

THE FIRST CONGREGATIONAL CHURCH OF OLD LYME ANNUAL REPORT 2019



Contributing and
learning in Pilgrim
Fellowship!

Taking care of the Environment by
cleaning up White Sands Beach

Experiencing Civil Rights history at the
Edmund Pettus Bridge in Selma, Alabama...



....and learning about Ellis Island and
Lady Liberty's heritage!

THE FIRST CONGREGATIONAL CHURCH OF OLD LYME

ANNUAL MEETING
Sunday, January 26, 2020
12:15 pm

AGENDA

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| 1. Invocation | The Rev. Laura Fitzpatrick-Nager |
| 2. Call to the Meeting | Greg Hack, Assistant Church Clerk |
| 3. Approval of the Minutes of the January 2019 Annual Meeting | Charlie Hosley, Church Council Chair |
| 4. Reports of Church Officers, Boards and Committees: | |
| a. The Ministers | |
| b. Church Clerk | Joan May |
| c. Board of Deacons | Mark Bond |
| d. Board of Stewardship | Mary Kate Cox |
| e. Board of Youth Education | Heather Richardson, Cari Blanchard and Lisa Daggart |
| f. Board of Adult Education | David Ogle |
| g. Board of Missions | Susan Beeman |
| h. Immigration | Lina Tuck |
| i. Refugee Resettlement | Kathy Kronholm and Scott Harris |
| j. Environmental Activities | |
| k. South Lyme Union Chapel | Sandra Joncus |
| l. Ladies Benevolent Society | Jane Marolda |
| m. Board of Trustees | Faye Richardson |
| n. Treasurer | Bob McCracken |
| 5. Adoption of the 2020 Budget | Bob McCracken |
| 6. Election of Officers, Board Members and Deacons Emeriti | Charlie Hosley |
| 7. Old/New Business | |
| 8. Adjournment & Benediction | The Rev. Dr. Steven R. Jungkeit |

ON THE COVER

Our active Pilgrim Fellowship group traveled to Georgia and Alabama in April, learning about the history of Civil Rights in that area and brainstorming ways that they can continue that work. In October a group of students visited Ellis Island and toured the grounds learning about the past experiences of immigrants and about the similarities and differences with immigration today. We then enjoyed a visit to the grounds of Lady Liberty.

Our Pilgrim Fellowship group also participates in many service projects in the community through the New London Community Meal Center, the Midnight Run and, demonstrated in the picture on the cover, through cleaning up trash found on White Sands Beach. Not only does the group have an enjoyable time together but we strive to make a positive impact on our communities.

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MINUTES OF THE ANNUAL MEETING FIRST CONGREGATIONAL CHURCH OF OLD LYME JANUARY 27, 2019

The meeting was called to order by Charlie Hosley, Chair of the Church Council, at 12:15 PM. This was followed by the Invocation, given by Reverend Laura Fitzpatrick-Nager.

Joan May, Church Clerk, made the Call to the Annual Meeting, stating that the purpose of the meeting is as follows:

- To receive the reports of the ministers, boards and committees of the church, and the church officers for 2018
- To approve the budget for the year 2019
- To receive and approve the report of the nominating committee
- To elect officers and board members for the coming year
- To conduct such old and new business as brought before the Congregation.

Joan May acknowledged the presence of a quorum of at least 40 church members.

A motion was made to waive the reading of the minutes from the 2018 Annual Meeting, as the minutes were printed in the Annual Report.

Individual reports were then presented. All those offering reports referred to the printed reports that appear in the 2018 Annual Report.

Steve Jungkeit, Senior Minister Steve opened with a beautiful parable from Dave Egger's book, "The Lifters,"- "when things fall down who lifts them up." Steve talked about the book, as we try to discover what it means to be lifters by mending, healing and reconciling as we did for Malik & Zahida, our sanctuary couple. Steve cited the image on the cover of the Annual Report by Roniya, their daughter. We became lifters. And, we did our best in other ways. Steve cited the arrival of Laura Fitzpatrick-Nager, hosting our friends in the South African choir, celebrating Carleen as she transitioned to part-time, welcoming the Kazida's, Israel-Palestine. We've been lifted at the same time through the dinners we've shared, baptisms, weddings, music, community sales, in our prayers. We've done an enormous amount this year in our vocation as lifters. Steve concluded with Isaiah 58. "If you offer your food to the hungry ... then your light will rise in the darkness....In other words, you shall be lifters. Thank you, all of you, for all what you did and continue to do.

Laura Fitzpatrick-Nager, Senior Associate Minister, cited her letter in the Annual Report. She is full of incredible gratitude and joy. She started on March 18, 2018. It's been an extraordinary year, what we've done together. She thanked Steve and Carleen for their shepherding. It's a privilege to be part of their team. And also to walk beside Lisa Doggart and Mary Thomasseti. Laura traveled to Haiti for the first time, which was life changing, as was the trip to Green Grass. She thanked each and every one in the congregation.

Carleen R. Gerber, Associate Minister Carleen expressed appreciation for the church's expression of gratitude last fall at a special coffee hour. She is honored to work with this energetic congregation. Now that she is part-time, her emphasis is on Pastoral Care. She needs everyone's input to know when a congregant needs a visit. Hospitals don't always tell us. She thanked several people in particular.

Church Clerk, Joan May Membership over the past year was stable, with a slight decline from 803 members over the year. Membership losses are primarily due to changes of status from Active to Inactive initiated by the ministers. The ministers performed 12 baptisms 10 marriage ceremonies. Joanie gives thanks to Joan Kelley, the Clergy, and the office staff for their assistance in maintaining the vital statistics of the Church.

Board of Deacons, Don Gonci for Elizabeth Nocera, Co-Chairs Don read Elizabeth's report saying it was a pleasure to work with Don Gonci. The Deacons were deeply moved to support the ministry of providing Sanctuary and to support immigration work. Grateful for all the work people did. It has been a busy board on duty every Sunday morning, serving communion 5 times a year, organizing ushers, organizing coffee hour. Don mentioned the conclusions of the U.N. Climate Summit and how the trends of global warming can be slowed if we make adjustments. Don has created a working group to look at actions we can take. There continues to be a broad exchange of ideas including with our young people and the Environmental Committee. He mentioned the ringing of steeple bells, being done by many New England congregational churches.

Mary Kate Cox, Board of Stewardship Mary Kate stepped in to finish Mike Long's term as chair. Gave credit to the leadership and passion of Mike Long. Mary Kate started with John Kiker's words from website, recalling the theme of the 2019 Campaign, "Sharing Our Lives, Sharing Our World," which captures the spirit of what we're trying to do – enact a vision of changing ourselves and changing the world. Mary Kate welcomes and appreciates any suggestions if more will find it in their hearts to pledge. Cited this morning's Hymn, "How firm a foundation." We are trying to lay a new foundation. Thanked everyone who has pledged. Thanked outgoing members. Thanked Joanie May for her office support.

Board of Youth Education, Lisa Doggart Lisa presented the report for Shay Cantner, Chair, who thanked all volunteers who worked with Sunday School and on Sunday mornings. There has been a great sense of community, working on Justice and other projects. She praised the enthusiastic Board of Youth Ed group and mentioned some new activities such as Sunday night Soups. Youth and parents have all participated.

Adult Education – David Ogle His primary responsibility is to coordinate Adult Forums. He cited his report. It is not easy to find interesting and relevant speakers. He appreciates everyone's suggestions, and people should feel free to offer them. Recognized members of his committee. Thanked Mark Testori. Thanked Laura and Carleen without whom he could not function.

Board of Missions, Jennifer Hall Missions met 6 times in 2018. They work diligently to distribute funds and have tough decisions to make. Jen encouraged everyone to recommend organizations and to get involved with Mission decisions and church activities. Need everyone's support. Thanked Board members.

Immigrant Assistance Committee presented by Mary Tomassetti She loves this meeting. It's awesome, and is one of the things that attracted her to this church. She loves the book – the Annual Report -- for its overview of everything we do and its transparency. We have recently welcomed the Torres family. She expressed gratitude for all we have done over last year. We don't know what 2019 will bring. Flexibility will be important.

Refugee Resettlement Project, Scott Harris Scott cited his report. He's one of the co-chairs with someone from St. Ann's Episcopal Church. He mentioned the hard work of all three churches, including Christ the King, for successfully resettling our refugee families.

South Lyme Chapel, Steve Ioncus, Trustee He cited his report. During first part of 2018, leadership by Tom Burke was very impressive. He was very dynamic. He is now in Weston, CT. Tom was followed by Rebecca Francisco, a graduate of Princeton Theological Seminary, who is an expert on biblical history. He mentioned the sad loss Bea Minson, who was 98 years old. Her family has always worked hard at the White Elephant Sale, and they will be back this year.

Ladies' Benevolent Society, Nick Westbrook for Jane Marolda Nick mentioned Jane's son, who is recovering from an accident in November. He cited his report. LBS was formed over 200 years ago as a

forum for women of this church, who at the time were not allowed to speak at meetings. He cited the LBS luncheons, the Ladies who Stitch, and the two successful White Elephant Sales, which brought in \$82,000, half of which goes to support this church. The rest is donated to a long list of other charitable organizations from our local area to South Dakota, Haiti and Palestine. Nick thanked all members of the LBS.

Board of Trustees, David Long He cited his report and the Endowment report. The Board of Trustees has 9 members and 7 committees, 2 of which were new this year: Communications and Preservation committees. He thanked all BOT members. They are responsible for a wide range of issues and responsibilities. He thanked church staff, and ministers.

Treasurer's Report, Bob McCracken, Church Treasurer He presented a brief look at the numbers, citing particular page numbers. On page 17, Revenues and Expenses, Revenues were \$12,000 over budget. Expenses also over budget, ending with a small surplus of \$3,600.00, which will be moved over to the balance sheet for previous year's deficit. Page 18 shows a dramatic difference of where contributions came from. Pledges were lower. However the next 4 lines are all substantially over budget. The congregation was very generous this year. It makes forecasting more complicated, but was good news. Then he explained a few individual accounts. Benevolences - Missions holds back their distributions to see what funds are available. There was an outpouring of generous financial support for immigration and refugee efforts.

Putting on his Administrator's hat – Bob praised the dedication of the administrative staff. Joan Kelley, Mark Testori, Teri Gedrys, Joanie May, Bill Slivinski. They do a lot of work and are very good at it. It is a great group, and they also have a lot of fun. The staff gets along well and like each other. Staff meetings have many moments of levity.

Bob spoke for Jonathan French, Chair of Budget Committee, who had to work today. Bob thanked Jonathan, Leslie Kiem and Jeanne Thomas. The budget is done from bottom up, not top down. The committee asks all boards and committees and ministers to submit their goals. Bob cited pgs. 27 & 28 and described the pie charts. Top one is typical. The bottom one depicts the 6 fundamental missions of church, showing how resources are devoted, which is a more accurate picture of our priorities.

Bob presented the 2019 budget, which forecasts an increase of revenues, which allows for an increase of 2% in compensations. Laura is now full time; Carleen is now half time. The Music budget has 2 more professional voices. Office is slightly lower. A significant upgrade of software is budgeted in order to receive online contributions. There are some website administration costs. Maintenance is budgeted to be significantly higher to catch up from lower expenditure in 2018. Bob recognized the generous \$10,000 increase from LBS. Motion to approve and second. No discussion. All in favor. Motion passed.

Charlie Hosley presented the Nominating Committee report containing the list of officers and Board members. The Nominating Committee and ministerial staff have worked hard. Elizabeth Nocera presented two phenomenal people, Bob and Marilyn Regan as Deacons Emeriti. He presented their history of helping and serving the church. The nominating slate of 2019 Officers, Board Members and Deacon Emeriti was approved, following motion to approve and second. No discussion. All in favor.

Carleen Gerber asked for a vote to approve the minutes of 2018 Annual Meeting. Motion was seconded and approved.

Steve Jungkeit then closed with the benediction reading words from "God of Grace and God of Glory."

The meeting was adjourned at 1:42 pm.

Respectfully submitted,
Joan May, Church Clerk

SENIOR MINISTER'S ANNUAL REPORT 2019

Dear Friends,

One of the most profound images I encountered all year occurred in the film *A Beautiful Day in the Neighborhood*. It's a film about Fred Rogers, and the way he intervenes in the life of a young journalist named Lloyd – a character loosely based on the real life journalist Tom Junod. Lloyd is cynical, angry, and lost, and Rogers takes an interest in him as a person, recognizing the pain that Lloyd is experiencing. And so in a series of scenes, Rogers performs therapeutic interventions that restore something of Lloyd's humanity. In the scene I have in mind, Rogers and Lloyd share a meal in a restaurant, and Rogers urges Lloyd to pause for a full minute to think about the people in his life for whom he is grateful. But then the camera does an extraordinary thing: it allows Rogers to gaze directly into the camera, so that we as viewers are invited into the scene. The film is helping us. As it all happens, a hush falls on the entire restaurant, and people crane their heads to observe the holiness of the moment. (I learned later that all the extras in that scene were real life friends of Fred Rogers, including his wife Joanne.) It's an extraordinary moment in a profound film, one that we need right now. Sitting in the theater, I felt Rogers' gaze fall upon me, and I felt...grateful.

That's the spirit with which I want to reflect back upon this year with all of you. There is much in the world that gives us cause to become cynical, angry, or despairing. There's much within our lives that feels broken. That stuff is real, and we mustn't ignore it. Sometimes we need such voices in our lives. But I would have us be a community that pauses often, just to sit in gratitude for the goodness that we find all around us. And as we reflect upon this past year, I would have us recall the many things that took place for which we can be grateful. With any luck, that same spirit of holiness may descend upon us when we do so.

Here are a few moments I can think of. This past spring (and early in the present year as well), Paul Verryn spent time with us, and opened the Bible to our eyes in a revelatory way. The Florence Griswold Museum chose to highlight the work that we accomplished as a faith community over the past several years with their exhibit "Nothing More American." We got to celebrate that exhibit twice, on opening night and at our annual Christmas party. We discovered a new model of sanctuary, and welcomed Jose Valentin Valentin into our community. Our work was featured nationally in the online UCC bulletin, recognizing our leadership in providing sanctuary for those at risk of deportation. We solidified new bonds of partnership with some of our allies in the immigration struggle here in New Haven and in New London. Malik and Zahida got their pizza business rebuilt, and are doing well. We've worked to keep the Torres family afloat while we continue to press a case for Glenda's return. Our young people traveled to the South to learn about civil rights in places like Montgomery and Selma, and then did it again in a visit to Ellis Island. Some of you traveled to Green Grass to renew the bonds of friendship with members of the Lakota Tribe, while some others of us traveled to Mexico to renew our relationship with the Benedictine Sisters of Cuernavaca. Those are all things for which I'm deeply grateful.

But as much as anything, I'm grateful for the smaller moments. For the moments of shared intimacy when you've let on about a struggle you're having, or during a hospital visit, or planning for the funeral of someone you loved. I'm grateful for those moments. I'm grateful for our worship services, and for a place that can ground us all from week to week amidst a confusing and dehumanizing cultural moment. I'm grateful for opportunities to be together, and to share with one another, like during the luncheon that followed our stewardship Sunday, or in the potlucks that have a way of happening from time to time. I'm grateful whenever I see you – all of you – walking through the door on Sunday mornings, or sitting in the pews. I'm simply glad to be together in our shared quest to find a deep source of spiritual wisdom in these times. Most of all, I'm grateful to be a part of such a congregation – of people willing to put themselves on the line, and to make a difference here and far away. There's so much to be grateful for, so much to celebrate about this place called The First Congregational Church of Old Lyme.

So take a moment. Whenever you read this, sit in silence for a little while. And recall all about this year for which you can be grateful, for which we can all be grateful. I hope it leads toward something like that moment of holiness, befalling the diners seated around Fred Rogers.

In love and gratitude,
Steve

SENIOR ASSOCIATE MINISTER'S ANNUAL REPORT 2019

"Come and see" -Mark 4.35

A conversation can be a contest, or a game of catch with invisible balloons...My mind fireworks with unasked questions. Who is this miracle speaking to me? And who is this miracle listening? What amazingness are we creating? Out of gray matter a star spark of thought leaps between synapses into the air, and pours through gray matter, into my heart: how can I not listen generously?

-Marilyn Nelson

Dear Friends,

Looking back at where we've been is a wonderful exercise of the heart even if it's "just" for an annual report! Sometimes our lives, whether at home, work or in the wider world are moving so fast, appreciation for the journey can be missed altogether. So here we are...

My heart is full of gratitude for another year with you. In many ways, our Church life is an ongoing dynamic conversation about what and who we value on this human journey of faith, grace, life and community-building. As poet-member Marilyn Nelson wrote, What amazingness are we creating?

Our Sunday School program continues to flourish under the creative expertise of Coordinator, Lisa Doggart, and a dedicated team of parents and high school youth along with support from our Board of Youth Ed (BYE). Family membership is growing with 6 new families attending and each child a welcome addition to our energetic classrooms!

The breadth of activities we offer our children and youth from Sunday mornings to beach clean-ups to the Midnight Run and PF Sunday Night Soups continue to demonstrate our ongoing commitment to the practice of love made visible in the world near and far. Last spring, our Pilgrim Fellowship group went on a Civil Rights Trip through Atlanta, Birmingham and Selma with leaders, Lisa Doggart, Carleen Gerber, Allison Hine and Mary Tomassetti. I helped write a grant through our local Middlesex UCC which contributed to scholarships for the journey.

In the last year, our programming for our middle and high school Pilgrim Fellowship group focused on civil rights, immigration and our own personal experiences with racism and prejudice. A fall trip to Ellis Island was especially meaningful.

Our church immigration and sanctuary efforts have brought deep and abiding friendships for our whole congregation, including our Sunday school program. A December Christmas party at the Florence Griswold Museum celebrating the current exhibit, "Nothing More American" and our church commitments to these amazing families has enriched our whole community in ways that reach far beyond church walls. Thanks to efforts by Lina Tuck, our Chair of Immigration, and so many of our church and community volunteers, we've grown in our understanding of what a theology of hospitality means in real time as we expand our supports to include the Torres Family and asylum-seekers like Jose from Honduras. Writes the poet, Luis Alberto Urrea, "There is no them, there is only us."

Last March, I was part of the women's leadership team that led 24 travelers to Israel and Palestine on a Tree of Life partnership trip to Israel, Palestine and Jordan. I'm deeply grateful to have represented ECCOL on this journey with friends from the Berlin Mosque. Being able to bear witness to the alternative narrative of life under Occupation is to stand on holy and hard ground. I'm grateful that our partnership journeys continue to inform my life and ministry.

Throughout the year it has been a pleasure to plan and participate in programming that supports the spiritual life and pastoral care of our congregation. From preaching to pastoral visitation, to our Fall Women's Retreat and monthly Caregiver and Book group discussions, the year has been busy! Our shared ministry together continues to grow with additional seasonal offerings like summer retreat days, special worship services (Ash Wednesday and Blue Christmas service) and other programs which

enrich the life of our church and community. In addition, we started a pastoral care acapella group for home and hospice visitation called The Agape Singers and thank Lisa Feltes for her music leadership.

I'm humbled as well by your dedication and generosity as volunteers at the Shoreline Food pantry (SSKP) feeding and supporting hungry neighbors. While the challenges this year have been great, our volunteers are the steady hum that keep doors open and neighbors being fed. In addition, the enormous dedication of our Deacons, Trustees, Missions Board, LBS members and many active committees remain a source of ongoing inspiration to me. Thank you for all you do for the sake of our community and ministries. Come July, when our church transforms into the White Elephant Sale and back again, it is an astounding event to participate in.

Working in partnership with Steve and Carleen is an ongoing privilege and joy. Our church office staff with Bob, Odile, Teri, Mark, and Joanie contribute so much to the life and daily operations of FCCOL. Above all, thank YOU for your loving witness as a community of deep care in the world day in and day out.

With gratitude,
Laura Fitzpatrick-Nager

2019 ANNUAL REPORT FROM ASSOCIATE MINISTER

In this past year I have, perhaps, come to better understand what it might mean to be a “less-than-full-time” minister. Don and I are able to travel a little more easily, and I am grateful for that. I surely attend significantly fewer nighttime meetings than I used to, which is a relief.

