



Niantic Community Church

Annual Report 2022

An Open, Affirming and Reconciling congregation of
the United Methodist Church and the United Church of Christ.

170 Pennsylvania Avenue
Niantic, CT 06357. 860-739-6208
www.NianticCommunityChurch.org

“Whoever you are,
wherever you are on life’s journey—
you are welcome here.”



Revision: 31 January 2023

Record of Change

Date	Changes
26 JAN 2023	Original release on Wednesday email
31 JAN 2023	<p>Changes and corrections to original:</p> <ol style="list-style-type: none">(1) Page 2 – 2022 year-end total membership is 542(2) Page 23 – Administration Ministry Team: The Associate Leader position was vacant in 2022(3) Page 24 – Added Rev. Kaleigh Corbett-Rasmussen as a member of the 2022 Church staff(4) Page 30 – JEF Ministry Team report: Added a sentence in the second paragraph of the OAR report to include the showing of the film ‘Queer Eye’ about a trans power-lifer, it was attended by 20 members of the congregation.(5) Page 54 – Nominating: Property Management and Technology – the Associate Leader position is vacant for the 2023 term.(6) Page 54 – Added the members and duties of the UMC Constituent Board of Trustees.(7) Page 55-57 – Added the previously approved minutes of the previous annual meeting minutes for completeness.(8) Several pages – corrected style, format, and typos.

Niantic Community Church Annual Report 2022

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NCC Annual Meeting – January 29, 2023

Agenda

1. **Welcome and Call to Order**
2. **Notice of Call**
3. **Invocation and Notice of UMC Charge Conference**
4. **In Loving Memory**

*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.*



5. **Approval of Minutes of the October 23rd 2022 Quarterly Congregational Meeting and the December 4th 2022 Special Congregational Meeting**
6. **Clerk's Report**
7. **Ministry Team Reports**
 - Administration
 - Operations
 - Justice, Education & Fellowship
 - Property Management & Technology
 - Financial Resources
 - Legacy
8. **Presentation of 2022 Financial Reports**
9. **Presentation of Proposed 2023 Budget for Approval**
10. **Presentation by Nominating Committee for Approval of Officers, Ministry Team Leaders, and Associate Team Leaders.**
11. **Voices of the Congregation**
12. **Adjournment**
13. **Closing Prayer, 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.





Those who believe in me, even though they die, will live.

John 11:25

<i>1/13/2022</i>	<i>Robert "Bob" Mikkelson</i>	<i>NCC</i>
<i>2/24/2022</i>	<i>Frederick "Fred" Winters</i>	<i>UMC</i>
<i>2/19/2022</i>	<i>Martin June</i>	<i>UMC</i>
<i>8/1/2022</i>	<i>Marijane Lusk</i>	<i>NCC</i>
<i>10/1/2022</i>	<i>Mary Wassung</i>	<i>NCC</i>
<i>11/12/22</i>	<i>Lenore Campbell</i>	<i>UCC</i>

Six of our congregation have left our earthly fellowship this past year.

Their souls we have commended to God. By their deaths, we are reminded once again that we come in a long succession of men and women of faith, that we are mortal, and that eventually our souls will be returned to God. They have inherited the faith, preserved it, and passed it on to the next generation. When our work on earth is done, we will join that long procession of the saints who have gone before us. God grant that we may preserve our rich heritage, be good stewards of the faith, and pass on that faith in Jesus Christ to those who come after us. Amen.

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.

Report of the Clerk

As we conclude 2022, we look forward to continuing our commitment as a community of faith. We remember with joy, the people who have joined our congregation, we celebrate the marriages and baptisms and, with sorrow, those who have departed this year.

The following is respectfully submitted:

Mary Childs, Church Clerk

Total Membership 12/31/2021

UCC 186

UMC 128

NCC 232

Total: 546

Additions by Affirmation/Confession

UCC 2

UMC 1

NCC 0

Total: 3

Additions by Confirmation

UCC 3

UMC 0

NCC 0

Total: 3

TOTAL ADDITIONS

UCC 5

UMC 1

NCC 0

Total: 6

Removals by Transfer and Own Request

UCC 2

UMC 0

NCC 2

Total: 4

Removals by Death

UCC 1

UMC 2

NCC 3

Total: 6

Total Removals

UCC 3

UMC 2

NCC 5

Total: 10

AS OF DEC. 31, 2022

TOTAL MEMBERSHIP

UCC 188

UMC 127

NCC 227

TOTAL MEMBERSHIP: 542

Weddings performed: 1

Baptisms performed: 3

Baptisms

Michael Valentine,

child of Michael and Julie Valentine

Sophie Ann Mayott,

child of Steve and Katie Mayott

Franco Serricchio,

child of Christina and Michael Sericchio

Confirmations

Abby Faulkner, Ani Mazzuli, AK Wilson

New Members

Carolyn Carter, Karen Killoy, Sandy Tarallo

Hello and Goodbye

New Appointments:

Robin Goldschlager, Bookkeeper

Theresa Cleary, Communications and Office Manager

Nan Rigdon, Bell Choir Director

Rev. Kaleigh Corbett-Rasmussen, Pastoral Care Assistant

Rev. Eric Elnes Ph.D, Interim Minister



Church Staff Departures:

Patty Chaffee, Community Minister (January, 2022)

Kassi Jackson, Communications and Office Manager (March, 2022)

Rev. Stephanie Haskins, Pastor (August, 2022)

Notes:

Jeff Birch, our student pastor, stepped up to conduct worship services after Pastor Stephanie's departure. We are grateful for his willingness to minister to us.

Kathy Kern volunteered to serve as bookkeeper until Robin Goldschlager was hired.

Lynne Floyd moved from choir director to music minister.

Rev. Rasmussen has a 6-month contract ending on 23rd April 2023.

Rev. Dr. Elnes has a 12-month contract ending on 30th November 2023.

