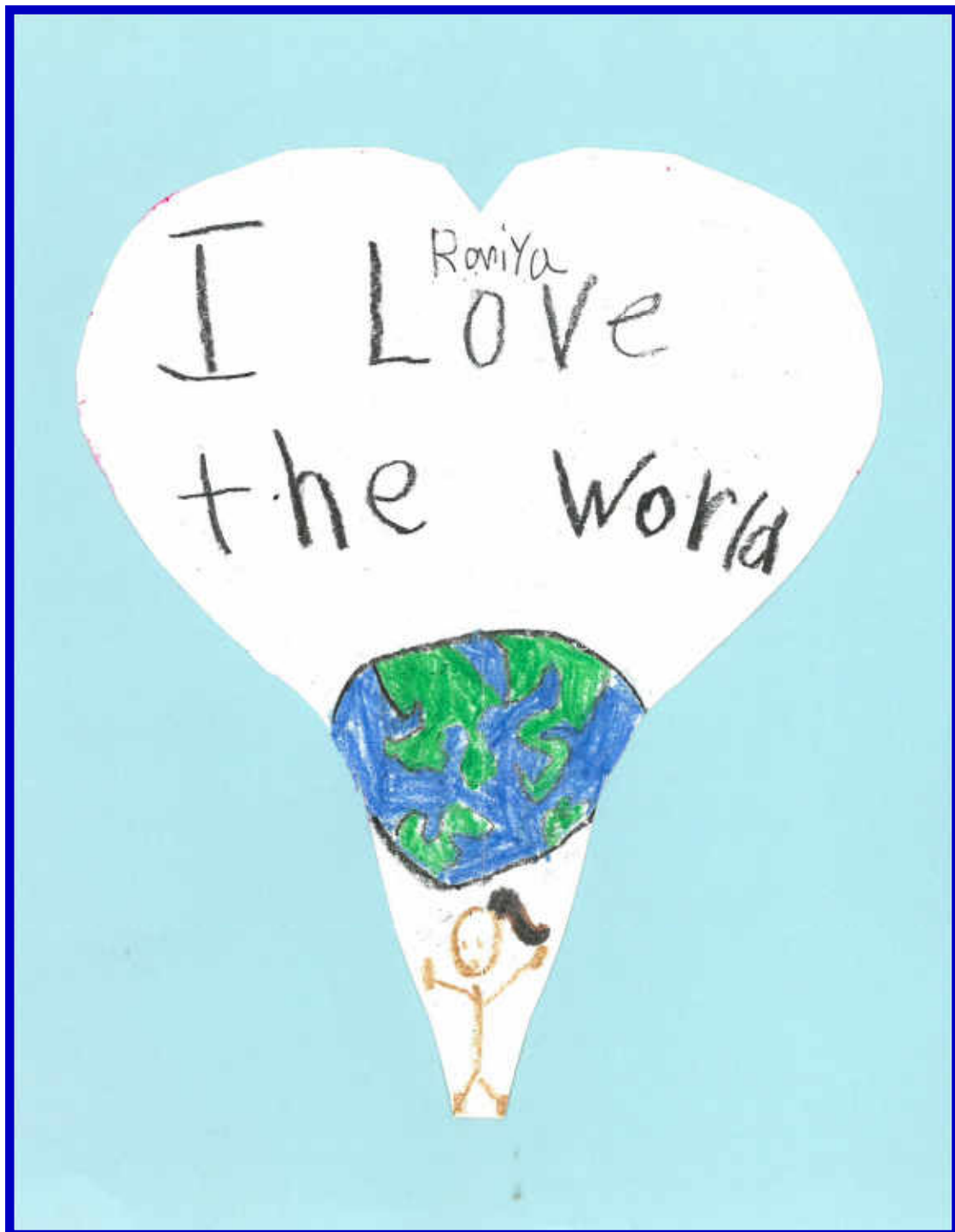


**The First Congregational Church  
of Old Lyme**

**2018 ANNUAL REPORT**



# THE FIRST CONGREGATIONAL CHURCH OF OLD LYME

## ANNUAL MEETING Sunday, January 27, 2019 12:15 pm

### A G E N D A

1. Invocation The Rev. Laura Fitzpatrick-Nager
2. Call to the Meeting Joan May, Clerk
3. Approval of the Minutes of the January 2018 Annual Meeting
4. Reports of Church Officers, Boards and Committees:
  - a. The Ministers
  - b. Church Clerk Joan May
  - c. Board of Deacons Don Gonci and Elizabeth Nocera
  - d. Board of Stewardship Mary Kate Cox
  - e. Board of Youth Education Shay Cantner
  - f. Board of Adult Education David Ogle
  - g. Board of Missions Jen Hall
  - h. Immigration Mary Tomassetti
  - i. Refugee Resettlement Scott Harris
  - j. South Lyme Union Chapel Steve Joncus
  - k. Ladies Benevolent Society Jane Marolda
  - l. Board of Trustees Dave Long
  - m. Treasurer Bob McCracken
5. Adoption of the 2019 Budget Jonathan French and 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

*The image on the cover was designed by Roniya Malik, age 5.  
We successfully provided sanctuary to Roniya's parents,  
Malik Naveed bin Rehman and Zahida Altaf for 212 days.*

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**Minutes of the Annual Meeting**  
**First Congregational Church of Old Lyme**  
**January 28, 2018**

The meeting was called to order by Mike Gentry, Chair of the Church Council, at 12:15 PM. This was followed by the Invocation, given by Reverend Joan Priest.

Gregory Hack, the Assistant 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 2017

To approve the budget for the year 2018

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

Greg Hack acknowledged the presence of a quorum of at least 40 church members.

Motion to waive the reading of the minutes from the 2017 Annual Meeting and Special Meeting, as the minutes were printed in the Annual Report. The motion passed, and the minutes of the 2017 Annual Meeting and Special Meeting were approved.

Individual reports were then presented. All those offering reports referred to the printed reports that appear in the 2017 Annual Report.

Steve Jungkeit, Senior Minister: As noted in his annual report, Steve discussed how our Congregation is like a clay pot, a fragile treasure that is meant to be used. He shared many examples from the life of our Congregation over the past year, along with our culture of hospitality, and the purchase of a Refugee House. Steve closed with words from the 19<sup>th</sup> century hymn "How Firm a Foundation", noting how our Church is a precious treasure, and a firm foundation.

Joan Priest, Minister of Visitation, has been with us two years now. She is honored to lead the grief and caregivers groups, and feels fortunate to work along with a wonderful staff.

Greg Hack gave the Church Clerk's report for Joan May. Membership over the past year was stable, with a slight decline from 845 to 836 members over the year. The Church enjoyed 12 baptisms, and our ministers performed 10 marriage ceremonies. Joan 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, Scott Mahon. In light of the challenging environment, Scott discussed what it means to be a Christian. He noted the support of the programs to help displaced families in our area. He also assisted in the search for the new associate minister, Laura Fitzpatrick Nager. He thanked outgoing Deacons for their service.

Mike Long, Chair of Stewardship, spends most of the year preparing for the stewardship campaign. In 2017 we raised \$614,900, 97% of our goal of \$630,000. This also represented a 2% decline over the previous year. For 2018, we are keeping the same goal as 2017 at \$630,000. Presently trailing the 2017 numbers by about 8%, with 314 pledges in, for a total of approximately \$540,000 to date. Working hard to reach out to past givers who have yet to do so. Thanked office staff and outgoing board members, and the congregation for ongoing support.

Board of Youth Education, Lori Kolar: We presently have 48 students from 29 families in "God's Neighborhood". "Fruits of the spirit" and "love thy neighbor" have been the themes for the year. Trying to get the youth engaged in the activities of the church. Special thanks and gratitude go out to Lisa Doggart for all of her work.

Board of Adult Education, David Ogle. Primary responsibility is to handle and schedule the Adult Forums. Wendy Reider was long term lead, and now David has taken on that role. It is quite difficult to find 31 interesting speakers, so please send along any ideas.

Board of Missions, Jen Hall: \$83,500 allocated for Missions work. This work has local, national, and international reach. Many thanks to Carleen and the outgoing Board members.

South Lyme chapel: Steve Joncus, for Sandra. Christine Caton has retired, and now the Chapel is serving as a site for seminarians to serve. Several other community service events have taken place, with contributions as outlined in the annual report.

Ladies Benevolent Society, Cindy Long: White Elephant Sale was third biggest ever. Looking for more volunteers who are willing to participate. Have 6 luncheon meetings. A new cookbook has been produced, called "A Taste of Heaven"! Gave \$42,000 directly to the Church, and another \$30,000+ to other causes.

Trustees, Bob McCracken for Dave Long: Bob reviewed the funds spent on our Church and on the Refugee House on Rogers Lake. Bob reviewed the addition of the Communication Committee and the Preservation Fund Committee as new standing committees. Henry May spoke for the Endowment, noting some changes to the portfolio strategy. We have benefitted from a good stock market. Presently \$2.5M in endowment, which is healthy and strong. 3x the Church's annual budget is a good place to be.

Treasurer's Report also given by Bob McCracken. We have come in under budget for revenues by approximately \$23,000, and operating expenses were also under budget by a similar amount. We finished the year with a small operating surplus of \$296---(balanced budget). On the expenses side, ministers expense came in lower than budget, since we didn't hire a new Associate Minister. Carleen stayed full time, so this was offset somewhat. Lay employees somewhat over budget, including overtime and benefits. Bob thanked all of the church office staff, noting that they are an incredible team. Joan Kelley is extraordinarily valuable.

Jonathan French, for Budget Committee: Discussed the budget process. Bob then referred to the "new way to look at the church budget" information on page 28.

Revenues/ expenses budget \$814,000 for 2018, vs \$818,000 for 2017. Budget detail (discussion of higher and lower line items) noted on page 30.

Bob also discussed that housing allowances for the ministers must be approved by the Congregation at the annual meeting, per IRS rules..... this must be noted in the minutes (here it is). The 2018 Budget was unanimously approved.

Nominating committee report: Ann and Elting Smith were presented as Deacons Emeritii. Further, the slate as presented was approved.

There was no Old Business.

New Business: Reviewed the proposed change in the by laws, including the addition of two new Standing Committees to the Board of Trustees: the Communication and Preservation Fund. The text was slightly changed from what was distributed to the Congregation (attached). Membership was not specified for the Communications Committee, to allow the Committee to adapt to the varying skill sets required.

A motion separated out the two Committees, and a there was much discussion re the Communication Committee.

The Preservation Fund Committee was approved unanimously. The Communication Committee was also approved, but not unanimously.

Steve then gave the Benediction, and the meeting adjourned at 1:50 pm.

Respectfully submitted, Gregory A. Hack, Assistant Church Clerk

## Senior Minister's Annual Report 2018

If you offer your food to the hungry, and satisfy the needs of the afflicted,  
then your light shall rise in the darkness...  
The Lord will guide you continually...and you shall be like a watered garden,  
like a spring of water, whose waters never fail.  
Your ancient ruins shall be rebuilt; you shall raise up the foundations of many generations;  
you shall be called the repairer of the breach,  
the restorer of streets to live in.

Isaiah 58: 10-12

The poet Edward Hirsch says somewhere that the role of poetry is to mesmerize time. Poetry takes the empty passage of minutes and seconds and renders it back as a gift, alive with possibility and mystery, wonder and loss. It's a statement that also rings true for religion, at its best. Those of us engaged in this foolish and holy work called faith are given the task not simply of passing the time, of marking time, or, as those most bedeviled and entrapped might say, "killing time." The work of faith is to mesmerize time, which means to transform it, to give it meaning, to dwell within its fullness with all that time allows. The work of faith is to enchant time, which is why the Scriptures use the phrase "in the fullness of time" to describe the birth of Christ. A birth of such magnitude takes place not so much at an appointed hour, like a train schedule, but when time is mesmerized, transformed, rendered somehow sacred. The prophet Isaiah hints at that sense of transformation when he describes the effect that comes from offering food to those who need it, and caring for the afflicted. Time and space are altered – new possibilities suddenly come into view, the damage caused by time is repaired and restored, while particular spaces become beacons of light and hope. Poets like Edward Hirsch and Isaiah know of such things. But we do too. We experience moments when ordinary temporality is suspended, when a new time emerges. When we live within such moments, we dwell within a state of grace.

An annual report might be an occasion to catalogue a series of events, unfolding within ordinary time: first this, and then this, then that and finally this. There are indeed important events in the past year to chronicle. There are the nearly hundred or so worship services that we've conducted, the weddings and the funerals, the administrative meetings and the special events, the dinners and the visitations, the new member meetings and the White Elephant Sale(s), the hospital visits and the celebrations. We've had plenty of such moments. There are our many outreach ministries and all the many ways we've engaged the world around us throughout the year – journeys to Israel and Palestine, to Haiti, to Green Grass, and to Mexico. There was the good news of learning that the Colon family had received permanent housing in New Haven, and were thus able to move out of the refugee house. There was the equally good news that the Kazadi family was going to be able to use that very same refugee house to help themselves get established in the United States, as they continue to rebuild their lives after fleeing Congo. There is the financial picture, which remains robust and healthy, though not without some pressing challenges (faced by most every mainline congregation I'm aware of). By most any measure, it has been a very good year.

But there have been several occasions this past year that have stopped time for a little while, mesmerizing it, allowing for moments of wonder, or gratitude, or the simple pleasure of being together. One was the Sunday that we gathered to hear the report of the search committee for a new associate minister, a day that we heard from, and voted to affirm, the ministry of Laura Fitzpatrick-Nager among us. That came as the result of a year and a half of thoughtful work on the part of our search committee, which was chaired by Russell Learned. It's been nothing short of a joy to welcome Laura into our communal life, and speaking personally, I couldn't be happier to have her as a colleague and partner in the work of ministry.

Another moment of suspended time came when the South African choir arrived once again, under the

leadership of Mkolisi Duda. To see the Meetinghouse overflowing with people, crowded in to witness their incredible music and movement, moments of indescribable beauty that served as potent reminders of the way similar moments of beauty served to undermine the ugly inhumanity of the apartheid regime, was a thing to behold.

But so too was the celebration of Carleen's years of ministry that occurred during the choir's visit. To reflect on all that Carleen has brought to FCCOL over the years, from her music leadership to her preaching, from her pastoral care to the ways she has shaped our mission work over the years, including our partnership in South Africa was a powerfully moving thing for all of us who know and love Carleen. While Carleen herself isn't always at ease when the focus is on her, it was a Sunday that allowed us all to appreciate just how much Carleen has given to make us what we are as a community. It was one more instance of mesmerized time, clarifying who we have been as a congregation, and who we're still becoming.

The preeminent instance of mesmerized time, however, came in our sanctuary endeavors. From March until October, Malik, Zahida, and Roniya resided in our company, an experiment that brought unbelievable goodness with it. We began tentatively, as new relationships took hold, but in time, afternoon visits and press interviews, evening worship services on occasion, potluck dinners, concerts (Tom McDermott and Tom Piazza stopped time during their visit!) and pizza deliveries all gave way to an intense form of communal belonging. It all took shape in a series of concentric rings. There were those who were involved in the day to day support of Malik, Zahida and Roniya. There were others who came on occasion for visits, or who shared meals in the evenings. There were others who offered monetary support, or simply their encouragement and prayers. But I'll never forget what it felt like to gather as an entire church to sing Kum Bah Yah (of all things!), as we affirmed the power of spirit, of community, of one another, when the days were getting long. I'll never forget how the entire congregation prayed over their family with hands extended, claiming the power of prayer to uphold and support Malik and Zahida in a discouraging moment. Nor will I ever forget what it felt like to walk out of the Meetinghouse when their stay had been granted. The first time we did it, the scene of well wishers and supporters gathered to cheer them on was a gorgeous thing to behold. The second time, when we were all led out by the Funky Dawgz, a New Orleans style brass band, felt like a thrilling moment of real life resurrection. As Tom Piazza reminded us during his visit, you celebrate what you can when you can because "we ain't none of us got long to stay here." We mesmerize time while we can. We celebrate what we can, and keep working for the day when Malik and Zahida's situation will be stabilized.

"If you offer food to the hungry and satisfy the needs of the afflicted, then your light shall rise in the darkness...you shall be called the repairer of the breach, the restorer of streets to live in." So says Isaiah, in one of the most beautiful instances of mesmerized, enchanted time that we find in the pages of Scripture. Isn't that the secret behind it all? Isn't it our commitment to a shared project of caring for the world around us, especially the most vulnerable in our midst, that transforms the time, enchanting it, so that seconds and minutes are received as a gift, filled with moments of wonder and awe, purpose and shared vision? We discovered something of that together this year. And it fills me with a deep sense of gratitude to be able to be a part of it with all of you.

We have been dwelling within a state of grace. May it be extended in the year to come.

