \$1986. Roberta Hanlon for Karen Chapman, Yoga Champion

Outreach Ministry Support Summary: The 2120 budget (January-December) is \$10,000 and of which \$300 has been distributed to date to Loaves & Fishes from the MRT budget. Additional donations to date in 2021 have allowed us to purchase additional grocery cards for Clinton Social Services. We had about \$500 in cash from December plus additional cash and donations in January that allowed us to shop and delivered to Columbus House almost \$1000 in groceries.

Current Members: Roberta Hanlon, Cal Price, Lyn Boling, 2 openings
Thanks for your support!
Ministry Resource Team – Lyn Boling, Roberta Hanlon and Cal Price

Music Team Annual Report

2020-2021

As with everything else, the 2020-21 church year presented amazing challenges for the music program at NMCC. We have been out of the sanctuary for the full span of this church year, and that has required that the choir and the church develop an amazing new set of skills.

After several months of using our previous choir CD's and recordings of small groups to provide music for our virtual services, the choir began recording new music. This involves the following process:

- Linda records an accompaniment track, a separate track for each part (soprano, alto, tenor, bass), and a set of instructions.
- Each choir member records separately.
- The recordings are submitted to a Cloud drive owned by Scott Chasse.
- The recordings are merged to create the anthems that you hear on Sunday mornings.

This is only part of the story, though. It quickly became clear that we needed someone skilled in video recording and editing to complete the final step of the process. We were able to hire Jack DiMatteo, a college student, who has done an amazing job of working with Scott to create the final videos. We have been able to fund Jack's work through a combination of individual donations, larger underwriting from some families, and the support of the Campbell Fund.

The choir began this new virtual adventure by recording four-part hymns. We then moved on to simple anthems. Finally, in October, we resumed choir rehearsals via Zoom. This has allowed us to begin to learn new anthems and to record more complex anthems from our repertoire. Zoom choir rehearsals present new challenges, since the singers must remain muted, with Linda playing and directing. This means that we only hear our own individual voice. The first brand new anthem we recorded was an incredible experience, since we had no idea what the finished product would sound like until we heard it during the church service!

Throughout the pandemic, Linda has recruited individuals and families to sing Shalom at the end of each service. We have been treated to all sorts of wonderful renditions. During Lent, Pastor Heather asked a friend who is a minister at a deaf church to teach us how to sign Shalom in anticipation that when we first return to the sanctuary, we will not be able to sing aloud.

Many individuals and family groups have also contributed music to our services, and we are grateful for the willingness of our congregants to record themselves in order to enrich our worship life.

While we sincerely hope that the 2021-22 Annual Report will reflect a return to live music in our sanctuary, we know that this will not be possible when the congregation first returns. Our virtual music ministry will continue until such time as we can safely be together again.

Respectfully submitted,

Carol Luckenbach

Music Team members: Scott Chasse, Heather Crawford, Kate Davis, Roberta Hanlon, Ann and Bill Clemmons, Linda Juliani

Pastoral Relations Committee

Annual Report 2020-2021

The Pastoral Relations Committee has met every four to six weeks throughout the 2020-21 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." During this extraordinary pandemic year, the committee has primarily served as a sounding board and support for Pastor Heather. The committee has had rich discussions about all aspects of church life.

No members of the congregation have sought to share ideas or concerns with the Pastoral Relations Committee during 2020-21. If individuals have "ideas, hopes, expectations, and/or concerns" to share, Heather and the members of the PRC will be glad to hear from them. Feedback and ideas shared with the PRC will be conveyed sensitively but never anonymously, in keeping with best practices. The committee includes Pastor Heather, Julie Abbott, Robin Chasse, Carol Luckenbach, and Janice Wolf.

Property and Planning Committee

Annual Report May 2020-May 2021

Committee Members

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

Background

The Property and Planning (P&P) Committee 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. Since October 2013, the Committee has largely fulfilled the tasks and responsibilities formerly performed by a full-time Property Manager. The Committee 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 and fire alarm systems; and annual inspections by Madison Fire Marshal, Madison Health Department and Connecticut Department of Public Health Day Care Licensing Unit.

Year in Review

In response to the COVID-19 pandemic, the NMCC Executive Committee put the building into lockdown on March 11, 2020. Circle Nursery School closed for the balance of the academic year on March 13, 2020. Other than for certain essential services and ongoing improvement projects, the building was unoccupied until September when CNS was able to reopen under strict COVID guidelines. CNS has been able to conduct school operations uninterrupted throughout the academic year.

Briefly in the Fall, NMCC opened our doors to Shoreline Youth Symphony Orchestra for weekly rehearsals of small sections of the group, observing social distancing. The yoga group also met evenings on the west lawn until Daylight Saving Time ended.

During the lockdown, we have painted the rear of the Sanctuary and the rolling wall to Fellowship Hall. The air conditioner in the Church Office was replaced. We converted the former library in Room 1 downstairs into a staff meeting room and Office for the CNS Director. The former CNS Office is being converted to a book nook for NMCC's collection of books. Outside classrooms were created to facilitate CNS classes spending maximum time out of doors. We relocated the CNS storage shed to accommodate outdoor classrooms and improve access to the septic tank. With thanks to Charlie Shafer, we had the south yard of the grounds filled, graded and seeded to create a grassy knoll for outdoor events and gatherings.

Three major projects involved the replacement of the septic disposal system with leaching galleries in the northern part of the parking lot, installation of ductless air conditioners in the Sanctuary and Fellowship Hall, and conversion of the phone/internet system to digital service.

The Committee continues to seek opportunities to generate revenue through use of the various rooms offered to the community. Before the pandemic, NMCC has been the home to four AA and AL

Anon 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. It is hoped that small groups may resume meeting at NMCC during this Summer, and that building usage may return to normal by the Fall.

Another revenue source, now in its eighth 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, and Raise the Roof for five separate events. And the need to limit crowd size at outdoor events during COVID has led to new opportunities to provide our fencing for Madison PrideFest, Madison Beach Hotel Fall Harvest Marketplace, and the Madison Newcomers' Touch-a-Truck.

The Church grounds continue to be enhanced with seasonal planters donated and maintained in the front of the church. During previous summers Garden Teams 'adopted' twelve gardens on the property- we are hopeful that gardeners will again step up to care for select plots that have special meaning to them.

Planned future projects

We are actively soliciting bids for pavement repair over the new leaching system, planned for the Summer of 2021.

The buried water supply line for irrigation at Summer Hill Cemetery must be replaced this spring.

This summer the Committee plans to 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