I continue to work primarily with the boards of Missions and Stewardship, and with Trustees and Deacons as needed; as well as substituting for Simon at the organ bench occasionally. It's fun to be at the organ once again. I also help coordinate the fabric of pastoral care which enables Steve, Laura and I to work together to visit and support our families in times of need.

Our Board of Missions oversees the outreach work that takes place near and far. Susan Beeman has stepped into the role of leadership on that board, and I am particularly grateful for her wisdom and insights as this past year has been a year of challenge for the Saturday soup kitchen and food pantry ministry, which the Shoreline Soup Kitchens and Pantries organization manages at our church facility. This is a large and challenging enterprise, for our church, but also for the leadership of SSKP. As their annual appeal funds have decreased, they have begun to wrestle with the reality that they cannot afford to serve guests residing out of the 11-town region which SSKP was chartered to serve. And we at the church have had to wrestle with just how we can continue to serve the folks who have become accustomed to coming to us on Saturdays for help with food insecurity. I am grateful to all the volunteers who have stayed loyal to the work we seek to do, and I am grateful that the Board of SSKP continues to work with us to try to envision how this critical ministry can continue. As I write this report, our visioning work continues. And I am hopeful for the future and grateful to everyone for the support they continue to give so generously. I am determined to find solutions. In this country, where there are plentiful resources, it does not make sense for people to go hungry. And yet – they do.

The mission board helps with the needs of the active refugee resettlement and immigration teams as much as possible. Lina Tuck continues to provide incredibly valuable leadership with our immigration work. And Scott Harris, working with Kathy Kronholm of St. Ann's Episcopal Church, leads the refugee resettlement team. We are fortunate to have them serve with such generosity of spirit.

We continue to have teams of volunteers at both the New London meal site and the Old Lyme soup kitchen site. So many of you volunteer that it's hard to thank everyone – but surely Julie Kuja deserves special mention for coordinating the New London meal enterprise for so many years.

Our partnership teams remain strong, with a journey to Green Grass in June. Also to Palestine and Israel in March of this past year, which Laura helped to lead. Our visits to Haiti under the leadership of Becky and Ted Crosby have been curtailed temporarily due to political unrest in Haiti, but we remain hopeful that another journey will be planned soon. A second journey to Mexico to visit the Guadalupe Retreat center in Cuernavaca took place in October; and a youth trip for our Senior and Junior High Pilgrim Fellowship to Alabama enabled our young people to study the history of the civil rights struggle in this country. All of our journeys reflect our deep commitment to the power and worth of experiential mission education; a commitment that has invigorated our mission work for the past thirty years.

I continue to work with the Board of Stewardship, ably led by Mary Kate Cox and a great team of creative and hard workers. In a time when many churches are struggling, we have a broad base of generous supporters. And so we can continue to be able to expand all the ways in which we work together; to serve, to educate, to worship and to try to build a place that Clarence Jordan called "a demonstration plot for the kingdom of God."

I am grateful for the wonderful spirit of camaraderie and fellowship that blesses our ministers and church staff. I am also grateful for the countless ways you, the members and friends of this congregation, have offered encouragement and support over this past year to me and to my family. This is a richly rewarding place to serve; and the credit for that goes to each and every one in this wonderfully diverse and generous congregation.

Respectfully Submitted,
Carleen R. Gerber

SOUTH LYME UNION CHAPEL REPORT 2019

Three long-time members passed away this year, and we have added just one new member. For a few months we benefitted from the tremendous energy of another newcomer, but he has not continued to attend.

The generosity of Bea Minson's family enabled us to revamp our water system with the installation of irradiation and a heater. Now we can wash dishes and break away from the noxious use of paper cups and plates for refreshments.

Until recently in order to access our bathroom it was necessary to descend a steep flight of stairs. We are happy that we were able at the end of the year to install in a closet on the first floor a new toilet and a tiny sink.

In December we held our traditional Carol Sing with the participation of the Select Singers under the direction of Kristin Pekar.

Sylvia and Larry Peterson once more ran the food stand for the White Elephant Sale with the participation of many others from the chapel. On the last Sunday in August we again provided the main dish, dessert and beverages for the New London Meal Center.

Our missions have included the World Service Blanket drive, the New London Homeless Hospitality Center, and the New London Meal Center.

Rebecca Francisco has been our minister for approximately 18 months, and we are very happy with her. Her interesting and inspiring sermons are always based on the Bible, and we are learning a lot from them.

For much of the last years we have been blessed to have Carolyn Fast playing the organ and the piano.

Sandra Joncus, First Trustee

TREE OF LIFE 2019 PARTNERSHIP REPORT

In winter in the candlelight in our windows and the lights of our Christmas decorations we remember that all the darkness in the world cannot extinguish the light of a single candle. During this season, I've also contemplated the "Night Journey" of the Prophet Mohammad, peace be upon him.

In the year 621, the Prophet made a journey by night from the Great Mosque in Mecca to what is now The Dome of the Rock, Al Aqsa Mosque in Jerusalem. On this journey, he rode a winged white horse, by the name of Buraq (yes, that's the same word as Barack Obama's first name), translated as "Lightning" and he prayed with the great prophets, Abraham, Moses and Jesus. The name of his flying horse, "Lightning," lends new and more hopeful meaning to the poetic words of the playwright, Tennessee Williams:

Nowadays the world is lit by lightning.

In the world's darkness, we all seek those flashes of illumination wherever they may be found, and as we try to navigate our lives, we all rely upon the prophetic voices of those who have come before us.

On the night in which Jesus was born in a manger, Magi, followers of Zoraster, were even then en route to Bethlehem. Where Mohammad rode "Lightning," the Magi, following a bright star in the East, rode their camels some 2000 miles to the birthplace of one who would endeavor to bring God's Love to all Creation. In his life and teachings, he would remind us that, "God became as we are so that we might become as God is." (William Blake). Or, as W.H. Auden said, "To discover how to be human now is the reason we follow the star."

Much earlier, a Jewish shepherd in the land of Midian, saw a burning bush, which ignited his passion to free his people from the injustices from which they suffered. This marked the beginning of a long journey across the wilderness in search of a more promising future. Struggling with his people's tribalism and quarrels for power, Moses said, "Would that all the Lord's people were prophets." (The Book of Numbers.) Heeding that plea, historically, Jews have been at the forefront of struggles for Human Rights. Tree of Life is honored to have Jewish voices of conscience on our Board of Directors, Mike Winterfield and Mark Braverman.

As we are overwhelmed by the darkness of the land, with all its political corruption, greed, nationalism, tribalism, fear and war, we need to learn from the wisdom of the prophets, past and present, so that we too can add our own prophetic voices to this troubled world.

Each year, like Mohammad, Tree of Life travels to the Holy Land allowing travelers to pray with the prophets of old. Like the Magi, we travel to the West Bank City of Bethlehem with the hope that we might become the children of God we were created to be. In many prophetic voices of conscience – Jewish, Christian and Muslim – we have the privilege of sitting at the feet of those who struggle to make this a better world for all Creation. In March we were pleased to have Laura Fitzpatrick Nager, Ann Perry and Ellen Perry take part in our March "Mothers of a New Creation" journey, with Laura serving as one of our chaplains. Tragically, one of our travelers, Nadia Milleron learned just the day before departure that her daughter was among those who died on a Boeing flight in Ethiopia. Unable to go, Nadia and her family were very much in the prayers of the 23 travelers and those of us back home.

One of the goals of these journeys is not only to learn from the prophetic voices of Palestinian, Syrian and Israeli voices of conscience, but also to help our travelers to reclaim their own prophetic voices. We especially want to provide this opportunity for young people, and thanks to the generous support of members and friends of our church and our Tree of Life community, we were able to offer a record number of 7 travel scholarships to college age young people.

Thanks in large part to the inspired leadership of John Fussell assisted by many members of our church, especially Fred Behringer, Tree of Life placed a high priority on Advocacy initiatives, especially in support of Representative Betty McCollum's legislation, H.R. 2407 in defense against the incarceration and mistreatment of Palestinian children. Many organizations and individuals signed on as endorsers of our resolution in support of that bill, but many more are needed if we are to persuade our congressional representatives to co-sponsor this bill. Also, we have remained ever vigilant and responsive to anti-BDS legislations wherever it has surfaced. In our Advocacy efforts we work in close partnership with Jewish Voice for Peace — New Haven, the U.S. Campaign for Palestinian Rights, Defense for Children International - Palestine and members of the Trade Union Community. Also, in partnership with Friends of Sabeel North America, with special thanks for the leadership of Ann Perry, we raised a voice of opposition to Christians United for Israel led by Rev. John Hagee.

For our Fall Tree of Life Series, "Will There Really Be a Morning," we were most honored to feature the remarkable parents of Rachel Corrie — Cindy and Craig Corrie. Also, we were very pleased to welcome young Palestinian visitors from Hebron and Bethlehem — Rawan and Sofian, Dalia, Tamer, Nadine and 2 year old Hani. Sadly, Lama from Gaza wasn't able to get the permit and visa to come, but we were all touched by her video from Gaza that we offered at each event. These young people shared their poignant stories of life under occupation and demonstrated the dignity, resilience and tenacity of their Palestinian identities. We all should be very grateful that Mazin Qumsiyeh, one of our highly esteemed advisors, met with them to help prepare them for their visit. On Sunday October 20th, we were most grateful that our church was able to host our visitors during the morning worship services.

Thanks to the prophetic voices of Craig, Cindy, Mark Braverman, Rabbi Meryl Crean of Jewish Voice for Peace and Meera Shah of Palestine Legal, those in attendance at our various venues learned how we, the American people, need to be the answer to that question, "Will There Really Be a Morning." In presentations at the Artists Collective in Hartford, the morning services of the First Congregational Church of Old Lyme, the morning service of Avon Congregational Church, Palestine Museum, a visit to the Center for Palestine Studies at Columbia University, a living room on Riverside Drive in NYC, the Kamora Cultural Center in Hartford, a partnership between a church and mosque in Avon, Yale Law School and UConn School of Law, Trinity College, a classroom at UConn Storrs, a Unitarian Universalist Community in Keene, New Hampshire, Episcopal and Lutheran churches and public schools on Cape Cod nearly 1500 benefitted from these prophetic voices and hopefully were inspired to find their own voices of conscience.

Thanks to the dedication of Nick Westbrook who volunteers with our Palestinian olive oil, zatar and olive oil soap sales, we sold a record 1.5 tons of olive oil. In this program, called "Education In A Bottle," all the proceeds help to provide college education for Palestinian students at Bethlehem University, Al Quds, Beirzeit and other educational institutions in Palestine. With the sale of every bottle, we provide an infusion of hope for Palestinian families who put a high priority on higher education.

Finally, I want to thank the Board of Missions, the Ladies Benevolent Society and all the members and friends of our congregation for your generous support. The Arabic word, Siraj, means torch, and so I thank this church for helping Tree of Life to be a Siraj — a light in the darkness, sometimes a barely flickering candlelight, sometimes more like Lightning streaking across the sky, sometimes a Burning Bush, sometime a word of enlightenment, a Morning Star, a reminder, that thanks to the prophetic voice that God has given us that yes, indeed, "There Really Will Be a Morning!" Let us live in that hope!

Respectfully submitted,
David W. Good
Minister Emeritus and Founder of Tree of Life Educational Fund

BOARD OF DEACONS 2019 ANNUAL REPORT

The Board of Deacons oversees the spiritual and devotional life of FCCOL and promotes Christian fellowship. We carry these responsibilities out in a variety of ways, including serving as Deacon on Duty at each service, Communion, ushering, assimilating new members, organizing coffee hours, and participating on several church boards and committees. Deacons serve as liaisons to the Boards of Youth and Adult Education, Missions, Partnerships, Hospitality, and Communications. We thank all the boards for welcoming the Deacons.

Our individual responsibilities during 2019 were as follows:

Board Chairman – Mark Bond

Secretary – Rotated between all members

Board Liaisons:

Church Council – Mark Bond

Youth Education – Betsy Grant

Adult Education – Lecia Harbison /Tom Hildner

Missions – Deb Heminway

Partnerships – Karen Harris

Membership – Mark Bond

Communion – Rick Strickhart

Hospitality - Lee Whitaker/ Martha Gibson

Communications – Mark Bond

Usher Coordinator - 9:00 AM - Deacon on Duty; 11:00 AM - Julie Martel

This year has been an especially deep and meaningful year for the Deacons and the church, we have continued our work with various forms of sanctuary. We are continuing to support the negotiations with the Shoreline Soup kitchen. The Deacons assisted with the Stewardship campaign.

We would especially like to recognize the ongoing efforts of the Immigrant Assistance Committee, and the Refugee Resettlement Committee, and all the volunteers assisting with this extraordinary work. They are indeed a shining light in our world.

Each year it is the Deacons' privilege to recommend up to two members to be honored with the title Deacon Emeritus. We are pleased to recognize two long-time FCCOL members, both of whom have served the church with distinction over many years. Their names will be announced and approved at the Annual Meeting.

We would like to recognize all of our Deacons for their dedicated service and contributions to the church and to the Board of Deacons. Special thanks to our outgoing Deacons Julie Martel Behringer, Karen Harris, and Lee Whitaker for their good counsel and tireless support to our church.

We welcome new Deacons in 2020 and look forward to their fresh insights. Thank you to the many members of FCCOL who volunteer in countless ways and make our Church the special place that it is. Their generous gifts of time, talents and resources make the Deacons' job easier and we appreciate their help with floral arrangements, ushering, food for fellowship hour, and other events.

Special thanks to our dedicated staff - Church Administrator, Bob McCracken; past Church Office Manager, Joan Kelley; new Church Office Manager Odile Irakiza, Church Clerk, Joanie May; Sexton, Mark Testori, and all the other paid and volunteer staff, for their efforts and ongoing support

Respectfully submitted,

Mark Bond

Chair, Board of Deacons

REFUGEE RESETTLEMENT COMMITTEE OF OLD LYME 2019 REPORT

The Refugee Resettlement Committee is an ecumenical committee composed of people not only from St. Ann's Episcopal Church, Christ the King Roman Catholic Church, and First Congregational Church, but also members of the community who pool their efforts and talents to help refugee families settle in Connecticut. The committee assists in arranging, among other things, health care referrals, housing, social services, food supplies, school enrollment, English instructions, temporary financial assistance, transportation, and mutual support for families who are need of starting a new life. The overall goal of the committee is to work with families to help them become independent within one year. As in the past, the committee works under the guidance of IRIS, the Integrated Refugee and Immigration Service, New Haven Connecticut.

This past year the committee helped resettle the Al Khafagi family—Ghassan, Maysam, Lilas, and Ali—who arrived on July 19th from Iraq. Despite the fact that the family seemed to be getting settled in their new home here in Old Lyme, due to a serious illness with Ghassan's mother, who is in Iraq, the family returned to Iraq on October 19, 2019 with the understanding that they would return within one month. As much as we all anticipated the family returning within the month their plans changed and they decided to remain in Iraq. According the IRIS guidelines our responsibilities for the family ended on November 20th. As a committee we wish them health and safety in Iraq.

As for Kazadi Joseph, Kabanga Martine, and their children, Mariamme, Drysile, and Joseph, Jr., they still occupy the refugee resettlement home on Roger's Lake Trail. As agreed, they will remain in the house through June, 2020 after which they will be living independently in a residence of their own choosing. We are happy to have been able to help them at this new stage in their lives here in Connecticut.

In Christ,
Kathy Kronholm, Scott L. Harris, Co-Chairs

IMMIGRANT ASSISTANCE COMMITTEE ANNUAL REPORT 2019

Mission Statement

The First Congregational Church of Old Lyme is a community of faith who cares about the world we live in, whether it is right outside our door or half a world away.

During this grave immigration crisis, we believe in strong partnerships within our community that foster trust and hope to those in fear of deportation. By offering sanctuary, education and financial assistance for legal counsel, we offer grace and hope to families in need, working together through our acceptance of all that we are, a land of immigrants. The Immigrant Assistance Committee was formed in March of 2017 at the request of the ECCOL ministerial staff and with the approval of the ECCOL Board of Deacons.

Objectives and Goals

Education - Immigrant Rights Workshops, Family Preparedness Plans, other workshops as needed

Program/Seminars - Wider Community Education, Accompaniment Training, Civic Action (marches, congressional calls, legislative awareness)

Accompaniment - ICE appointments, Legal Appointments, and Court appearances

Partnership Outreach - Civic Organizations and Educational Organizations working on Immigrant Rights

Critical Needs - critical living needs like food and housing

Legal Assistance - building a resource of available programs to assist families with legal concerns

Fundraising - provide financial assistance for families needing legal counsel, provide assistance for critical living needs.

Sanctuary - create a physical space for our church community to provide sanctuary to person or persons in imminent threat of deportation or seeking asylum relief.

Accomplishments for 2019

The Immigrant Assistance Committee has worked together to achieve another successful year. We have been able to form community partnerships, assist families in deportation crisis and provide a financial mode of assistance through church and community wide donations. A total of \$20,243 has been donated to help with our ongoing work in 2019.

This Committee is a responsive committee that forms into action as requests arise. Our mode of communication is primarily through email updates and committee meetings are scheduled on an as needed basis.

We continue to make an impact one family at a time by assisting families who are in threat of deportation. Below is a synopsis of our present cases.

- Old Lyme resident from Guatemala – Mom is a single mother of an American born daughter and was referred to us through a patron of the Food Pantry. She is presently in deportation proceedings. ECCOL has assisted this family with legal fees, accompaniment to Immigration check in appointments, court appearances and legal appointments. Through community outreach, we were able to secure a pro bono attorney to represent her. The committee was also able to assist this family with a wide array of furniture donations for their apartment move. Our volunteers continue to accompany Guisela for her Immigration check ins.
- New London resident from Haiti – Mom is a single mother of two American born daughters and was referred to us through a patron of the Food Pantry. This mother has been in the United States for many years under TPS (Temporary Protective Status) from Haiti. As of November 2017, the United States government has ended TPS for Haiti. The committee was able to provide funds for a legal consultation to determine if any legal avenues are available for permanent residency. We have also provided funding for her upcoming TPS registration.

As of November of 2019, TPS for Haiti has been extended until January 2021, we will continue to be available should this family need our assistance in the future.

- Sanctuary – Our committee has been asked to provide Sanctuary to four people to date. We were thankful that the first two requests were not necessary as stays were granted for each of these cases. A stay allows the person in deportation mode to stay in the United States while their court case goes through the immigration system. The third case was for Mariano Cardoso. Mariano was provided Sanctuary on December 14th. As all of the preparations were being executed, Mariano was given a stay by Immigration. Mariano was able to return home with his family on December 15th. His court case is ongoing and we continue to be very hopeful for Mariano's case to succeed. On March 19, 2018 we accepted our fourth case. Malik Naveed bin Rehman and Zahida Altaf accepted sanctuary at FCCOL. Our many church community volunteers provided sanctuary for 212 days. Malik and Zahida are now back in New Britain with their daughter Roniya. Their immigration case continues and we will accompany them on their continued journey through the immigration system.
- Asylum Seeker: Jose, a young man from Honduras. We were asked by the CT Bail Fund to assist a young man, Jose, who is looking to seek asylum from gang violence in Honduras. The committee is providing support with living accommodations, education and hospitality in our loving community. His legal needs are being met by New Haven Legal Aid. This is a partnership venture with FCCOL, All Souls New London, CT Bail Fund and New Haven Legal Aid.

Goals for 2020

2020 will be a year of legal decisions for some of our families, Malik and Zahida await the news of their appeal to the Second Circuit, Miguel awaits the return of his wife Glenda from Honduras and Jose awaits news on the acceptance of his asylum application. The Committee will continue to support our beloved families as well as new ones that may come our way in the coming new year. We will continue to find ways to provide information on immigrant rights to our wider community. We will work on initiatives to contact and lobby our congressional leaders to help provide a legal pathway to permanent residency and citizenship.

Respectfully Submitted,
Lina Tuck
Chair, Immigrant Assistance Committee

THE FIRST CONGREGATIONAL CHURCH OF OLD LYME

TREASURER'S REPORT – YEAR END 2019

Summary Overview

Total Operating* Revenues for the year 2019 were \$835,376, or \$19,435 under the budgeted amount of \$854,811. Total expenses for the year were \$834,847, also under budget by \$19,964. Therefore, the bottom line resulted in a very small surplus of \$529, essentially in balance. These operating results are summarized on the following page #18. Account-by-account details are on the following pages, #19 through #24.

