



Niantic Community Church

Annual Congregational Meeting

January 29th, 2023



Meeting Agenda



- Welcome and Call to Order
- Invocation and Notice of UMC Charge Conference
- In Memoriam
- **Motion** to approve two Congregational meeting minutes
- Clerk's Report
- Ministry Team Reports (6 Teams)
- 2022 Financial Reports
- **Motion** to approve proposed 2023 Budget
- **Motion** to approve slate of officers, ministry team leaders, and associate team leaders
- Other Business Items
- Voices of the Congregation
- Adjournment
- Closing Prayer
- Benediction



Notice of Call



- Notice is hereby given, pursuant to the Constitution of the Niantic Community Church, that the congregation will hold a meeting on Sunday, January 29th, 2023 after the worship service.
- During this meeting, we will review our accomplishments in 2022, present the year end financial report, propose a budget for 2023, and nominate officers and ministry team leaders for the 2023 term.



Annual Report Errata Sheet



Page #	Correction
2	2022 year-end total membership is 542
23	Administration Ministry Team: Associate Leader position was vacant in 2022
24	Rev. Kaleigh Corbett-Rasmussen is included as 2022 Church staff
30	JEF report: Added a sentence to OAR paragraph to include the showing of the film 'Queer Eye' about a trans power-lifter, attended by 20 members of the congregation
54	Nominating: Property Management and Technology – the associate leader position is currently vacant for 2023.
several	Corrected style, format, typos and mis-spellings

An electronic copy of the final annual report with all the corrections indicated above and other changes accrued during this meeting will be posted on the NCC website as the official final 2022 annual report.



Invocation

Notice of UMC Charge Conference

Rev. Kaleigh Corbett-Rasmussen



In Memoriam



Those who believe in me, even though they die, will live. John 11:25

1/13/22 Robert "Bob" Mikkelson NCC

2/24/22 Frederick "Fred" Winters UMC

2/19/22 Martin June UMC

8/1/22 Marijane Lusk NCC

10/1/22 Mary Wassung NCC

11/12/22 Lenore Campbell UCC



For All The Saints

*For all the saints, who from their labors rest,
Who thee by faith before the world confessed,
Thy name, O Jesus, be forever blest.
Alleluia, Alleluia! Amen.*



Motions to Approve the Following



- **Quarterly Congregational Meeting Minutes (23rd October 2022)**
- **Special Congregational Meeting Minutes (04th December 2022)**



Clerk's Report



Total Membership 12/31/2021

UCC 186

UMC 128

NCC 232

Total: 546

Additions

UCC 5

UMC 1

NCC 0

Total: 6

Total Membership 12/31/2022

UCC 188

UMC 127

NCC 227

TOTAL: 542

Total Removals

UCC 3

UMC 2

NCC 5

Total: 10



Niantic Community Church

Governing Board Ministry Team Reports



NCC Governing Board



- **Officers** – President, Vice-President, Clerk, and Treasurer.
- **Administration**
 - Personnel, Nominating, Leadership Development (new), Safe Church, and Pastor Parish Relations (PPRC).
- **Operations**
 - Worship Team, Music & Worship Arts, Communications & Publicity, and Children’s Center Oversight.
- **Justice, Education, and Fellowship**
 - OAR, Outreach, United Action, Christian Education, and Parish Life Ministries.
- **Property Management and Technology**
 - Property & Maintenance, Technology, Accessibility, and Security.
- **Financial Resources**
 - Finance, Stewardship, and Capital Campaigns (new).
- **Church Legacy**
 - Endowment Fund, Memorial Fund, Old Stone Church Burial Ground, Memorial Garden, and Historian.