Quarterly Congregational Meeting October 23, 2022 (DRAFT)

- Welcome and Call to Order,
 - President Frank Chan called the meeting to order at 10:30 AM
- Opening Prayer
 - President Frank Chan offered an opening prayer
- **Motion** to approve Congregational meeting minutes, held on 7/17/2022 made by Stephanie Chan, seconded by Ron Johnson - there were no corrections or changes; motion carried by unanimous consent.
- Announcements (Church events, births, deaths, baptisms, weddings, moves)
- Governing Board's Report President Frank Chan
 - COVID update
 - Free vaccination clinics available, Church is planning vaccination equity event: more details to come, flu infections on the rise, NCC will continue to reassess.
 - Last three months: 2 Summer Suppers served over 250 meals, Rummage Sale, Pot Luck with 22 participants, Social Justice events, 20 NCC members attended the Indigenous People's Day event at McCook's Point, upcoming Blood Drives 11/30 and 12/20 from 12:45-6:00, Veteran's Day Flag Raising 11/11 at 11:11 am, 75th Jack Frost Bazaar on 11/12 all day, 11/20 Dr. John Pfeiffer of the Nehantic Nation will give a presentation of the history of Indigenous People in CT.
 - Attendance statistics shared for this quarter
- Informal Survey – Change Sunday worship service start time to 9:30 AM
 - Yeah's have it, but it is non-binding. Worship team, musicians, and technology ministers will provide recommendations.
- Financial Reports – information
 - Treasurer Liz Buhler shared the report as of the end of September.
 - Ron Johnson added that when Faith in Action has asked for donations, members are generous (donation of \$1,000 worth of gift cards).
- 2023 Stewardship Campaign Update
 - 33 pledges in as of today, fifteen have increased, two new pledges, totaling \$124,100 so far.
- Pastor Search
 - Status of interviews for transition (interim) pastor: three conducted so far
 - Pulpit coverage plan (Jeff Birch, Pulpit Supply), we have the rotation covered
 - Temporary appointment of a Pastoral Care Assistant: Rev. Kaleigh Rasmussen has been offered a 6-month part time position.
 - Upcoming discussions and decision - UMC or UCC settled pastor will be held at our next Congregational Meeting.
- Ministry Teams in the Spotlight (Ministry Team Leaders): review of Governing Board structure and the 6 teams who make up this board. Each team has between 6-7 members who come together as needed. Team reports are submitted and shared at monthly Governing Board meetings. Each team has one vote at these meetings and the Congregation is welcome to attend.

Quarterly Congregational Meeting October 23, 2022 (cont.)

- Administration: Judy DeVey highlighted the work of the team. Shared that they are rewriting the personnel manual with the goals of improving the staff evaluations process and updating the system for keeping track of what time has been taken and used by staff.
- Financial Resources: Carol Donovan highlighted the team's work: team members identify fixed costs and potential proposed items. The team asks for costs by Sept, which is then revised based on pledges. Our budget is over \$500,000. This team monitors financials monthly and arranges for annual audits. If there are pledge questions: contact Ted Montgomery or Robin Goldschlager. The team meets on the 2nd Tuesday of the month. Carol is stepping down at the end of the month, no one prepared to take over at this time. Will need to begin thinking about a capital campaign as the roof will need to be replaced within five years.
- Other Reports
 - Summary of Pastor Parish Oversight Team's (PPOT) exit interview with Pastor Stephanie by Kathy Leindecker. Takeaways include:
 - current structure not realistic for a congregation this size,
 - COVID, polarized political climate, social conflicts and discord-heightened anxiety,
 - Our profile we provided did not reflect a lack of willingness to embrace changes and ambivalence for being an OAR congregation
 - Recommendations include:
 - Share findings with congregation,
 - Develop a realistic description with strengths, weaknesses, and biases,
 - Consider an outside consultant to guide us above and beyond an interim pastor,
 - Develop clear job description for the pastoral position.
 - Questions from the congregation by the following participants: Joanne Moore, Terri McTigue, Hal Robb, Mary Hallisey, Edna Gilstead, Nancy Hunt, Jeannette Woodworth, Carol Donovan, Brooke Stutzman, Susan Ferguson, Juanita Durham, Judy DeVey, Jackie Kalanjainen, Kathy Leindecker, Ron Johnson, John Writner, Ellen Ashburn, Frank Mirecki, and Kathy Kern.
- Voices of the Congregation
 - The Congregation was invited to make their voices heard. Lynne Floyd, Carolyn Carter, and Mary Hallisey shared their thoughts.
- Benediction given by Jeff Birch
- Adjournment
 - Motion made by Roe Granger, seconded by Julie Leis. Meeting adjourned at 12:20p

Next Quarterly Congregational Meeting will be the Annual Meeting, January 29th, 2023

Respectfully submitted, Mary Childs, NCC Clerk

Note: A copy of the presentation is posted on the NCC website.

Special Congregational Meeting December 4, 2022 (DRAFT)

Welcome and Call to Order: 10:48 am by President Frank Chan, Quorum established as more than 50 members of the congregation were present. Jen Datum reviewed the hybrid practice for members to vote using the chat and reported that 11 members were present on zoom.

Opening Prayer: Offered by Vice President Peg Herzberg

Restructuring of Church Staff in 2023 (Motion): Frank Chan reviewed the current trends in public health and reminded members that NCC is hosting a vaccination clinic on 12/9/22 from 12-6p. Stewardship Campaign is expected to receive 110 pledges totaling \$410,000. Number of pledges has been decreasing since 2020, and the average pledge has increased. In 2022 staff compensation is 89% of our pledges and if we maintain the status quo staff compensation will be at 97% for the 2023 pledges. The Governing Board held several executive meetings to develop a proposal to restructure the staff based on the expected budgetary constraints. The proposed alignment eliminates the Christian Education & Youth Minister (CEYM) and the Community Minister positions. The current CEYM was informed of this proposal on 11/2/2022 to give her ample time to seek other positions. This involuntary separation allows NCC to pay severance based on years of service. The Community Minister position is concurrently vacant. The Governing Board will hire two part time lay ministers to support Sunday School and our Youth. Proposed staff restructuring would eliminate the CEYM and the Community Minister positions as well as the temporary suspension of the Children's Choir. If we keep our status quo budget we would need a revenue of \$556,212 to meet the budget, and to support the proposed re-aligned budget we would need \$491,820. **Motion made by John Parker, seconded by Craig Holt.**

Discussion:

- Ron Johnson shared that to secure an organist for \$12,00 was not possible and to continue to rely on volunteers to play our music weekly is not feasible. Outreach will run on a mere \$2,000 this year which will cover reimbursement for food preparation costs for Anne Davis Meals and DINE.
- Brooke Stutzman voiced that no one involved with the current youth programming was contacted. Expressed that the current CEYM was there throughout the pandemic and supported the Sunday School students and teachers. Wanted to know how many enrolled would be enough to keep the programming the way it is?
- Danielle Etes shared that being new to the Church, the youth program brought them here. If children attend, their friends will attend and this will bring money to the Church.
- Carolyn Carter shared that we needed to find a place for infant care. CEYM recommended to utilize the Community Minister's office. We were not able to utilize the two rooms downstairs. It does not appear that we are invested in growing the youth program. Teachers do not feel heard. Two to four are in the youth program and that is concerning.
- Ocean Pellett attended the UMC NE conference last year and was pleased that we were not laying people off.
- Marsha Swan as CE Chair asks that we look at young children who are aware that the CEYM will not be here. Change can be challenging for young children and confirmation and youth group. She appreciates what has been done for teachers behind the scenes, mission youth trips, family fun nights. Governing Board was surprised by what was shared as the youth programs feel invisible and not counted, feel the importance of our youngest at this Church.
- Paul Helvig shared concerns with our youth. Christian Education with adult focus. CEYM has been essential to Faith Forum for providing materials, How will this new proposal support Faith Forum?