Steve

## Senior Associate Minister's Annual Report 2018

**“Let us go across to the other side.” Mark 4:35**

**“We plant seeds in the ground and dreams in the sky, hoping that, someday,  
the roots of one will meet the upstretched limbs of the other.**

**It has not happened yet. Still, together, we nod unafraid of strangers.**

*-Alberto Rios, We Are of a Tribe*

Dear Friends,

The journey into ministry with you this first year has been deeply engaging and inspiring. I remember the day after I officially began as the new Associate Minister last March, we welcomed Malik, Zahida and Roniya into sanctuary. Snowflakes covered the ground as Lina Tuck and others of us gave tours, made beds and offered comfort and welcome. From that day forward, I have witnessed your outreach, friendship and countless ministries of kindness to neighbors near and far.

It has been a joy to collaborate with and support Lisa Daggart, Mary Tomassetti, Shay Cantner, the Board of Youth Ed, and our dynamic teachers and parents in God's Neighborhood. Participating in the breadth of activities from the Midnight Run to our Sunday Night Soups continues to be rewarding and demonstrates our ongoing commitment to Christian Education with a global heart. Carleen and I co-led a Confirmation class as well last Spring with a dynamic, talented group of our young people.

Building relationships and getting to know our families and young children and youth has been a particular privilege. Last March, I accompanied Ted and Becky Crosby and the Senior PF group to Haiti, witnessing first hand our partnership with the Crosby Fund for Education in the Des Chappelles community.

Likewise, I had the opportunity to accompany Stephanie Kenny, Dan Renn and fellow travelers to Green Grass for the annual June pilgrimage to the Cheyenne River Reservation. As we experience trip after trip, whether it's to Green Grass or Israel-Palestine, Haiti and Mexico or the New London Hospitality Center-- or even walking in sanctuary with those neighbors living under threat of deportation or eviction, crossing to the other side is what we do as a people of faith. It is the gospel invitation to be with “the other” in community. Thank you for the opportunity to accompany you on these amazing journeys.

I've also enjoyed supporting, designing and collaborating on some programming that supports the spiritual life, formation and care of our congregation. From our Fall Women's Retreat to monthly Caregivers gatherings to our book group with Martha Beaudoin to the contemplative prayer circle, among other experiences.

Walking into our church any given day of the week shows what a dynamic community FCCOL truly is...from the tireless Ladies Who Stitch, to the pottery classes ongoing downstairs at Walt's Studio, to the poetry circle in Hoag to our Potluck Dinners to our magnificent choir rehearsing for Sunday with Simon in Sheffield just as the local Boy Scouts are buzzing in Fellowship Hall. Rain or shine, every Saturday morning, many of you are helping out at our Shoreline Food pantry feeding our hungry neighbors. In addition, the dedication of our Deacons, Trustees, Missions Board, LBS volunteers 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, I'll never forget this past July witnessing the hundreds of you who showed up week after week to ensure the success of our White Elephant Sale.

Working with Steve and Carleen and our other staff to support the pastoral care needs and ongoing ministries of our FCCOL community remains a deep privilege and an abiding source of friendship.

Thank you for your ongoing welcome as a place of grace in the world as we continue to cross to the other side with love for one another and our world.

Blessings all around,  
Laura Fitzpatrick-Nager  
**Senior Associate Minister**



## 2018 Annual Report from Associate Minister

The year 2018 saw some significant changes in my service as your associate minister. I am delighted that Laura Fitzpatrick-Nager “came aboard” to join our leadership team, making it possible for me to begin the challenging enterprise of cutting back a little on the time I spend in ministry. Don has been retired now for nine years, and I think he has been very patiently waiting for the time when we can travel a little more easily, and have more time to spend together. I am very grateful to Laura, and grateful to this congregation for all your support through this transition.

The celebration of my years of service that was held in September was a real joy. I’ll confess that while I initially thought it would be very difficult to sit through such an event, it was in the end a really wonderful day. To see the faces of friends from years past, and to hear their stories, to see that beautiful cake that Eve Todd so thoughtfully created, and to read the notes that so many of you lovingly wrote; well, it is all a memory to be cherished. It seems to me that we have all been on this long journey together. My gratitude to all of you mirrors all the gratitude that you expressed so generously that day. Thank-you. Thank-you.

I continue to work with the boards of Missions, Stewardship and Adult Education, as well as spending some time at Simon’s side where it is fun to touch those organ keys again. I also 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. But it is with some relief that I attend significantly fewer nighttime meetings of various other boards!

Our Board of Missions oversees a wide range of outreach work that takes place near and far. Jennifer Hall has been the chairperson of the board for the past two years and I am grateful to her for her dedication. We continue to have teams of volunteers at both the New London meal site and the Old Lyme food pantry 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 site for so many years. Our partnership teams remain strong, with large journeys to Green Grass, to Haiti and to Palestine and Israel this past year. A journey to Mexico to visit the Guadalupe Retreat center in Cuernavaca enabled some of us to better understand the deep issues of Meso-American migration. 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. The visit of the choir singers from Pretoria University in September and October brought our South African friendships back into sharp focus. I am grateful to all who hosted and transported and fed those wonderful young singers.

David Ogle has managed the Board of Adult Education masterfully and our offerings for the adult forum programs have been varied and very interesting all year long. And Laura brought back a very well-attended women’s retreat in the Fall. Special thanks to Susie Hermanson for hosting that event.

I’ll continue to work alongside the Board of Stewardship. Thank-you to Mike Long for his leadership and to each member and friend of this congregation who gave their financial support. 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 countless ways you 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 member of this wonderfully diverse and generous congregation.

Respectfully Submitted,  
**Carleen R. Gerber**

## **SOUTH LYME UNION CHAPEL REPORT 2018**

As usual, 2018 was a year of change for our small congregation at the South Lyme Union Chapel. At the pulpit Thomas Burke's strong leadership and vibrant message continued from last year. On March 11 Dr. Ned Allyn Parker substituted for Tom, whose last Sunday with us was May 27. After a summer serving a church in New Hampshire while the minister was on sabbatical, Tom was called to be Youth Minister at the Norfield Congregational Church in Weston, CT.

On June 3<sup>rd</sup> Genna Beatty preached one Sunday in June, one at the end of July and a third in early August. We were impressed with her, but she was called to Lexington, MA in the fall as Minister for Youth at Hancock UCC.

Recommended to us by Rev. Christine Caton, a former minister at the chapel, Rev. Rebecca Francisco joined us on June 10<sup>th</sup> and has been with us ever since. Becky is a recent graduate of Princeton Theological Seminary and the daughter of the senior minister at the Cross Lane Presbyterian Church in Waterford. Passionate about mission, social justice and teaching in the church, she hopes to do a PhD in biblical studies.

Becky is terrific! The congregation took to her immediately; we are blessed to have her lead us in worship each Sunday.

It was with sadness that we learned last month of the passing of Bea Minson, our oldest member. She was with us the previous Sunday and had traveled to North Carolina to be with family. Her memorial service will be at the chapel on Saturday, January 12 at 1:30 PM.

We were happy to have been joined a few times this fall by Carolyn Fast on the piano to accompany our hymns as well to play a prelude and a postlude. It has been a most welcome change from digital music on the Bose. Carolyn also played at our annual Carol Sing on December 16, at which there was also a beautiful performance by a group of high school singers under the direction of Kristine Pekar.

Chapel officers have remained the same with Sandra Joncus, first trustee, Gayle Birmingham, second trustee, Sylvia Peterson, third trustee. David Littlefield is a substitute trustee. Karen Geisler and Stephen Joncus are secretary and treasurer.

The WES food both was staffed by our members and friends led by Sylvia and Larry Peterson, and it was another great year.

Donations this year included checks to the New London Homeless Hospitality Center (\$150), Church World Service (\$135), New London Community Meal Center (\$150), One Great Hour of Sharing (\$65), and High Ground Vets (\$200). Additionally, the Chapel purchased \$220 worth of food for a dinner at the NLCMC, which was served by volunteers from FCCOL.

Sandra Joncus, First Trustee

## Tree of Life 2018 Partnership Report

2018 was another busy year for Tree of Life Educational Fund (TOLEF). In January, 29 participants traveled to Israel/Palestine as part of our *Right of Return: 70 Years of Refugees in Palestine, Israel and Beyond* annual witness journey. While there they visited with Palestinian and Israeli voices of conscience working towards peace and justice. They also witnessed first-hand the ongoing struggles associated with life under military occupation.

In June we hosted a Tree of Life Homecoming at FCCOL. Journey participants from over the years (and a few new friends) met to share stories, listen to beautiful musical performances, enjoy a delicious Palestinian dinner and listen to guest speakers Mazin Qumsiyeh, former Yale professor and current Bethlehem University professor and founder of the Palestine Museum of Natural History, and Susan Aboeid, former Journey traveler and political chair of Yale's Muslim Student's Association. In October we hosted our annual fall lecture series Rachel's Children at three venues in Connecticut (including FCCOL) and one in Cape Cod, Massachusetts. Attendees learned that in 2018, more than 900 Palestinian children under 18 were arrested or detained by the Israeli military. Most are charged with throwing rocks. Many are arrested from their homes in the middle of the night – a terrifying experience that can forever destroy their sense of home as the place of safety and sanctuary that most of us take for granted.

Attendees also learned that once detained, most of these children are subject to verbal and physical abuse, deprived of legal aid, deprived of education, and not allowed visitations from family members.

Other topics explored during the conferences included learning about militarized training exchanges between Israel and members of U.S. police forces, F.B.I., ICE and US Air Marshals, and hearing about direct-action success stories through intersectional partnerships and advocacy efforts.

Board and volunteers have also stepped up advocacy efforts. In April TOLEF joined with the Middle East Crisis Committee and Jewish Voice for Peace (JVP) New Haven to protest Israel's brutal response to the Great March of Return in Gaza.

In September TOLEF partnered with JVP New Haven and the Bridgeport Islamic Community Center (BICC) to organize a delegation to meet with Congressman Jim Himes. The meeting was arranged to discuss support of H.R. 4391 – the *Promoting Human Rights by Ending Israeli Military Detention of Palestinian Children Act*.

This bill aims to prohibit U.S. financial assistance to Israel from being used to support the military detention, interrogation, or ill-treatment of Palestinian children. Throughout the year, we also organized delegations to meet with Congressman Larson, Congressman Courtney, Congresswoman DeLauro and Congresswoman Esty.

In addition, we mobilized supporters to contact Senator Murphy to encourage opposition to S.720/H.R.1697, the Israel Anti-Boycott Act, which aims to criminalize participation in the Boycott, Divestment and Sanctions (BDS) movement. This is a clear violation of American First Amendment rights to engage in political boycotts.

Support from our donors and travelers enabled us to continue to provide honoraria to our partner organizations that we meet with in Israel/Palestine during our witness journeys, and in 2018 we distributed more than \$10,000 to almost 20 partners to support their efforts.

Thanks to our *Scholarship in a Bottle* program we continue to send financial aid to Palestinian college students in partnership with the Middle East Children's Alliance (MECA) and Al Rowwad (Pioneers for Life) for Culture and Arts (ACTs). With funds from sales, and under the direction of our Tree of Life Scholarship Committee chaired by Becky Crosby, we distributed \$10,000 earmarked for scholarships.

MECA and Al Rowwad manage the selection and award process for these funds.

In addition, direct support was given from our Scholarship program to two additional Palestinian college students, both of whom will be graduating in 2019.

We are tremendously thankful to all who support this program through their purchases of our Al'ard olive oil (more than one ton sold in 2018!), Za'atar, soap and olive wood crafts.

We are also grateful to our conference sponsors, venue organizers, volunteers, and supporters who helped us to make our 2018 series a great success, and to all of our donors and our incredible congregation at FCCOL who make all of our work possible.

Without you, we would not be able to accomplish all that we do. Thank you.

In Solidarity,

Ann Perry, Executive Director, TOLEF

Nick Westbrook, volunteer manager, TOLEF Scholarship in a Bottle program

## **BOARD OF DEACONS**

### **2018 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. This year the Deacons focused on ensuring that we maintained contact with our new members, established Communion Sundays for the calendar year, and that the manual for our volunteer ushers was up-to-date and reflective of our welcoming goals for worship and special services.

Our individual responsibilities during 2018 were as follows:

Board Co-Chairs – Donald Gonci and Elizabeth Nocera

Secretary - Elizabeth Nocera and Karen Harris

Board Liaisons:

Church Council – Donald Gonci

Youth Education – Betsy Grant

Adult Education - Mary Charlton

Missions - Deborah Butler

Partnerships – Karen Harris

Membership – Donald Gonci and Elizabeth Nocera

Communion – Donald Gonci

Hospitality - Lee Whitaker

Communications – Mark Bond

Ushers 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 as a whole as we were presented with the opportunity to provide Sanctuary to our first family.

Our response was a resounding voice of support for this ministry.

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.

Senior Associate Minister Laura Fitzpatrick-Nager joined Steve this year as staff to the Board of Deacons as Carleen transitioned her commitments and reallocated her time. We are tremendously grateful to Carleen for her service, guidance, and constant support to the Board! We continue to be blessed with the vision and grace of our ministers as we carry out our work as Deacons.

During the final months of the 2018 calendar year, conclusions from the 24<sup>th</sup> U.N. Conference on Climate Change were announced. The scientifically based conclusions provided a sobering view of worsening climate events and projections. Despite decades-long warnings from the scientific community, most world leaders have not assigned a top priority to reduction of greenhouse gases. Consequently, challenges for future generations are daunting. Our Church is already considered a leader in the environmental movement. However, our ministers and the Board of Deacons are committed to finding ways to do more, especially with decreasing our carbon footprint. Ideas for accomplishing this will come from both inside and outside our congregation. It is noteworthy that the UCC is demonstrating national leadership with respect to carbon

-related communications and awareness. In New England, hundreds of congregational churches have rung their bells to draw attention to this environmental concern. The FCCOL has always given the youth of this Church our highest priority; maximizing our commitment to the environment is a reflection of this priority.

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 our outgoing Deacons for their dedicated service and contributions. Special thanks to Deborah Butler and Mary Charlton for their good counsel and the many ways they support our church.

We welcome new Deacons in 2019 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 go to our dedicated staff - Church Administrator, Bob McCracken; Church Office Manager, Joan Kelley; Church Clerk, Joanie May; and Sexton, Mark Testori, for their efforts and ongoing support.

Respectfully submitted,  
Donald Gonci and Elizabeth Nocera  
Co-Chairs, Board of Deacons

## **REFUGEE RESETTLEMENT PROJECT COMMITTEE OF OLD LYME**

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 in 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.

This past year the committee helped resettle the Colon family--Adrian, Liz Marie, Adrian Jr., and Gustavo—after they lost their home and belongings after Hurricane Marie devastated Puerto Rico. The Colon family is now independent and living in New Haven.

At the end of October of 2018 the committee welcomed Kazadi Joseph, Kabanga Martine, and their children, Mariamme, Drysile, and Joseph, Jr. The family is now settled in the refugee residence on Roger's Lake Trail. We are happy to be able to help them at this new stage in their lives here in Connecticut after fleeing The Congo.

In Christ,

Kathy Kronholm  
Scott L. Harris  
Co-Chairs

## **Immigrant Assistance Committee Annual Report 2018**

### **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 FCCOL ministerial staff and with the approval of the FCCOL 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, (tying in food pantry)

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.

### **Accomplishments for 2018**

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 \$40,494 has been donated to help with our ongoing work.

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 work in partnership with fellow immigrant rights organizations for the rights of all immigrants in our country.

We successfully provided sanctuary to Malik Naveed bin Rehman and Zahida Altaf for 212 days. Our church community gathered together to bring hope and strength during the many days of sanctuary. We will continue to assist Malik and Zahida as their immigration case continues.

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. FCCOL 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. This Mom, must return to Haiti before July 22, 2019. 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. We continue to work with this family to find a way to help this Mom stay in the United States. Presently, there is no clear pathway to residency.

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 14<sup>th</sup>. 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 15<sup>th</sup>. 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.

### **Goals for 2019**

The Committee will continue to work to help the families that have reached out to us as well as any new families that request our assistance. 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 2018**

### **Summary Overview**

Total Operating\* Revenues for the year 2018 were \$826,309 or \$12,249 over the budgeted amount of \$814,060. Total expenses for the year were \$822,688, also over budget by \$8,628. Therefore, the bottom line resulted in a small \$3,621 surplus for the year, essentially in balance. These operating results are summarized on the following page #17. Account by account details are on the following pages 18 through 23.

### **Revenues**

The over-budget revenue resulted almost entirely from an increase in Pledges and Offerings. However, within that category the balance of income was significantly different from prior years (see page 18). Income from payment of 2018 pledges fell substantially short of budget and short of experience in 2017. This shortfall was offset by significant increases over budget from (1) payment of prior year pledges, (2) the open plate, (3) contributions from people paying over their pledged amount, (4) people who contribute but have not pledged, (5) and increased support from the LBS. Results from the other two categories of revenue – Interest & Dividends and Other Income were very close to budget. Overall, with all the plusses and minuses, revenues were over budget by 1.4%.