Niantic Community Church

Governing Board Ministry Team Reports



Ministry Team Reports



- Administration
- Operations
- Justice, Education, and Fellowship
- Property Management and Technology
- Financial Resources
- Church Legacy



Administration Ministry Team



Administration - Personnel, Safe Conduct, PPRC (pastoral relations), Leadership Development

Leader – Judy Devey

- Associate Leader – vacant
- Personnel – Judy Devey
- Safe Church – Pam McCauley
- PPRC – vacant
- Nominating – Gail SanJuan
- Leadership Development - vacant

Personnel:

- Updated Personnel Policy Manual
- Updated the Yearly Evaluation forms
- Set up packets of required federal and state forms for new employees

Safe Conduct:

- Interviewed referrals of new volunteers
- Reviewed/updated Safe Conduct Policy
- Conducted seven (7) background checks for new staff and volunteers



OPERATIONS MINISTRY TEAM

- This year at NCC has presented many challenges, as well as opportunities for growth by working together to overcome these challenges.
- The representatives of the four teams that make up the Operations Ministry Team – have been stellar in their efforts to ensure everything continues to run smoothly!!!

Communications (Jen Datum)
Music & Worship Arts (Nan Rigdon)
NCC Children's Center (Linda Helvig)
Worship (Ellen Abutin)

- Thank you to these very dedicated people!!!!
- Please see Annual Meeting Report for detailed information on the teams' accomplishments.



Justice, Education, & Fellowship

- Faith in Action (Outreach)
- Open, Affirming and Reconciling
- United Action
- Parish Life Ministry
- Christian Education



Governing Board 2023 Goals

Learn

- Learn God's words

Build

- Build faith

Be

- Be a ministry for justice

Develop

- Ministers for Service

Increase

- Increase participation

Foster

- Foster fellowship



Family Fun Nights

Each month, we'll gather on the lower parking lot and lawn outside the Dining Hall to enjoy crafts, games, friendship and fun, as we learn to

Love Like Jesus!

Tuesday, June 28

Tuesday, July 19

Thursday, August 11

All from 6:00 - 7:30 p.m.



Niantic Community Church

170 Pennsylvania Avenue, Niantic, CT
Questions? Contact Julia at julia@nianticcommunitychurch.org

Confirmation Class Welcome Gathering!



Wednesday,
October 5
7:00-8:00 p.m.
in the Fellowship Room

For youth in 8th
grade and above
and their parents.