Special Congregational Meeting December 4, 2022 (cont.)

- Margaret Holmberg appreciates leaders making hard decisions and budgets reflect what is important. Children get lost and those working with our children will not get qualified care. We need to include attending training and workshops. Our children deserve the latest and best and our investment. COVID has taken a toll on young children and learning. We cannot expect our church school to look like it did in the past.
- Rich Basham the answer is that we need to have pledges and members need to give as fully as you can. This model is a lot of work.
- Georgie Granger said phone calls will start tomorrow for those who have not yet pledged. Additionally, the Stewardship Team plans to call members who have left. We need prayers too.
- Judy Tomanek joined because of the children's program. There was no CEYM then, just volunteers and a wonderful community that we gave up on when we hired a CEYM. Appreciates those who have struggled through COVID. This Church can handle anything, we can step up as a people to make this Church welcoming to all families.
- Lynne Floyd asked who will be inviting the children to come back to music? We had held off on having them sing due to COVID. Who will decide?
- Nan Rigdon - Music is vitally important for our youth. We are trying to provide as much as possible as it is a way to connect with God. No money equals no music one Sunday. Music draws us in but our Church needs youth.
- Edna Gilstad acknowledged it being difficult to cut staff but everything is based on money. Old fable about blind men describing an elephant and what it felt like to each of them. What do we want to keep or cut back on? See this Church as a valuable. We are not doing away with youth or music. Wish we had more money.
- Kathy Leindecker shared that the speakers remind us of the consultant we had two years ago. Our Church was at the peak of the bell curve. Right now we have moved over the peak. In thinking about the future we need to encourage people to stay and to join.
- Frank Mirecki requested the chair to please answer Lynne's question.
- Frank Chan responded that he empowers the music minister (Lynne Floyd) to invite children. Reviewed the process for how we got to this decision and reiterated that we are not walking away from youth.
- Nan Rigdon could we look at offering the current CEYM a part time position? Frank Chan asked that a part time position is not commensurate with Julia's work experience and work history.
- Linda Helvig we used the lay person model before and one member was very interested in how to minister to children. This member went to the UCC State Board and took the training, she is still a part of this Church. We have gone through a lot of changes and made it through. Each of us decides how much it means to give to my child and to someone else's child. We can believe in the strength that we have in each other. Invite anyone who believes in the Church to give time, talent, money, and love. We can do this with God.
- Rev. Dr. Eric Elnes the money is there, it just needs a reason to come out. Ways to come together. Time and talent, there are ways to share resources. Looking to hold 100 conversations and invite people to come have a conversation with him.
- Ron Johnson we need to remember God's people make the same mistakes over and over. We need to learn not to make them over again. No one should feel invisible or unwelcome for any reason. Go forward with that in mind, be there for each other and figure out how to do so.

Special Congregational Meeting December 4, 2022 (cont.)

Call the question Ron Johnson, seconded by Liz Buhler

Terri McTigue thanked all for speaking up and sharing the information. We can come together as a church.

Rich Basham raised a point of order. Close discussion by voice vote, no objections.

Motion on the table to approve the Staff Restructuring Proposal for 2023. Vote 72 yes, 8 no. **Motion carries.**

Voices of the Congregation: none

Benediction by the Rev. Dr. Eric Elnes

Adjournment:

Motion by Verna Swan seconded by Rich Basham. Motion carried by voice vote.

Meeting adjourned at 12:20pm



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Frank Chan, NCC President

January 2023

Dear Members and Friends of the Niantic COMMUNITY Church,

Happy New Year to members and friends of the Niantic Community Church (NCC). We choose to begin 2023 with renewed hope and optimism. Belonging to this Church requires an affirmation of faith and a mutual respect for our shared humanity and our love for each other. We are invested in our collective future because our past gives us the confidence and resilience to make each day count in the present towards a better tomorrow.

For almost three years COVID has taken its toll across the world, our country, and our local communities. During this difficult period our words became sharper, our feelings more fragile, our priorities more self-centered, and our patience vacated by wants. But we chose to do what was clear and right, we responded with faith by following Christ's example of service, openness, forgiveness, acceptance, and unconditional love to navigate through the darkness.

At the start of 2022, the Governing Board set the following goals to hold itself accountable.

- Learn God's words, build faith, foster fellowship
- Be a ministry for justice, service, and love
- Develop programs and ministries to foster fellowship
- Increase participation of our Church members in ministries
- Build trust and run a transparent Church Governing Board

Working together with the ministry teams and many members, we restarted and initiated many activities for us to congregate, see each other face-to-face, work on projects, and share our joys and concerns. We made progress to promote diversity, equity, and inclusion. Our outreach has been rejuvenated by our members' participations in numerous justice and mercy projects and activities. NCC has become a hub for health equity, hosting free vaccine clinics and Red Cross blood drives. Our summer suppers, rummage sales, Main Street vintage market, alternative markets, and Jack Frost Bazaar provided us the opportunities to serve the community. We opened the governing board meetings, reserved time for the Congregation to address the board, and posted meeting minutes as soon as possible. Multiple communication methods (electronic and print media) have been established to keep us informed. I believe we made significant progress to achieve these goals in 2022 and thank you for your encouragement.

NCC is a large tent by design because we welcome all, regardless of station, status, and other worldly differentiators. We belong because we believe in the goodness of ordinary people; we invite you to pull up a chair and join us in communion and share your stories.

President's Letter (cont.)