### **Expenses**

The over-budget result in expenses was also a result of some increases and decreases versus budget, although none of these variances was dramatic. The Minister's account was exactly on budget. The Christian Education expenses were over budget due to a very active growth year both in the Sunday School and in the Pilgrim Fellowships. The Church Office and Property accounts were very close to budget. The major maintenance portion of the Property account was kept artificially low in 2018 by deferring some projects in order to balance the budget. The Deacons were over budget due to increased advertising of special church functions and funding all-church events. The Lay Employees account was slightly over budget due to higher than expected overtime expenses of the Office Manager and Sexton. The Benevolence budget was slightly under-spent to provide a cushion for the overall budget, and the Other Expenses account was under budget due to a new lower loan repayment schedule. The overall result was expenses being over budget by slightly over 1%.

### **Year-End Surplus**

The modest \$3,621 surplus will be automatically applied to reduce a negative equity entry on the balance that resulted from deficits in prior years.

### **Remainder of the financial report**

Account by account detail for the 2018 operating results is found on pages 18 through 23 of the attached statements. Following these pages are: (1) the December 31, 2018 Balance Sheet; (2) details of the balance sheet exchange and escrow (ear-marked) accounts; and (3) the statement of Sources and Uses of Funds statement for the year 2018.

\* The church's Endowment Fund is separately managed by the Endowment Committee of the Board of Trustees. That report is on Pages 41 and 42.

Respectfully submitted,          Robert McCracken, Treasurer



First Congregational Church of Old Lyme			
Treasurer's Report for the Year 2018			
Analysis of Revenues and Expenses			
	SUMMARY		
	Actual	Budget	% Budget
<b>REVENUES</b>			
PLEDGES & OFFERINGS	\$696,788.76	\$687,000.00	101.42 %
INTEREST & DIVIDENDS	\$106,644.50	\$103,560.00	102.98 %
OTHER INCOME	\$22,875.54	\$23,500.00	97.34 %
<b>Total REVENUES</b>	<b>\$826,308.80</b>	<b>\$814,060.00</b>	<b>101.50 %</b>
<b>EXPENSES</b>			
<b>MINISTERS</b>			
SENIOR MINISTER	\$105,109.18	\$104,154.05	100.92 %
ASSOCIATE MINISTER-CRG	\$80,120.45	\$72,621.00	110.33 %
ASSOCIATE MINISTER-JWP	\$6,059.87	\$12,093.00	50.11 %
ASSOCIATE MINISTER - LFN	\$91,362.80	\$91,384.00	99.98 %
MINISTERS SUPPORT & SUPPLY	\$3,750.00	\$4,000.00	93.75 %
<b>Total MINISTERS</b>	<b>\$286,402.30</b>	<b>\$284,252.05</b>	<b>100.76 %</b>
<b>CHRISTIAN EDUCATION</b>			
SUNDAY SCHOOL	\$18,108.71	\$11,414.00	158.65 %
CONFIRMATION	\$47.99	\$250.00	19.20 %
JUNIOR PF	\$2,282.34	\$1,400.00	163.02 %
SENIOR PF	\$3,732.56	\$4,000.00	93.31 %
ADULT EDUCATION	\$369.35	\$300.00	123.12 %
ALL CHURCH EVENTS	\$729.79	\$300.00	243.26 %
<b>Total CHRISTIAN EDUCATION</b>	<b>\$25,270.74</b>	<b>\$17,664.00</b>	<b>143.06 %</b>
<b>MUSIC</b>	<b>\$55,910.38</b>	<b>\$54,069.92</b>	<b>103.40 %</b>
<b>CHURCH OFFICE</b>	<b>\$49,920.84</b>	<b>\$51,500.00</b>	<b>96.93 %</b>
<b>PROPERTY</b>	<b>\$124,618.37</b>	<b>\$121,500.00</b>	<b>102.57 %</b>
<b>DEACONS</b>	<b>\$3,619.41</b>	<b>\$2,750.00</b>	<b>131.61 %</b>
<b>LAY EMPLOYEES</b>	<b>\$160,916.29</b>	<b>\$152,997.86</b>	<b>105.18 %</b>
<b>BENEVOLENCES</b>			
UCC	\$17,500.00	\$17,500.00	100.00 %
MISSION BUDGET TO BE ALLOCATED	\$0.00	\$0.00	0.00 %
MISSION EDUCATION FUND	\$13,055.31	\$13,750.00	94.95 %
DIRECT PARTNER SUPPORT	\$13,900.00	\$13,900.00	100.00 %
PARTNERSHIP COMMITTEES	\$1,045.90	\$1,400.00	74.71 %
<b>OUTREACH</b>			
NEW LONDON REGION	\$17,750.00	\$18,250.00	97.26 %
MIDDLESEX COUNTY	\$500.00	\$500.00	100.00 %
FCCOL PROJECTS	\$5,546.28	\$7,000.00	79.23 %
CONGREGATION CONNECTIONS	\$2,200.00	\$2,200.00	100.00 %
INTERNATIONAL SUPPORT	\$250.00	\$250.00	100.00 %
<b>Total OUTREACH</b>	<b>\$26,246.28</b>	<b>\$28,200.00</b>	<b>93.07 %</b>
SPECIAL RESERVE SAVINGS	\$0.00	\$5,250.00	0.00 %
<b>Total BENEVOLENCES</b>	<b>\$71,747.49</b>	<b>\$80,000.00</b>	<b>89.68 %</b>
<b>OTHER EXPENSES</b>	<b>\$44,281.73</b>	<b>\$49,326.17</b>	<b>89.77 %</b>
<b>Total EXPENSES</b>	<b>\$822,687.55</b>	<b>\$814,060.00</b>	<b>101.06 %</b>
	17		
<b>2018 SURPLUS (DEFICIT)</b>	<b>\$3,621.25</b>	<b>\$0.00</b>	<b>0.00 %</b>

First Congregational Church of Old Lyme				
Treasurer's Report for the Year 2018				
Analysis of Revenues and Expenses				
Detail Page 1 of 6				
		Actual	Budget	% Budget
<b>REVENUES</b>				
<b>PLEDGES &amp; OFFERINGS</b>				
040000 - PLEDGES-CURRENT YEAR		\$533,695.03	\$610,000.00	87.49 %
040001 - PLEDGES -PRIOR YEAR		\$22,155.71	\$8,000.00	276.95 %
040002 - OPEN PLATE		\$34,509.63	\$22,000.00	156.86 %
040003 - ADDITIONAL CURRENT YR CONTRIBS		\$31,683.57	\$5,000.00	633.67 %
040004 - MEMB NON-PLEDGE CONTRIBS		\$44,744.82	\$20,000.00	223.72 %
040005 - CHURCH SCHOOL PLATE		\$0.00	\$0.00	0.00 %
040007 - LADIES BENEVOLENT SOCIETY		\$28,000.00	\$20,000.00	140.00 %
040008 - SOUTH LYME CHAPEL		\$2,000.00	\$2,000.00	100.00 %
Total PLEDGES & OFFERINGS		\$696,788.76	\$687,000.00	101.42 %
<b>INTEREST &amp; DIVIDENDS</b>				
040100 - INTEREST & DIVIDENDS		\$4,584.50	\$1,500.00	305.63 %
040101 - ENDOWMENT		\$102,060.00	\$102,060.00	100.00 %
Total INTEREST & DIVIDENDS		\$106,644.50	\$103,560.00	102.98 %
<b>OTHER INCOME</b>				
040201 - BUILDING USAGE		\$12,210.54	\$10,000.00	122.11 %
040202 - MISC.		\$10,665.00	\$13,500.00	79.00 %
040203 - CARRYOVER FROM PRIOR YEAR		\$0.00	\$0.00	0.00 %
040204 - TRANS. FROM CONTING. FUND		\$0.00	\$0.00	0.00 %
Total OTHER INCOME		\$22,875.54	\$23,500.00	97.34 %
Total REVENUES		\$826,308.80	\$814,060.00	101.50 %

First Congregational Church of Old Lyme			
Treasurer's Report for the Year 2018			
Analysis of Revenues and Expenses			
Detail Page 2 of 6			
	Actual	Budget	% Budget
<b>EXPENSES</b>			
<b>MINISTERS</b>			
<b>SENIOR MINISTER</b>			
050000 - SALARY-SRJ	\$59,835.00	\$59,835.00	100.00 %
050001 - HEALTH & LIFE INS-SRJ	\$25,106.84	\$24,110.36	104.13 %
050002 - ANNUITY-PCUSA-SRJ	\$9,794.08	\$10,789.80	90.77 %
050003 - AUTO ALLOWANCE-SRJ	\$3,454.42	\$2,500.00	138.18 %
050004 - HOUSING ALLOWANCE-SRJ	\$0.00	\$0.00	0.00 %
050005 - SOCIAL SECURITY ALLOW-SRJ	\$8,130.00	\$8,130.00	100.00 %
050007 - HEALTH INS CONTRIB-SRJ	(\$2,411.16)	(\$2,411.11)	0.00 %
050008 - PHONE & COMPUTER	\$1,200.00	\$1,200.00	100.00 %
<b>Total SENIOR MINISTER</b>	<b>\$105,109.18</b>	<b>\$104,154.05</b>	<b>100.92 %</b>
<b>ASSOCIATE MINISTER-CRG</b>			
050200 - SALARY-CRG	\$32,888.96	\$15,915.00	206.65 %
050201 - HEALTH & LIFE INS-CRG	\$8,150.99	\$4,979.00	163.71 %
050202 - ANNUITY CONTRIB-FCCOL-CRG	\$7,230.42	\$7,268.00	99.48 %
050203 - AUTO ALLOWANCE-CRG	\$1,598.52	\$3,000.00	53.28 %
050204 - HOUSING ALLOWANCE-CRG	\$24,000.00	\$36,000.00	66.67 %
050205 - SOCIAL SEC ALLOW-CRG	\$6,251.68	\$5,459.00	114.52 %
050206 - ANNUITY CONTRIB-UCC-CRG	(\$0.12)	\$0.00	0.00 %
050207 - ANNUITY CONTRIB-Essex-CRG	\$0.00	\$0.00	0.00 %
<b>Total ASSOCIATE MINISTER-CRG</b>	<b>\$80,120.45</b>	<b>\$72,621.00</b>	<b>110.33 %</b>
<b>ASSOCIATE MINISTER-JWP</b>			
050500 - SALARY-JWP	\$0.00	\$0.00	0.00 %
050501 - HEALTH & LIFE INS-JWP	\$0.00	\$0.00	0.00 %
050502 - ANNUITY CONTRIB-FCCOL-JWP	\$0.00	\$0.00	0.00 %
050503 - AUTO ALLOWANCE-JWP	\$390.70	\$1,000.00	39.07 %
050504 - HOUSING ALLOWANCE-JWP	\$5,156.58	\$10,000.00	51.57 %
050505 - SOCIAL SEC ALLOW-JWP	\$512.59	\$1,093.00	46.90 %
<b>Total ASSOCIATE MINISTER-JWP</b>	<b>\$6,059.87</b>	<b>\$12,093.00</b>	<b>50.11 %</b>
<b>ASSOCIATE MINISTER - LFN</b>			
050100 - SALARY-LFN	\$42,175.25	\$44,217.00	95.38 %
050101 - HEALTH & LIFE INS-LFN	\$23,448.84	\$19,661.00	119.27 %
050102 - ANNUITY CONTRIB-FCCOL-LFN	\$8,106.80	\$8,910.00	90.99 %
050103 - AUTO ALLOWANCE-LFN	\$1,394.72	\$1,500.00	92.98 %
050105 - SOCIAL SEC ALLOW-LFN	\$5,529.00	\$5,797.00	95.38 %
050106 - HOUSING ALLOWANCE-LFN	\$12,652.39	\$13,265.00	95.38 %
050107 - HEALTH INS CONTRIB-LFN	(\$1,944.20)	(\$1,966.00)	0.00 %
050108 - ANNUITY CONTRIB-UCC-LFN	\$0.00	\$0.00	0.00 %
<b>Total ASSOCIATE MINISTER - LFN</b>	<b>\$91,362.80</b>	<b>\$91,384.00</b>	<b>99.98 %</b>
<b>MINISTERS SUPPORT &amp; SUPPLY</b>			
050300 - CHAPEL MINISTER	\$0.00	\$0.00	0.00 %
050301 - SEMINARS & MISC.	\$3,000.00	\$3,000.00	100.00 %
050302 - SEMINARIAN	\$0.00	\$0.00	0.00 %
050303 - PULPIT SUPPLY	\$750.00	\$1,000.00	75.00 %
<b>Total MINISTERS SUPPORT &amp; SUPPLY</b>	<b>\$3,750.00</b>	<b>\$4,000.00</b>	<b>93.75 %</b>
<b>Total MINISTERS</b>	<b>\$286,402.30</b>	<b>\$284,252.05</b>	<b>100.76 %</b>

First Congregational Church of Old Lyme			
Treasurer's Report for the Year 2018			
Analysis of Revenues and Expenses			
Detail Page 3 of 6			
	Actual	Budget	% Budget
<b>CHRISTIAN EDUCATION</b>			
<b>SUNDAY SCHOOL</b>			
051000 - CHURCH SCHOOL COORDINATOR	\$8,704.04	\$5,500.00	158.26 %
051001 - PROGRAMS	\$125.00	\$0.00	0.00 %
051002 - SUPPLIES/CE	\$1,444.39	\$1,500.00	96.29 %
051003 - CURRICULUM	\$537.89	\$250.00	215.16 %
051005 - CHILD CARE	\$2,297.70	\$2,164.00	106.18 %
051006 - TRANSFER FR YOUTH ED FUND	(\$4,000.00)	(\$6,000.00)	0.00 %
051007 - CHURCH SCHOOL LEADER	\$8,999.69	\$8,000.00	112.50 %
Total SUNDAY SCHOOL	\$18,108.71	\$11,414.00	158.65 %
<b>CONFIRMATION</b>			
051102 - CONFIRMATION PROGRAM	\$47.99	\$250.00	19.20 %
Total CONFIRMATION	\$47.99	\$250.00	19.20 %
<b>JUNIOR PF</b>			
051101 - JR PF PROGRAMS	\$454.03	\$400.00	113.51 %
051103 - JUNIOR PF LEADERS	\$1,828.31	\$1,000.00	182.83 %
Total JUNIOR PF	\$2,282.34	\$1,400.00	163.02 %
<b>SENIOR PF</b>			
051200 - PF PROGRAMS	\$141.04	\$500.00	28.21 %
051201 - PF SUPPLIES	\$591.52	\$500.00	118.30 %
051203 - SR. PF LEADERS	\$3,000.00	\$3,000.00	100.00 %
Total SENIOR PF	\$3,732.56	\$4,000.00	93.31 %
<b>ADULT EDUCATION</b>			
051300 - ADULT ED PROGRAMS	\$369.35	\$100.00	369.35 %
051301 - ADULT ED SUPPLIES	\$0.00	\$100.00	0.00 %
051303 - ADULT ED HONORARIUM	\$0.00	\$100.00	0.00 %
Total ADULT EDUCATION	\$369.35	\$300.00	123.12 %
<b>ALL CHURCH EVENTS</b>			
051400 - ALL CHURCH EVENTS	\$729.79	\$300.00	243.26 %
Total ALL CHURCH EVENTS	\$729.79	\$300.00	243.26 %
Total CHRISTIAN EDUCATION	\$25,270.74	\$17,664.00	143.06 %
<b>MUSIC</b>			
052001 - MUSIC DIRECTOR	\$37,725.96	\$37,725.92	100.00 %
052002 - MUSIC SUPPLIES	\$544.68	\$1,000.00	54.47 %
052003 - MUSIC PROGRAM	\$7,413.64	\$6,000.00	123.56 %
052004 - ORGANIST SUBSTITUTE	\$2,850.00	\$2,500.00	114.00 %
052005 - CONTINUING EDUCATION	\$0.00	\$100.00	0.00 %
052006 - MAINTENANCE/MUSIC	\$1,042.00	\$1,000.00	104.20 %
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	\$6,367.05	\$6,367.00	100.00 %
052012 - SECT LDR-SOPRANO	\$6,367.05	\$6,367.00	100.00 %
052013 - CHILDREN'S CHOIR DIRECTOR	\$1,600.00	\$1,010.00	158.42 %
052014 - MEDICAL PREMIUMS	\$0.00	\$0.00	0.00 %
052015 - FROM MEM MUSIC FUND	(\$8,000.00)	(\$8,000.00)	0.00 %
Total MUSIC	\$55,910.38	\$54,069.92	103.40 %