Revenues

The under budget revenue resulted substantially to a shortfall in the Pledges and Offerings category. Specifically the collection of Current Pledge amounts were under budget by about \$34,000. While collections exceeded our experience in 2018, this shortfall was due primarily to some members becoming inactive, moved or deceased during the year. This shortfall in pledge collections was partially offset by plate collections and members who contributed but did not pledge. The Pledges and Offerings category shortfall was partially offset by better than budgeted revenues from Building Usage income.

Expenses

The under budget result in expenses was, as usual, due to a combination of over and under budget performances. The categories of Christian Education, Property and Lay Employees were over budget because of (1) growing Sunday School and Pilgrim Fellowship programs, (2) major necessary improvements to the Parsonage, and (3) summer coverage in the office manager position and greater than expected overtime costs. The categories of Music, Office Expense, Benevolences and Other Expenses were under budget and offset the above over categories and shortfall in revenues by necessary cutbacks in Benevolence spending, and by making a lower than budgeted loan repayment to the Endowment Fund.

Year-End Surplus

The modest \$529 surplus amount will be automatically applied to reduce a negative equity entry on the balance sheet that resulted from deficits in previous years.

Remainder of the Treasurer's Report

Account-by-account detail for the 2019 operating results is found on pages #19 through #24 of the attached statements. Following these pages are: (1) the December 31, 2019 Balance Sheet; (2) Details of the Balance Sheet escrowed and exchange accounts; and (3) the Sources and Uses of Funds statement for the year 2019.

* The church's Endowment Fund is separately managed by the Endowment Committee of the Board of Trustees. That report is on pages #43 and #44.

Respectfully submitted,
Robert McCracken, Treasurer

First Congregational Church of Old Lyme
Treasurer's Report for the Year 2019
Analysis of Revenues and Expenses - SUMMARY

	Actual 2019	Budget 2019	% Budget
REVENUES			
PLEDGES & OFFERINGS	\$700,997.16	\$727,000.00	96.42 %
INTEREST & DIVIDENDS	\$106,474.96	\$107,811.00	98.76 %
OTHER INCOME	\$27,904.02	\$20,000.00	139.52 %
Total REVENUES	\$835,376.14	\$854,811.00	97.73 %
EXPENSES			
MINISTERS			
SENIOR MINISTER	\$107,440.50	\$106,437.00	100.94 %
ASSOCIATE MINISTER-CRG	\$73,611.30	\$75,575.93	97.40 %
ASSOCIATE MINISTER-JWP	\$0.00	\$0.00	0.00 %
ASSOCIATE MINISTER - LFN	\$104,767.55	\$104,680.26	100.08 %
MINISTERS SUPPORT & SUPPLY	\$3,000.00	\$3,000.00	100.00 %
Total MINISTERS	\$288,819.35	\$289,693.19	99.70 %
CHRISTIAN EDUCATION			
SUNDAY SCHOOL	\$19,400.11	\$14,520.00	133.61 %
CONFIRMATION	\$0.00	\$250.00	0.00 %
JUNIOR PF	\$1,426.70	\$1,520.00	93.86 %
SENIOR PF	\$3,533.84	\$4,160.00	84.95 %
ADULT EDUCATION	\$96.76	\$300.00	32.25 %
ALL CHURCH EVENTS	\$1,642.54	\$500.00	328.51 %
Total CHRISTIAN EDUCATION	\$26,099.95	\$21,250.00	122.82 %
MUSIC			
CHURCH OFFICE	\$45,283.93	\$52,100.00	86.92 %
PROPERTY	\$150,987.65	\$146,000.00	103.42 %
DEACONS	\$2,556.99	\$3,500.00	73.06 %
LAY EMPLOYEES	\$157,547.62	\$155,707.60	101.18 %
BENEVOLENCES			
UCC	\$16,500.00	\$16,500.00	100.00 %
MISSION BUDGET TO BE ALLOCATED	\$0.00	\$3,100.00	0.00 %
MISSION EDUCATION FUND	\$13,624.88	\$14,500.00	93.96 %
DIRECT PARTNER SUPPORT	\$11,539.50	\$10,500.00	109.90 %
PARTNERSHIP COMMITTEES	\$768.70	\$1,200.00	64.06 %
OUTREACH			
NEW LONDON REGION	\$18,000.00	\$18,750.00	96.00 %
MIDDLESEX COUNTY	\$500.00	\$500.00	100.00 %
FCCOL PROJECTS	\$3,554.38	\$5,000.00	71.09 %
CONGREGATION CONNECTIONS	\$1,450.00	\$1,450.00	100.00 %
INTERNATIONAL SUPPORT	\$500.00	\$500.00	100.00 %
Total OUTREACH	\$24,004.38	\$26,200.00	91.62 %
SPECIAL RESERVE SAVINGS	\$1,000.00	\$8,000.00	12.50 %
Total BENEVOLENCES	\$67,437.46	\$80,000.00	84.30 %
OTHER EXPENSES			
	\$38,106.24	\$45,240.21	84.23 %
Total EXPENSES	\$834,846.85	\$854,811.00	97.66 %
2019 SURPLUS (DEFICIT)	\$529.29	\$0.00	0.00 %

First Congregational Church of Old Lyme

Treasurer's Report for the Year 2019

Analysis of Revenues and Expenses

Detail Page 1 of 6

	Actual 2019	Budet 2019	% Budget
REVENUES			
PLEDGES & OFFERINGS			
040000 - PLEDGES-CURRENT YEAR	\$561,093.31	\$595,000.00	94.30 %
040001 - PLEDGES - PRIOR YEAR	\$21,632.28	\$30,000.00	72.11 %
040002 - OPEN PLATE	\$26,160.36	\$25,000.00	104.64 %
040003 - ADDITIONAL CURRENT YR CONTRIBS	\$16,254.84	\$25,000.00	65.02 %
040004 - MEMB NON- PLEDGE CONTRIBS	\$43,856.37	\$20,000.00	219.28 %
040005 - CHURCH SCHOOL PLATE	\$0.00	\$0.00	0.00 %
040007 - LADIES BENEVOLENT SOCIETY	\$30,000.00	\$30,000.00	100.00 %
040008 - SOUTH LYME CHAPEL	\$2,000.00	\$2,000.00	100.00 %
Total PLEDGES & OFFERINGS	\$700,997.16	\$727,000.00	96.42 %
INTEREST & DIVIDENDS			
040100 - INTEREST & DIVIDENDS	\$1,162.96	\$2,500.00	46.52 %
040101 - ENDOWMENT	\$105,312.00	\$105,311.00	100.00 %
Total INTEREST & DIVIDENDS	\$106,474.96	\$107,811.00	98.76 %
OTHER INCOME			
040201 - BUILDING USAGE	\$17,290.00	\$10,000.00	172.90 %
040202 - MISC.	\$4,407.00	\$10,000.00	44.07 %
040203 - CARRYOVER FROM PRIOR YEAR	\$0.00	\$0.00	0.00 %
040204 - TRANS. FROM CONTING. FUND	\$6,000.00	\$0.00	0.00 %
040205 - ONLINE ADDITIONS	\$207.02	\$0.00	0.00 %
Total OTHER INCOME	\$27,904.02	\$20,000.00	139.52 %
Total REVENUES	\$835,376.14	\$854,811.00	97.73 %

First Congregational Church of Old Lyme

Treasurer's Report for the Year 2019

Analysis of Revenues and Expenses

Detail Page 2 of 6

	Actual 2019	Budget 2019	% Budget
EXPENSES - MINISTERS			
SENIOR MINISTER			
050000 - SALARY - SRJ	\$61,032.00	\$61,032.00	100.00 %
050001 - HEALTH & LIFE INS - SRJ	\$25,663.20	\$24,550.39	104.53 %
050002 - ANNUITY - PCUSA - SRJ	\$9,980.16	\$11,000.65	90.72 %
050003 - AUTO ALLOWANCE - SRJ	\$3,667.26	\$2,800.00	130.97 %
050004 - HOUSING ALLOWANCE - SRJ	\$0.00	\$0.00	0.00 %
050005 - SOCIAL SECURITY ALLOW - SRJ	\$8,285.04	\$8,285.00	100.00 %
050007 - HEALTH INS CONTRIB - SRJ	(\$2,411.16)	(\$2,455.04)	0.00 %
050008 - PHONE & COMPUTER	\$1,224.00	\$1,224.00	100.00 %
Total SENIOR MINISTER	\$107,440.50	\$106,437.00	100.94 %
ASSOCIATE MINISTER - CRG			
050200 - SALARY - CRG	\$27,695.04	\$27,695.00	100.00 %
050201 - HEALTH & LIFE INS - CRG	\$9,981.11	\$9,206.63	108.41 %
050202 - ANNUITY CONTRIB - FCCOL - CRG	\$7,228.25	\$7,237.30	99.87 %
050203 - AUTO ALLOWANCE - CRG	\$811.72	\$2,000.00	40.59 %
050204 - HOUSING ALLOWANCE - CRG	\$23,500.00	\$24,000.00	97.92 %
050205 - SOCIAL SEC ALLOW - CRG	\$5,436.96	\$5,437.00	100.00 %
050206 - ANNUITY CONTRIB - UCC - CRG	(\$1,041.78)	\$0.00	0.00 %
050207 - ANNUITY CONTRIB - Essex - CRG	\$0.00	\$0.00	0.00 %
Total ASSOCIATE MINISTER - CRG	\$73,611.30	\$75,575.93	97.40 %
ASSOCIATE MINISTER - LFN			
050100 - SALARY - LFN	\$54,339.00	\$54,339.00	100.00 %
050101 - HEALTH & LIFE INS - LFN	\$17,236.48	\$17,142.52	100.55 %
050102 - ANNUITY CONTRIB - FCCOL - LFN	\$9,873.64	\$9,890.00	99.83 %
050103 - AUTO ALLOWANCE - LFN	\$2,155.14	\$1,500.00	143.68 %
050105 - SOCIAL SEC ALLOW - LFN	\$7,221.00	\$7,221.00	100.00 %
050106 - HOUSING ALLOWANCE - LFN	\$16,275.33	\$16,302.00	99.84 %
050107 - HEALTH INS CONTRIB - LFN	(\$2,333.04)	(\$1,714.26)	0.00 %
050108 - ANNUITY CONTRIB - UCC - LFN	\$0.00	\$0.00	0.00 %
Total ASSOCIATE MINISTER - LFN	\$104,767.55	\$104,680.26	100.08 %
MINISTERS SUPPORT & SUPPLY			
050300 - CHAPEL MINISTER	\$0.00	\$0.00	0.00 %
050301 - SEMINARS & MISC.	\$1,900.00	\$2,000.00	95.00 %
050302 - SEMINARIAN	\$0.00	\$0.00	0.00 %
050303 - PULPIT SUPPLY	\$1,100.00	\$1,000.00	110.00 %
Total MINISTERS SUPPORT & SUPPLY	\$3,000.00	\$3,000.00	100.00 %
Total MINISTERS	\$288,819.35	\$289,693.19	99.70 %

First Congregational Church of Old Lyme

Treasurer's Report for the Year 2019

Analysis of Revenues and Expenses

Detail Page 3 of 6

	Actual 2019	Budet 2019	% Budget
CHRISTIAN EDUCATION			
SUNDAY SCHOOL			
051000 - CHURCH SCHOOL COORDINATOR	\$7,799.33	\$5,610.00	139.03 %
051001 - PROGRAMS	\$550.42	\$250.00	220.17 %
051002 - SUPPLIES/CE	\$1,354.60	\$1,500.00	90.31 %
051003 - CURRICULUM	\$875.01	\$500.00	175.00 %
051005 - CHILD CARE	\$2,160.75	\$2,500.00	86.43 %
051006 - TRANSFER FR YOUTH ED FUND	(\$2,000.00)	(\$4,000.00)	0.00 %
051007 - CHURCH SCHOOL LEADER	\$8,660.00	\$8,160.00	106.13 %
Total SUNDAY SCHOOL	\$19,400.11	\$14,520.00	133.61 %
CONFIRMATION			
051102 - CONFIRMATION PROGRAM	\$0.00	\$250.00	0.00 %
Total CONFIRMATION	\$0.00	\$250.00	0.00 %
JUNIOR PF			
051101 - JR PF PROGRAMS	\$406.70	\$500.00	81.34 %
051103 - JUNIOR PF LEADERS	\$1,020.00	\$1,020.00	100.00 %
Total JUNIOR PF	\$1,426.70	\$1,520.00	93.86 %
SENIOR PF			
051200 - PF PROGRAMS	\$0.00	\$500.00	0.00 %
051201 - PF SUPPLIES	\$473.84	\$600.00	78.97 %
051203 - SR. PF LEADERS	\$3,060.00	\$3,060.00	100.00 %
Total SENIOR PF	\$3,533.84	\$4,160.00	84.95 %
ADULT EDUCATION			
051300 - ADULT ED PROGRAMS	\$0.00	\$100.00	0.00 %
051301 - ADULT ED SUPPLIES	\$96.76	\$100.00	96.76 %
051303 - ADULT ED HONORARIUM	\$0.00	\$100.00	0.00 %
Total ADULT EDUCATION	\$96.76	\$300.00	32.25 %
ALL CHURCH EVENTS			
051400 - ALL CHURCH EVENTS	\$1,642.54	\$500.00	328.51 %
Total ALL CHURCH EVENTS	\$1,642.54	\$500.00	328.51 %
Total CHRISTIAN EDUCATION	\$26,099.95	\$21,250.00	122.82 %
MUSIC			
052001 - MUSIC DIRECTOR	\$38,480.04	\$38,480.00	100.00 %
052002 - MUSIC SUPPLIES	\$0.00	\$1,000.00	0.00 %
052003 - MUSIC PROGRAM	\$3,269.49	\$7,500.00	43.59 %
052004 - ORGANIST SUBSTITUTE	\$2,300.00	\$3,000.00	76.67 %
052005 - CONTINUING EDUCATION	\$0.00	\$0.00	0.00 %
052006 - MAINTENANCE/MUSIC	\$700.00	\$500.00	140.00 %
052007 - MAJOR ORGAN REPAIR	\$0.00	\$0.00	0.00 %
052010 - ALL AGE CHOIR DIRECTOR	\$0.00	\$0.00	0.00 %
052011 - PROF SOLOIST-TENOR	\$6,855.59	\$6,495.00	105.55 %
052012 - SECT LDR- SOPRANO	\$6,494.79	\$6,495.00	100.00 %
052013 - CHILDREN'S CHOIR DIRECTOR	\$1,500.00	\$1,600.00	93.75 %
052014 - MEDICAL PREMIUMS	\$4,407.75	\$0.00	0.00 %
052015 - FROM MEM MUSIC FUND	(\$6,000.00)	(\$8,000.00)	0.00 %
052016 - SECT LEADER- BASS	\$0.00	\$2,125.00	0.00 %
052017 - SECT LEADER- ALTO	\$0.00	\$2,125.00	0.00 %
Total MUSIC	\$58,007.66	\$61,320.00	94.60 %

First Congregational Church of Old Lyme

Treasurer's Report for the Year 2019

Analysis of Revenues and Expenses

Detail Page 4 of 6

	Actual 2019	Budet 2019	% Budget
CHURCH OFFICE			
053002 - WEBSITE ADMINISTRATION	\$5,566.03	\$9,000.00	61.84 %
053006 - TELEPHONE	\$5,074.40	\$6,000.00	84.57 %
053007 - OFFICE SUPPLIES	\$8,746.61	\$8,600.00	101.70 %
053009 - POSTAGE	\$3,562.16	\$7,000.00	50.89 %
053010 - EQUIPMENT	\$1,829.40	\$2,000.00	91.47 %
053011 - SERVICE& LEASE CONTRACTS	\$11,794.57	\$11,500.00	102.56 %
053013 - SOFTWARE SUPPORT	\$8,710.76	\$8,000.00	108.88 %
Total CHURCH OFFICE	\$45,283.93	\$52,100.00	86.92 %
PROPERTY			
054002 - PROPANE	\$851.86	\$500.00	170.37 %
054003 - HEAT - Church	\$24,545.44	\$19,000.00	129.19 %
054004 - ELECTRICITY	\$10,510.26	\$13,000.00	80.85 %
054005 - REPAIRS & MAINTENANCE	\$17,452.90	\$15,000.00	116.35 %
054006 - PROPERTY SUPPLIES	\$2,793.73	\$5,000.00	55.87 %
054007 - INSURANCE- CHURCH	\$27,336.50	\$26,000.00	105.14 %
054008 - CLEANING SERVICES	\$15,777.68	\$15,000.00	105.18 %
054009 - SERVICE CONTRACTS	\$5,961.16	\$7,500.00	79.48 %
054010 - MAJOR MAINTENANCE	\$21,810.60	\$32,000.00	68.16 %
054011 - TO /FROM MAJ MAINT ESCROW	\$0.00	\$0.00	0.00 %
054012 - PARSONAGE MAINTENANCE	\$16,243.74	\$2,000.00	812.19 %
054013 - PILGRIM HOUSE MAINTENANCE	\$0.00	\$1,000.00	0.00 %
054014 - SITE MAINTENANCE	\$1,020.00	\$5,000.00	20.40 %
054015 - HEAT - Parsonage	\$6,683.78	\$5,000.00	133.68 %
Total PROPERTY	\$150,987.65	\$146,000.00	103.42 %
DEACONS			
055000 - DEACONS FLOWERS	\$0.00	\$150.00	0.00 %
055001 - DEACONS SUPPLIES	\$2,406.99	\$2,400.00	100.29 %
055002 - DEACONS COMMUNION	\$0.00	\$100.00	0.00 %
055004 - DEACONS GIFTS	\$0.00	\$150.00	0.00 %
055005 - DEACONS TRANSPORTATION	\$0.00	\$500.00	0.00 %
055006 - DEACONS NEW MEMBER'S FUNCTIONS	\$150.00	\$200.00	75.00 %
Total DEACONS	\$2,556.99	\$3,500.00	73.06 %
LAY EMPLOYEES			
056003 - OFFICE MANAGER	\$37,728.00	\$48,580.40	77.66 %
056004 - SECRETARY/PART TIME	\$9,278.45	\$750.00	1237.13 %
056005 - BOOKKEEPER	\$20,101.29	\$20,089.00	100.06 %
056006 - SEXTON	\$45,683.00	\$38,513.20	118.62 %
056007 - ASST SEXTON	\$0.00	\$500.00	0.00 %
056008 - HEALTH & LIFE INS	\$18,734.01	\$19,992.00	93.71 %
056009 - ANNUITIES	\$4,717.59	\$5,226.00	90.27 %
056010 - ANNUITY CONTRIBUTION	(\$795.00)	\$0.00	0.00 %
056011 - HEALTH INS CONTRIB	(\$1,373.76)	(\$1,467.00)	0.00 %
056013 - TRAVEL REIMBURSEMENT	\$0.00	\$50.00	0.00 %
056015 - CHURCH ADMINISTRATOR	\$23,474.04	\$23,474.00	100.00 %
056016 - ADMINISTRATIVE ASSISTANT	\$0.00	\$0.00	0.00 %
Total LAY EMPLOYEES	\$157,547.62	\$155,707.60	101.18 %