We recognize that we are a diverse community of faith consisting of imperfect people, spiritually connected and interdependent, thriving to make our community a little better, a little more inclusive, and a little more welcoming. We understand that we do not, and will not, always agree on everything, but we open ourselves to listen, to be heard, to reflect, and to discern prayerfully in order to arrive at a deeper understanding of our shared humanity built upon the Good News that *the Kingdom of God is within and among us*¹.

The unexpected departure of Pastor Stephanie took many of us by surprise. It forced us to ask ourselves difficult questions. Our initial reaction to this turn of event is likely reflexive, however, understanding our reaction necessitates a self-reflection that is uncomfortable though necessary. During the 23rd October Congregational meeting, I shared some thoughts I jotted down very early that morning,

“When a minister leaves after just 3 years and 10 months, we need to be honest with ourselves regarding our individual and collective contributions to this outcome. I have heard and read unkind words denigrating Pastor Stephanie’s mannerism, appearance, verbal tics, and work habits. If she were my daughter, I would advise her to exit for her emotional health. However, as the church president, and a friend, I wanted her to stay and work it out because I believed, and still do, that she could and should. But that is a selfish side of me.

This is our time for reflection and soul searching. No amount of sugar-coating will minimize our responsibility or lessen the regret of missed opportunity. But I know to be true that the core values of the Niantic Community Church are empathy, compassion, kindness, acceptance, and, I hope, forgiveness.

*We have to care for each other,
to love each other,
to see the best in each other, and
to forgive each other.”*

Blessings,
Frank Chan,
President



¹ Eric Elnes, Gifts of the Dark Wood, Abingdon Press, 2015

2022 Governing Board Motions and Decisions

Niantic Community Church enacted a new governing structure in 2022 with ten voting members (four officers and six ministry team leaders). The board employed a deliberative and open process to conduct its business where all major business items were thoroughly explored prior to voting. The tables below summarize the motions and decisions by the 2022 Governing Board in its monthly meetings and the Congregation’s motions and decisions at the quarterly Congregational meetings.

Table GB-1: 2022 Governing Board Motions and Decisions²

Date	Motion	Comment	Decision
3/21/22	... to forward the proposed changes to the Endowment Fund Charter to the next congregational meeting.	Changes are editorial in nature to align with the new Governing Board structure and several clarifications in the text.	Motion carried unanimously
4/18/22	... to accept the contract proposal for community ministry programs.	This \$9,950 contract is awarded to SeaStar LLC to provide programs for Parish Life due to the vacancy of the Community Minister position.	Motion carried by an 8-1 vote. The president was absent for this meeting.
4/18/22	... forward the land acknowledgement statement to the congregation for final approval	OAR developed this statement in consultation with local indigenous peoples.	Motion carried unanimously
6/20/22	... to approve signage of memorial garden path. ... to forward this item to the Congregation for final approval.	This is an incidental signage to guide visitors to the Memorial Garden as it is difficult to locate from the parking lot for occasional visitors.	Both motions carried unanimously
7/18/22	... to table agenda item on justice benches and pergola	JEF team requested to table the agenda item.	Motion carried unanimously.
7/18/22	... to allow Pastor Stephanie to stay in the parsonage free of charge during September.	Pastor Stephanie last day was 8/21/22. Her apartment would not be available until mid-September.	Motion carried unanimously

² Routine motions to approve meeting minutes, monthly financial reports, and adjournments are not included unless there are controversies.

2022 Governing Board Motions and Decisions (cont.)

Table GB-1: 2022 Governing Board Motions and Decisions³ (cont.)

8/15/22	... to approve the Updated NCC Gift Acceptance Policy	Changes are editorial in nature to align with the new Governing Board structure and several clarifications in the text.	Motion carried unanimously
9/19/22	... to approve the Justice Benches proposal	This is a proposal for landscaping, benches and lending library along the lawn facing Pennsylvania Ave. The estimated cost is \$4,500 (to be raised outside of the church budget). JEF tabled this agenda item in July and August to refine its proposal.	Motion failed by a 5-5 tie vote. Peg Herzberg - no, Hal Robb - no, Judy DeVey - yes, Carol Donovan - yes, Craig Woody - no, Linda Helvig - no, Kathy Leindecker - yes, Liz Buhler - yes, Mary Childs - yes, Frank Chan - no.
10/17/22	... to authorize the President, Frank Chan, to sign a Facility Use Agreement and to authorize transfer of all BSA equipment and bank account to their new chartering organization	Boy Scout Troop 7 will be chartered by the Flanders Baptist and Community Church. The Facility Use Agreement allows Troop 7 to use NCC facility until the transfer is complete. The local troop leaders recommended this option as the best course of action.	Motion carried unanimously
10/17/22	... to authorize the President, Frank Chan, to extend a 6-month contract to the Rev. Kaleigh Rasmussen to serve as the pastoral care assistant	NCC currently has no capacity for pastoral care.	Motion carried unanimously
11/21/22	... to forward the proposed 2023 staff restructuring plan to a special Congregational meeting for final approval	Plan was developed to reduce staff cost in anticipation of insufficient 2023 revenue.	Motion carried unanimously
12/19/22	... to approve \$7234 one-time start-up fee to contract Star Computer to upgrade Church's computer information systems.	This contract is necessary for NCC to update its IT infrastructure and to effectively manage its files and records.	Motion carried unanimously

³ Routine motions to approve meeting minutes, monthly financial reports, and adjournments are not included unless there are controversies.