First Congregational Church of Old Lyme			
Treasurer's Report for the Year 2018			
Analysis of Revenues and Expenses			
Detail Page 4 of 6			
	Actual	Budget	% Budget
<b>CHURCH OFFICE</b>			
053002 - WEBSITE ADMINISTRATION	\$6,039.00	\$7,500.00	80.52 %
053006 - TELEPHONE	\$5,803.53	\$6,500.00	89.29 %
053007 - OFFICE SUPPLIES	\$11,839.94	\$8,500.00	139.29 %
053009 - POSTAGE	\$5,777.67	\$7,000.00	82.54 %
053010 - EQUIPMENT	\$1,683.40	\$2,000.00	84.17 %
053011 - SERVICE& LEASE CONTRACTS	\$10,595.37	\$13,000.00	81.50 %
053013 - SOFTWARE SUPPORT	\$8,181.93	\$7,000.00	116.88 %
<b>Total CHURCH OFFICE</b>	\$49,920.84	\$51,500.00	96.93 %
<b>PROPERTY</b>			
054002 - PROPANE	\$573.68	\$500.00	114.74 %
054003 - HEAT - Church	\$19,527.32	\$18,000.00	108.49 %
054004 - ELECTRICITY	\$13,569.30	\$11,000.00	123.36 %
054005 - REPAIRS & MAINTENANCE	\$24,113.87	\$15,000.00	160.76 %
054006 - PROPERTY SUPPLIES	\$4,953.67	\$5,000.00	99.07 %
054007 - INSURANCE-CHURCH	\$19,886.25	\$35,000.00	56.82 %
054008 - CLEANING SERVICES	\$15,371.32	\$15,000.00	102.48 %
054009 - SERVICE CONTRACTS	\$6,232.89	\$7,500.00	83.11 %
054010 - MAJOR MAINTENANCE	\$8,078.75	\$4,000.00	201.97 %
054011 - TO/FROM MAJ MAINT ESCROW	\$0.00	\$0.00	0.00 %
054012 - PARSONAGE MAINTENANCE	\$4,071.82	\$1,000.00	407.18 %
054013 - PILGRIM HOUSE MAINTENANCE	\$752.25	\$0.00	0.00 %
054014 - SITE MAINTENANCE	\$0.00	\$5,000.00	0.00 %
054015 - HEAT - Parsonage	\$7,487.25	\$4,500.00	166.38 %
<b>Total PROPERTY</b>	\$124,618.37	\$121,500.00	102.57 %
<b>DEACONS</b>			
055000 - DEACONS FLOWERS	\$343.31	\$150.00	228.87 %
055001 - DEACONS SUPPLIES	\$3,009.75	\$1,500.00	200.65 %
055002 - DEACONS COMMUNION	\$40.95	\$100.00	40.95 %
055004 - DEACONS GIFTS	\$150.00	\$100.00	150.00 %
055005 - DEACONS TRANSPORTATION	\$0.00	\$500.00	0.00 %
055006 - DEACONS NEW MEMBER'S FUNCTIONS	\$75.40	\$400.00	18.85 %
<b>Total DEACONS</b>	\$3,619.41	\$2,750.00	131.61 %
<b>LAY EMPLOYEES</b>			
056003 - OFFICE MANAGER	\$50,625.42	\$47,624.50	106.30 %
056004 - SECRETARY/PART TIME	\$724.00	\$750.00	96.53 %
056005 - BOOKKEEPER	\$19,076.40	\$19,695.00	96.86 %
056006 - SEXTON	\$45,828.50	\$37,757.50	121.38 %
056007 - ASST SEXTON	\$60.00	\$750.00	8.00 %
056008 - HEALTH & LIFE INS	\$19,055.40	\$19,532.00	97.56 %
056009 - ANNUITIES	\$3,880.45	\$5,123.00	75.75 %
056010 - ANNUITY CONTRIBUTION	\$0.00	\$0.00	0.00 %
056011 - HEALTH INS CONTRIB	(\$1,347.84)	(\$1,348.00)	0.00 %
056013 - TRAVEL REIMBURSEMENT	\$0.00	\$100.00	0.00 %
056015 - CHURCH ADMINISTRATOR	\$23,013.96	\$23,013.86	100.00 %
056016 - ADMINISTRATIVE ASSISTANT	\$0.00	\$0.00	0.00 %
<b>Total LAY EMPLOYEES</b>	\$160,916.29	\$152,997.86	105.18 %



First Congregational Church of Old Lyme			
Treasurer's Report for the Year 2018			
Analysis of Revenues and Expenses			
Detail Page 5 of 6			
	Actual	Budget	% Budget
<b>BENEVOLENCES</b>			
058000 - UCC SUPPORT	\$17,500.00	\$17,500.00	100.00 %
<b>MISSION EDUCATION FUND</b>			
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	\$1,055.31	\$1,750.00	60.30 %
058104 - ISRAEL/PALESTINE(scholarships)	\$3,500.00	\$3,500.00	100.00 %
058107 - MORNINGSTAR CAMP	\$2,500.00	\$2,500.00	100.00 %
058108 - HAITI SCHOLARSHIPS	\$3,000.00	\$3,000.00	100.00 %
Total MISSION EDUCATION FUND	\$13,055.31	\$13,750.00	94.95 %
<b>DIRECT PARTNER SUPPORT</b>			
058200 - STOREFRONT-HARLEM	\$3,000.00	\$3,000.00	100.00 %
058208 - ISRAEL/PALESTINE TOL	\$3,500.00	\$3,500.00	100.00 %
058210 - GREEN GRASS	\$900.00	\$900.00	100.00 %
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	\$3,500.00	\$3,500.00	100.00 %
058456 - WHEELS OF JUSTICE	\$0.00	\$0.00	0.00 %
Total DIRECT PARTNER SUPPORT	\$13,900.00	\$13,900.00	100.00 %
<b>PARTNERSHIP COMMITTEES</b>			
058300 - STOREFRONT SCHOOL	\$0.00	\$0.00	0.00 %
058301 - GREEN GRASS	\$0.00	\$300.00	0.00 %
058302 - SOUTH AFRICA	\$245.90	\$300.00	81.97 %
058303 - ISRAEL/PALESTINE	\$300.00	\$300.00	100.00 %
058304 - HAITI	\$500.00	\$500.00	100.00 %
Total PARTNERSHIP COMMITTEES	\$1,045.90	\$1,400.00	74.71 %
<b>OUTREACH</b>			
<b>NEW LONDON REGION</b>			
058406 - HOSP-CHAPLANCIES-L&M	\$250.00	\$250.00	100.00 %
058408 - HABITAT FOR HUMANITY S.E. CT	\$0.00	\$0.00	0.00 %
058411 - SAFE FUTURES	\$2,000.00	\$2,000.00	100.00 %
058414 - HEALTH & WELFARE COMM. NL SOUP KI	\$2,000.00	\$2,000.00	100.00 %
058417 - THAMES RIVER FAMILY PROGRAM	\$1,000.00	\$1,000.00	100.00 %
058418 - MARTIN HOUSE	\$1,000.00	\$1,000.00	100.00 %
058419 - ALLIANCE FOR LIVING	\$1,000.00	\$1,000.00	100.00 %
058421 - COVENANT SHELTER	\$2,000.00	\$2,000.00	100.00 %
058428 - FRESH NEW LONDON	\$2,000.00	\$2,500.00	80.00 %
058431 - HOMELESS HOSPITALITY CENTER	\$5,000.00	\$5,000.00	100.00 %
058433 - A SACRED PLACE	\$1,000.00	\$1,000.00	100.00 %
058444 - CT COALITION TO END	\$500.00	\$500.00	100.00 %
058453 - HOMELESS HOSPITALITY SPF DINNERS	\$0.00	\$0.00	0.00 %
Total NEW LONDON REGION	\$17,750.00	\$18,250.00	97.26 %
Continued on Next Page			

First Congregational Church of Old Lyme			
Treasurer's Report for the Year 2018			
Analysis of Revenues and Expenses			
Detail Page 6 of 6			
	Actual	Budget	% Budget
<b>BENEVOLENCES - continued</b>			
<b>MIDDLESEX COUNTY</b>			
058407 - HOSP CHAPLANCIES MDLX	\$250.00	\$250.00	100.00 %
058413 - SHORELINE SOUP KITCHEN	\$0.00	\$0.00	0.00 %
058443 - LITERACY VOLS OF EASTERN CT	\$0.00	\$0.00	0.00 %
058447 - LITERACY VOLUNTEERS VLY SHORE	\$250.00	\$250.00	100.00 %
<b>Total MIDDLESEX COUNTY</b>	\$500.00	\$500.00	100.00 %
<b>FCCOL PROJECTS</b>			
058401 - COMMITTEE OF ENVIRONMENT	\$1,061.37	\$2,000.00	53.07 %
058404 - DONATION TO MIN DISC FUND	\$2,000.00	\$2,000.00	100.00 %
058415 - NL SOUP KITCHEN SUPPLIES	\$1,484.91	\$2,000.00	74.25 %
058455 - FCCOL DIAPER BANK	\$1,000.00	\$1,000.00	100.00 %
058457 - LOCAL REFUGEE SUPPORT	\$0.00	\$0.00	0.00 %
<b>Total FCCOL PROJECTS</b>	\$5,546.28	\$7,000.00	79.23 %
<b>CONGREGATION CONNECTIONS</b>			
058425 - MIDNIGHT RUN	\$200.00	\$200.00	100.00 %
058438 - INDIA MICRO CREDIT	\$500.00	\$500.00	100.00 %
058442 - CAIR	\$1,000.00	\$1,000.00	100.00 %
058450 - EVERY DOLLAR FEEDS KIDS	\$500.00	\$500.00	100.00 %
058454 - CT YOUTH LEADERSHIP PROJECT	\$0.00	\$0.00	0.00 %
<b>Total CONGREGATION CONNECTIONS</b>	\$2,200.00	\$2,200.00	100.00 %
<b>INTERNATIONAL SUPPORT</b>			
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	\$250.00	\$250.00	100.00 %
<b>Total INTERNATIONAL SUPPORT</b>	\$250.00	\$250.00	100.00 %
<b>Total OUTREACH</b>	\$26,246.28	\$28,200.00	93.07 %
<b>SPECIAL RESERVE SAVINGS</b>			
058403 - MISSION SAVINGS FUND	\$0.00	\$5,250.00	0.00 %
<b>Total SPECIAL RESERVE SAVINGS</b>	\$0.00	\$5,250.00	0.00 %
<b>Total BENEVOLENCES</b>	\$71,747.49	\$80,000.00	89.68 %
<b>OTHER EXPENSES</b>			
059000 - PAYROLL TAX	\$13,782.14	\$13,105.73	105.16 %
059001 - WORKER'S COMP	\$5,648.75	\$6,000.00	94.15 %
059002 - SABBATICAL SUPPORT	\$0.00	\$0.00	0.00 %
059003 - LOAN REPAYMENT	\$21,058.00	\$26,000.00	80.99 %
059005 - STOCK GAIN/LOSS	\$0.00	\$0.00	0.00 %
059006 - PASTORAL COUNSELING	\$0.00	\$0.00	0.00 %
059007 - MISC./O.E.	\$206.00	\$1,720.44	11.97 %
059009 - CHURCH AUDIT	\$0.00	\$0.00	0.00 %
059010 - STOCK EXCHANGE FEES	\$0.00	\$500.00	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	\$3,586.84	\$2,000.00	179.34 %
<b>Total OTHER EXPENSES</b>	\$44,281.73	\$49,326.17	89.77 %
<b>Total EXPENSES</b>	\$822,687.55	\$814,060.00	101.06 %
<b>2018 SURPLUS (DEFICIT)</b>	\$3,621.25	\$0.00	0.00 %

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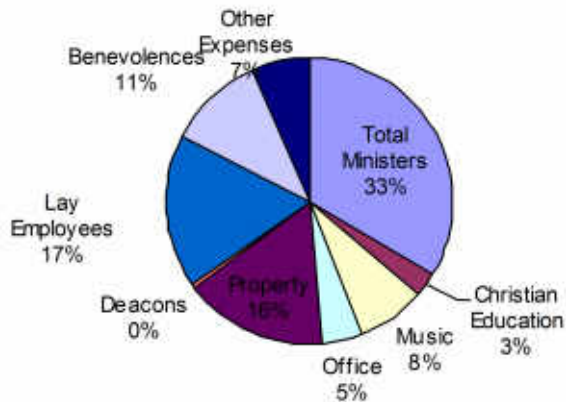
First Congregational Church of Old Lyme				
Treasurer's Report for the Year 2018				
Balance Sheet Detail - Exchange and Escrow Funds as of 12/31/2018				
	Beginning	2018	2018	Ending
	Balance	Revenue	Expenses	Balance
SHORT TERM EXCHANGE ACCOUNTS	\$221,452.98	\$357,920.48	\$270,102.81	\$309,270.65
ESCROW FUNDS				
080100 - MEMORIAL FUND	\$7,872.59	\$73.98	\$15.69	\$7,930.88
080101 - RESERVE FOR CONTINGENCY	\$25,258.40	\$168.79	\$35.80	\$25,391.39
080103 - HABITAT PROJECT	\$1.24	\$0.03	\$0.00	\$1.27
080105 - MEMORIAL MUSIC FUND	\$14,817.96	\$136.36	\$28.92	\$14,925.40
080106 - SOUTH LYME CHAPEL FUND	\$0.08	\$0.00	\$0.00	\$0.08
080107 - CAMP FUND	\$6.91	\$53.56	\$11.36	\$49.11
080109 - ORGAN MAINTENANCE FUND	\$13,543.78	\$131.88	\$27.97	\$13,647.69
080110 - MAJOR MAINTENCE ESCROW	\$18,942.51	\$14,144.24	\$16,239.59	\$16,847.16
080111 - CAPITAL EQUIP/LAND FUND	\$239.93	\$2.45	\$0.52	\$241.86
080112 - CHILDRENS CHOIR FUND	\$5.73	\$0.06	\$0.01	\$5.78
080113 - MEMORIAL GARDEN FUND 2	\$881.01	\$8.59	\$1.82	\$887.78
080114 - PARSONAGE FUND	\$6,304.58	\$2.95	\$6,306.63	\$0.90
080115 - ANONYMOUS NUM I	\$19,433.82	\$189.40	\$40.17	\$19,583.05
080116 - KOINONIA	(\$4.28)	\$0.00	\$0.00	(\$4.28)
080117 - OFFICE CAPITAL	\$85.76	\$0.84	\$0.18	\$86.42
080118 - CHRISTIAN ED ESCROW	\$3,384.13	\$56.21	\$11.92	\$3,428.42
080119 - BENEVOLENCE ESCROW	\$12,075.16	\$117.60	\$2,763.45	\$9,429.31
080120 - SABBATICAL SUPPORT	\$11,165.65	\$108.72	\$23.05	\$11,251.32
080121 - AFFORDABLE HOUSING	\$7.69	\$0.25	\$0.06	\$7.88
080122 - AUDIT RESERVE	\$2,679.46	\$26.09	\$5.54	\$2,700.01
080123 - HENRY FAMILY FUNDS	\$2,202.76	\$118.74	\$25.18	\$2,296.32
Total ESCROW FUNDS	\$138,904.87	\$15,340.74	\$25,537.86	\$128,707.75
Total TEMPORARY RESTRICTED FUNDS	\$360,357.85	\$373,261.22	\$295,640.67	\$437,978.40
MEMO				
2018 TOTAL BENEVOLENCE GIVING BY FCCOL MEMBERS AND FRIENDS				
Ladies Benevolent Society - WES Disbursements		\$85,500		
Benevolence Contributions-Board of Missions		\$80,000		
Minister's Discretionary Fund		\$45,000		
Immigration and Sanctuary Support		\$40,494		
One Great Hour of Sharing		\$10,014		
Refugee Resettlement Support		\$9,271		
For FCCOL Food Pantry		\$5,336		
TOTAL		\$275,615		