RSVP to Julia -
julia@nianticcommunitychurch.org

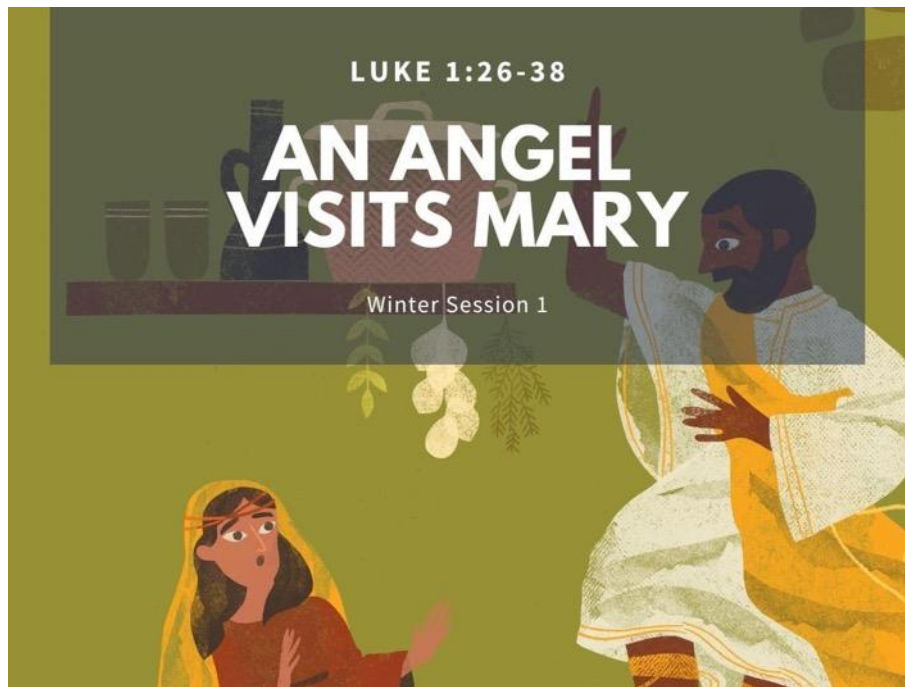
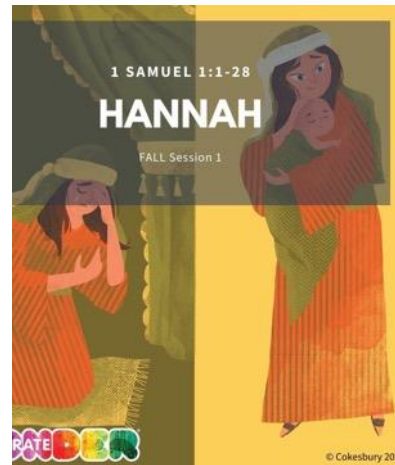
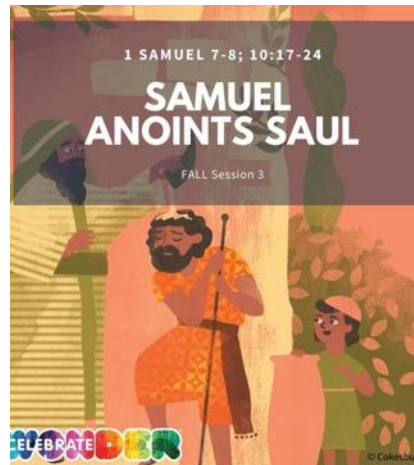
BUILDING FAITH