First Congregational Church of Old Lyme

Treasurer's Report for the Year 2019

Analysis of Revenues and Expenses

Detail Page 5 of 6

	Actual 2019	Budet 2019	% Budget
BENEVOLENCES			
058000 - UCC SUPPORT	\$16,500.00	\$16,500.00	100.00 %
MISSION BUDGET TO BE ALLOCATED			
058004 - MISSION BDGT TO BE ALLOCATED	\$0.00	\$3,100.00	0.00 %
MISSION EDUCATION FUND			
058100 - STOREFRONT SCHOOL - HARLEM	\$0.00	\$0.00	0.00 %
058101 - GREEN GRASS CHURCH	\$3,000.00	\$3,000.00	100.00 %
058102 - SOUTH AFRICAN JOURNEYS	\$2,124.88	\$2,000.00	106.24 %
058104 - ISRAEL/PALESTINE(scholarships)	\$2,500.00	\$2,500.00	100.00 %
058107 - MORNINGSTAR CAMP	\$2,500.00	\$2,500.00	100.00 %
058108 - HAITI SCHOLARSHIPS	\$0.00	\$1,000.00	0.00 %
058109 - YOUTH CIVIL RIGHTS	\$3,500.00	\$3,500.00	100.00 %
Total MISSION EDUCATION FUND	\$13,624.88	\$14,500.00	93.96 %
DIRECT PARTNER SUPPORT			
058200 - STOREFRONT- HARLEM	\$2,000.00	\$2,000.00	100.00 %
058208 - ISRAEL/PALESTINE TOL	\$2,500.00	\$2,500.00	100.00 %
058210 - GREEN GRASS	\$539.50	\$500.00	107.90 %
058211 - ALBERT STREET SCHOOL	\$0.00	\$0.00	0.00 %
058426 - CROSBY FUND FOR HATIAN EDUCATION	\$3,000.00	\$3,000.00	100.00 %
058427 - BRIDGES OF HOPE	\$2,500.00	\$2,500.00	100.00 %
058456 - WHEELS OF JUSTICE	\$1,000.00	\$0.00	0.00 %
Total DIRECT PARTNER SUPPORT	\$11,539.50	\$10,500.00	109.90 %
PARTNERSHIP COMMITTEES			
058300 - STOREFRONT SCHOOL	\$0.00	\$0.00	0.00 %
058301 - GREEN GRASS	\$501.50	\$300.00	167.17 %
058302 - SOUTH AFRICA	\$67.20	\$300.00	22.40 %
058303 - ISRAEL/PALESTINE	\$0.00	\$300.00	0.00 %
058304 - HAITI	\$200.00	\$300.00	66.67 %
Total PARTNERSHIP COMMITTEES	\$768.70	\$1,200.00	64.06 %
OUTREACH			
NEW LONDON REGION			
058406 - HOSP-CHAPLANCIES-L&M	\$250.00	\$250.00	100.00 %
058408 - HABITAT FOR HUMANITY S.E. CT	\$2,000.00	\$2,000.00	100.00 %
058411 - SAFE FUTURES	\$1,000.00	\$1,000.00	100.00 %
058414 - HEALTH & WELFARE COMM. NL SOUP KITC	\$3,000.00	\$3,000.00	100.00 %
058417 - THAMES RIVER FAMILY PROGRAM	\$750.00	\$750.00	100.00 %
058418 - MARTIN HOUSE	\$750.00	\$750.00	100.00 %
058419 - ALLIANCE FOR LIVING	\$750.00	\$750.00	100.00 %
058421 - COVENANT SHELTER	\$1,500.00	\$1,500.00	100.00 %
058428 - FRESH NEW LONDON	\$2,000.00	\$2,000.00	100.00 %
058431 - HOMELESS HOSPITALITY CENTER	\$5,000.00	\$5,000.00	100.00 %
058433 - A SACRED PLACE	\$750.00	\$750.00	100.00 %
058444 - CT COALITION TO END	\$250.00	\$750.00	33.33 %
058453 - HOMELESS HOSPITALITY SPF DINNERS	\$0.00	\$250.00	0.00 %
Total NEW LONDON REGION	\$18,000.00	\$18,750.00	96.00 %
continued on next page			

First Congregational Church of Old Lyme

Treasurer's Report for the Year 2019

Analysis of Revenues and Expenses

Detail Page 6 of 6

BENEVOLENCES - continued	Actual 2019	Budet 2019	% Budget
MIDDLESEX COUNTY			
058407 - HOSP CHAPLANCIES MDLX	\$250.00	\$250.00	100.00 %
058413 - SHORELINE SOUP KITCHEN	\$0.00	\$0.00	0.00 %
058443 - LITERACY VOLUNTEERS OF EASTERN CT	\$0.00	\$0.00	0.00 %
058447 - LITERACY VOLUNTEERS VALLEY SHORE	\$250.00	\$250.00	100.00 %
Total MIDDLESEX COUNTY	\$500.00	\$500.00	100.00 %
FCCOL PROJECTS			
058401 - COMMITTEE OF ENVIRONMENT	\$1,023.75	\$2,000.00	51.19 %
058404 - DONATION TO MIN DISC FUND	\$0.00	\$0.00	0.00 %
058415 - NEW LONDON SOUP KITCHEN SUPPLIES	\$1,530.63	\$2,000.00	76.53 %
058455 - FCCOL DIAPER BANK	\$0.00	\$0.00	0.00 %
058457 - LOCAL REFUGEE SUPPORT	\$1,000.00	\$1,000.00	100.00 %
Total FCCOL PROJECTS	\$3,554.38	\$5,000.00	71.09 %
CONGREGATION CONNECTIONS			
058425 - MIDNIGHT RUN	\$0.00	\$0.00	0.00 %
058438 - INDIA MICRO CREDIT	\$250.00	\$250.00	100.00 %
058442 - CAIR	\$750.00	\$750.00	100.00 %
058450 - EVERY DOLLAR FEEDS KIDS	\$250.00	\$250.00	100.00 %
058454 - CT YOUTH LEADERSHIP PROJECT	\$0.00	\$0.00	0.00 %
058460 - REGIONAL DISTRICT 18	\$200.00	\$200.00	100.00 %
Total CONGREGATION CONNECTIONS	\$1,450.00	\$1,450.00	100.00 %
INTERNATIONAL SUPPORT			
058422 - IRC/NEW YORK	\$0.00	\$0.00	0.00 %
058437 - CARTER CENTER	\$0.00	\$0.00	0.00 %
058448 - MIDDLE EAST CHILDREN'S ALLIANCE	\$0.00	\$0.00	0.00 %
058452 - INTEG REFUGEE & IMIGRANT SVCS	\$0.00	\$0.00	0.00 %
058458 - NATION OF IMMIGRANTS	\$0.00	\$0.00	0.00 %
058459 - REVE KANDALE FDN	\$500.00	\$500.00	100.00 %
Total INTERNATIONAL SUPPORT	\$500.00	\$500.00	100.00 %
Total OUTREACH	\$24,004.38	\$26,200.00	91.62 %
SPECIAL RESERVE SAVINGS			
058403 - MISSION SAVINGS FUND	\$1,000.00	\$8,000.00	12.50 %
Total SPECIAL RESERVE SAVINGS	\$1,000.00	\$8,000.00	12.50 %
Total BENEVOLENCES	\$67,437.46	\$80,000.00	84.30 %
OTHER EXPENSES			
059000 - PAYROLL TAX	\$15,252.41	\$13,368.11	114.10 %
059001 - WORKER'S COMP	\$4,147.25	\$6,000.00	69.12 %
059002 - SABBATICAL SUPPORT	\$0.00	\$0.00	0.00 %
059003 - LOAN REPAYMENT	\$15,000.00	\$21,058.00	71.23 %
059005 - STOCK GAIN/LOSS	\$0.00	\$0.00	0.00 %
059006 - PASTORAL COUNSELING	\$0.00	\$0.00	0.00 %
059007 - MISC./O.E.	\$151.80	\$1,314.10	11.55 %
059009 - CHURCH AUDIT	\$0.00	\$0.00	0.00 %
059010 - STOCK EXCHANGE FEES	\$0.00	\$0.00	0.00 %
059011 - TRANS TO CONTINGENCY	\$0.00	\$0.00	0.00 %
059012 - TRANS TO ESCROWS	\$0.00	\$0.00	0.00 %
059013 - STEWARDSHIP CAMPAIGNS	\$3,554.78	\$3,500.00	101.57 %
Total OTHER EXPENSES	\$38,106.24	\$45,240.21	84.23 %
Total EXPENSES	\$834,846.85	\$854,811.00	97.66 %
2019 SURPLUS (DEFICIT)	\$529.29	\$0.00	0.00 %

First Congregational Church of Old Lyme				
Treasurer's Report for the Year 2019				
Balance Sheet as of December 31, 2019				
		ASSETS		
CURRENT ASSETS				
010000 - OPERATING CHECKING		\$141,226.77		
010002 - PETTY CASH		\$340.00		
010003 - SMITH BARNEY/ESCROW ACCT		\$108,507.88		
010004 - SMITH BARNEY/GIFT ACCOUNT		\$130,370.45		
Total CURRENT ASSETS				\$380,445.10
Total ASSETS				\$380,445.10
LIABILITIES, FUND PRINCIPAL, & Restricted Funds				
LIABILITIES				
CURRENT LIABILITIES				
TAXES PAYABLE				
020000 - FEDERAL WITHHOLDING		(\$737.97)		
020001 - STATE WITHHOLDING		\$761.90		
020002 - FICA EMPLOYEE		\$7.52		
020003 - FICA EMPLOYER		\$7.52		
020004 - MEDICARE EMPLOYEE		\$201.63		
020005 - MEDICARE EMPLOYER		(\$198.11)		
Total TAXES PAYABLE		\$42.49		
Total CURRENT LIABILITIES				\$42.49
Total LIABILITIES				\$42.49
ACCUMULATED SURPLUS (DEFICIT)				
Prior Years		(\$12,774.36)		
Operating Surplus 2019		\$529.29		
Total Accumulated Surplus (Deficit)				(\$12,245.07)
Restricted Funds ("Earmarked")				
Total TEMPORARY RESTRICTED		\$392,647.68		
Total Restricted Funds				\$392,647.68
Total LIABILITIES, SURPLUS, & Restricted Funds				\$380,445.10

First Congregational Church of Old Lyme

Treasurer's Report for the Year 2019

BALANCE SHEET DETAIL - Exchange & Escrow Funds as of 12/31/2019

	Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
SHORT TERM EXCHANGE ACCOUNTS	\$308,770.65	\$389,889.84	\$439,016.29	\$259,644.20
ESCROW FUNDS				
080100 - MEMORIAL FUND	\$7,930.88	\$77.13	\$5,970.01	\$2,038.00
080101 - RESERVE FOR CONTINGENCY	\$25,391.39	\$175.95	\$37.99	\$25,529.35
080103 - HABITAT PROJECT	\$1.27	\$0.01	\$0.01	\$1.27
080105 - MEMORIAL MUSIC FUND	\$14,925.40	\$142.16	\$30.69	\$15,036.87
080106 - SOUTH LYME CHAPEL FUND	\$0.08	\$0.01	\$0.00	\$0.09
080107 - CAMP FUND	\$49.11	\$55.85	\$12.05	\$92.91
080109 - ORGAN MAINTENANCE FUND	\$13,647.69	\$137.49	\$29.68	\$13,755.50
080110 - MAJOR MAINTENANCE ESCROW	\$16,847.16	\$7,150.35	\$32.46	\$23,965.05
080111 - CAPITAL EQUIP/LAND FUND	\$241.86	\$2.58	\$0.55	\$243.89
080112 - CHILDREN'S CHOIR FUND	\$5.78	\$0.07	\$0.01	\$5.84
080113 - MEMORIAL GARDEN FUND 2	\$887.78	\$8.94	\$1.93	\$894.79
080114 - PARSONAGE FUND	\$0.90	\$5,003.09	\$0.67	\$5,003.32
080115 - ANONYMOUS NUM I	\$19,583.05	\$197.48	\$42.63	\$19,737.90
080116 - KOINONIA	(\$4.28)	\$0.00	\$0.00	(\$4.28)
080117 - OFFICE CAPITAL	\$86.42	\$0.90	\$0.19	\$87.13
080118 - CHRISTIAN ED ESCROW	\$3,428.42	\$58.62	\$12.65	\$3,474.39
080119 - BENEVOLENCE ESCROW	\$9,429.31	\$122.58	\$26.46	\$9,525.43
080120 - SABBATICAL SUPPORT	\$11,251.32	\$113.34	\$2,871.46	\$8,493.20
080121 - AFFORDABLE HOUSING	\$7.88	\$0.27	\$0.06	\$8.09
080122 - AUDIT RESERVE	\$2,700.01	\$27.22	\$5.87	\$2,721.36
080123 - HENRY FAMILY FUNDS	\$2,296.32	\$123.78	\$26.72	\$2,393.38
Total ESCROW FUNDS	\$128,707.75	\$13,397.82	\$9,102.09	\$133,003.48
TOTAL EXCHANGE AND ESCROW FUNDS	\$437,478.40	\$403,287.66	\$448,118.38	\$392,647.68

2019 TOTAL BENEVOLENCE GIVING BY FCCOL MEMBERS AND FRIENDS

Ladies Benevolent Society - WES Disbursements		\$81,384	
Benevolence Disbursements - Board of Missions		\$67,437	
Minister's Discretionary Fund		\$49,000	
Partnership Missioin Trips		\$26,180	
Immigration and Sanctuary Ministry Support		\$20,243	
One Great Hour of Sharing		\$7,741	
Refugee Resettlement House Maintenance		\$7,346	
Refugees Resettlement Support		\$7,099	
Fccol Food Pantry Support		\$3,324	
TOTAL		\$269,754	

First Congregational Church of Old Lyme

Treasurer's Report for the Year 2019

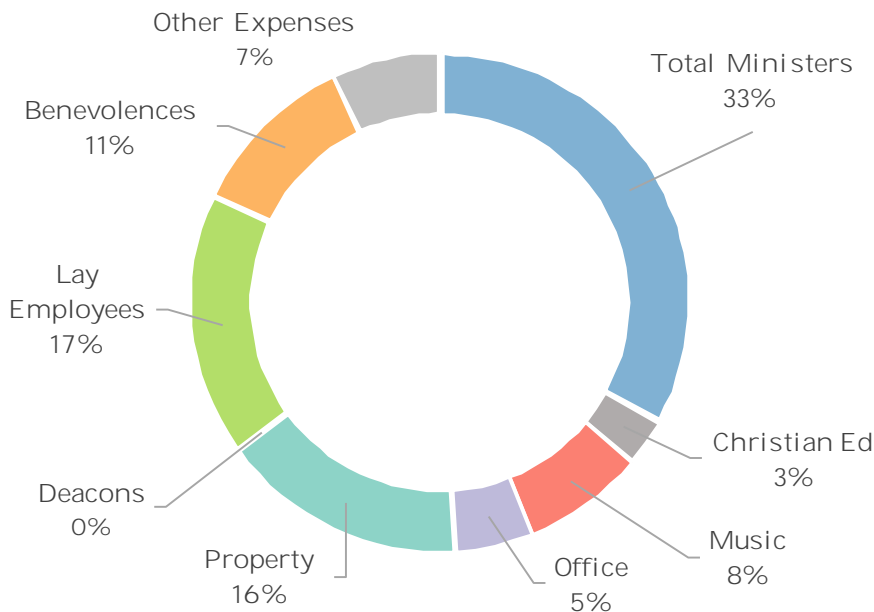
Sources and Uses of Funds for 2019

Beginning Balance - January 1st, 2019					Balances
CURRENT ASSETS					
010000 - CHECKING /OP	\$116,898.30				
010002 - PETTY CASH	\$340.00				
010003 - SMITH BARNEY/ESCROW ACCT	\$118,212.15				
010004 - SMITH BARNEY/GIFT ACCOUNT	\$190,751.45				
Total Beginning Balance - January 1st, 2019					\$426,201.90
	Sources of Funds				
PLEDGES & OFFERINGS					
040000 - PLEDGES-CURRENT YEAR	\$561,093.31				
040001 - PLEDGES -PRIOR YEAR	\$21,632.28				
040002 - OPEN PLATE	\$26,160.36				
040003 - ADDITIONAL CURRENT YR CONTRIBS	\$16,254.84				
040004 - MEMB NON- PLEDGE CONTRIBS	\$43,856.37				
040007 - LADIES BENEVOLENT SOCIETY	\$30,000.00				
040008 - SOUTH LYME CHAPEL	\$2,000.00				
Total PLEDGES & OFFERINGS	\$700,997.16				
INTEREST & DIVIDENDS					
040100 - INTEREST & DIVIDENDS	\$1,162.96				
040101 - ENDOWMENT	\$105,312.00				
Total INTEREST & DIVIDENDS	\$106,474.96				
OTHER INCOME					
040201 - BUILDING USAGE	\$17,290.00				
040202 - MISC.	\$4,407.00				
040204 - TRANS. FROM CONTING. FUND	\$6,000.00				
040205 - ONLINE ADDITIONS	\$207.02				
Total OTHER INCOME	\$27,904.02				
Total CONTRIBUTIONS			\$835,376.14		
Total Withholdings			\$72,450.34		
Total Temporary Restricted Revenues			\$403,287.66		
Total Sources of Funds			\$1,311,114.14		
	Uses of Funds				\$1,737,316.04
Total MINISTERS			\$288,819.35		
Total CHRISTIAN EDUCATION			\$26,099.95		
Total MUSIC			\$58,007.66		
Total CHURCH OFFICE			\$45,283.93		
Total PROPERTY			\$150,987.65		
Total DEACONS			\$2,556.99		
Total LAY EMPLOYEES			\$157,547.62		
Total BENEVOLENCES			\$67,437.46		
Total OTHER EXPENSES			\$38,106.24		
Total Withholdings			\$72,405.71		
Total Fund Principal Withholdings			\$1,500.00		
Total Temporary Restricted Disbursements			\$448,118.38		
Total Uses of Funds			\$1,356,870.94		
					\$380,445.10
Balances On Hand					
CURRENT ASSETS					
010000 - CHECKING /OP	\$141,226.77				
010002 - PETTY CASH	\$340.00				
010003 - SMITH BARNEY/ESCROW ACCT	\$108,507.88				
010004 - SMITH BARNEY/GIFT ACCOUNT	\$130,370.45				
Total Balances on Hand - December 31st, 2019					\$380,445.10

A NEW WAY TO LOOK AT OUR CHURCH'S BUDGET

Our church's budget is much more than a series of accounting line items that show in excruciating detail where every cent comes from and goes. This type of presentation is important and necessary for the responsible accounting of our finances on a daily basis. However, this view sheds no light on who we REALLY are as a church and how we are going about the Lord's work. Detailing, for example, how much we spend on propane, or paint, or housing allowances or payroll taxes simply does not, and cannot, tell this important story.

This is how our budget looks on a "Line Item" basis:



Some Unanswered Questions:

What do the lay employees do?

Do we ONLY spend 11% on Music and Christian Education?

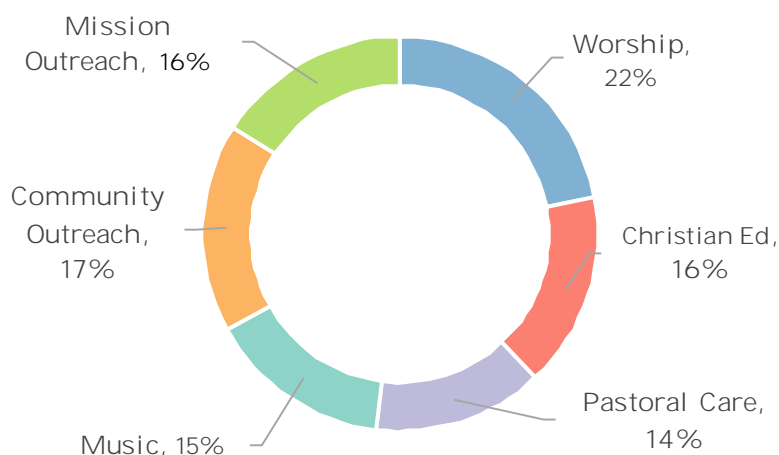
How is the property used?

How do the Ministers spend their time?

What are the Other Expenses for?

At its core, our church's budget is really a strategic statement of our priorities, our values, our vision and how we are applying our resources for changing people's lives.

Here is how those resources are applied to the
six fundamental missions of our church
 WORSHIP, CHRISTIAN EDUCATION, PASTORAL CARE,
 MUSIC, COMMUNITY OUTREACH and MISSION OUTREACH



SAME \$\$ - MUCH DIFFERENT PERSPECTIVE !

A NEW WAY TO LOOK AT OUR CHURCH'S BUDGET

MISSION OUTREACH

Our Board of Missions (through the operating budget), and the Ladies Benevolent Society (through the White Elephant Sale) generously support over 75 local and international charities and missions each year. We also nurture partnerships with churches in South Africa, a Native American community in South Dakota, Koinonia Farm in Georgia, Beit Sahour in Palestine, a school in Harlem, and a foundation in Haiti.