				First Congregational Church of Old Lyme			
				Treasurer's Report for the Year 2018			
				Sources and Uses of Funds for 2018			
<b>CURRENT ASSETS</b>							
	010000 - CHECKING /OP			\$1,993.15			Balances
	010002 - PETTY CASH			\$340.00			
	010003 - SMITH BARNEY/ESCROW ACCT			\$121,409.27			
	010004 - SMITH BARNEY/GIFT ACCOUNT			\$219,717.68			
Total Beginning Balance							\$343,460.10
				<b>SOURCES OF FUNDS</b>			
<b>PLEDGES &amp; OFFERINGS</b>							
	040000 - PLEDGES-CURRENT YEAR			\$533,695.03			
	040001 - PLEDGES -PRIOR YEAR			\$22,155.71			
	040002 - OPEN PLATE			\$34,509.63			
	040003 - ADDITIONAL CURRENT YR CONTRIBS			\$31,683.57			
	040004 - MEMB NON-PLEDGE CONTRIBS			\$44,744.82			
	040007 - LADIES BENEVOLENT SOCIETY			\$28,000.00			
	040008 - SOUTH LYME CHAPEL			\$2,000.00			
Total PLEDGES & OFFERINGS				\$696,788.76			
<b>INTEREST &amp; DIVIDENDS</b>							
	040100 - INTEREST & DIVIDENDS			\$4,584.50			
	040101 - ENDOWMENT			\$102,060.00			
Total INTEREST & DIVIDENDS				\$106,644.50			
<b>OTHER INCOME</b>							
	040201 - BUILDING USAGE			\$12,210.54			
	040202 - MISC.			\$10,665.00			
Total OTHER INCOME				\$22,875.54			
Total CONTRIBUTIONS						\$826,308.80	
Total Withholdings						\$66,214.04	
Total Fund Principal Withholdings						\$1,500.00	
Total Temporary Restricted Withholdings						\$373,261.22	
Total Sources of Funds						\$1,267,284.06	
							\$1,610,744.16
				<b>USES OF FUNDS</b>			
Total MINISTERS						\$286,402.30	
Total CHRISTIAN EDUCATION						\$25,270.74	
Total MUSIC						\$55,910.38	
Total CHURCH OFFICE						\$49,920.84	
Total PROPERTY						\$124,618.37	
Total DEACONS						\$3,619.41	
Total LAY EMPLOYEES						\$160,916.29	
Total BENEVOLENCES						\$71,747.49	
Total OTHER EXPENSES						\$44,281.73	
Total Withholdings						\$66,214.04	
Total Fund Principal Withholdings						\$0.00	
Total Temporary Restricted Withholdings						\$295,640.67	
Total Uses of Funds						\$1,184,542.26	
							\$426,201.90
Balances On Hand - 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 Balances on Hand							\$426,201.90

## 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?

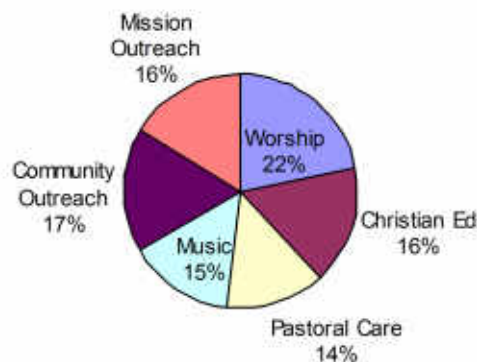
How is the property used?

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 4 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 200 families each week. We also host the local Boy and Cub Scout Troops, Red Cross blood drives, Musical Masterworks concerts, Visiting Nurse Association activities, AA meetings, and much, much more.

## 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, the Children's 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 2019 FCCOL BUDGET OVERVIEW

Each year, many different boards, committees and church staff work together to develop a comprehensive budget for the following year. There are many dimensions to the budgeting process. We appreciate the thoughtful input of the Church Ministers, other members of the Church Staff, and all church committees who provided us with information about their needs and plans for 2019. Jonathan French is chair of the Budget Committee of the Trustees, which also consists of Leslie Kiem, Trustee and Bob McCracken, church treasurer. Members of the Board of Trustees also provided critical input, and the Board approved this proposed budget at their January 2019 meeting to present to the congregation. Highlights are as follows:

### REVENUES

**Total operating revenues** for 2019 are budgeted at \$854,811 for an increase of \$40,751 over 2018. While income from pledges is projected lower than last year, there were significant increases budgeted in the other Offerings categories (based on historical experience) and from a 50% increase in support from the Ladies Benevolent Society.

### EXPENSES

**Overall:** The budget reflects continuation of the 2018 staffing levels with a 2% compensation increase as recommended by the Personnel Committee.

**The Minister's** account increases slightly due to the compensation increase, Laura Fitzpatrick-Nager employed for the full year, somewhat offset by Joan Priest no longer on staff. Carleen Gerber's compensation is higher than a low 2018 budget estimate, but lower than 2018 actual pay due to her going to half-time employment.

**The Christian Education** budget is 2% higher due to compensation increases and added demands of a growing Sunday School program.

**The Music** budget is increased due to compensation increases and the addition of two new professional section leaders for the senior choir to start in September.

**The Church Office** budget is slightly lower reflecting increases in website administration and software support that are offset by some savings in telephone and service contract expenses.

**The Property** budget is substantially higher due to our ability to restore normal funding to the maintenance accounts that were at "bare bones" levels in 2018 due to financial constraints.

**The Deacons** budget is higher due to increases in special events advertising and special church functions.

**The Lay Employees** budget increase is due entirely to the 2% base compensation increase

**The Benevolences** budget is kept the same as in 2018 at \$80,000

**Other Expenses** are reduced due to a lower loan repayment schedule with the loan transferred from Morgan Stanley to the church's own endowment fund.

**Overall total expenses** are budgeted to increase by \$40,751 equal to the projected revenue increase thus resulting in a balanced budget for 2019.

**Respectfully submitted,** The Budget Committee of the Board of Trustees  
Jonathan French, Chair; Leslie Kiem, Trustee; Bob McCracken Treasurer; and Jeanne Thomas, Assistant Treasurer

First Congregational Church of Old Lyme			
Treasurer's Report			
2019 Budget SUMMARY and Comparison to 2018			
	2018	2019	+/- 2018
<b>REVENUES</b>			
PLEDGES & OFFERINGS	\$687,000.00	\$727,000.00	\$40,000.00
INTEREST & DIVIDENDS	\$103,560.00	\$107,811.00	\$4,251.00
OTHER INCOME	\$23,500.00	\$20,000.00	(\$3,500.00)
<b>Total REVENUES</b>	<b>\$814,060.00</b>	<b>\$854,811.00</b>	<b>\$40,751.00</b>
<b>EXPENSES</b>			
<b>MINISTERS</b>			
SENIOR MINISTER	\$104,154.05	\$106,437.00	\$2,282.95
ASSOCIATE MINISTER-CRG	\$72,621.00	\$75,575.93	\$2,954.93
ASSOCIATE MINISTER-JWP	\$12,093.00	\$0.00	(\$12,093.00)
ASSOCIATE MINISTER - LFN	\$91,384.00	\$104,680.26	\$13,296.26
MINISTERS SUPPORT & SUPPLY	\$4,000.00	\$3,000.00	(\$1,000.00)
<b>Total MINISTERS</b>	<b>\$284,252.05</b>	<b>\$289,693.19</b>	<b>\$5,441.14</b>
<b>CHRISTIAN EDUCATION</b>			
SUNDAY SCHOOL	\$11,414.00	\$14,520.00	\$3,106.00
CONFIRMATION	\$250.00	\$250.00	\$0.00
JUNIOR PF	\$1,400.00	\$1,520.00	\$120.00
SENIOR PF	\$4,000.00	\$4,160.00	\$160.00
ADULT EDUCATION	\$300.00	\$300.00	\$0.00
ALL CHURCH EVENTS	\$300.00	\$500.00	\$200.00
<b>Total CHRISTIAN EDUCATION</b>	<b>\$17,664.00</b>	<b>\$21,250.00</b>	<b>\$3,586.00</b>
<b>MUSIC</b>	<b>\$54,069.92</b>	<b>\$61,320.00</b>	<b>\$7,250.08</b>
<b>CHURCH OFFICE</b>	<b>\$51,500.00</b>	<b>\$52,100.00</b>	<b>\$600.00</b>
<b>PROPERTY</b>	<b>\$121,500.00</b>	<b>\$146,000.00</b>	<b>\$24,500.00</b>
<b>DEACONS</b>	<b>\$2,750.00</b>	<b>\$3,500.00</b>	<b>\$750.00</b>
<b>LAY EMPLOYEES</b>	<b>\$152,997.86</b>	<b>\$155,707.60</b>	<b>\$2,709.74</b>
<b>BENEVOLENCES</b>			
MISSION BUDGET TO BE ALLOCATED	\$0.00	\$80,000.00	\$80,000.00
UCC	\$17,500.00	TBD	
MISSION EDUCATION FUND	\$13,750.00		
DIRECT PARTNER SUPPORT	\$13,900.00		
PARTNERSHIP COMMITTEES	\$1,400.00		
<b>OUTREACH</b>			
NEW LONDON REGION	\$18,250.00		
MIDDLESEX COUNTY	\$500.00		
FCCOL PROJECTS	\$7,000.00		
CONGREGATION CONNECTIONS	\$2,200.00		
INTERNATIONAL SUPPORT	\$250.00		
<b>Total OUTREACH</b>	<b>\$28,200.00</b>		
SPECIAL RESERVE SAVINGS	\$5,250.00		
<b>Total BENEVOLENCES</b>	<b>\$80,000.00</b>	<b>\$80,000.00</b>	<b>\$0.00</b>
<b>OTHER EXPENSES</b>	<b>\$49,326.17</b>	<b>\$45,240.21</b>	<b>(\$4,085.96)</b>
<b>Total EXPENSES</b>	<b>\$814,060.00</b>	<b>\$854,811.00</b>	<b>\$40,751.00</b>
<b>SURPLUS/(DEFICIT)</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>

First Congregational Church of Old Lyme						
Proposed 2019 Budget and Comparison to 2018						
	Detail Page 1 of 6					
		2018		2019		+/- 2018
REVENUES						
PLEDGES & OFFERINGS						
040000 - PLEDGES-CURRENT YEAR		\$610,000.00		\$595,000.00		(\$15,000.00)
040001 - PLEDGES -PRIOR YEAR		\$8,000.00		\$30,000.00		\$22,000.00
040002 - OPEN PLATE		\$22,000.00		\$25,000.00		\$3,000.00
040003 - ADDITIONAL CURRENT YR CONTRIBS		\$5,000.00		\$25,000.00		\$20,000.00
040004 - MEMB NON-PLEDGE CONTRIBS		\$20,000.00		\$20,000.00		\$0.00
040007 - LADIES BENEVOLENT SOCIETY		\$20,000.00		\$30,000.00		\$10,000.00
040008 - SOUTH LYME CHAPEL		\$2,000.00		\$2,000.00		\$0.00
Total PLEDGES & OFFERINGS		\$687,000.00		\$727,000.00		\$40,000.00
INTEREST & DIVIDENDS						
040100 - INTEREST & DIVIDENDS		\$1,500.00		\$2,500.00		\$1,000.00
040101 - ENDOWMENT		\$102,060.00		\$105,311.00		\$3,251.00
Total INTEREST & DIVIDENDS		\$103,560.00		\$107,811.00		\$4,251.00
OTHER INCOME						
040201 - BUILDING USAGE		\$10,000.00		\$10,000.00		\$0.00
040202 - MISC.		\$13,500.00		\$10,000.00		(\$3,500.00)
						\$0.00
Total OTHER INCOME		\$23,500.00		\$20,000.00		(\$3,500.00)
Total REVENUES		\$814,060.00		\$854,811.00		\$40,751.00



First Congregational Church of Old Lyme			
Proposed 2019 Budget and Comparison to 2018			
	Detail Page 2 of 6		
	2018	2019	+/- 2018
<b>EXPENSES</b>			
<b>MINISTERS</b>			
<b>SENIOR MINISTER</b>			
050000 - SALARY-SRJ	\$59,835.00	\$61,032.00	\$1,197.00
050001 - HEALTH & LIFE INS-SRJ	\$24,110.36	\$24,550.39	\$440.03
050002 - ANNUITY-PCUSA-SRJ	\$10,789.80	\$11,000.65	\$210.85
050003 - AUTO ALLOWANCE-SRJ	\$2,500.00	\$2,800.00	\$300.00
050005 - SOCIAL SECURITY ALLOW-SRJ	\$8,130.00	\$8,285.00	\$155.00
050007 - HEALTH INS CONTRIB-SRJ	(\$2,411.11)	(\$2,455.04)	(\$43.93)
050008 - PHONE & COMPUTER	\$1,200.00	\$1,224.00	\$24.00
<b>Total SENIOR MINISTER</b>	<b>\$104,154.05</b>	<b>\$106,437.00</b>	<b>\$2,282.95</b>
<b>ASSOCIATE MINISTER-CRG</b>			
050200 - SALARY-CRG	\$15,915.00	\$27,695.00	\$11,780.00
050201 - HEALTH & LIFE INS-CRG	\$4,979.00	\$9,206.63	\$4,227.63
050202 - ANNUITY CONTRIB-FCCOL-CRG	\$7,268.00	\$7,237.30	(\$30.70)
050203 - AUTO ALLOWANCE-CRG	\$3,000.00	\$2,000.00	(\$1,000.00)
050204 - HOUSING ALLOWANCE-CRG	\$36,000.00	\$24,000.00	(\$12,000.00)
050205 - SOCIAL SEC ALLOW-CRG	\$5,459.00	\$5,437.00	(\$22.00)
<b>Total ASSOCIATE MINISTER-CRG</b>	<b>\$72,621.00</b>	<b>\$75,575.93</b>	<b>\$2,954.93</b>
<b>ASSOCIATE MINISTER-JWP</b>			
050503 - AUTO ALLOWANCE-JWP	\$1,000.00	\$0.00	(\$1,000.00)
050504 - HOUSING ALLOWANCE-JWP	\$10,000.00	\$0.00	(\$10,000.00)
050505 - SOCIAL SEC ALLOW-JWP	\$1,093.00	\$0.00	(\$1,093.00)
<b>Total ASSOCIATE MINISTER-JWP</b>	<b>\$12,093.00</b>	<b>\$0.00</b>	<b>(\$12,093.00)</b>
<b>ASSOCIATE MINISTER - LFN</b>			
050100 - SALARY-LFN	\$44,217.00	\$54,339.00	\$10,122.00
050101 - HEALTH & LIFE INS-LFN	\$19,661.00	\$17,142.52	(\$2,518.48)
050102 - ANNUITY CONTRIB-FCCOL-LFN	\$8,910.00	\$9,890.00	\$980.00
050103 - AUTO ALLOWANCE-LFN	\$1,500.00	\$1,500.00	\$0.00
050105 - SOCIAL SEC ALLOW-LFN	\$5,797.00	\$7,221.00	\$1,424.00
050106 - HOUSING ALLOWANCE-LFN	\$13,265.00	\$16,302.00	\$3,037.00
050107 - HEALTH INS CONTRIB-LFN	(\$1,966.00)	(\$1,714.26)	\$251.74
<b>Total ASSOCIATE MINISTER - LFN</b>	<b>\$91,384.00</b>	<b>\$104,680.26</b>	<b>\$13,296.26</b>
<b>MINISTERS SUPPORT &amp; SUPPLY</b>			
050301 - SEMINARS & MISC.	\$3,000.00	\$2,000.00	(\$1,000.00)
050303 - PULPIT SUPPLY	\$1,000.00	\$1,000.00	\$0.00
<b>Total MINISTERS SUPPORT &amp; SUPPLY</b>	<b>\$4,000.00</b>	<b>\$3,000.00</b>	<b>(\$1,000.00)</b>
<b>Total MINISTERS</b>	<b>\$284,252.05</b>	<b>\$289,693.19</b>	<b>\$5,441.14</b>