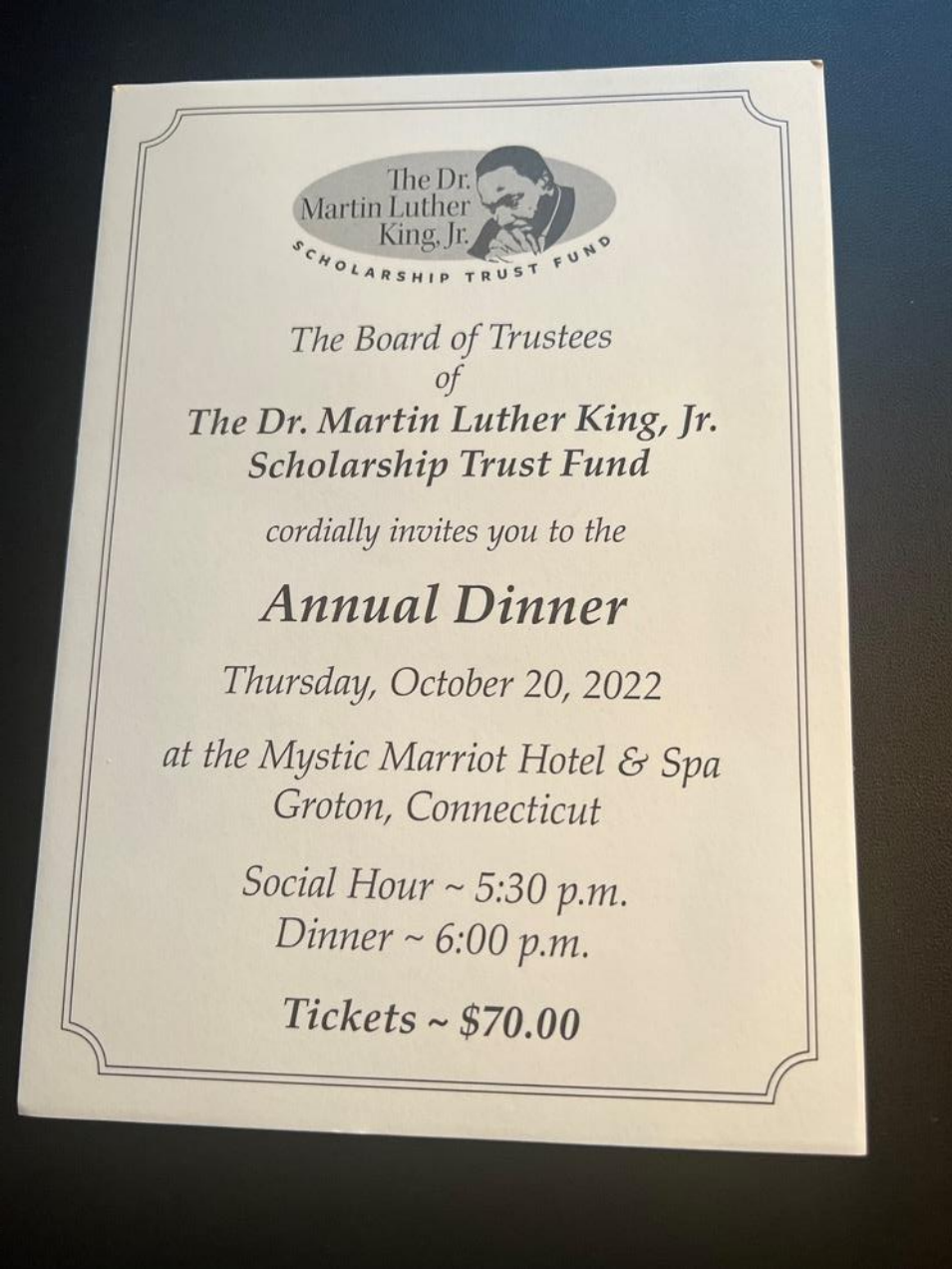
CLUB 47

For 4th - 7th graders

~ Philippians 4:4-7 ~









Alternative Marketplace

Sunday December 11 & 18
10:30am in the Dining Hall

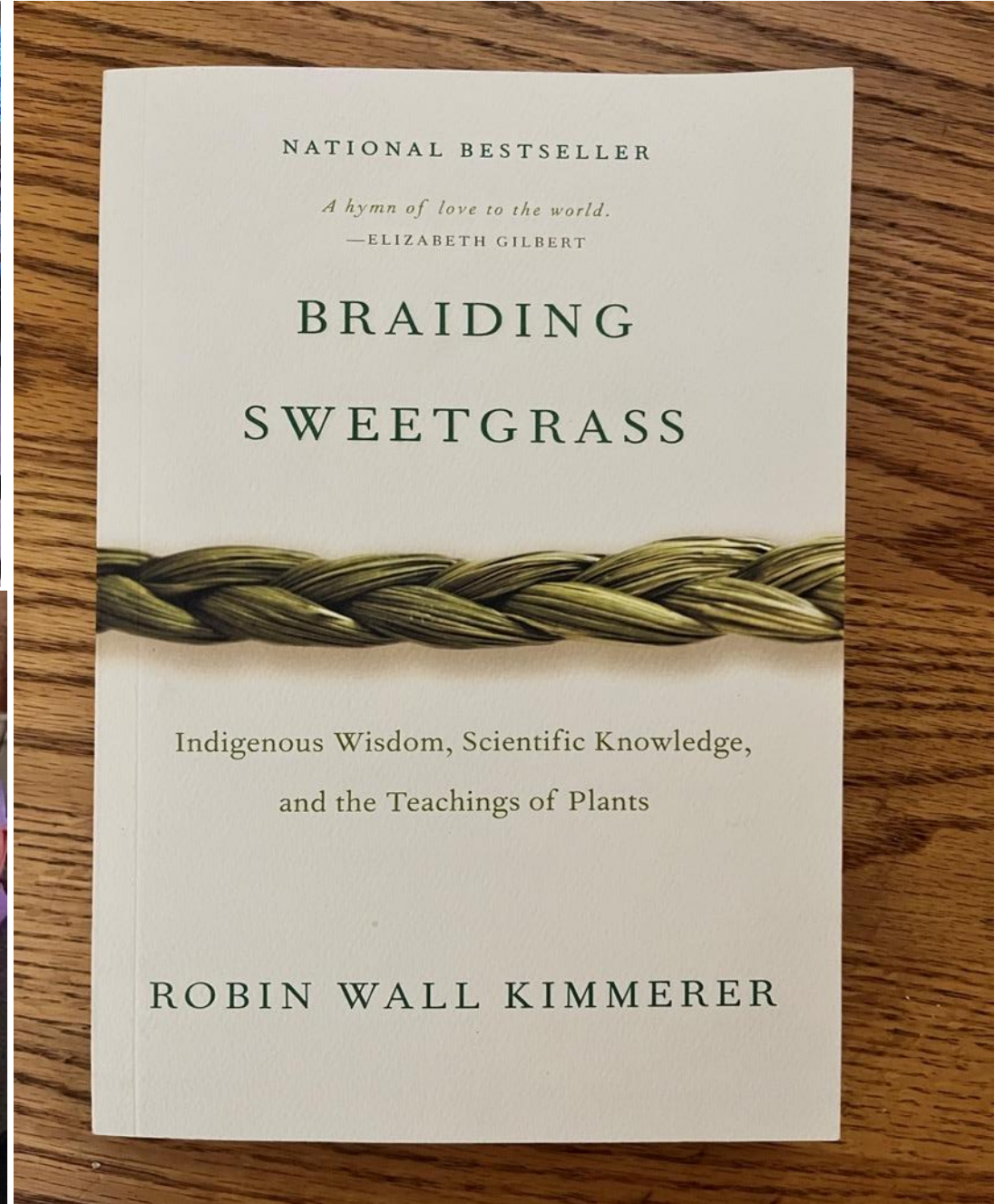




Youth Group!

~ For teens in 8th - 12th grade ~
Friends are always welcome to join us!









SUMMER EXPRESSIVE ART STUDIO AT SEASTAR

Relax. Refresh. Renew.


HOPE IN THE HOLIDAYS
 A workshop for anyone having trouble experiencing grief, loss, illness, family discord or other stressors in the midst of the holiday season.
NOVEMBER 19, 2022
3-5 PM
 Niantic Community Church
 170 Pennsylvania Ave, Niantic CT
 Led by Carol Vara, social worker at Lawrence and Memorial Hospital and member of Niantic Community Church.

 Niantic Community Church







Financial Resources



- Finance

- Thank you to those who support our church through your pledges and donations, and to the Ministry Teams/committees of NCC for being conscious of their spending.
- Finance monitors the financial health of NCC throughout the year.
- Hoyt, Gilipeti & Malaghan, LLC conducted an external audit and received the signed management letter in October.
- NCC received the Employee Retention Tax Credit (ERTC) totaling \$36,855.88 and \$20,000 from the American Rescue Plan Act through the Town of East Lyme.
- We say goodbye to Carol Donovan and Kathy Kern and thank them for their many years of dedication to managing the financial health of NCC.
- Thank you to Kathy Kern for filling in as our bookkeeper as we searched for a replacement. We welcomed Robin Goldschlager as bookkeeper in the summer.
- Finance Team: Sharon Kittel, Kathy Kern, Sue Smith, Pam Stevens, Carol Donovan, Ted Montgomery (Financial Secretary), Robin Goldschlager (Bookkeeper), Liz Buhler (Treasurer)