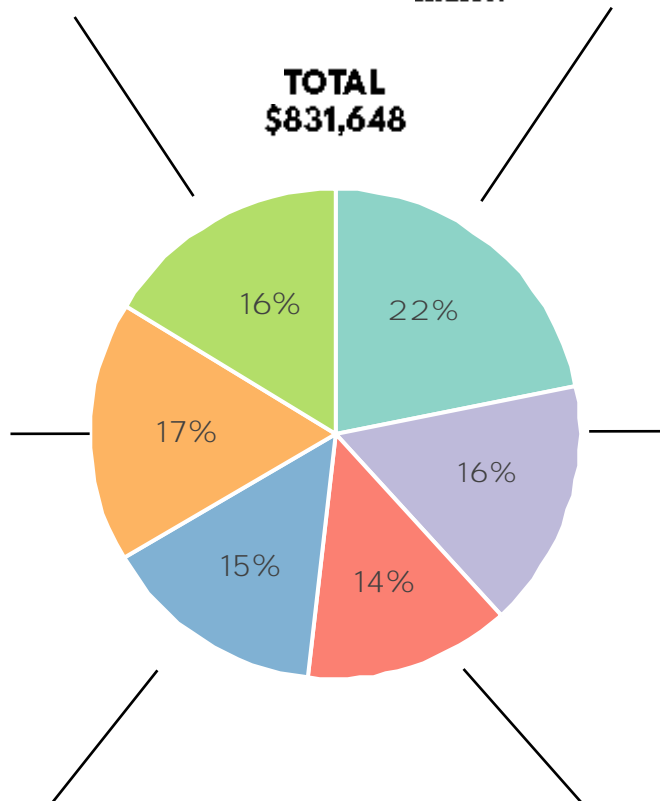
WORSHIP

We conduct inspiring worship services every Sunday morning in our historic Meetinghouse and at the South Lyme Chapel, to which ALL are welcome. These are in addition to special services during the Christmas, Easter, Lenten and Thanksgiving seasons. Our 3 ministers deliver consistently inspiring and challenging sermons, and the services provide quality time for meditation, prayer, and the enjoyment of sacred music.

COMMUNITY OUTREACH

We are the largest site in SE Connecticut for the Shoreline Food Pantries and Soup Kitchens, distributing groceries and serving meals to at least 100 families each week. We also host the local Cub Scout Troop, Red Cross blood drives, Musical Masterworks concerts, Visiting Nurse Association activities, AA meetings, and much, much more.

**TOTAL
\$831,648**



CHRISTIAN EDUCATION

We have a vibrant Sunday School program called "God's Neighborhood" meeting every Sunday and featuring several "diversity Sundays" to nurture understanding of other faiths and cultures. There are active Junior and Senior High Fellowship groups, Bible study and book groups, poetry and writing groups. And the Adult Forum presentations every Sunday provide discussions of challenging issues.

MUSIC

Our extensive music programs enhance the worship services and lives of many participants: A 45+ person Senior Choir, a seasonal bell choir, the Children's choir, a seasonal bell choir, music sessions during "God's Neighborhood" and special concerts provide opportunities to enjoy and participate in music year-round. We are grateful for our professional Directors and Soloists for their skillful leadership of these programs.

PASTORAL CARE

Our ministers are available at all times for the pastoral care needs of our congregation and other members of the community. Visits to homes, hospitals and nursing homes, memorial services and grief counseling, pre-marriage and baptism counseling are all part of their gifts of service. Grief support, cancer support and caregiver support groups are also held when these are needed. The Minister's Discretionary Fund provides financial support to local people in need.

OUR CHURCH IS INDEED A PLACE OF GRACE

PROPOSED 2020 FCCOL BUDGET OVERVIEW

Preparation of the annual church budget is the responsibility of the Budget Committee of the Board of Trustees. Each year in the fall, the different boards, committees, church staff and ministers are asked by the Budget Committee for estimates of expenses for the coming year based on their plans and programs. So the church budgeting is very much a bottom up process. At the same time the Budget Committee works with the church treasurer and the Board of Stewardship to estimate the church income for the following year. The final budget is then prepared as an iterative process, balancing the expense estimates with the projected income. The Board of Trustees approves the proposed budget at their January meeting, and presents this proposal at the church annual meeting later in January for congregational approval. Bob McCracken, church treasurer, headed the Budget Committee this year. The 2020 Church budget is shown on Pages 31 through 37 of this annual report. Highlights are as follows:

REVENUES

Total revenues for 2020 are budgeted at \$831,648, a decrease of \$23,163 from 2019. This decrease is due primarily to a more realistic assessment of stewardship campaign pledge collections. The average pledge continues to increase, but the number of people who pledge has declined slightly over the past several years. We continue to receive strong support from the Ladies Benevolent Society (shown in "Pledges and Offerings") and from the Church's endowment fund (shown in "Other Income").

EXPENSES

The budgeting of expenses for 2020 represented several tradeoffs to arrive at a balanced budget projection. The Personnel Committee strongly recommended, and the Board of Trustees unanimously agreed, that salary increases were needed for the Senior Minister, the Director of Christian Education and the Church Administrator, in order to bring their level of compensation more in line with UCC and national standards and in recognition of their significant responsibilities and accomplishments.

These increases and the lower revenues were offset by reductions in the Music, Church Office, Property, Lay Employees and Benevolences accounts. These savings did not negatively impact the programs or functions of these departments, except for Benevolence giving and Property (Major Maintenance).

Benevolence giving by the Board of Missions was reduced from past year's level of \$80,000 to \$72,000. It is the Trustees intention to restore Benevolence giving to the \$80,000 level when and if the 2020 Stewardship Campaign comes in higher than currently projected or if special additional contributions make this possible.

The Major Maintenance accounts were reduced from \$40,000 in 2019 to \$20,000 this year. No critical current projects had to be postponed, but history shows that this level is not sufficient over the long term.

The 2020 budget summary and comparison to 2019 is shown on the following page, and the account-by-account detail is presented on pages #32 through #37.

Respectfully submitted,
The Budget Committee of the Board of Trustees

First Congregational Church of Old Lyme			
Treasurer's Report			
2020 Budget SUMMARY and Comparison to 2019			
	2019	2020	+/- 2019
REVENUES			
PLEDGES & OFFERINGS	\$727,000.00	\$702,000.00	(\$25,000.00)
INTEREST & DIVIDENDS	\$107,811.00	\$108,748.00	\$937.00
OTHER INCOME	\$20,000.00	\$20,900.00	\$900.00
Total REVENUES	\$854,811.00	\$831,648.00	(\$23,163.00)
EXPENSES			
MINISTERS			
SENIOR MINISTER	\$106,437.00	\$118,826.85	(\$12,389.85)
ASSOCIATE MINISTER - CRG	\$75,575.93	\$75,770.78	(\$194.85)
ASSOCIATE MINISTER - JWP	\$0.00	\$0.00	\$0.00
ASSOCIATE MINISTER - LEN	\$104,680.26	\$107,524.72	(\$2,844.46)
MINISTERS SUPPORT & SUPPLY	\$3,000.00	\$2,500.00	\$500.00
Total MINISTERS	\$289,693.19	\$304,622.35	(\$14,929.16)
CHRISTIAN EDUCATION			
SUNDAY SCHOOL	\$14,520.00	\$14,200.00	\$320.00
CONFIRMATION	\$250.00	\$0.00	\$250.00
JUNIOR PF	\$1,520.00	\$1,500.00	\$20.00
SENIOR PF	\$4,160.00	\$4,500.00	(\$340.00)
ADULT EDUCATION	\$300.00	\$200.00	\$100.00
ALL CHURCH EVENTS	\$500.00	\$1,000.00	(\$500.00)
Total CHRISTIAN EDUCATION	\$21,250.00	\$21,400.00	(\$150.00)
MUSIC	\$61,320.00	\$58,349.40	\$2,970.60
CHURCH OFFICE	\$52,100.00	\$48,600.00	\$3,500.00
PROPERTY	\$146,000.00	\$125,600.00	\$20,400.00
DEACONS	\$3,500.00	\$3,500.00	\$0.00
LAY EMPLOYEES	\$155,707.60	\$150,920.80	\$4,786.80
BENEVOLENCES			
MISSION BUDGET TO BE ALLOCATED	\$3,100.00	\$72,000.00	
UCC	\$16,500.00		
MISSION EDUCATION FUND	\$14,500.00		
DIRECT PARTNER SUPPORT	\$10,500.00		
PARTNERSHIP COMMITTEES	\$1,200.00		
OUTREACH			
NEW LONDON REGION	\$18,750.00		
MIDDLESEX COUNTY	\$500.00		
FCCOL PROJECTS	\$5,000.00		
CONGREGATION CONNECTIONS	\$1,450.00		
INTERNATIONAL SUPPORT	\$500.00		
Total OUTREACH	\$26,200.00		
SPECIAL RESERVE SAVINGS	\$8,000.00		
Total BENEVOLENCES	\$80,000.00	\$72,000.00	\$8,000.00
OTHER EXPENSES	\$45,240.21	\$46,655.45	(\$1,415.24)
Total EXPENSES	\$854,811.00	\$831,648.00	\$23,163.00
SURPLUS (DEFICIT)	\$0.00	\$0.00	\$0.00

First Congregational Church of Old Lyme
Proposed 2020 Budget and Comparison to 2019

DETAIL Page 1 of 6 Pages

	2019	2020	+/- 2019
REVENUES			
PLEDGES & OFFERINGS			
040000 - PLEDGES - CURRENT YEAR	\$595,000.00	\$580,000.00	(\$15,000.00)
040001 - PLEDGES - PRIOR YEAR	\$30,000.00	\$20,000.00	(\$10,000.00)
040002 - OPEN PLATE	\$25,000.00	\$25,000.00	\$0.00
040003 - ADDITIONAL CURRENT YR CONTRIBS	\$25,000.00	\$20,000.00	(\$5,000.00)
040004 - MEMB NON - PLEDGE CONTRIBS	\$20,000.00	\$25,000.00	\$5,000.00
040007 - LADIES BENEVOLENT SOCIETY	\$30,000.00	\$30,000.00	\$0.00
040008 - SOUTH LYME CHAPEL	\$2,000.00	\$2,000.00	\$0.00
Total PLEDGES & OFFERINGS	\$727,000.00	\$702,000.00	(\$25,000.00)
INTEREST & DIVIDENDS			
040100 - INTEREST & DIVIDENDS	\$2,500.00	\$2,500.00	\$0.00
040101 - ENDOWMENT	\$105,311.00	\$106,248.00	\$937.00
Total INTEREST & DIVIDENDS	\$107,811.00	\$108,748.00	\$937.00
OTHER INCOME			
040201 - BUILDING USAGE	\$10,000.00	\$12,000.00	\$2,000.00
040202 - MISC.	\$10,000.00	\$9,000.00	(\$1,000.00)
040205 - ONLINE ADDITIONS	\$0.00	(\$100.00)	(\$100.00)
Total OTHER INCOME	\$20,000.00	\$20,900.00	\$900.00
Total REVENUES	\$854,811.00	\$831,648.00	(\$23,163.00)

First Congregational Church of Old Lyme
Proposed 2020 Budget and Comparison to 2019

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	2019	2020	+/- 2019
EXPENSES			
MINISTERS			
SENIOR MINISTER			
050000 - SALARY- SRJ	\$61,032.00	\$68,478.00	(\$7,446.00)
050001 - HEALTH & LIFE INS- SRJ	\$24,550.39	\$27,290.86	(\$2,740.47)
050002 - ANNUITY- PCUSA- SRJ	\$11,000.65	\$12,316.08	(\$1,315.43)
050003 - AUTO ALLOWANCE- SRJ	\$2,800.00	\$3,000.00	(\$200.00)
050005 - SOCIAL SECURITY ALLOW- SRJ	\$8,285.00	\$9,247.00	(\$962.00)
050007 - HEALTH INS CONTRIB- SRJ	(\$2,455.04)	(\$2,729.09)	\$274.05
050008 - PHONE & COMPUTER	\$1,224.00	\$1,224.00	\$0.00
Total SENIOR MINISTER	\$106,437.00	\$118,826.85	(\$12,389.85)
ASSOCIATE MINISTER- CRG			
050200 - SALARY- CRG	\$27,695.00	\$28,249.00	(\$554.00)
050201 - HEALTH & LIFE INS- CRG	\$9,206.63	\$9,214.93	(\$8.30)
050202 - ANNUITY CONTRIB- FCCOL- CRG	\$7,237.30	\$7,314.85	(\$77.55)
050203 - AUTO ALLOWANCE- CRG	\$2,000.00	\$1,500.00	\$500.00
050204 - HOUSING ALLOWANCE- CRG	\$24,000.00	\$24,000.00	\$0.00
050205 - SOCIAL SEC ALLOW- CRG	\$5,437.00	\$5,492.00	(\$55.00)
Total ASSOCIATE MINISTER- CRG	\$75,575.93	\$75,770.78	(\$194.85)
ASSOCIATE MINISTER - LFN			
050100 - SALARY- LFN	\$54,339.00	\$55,426.00	(\$1,087.00)
050101 - HEALTH & LIFE INS- LFN	\$17,142.52	\$17,580.80	(\$438.28)
050102 - ANNUITY CONTRIB- FCCOL- LFN	\$9,890.00	\$10,087.00	(\$197.00)
050103 - AUTO ALLOWANCE- LFN	\$1,500.00	\$2,200.00	(\$700.00)
050105 - SOCIAL SEC ALLOW- LFN	\$7,221.00	\$7,361.00	(\$140.00)
050106 - HOUSING ALLOWANCE- LFN	\$16,302.00	\$16,628.00	(\$326.00)
050107 - HEALTH INS CONTRIB- LFN	(\$1,714.26)	(\$1,758.08)	\$43.82
Total ASSOCIATE MINISTER - LFN	\$104,680.26	\$107,524.72	(\$2,844.46)
MINISTERS SUPPORT & SUPPLY			
050301 - SEMINARS & MISC.	\$2,000.00	\$1,000.00	\$1,000.00
050303 - PULPIT SUPPLY	\$1,000.00	\$1,500.00	(\$500.00)
Total MINISTERS SUPPORT & SUPPLY	\$3,000.00	\$2,500.00	\$500.00
Total MINISTERS	\$289,693.19	\$304,622.35	(\$14,929.16)

First Congregational Church of Old Lyme
Proposed 2020 Budget and Comparison to 2019
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	2019	2020	+/- 2019
CHRISTIAN EDUCATION			
SUNDAY SCHOOL			
051000 - CHURCH SCHOOL COORDINATOR	\$5,610.00	\$0.00	\$5,610.00
051001 - PROGRAMS	\$250.00	\$550.00	(\$300.00)
051002 - SUPPLIES/CE	\$1,500.00	\$1,250.00	\$250.00
051003 - CURRICULUM	\$500.00	\$900.00	(\$400.00)
051005 - CHILD CARE	\$2,500.00	\$2,500.00	\$0.00
051006 - TRANSFER FR YOUTH ED FUND	(\$4,000.00)	(\$2,000.00)	(\$2,000.00)
051007 - CHURCH SCHOOL LEADER	\$8,160.00	\$11,000.00	(\$2,840.00)
Total SUNDAY SCHOOL	\$14,520.00	\$14,200.00	\$320.00
CONFIRMATION			
051102 - CONFIRMATION PROGRAM	\$250.00	\$0.00	\$250.00
Total CONFIRMATION	\$250.00	\$0.00	\$250.00
JUNIOR PF			
051101 - JR PF PROGRAMS	\$500.00	\$0.00	\$500.00
051103 - JUNIOR PF LEADERS	\$1,020.00	\$1,500.00	(\$480.00)
Total JUNIOR PF	\$1,520.00	\$1,500.00	\$20.00
SENIOR PF			
051200 - PF PROGRAMS	\$500.00	\$500.00	\$0.00
051201 - PF SUPPLIES	\$600.00	\$500.00	\$100.00
051203 - SR. PF LEADERS	\$3,060.00	\$3,500.00	(\$440.00)
Total SENIOR PF	\$4,160.00	\$4,500.00	(\$340.00)
ADULT EDUCATION			
051300 - ADULT ED PROGRAMS	\$100.00	\$0.00	\$100.00
051301 - ADULT ED SUPPLIES	\$100.00	\$100.00	\$0.00
051303 - ADULT ED HONORARIUM	\$100.00	\$100.00	\$0.00
Total ADULT EDUCATION	\$300.00	\$200.00	\$100.00
ALL CHURCH EVENTS			
051400 - ALL CHURCH EVENTS	\$500.00	\$1,000.00	(\$500.00)
Total ALL CHURCH EVENTS	\$500.00	\$1,000.00	(\$500.00)
Total CHRISTIAN EDUCATION	\$21,250.00	\$21,400.00	(\$150.00)
MUSIC			
052001 - MUSIC DIRECTOR	\$38,480.00	\$39,249.60	(\$769.60)
052002 - MUSIC SUPPLIES	\$1,000.00	\$1,000.00	\$0.00
052003 - MUSIC PROGRAM	\$7,500.00	\$6,500.00	\$1,000.00
052004 - ORGANIST SUBSTITUTE	\$3,000.00	\$3,000.00	\$0.00
052006 - MAINTENANCE/MUSIC	\$500.00	\$750.00	(\$250.00)
052011 - PROF SOLOIST- TENOR	\$6,495.00	\$6,624.90	(\$129.90)
052012 - SECT LDR- SOPRANO	\$6,495.00	\$6,624.90	(\$129.90)
052013 - CHILDREN'S CHOIR DIRECTOR	\$1,600.00	\$1,600.00	\$0.00
052015 - FROM MEM MUSIC FUND	(\$8,000.00)	(\$7,000.00)	(\$1,000.00)
052016 - SECT LEADER- BASS	\$2,125.00	\$0.00	\$2,125.00
052017 - SECT LEADER- ALTO	\$2,125.00	\$0.00	\$2,125.00
Total MUSIC	\$61,320.00	\$58,349.40	\$2,970.60

First Congregational Church of Old Lyme
Proposed 2020 Budget and Comparison to 2019

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	2019	2020	+/- 2019
CHURCH OFFICE			
053002 - WEBSITE ADMINISTRATION	\$9,000.00	\$7,000.00	\$2,000.00
053006 - TELEPHONE	\$6,000.00	\$6,000.00	\$0.00
053007 - OFFICE SUPPLIES	\$8,600.00	\$8,600.00	\$0.00
053009 - POSTAGE	\$7,000.00	\$5,000.00	\$2,000.00
053010 - EQUIPMENT	\$2,000.00	\$2,000.00	\$0.00
053011 - SERVICE& LEASE CONTRACTS	\$11,500.00	\$12,000.00	(\$500.00)
053013 - SOFTWARE SUPPORT	\$8,000.00	\$8,000.00	\$0.00
Total CHURCH OFFICE	\$52,100.00	\$48,600.00	\$3,500.00
PROPERTY			
054002 - PROPANE	\$500.00	\$600.00	(\$100.00)
054003 - HEAT - Church	\$19,000.00	\$20,000.00	(\$1,000.00)
054004 - ELECTRICITY	\$13,000.00	\$10,000.00	\$3,000.00
054005 - REPAIRS & MAINTENANCE	\$15,000.00	\$15,000.00	\$0.00
054006 - PROPERTY SUPPLIES	\$5,000.00	\$4,000.00	\$1,000.00
054007 - INSURANCE-CHURCH	\$26,000.00	\$28,000.00	(\$2,000.00)
054008 - CLEANING SERVICES	\$15,000.00	\$16,000.00	(\$1,000.00)
054009 - SERVICE CONTRACTS	\$7,500.00	\$6,000.00	\$1,500.00
054010 - MAJOR MAINTENANCE	\$32,000.00	\$10,000.00	\$22,000.00
054012 - PARSONAGE MAINTENANCE	\$2,000.00	\$5,000.00	(\$3,000.00)
054013 - PILGRIM HOUSE MAINTENANCE	\$1,000.00	\$1,000.00	\$0.00
054014 - SITE MAINTENANCE	\$5,000.00	\$4,000.00	\$1,000.00
054015 - HEAT - Parsonage	\$5,000.00	\$6,000.00	(\$1,000.00)
Total PROPERTY	\$146,000.00	\$125,600.00	\$20,400.00
DEACONS			
055000 - DEACONS FLOWERS	\$150.00	\$150.00	\$0.00
055001 - DEACONS SUPPLIES	\$2,400.00	\$2,400.00	\$0.00
055002 - DEACONS COMMUNION	\$100.00	\$100.00	\$0.00
055004 - DEACONS GIFTS	\$150.00	\$150.00	\$0.00
055005 - DEACONS TRANSPORTATION	\$500.00	\$500.00	\$0.00
055006 - DEACONS NEW MEMBER'S FUNCTIONS	\$200.00	\$200.00	\$0.00
Total DEACONS	\$3,500.00	\$3,500.00	\$0.00
LAY EMPLOYEES			
056003 - OFFICE MANAGER	\$48,580.40	\$41,861.60	\$6,718.80
056004 - SECRETARY/PART TIME	\$750.00	\$750.00	\$0.00
056005 - BOOKKEEPER	\$20,089.00	\$20,495.00	(\$406.00)
056006 - SEXTON	\$38,513.20	\$39,283.20	(\$770.00)
056007 - ASST SEXTON	\$500.00	\$500.00	\$0.00
056008 - HEALTH & LIFE INS	\$19,992.00	\$18,479.00	\$1,513.00
056009 - ANNUITIES	\$5,226.00	\$4,869.00	\$357.00
056011 - HEALTH INS CONTRIB	(\$1,467.00)	(\$1,705.00)	\$238.00
056013 - TRAVEL REIMBURSEMENT	\$50.00	\$50.00	\$0.00
056015 - CHURCH ADMINISTRATOR	\$23,474.00	\$26,338.00	(\$2,864.00)
Total LAY EMPLOYEES	\$155,707.60	\$150,920.80	\$4,786.80