First Congregational Church of Old Lyme			
Proposed 2019 Budget and Comparison to 2018			
	Detail Page 3 of 6		
	2018	2019	+/- 2018
<b>CHRISTIAN EDUCATION</b>			
<b>SUNDAY SCHOOL</b>			
051000 - CHURCH SCHOOL COORDINATOR	\$5,500.00	\$5,610.00	\$110.00
051001 - PROGRAMS	\$0.00	\$250.00	\$250.00
051002 - SUPPLIES/CE	\$1,500.00	\$1,500.00	\$0.00
051003 - CURRICULUM	\$250.00	\$500.00	\$250.00
051005 - CHILD CARE	\$2,164.00	\$2,500.00	\$336.00
051006 - TRANSFER FR YOUTH ED FUND	(\$6,000.00)	(\$4,000.00)	\$2,000.00
051007 - CHURCH SCHOOL LEADER	\$8,000.00	\$8,160.00	\$160.00
Total SUNDAY SCHOOL	\$11,414.00	\$14,520.00	\$3,106.00
<b>CONFIRMATION</b>			
051102 - CONFIRMATION PROGRAM	\$250.00	\$250.00	\$0.00
Total CONFIRMATION	\$250.00	\$250.00	\$0.00
<b>JUNIOR PF</b>			
051101 - JR PF PROGRAMS	\$400.00	\$500.00	\$100.00
051103 - JUNIOR PF LEADERS	\$1,000.00	\$1,020.00	\$20.00
Total JUNIOR PF	\$1,400.00	\$1,520.00	\$120.00
<b>SENIOR PF</b>			
051200 - PF PROGRAMS	\$500.00	\$500.00	\$0.00
051201 - PF SUPPLIES	\$500.00	\$600.00	\$100.00
051203 - SR. PF LEADERS	\$3,000.00	\$3,060.00	\$60.00
Total SENIOR PF	\$4,000.00	\$4,160.00	\$160.00
<b>ADULT EDUCATION</b>			
051300 - ADULT ED PROGRAMS	\$100.00	\$100.00	\$0.00
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	\$300.00	\$0.00
<b>ALL CHURCH EVENTS</b>			#VALUE!
051400 - ALL CHURCH EVENTS	\$300.00	\$500.00	\$200.00
Total ALL CHURCH EVENTS	\$300.00	\$500.00	\$200.00
Total CHRISTIAN EDUCATION	\$17,664.00	\$21,250.00	\$3,586.00
<b>MUSIC</b>			
052001 - MUSIC DIRECTOR	\$37,725.92	\$38,480.00	\$754.08
052002 - MUSIC SUPPLIES	\$1,000.00	\$1,000.00	\$0.00
052003 - MUSIC PROGRAM	\$6,000.00	\$7,500.00	\$1,500.00
052004 - ORGANIST SUBSTITUTE	\$2,500.00	\$3,000.00	\$500.00
052005 - CONTINUING EDUCATION	\$100.00	\$0.00	(\$100.00)
052006 - MAINTENANCE/MUSIC	\$1,000.00	\$500.00	(\$500.00)
052011 - PROF SOLOIST-TENOR	\$6,367.00	\$6,495.00	\$128.00
052012 - SECT LDR-SOPRANO	\$6,367.00	\$6,495.00	\$128.00
052013 - CHILDREN'S CHOIR DIRECTOR	\$1,010.00	\$1,600.00	\$590.00
052015 - FROM MEM MUSIC FUND	(\$8,000.00)	(\$8,000.00)	\$0.00
052016 - SECT LEADER-BASS	\$0.00	\$2,125.00	\$2,125.00
052017 - SECT LEADER-ALTO	\$0.00	\$2,125.00	\$2,125.00
Total MUSIC	\$54,069.92	\$61,320.00	\$7,250.08

First Congregational Church of Old Lyme			
Proposed 2019 Budget and Comparison to 2018			
Detail Page 4 of 6			
	2018	2019	+/- 2018
<b>CHURCH OFFICE</b>			
053002 - WEBSITE ADMINISTRATION	\$7,500.00	\$9,000.00	\$1,500.00
053006 - TELEPHONE	\$6,500.00	\$6,000.00	(\$500.00)
053007 - OFFICE SUPPLIES	\$8,500.00	\$8,600.00	\$100.00
053009 - POSTAGE	\$7,000.00	\$7,000.00	\$0.00
053010 - EQUIPMENT	\$2,000.00	\$2,000.00	\$0.00
053011 - SERVICE& LEASE CONTRACTS	\$13,000.00	\$11,500.00	(\$1,500.00)
053013 - SOFTWARE SUPPORT	\$7,000.00	\$8,000.00	\$1,000.00
Total CHURCH OFFICE	\$51,500.00	\$52,100.00	\$600.00
<b>PROPERTY</b>			
054002 - PROPANE	\$500.00	\$500.00	\$0.00
054003 - HEAT - Church	\$18,000.00	\$19,000.00	\$1,000.00
054004 - ELECTRICITY	\$11,000.00	\$13,000.00	\$2,000.00
054005 - REPAIRS & MAINTENANCE	\$15,000.00	\$15,000.00	\$0.00
054006 - PROPERTY SUPPLIES	\$5,000.00	\$5,000.00	\$0.00
054007 - INSURANCE-CHURCH	\$35,000.00	\$26,000.00	(\$9,000.00)
054008 - CLEANING SERVICES	\$15,000.00	\$15,000.00	\$0.00
054009 - SERVICE CONTRACTS	\$7,500.00	\$7,500.00	\$0.00
054010 - MAJOR MAINTENANCE	\$4,000.00	\$32,000.00	\$28,000.00
054012 - PARSONAGE MAINTENANCE	\$1,000.00	\$2,000.00	\$1,000.00
054013 - PILGRIM HOUSE MAINTENANCE	\$0.00	\$1,000.00	\$1,000.00
054014 - SITE MAINTENANCE	\$5,000.00	\$5,000.00	\$0.00
054015 - HEAT - Parsonage	\$4,500.00	\$5,000.00	\$500.00
Total PROPERTY	\$121,500.00	\$146,000.00	\$24,500.00
<b>DEACONS</b>			
055000 - DEACONS FLOWERS	\$150.00	\$150.00	\$0.00
055001 - DEACONS SUPPLIES	\$1,500.00	\$2,400.00	\$900.00
055002 - DEACONS COMMUNION	\$100.00	\$100.00	\$0.00
055004 - DEACONS GIFTS	\$100.00	\$150.00	\$50.00
055005 - DEACONS TRANSPORTATION	\$500.00	\$500.00	\$0.00
055006 - DEACONS NEW MEMBER'S FUNCTIONS	\$400.00	\$200.00	(\$200.00)
Total DEACONS	\$2,750.00	\$3,500.00	\$750.00
<b>LAY EMPLOYEES</b>			
056003 - OFFICE MANAGER	\$47,624.50	\$48,580.40	\$955.90
056004 - SECRETARY/PART TIME	\$750.00	\$750.00	\$0.00
056005 - BOOKKEEPER	\$19,695.00	\$20,089.00	\$394.00
056006 - SEXTON	\$37,757.50	\$38,513.20	\$755.70
056007 - ASST SEXTON	\$750.00	\$500.00	(\$250.00)
056008 - HEALTH & LIFE INS	\$19,532.00	\$19,992.00	\$460.00
056009 - ANNUITIES	\$5,123.00	\$5,226.00	\$103.00
056011 - HEALTH INS CONTRIB	(\$1,348.00)	(\$1,467.00)	(\$119.00)
056013 - TRAVEL REIMBURSEMENT	\$100.00	\$50.00	(\$50.00)
056015 - CHURCH ADMINISTRATOR	\$23,013.86	\$23,474.00	\$460.14
Total LAY EMPLOYEES	\$152,997.86	\$155,707.60	\$2,709.74

First Congregational Church of Old Lyme				
Proposed 2019 Budget and Comparison to 2018				
Detail Page 5 of 6				
	2018	2019	+/- 2018	
BENEVOLENCES				
058004 - MISSION BDGT TO BE ALLOCATED	\$0.00	\$80,000.00	\$80,000.00	
058000 - UCC SUPPORT	\$17,500.00	TBD	TBD	
MISSION EDUCATION FUND				
058101 - GREEN GRASS CHURCH	\$3,000.00			
058102 - SOUTH AFRICAN JOURNEYS	\$1,750.00			
058104 - ISRAEL/PALESTINE(scholarships)	\$3,500.00			
058107 - MORNINGSTAR CAMP	\$2,500.00			
058108 - HAITI SCHOLARSHIPS	\$3,000.00			
Total MISSION EDUCATION FUND	\$13,750.00			
DIRECT PARTNER SUPPORT				
058200 - STOREFRONT-HARLEM	\$3,000.00			
058208 - ISRAEL/PALESTINE TOL	\$3,500.00			
058210 - GREEN GRASS	\$900.00			
058426 - CROSBY FUND FOR HATIAN EDUCATION	\$3,000.00			
058427 - BRIDGES OF HOPE	\$3,500.00			
Total DIRECT PARTNER SUPPORT	\$13,900.00			
PARTNERSHIP COMMITTEES				
058301 - GREEN GRASS	\$300.00			
058302 - SOUTH AFRICA	\$300.00			
058303 - ISRAEL/PALESTINE	\$300.00			
058304 - HAITI	\$500.00			
Total PARTNERSHIP COMMITTEES	\$1,400.00			
OUTREACH				
NEW LONDON REGION				
058406 - HOSP-CHAPLANCIES-L&M	\$250.00			
058411 - SAFE FUTURES	\$2,000.00			
058414 - HEALTH & WELFARE COMM. NL SOUP K	\$2,000.00			
058417 - THAMES RIVER FAMILY PROGRAM	\$1,000.00			
058418 - MARTIN HOUSE	\$1,000.00			
058419 - ALLIANCE FOR LIVING	\$1,000.00			
058421 - COVENANT SHELTER	\$2,000.00			
058428 - FRESH NEW LONDON	\$2,500.00			
058431 - HOMELESS HOSPITALITY CENTER	\$5,000.00			
058433 - A SACRED PLACE	\$1,000.00			
058444 - CT COALITION TO END	\$500.00			
Total NEW LONDON REGION	\$18,250.00			
MIDDLESEX COUNTY				
058407 - HOSP CHAPLANCIES MDLX	\$250.00			
058447 - LITERACY VOLUNTEERS VALLEY SHOR	\$250.00			
Total MIDDLESEX COUNTY	\$500.00			
FCCOL PROJECTS				
058401 - COMMITTEE OF ENVIRONMENT	\$2,000.00			
058404 - DONATION TO MIN DISC FUND	\$2,000.00			
058415 - NEW LONDON SOUP KITCHEN SUPPLIE	\$2,000.00			
058455 - FCCOL DIAPER BANK	\$1,000.00			
Total FCCOL PROJECTS	\$7,000.00	▼		
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Continued on next page				

First Congregational Church of Old Lyme			
Proposed 2019 Budget and Comparison to 2018			
	Detail Page 6 of 6		
<b>BENEVOLENCES - continued</b>			
	<b>2018</b>	<b>2019</b>	<b>+/- 2018</b>
<b>CONGREGATION CONNECTIONS</b>			
058425 - MIDNIGHT RUN	\$200.00		
058438 - INDIA MICRO CREDIT	\$500.00		
058442 - CAIR	\$1,000.00		
058450 - EVERY DOLLAR FEEDS KIDS	\$500.00		
Total CONGREGATION CONNECTIONS	\$2,200.00		
<b>INTERNATIONAL SUPPORT</b>			
058458 - NATION OF IMMIGRANTS	\$250.00		
Total INTERNATIONAL SUPPORT	\$250.00		
Total OUTREACH	\$28,200.00		
<b>SPECIAL RESERVE SAVINGS</b>			
058403 - MISSION SAVINGS FUND	\$5,250.00		
Total SPECIAL RESERVE SAVINGS	\$5,250.00	▼	
Total BENEVOLENCES	\$80,000.00	\$80,000.00	\$0.00
<b>OTHER EXPENSES</b>			
059000 - PAYROLL TAX	\$13,105.73	\$13,368.11	\$262.38
059001 - WORKER'S COMP	\$6,000.00	\$6,000.00	\$0.00
059003 - LOAN REPAYMENT	\$26,000.00	\$21,058.00	(\$4,942.00)
059007 - MISC./O.E.	\$1,720.44	\$1,314.10	(\$406.34)
059010 - STOCK EXCHANGE FEES	\$500.00	\$0.00	(\$500.00)
059013 - STEWARDSHIP CAMPAIGNS	\$2,000.00	\$3,500.00	\$1,500.00
Total OTHER EXPENSES	\$49,326.17	\$45,240.21	(\$4,085.96)
Total EXPENSES	\$814,060.00	\$854,811.00	\$40,751.00
2019 SURPLUS/(DEFICIT)	\$0.00	\$0.00	\$0.00

## **The First Congregational Church of Old Lyme Board of Trustees Annual Report – 2018**

Trustees: Chair, David Long (Property), Russ Fogg (Property), Jonathan French (Budget Chair), Leslie Kiem (Budget & Board Secretary), Amy Cabaniss (Property), John Kiker (Communication Chair), Bob Webster (Endowment), Faye Richardson & Barbara Smith.

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

Trustees meet on the 2<sup>nd</sup> Tuesday of the Month.

In accordance with the 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:’

**NOTE:** The Congregational meeting held on January 28, 2018 voted their approval to establish the ‘*Communication Committee*’ and the ‘*Preservation Fund Committee*’ as new committees under the Board of Trustees.

### **ENDOWMENT:**

The Endowment Committee is charged with the management of all financial gifts, contributions and bequests (not specifically designated) and invests them, with guidance of an advisor at Morgan Stanley, in a perpetual endowment fund which is separate from the church operating funds. Henry May is Chair of the committee and is joined by Ned Perkins, Jim Fairfield-Sonn, David Stanland, Bob Webster and Bill Fish. Our performance through the year tracked closely with market indexes.

### **PRESERVATION FUND:**

The Preservation Fund’s first gift in December 2016 initiated a campaign in 2017 to raise more money 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 managed by the Endowment Committee. With the 1st anonymous gift the end of 2016, we have received more gifts for a total of over \$220,000 and bequest notifications for another \$200,000.

### **PROPERTY:**

Russell Learned, Chair	Russell Fogg
Moe Ancil	Jack Hine
Amy Cabaniss	David Long
Emily Fisher (Gardening & Landscape)	Bob McCracken
Anu Godfrey-Fogg (Gardening & Landscape)	Matt Winkler

*Continued*

Due to the need to reduce the Property budget in 2018, the committee focused only on emergency projects. The committee completed the following projects, as approved by the Trustees for 2017:

Exterior drainage work was completed on the west side of the Sheffield Auditorium in response to a minor basement flooding incident in the spring of 2018. Additional interior repair work will be undertaken in the near future.

Over the summer of 2018, mold was discovered in the Parsonage. A professional mold remediation firm hired to undertake a major cleaning. Additional measures are currently underway to prevent this situation from occurring again.

The most exciting project of 2018 was made possible by the generous donation from the family of Jane Davison. The Davison family provided a \$40,000 gift to provide improved ventilation and dehumidification to the lower level classroom wing of the Parish House. This has been one of the Property Committees top priorities over the last few years and FCCOL has been very fortunate to have received this wonderful gift.

The committee and the FCCOL leadership would like to single out one individual, that without his vision and amazing gift of time this project would have never happened. David Speirs designed and oversaw the implementation of the entire system. Dave performed many of the tasks himself, volunteering this time, and helped bring this project in well under budget. He also coordinated all the subcontractors that worked alongside him.

Please help us to thank Dave for his amazing effort in creating a healthy and safe environment for the God's Neighborhood and all the other people that use this part of the building every day.

Respectfully Submitted,  
Russell Learned, Chair

### **BUDGET:**

Each year, many different boards and church employees work together to develop a comprehensive budget for the following year. There are many dimensions to the budgeting process. We appreciate the thoughtful input of the Church Ministers, other members of the Church Staff, and all church committees who provided us with information about their needs and plans for 2019. Bob McCracken is a vital part of this process, and his experience and insight is invaluable. Bob worked with Greg Hack, chair of the Personnel Committee, Jonathan French, chair of the Budget Committee, and members of the Board of Trustees to create the proposed 2019 budget. We are thankful for their dedication and commitment to this task.

### **COMMUNICATIONS:**

**Website:** Posted sermons, bulletins, newsletters and videos. Added new pages on sanctuary for Malik, Zahida & Roniya, the impact of Old Lyme sign laws, the 2018 White Elephant Sale, the Easter holiday schedule, the Christmas holiday schedule, Tree of Life Education Foundation events, the OVUWA choir visit, and the adult forums on charitable giving and gun violence – among others. Updated website pages to include information on new associate pastor. Revised the “Transparency” page to incorporate the 2019 Stewardship Campaign message and materials. Updated the Events Calendar 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. Installed a plug-in to circumvent the mandatory update to the WordPress Gutenberg platform.

*Continued*



**Social Media:** Maintained and refreshed the church Facebook (FB) and Instagram pages. Developed FB posts and/or campaigns for sanctuary-related events and activities, the Soup Bowl Supper, the Easter holiday schedule, the Christmas holiday schedule, the Honest Conversations event, the Tom McDermott/Tom Piazza event, two Interfaith Prayer Services, the 2018 White Elephant Sale, the Puerto Rican Community Dinner, Native American Taco Night, God's Neighborhood activities, and the OVUWA choir visit – among others.

**Sanctuary Communications:** Revised and implemented a strategic communications plan, messaging and collateral materials for the offering (and ending) of sanctuary to Malik, Zahida and Roniya. Monitored news coverage and posted relevant stories to the website and FB. Provided communications support for fund-raising and awareness-raising events throughout the sanctuary period.

**Stewardship Campaign:** Developed the theme, messaging and collateral materials for the 2019 Stewardship Campaign. Submitted recommendations for strengthening future stewardship campaign communications.

**Online Donations:** Researched the costs and procedures involved in adding necessary technical capabilities and submitted recommendations for enabling online donations through the website.

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

**Press Releases:** Issued press releases for the Bell-Tolling Vigil for Parkland, the Soup Bowl Supper, the Honest Conversations event, the Tom McDermott/Tom Piazza concert, the Puerto Rican Community Dinner, two Interfaith Prayer Services and the ending of sanctuary for Malik and his family.