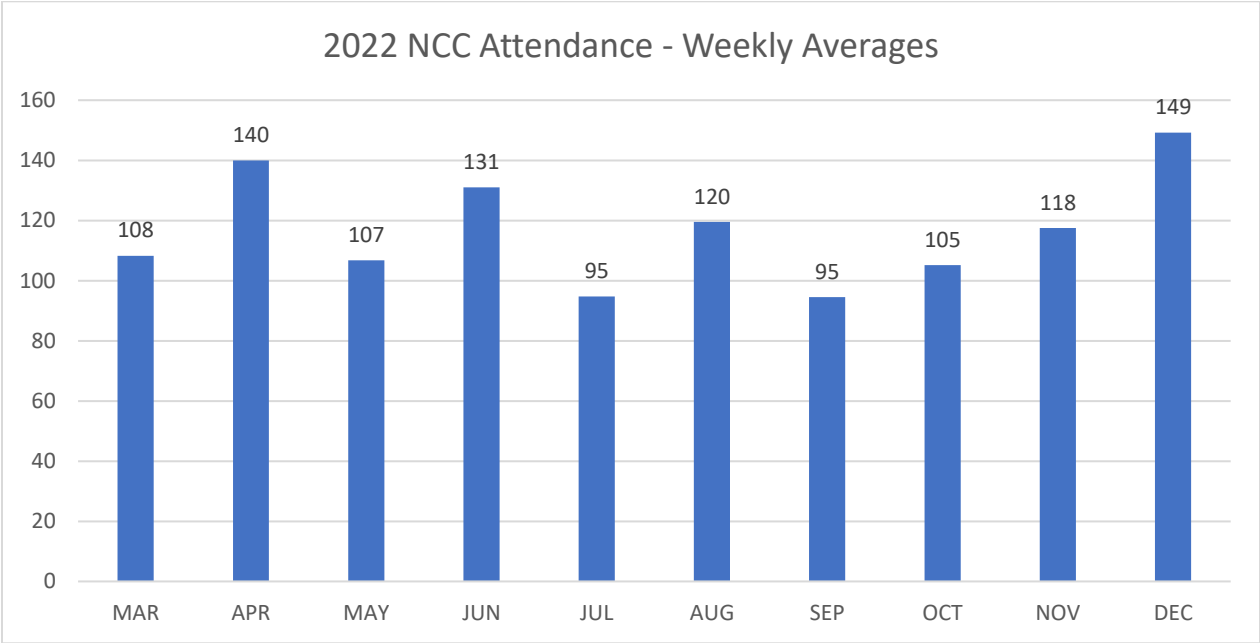
2022 Governing Board Motions and Decisions (cont.)

Table GB-2: 2022 Congregational Meeting Motions and Decisions⁴

Date	Motion	Comment	Decision
1/30/22	... to approve the 2021 financial reports (as corrected)	Several minor corrections accepted.	Motion carried unanimously
1/30/22	... to accept the 2022 budget by applying \$35,081 from our reserves	The church currently has a cash reserves of \$133,315.	Motion carries – 69 yays, 16 nays, 2 abstain.
1/30/22	... to accept the officers and team leaders as presented	The Governing Board has 4 officers and 6 Ministry Team Leaders	Motion carried unanimously
4/3/22	... to accept the proposed changes to the NCC endowment fund charter	Changes are editorial in nature to align with the new Governing Board structure and several clarifications in the text.	Motion carried via voice vote with two ‘nays’ on zoom
7/17/22	... to approve Judy DeVey as the Administration Ministry Team Leader, Linda Helvig as the Associate Leader for the Operations Ministry Team, and Mary Childs as Church Clerk.	Thank you to these members’ willingness to serve.	Motion carried unanimously
7/17/22	... to approve sign indicating location of the pathway to the Memorial Garden	This is an incidental signage to guide visitors to the Memorial Garden.	Motion carried with 57 yays votes and no nays.
7/17/22	... to approve Land Acknowledgement Statement	OAR developed this statement in consultation with local indigenous peoples.	Motion carried with 61 yays and no nays.
12/4/22	... to approve the Staff Restructuring Proposal for 2023	Special Congregational Meeting on Staff Restructuring	Motion carried with 72 yays and 8 nays.

⁴ Routine motions to approve previous Congregational meeting minutes, financial reports, and adjournments are not included unless there are controversies.

2022 Worship Service Attendance (March through December)



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)



Senior Pastor Report – Rev. Dr. Eric Elnes

I began serving NCC as your Interim Minister on December 1st. Even before my arrival, you made quite an impression on me. While I was looking for churches on the West Coast, I kept feeling nudged to apply for NCC's Interim Minister position. These signals only grew stronger during the interview process. While I could find solid, logical reasons for my interest, the "fire in the belly" I experienced went so far beyond logic or reason to explain that it turned into one of those rare and precious moments when the Holy Spirit's voice came loud and clear: "I want you in Niantic!"

Having served here a month as of this writing – meeting with church leaders, worship attenders, and so many of you who have generously taken the time to respond to my "Getting to Know You" invitations – I find myself praying the same prayer over and over again. My prayer goes like this: "Thank you for sending me here! These people are so wonderful."

I know that many of you are not feeling like you're so wonderful right now as a church. Clearly, there are tensions that need to be addressed and healed. There is also some work that needs to be done on your communication and governance structures. Yet, based on nearly 30 years in ministry, I can say with strong confidence that NCC is a lot stronger church – and a more faithful one – than you may be thinking you are right now. There is a lot of vitality here. Abundant signs of life, love, and commitment to the ministry of Jesus Christ.

You're not a perfect church. (I have yet to find one of these.) If NCC were an ocean schooner, I would say that there is a tear in a couple of your sails, and some of the ropes on deck need to be straightened up or replaced. But the masts are strong. The ship is quite sea worthy. And the crew is excellent (both the professionals and the laypeople).

Even though you may feel like the NCC schooner has been blown off course during the last couple of years, the ship is clearly in motion. Do you know how many churches these days are dead in the water? You're not one of these. While it is painfully hard to steer a ship that has lost all momentum, it is not terribly hard for a ship to find its proper direction when it is already moving and its sails are up. Your forward motion may not be as strong as you'd like it to be right now. Yet it is strong enough to perform the necessary course corrections and get into the steadier winds, provided we stay vigilant and exhibit grace when we bump into one another on deck.

I'm not just puffing air in your sails. With grace, vigilance, and the guidance of the Holy Spirit, I am confident that we will not only move forward through the storms that may come our way in 2023, but will have an exciting and meaningful adventure as we prepare the ship for its next stage in your voyage with a new, settled pastor.

Rev. Dr. Eric Elnes

Pastoral Care Assistant Report - Rev. Kaleigh Rasmussen

*Great is thy Faithfulness, O God, Creator,
With you no shadow of turning we see.
You do not change, your compassions they fail not;
All of your goodness forever will be.
Great is your faithfulness! Great is your faithfulness!
Morning by morning new mercies I see;
All I have needed your hand has provided,
Great is your faithfulness, God unto me.*

I'm not sure why, but when I sat down to write this report, the hymn *Great is Thy Faithfulness* came to me. After some research, I learned that the hymn, written by Thomas Chisholm, is based off of Lamentations 3:22-23. The book of Lamentations was composed during the fall of Jerusalem to the Babylonian armies in the 6th Century BCE. The entirety of Chapter 3 is a lament, beginning with painful and heartfelt statements about what the people were going through. As the chapter continues, there is an astonishing transformation at Verse 21. The shift turns away from lament and toward God's mercies never coming to an end and how the unimaginable and unbreakable love of God is new every morning for each one of us.