Financial Resources



- Stewardship “Many Gifts One Spirit”
 - The stewardship team began coordinating the 2023 campaign in August.
 - 300 pledge packets were sent out and consisted of a pledge card, a draft budget, a giving guide, the stewardship letter, and a set of frequently asked questions.
 - We would like to thank Phil Lombardo, Ellen Ashburn, and Carolyn Carter for sharing their insights into stewardship and how God’s Word has helped direct their faith journey during our Stewardship moments.
 - We also extend our sincere thanks to Ted Montgomery, our Financial Secretary, for consistently keeping us up to date on pledges received.
 - We have received 114 pledges for a total of \$405,983. We extend our sincere gratitude to all who have pledged in support of the Niantic Community Church’s ministries, missions, and programs for the coming year.
 - The Stewardship Committee Georgie Granger, Sue Thomson, Pam Stevens, Juanita Durham, Judy Snitkin, Jennifer Munzner and Ralph Bates.



Property Management & Technology Ministry Team Report



Property Management and Technology

- Leader – Craig Woody
- Associate Leader – Rich Thomson
- Technology – Dick Robinson
- Accessibility – Joanne Moore
- Security – Craig Woody

Unlocked doors remain a security issue, it is imperative for all groups that use the church to ensure the doors are secured.

Property Maintenance

- Repaired lift/elevator, parsonage walkway, fan in bathroom, kitchen cabinet door, booster heater & dishwasher.
- Replaced men's room door handle, commercial refrigerator, office complex A/C unit, one solar panel.
- Inspected roof for leaks, tested for mold & mildew
- Switching all lights to energy efficient LED

Technology

- Purchased a second video camera and 2 spot lights to better support hybrid service
- Supported IT needs for staff and lay ministers
- Working with Star Computers to upgrade church's information technology systems (contract is in place)



Church Legacy Ministry Team



- Leader: Hal Robb
- Associate Leader: Jen Datum
- Historian: Jen Datum
- Endowment: Edna Gilstad
- Memorial: Stephanie Chan
- Memorial Garden: Phil Lombardo
- Old Stone Burial Ground: Ellen Ashburn

Accomplishments:

- Updated the Endowment Fund Charter
- Funded a new piano and a second video camera for the sanctuary.
- Awarded scholarship grant to nine (9) students who are members of the Church.
- Funded landscaping near the stone benches.
- Installed a directional sign to indicate location of the Memorial Garden.
- Conducted periodic & annual cleanup of the Memorial Garden.
- Coordinated an educational lecture and tour of the Old Stone Burial Ground.
- Marked veterans' graves with flags for Memorial Day.



Niantic Community Church

Financial Reports / Budget Presentation NCC Annual Meeting

January 29, 2023



2022 Income

	ACTUAL	BUDGET
Pledges	\$408,589.67	\$389,093.00
Prior Year Pledges	\$1,358.00	-
Employee Retention Grant	\$36,855.88	\$30,000.00
All Other	\$62,248.66	\$59,700.00
TOTAL	\$509,052.21	\$478,793.00

- **Pledge income is \$19,496.67 more than budgeted, due to additional pledges received after Feb 1, 2022 and over payments (final pledge amount \$407,952)**
- **“All Other” is more than budgeted due to Children’s Center Reimbursement**



2022 Expenses

	ACTUAL	BUDGET
Local Direct	\$155,516.99	\$194,494.24
Faith In Action/Outreach	\$16,033.00	\$16,450.00
Administration	\$112,089.65	\$111,193.76
Payroll	\$160,388.32	\$192,385.68
Total Expenses	\$444,027.96	\$514,523.68

- **Actual spend for Local Direct and Payroll are below budgeted because we had fewer staff costs and committees were careful in their spending.**
- **Administration is higher due to Technology upgrade and our decision to engage with a new support provider.**



2022 Financial Summary

	ACTUAL	BUDGET
Total Income	\$509,052.21	\$478,793.00
Total Expenses	\$444,027.96	\$514,523.68
NET SURPLUS	\$65,024.25	\$(35,730.68)

- **Cash available is equal to cash balance as of December 31, 2022 (\$372,793.02) minus Restricted Funds (\$196,297.94), and Uncleared check (~\$20,000) and one month of operating expenses (~\$42,000) is equal to \$114,495.08.**



2022 Financial Reports

I move that we accept the 2022 Financial Reports.