Respectfully Submitted, John Kiker, Chair

#### **AUDIT:**

Audit Committee in 2018 did not conduct an audit. We will address an annual audit in 2019.

Respectfully Submitted,  
Bob McCracken, Church Administrator

#### **PERSONNEL:**

2018 was a relatively quiet year for the Personnel Committee. Throughout the year, Bob McCracken kept our committee informed on any Personnel related matters, and he shared with us the performance reviews for lay staff.

This was the first full year of Laura Fitzpatrick Nager's ministry at the Church. During this year, Carleen Gerber made her well-deserved transition to part-time work. Her compensation package was adjusted to reflect an anticipated work commitment of 25 hours per week.

As we entered the Budget season, I met with Bob McCracken and Jonathan French to review the current pay and benefits packages for all Church employees and independent contractors. Jonathan and I provided input and suggestions for the year to come. Current pay levels remain comparable to national data provided by the UCC in the annual Compensation Handbook. We acknowledge that we are on the high side of the average, but appropriate for the size of our Church.

We have recommended a pay increase of 2% for all ministers and lay staff, with the final decisions re compensation to take place at the upcoming January 2019 Trustees meeting. We also reviewed the health and life insurance packages for ministers and staff. We recommended some adjustments where appropriate, and 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, and their salaries are 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.

*Continued*

Following review of the personnel related entries in the proposed budget, we noted that personnel expenses account for almost \$500,000 of the proposed budget of \$844,811.

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

**CONCLUSION:**

I want to thank all the Board of Trustees members for their tremendous work ethic and spirit of enthusiasm while dealing with a wide range of issues and concerns regarding the maintenance of these beautiful edifices that make up the FCCOL. We could not have performed our duties without the help and leadership of all the church staff, ministers and laity for their tireless dedication and effectiveness in making 2018 such a successful year. Thank you again to all.

Respectfully submitted:  
David R. Long, Chair

**Church Council Annual Report 2018**

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. 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: Cathy Gentry (secretary), Steffie Hall, Britt Sinay, Doug Kiem and Steve Joncus.

Looking forward to another year of serving the church community,

Respectfully submitted,  
Charlie Hosley, Chair



## ENDOWMENT COMMITTEE REPORT 2018

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 2018 budget, the Endowment provided the Church with operating funds of \$102,060, 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 the market and economic conditions change year to year. In 2018, the Endowment returned +0.57%. In recent years, our portfolio has become more globally diversified with U.S. corporations that continue to expand their footprint outside the United States, and with the addition of non-U.S. companies. The bond portion of the portfolio is conservatively invested, principally with shorter-term securities.

The value of the church Preservation fund at the end of 2018 was \$215,770. In addition, there are two bequests totaling \$200,000 designated in wills for this fund.

In 2018, the Endowment fund loaned the church operating account \$189,155 to pay off a Morgan Stanley loan. The church is repaying the Endowment Fund over 10 years with interest of 2%. This refinancing saves our church over \$6,000 in interest costs and the 2% interest to our Endowment is paid to ourselves.

The investment results of the Endowment since inception (1988) compare favorably to the S&P 500 index, the MSCI EAFE index, the Barclays Intermediate-Term Government/Credit Bond Index and a 70/30% mix of the S&P, Barclays Bond Index, and Treasury Bills.

	Year 2018	Since Inception (1988)
Our Endowment Fund*	+0.57%	+8.07%
70% S&P500   20% Intermediate Gov/ Credit Bond Index / 10% Treasury Bills	-2.49%	+8.65%
S&P 500 Index	-4.38%	+10.04%
MSCI EAFE Net Index**	- 13.79%	+4.40%
BC Intermediate Gov/Credit Bond Index	+0.88%	5.55%

\* Rates of Return Gross of Fees

\*\*MSCI EAFE NET (USD)

*Index measures the equity markets performance of developed markets outside US and Canada*

## ENDOWMENT FUND STATEMENT FOR 2018

Opening Value*	**	\$ 2,497,307
Support of Church Operations		\$ - 102,060
Additions to the Endowment		\$ + 44.80
Closing Value**	**	\$ 2,229,057

\*\*\*Includes \$217,660 in restricted funds

\*\*\*\*Includes \$217,290 in restricted funds

Our Church is very appreciative of gifts to the Endowment Fund. 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>
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
2009	\$ 1,579,374	\$ 70,000

The Committee meets quarterly with our investment advisor, The OWCM Group of 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, Bob Webster, Bill Fish

## BOARD OF STEWARDSHIP - ANNUAL REPORT 2018

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 began our year working to complete the **2018 campaign** which achieved a total pledged of **\$603,993**, or **96% of our \$630,000 goal**. This represents a **decline of just over \$10,000** in pledges over 2017. Although the decline is a small fraction of the goal, it bears more investigation.

We designed the **2019 Campaign** under the able leadership of John Kiker who led us through a discussion of inspiring themes and persuasive language as well as drafting our materials. We decided to focus on the theme **“Sharing our Lives, Sharing our World.”** We wanted to highlight the ways in which our contributions change lives -- our own and those of others, in both our pews and in the world.

Our campaign materials focused on how **our support matters to our Ministry**: It enables us to share a stronger Christian faith with one another – through worship services and Sunday School classes, choirs and concerts, family and youth programs, adult support groups, pastoral care, interfaith services; annual observances and special events. And **our support matters to our Mission**: Our pledges enable us to share our deepest beliefs with others – by seeking social justice for refugees, immigrants and the most vulnerable among us. By providing a family with sanctuary as they worked toward a stay of deportation; and resettling others escaping danger. By fighting hunger and homelessness, and supporting a host of charities and social services.

We are pleased to report that you have responded enthusiastically to these messages: our current **2019 campaign** to date has resulted in **\$544,414 from 293 pledges**, against the **same goal of \$630,000**. We are **close to \$10,000 ahead** of last year, although **10 fewer members** pledged. Our **average pledge is almost \$100 higher** than last year. As we look at the individual results, year to year, we are encouraged overall. **Nearly 90% of those who pledged have increased their pledge, maintained their 2018 level or are new pledges**. This bodes well for the future as we look to establish a reliable baseline for donations. We appreciate all who have listened and given – thank you!! 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, Carleen Gerber, and Treasurer, Bob McCracken, 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 Joan Kelley, our always welcoming and very patient Office Manager, and Teri Gedrys, who enters and maintains our pledge data. But this year we have a special debt to acknowledge – that to our chair, **Mike Long**. His leadership has kept us moving, his strength has inspired us, and his good cheer has made this work fun.

Respectfully submitted, with gratitude for your open hearts and generosity –

The 2018 Board of Stewardship: Mike Long and Mary Kate Cox (chairs), Diane Hart, Steve Hart, Allison Hine, Wendy Knight, Wayne Mountz, Jeannie Thomas and Mike Winterfield

**FIRST CONGREGATIONAL CHURCH OF OLD LYME**  
**BOARD OF YOUTH EDUCATION**  
**ANNUAL REPORT 2018**

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. Other events that the children have been involved in are once per month Family Potlucks, Movie Nights and Summer Arts Nights.

During Sunday mornings the children participated in a monthly service project including making cornbread and place cards to send New London Community Meal Center, making care packages for children whose families are reporting to ICE, yeasted rolls and quiche to Homeless Hospitality Center, collected socks for Midnight Run, and collected school supplies for IRIS. The Grade 4/5 class held a bake sale and raised enough funds to purchase solar lights to send to Puerto Rico after the hurricane. Grades 2/3 made prayer shawls to send to ailing church members. We also made cards and sent flowers to shut ins, had a fun Mardi Gras party, held a Blessing of the Bicycles on June 10, and a visit to Schemitzun in August.

In the spring God's Neighborhood studied the Parables of Jesus. In the fall there was a study of the Psalms. The children join together in a group at the beginning of our Sunday school time to celebrate birthdays, sing songs and learn and discuss the theme of the day. There is a true sense of community! The groups then celebrate in their classrooms with a prayer, snack and joys and concerns before working on projects. There is much excitement and eager participation.

During this summer we had Sunday morning Creature Crafts programming for children every weekend. June's theme was Ocean animals with a Moana movie night, July's theme was birds and August's theme was the jungle. During four Thursday mornings Laura hosted a family day at the beach and we held Art Camp on four Tuesdays with activities such as pottery, paper crafts, yoga dance. The Church Picnic's location was held to the front lawn of the church in order for it to be more accessible to families. A Bounce House was rented and lawn games were played—and there was an indoor area for attendees to sit and talk.

The BYE hosted a nursery parents' coffee hour between the services in November.

Respectfully Submitted,

Shay Cantner

Chair of the Board of Youth Education

Board Members: Margie Barndt, Dale Bernardoni, Liz Farrell, Bella Hine, Amanda Jarvis, Heather Richardson, Mary Beth Sarr, Tracey Sutherland

Deacon Representative: Betsy Grant

## **JUNIOR AND SENIOR PILGRIM FELLOWSHIP ANNUAL REPORT. 2018**

Our Junior Pilgrim Fellowship and Senior Pilgrim Fellowship groups have been very active during this year.

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 2018.

January- Bowling night for JPF and SPF

February- JPF and SPF Hosted Mardi Gras Breakfast

March- JPF and SPF participated in March for Our Lives in Guilford

April-The SPF made their annual voyage to Deschapelles, Haiti. Also in April JPF and SPF prepared for Sunrise Service at Griswold Point.

May- SPF hosted a Midnight Run. The Confirmation Class of 2018 had 13 members that joined on May 13, 2018. The JPF hosted the Bee Movie for the church and told the attendees how to have a bee friendly yard and the benefits of bees in the yard.

June-Many of our students participated in a discussion of food insecurity and poverty and Make Music day on the front steps of the church.

September- SPF had a bonfire with Ovuwa. Games of basketball, singing and dancing around the bonfire, pizza and s'mores and ping pong and foosball inside kept everyone having a wonderful time.

October- JPF and SPF preparation for Breakfast Run (our Breakfast Run was postponed due to a weather emergency)

November- During the fall JPF and SPF began Sunday Night Soups and Conversations to discuss important topics. On the first Sunday of November we discussed Food Insecurity. During 2019 there will be more. The JPF and SPF also had an amazing tour of the renovation of the Mayflower by Whit and Dylan Perry. The SPF also made pumpkin pies for serving at New London Community Meal Center and served chili, cornbread, salad on November 25 to over 125 people.

During December our JPF and SPF helped with Gift Made with Love, the Sunday School Pageant and helped tell the Christmas Story in the Living Manger.

Thank you,

Lisa Doggart

## **Annual Report for 2018 for the Senior Choir**

Our Church continues to be very fortunate to have such a vibrant, loyal and hard-working Senior Choir! Membership during 2018 remained high and we welcomed several new singers. Generally, between 30 and 40 singers attend on Sundays (we have over 60 “enrolled”) and during the year the choir sang over a hundred pieces during our worship services. Not only is the group a cohesive musical ensemble, it’s also a “family” within the Church community, supportive of each other while enjoying each other’s company.

Lisa Feltes has continued to be our soprano section leader and Children’s Choir Director. 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 singers as our section leaders.

As well as the regular Sunday morning worship schedule the Senior Choir performed Mozart’s setting of the *Requiem* Mass accompanied by a small chamber orchestra. This Maundy Thursday offering included readings between sections in the music. It was a very moving service and much 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 at Saint Ann’s Parish – the singing was really exciting with an uplifting rendition of *Sing and Exult* by Eugene Butler.

Our Christmas 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 of the singers 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 2018 to prepare for Easter, Mother's Day and Children's Day in the spring. They began again at the end of September to prepare for Thanksgiving and the Advent Season. With 10-12 strong singers, they rehearsed weekly and performed both services one Sunday morning, at all the above-named holiday services as well as the annual Pageant and Christmas Eve services. The children are looking forward to continued regular musical offerings throughout the upcoming church year

Respectfully submitted by Lisa Feltes

## **BOARD OF MISSIONS ANNUAL REPORT 2018**

During 2018 the members of the Board of Missions worked hard to support the social justice and missions-based educational goals of the Congregation. Board members acted as Ambassadors to our missions partnerships and other beneficiaries, hoping to understand how your pledge dollars are being used to aid the most vulnerable among us.

FCCOL supports five primary beneficiaries that represent long-term relationships between the Church community and other organizations; these are the Tree of Life Educational Fund, the Crosby Fund for Haitian Education, the Green Grass Church in South Dakota, the Storefront School in Harlem NY, and the South African Partnership with the Reverend Paul Verryn. Missions 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). Finally, funds were allocated to 21 local, regional and international beneficiaries to support work against homelessness, illiteracy, and domestic violence, and to help support at-risk populations both in the U.S. and abroad.

As of December 2018, over 90% of the \$80,000 Missions budget for FY2018 was allocated, with the remainder to be discussed at the final meeting in January. Of the \$72,500 allocated by the Board of Missions to date, 24% went to UCC support, 42% went to internal allocations and primary beneficiary partnerships, and the remaining 34% went to outreach beneficiaries such as the Covenant Shelter, the CT Coalition to End Homelessness, the Martin House, and the Alliance for Living. Many other beneficiaries are included in the outreach efforts of the Board of Missions, and we encourage FCCOL members to bring causes or organizations deserving of financial support to the attention of any member of the Board.

Thank you to our Board members for their conscientious work this past year: Alexandra Eadie-Friedman, Louise Lynch, Allyson Cotton, Beth Hamilton, Dawn Clark, Nancy Mol, Susan Beeman, and Jane Marolda, and Deacon representative Deborah Butler. We are also grateful for the continued guidance and expertise of Rev Carleen Gerber.

Respectfully submitted,

Jennifer Hall, Board of Missions Chair  
January 7, 2019

## **Mission Outreach at The First Congregational Church of Old Lyme in 2018**

The Minister's Discretionary Fund of the First Congregational Church dispersed about \$45,000 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, \$80,000 was dispersed by the Board of Missions to agencies within our community, New London County and the world. An additional \$85,500 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.

Special gifts totaling \$5,335 were made to help sustain the Refugee House in Rogers Lake. And an additional \$3,936 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 \$40,494 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.

\$10,014 was raised for the "One Great Hour of Sharing" mission work of the UCC, and an additional \$5,336 was given to support the operation of the food pantry which takes place here every Saturday.

**Thus, in total, more than \$275,000 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 International Rescue Committee of New York; the Midnight Run of New York City; 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; Middle East Children's Alliance; and Integrated Refugee and Immigrant Services, Inc. of New Haven, Ct.; JUNTA for progressive action of New Haven, Ct.



## **2018 Annual Report of FCCOL Adult Education Board**

The primary responsibility of the Adult Education Board is to coordinate and conduct the Adult Forum programs that are held between the 9:00 and 11:00 services from mid September to late May.

During 2018, program subject matter included:

controlling gun violence in Connecticut,  
state and national refugee resettlement processes,  
Christian ethics in the digital age,  
Plum Island preservation,  
internet protection, transgender issues,  
youth suicide prevention,  
an major archeological find that has impacted significantly on what has been known about the pre  
historic period,  
the midterm election with former Governor and Senator Lowell Weicker, and  
the always popular holiday program on Handel's Messiah with Simon Holt and choir members.

It is not easy to find 30 to 32 interesting and relevant speakers each year, and the board welcomes recommendations or suggestions for specific speakers or matters and areas of interest that might be addressed.

We are grateful to our board members for all their dedication during the course of the year, to Church Sexton Mark Testori for all of his help, and especially to Carleen and Laura who, despite all of their other responsibilities, are always able and willing to provide us with far more guidance and assistance that we have any right to expect.

2018 Board members: Tom Cox, Mary Devins, Jerry Guindon, Alan Howell, Lori Kolar, Suzi McCormick, Eve Todd, George Willauer, and Mary Charlton (Deacons representative)

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 Verryn who came twice during the year for rest and recuperation. He was with us for ten days immediately after Christmas, and again for two weeks in September, when he participated in the September Cuernavaca trip to learn about Meso-American migration and the changing realities of migrant movement.

Paul continues to travel widely in all of South Africa, working on justice issues created both by social policy and environmental degradation, and tending to the needs of those still struggling with the restitution of property and damages from the era of Apartheid. He is heavily involved in “truth commissions” for both Rwandan and Zimbabwean ex-patriots. 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, 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.”

In September a real highlight of our 30-year old partnership with South Africa was being able to host the 22-member indigenous choir from the University of Pretoria, under the direction of Mxolisi Duda. Faye Richardson and Ellen Calkins were enormously helpful in organizing the housing for this 10-day event. Wonderful hospitality was offered by our church families, without which a trip like this simply couldn’t take place. Emily Fisher chaired the complicated transportation network.

There were many who helped all through the visit. And the schools where the young people performed were very grateful. A wonderful packed-house performance took place here in our Meetinghouse. All in all, it was a glorious tour, once again.