As I learned the backstory of this hymn, I couldn't help but be reminded of this incredibly faithful congregation and the opportunity I have had to be in ministry with you as Pastoral Care Associate since late October 2022. I have had the great privilege of hearing some of what has been going on at the church in the last couple of years, not unlike a lament, *and yet* you still remain faithful to the ministries in action and in listening to where God and Spirit are leading you. I continue to be impressed with how many things happen on a day-to-day basis. Despite the conflict and challenges you have had, you have continued to be faithful and that is to be commended.

I'm so grateful for the warm welcome to me and my family, and for the way I have felt immediately at home at this congregation. From the minute I walked in the door, it felt like I was exactly where I am supposed to be at this moment in my life. I've spent the last 3 months connecting with members of the congregation, doing pastoral counseling sessions, sending cards, making calls, meeting with Parish Life and supporting Pastor Eric and the other staff as necessary.

I led the Blue Christmas Service in December, focused on being a presence for those who struggle at the holidays.

Congregational Care is such an important part of ministry in a local congregation and I hope to continue to support the ministries already in place, and also to provide opportunities for growth. I think 2023 has great things in store for NCC, and I'm excited to be here to be a part of it. May we continue to be faithful followers of Jesus and keep our eyes set on the future.

Rev. Kaleigh

Student Pastor Report – Jeff Birch

I have continued part-time study at Lexington Theological Seminary (LTS) in this last year. I am approximately 70% complete. I will be starting my fifth year in 2023, but since my classes are mostly on-line and semi-asynchronous, the progress is better measured by percentage.

In the last year, I have completed the “Apprentice” phase of my seminary training, and am currently working on Competency Exercises. These are a series of four “final exams” consisting of writings submitted to the seminary and exercises done in the congregation. I have three of these complete, with the fourth planned for next summer. Concurrently with this, I also now enter the “Journeyer” phase. Those classes began this month.

I just returned from a week of in-person classes (called “Intensives”) at LTS and will travel there again in June. This was the first time I’ve been “in residence” since January 2020. It was a true joy to be with my classmates in person, most of them for the first time.

The demands of managing my step-father’s estate and trust, of which I am the executor and trustee, have continued to compete for my time and have necessarily slowed my scholastic progress. These ongoing duties will continue to have a substantial impact in 2023, as well, although I hope to have the estate business in Michigan wrapped up by fall.

In this upcoming year, I am so pleased to continue my internship among you, as well as my participation in the life of The First Congregational Church in Essex, my home church. My current trajectory, which is constrained by the seminary class schedule and the demands of the estate from this point forward, will have me graduate in June of 2024.

I am so grateful to all of you for the invitation to preach from your pulpit last fall. It was for me, a unique and precious time of learning that I will never forget. The greatest reward from that period is the subsequent opportunity in this new year to learn from Rev. Kaleigh, Rev. Eric, and all of you as my journey with you continues.

God be praised for all of you!

Jeff Birch

Report of the Christian Education & Youth Minister

2022 began with the hope of moving past the Covid-19 pandemic by summer. Our programs continued as before – over Zoom and in-person when we could be outside or masked and physically distanced. Our intergenerational programming was still on hold, in order to keep our at-risk children and families safe. I appreciated the strong emphasis on health and safety our Christian Education Committee kept as a priority and believe it did indeed protect our families.

Winter/Spring 2022:

Sunday School continued over Zoom with our new curriculum – Cokesbury's Celebrate Wonder. We enjoyed using Illustrated Ministry curricula focusing on Jesus' teachings on the Beatitudes and The Lord's Prayer the prior year, with its strong gospel message of justice, inclusion and equality. For this year, our teaching team felt it was time to go back to teaching traditional Bible stories with an emphasis on wondering. Celebrate Wonder provided a great way to learn the Bible stories over Zoom. We also believed it would transition well to in-person classes when that time came. A highlight of both this year and the year before was how strong a community we were able to nurture over Zoom. It felt more intimate. Our teachers, parents and I were able to Zoom into worship at 9 a.m., then sign in for our Sunday School program at 10. We had children Zooming in from out of state. In the Spring, we tried a couple of weeks of in-person classes, abandoning that idea after learning that many families were not ready for it. When the pandemic initially hit, we went from a team of 10 teachers to only three who still felt able to teach. Parents were overwhelmed and exhausted. I am grateful for our volunteer teachers who taught virtually every Sunday over Zoom – Julie Valentine, Allison Faulkner, and Amber Bosché, with Marsha Swan and Holly Buhler filling in as needed.

Confirmation Class also continued over Zoom. I took the lead on planning and teaching. Pastor Stephanie joined us for most classes, with Jeff Birch filling in when she was unable to be there. We participated in two online workshops led by the faith formation branch of our Southern New England UCC Conference. Their Interfaith workshop was especially engaging. One of our students, A.K. Wilson, did a Zoom interview with two men from our congregation – Ron Johnson (UMC) and Paul Helvig (UCC) -- to learn why they chose the denomination they did. A.K. then shared about it with the rest of the Confirmation Class. This assignment helped develop a strong cross-generational relationship between A.K. and the two men, which is one of our faith formation goals. These Confirmands were the first since the pandemic began who were able to be confirmed in person. Abby Faulkner, Ani Mazzulli, and A.K. Wilson were all confirmed on Pentecost as members of NCC and the United Church of Christ. In the fall, a new in-person class began with four students.

Club 47 (for 4th – 7th graders) kept meeting over Zoom, led by Julie Valentine and me. Our time focused on lighthearted games, such as Quiplash and Scribblio, with fellowship, fun and connection our main goals. In the fall, we continued with some in-person events, as well. Partway through the fall of 2022, Julie's family left, due to their children's need for a nursery, so I continued to lead Club 47 over Zoom, with a parent in the background as our second adult.

Report of the Christian Education & Youth Minister (cont.)

Youth Group – while we had quality meetings over Zoom during the first two years of the pandemic, enthusiasm for Zoom meetings faded after a while. We met on Zoom on occasion, and also in person when we were able to do so. Finding a time when everyone could meet at once continued to be a challenge, due to the outside activities of our teenagers. Each time we seemed to establish a consistent time that worked, their schedules would change. In-person, we hiked, went out for lunch, and baked brownies, rolled silverware, created vases and worked in the scullery for the Jack Frost Bazaar. I'm grateful to Cathleen Donovan, who stepped up as our second adult leader this year.