Proposed Budget for 2023



Niantic Community Church



Proposed 2023 Budget

114 pledges as of January 16, 2023		\$405,983.00
Other Income		\$ 61,700.00
Total Income		\$467,683.00
Direct Ministries		\$ 58,759.00
Ministry Support		\$ 95,639.00
Ministerial Expense		\$347,552.89
Total Expenses		\$501,950.89
Amount needed to balance budget		\$ 34,268.00



Thank you to all who have pledged!

We cannot minister without you.

- **We received 114 pledges for 2023. This includes 47 increased pledges and 8 new pledges.**
- **We strive to maintain a balance of \$35-40K minimum in the cash reserve for operating expenses.**
- **In the 2023 proposal, with \$42K for operating expenses, and accounting for restricted lines, which includes \$10,829 in Emergency Fund, we have a reserve of approximately \$114,000.**
- **We propose using the cash reserve to balance the budget deficit of \$34,268**
- **Property Maintenance has identified the need to replace the sanctuary roof in the near future, which will require a Capital Campaign. We also propose setting aside \$30,000 of the remaining reserve to start the Capital Fund for the roof replacement.**



2023 Budget

I move that we approve the proposed budget (including NCC Children's Center budget) for 2023, balanced with \$34,268 from surplus.



What does it cost to operate NCC?

- **It costs ~\$1,300 to operated NCC daily.**
 - Utilities, personnel, contracts, office supplies, etc.
- **This does not include costs for special events, contributions for coffee hour, outreach or most committee activities.**



The Niantic Community Church, Inc., of Niantic, Connecticut, has established the cash salary for the Rev. Dr. Eric Elnes to be \$97,498 for the period from December 1, 2022 to November 30, 2023. In addition to the cash salary, the church will also provide a parsonage located at 20 Lake View Heights, and all utilities. Whereas Section 107 of the Internal Revenue Code of 1986 has provided that a minister of the Gospel may exclude from gross income the rental value of a home provided and any allowances used to provide a home: therefore be it resolved that the use of the parsonage located at 20 Lake View Heights, plus all utilities and \$72,000 of the cash salary of \$97,498 provided to Pastor Elnes, to the extent that it is used to provide a home, be considered Clergy Housing Allowance Exclusion and be excluded from reportable compensations under Section 107 of the Internal Revenue Code of 1986.



Nominating: 2023 Officers & Ministry Team Leaders



Officers

- **President:** Frank Chan
- **Vice President:** Peg Herzberg
- **Treasurer:** Liz Buhler
- **Clerk:** Mary Childs