A huge thank-you goes to Mxolisi Duda and to the University of Pretoria for their generous commitment of financial support and time. We are fortunate indeed to have had them with us once again.

Respectfully submitted,  
Diane Claussen, chairperson

## HAITIAN OUTREACH COMMITTEE

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 congregation engaged in three key areas:

**The Senior Pilgrim Fellowship Annual Trip to Haiti in April 2018:** 16 travelers (12 youth and 4 adults) spent one week in Deschapelles, Haiti, engaging with Haitian youth of all ages. The youth offered arts and crafts to over 100 children, offered English tutoring to Haitian high school students, volunteered in a Haitian school, played in our annual soccer game, and distributed clothing made by the L.B.S. sewing committee (and so much more)!

**The Partnership Co-operative (formerly Tribal Crafts):** This unique shop in our church offers for sale Haitian art, Lakota crafts and Palestinian goods. This past year over \$7,570 of Haitian art was sold. These funds support 68 artists of the Artibonite Valley. For some, this is their sole annual income.

**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 473 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.

In 2018 the new guest house was finished. It provides beds for 10 guests. With the new Education Center and guest house, we hope many of 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 program.

Respectfully submitted,  
Becky Crosby (for the committee)  
(John McGannon, Wendy Mahon, Eli Doggart, Lisa Doggart, Brynn McGlinchey)

## **Green Grass Partnership / Partnership Co-operative ~ 2018 Annual Report**

In June of 2018, twenty members and friends of the First Congregational Church of Old Lyme traveled over 2,000 miles to the small community of Green Grass located on the Cheyenne River Reservation in South Dakota. The journey was led by Laura Fitzpatrick-Nager and Stephanie Kenny.

**Green Grass Community:** Through private donations and church support, we were pleased to help with the purchase of six 8 foot folding tables, 32 folding chairs and 2 large picnic tables for the new community building at Green Grass. It is the only structure within 30 miles that families and friends can gather daily.

The community center is more than just a building; it is a place of hope. It is a place to warm up in the winter when heating bills can't be paid, cool down in the summers when temps reach over 100, find shelter from tornadoes and harsh storms, share meals to feed the children of the community when food is scarce, teach traditional skills of beading, cooking and sewing, grow a community garden full of healthy and fresh vegetables and host many events. We spent most of our time within its walls, serving meals, visiting with old friends and making many new friends. We hosted a beautiful communion service which started at the old Green Grass church and strolled up the road to the new community building, an honoring of both old and new. We also held our annual Tribal Crafts buying day which served over 40 people and pumped over \$10,000 into this community of craftsmen.

**Morning Star Camp:** Kylie Hall, Luke Tomassetti and Travis Harden (Lakota partner) led our Morning Star Camp in music and activities for 4 fun filled days. The children made stepping stones to honor our 34 year partnership, tie dyed shirts, puppets and paper cranes, they learned how to draw traditional native designs, learned how to bead, visited the muddy Moreau River, sung karaoke, rode horses, played on the slip n' slide, hiked Bear Butte and hung our Congregations prayer ties. They also learned about service and the importance of serving their elders by preparing plates at every meal and they participated in worship service and a special blessing of the new community garden led by Ivan looking Horse.

**The Partnership Co-operative** is a collection of Native American crafts (Tribal Crafts Inc.), Haitian art (Crosby Fund for Haitian Education) and Palestinian goods (Tree of Life) based out of the FCCOL. Every year we open a holiday storefront located offsite in a donated space. This year, we were once again honored to be on Main Street in Old Saybrook. The store was open for three weekends in December. Tribal Crafts sales totaled approx. \$2,700; Haitian art sales totaled approx. \$2,700, Tree of Life sales totaled approx. \$1,600 and Light Up the Rez sales (a grassroots effort to fill homes on the reservation with propane this winter) \$1,200, which brought in a grand total of \$8,200 for our churches longstanding partnerships.

On behalf of the Green Grass Committee and Tribal Crafts Board Members, I'd like to extend a special thank you to the LBS and the Missions Board, friends and family and the many members of the FCCOL. Your support makes it possible for our communities to share in a vision and build on a partnership that is over 34 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  
Tribal Crafts, Inc., President

## **LADIES' BENEVOLENT SOCIETY--2018 Annual Report**

More than two centuries ago, the “remarkable women” of this church created a formal society to achieve two shared aims: to provide regular opportunities for **fellowship** in an era when few women worked outside the home; and to use their time and talents to demonstrate **generosity** in support of the church’s broad mission efforts. Those twin goals remain central to the faith commitments of LBS today.

### **SHARING OUR LIVES**

LBS prepares a luncheon and offers a program attracting 40-80 attendees six months of each year (three times in spring and three in fall; all on the second Tuesday at noon). In addition, every Monday morning for most of the year, the “Ladies Who Stitch” contingent of 15-20 keep the Sheffield Auditorium humming with the spirit of those parlor sewing circles that gave birth to LBS 200+ years ago. The talented cooks amongst the LBS membership are regularly called upon to support other church-sponsored events, including the annual spring Haitian dinner.

### **SHARING WITH OTHERS**

Quickly after the founding of what we now know as the Ladies’ Benevolent Society came the recognition that from good fellowship flowed naturally a well of charity. The monthly luncheons (price of admission: \$5 plus canned goods) help to supply our food pantry. Preceded by weeks of intake and sorting, the two Elephant sales (White Elephant Sale in early summer, Elephants in Winter--*guess* when?!) enlist dozens of volunteers who worked together to net \$82,691 in 2018. In addition, the Ladies Who Stitch sew regularly in support of the Homeless Hospitality Center and the Crosby Fund’s Haitian mission, and in their “spare” time netted an additional \$3,600 in sales. LBS also coordinates the annual Church World Service blanket drive each spring.

Roughly half (55.3%) of the annual income of LBS in 2018 directly supports the life and physical survival of this church, including equipping and repairing the kitchen used by virtually every activity taking place in our church. The balance supports a changing array of charitable organizations from our Shoreline neighbors to as far afield as South Dakota, Haiti, and Palestine: area hospices, senior centers and prison ministries; to somewhat newer organizations (e.g. Homeless Hospitality Center); to core partners in our church’s on-going mission efforts (Tribal Crafts, Tree of Life, Crosby Fund for Haiti, Immigration & Sanctuary Committee). LBS welcomes recommendations for additional destinations for this community’s generosity.

for LBS

--Nicholas Westbrook, First VP, LBS Board

5 January 2019

**LBS Board, 2018-2019:** President Jane S. Marolda, Marianne Baez, Kenneth Cavanaugh, Carol Giuliano, Claudia Hincks, Sandra Long, Nancy Mol, Jeanne Nichols, Esther Pope, Hildegard Rennhard, Judith Simmons, Sissy Stinson, Priscilla Swanson, Nicholas Westbrook.

**LADIES BENEVOLENT SOCIETY  
ANNUAL FINANCIAL REPORT 2018**

**EXPENSES - LBS NEEDS**

WES/EIW expenses	\$14,995
Postage, paper	\$33
Luncheon expenses, programs	\$2,963
Kitchen equipment, supplies	\$70
Misc, unexpected expenses	\$1,061
Sewing group (LWS) supplies	\$984
NL Soup Kitchen ministry	\$169
<b>TOTAL</b>	<b>\$20,275</b>

**MISSION GIFTS - DISBURSEMENTS**

FCCOL Pledge	\$28,000
FCCOL Christian Ed.	\$2,000
FCCOL Parsonage Maint. Fund	\$5,000
FCCOL Sunday Coffee Hours	\$350
FCCOL Major Maint. Fund	\$7,000
FCCOL Ministers' Discretionary Fund	\$5,000
Church World Service/OGHS	\$2,000
Crosby Fund for Haitian Education	\$5,000
Estuary Council of Seniors, Inc. Old Saybrook	\$1,000
Center for Hospice Care SECT, Norwich	\$1,000
The CT Hospice, Branford	\$1,000
Hospice & Palliative Care, Middletown	\$1,000
Literacy Volunteers-Valley Shore CT	\$500
Lymes Senior Center	\$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
The Riverfront Children's Center, Groton	\$1,000
A Sacred Place, The Barbara Fund	\$1,500
Safe Futures, New London	\$2,000
Tree of Life Educational Fund, conference	\$500
Tribal Crafts	\$2,000
Fund raising dinner for The Crosby Fund expenses	\$1,500
Junta for Progressive Action, New Haven	\$1,500
Diaper fund reimbursement	\$1,500
FCCOL Immigrant Committee	\$3,000
<b>TOTAL</b>	<b>\$85,550</b>

**Combined total** **\$105,825**

Marianne Baez, LBS Treasurer

**INCOME**

WES, after expenses	\$78,834
EW, after expenses	\$2,319
LWS other sales net	\$3,597
Misc. interest	\$12
<b>TOTAL</b>	<b>\$84,762</b>

**ASSETS**

Webster chk bal 11/31	\$31,446
Merrill Lynch bal 11/31	\$27,646
<b>TOTAL ASSETS</b>	<b>\$59,092</b>

# CHURCH CLERK'S REPORT

## Year Ending December 31, 2018

### STATISTICS – RECORDS

ANNUAL MEETING: JANUARY 27, 2019 – called as specified in Article II of the Church Bylaws (revised).

Subject Matter: Selected reports by church officers, Board and Committee Members; Adoption of 2019 Church Budget; Election of Officers; Changes to Church Bylaws.

### MEMBERSHIP:

Active Members: Number reported on December 31, 2017: 836

#### Additions During Year – New Members:

By Confirmation	13
On Profession of Faith	23
By Letter of Transfer	0
Membership Reactivated	3
Status Change to Active	<u>0</u>
Total Additions	39

#### Losses During Year:

By Death	13
By Transfer to Inactive Status	55
By Letter of Transfer	1
Membership Terminated by	
Relocation or Request	<u>3</u>
Total Losses	72

Number on Active List as of December 31, 2018: 803

3. BAPTISMS: 12

4. MARRIAGE CEREMONIES PERFORMED BY MINISTERS: 8

### B. RECORD RESEARCH

During 2018 there was one request for information from church records.

### C. ACKNOWLEDGEMENTS

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

Respectfully submitted,

Joan C. May, Church Clerk

## **New Members in 2018**

**May 20, 2018**

**Leslie Alexander and Norris Manser  
Woody and Gretchen Handy Comstock  
John Newman  
Kaitlin McDermott  
Whit and Ann Perry  
Ellen Perry**

**December 2, 2018**

**Stephen Loftus  
Erik & Constance Johannessen  
John & Christine Bairos  
Joseph Kazadi & Martine Kabanya  
Aldith St. Marthe-Gratton & Adam Gratton  
Carol Keyes  
Darcy & Scott Allen  
Miles and Leann Garrett**

**Confirmands**

**May 13, 2018**

**Sophie Arnold  
Emma Boardman  
Sadie Bowman  
Jack Cox  
Isabel Dean-Frazier  
Riley Fruth  
Bella Hine  
Liliana Johnson  
Jesse McGannon  
Brynn McGlinchey  
Chandler Munson  
Alex Pinkowish  
Haley Stevens**



	<b>Nominating Committee Report</b>		
	<b>January 2019, Annual Meeting</b>		
	<b>Page 1 of 3</b>		
<b>Board or Committee</b>	<b>Term</b>	<b>Continuing Members</b>	<b>Nominations</b>
<b>Officers</b>			
Church Clerk	1 year 2019		Joan May
Asst. Church Clerk	1 year 2019		Greg Hack
Treasurer	1 year 2019		Bob McCracken
Asst. Treasurer	1 year 2019		Jeanne Thomas
Financial Secretary	1 year 2019		Allan Kiem
Historians	1 year 2019		Betsey Webster
			Carolyn Wakeman
Exigency Committee	3 years 19,20,21	Don Gonci	Don Gonci
<b>Board of Trustees</b>			
Board of Trustees	3 years, 17,18 19	Leslie Kiem	
Board of Trustees	3 years, 17,18 19	John Kiker	
Board of Trustees	3 years, 17,18,19	Barbara Smith	
Board of Trustees	3 years, 18,19,20	Faye Richardson	
Board of Trustees	3 years, 18,19,20	Jon French	
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
<b>Board of Deacons</b>			
Board of Deacons	3 years 17,18,19	Lee Whitaker	
Board of Deacons	3 years 17,18,19	Karen Harris	
Board of Deacons	3 years 17,18,19	Julie Martel	
Board of Deacons	3 years 17,18,19	Lecia Harbison	
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 Heminway
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
<b>Board of Stewardship</b>			
Board of Stewardship	3 years 17,18,19	Diane Hart	
Board of Stewardship	3 years 17,18,19	Steve Hart	
Board of Stewardship	3 years 17,18,19	Jeanne Thomas	
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		Tom Grant
Board of Stewardship	3 years 19,20,21		Sandy Long
Board of Stewardship	3 years 19,20,21		Wendy Rieder

	<b>Nominating Committee Report</b>		
	<b>January 2019, Annual Meeting</b>		
	<b>Page 2 of 3</b>		
<b>Board or Committee</b>	<b>Term</b>	<b>Continuing Members</b>	<b>Nominations</b>
<b>Board of Missions</b>			
Board of Missions	3 years 17,18,19	Allyson Cotton	
Board of Missions	3 years 17,18,19	Beth Hamilton	
Board of Missions	2 years 18,19	Dawn Clark	
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
<b>Church Council</b>			
Church Council	3 years 17,18,19	Charlie Hosley	
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
<b>Board of Youth Education</b>			
Board of Youth Education	3 year 17,18,19	Amanda Jarvis	
Board of Youth Education	3 years 17,18,19	Shay Cantner	
Board of Youth Education	3 years 17,18,19	Dale Bernardoni Moving to trustees	Diane Claussen
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
<b>Board of Adult Education</b>			
Board of Adult Education	3 years 17,18,19	David Ogle	
Board of Adult Education	3 years 17,18,19	Mary Devins	
Board of Adult Education	3 years 17,18,19	Eve Todd	
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
<b>Board of Music &amp; Arts</b>			
Board of Music & Arts	3 years 17,18,19	Alan McGregor	
Board of Music & Arts	3 years 17,18,19	Susan Morrison	
Board of Music & Arts	3 years 17,18,19	Terry Balough	
Board of Music & Arts	3 years 18,19,20	Edie Twining	
Board of Music & Arts	3 years 18,19,20	Susan Hall	
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

<b>Nominating Committee Report</b>			
<b>January 2019, Annual Meeting</b>			
<b>Page 3 of 3</b>			
<b>Board or Committee</b>	<b>Term</b>	<b>Continuing Members</b>	<b>Nominations</b>
<b>Nominating Committee</b>			
Nominating Committee	1 year 2019		Mike Gentry
Nominating Committee	1 year 2019		Dave Long
Nominating Committee	1 year 2019		Diane Claussen
Nominating Committee	1 year 2019		Don Gonci
<b>Green Grass Committee</b>			
Green Grass Committee	3 years 17,18,19	Karen Kiem	
Green Grass Committee	3 years 18,19,20	Nancy Mol	
Green Grass Committee	3 years 18,19,20	Ginny Spiers	
Green Grass Committee	3 years 19,20,21		Dan Renn
Green Grass Committee	3 years 19,20,21		Stephie Hall
<b>South Africa</b>			
South Africa	3 years 17,18,19	Diane Claussen	
South Africa	3 years 17,18,19	Kristell Todd	
South Africa	3 years 17,18,19	Scott Mahon	
South Africa	3 years 18,19,20	Dana Dixon	
South Africa	3 years 18,19,20	Lee Carpenter	
<b>Delegates to UCC</b>			
Delegates to UCC	3 years 17,18,19	George Willauer	
Delegates to UCC	3 years 17,18,19	Dan Renn	
Delegates to UCC	3 years 18,19,20	Connie Hurtt	
Delegates to UCC	3 years 18,19,20	Elizabeth Nocera	
Delegates to UCC	3 years 18,19,20	Nick Westbrook	
<b>Beit Sahour</b>			
Beit Sahour	3 years 17,18,19	Wendy Rieder	
Beit Sahour	3 years 17,18,19	Joe Cipparone	
Beit Sahour	3 years 17,18,19	Joan Overfield	
Beit Sahour	3 years 17,18,19	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 Claussen	
<b>Haitian Outreach</b>			
Haitian Outreach	3 years 17,18,19	John McGannon	
Haitian Outreach	3 years 17,18,19	Wendy Mahon	
Haitian Outreach	3 years 18,19,20	Eli Doggart	
Haitian Outreach	3 years 18,19,20	Lisa Doggert	
Haitian Outreach	3 years 18,19,20	Brynn McGlinchey	
Deacon Emeritus			Marilyn Regan
Deacon Emeritus			Robert Regan

## 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

\*Deceased