Children's Messages – I continued to produce Children's Time videos and enjoyed the creativity that prerecording provided, such as my series on various ways to pray and an interview with my daughter and grandchickens. In the fall of 2022, I transitioned back to in-person Children's Time messages.

Continuing Education and Colleague Collaboration – I continued to participate in webinars and workshops throughout the year and joined the Women in Youth Ministry Book Club with pastors and faith formation ministers from all over the country and a variety of denominations. I was recruited to be part of a small visioning team for the Yale Youth Ministry Institute to explore future directions they may be called to. I also am part of a Community of Practice for UCC Faith Formation Ministers.

Holy Week Festival – A definite highlight of our spring was the Holy Week Festival held on Palm Sunday. Over 60 people of all ages participated, masked and in-person, including 25 children, a dozen Youth Group members (who led some of the activities), adult volunteers, parents and grandparents. The children went from activity to activity throughout the church building in age-based groups, experiencing the story of Holy Week in an engaging and child-appropriate way. The event ended in an outdoor Easter egg hunt, led by our Youth Group.

Summer 2022:

Youth Mission Trip – Steven Briggs was unable to help lead this year's workcamp trip, which he had done for the three prior trips. I am extremely grateful to Josh Wilson for stepping into that role with open-mindedness and a sense of humor. We once again attended a Group Workcamp, due to their strong emphasis on relationships and personal/spiritual growth. The nine of us traveled to Scranton, PA, joining hundreds of youth and adults from all over the country for a week of worship, home repair work, and fellowship. I was extremely proud of our youth for stepping out of their comfort zones to embrace the experience. The laughter and silliness was healing for us all, and I loved seeing that side of our teens. I could feel the momentum build in our group and looked forward to carrying it forward in the fall. The girls gave each mission team member a unique nick name, which we used for each other all week. I was "Ju-Ju," and Josh was "Jorge." (To this day, I think of him as Jorge rather than his actual name!) Unfortunately, masks were not required at the workcamp, and only a handful of us wore them in the large gatherings. By the end of the week, Covid-19 reared its ugly head and spread throughout the camp. When half of our group became sick, we left a day early, with me driving the sick van and Jorge driving the healthy one. I spent the rest of July in isolation, due to the initial infection and rebound.

Report of the Christian Education & Youth Minister (cont.)

The Christian Education Committee and I hosted an outdoor Family Night, after last summer's great success. This time, older adults helped, along with teens and CE members. Ocean Pellett did a beautiful job as our 'neighbor' in a relay race where children practiced ways of "loving our neighbor." Another Family Night program emphasized "loving nature," but was canceled due to bad weather. The plans are still available for a future event.

Fall 2022:

Friendship Sunday was joyful and celebratory!! Jeff Birch preached, inviting me to speak about the importance of Faith Formation. We worshiped outdoors, so families were able to come. Our teachers received a blessing for the new year, then brought the children to another area, to create Wonder Boxes together. During the final worship song, the children came back, weaving among the congregation while waving ribbon sticks. Our Justice Education and Fellowship (JEF) team provided hot dogs and ice cream for everyone. It was an uplifting start to the new year.

Sunday School resumed in-person, requiring masks in the children's area. We lost several of our regular attendees, who could only meet on Zoom, and welcomed others who could only meet in-person. Our teachers were Julie Valentine (who left partway through), Marsha Swan, Amber Bosché and Brooke Stutzman. I am grateful for each of them. Our children and families have been blessed beyond measure through their love, faith and dedication.

December 2022:

Lynne Floyd and I collaborated on a Lessons and Carols service for the week before Christmas. Seventeen children read portions of the Christmas story on video. During that service, Sunday School had a special craft event. I recruited adult, teen and college-age volunteers to lead this event with me, so our teachers could go into the sanctuary to enjoy worship.

On October 3, 2017, I began my ministry at Niantic Community Church. I am grateful to those who have worked alongside me – and offer special thanks to Kathy Leindecker, JEF Team Leader, and to our most recent Christian Education Committee: Amber Bosché, Cathleen Donovan, Rebecca Freeman, Rebecca McCue, Marsha Swan, Julie Valentine, and Becky Wilson. And to all the staff, volunteers, children, youth and families who were open to trying new things – I shall miss you all!

Blessings,

*Julia Manners, Commissioned Minister of Faith Formation, United Church of Christ
Christian Education & Youth Minister, NCC*

NCC Children's Center Report – Director Sarah Schutz

Throughout 2022, the Children's Center has focused heavily on continuous improvements to both our physical space and the quality of our programming. We prioritized compensating staff for their knowledge, expertise, and education as well as expending funds in areas that have taken NCCCC to a new level of quality. Our waiting list has continued to grow and we have not spent anything on marketing, as we are proud to say that the majority of referrals have come from families who are currently enrolled and excited about our program. Below are some highlights from our year:

In April, the installation of our new flooring was completed. All classrooms, offices, and the hallway were updated with beautiful and durable laminate flooring that looks like hardwood. It is scratch and spill resistant, which has proven to be beneficial when working with our young children.

In June, the Children's Center finally received its renewal site visit from the National Association for the Education of Young Children (NAEYC). The visit had been delayed for over a year due to COVID-19. We are thrilled to share that the assessor approved our accreditation renewal for another 5 years. We passed more than 90% of accreditation requirements for renewal. Less than 10% of programs throughout the country have earned this accreditation. We are endlessly thankful for and proud of our staff who have worked diligently to secure this honorable achievement.

We continued our playground renovation by purchasing and installing new equipment including mud kitchens, sensory tables, outdoor blocks and ramps, picnic tables, and small climbing equipment. The two large climbing structures were removed and will be replaced with more developmentally appropriate climbers in early 2023.

We received grant funding from the Office of Early Childhood stabilization fund. Some of these funds were used on the floors and playground. The rest has been used to establish a staff payscale based on education level and experience in the early childhood field, raise staff wages twice in the calendar year, and provide quarterly staff bonuses. We also received wage support grants that were used to provide all staff with one-time bonuses in early December, per the grant agreement.

NCC Children’s Center Report – Director Sarah Schutz

Although we are nearly 3 years into the pandemic, we are still following careful guidance to mitigate the spread of illness, given that we still serve children under the age of 6 months who cannot yet be vaccinated. Families continue to drop off and pick up their children at the exterior entrance to each classroom. We did enjoy connecting with our families and community more this year than in the past 2 years as we hosted several outdoor events including an art show, preschool graduation, and a Halloween parade.