Administration

- Team Leader: Judy Devey
- Associate Leader: Cheri Meier

Operations

- Team Leader: Terri McTigue
- Associate Leader: Linda Helvig

Justice, Education, and Fellowship

- Team Leader: Kathy Leindecker
- Associate Leader: Nancy Hunt

Property Management and Technology

- Team Leader: Craig Woody
- Associate Leader: Vacant

Financial Resources

- Team Leader: Vacant
- Associate Leader: Vacant

Church Legacy

- Team Leader: Hal Robb
- Associate Leader: Jen Datum



Niantic Community Church

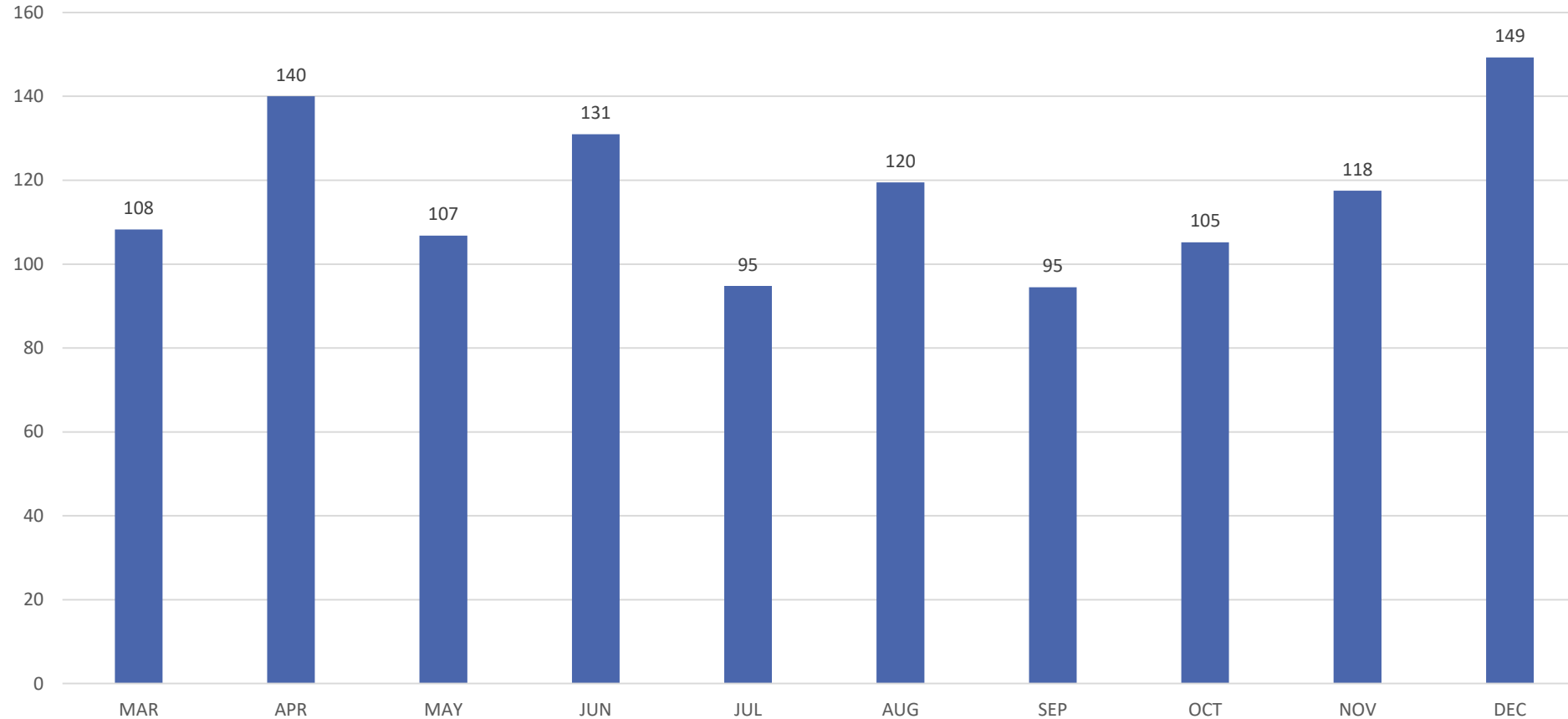
Other Business Items



2022 Worship Service Attendance



2022 NCC Attendance - Weekly Averages



- March through December: Average per week = 114 (Median = 108)
- March through August: Average per week = 116 (Median = 109)
- September through December: Average per week = 115 (Median = 110)



Informal Survey



- Current Worship Service starts at 0900 (9 AM)
- Propose moving start time to 0930 (9:30 AM)
- Your opinion:
 - Yes
 - No
 - Does not matter
- If Yes, When? (Time change, Easter, ...)



Mark your Calendar

2023 Quarterly Congregational Meetings

April 23rd, July 16th, and October 22nd



Niantic Community Church

Voices of the Congregation



Niantic Community Church

Adjournment

Benediction



Sing first verse of “Blest be the Tie that Binds”

Blest be the tie that binds

our hearts in Christian love;

the fellowship of kindred minds

is like to that above.