First Congregational Church of Old Lyme
Proposed 2020 Budget and Comparison to 2019
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	2019	2020	+/- 2019
BENEVOLENCES			
058004 - MISSION BDGT TO BE ALLOCATED	\$3,100.00	\$72,000.00	
058000 - UCC SUPPORT	\$16,500.00	TBD	
MISSION EDUCATION FUND			
058101 - GREEN GRASS CHURCH	\$3,000.00		
058102 - SOUTH AFRICAN JOURNEYS	\$2,000.00		
058104 - ISRAEL/PALESTINE(scholarships)	\$2,500.00		
058107 - MORNINGSTAR CAMP	\$2,500.00		
058108 - HAITI SCHOLARSHIPS	\$1,000.00		
058109 - YOUTH CIVIL RIGHTS	\$3,500.00		
Total MISSION EDUCATION FUND	\$14,500.00		
DIRECT PARTNER SUPPORT			
058200 - STOREFRONT- HARLEM	\$2,000.00		
058208 - ISRAEL/PALESTINE TOL	\$2,500.00		
058210 - GREEN GRASS	\$500.00		
058426 - CROSBY FUND FOR HATIAN EDUCATION	\$3,000.00		
058427 - BRIDGES OF HOPE	\$2,500.00		
Total DIRECT PARTNER SUPPORT	\$10,500.00		
PARTNERSHIP COMMITTEES			
058301 - GREEN GRASS	\$300.00		
058302 - SOUTH AFRICA	\$300.00		
058303 - ISRAEL/PALESTINE	\$300.00		
058304 - HAITI	\$300.00		
Total PARTNERSHIP COMMITTEES	\$1,200.00		
OUTREACH			
NEW LONDON REGION			
058406 - HOSP- CHAPLANCIES- L&M	\$250.00		
058408 - HABITAT FOR HUMANITY S.E. CT	\$2,000.00		
058411 - SAFE FUTURES	\$1,000.00		
058414 - HEALTH & WELFARE COMM. NL SOUP KITC	\$3,000.00		
058417 - THAMES RIVER FAMILY PROGRAM	\$750.00		
058418 - MARTIN HOUSE	\$750.00		
058419 - ALLIANCE FOR LIVING	\$750.00		
058421 - COVENANT SHELTER	\$1,500.00		
058428 - FRESH NEW LONDON	\$2,000.00		
058431 - HOMELESS HOSPITALITY CENTER	\$5,000.00		
058433 - A SACRED PLACE	\$750.00		
058444 - CT COALITION TO END	\$750.00		
058453 - HOMELESS HOSPITALITY SPF DINNERS	\$250.00		
Total NEW LONDON REGION	\$18,750.00		
continued on next page.....			

First Congregational Church of Old Lyme
Proposed 2020 Budget and Comparison to 2019
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	2019	2020	+/- 2019
BENEVOLENCES - continued			
MIDDLESEX COUNTY		TBD	
058407 - HOSP CHAPLANCIES MDLX	\$250.00		
058447 - LITERACY VOLUNTEERS VALLEY SHORE	\$250.00		
Total MIDDLESEX COUNTY	\$500.00		
FCCOL PROJECTS			
058401 - COMMITTEE OF ENVIRONMENT	\$2,000.00		
058415 - NEW LONDON SOUP KITCHEN SUPPLIES	\$2,000.00		
058457 - LOCAL REFUGEE SUPPORT	\$1,000.00		
Total FCCOL PROJECTS	\$5,000.00		
CONGREGATION CONNECTIONS			
058438 - INDIA MICRO CREDIT	\$250.00		
058442 - CAIR	\$750.00		
058450 - EVERY DOLLAR FEEDS KIDS	\$250.00		
058460 - REGIONAL DISTRICT 18	\$200.00		
Total CONGREGATION CONNECTIONS	\$1,450.00		
INTERNATIONAL SUPPORT			
058459 - REVE KANDALE FDN	\$500.00		
Total INTERNATIONAL SUPPORT	\$500.00		
Total OUTREACH	\$26,200.00		
SPECIAL RESERVE SAVINGS			
058403 - MISSION SAVINGS FUND	\$8,000.00		
Total SPECIAL RESERVE SAVINGS	\$8,000.00		
Total BENEVOLENCES	\$80,000.00	\$72,000.00	\$8,000.00
OTHER EXPENSES			
059000 - PAYROLL TAX	\$13,368.11	\$15,344.16	(\$1,976.05)
059001 - WORKER'S COMP	\$6,000.00	\$6,000.00	\$0.00
059003 - LOAN REPAYMENT	\$21,058.00	\$21,058.00	\$0.00
059007 - MISC./O.E.	\$1,314.10	\$1,253.29	\$60.81
059013 - STEWARDSHIP CAMPAIGNS	\$3,500.00	\$3,000.00	\$500.00
Total OTHER EXPENSES	\$45,240.21	\$46,655.45	(\$1,415.24)
Total EXPENSES	\$854,811.00	\$831,648.00	\$23,163.00
SURPLUS (DEFICIT)	\$0.00	\$0.00	\$0.00

THE FIRST CONGREGATIONAL CHURCH OF OLD LYME

BOARD OF TRUSTEES ANNUAL REPORT – 2019

Trustees: Faye Richardson (Chair); Russ Fogg (Property), Jonathan French (Budget Chair), Leslie Kiem (Board Secretary), John Kiker (Communications Chair), Harvey Beeman (Endowment), Barbara Smith (Preservation), Dan Renn (Communications), Dale Bernadoni (Church Gardens)

Ex-Officio Members: Church Ministers, Bob McCracken (Treasurer/Church Administrator), Henry May (Endowment Chair), Greg Hack (Personnel Chair), Tom Grant (Preservation Chair), Russell Learned (Property Chair), Tom Doggart (Audit Chair)

Church Bylaws: “The Board of Trustees shall supervise the procurement, custody, and care of all Church property and the management of the financial affairs of the Church with the limitation that no real property shall be bought, sold, mortgaged, leased or transferred without specific authorization by the congregation. In addition, the Board shall maintain custody of all Church funds, including funds raised or granted to any Church board, council, committee, or other Church sponsored associations. It shall be the particular responsibility of the Board of Trustees to appoint and supervise the following committees:”

ENDOWMENT

Henry May, Chair, Ned Perkins, Jim Fairfield-Sonn, David Stanland, Bill Fish, Harvey Beeman.

The Endowment Committee is charged with the management of all financial gifts, contributions and bequests (not specifically designated), and invests them, with the guidance of our advisors at Morgan Stanley, in a perpetual endowment fund which is separate from the church operating funds. Five percent of the value of the Endowment Fund is used each year for church operating expenses. A full report of the Fund can be found on pages #43 and #44 of this annual report.

Respectfully submitted, Henry May, Chair

PRESERVATION

Tom Grant, Chair, Henry May, Barbara Smith

The Preservation Fund's first gift in December 2016 initiated a campaign in 2017 to raise more funds for this separate account to help with the costs of maintaining our church buildings and property. This Fund is under the auspices of the Trustees and is managed by the Endowment Committee and our advisor, Morgan Stanley. Since that first anonymous gift of \$100,000, there have been 50 gifts and the proceeds of an investment that brings the value at the end of 2019 to \$319,000. Additionally, we have notification of two bequests from church members that total \$200,000.

Respectfully submitted, Tom Grant, Chair

PROPERTY

Russell Learned, Chair, Moe Anctil, Amy Cabaniss, Anu Godfrey-Fogg, Russell Fogg, David Long, Bob McCracken, Matt Winkler

We continued to work on reducing major maintenance costs in 2019. As in 2018, the committee focused only on critical projects or projects supported by outside funding sources. The committee completed the following projects, as approved by the Trustees, in 2019:

- The Committee began the year with the completion of the classroom flooring replacement. This project was funded by the remaining funds of the Ingalls Family gift which installed a new HVAC system in the Sunday School area, completed in 2018.
- Work continued at the Parsonage to remediate the ongoing moisture challenge. A completely new concrete floor slab, with vapor barrier, was installed in the basement to mitigate continuing mold problems, while a new dehumidification system completed the project. David Long, Dave Speirs and Bob MacCracken led this effort.
- Church gardens were beautifully cared for and refreshed by the many volunteers who worked from early spring to late fall, trimming, planting and re-planting, mulching, weeding and cutting back. We are grateful to everyone who gave so many hours over the year to make sure these lovely additions to our church property are available for all to enjoy.

The Property Committee and Board of Trustees would like to thank all of the tireless volunteers without whom these projects would never happen.

Respectfully submitted, Russell Learned, Chair

BUDGET

Bob McCracken, Chair, Jonathan French, Leslie Kiem

Preparation of the annual church budget is the responsibility of the Budget Committee of the Board of Trustees. Each year in the fall, the different boards, committees, church staff and ministers are asked by the Budget Committee for estimates of expenses for the coming year based on their plans and programs, so church budgeting is very much a bottom up process. At the same time the Budget Committee works with the church treasurer and the Board of Stewardship to estimate the church income for the following year. The final budget is then prepared as an iterative process, balancing the expense estimates with the projected income. The Board of Trustees reviews the draft budget at its December meeting and approves the final proposed budget at its January meeting. The proposed budget is presented to the congregation at the church annual meeting in January for congregational approval. The 2020 Church budget is shown on pages #30 through #37 of this annual report.

Respectfully submitted, Bob McCracken, Church Treasurer/Administrator

PERSONNEL

Gregory Hack, Chair

Throughout the year, Bob McCracken kept our committee informed on personnel related matters as they arose. We contributed to the dialogue on personnel issues whenever it was appropriate.

This year the Church had the responsibility of hiring a new Office Manager, following the passing of Joan Kelley. Joan had worked very capably and cheerfully as the Office Manager for 12 years, so finding her successor was not an easy task. The Church undertook this responsibility in a professional manner, identifying several qualified candidates who were very interested in the position. Each of the finalists was interviewed multiple times. After the interviews were complete, we prepared written summaries for the ministers, who made the final selection. As you all know, the Church hired Odile Irakiza, who has been settling into her new role very nicely.

As we entered the Budget season, I met with Bob McCracken and Faye Richardson, Chair of Trustees, to review the current pay and benefits packages for all Church employees and independent contractors. While current pay levels for the church staff remain generally in line with data provided by the UCC and the Christianity Today national surveys, we did recommend increases for the Senior Minister and the Church Administrator in 2020 to bring them closer in line with these guidelines and to recognize their substantial leadership contributions. We acknowledge that we are on the high side of the average, but appropriate for the size of our Church.

The final decisions re compensation will take place at the upcoming January 2020 Trustees meeting and will go into effect following the vote at the Annual Meeting. We also reviewed the health and life insurance packages for ministers and staff. We acknowledged that health insurance costs represent a large and growing portion of personnel-related expenses.

The ministers and others are paid a set salary, with these salaries noted in the budget spreadsheet. For those employees who are paid on an hourly basis, hours for the year have been estimated, with expected total pay listed on the budget spreadsheet.

Throughout the year, I was frequently reminded of how fortunate we are to have such a professional staff working in the Church office, under the leadership of Bob McCracken, our Church Administrator.

Respectfully submitted, Gregory A. Hack, Chair

AUDIT

Due to resignation of the previous Audit Chair, a new Audit Committee has been formed and is in the process of planning the next audit, which should take place early in 2020

Respectfully submitted, Bob McCracken, Treasurer/Church Administrator

COMMUNICATIONS

John Kiker, Chair, Dan Renn, Mary Tomasetti, Stephanie Kenny, Hannah Dostal, Mark Bond, Paul Stigliano, Bob McCracken.

Website: Posted sermons, bulletins, newsletters and videos. Added new pages on the the Torres family, Joan Kelley's passing, the Immigration Assistance Committee (IAC) benefit concert, Welcoming Sunday, Stewardship Sunday and online donation – among others. Revised and updated pages on the 2020 White Elephant Sale, the Easter holiday schedule and the Christmas holiday schedule – among others. Revised the “Transparency” page to incorporate the 2020 Stewardship Campaign message and materials. Updated the Events Calendar regularly to reflect schedule additions and changes. Refreshed the opening slide show of photos. Updated the Home Page news banner to call attention to pressing news and information, including the Annual Meeting, the Torres family, Lent services, the Mardi Gras Breakfast, the Easter holiday schedule, the Christmas holiday schedule, the Religion News Service Easter podcast, the summer worship schedule, Joan Kelley's passing and the IAC benefit concert – among others. Purchased and activated an SSL Certificate for the website to provide greater website security in advance of enabling online donations. Added a plug-in to enable submissions of requests for Communications Committee support. Cleaned up the website by deleting unused or out-of-date pages, or making them invisible to the public.

Social Media: Maintained and refreshed the church Facebook (FB) page and Instagram page. Linked the church's FB and Instagram accounts via a business profile on Instagram. Developed FB posts and/or campaigns for the Annual Meeting, Chili Cook-Off, Mardi Gras Breakfast, Ash Wednesday services, Palm Sunday, the McDermott/Sublette benefit concert, Easter holiday schedule, Christmas holiday schedule, International Community Supper, Annual Haitian Dinner, the worship service attended by Berlin Mosque friends, Malik & Zahida, at Harvard Divinity School, the 2019 White Elephant Sale, Native Taco Dinner, Yoga & Meditation for Peace class/fundraiser, God's Neighborhood activities, the IAC potluck dinner, Lights for Liberty Vigil and 2020 Stewardship Campaign – among others.

Immigration Communications: Drafted a strategic communications plan, messaging and collateral materials for the effort to support the Torres family and bring Glenda Caballero Caberas home. Monitored news coverage and posted stories on the Torres family to the website and FB.

Stewardship Campaign: Provided strategic counsel on stewardship branding and campaign. Developed the theme, messaging and all collateral materials for the 2020 Stewardship Campaign.

Online Donations: Tested the Realm online-donation process and provided ongoing communications counsel to the Treasurer. Drafted a communications plan and calendar for the introduction of online giving. Activated the “Donate” webpage and tested the online-donations procedures. Added a “Donate” tab to the navigation menu.

Monthly E-Newsletter: Drafted all issues of the monthly e-newsletter.

Press Releases: Drafted and issued press releases for the McDermott/Sublette benefit concert, Third Annual International Community Supper, Nothing More American exhibit, IAC benefit concert and select sermons.

Respectfully submitted, John Kiker, Chair

CONCLUSION

Reading the Trustees' 2019 report to the Congregation will summarize the enormous amount of work that goes on, behind the scenes, to keep our beloved church moving forward. John Kiker's section on communications is particularly revealing – it has been a busy and productive year. Thanks to everyone on the Board of Trustees and its committees for jobs well done, and thanks for the outstanding guidance and support from our ministers and the office staff. Special thanks and appreciation go to three Trustees who have completed their three year terms – Leslie Kiem, John Kiker and Barbara Smith.

Respectfully submitted, Faye Richardson, Chair

CHURCH COUNCIL ANNUAL REPORT 2019

The Church Council's purpose is to make sure that each church board and committee is aware of the programs and policies of all other church boards and committees. We also confirm nominations to fill any vacancies on Church Boards. Thank you to all of the church officers board and committee chairs and representatives who presented reports to the Church Council. The Church Council is composed of the Church Treasurer and Clerk, Chairs of the various boards and committees plus six at-large members. Special thanks go out to our at-large members: Britt Sinay, Doug Kiem, Eunice Mahler, Anu Godfrey- Fogg and Steve Joncus. Looking forward to another year of serving the church community.

Respectfully submitted,
Charlie Hosley, Chair

2019 ANNUAL REPORT OF FCCOL'S ENVIRONMENTAL GROUPS

In 2019, environmental education and related activities at FCCOL were carried out by two groups: the Committee on the Environment, and the Task Force on Climate Change. For 2020, the groups plan to consolidate their efforts. These include:

- Informing the congregation about general environmental related topics and specific aspects of climate change, by writing articles for FCCOL's monthly newsletter, maintaining a bulletin board in the Parish House, and suggesting speakers for the Sunday morning Adult Forums
- Evaluating FCCOL's carbon footprint by measuring its fuel and other energy use and exploring ways to reduce or offset it
- Coordinating with the environmental activities of the FCCOL Sunday School
- Working with local leadership and environmental groups, including the Old Lyme Conservation Commission.

Respectfully submitted,
Patsy McCook, Tink Willauer and Donald Gonci, Co-Chairs

BOARD OF STEWARDSHIP - ANNUAL REPORT 2019

The Board of Stewardship is responsible for securing financial support for the church. This is accomplished primarily through our annual stewardship campaign, which accounts for over four-fifths of the church's annual revenue.

We designed the **2020 Campaign** under the direction of Rev. Steve Jungkeit and John Kiker who led us through a discussion of inspiring themes and persuasive language in support of **“Where your treasure is there will your heart be also.”** We wanted our stewardship campaign to ask the key questions: when so much is at stake for so many, what is our treasure and where is our heart as a church? From the very beginning we wanted this to be a highly participatory process, to hear directly from our members about ways in which the church changes lives -- our own and those of others, in both our pews and in the world.

On Stewardship Sunday Steve delivered a truly inspiring sermon in support of these messages and then the congregation convened to discuss these themes in **Heart to Heart: A Community Conversation**. We hoped to have 50 participants; yet when all of the chairs were found to accommodate a record crowd, we had **over 100 members participate!** At table after table people spoke of their shared appreciation for all aspects of the church. In moving testimonials members shared their own faith journeys, the church activities they valued the most and their desire to be more; to do more. Bottom line? Our heart is where it has always been: in bringing about good for the people in our family, our congregation, our community and world. And our treasure remains constant: making a meaningful difference in our lives and the lives of others by following the timeless teaching of “Love thy neighbor as thyself.” Special thanks to Rev. Laura Fitzpatrick-Nager, Allison Hine and Tom Grant for their leadership of this transformative event.

We appreciate all who have listened and given – thank you!! Our current **2020 campaign** to date has resulted in **\$557,000 from 287 pledges**, against the goal of **\$600,000**. Our **average pledge is almost \$100 higher** than last year. As we look at the individual results, year to year, we are encouraged overall. Over **92% of those who pledged have increased their pledge, maintained their 2019 level or are new pledges**. If you have not yet made your pledge, we hope you can find the means to support our church's good works.

Every year we have a growing list of those to thank: Senior Associate Minister, Laura Fitzpatrick-Nager, Associate Minister, Carleen Gerber, Treasurer, Bob McCracken and Trustee John Kiker for their invaluable knowledge, guidance and support, and to Joanie May, who flawlessly develops, segments, and maintains our mailing lists. We also depend heavily on Teri Gedrys, who enters and maintains our pledge data, FCCOL Office Manager, Odile who makes our communications come to life visually, and Wendy Knight for her careful work updating our donor board each week.

Respectfully submitted, with gratitude for your open hearts and generosity –
The 2019 Board of Stewardship: Mary Kate Cox (chair), Tom Grant, Diane Hart, Steve Hart, Alison Hine, Sandy Long, Wayne Mountz, Jeannie Thomas and Mike Winterfield

ENDOWMENT COMMITTEE REPORT 2019

The Endowment Committee is responsible for the management and investment of all gifts, contributions, and bequests not specifically designated. Such funds are placed in a perpetual Endowment Fund. The objectives for management of the Fund are (a) preservation and growth of the Fund to ensure support of the Church if needed in times of severe economic downturn, and/or for other unusual and compelling needs, and (b) to support the annual operating budget of the Church.

For the 2019 budget, the Endowment provided the Church with operating funds of \$105,311, which was 5% of the previous three-year average year end value of the Fund, in accordance with the Church's bylaws.

The Endowment portfolio maintains a long-term asset allocation objective of 70% stocks and 30% bonds. The allocation varies around this objective as market and economic conditions evolve. In 2019, the Endowment returned 23.4%. The bond allocation of the portfolio is conservatively invested, principally with high-quality, shorter-term securities. We have completed our divestment of fossil fuel holdings.

The value of the church Preservation Fund at the end of 2019 was \$319,012. This included \$73,959 received from our church's longtime equity in the Old Lyme Shopping Center. In addition, there are two bequests totaling \$200,000 designated in wills for this Fund.

The investment results of the Endowment in 2019, and since inception (1988), compare favorably to the endowments targeted asset allocation index consisting of 70% stocks and 30% fixed income.

	Year 2019	Since Inception (1988)
Our Endowment Fund ¹	+ 23.4%	+ 8.5%
Target Asset Allocation ² 70% Stocks, 30% Fixed Income	+ 20.9%	+ 8.1%
S&P 500 Index	+ 31.5%	+ 10.7%
MSCI EAFE Net Index ³	+ 22.0%	+ 4.9%
Russell 2000 Index ⁴	+ 25.5%	+ 9.9%
BC Gov/Credit Intermediate Bond Index ⁵	+ 6.8%	+ 5.6%

¹ Rates of Return Gross of Fees

² 35% S&P500 Index, 21% MSCI EAFE Net Index, 14% Russell 2000 Index, 25% BC Gov/Credit Intrm Bond Index, 5% T-Bill Index

³ MSCI EAFE Net Index measures the equity markets performance of developed markets outside the US and Canada

⁴ Russell 2000 Index measures the performance of the 2,000 small cap US companies in the Russell 3000 Index

⁵ BC Gov/Credit Intermediate Bond Index contains investment grade bonds with maturities between one and 9.99 years

ENDOWMENT FUND STATEMENT FOR 2019

Opening Value*	\$2,229,057
Support of Church Operations	- \$105,311
Additions to the Endowment	+ \$29,798
Closing Value**	\$2,669,729

*Includes \$217,290 in restricted funds

**Includes \$266,050 in restricted funds

Our Church is very appreciative of gifts to the Endowment and Preservation Funds. We encourage all of our members and friends to consider the needs and mission of our Church in their estate planning.

The Spire Society was formed in 2007 to acknowledge those members and friends who have named our Church in their wills and bequests. Please call the office or someone on the Endowment Committee if you would like information on planned giving.

TEN YEAR DATA

<u>Year</u>	<u>Year-End Value</u>	<u>Church Support</u>
2019	\$ 2,669,729	\$ 105,311
2018	\$ 2,229,057	\$ 102,060
2017	\$ 2,497,307	\$ 101,520
2016	\$ 2,217,010	\$ 102,060
2015	\$ 2,125,407	\$ 127,504 *
2014	\$ 2,256,889	\$ 108,948
2013	\$ 2,158,408	\$ 74,650
2012	\$ 1,794,656	\$ 72,707
2011	\$ 1,530,496	\$ 76,309
2010	\$ 1,660,831	\$ 78,658

*Includes Special Contribution of \$25,000 to the 350th Anniversary Celebration

The Committee meets three times a year, or whenever necessary, with our investment advisor, The TriPoint Group at Morgan Stanley, and continues to monitor the performance of the portfolio as well as report to the Board of Trustees.

Respectfully submitted,

Henry May, Chairman

The Endowment Committee

Ned Perkins, Jim Fairfield-Sonn, David Stanland, Bill Fish, Harvey Beeman

FIRST CONGREGATIONAL CHURCH OF OLD LYME

BOARD OF YOUTH EDUCATION

ANNUAL REPORT 2019

The mission of the Board of Youth Education is to visualize and implement an educational ministry to the children of our congregation.

The children in God's Neighborhood are involved in the life of the church through their participation in ushering during the 9:00 service, acting as Keeper of the Light, participating in Children's Message and in God's Neighborhood, and participating in the Children's Choir led by Lisa Feltes (retired) then taken over by Rachael Jungkeit.

During Sunday mornings in the spring the children had theme of meals with Jesus that they developed a skit from to perform. PF took a trip to Georgia/Alabama for a Civil Rights focus. PF students helped set up Haitian dinner for the Crosby fund.

During the summer we had Sunday mornings June/July/August--gardening, growing food, using food to feed those in need There was the blessing of the bicycles in June. We had Theater arts camp the end of June with a show at the end of the week, loved by all involved. In the fall the study of Ordinary Heroes of the Bible and Today began in Sunday school. Sunday school mornings begin as a time to celebrate birthdays, sing, learn and discuss the theme of the day. The groups then celebrate in their classrooms with a prayer, snack and joys and concerns before working on projects. The children are energetic and eager to take part in the activities.

The Church picnic was back at Camp Claire this year, kayaking, games and sharing of joy from the year for all.

Laura led a group to Climate Strike in New London in September. Heather organized the BYE group to supply and serve the New London Soup Kitchen in October. The SPF gathered and made pies to deliver to the New London Community Meal Center.

SPF went to NLCCMC in November as well;

The Waldos organized the reception for Parent Open House and welcoming new families in November.

The annual Christmas Pageant led by Laura this year was enjoyed by all.

Respectfully Submitted,
Cari Blanchard Co- Chair of the Board
Heather Richardson Co- Chair of the Board

Youth Education Board Members: Betsey Grant (Deacon), Mark Waldo, Bella Hine, Rachael Jungkeit, Tracey Sutherland

JUNIOR AND SENIOR PILGRIM FELLOWSHIP ANNUAL REPORT 2019

During the year our JPF and SPF volunteer many hours to the church and community by helping with many of the general church outreach projects and in the Sunday School Classrooms. They are a kind, compassionate, energetic and eager group. These youths are truly a privilege to have social outings with and to do important service work alongside. Here is a list of some of the activities from 2019.

January- Sunday Night Soup on January 6 discussed Social Justice and our plans for our April Civil Rights trip to Georgia and Alabama. Bowling night was held at Coast Guard Academy for JPF and SPF on January 27

February- Prudence Allen visited to speak with students ahead of our Civil Rights trip.

March- JPF and SPF Hosted Mardi Gras Breakfast on March 3. On March 24 ten PF and adults visited the Berlin Mosque to gain more understanding.

April- Eight JPF and five SPF along with 5 chaperones journeyed to Alabama and Georgia on a trip to discover the history of Civil Rights in the American South. They visited Martin Luther King, Jr National Historical Park, as well as sites in Atlanta, sites in Montgomery, Selma and Birmingham.

May- SPF helped serve at a meal for Haitian Outreach on May 19.

June- Graduates were recognized on June 9.

September- Our PF students met for a Sunday Night Soup to discuss identity on September 29.

October- SPF met for a bonfire and planning meeting on October 25. JPF met on October 27 to discover the Immigration exhibit at Florence Griswold Museum and then discussed the different aspects of immigration and how they can help.

November- Our JPF along with grades 4 and 5 cleaned White Sands Beach of Garbage on November 10. The SPF also made pies for serving at New London Community Meal Center on November 17 and served chili, cornbread, salad on November 24 to over 125 people. JPF participated in a Sunday Night Soup on November 24 making shampoo, lip balm and beeswax wraps and talked about how they could not only give kind gifts but gifts that showed ourselves as good stewards of our planet

During December our JPF and SPF helped with God's Neighborhood Pageant and helped tell the Christmas Story in the Living Manger.

Thank you,
Lisa Doggart

ANNUAL REPORT FOR 2019 FOR THE SENIOR CHOIR

Our Church is blessed to have such a hard-working Senior Choir! Membership during 2019 remained high and we welcomed some new singers. Generally, between 30 and 40 singers attended on Sundays (we have over 60 "enrolled") and during the year the choir sang over a hundred pieces during our worship services. As in past years we enjoyed our monthly "Summer Sings" program June through September when our choir was joined by enthusiastic friends on the first Sunday of each month to sing three anthems in our worship service. A great time was had by all!

Lisa Feltes continued to be our soprano section leader and Children's Choir Director. Towards the end of the year Lisa handed over the directorship of the Children's Choir to Rachael Jungkeit. I thank her for her continuing support of our work. Brian Cheney has continued to be our tenor section leader and I thank him for his energy, enthusiastic singing and for the support he offers everyone in the choir. I think I speak for the whole choir in saying how lucky we are in having such accomplished and supportive singers as our section leaders.

As well as the regular Sunday morning worship schedule the Senior Choir performed a moving Maundy Thursday program, enjoyed by everyone who attended.

In November we joined with the choir from Saint Ann's Parish and Christ the King Church for a very enjoyable Ecumenical Thanksgiving service here at the First Congregational Church of Old Lyme. The singing was really exciting with an uplifting rendition of *The heavens are telling* by Haydn.

Our Christmas Eve services were also uplifting. We offered our traditional carol service at both the 8:00pm and 10:00pm services with the choir singing several carols alone and the much-anticipated *O holy night* sung by Brian Cheney. Flutist Jill Maurer Davis offered Carols from *Around the World* before both services. It was a wonderful way to celebrate the Christmas season.

In closing I want to thank all members of the Senior Choir for their continuing support and enthusiasm as well as everyone in the congregation for their words of praise and thanks throughout the year.

Respectfully submitted,
Simon Holt

CHILDREN'S CHOIR

The Children's Choir began rehearsals in February 2019 with director Lisa Feltes to prepare for Easter, Mother's Day and Children's Day in the spring. After Lisa Feltes retired from both her full time position as a music teacher and children's choir director at FCCOL, she approached me about directing the Children's Choir. I accepted, and the children began rehearsals in September. Their first performance of the fall was in October, where the singers chose to dedicate a song to Lisa as an act of gratitude for her years of leadership. They continued to rehearse throughout the fall and prepared pieces for three different services during the Advent and Christmas Season. The choir currently has ten strong and enthusiastic young singers, and they look forward to continuing rehearsals in February and preparing for regular musical offerings throughout the upcoming church year.

Respectfully submitted by Rachael Jungkeit

BOARD OF MISSIONS ANNUAL REPORT 2019

In 2019 the members of the Board of Missions have worked to support the social justice and missions-based goals of the congregation within budgetary allowances.

To achieve this, funding supported five primary beneficiaries through the Mission Education funds. These are the Tree of Life Educational Fund, the Crosby Fund for Haitian Education, the Green Grass Partnership in South Dakota, Youth Civil Rights and the South African Partnership. Mission education funds are used to send people from here to a partnership location or to help someone travel to us.

Mission Funds also support the UCC in the form of an annual distribution (part of this allocation is required for FCCOL to maintain active membership in the UCC).

Direct Partner Support Funding allows us to interface in partnership activities with agencies with whom we are engaged. Partnership Committees within our church community work on activities and special events. Additionally, Outreach is provided to a wide range of local and international agencies to support work for at risk populations.

As of December 2019, 84.3% of the budgeted \$80,000.00 was dispersed.

Of dispersed funds, 27.4% went to local charities such as the Covenant Shelter, Safe Futures, Habitat for Humanity, FRESH New London, the Alliance for Living, the Homeless Hospitality Center, and many others. 24.5% was used to meet UCC obligations and support its charitable work, 18.3% supported church partnerships, 20.2% was contributed to educational opportunities related to mission work and 9.6% supported FCCOL projects and connections.

We encourage FCCOL members to bring organizations or causes which meet the mission and goals of the church and deserve financial support to the attention of any board member.

Thank you to our Board members for their thoughtful and dedicated work: Allyson Cotton, Dawn Clark, Nancy Mol, Mary Bradford, Eliza Beth Hamilton, and Stephanie Kenny. Thanks also to our Deacon representative, Deb Heminway for her contributions throughout the year and our minister representatives, Carleen Gerber, and Laura Fitzpatrick-Nager for their guidance and expertise.

Respectfully submitted,

Susan J Beeman, Chairperson
January 11, 2020

MISSION OUTREACH AT THE FIRST CONGREGATIONAL CHURCH OF OLD LYME IN 2019

This year's Christmas Eve offering will be used to support the Minister's Discretionary Fund of the First Congregational Church. This fund, which dispersed about \$49,000 this past year, is used to support families in need. It is supported by this church's annual budget, by the Ladies Benevolent Society of this church, and, most importantly, by the annual Christmas Eve collection. We ask that you give as generously as you can.

In this past year, \$72,000 was dispersed by the Board of Missions to agencies within our community, New London County and the world. An additional \$81,384 was given by the Ladies Benevolent Society of our church – an extraordinary amount made possible by the hard work and success of the White Elephant Sale.

Additionally, \$26,180 was given to our Mission Education work in the form of travel expenses paid by the individuals who participated in our trips to Green Grass, South Dakota, Guadalupe Center of Cuernavacca Mexico, Wings of Justice for Youth travelling to experience landmark Civil Rights sites, and Tree of Life Educational journey to Palestine, Israel and Jordan.

Special gifts totaling \$7,346 were made to help sustain the Refugee House in Rogers Lake. And an additional \$7,099 was contributed to meet various needs of the families who have lived there. A large number of volunteers from all three of our area churches continue to give generously of their time in this important work.

A total of \$20,243 was given by individuals and families to support the work of our Immigration and Sanctuary Committees. And, once again, a veritable goodwill army of people assisted our sanctuary families by offering precious companionship during their time with us.

\$7,741 was raised for the "One Great Hour of Sharing" mission work of the UCC, and an additional \$3,234 was given to support the operation of the food pantry which takes place here every Saturday.

Thus, in total, more than \$274,000 in aid and support was made possible through the generosity of the people of this church.

All the agencies supported by this church are listed below in random order:

The United Church of Christ; The Storefront Academy of Harlem, NYC; One Great Hour of Sharing (UCC); Homeless Hospitality Center of New London; the Hospital Chaplaincy Programs of L&M and Middlesex Hospitals; Habitat for Humanity of SECT; Bethlehem University in Palestine; Safe Futures of New London (formerly the Women's Center of New London); New London Soup Kitchen; Shoreline Soup Kitchens and Food Pantries; The Crosby Fund for Haitian Education; Thames River Family Program; the Martin House; the Alliance for Living of SECT; the Covenant Shelter of New London; the Shepherd's Field School of Beit Sahour; Old Lyme Children's Learning Center; Center for Hospice Care of SECT; Connecticut Hospice of Branford; Hospice and Palliative Care of Middlesex Hospital; Lymes' Senior Center; Estuary Council of Seniors; Literacy Volunteers; Morningstar Camp; Church World Service; New Life Prison Ministry; the Ministers' Discretionary Fund of FCCOL; FRESH New London; Riverfront Children's Center; The Major Edward A. Good Home for Veterans in New London, managed by the Homeless Hospitality Center; Barbara Fund of York Prison; Lymewood Elderly Housing; Tree of Life; Ct. Coalition to End Homelessness; India micro-credit of Franciscan Brotherhood; Tribal Crafts; Every Dollar Feeds Kids; Immigration Assistance Committee of FCCOL; and Integrated Refugee and Immigrant Services, Inc. of New Haven, Ct.; Carbon Offset program encouraged by our own Committee on the Environment; Amnesty International project of Lyme-Old Lyme High School, Connecticut Bail Fund and Reve Kandale Foundation for work in Africa of which "our own" Julie Martel was a working partner/volunteer through Pfizer, International.

2019 ANNUAL REPORT OF FCCOL ADULT EDUCATION BOARD

The primary responsibility of the Adult Education Board is to coordinate and conduct the Adult Forums that are held from 10:10 to 10:55 AM between the two Sunday services on most Sundays from mid September to mid May.

During 2019, forum subject matter included:

- * The New London Homeless Hospitality Center
- * Genetically Modified Organisms in the Developing World
- * Conflict Management and Resolution in Rwanda
- * Future Plans For the Florence Griswold Museum
- * Climate Change Impact in Connecticut
- * New Haven Legal Aid and the Connecticut Bail Fund
- * The Connecticut College LGBTQ Student Support Program
- * Former Governor and Senator Lowell Weicker, and
- * The Annual Holiday Program on Handel's Messiah.

It is not easy to find thirty or more interesting and relevant speakers each year, and the board welcomes recommendations and suggestions for speakers or matters that would figure to be of interest to the church membership.

We are grateful to Church Sexton Mark Testori for all of his help in assuring that the Sheffield Auditorium is set up for each week's program.

The board extends its very special appreciation and thanks to Laura and Carleen who, despite their many other responsibilities, are always willing and able to provide us with far more support and assistance that we should have any right to expect.

2019 board members: Tom Cox, Mary Devins, Lori Kolar, Scott Mahon, John McGannon, Suzi McCormack, Dave Roberts, Eve Todd, and Tim Hildner Lecia Harbison (Deacons' representatives).

David Ogle,
Chairperson

SOUTH AFRICA PARTNERSHIP COMMITTEE

The Committee did not officially meet during this past year, but we worked together to help offer hospitality and support to the Rev. Paul Verryrn who visited with us in March for two weeks, and again in late December and early January (of 2020).

In South Africa, Paul continues his work on justice issues created by the long legacy of disparity from the apartheid era, as well as current social policy and environmental degradation. He is involved in "truth commissions" for both Rwandan and Zimbabwean ex-patriots, and recently has done some work with the crisis in Somalia around the "Boka Haram" extremists. The demands on his time are intense and so we are glad to be able to offer him a time to rejuvenate here in our community. We are also grateful for his sharing with us in sermons, bible studies, prayers and fellowship. As he moves away from parish service and toward a country-wide justice ministry, we feel blessed to call him our "visiting theologian in residence."

Respectfully submitted,
Diane Claussen, chairperson

GREEN GRASS PARTNERSHIP / PARTNERSHIP CO-OPERATIVE ~ 2019 ANNUAL REPORT

In June of 2019, fourteen members and friends of the First Congregational Church of Old Lyme traveled to the small community of Green Grass located on the Cheyenne River Reservation in South Dakota. The journey was led by Carleen Gerber and Stephanie Kenny. The trip began with a visit to Bear Butte, a sacred mountain to the Lakota people. Travis Harden, his son Wakinyan, grandson Kaison, Kaida, Amelia, Winona Kasto and several of her family members, joined the group for the climb. It was fun to have the group with us on the climb. Travis sang songs for his relatives and we shared stories and reflections of life on the Reservation as we made our way to the top, some 4,000 feet above sea level. Afterward, we made our way toward Green Grass, landing at The Limit Lodge in Timber Lake, home base for the week. The days were filled with art projects, amazing conversations and adventures to the Moreau River to search for fossils and sacred stones. We planted trees and picked turnips, cooked meals for 50+ people and rode François's beautiful horses. Oscar High Elk, in advance of our arrival, had set up an obstacle course for the children including a water balloon fight and trampoline. He even prepped the field for horseshoes and a pick-up game of kickball. Through our annual Native Taco fundraiser here at ECCOL, the Partnership was able to purchase a volleyball set, sewing machines, fabric and accessories to make ribbon shirts and skirts, and of course much needed supplies for the community building like toilet paper and cleaning supplies. We also held our annual Tribal Crafts buying day, which served over 50 people and pumped over \$9,000 into this community of craftsmen. Our trip concluded with an amazing drive through Badlands National Park at sunset, simply breathtaking.

On behalf of the Green Grass Committee, I'd like to say thank you. Your support makes it possible for our communities to share in a vision and build on a partnership that is now 35 years old! May we continue this rich exchange of culture and friendship for many more years to come. Mitakuye Oyasin (all my relations)

Respectfully submitted,
Stephanie Kenny
Green Grass Committee, Chairman

HAITIAN OUTREACH COMMITTEE 2019

The Haitian Outreach Committee strives to engage the congregation in the activities and work of the Crosby Fund for Haitian Education and the current events in Haiti. This past year, the political unrest that began in Haiti in July 2018 continued through 2019. Due to this instability, riots and roadblocks, the Senior Pilgrim Fellowship Annual Trip and all other visitor exchange programs were canceled. We hope to resume our student and visitor exchange program in July of 2020. Becky and Ted Crosby continued their travel to Haiti in 2019, and they ask the congregation to keep the people of Haiti in their prayers. Food insecurity is a serious problem now caused by the economic crisis. It is estimated that 60% of the population or 6.6 million people are undernourished.

The partnership with our church continues to be a ray of hope for the Haitian people living in the region of Deschapelles. This year we helped the community in the following ways:

- **The Board of Missions of FCCOL and the Ladies Benevolent Society** support the scholarship program of the Crosby Fund for Haitian Education. These funds pay for Haitian students from pre-k to university to go to school in Haiti. For more information see our website <www.crosbyfund.org>.
- **The Partnership Co-operative** shop in our church offers for sale Haitian art, Lakota crafts and Palestinian goods. This past year \$10,878 of Haitian art was sold. 100% of these funds directly support 68 artists of the Artibonite Valley. For some, this is their sole annual income. Thank you to all our customers!!
- **The annual Haitian dinner sponsored by the LBS** was in May and close to 100 people attended. Vaudy Jean Baptiste and Fednor Sidort, our Haitian Program Director and Program Administrator of the Crosby Fund, attended the dinner and spoke during the event. Becky Crosby offered an update on their work, which provides scholarship funding and support for 510 Haitian students from kindergarten to university study, as well as the programs of the new Education Center that focusses on tutoring, adult literacy and special educational seminars for students and teachers.
- **Ladies Who Stitch** made dresses, backpacks and collected t-shirts, blue-jeans, and underwear for the children of Haiti. These items are greatly appreciated by the families in our community.
- **Pencils and other school supplies** were collected by our God's Neighborhood children and members of the congregation. These school supplies are given to schools in the very rural areas of Haiti.

The new guest house is finished and ready to receive visitors when Haiti is calm once again. It provides beds for 10 guests. We have a wonderful cook named Erline, who will introduce you to Haitian cuisine. With the new Education Center and guest house, we hope you will come and visit us in Haiti and witness our program first-hand. If you are interested in visiting Haiti, please speak to Becky Crosby, our Minister for Haitian Outreach and Executive Director of the Crosby Fund program.

Respectfully submitted,

Becky Crosby (for the committee)

(John McGannon, Wendy Mahon, Eli Doggart, Lisa Doggart, Brynn McGlinchey)

LADIES BENEVOLENT SOCIETY ~ 2019 ANNUAL REPORT

Throughout 2019, the LBS continued to honor their mission statement by providing benefits and support to our church, our congregation, and to as many worthy missions as possible.

"The purpose of this organization shall be to cultivate the Spirit of Christ in every area of human life and to enlist the community in a fellowship of worship, education, service and giving, and to support the programs of the First Congregational Church of Old Lyme as it serves the community, the state, and throughout the World."

The board continued to host six luncheons during the year (three each in the spring and the fall) to promote and provide fellowship and education. The programs offered, following each luncheon, covered an eclectic range of topics and interests. There were musical groups, talks by local authors, and presentations by missions supported by the LBS.

The Haitian Dinner in May, sponsored and funded by the LBS, has become an annual endeavor, helping us to encourage support of the missions of FCCOL. Almost \$3500 was raised for the Crosby Fund for Haitian Education. Also encouraging mission support, the blanket drive for Church World Services was once again, due to the efforts of Hildegard Rennhard, a success this past year.

The White Elephant Sale and the Elephant in Winter sale had a net profit of over \$80,000 in 2019. A total LBS budget of \$93,850 was drawn up and approved for 2020, \$76,900 of which is designated to LBS mission commitments. In addition to the budgeted commitments for 2019, the LBS also provided financial assistance, when requested, to a number of individuals and groups. Rent was paid to help to give Malik and Zahida time to regain their footing after their business was robbed, money was donated to assist in financing the publication of Carolyn Wakeman's book "Forgotten Voices", mortgage payments were made so that the Torres family could regain their footing after a health issue caused a financial strain, a donation was made to the Church Preservation Maintenance Fund on behalf of the Climate Change Task Force to be used to replace windows in the parsonage with energy efficient models, and money was given when requested by Tribal Crafts, the TOL Educational Fund, and individuals needing postage to mail clothing to Green Grass. When you include the many organizations supported by the hours of work and the varied skills of The Ladies Who Stitch, it is easily seen that throughout 2019, the LBS continued to use their time and their talents to demonstrate generosity in support of the church's broad mission efforts.

In 2019, we saw the departure of two board members, Ken Cavanaugh and Sissy Stinson. We also welcomed two new board members, Mary Tomassetti and Rick Strickhart.

LBS Board 2019 – 2020: Jane Marolda, Nicholas Westbrook, Sandy Long, Judith Simmons, Carol Giuliano, Marianne Baez, Jeanne Nichols, Rick Strickhart, Esther Pope, Priscilla Swanson, Nancy Mol, Claudia Hincks, Hildegard Rennhard, Mary Tomassetti.

Invaluable to us and much appreciated, as always, is the tireless and invaluable support provided to our board by the church staff throughout the year. Thank you to Mark, Bob and Odile, to the ministers...and to our much missed and never to be forgotten Joan Kelley.

Respectfully Submitted,
Jane Marolda, President LBS

LADIES BENEVOLENT SOCIETY ANNUAL FINANCIAL REPORT 2019

LBS NEEDS			INCOME	
WES/EIW expenses	10,677 *		WES, BEFORE expenses	88,518
Postage, paper	41		EIW, after expenses	3,248
Luncheon expenses, programs	3,143		LWS, sewing group sales EIW	2,273
Kitchen equipment, supplies	306		LWS, other yearly sales after expenses	5,585
Misc, unexpected expenses	6,204		Misc. interest	12
Sewing group (LWS) supplies	1,630			
NL Soup Kitchen ministry	162		TOTAL	99,636
TOTAL	22,163		ASSETS	
			Webster checking balance 12/31	33,985
MISSION GIFTS			Merrill Lynch investment balance 11/31	34,199
FCCOL Pledge	30,000		TOTAL	68,184
FCCOL Christian Ed.	2,000			
FCCOL Parsonage Maint. Fund	5,000			
FCCOL Major Maintenance Fund	7,000			
FCCOL Ministers' Discretionary Fund	6,000			
Church World Service/OGHS	1,000			
Crosby Fund for Haitian Education	5,000			
Estuary Council of Seniors, Inc. Old Saybrook	500			
Center Hospice Care SECT, Norwich	500			
The CT Hospice, Branford	500			
Hospice & Palliative Care, Middletown	1,000			
Literacy Volunteers- Valley Shore CT	500			
Lymewood Elderly Housing	200			
New Life Prison Ministry	3,500			
New London Homeless Hospitality Center	6,000			
NLHHC, Maj. E. Good House, Veterans' Housing	2,000			
A Sacred Place, The Barbara Fund	1,500			
Safe Futures, New London	2,000			
Tree of Life Educational Fund, conference	250			
Tribal Crafts	2,905			
Fund raising dinner for The Crosby Fund expenses	1,385			
Postage, mailings to Green Grass	244			
FCCOL Immigrant Assistance Committee	2,400			
TOTAL	81,384			
Combined total	103,547			
Marianne Baez, LBS Treasurer				

CHURCH CLERK'S REPORT

YEAR ENDING DECEMBER 31, 2019

A. STATISTICS – RECORDS

1. ANNUAL MEETING: JANUARY 26, 2020 – called as specified in Article II of the Church Bylaws (revised).

Subject Matter: Selected reports by church officers, Board and Committee Members; Adoption of 2020 Church Budget; Election of Officers; Changes to Church Bylaws.

1. MEMBERSHIP:

Active Members: Number reported on December 31, 2018: 803

Additions During Year – New Members:

By Confirmation	0
On Profession of Faith	18
By Letter of Transfer	0
Membership Reactivated	2
Status Change to Active	<u>0</u>
Total Additions	20

Losses During Year:

By Death	17
By Transfer to Inactive Status	17
By Letter of Transfer	0
Membership Terminated by	
Relocation or Request	<u>0</u>
Total Losses	34

Number on Active List as of December 31, 2019: 789

3. BAPTISMS: 10

4. MARRIAGE CEREMONIES PERFORMED BY MINISTERS: 6

B. RECORD RESEARCH

During 2019 there was one request for information from church records.

C. ACKNOWLEDGEMENTS

Much appreciation is extended to our clergy and office staff for their assistance in maintaining the vital statistics of the church.

Respectfully submitted,
Joan C. May, Church Clerk

NEW MEMBERS IN 2019

May 19, 2019

Cara Cheung and Matthew Muehl-Miller

John A. and Ross W. Higgins

Mike and Becky Nortz

Linda Spatz

Paul and Lynn Thomwall

November 17, 2019

Marybeth and Nick Franco

Mary Boone

Laura Gray

Cori and Doug Kneeland

Claire Matthews

Kim and John Thompson

No Confirmands in 2019

Nominating Committee Report

January 2020, Annual Meeting

Page 1 of 3

Board or Committee	Term	Continuing Members	Nominations
Officers			
Church Clerk	1 year 2020		Joan May
Asst. Church Clerk	1 year 2020		Greg Hack
Treasurer	1 year 2020		Bob McCracken
Asst. Treasurer	1 year 2020		Jeanne Thomas
Financial Secretary	1 year 2020		Allan Kiern
Historians	1 year 2020		Betsey Webster
			Carolyn Wakeman
Exigency Committee	3 years 20,21,22	Don Gonci	Don Gonci
Board of Trustees			
Board of Trustees	3 years, 18,19,20	Faye Richardson	
Board of Trustees	3 years, 18,19,20	Jon French	Julie Martel
Board of Trustees	3 years, 18,19,20	Russell Fogg	
Board of Trustees	3 Years 19,20,21	Dan Renn	
Board of Trustees	3 Years 19,20,21	Harvey Beeman	
Board of Trustees	3 Years 19,20,21	Dale Bernardoni	
Board of Trustees	3 Years 20,21,22		Russell Learned
Board of Trustees	3 Years 20,21,22		Scott Mahon
Board of Trustees	3 Years 20,21,22		Alan Macgregor
Board of Deacons			
Board of Deacons	3 years 18,19,20	Peter Barndt	
Board of Deacons	3 years 18,19,20	Rick Strickland	
Board of Deacons	3 years 18,19,20	Mark Bond	
Board of Deacons	3 years 18,19,20	Betsy Grant	
Board of Deacons	3 years 19,20,21	Deb Herninway	
Board of Deacons	3 years 19,20,21	Tim Hildner	
Board of Deacons	3 years 19,20,21	Martha Gibson	
Board of Deacons	3 years 19,20,21	Rachael Gabriel	
Board of Deacons	3 years 20,21,22		Amy Cabaniss
Board of Deacons	3 years 20,21,22		Ellen Calkins
Board of Deacons	3 years 20,21,22		Mary Bradford
Board of Deacons	3 years 20,21,22		John Higgins
Board of Stewardship			
Board of Stewardship	3 years 18,19,20	Mike Winterfield	
Board of Stewardship	3 years 18,19,20	Mary Kate Cox	
Board of Stewardship	3 years 18,19,20	Allison Hine	
Board of Stewardship	3 years 19,20,21	Torn Grant	
Board of Stewardship	3 years 19,20,21	Sandy Long	
Board of Stewardship	3 years 19,20,21	Wayne Mountz Replaced Wendy Rieder	
Board of Stewardship	3 years 20,21,22		Ross Higgins
Board of Stewardship	3 years 20,21,22		Leslie Alexander
Board of Stewardship	3 years 20,21,22		Doug McCracken

Nominating Committee Report

January 2020, Annual Meeting

Page 2 of 3

Board or Committee	Term	Continuing Members	Nominations
Board of Missions			
Board of Missions	3 years 18,19,20	Nancy Mol	
Board of Missions	3 years 18,19,20	Susan Beeman	
Board of Missions	3 years 18,19,20	Jane Marolda	
Board of Missions	3 years 19,20,21	Stephanie Kenny	
Board of Missions	3 years 19,20,21	Christine Grem	
Board of Missions	3 years 19,20,21	Mary Bradford Trans to Deacons	Lee Whitaker
Board of Missions	3 years 20,21,22		Matt Muehl-Miller
Board of Missions	3 years 20,21,22		Charlie Hosley
Board of Missions	3 years 20,21,22		Julie Kuja
Church Council			
Church Council	3 years 18,19,20	Britt Sinay	
Church Council	3 years 18,19,20	Doug Kiem	
Church Council	3 years 18,19,20	Steve Joncus	
Church Council	3 years 19,20,21	Anu Godfrey-Fogg	
Church Council	3 years 19,20,21	Eunice Mahler	
Church Council	3 years 20,21,22		Henry May
Board of Youth Education			
Board of Youth Education	3 years 18,19,20	Heather Richardson	
Board of Youth Education	3 years 18,19,20	Bella Hine	
Board of Youth Education	3 years 18,19,20	Tracey Sutherland	
Board of Youth Education	3 Years 19,20,21	Cari Blanchard	
Board of Youth Education	3 Years 19,20,21	Rachael Jungkeit	
Board of Youth Education	3 Years 19,20,21	Mark Waldo	
Board of Youth Education	3 Years 20,21,22		Susan Hall
Board of Youth Education	3 Years 20,21,22		Hannah Dostal
Board of Youth Education	3 Years 20,21,22		Dave Clark
Board of Adult Education			
Board of Adult Education	3 years 18,19,20	Tom Cox	
Board of Adult Education	3 years 18,19,20	Lori Kolar	
Board of Adult Education	3 years 18,19,20	Suzi McCormack	
Board of Adult Education	3 years 19,20,21	John McGannon	
Board of Adult Education	3 years 19,20,21	Wendy/Scott Mahon	
Board of Adult Education	3 years 19,20,21	Dave Roberts	
Board of Adult Education	3 years 20,21,22		Mike Gentry
Board of Adult Education	3 years 20,21,22		Patsy McCook
Board of Adult Education	3 years 20,21,22		Mariette Brown
Board of Music & Arts			
Board of Music & Arts	3 years 18,19,20	Edie Twining	
Board of Music & Arts	3 years 18,19,20	Susan Hall	Lisa Feltes
Board of Music & Arts	3 years 18,19,20	Marta Cone	
Board of Music & Arts	3 years 19,20,21	Alan Bradford	
Board of Music & Arts	3 years 19,20,21	Sean McCarty	
Board of Music & Arts	3 years 19,20,21	Angie Falstrom	
Board of Music & Arts	3 years 20,21,22		Tina West
Board of Music & Arts	3 years 20,21,22		Leslie Kiem
Board of Music & Arts	3 years 20,21,22		Ann Perry

Nominating Committee Report

January 2020 Annual Meeting

Page 3 of 3

Board or Committee	Term	Continuing Members	Nominations
Nominating Committee			
Nominating Committee	1 year 2020		Elizabeth Nocera
Nominating Committee	1 year 2020		Lee Whitaker
Nominating Committee	1 year 2020		Ginny Spiers
Nominating Committee	1 year 2020		Cathy Gentry
Green Grass Committee			
Green Grass Committee	3 years 18,19,20	Nancy Mol	
Green Grass Committee	3 years 18,19,20	Ginny Speirs	
Green Grass Committee	3 years 19,20,21	Dan Renn	
Green Grass Committee	3 years 19,20,21	Stephie Hall	
Green Grass Committee	3 years 20,21,22		Carolyn Randall
South Africa			
South Africa	3 years 18,19,20	Dana Dixon	
South Africa	3 years 18,19,20	Lee Carpenter	
South Africa	3 years 20,21,22		Terry Balough
South Africa	3 years 20,21,22		Kristell Todd
South Africa	3 years 20,21,22		Scott Mahon
Delegates to UCC			
Delegates to UCC	3 years 20,21,22	George Willauer	George Willauer
Delegates to UCC	3 years 20,21,22	Dan Renn	Dan Renn
Delegates to UCC	3 years 20,21,22	Connie Hurtt	Connie Hurtt
Delegates to UCC	3 years 20,21,22	Elizabeth Nocera	Elizabeth Nocera
Delegates to UCC	3 years 20,21,22	Nick Westbrook	Nick Westbrook
Beit Sahour			
Beit Sahour	3 years 18,19,20	D Gonci	
Beit Sahour	3 years 18,19,20	Sharon Howell	
Beit Sahour	3 years 18,19,20	Nick Westbrook	
Beit Sahour	3 years 18,19,20	Diane Clausen	
Beit Sahour	3 years 20,21,22		Lecia Harbison
Beit Sahour	3 years 20,21,22		Deborah Butler
Beit Sahour	3 years 20,21,22		Marta Cone
Haitian Outreach			
Haitian Outreach	3 years 18,19,20	Eli Doggart	
Haitian Outreach	3 years 18,19,20	Lisa Doggart	
Haitian Outreach	3 years 18,19,20	Bryn McGlinchey	
Haitian Outreach	3 years 20,21,22		Julie Martel
Haitian Outreach	3 years 20,21,22		Sue Anctil
Deacons Emeritus			George and Cynthia Willauer
Deacon Emeritus			Joan Kelley

DEACONS EMERITI

*Gertrude Barney
 *Harold Berggren
 *Marian Biglow
 *Jay H. Boltz
 *Marie Boltz
 Joan Bonvicin
 *Betty Brown
 Barry Buehler
 Susan Buehler
 *Clifford Champion
 *Else Champion
 *Miriam Champion
 *Alfred R. Clark
 *Simone Clark
 Robert Davis
 Judy Downs
 *Susan Holly Ely
 *Mary Emerson
 *Ella Mae English
 Betty R. Fatone
 Emily Fisher
 Nathalie Fogg
 *Janet Folk
 *Harry Forsdick
 *Helen Forsdick
 *Charles Gasteyer
 Michael Gentry
 Don Gonci
 *Philip Gordon
 *Len Green
 *Marge Green
 *Ralph Griffin
 Mimi Griffin
 *Matthew Griswold
 *Roger Grover
 *Sally Grover
 *Charlotte Handy
 *Adlai Hardin
 *Amy Henry
 *Theodore Hillhouse
 *Harriet Hoag
 Robert D. Johnson
 *Mary Jane Johnson
 Allan Kiem
 Karin Kiem
 Joan Kratzert
 Julie Kuja
 *Russell Lewis
 *Robert F. Link

*Anne Losea
 *Howard Losea
 Chuck Lynch
 Louise Lynch
 Henry May
 Joan May
 *Martha McCanne
 Bob McCracken
 Sally McCracken
 *Ramona McNamara
 *Beatrice Minson
 *James Noyes
 *Helen Noyes
 *Myrtie Peck
 *Barbara Perkins
 Ned Perkins
 *Gloria Rathbone
 Marilyn Regan
 Robert Regan
 Hildegard Rennhard
 Leslie Shaffer
 *N. Rutherford Sheffield
 Judith Simmons
 *Philip N. Simmons
 David Speirs
 Virginia Speirs
 *John Speirs, Sr.
 *Helen Speirs
 Douglas Stoehr
 *John Swanson
 *Philip Symonds
 *Anne Traver
 *Cynthia Twining
 *Kinsley Twining
 *Dorothy Umberger
 *Willis H. Umberger
 Bob Webster
 Betsey Webster
 *Helen Weidler
 *Murray T. Wellman
 *Jean West
 *George Wilcox
 *Ellen Woodhead
 George Willauer
 Cynthia Willauer
 *Joan Kelley

*Deceased