The lasting impact of the pandemic has led to ongoing challenges finding degreed teachers for our program. We are hopeful that programs will continue to receive funding to allow for additional wage increases. In the meantime, we intend to make the Children’s Center a desirable workplace by being the best early childhood program available when it comes to our curriculum, staff benefits, teacher appreciation efforts, and overall workplace culture!

Respectfully submitted,
Sarah Schutz, Director Niantic Community Church Children’s Center



Church Governance & Ministry Teams - 2022

2022 Six Main Ministry Areas

1. Administration
2. Operations
3. Justice, Education, Fellowship
4. Property Management and Technology
5. Financial Resources
6. Church Legacy

2022 Officers

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

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

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

Operations - Worship Team, Music/Worship Arts, Communications, Children’s Center

- **Leader – Terri McTigue**
- Associate Leader – Linda Helvig
- Worship Team – Ellen Abutin
- Music – Nan Rigdon
- Children’s Center – Linda Helvig
- Communications – Jen Datum
- Communications and Office Manager (staff) – Theresa Cleary

Justice, Education, and Fellowship - Outreach, United Action, OAR, Christian Education, Parish Life Ministries

- **Leader - Kathy Leindecker**
- Associate Leader – Nancy Hunt
- PLM – Jeannette Woodworth and Joanne Moore
- Outreach – Ron Johnson
- United Action – Ocean Pellett
- OAR – Margaret Holmberg
- Christian Education – Marsha Swann
- CEYM (staff) – Julia Manners

Church Governance & Ministry Teams – 2022

Property Management and Technology - Property & Maintenance, Accessibility, Physical Security, Technology

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

Financial Resources - Finance, Stewardship, Capital Campaigns

- **Leader - Carol Donovan**
- Associate Leader – vacant
- Finance – Sharon Kittel and Sue Smith
- Stewardship – Ralph Bates
- Capital Campaigns – vacant
- Financial Secretary (staff) – Ted Montgomery
- Bookkeeper (staff) – Robin Goldschlager

Church Legacy - Endowment Fund, Memorial Fund, Old Stone Church Burial Ground, Memorial Garden, Historian

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

NCC 2022 Staff

Pastor	Rev. Eric Elnes, Ph.D
Pastoral Care Assistant	Rev. Kaleigh Corbett-Rasmussen
CEYM	Julia Manners
Student Minister	Jeff Birch
Financial Secretary	Ted Montgomery
Bookkeeper	Robin Goldschlager
Music Director	Lynne Floyd
Communications & Office Manager	Theresa Cleary
Children's + Gospel Choirs Ministers	Leola Wilkerson + Nichelle Rollins

Administration Ministry Team 2022 Annual Report

The Administration Team is the umbrella for Personnel, Safe Conduct, and Nominating. Judy DeVey is the Ministry Team Leader. Personnel is led by Judy DeVey, Safe Conduct by Pam McCauley, Nominating by Gail SanJuan. We are looking for a candidate to lead the Leadership Development function in 2023.

The Governing Board approach is much more efficient than Prudential Board. It enhances the ability to accomplish things in a more timely manner. It also is open to any NCC member who wishes to attend. At the end of the agenda those not on the Governing Board are invited to make comments.

Personnel

The Personnel team consists of four people who have been busy this year revising the Personnel Policy Manual bringing it up to date and making it more user friendly. At the time of writing this report, the Team is tweaking the yearly evaluation forms. The plan is to hand this out to paid staff and have them returned by the end of February or sooner.

We have also worked with Robin Goldschlager, our bookkeeper, to prepare packets of all forms needed for new hires as well as a packet for personnel separating from NCC. This will ensure that all paperwork is completed and properly filed.

Submitted by Judy DeVey, Personnel Lead

Safe Conduct

This year the Safe Conduct Committee started off with 4 members and one ex official member. We ended the year with 3 and one Ex Officio. We met virtually six times and one in person meeting. Members interviewed referrals of new volunteers and we have done seven background checks over the course of 2022 for new staff and volunteers.

Our Safe Conduct Policy was reviewed and changes were made to reflect the new administrative model of the church board. Some language in the child registration form was identified as needing revision and that will be added to the tasks for 2023, as well as creating a new record keeping system, as this was not accomplished in 2022.

Submitted by Pam McCauley, Safe Conduct Lead

Nominating

All the Governing Board officers and most team leaders have agreed to serve a second term in 2023. We are working to fill a handful of vacancies.

Submitted by Gail SanJuan, Nominating Lead

Operations Ministry Team 2022 Annual Report

This year at NCC has presented many challenges, as well as opportunities for growth by working together to overcome these challenges. Terri McTigue serves as the team leader and Linda Helvig as the associate team leader for the Operations Ministry Team. The representatives of the four teams that make up the Operations Ministry Team – Communications (Jen Datum), Music & Worship Arts (Nan Rigdon), NCC Children’s Center (Linda Helvig), and Worship (Ellen Abutin) have been stellar in their efforts to ensure everything continues to run smoothly!!! Thank you to these very dedicated people!!!!

Communications

2022 was a year of change for church communications. Kassi Jackson resigned her position early in the year, and volunteers provided coverage for a few months while we searched for a new Communications and Office Manager. Theresa Cleary began work in this position on July 5, and we are so grateful for her ministry with us! She has provided a steady, in-person presence in the front office and in addition to our weekly communications and social media postings, she has reinvigorated Tidings, our monthly newsletter. She works closely with the staff and has dealt with grace with the turnover we have had this year. She has also established connections with our various lay leaders and ministries, including Faith in Action and the Jack Frost Bazaar team. We continue to send out a weekly e-mail on Wednesdays with news and announcements, along with a Sunday note with worship information. We continue to use Realm as our church management software/database. We worked this year to expand our Facebook private group for members and friends. We continue to offer hybrid worship and access to our congregational meetings to allow all to participate, whether in-person or remotely. We strive to share our Good News not only with our members and friends, but with the wider community as well.

Respectfully Submitted by Jen Datum

Music & Worship Arts

This year has been a continuing challenge for the use of music via Zoom and Facebook services. Due to the legality of copyright laws, all music must be licensed and approved prior to inclusion in a worship service. Lynne Floyd and Mary Mirecki are conscientiously following protocol for approval of all music via the church licenses. There have been changes to the music leaders due to the resignation of Richard Schenk and Jonathan Dean. We would like to express deep gratitude to Lynne for her enthusiastic leadership of the Chancel Choir. Nan Rigdon is now part of the worship team as Bell Choir Director and substitute for the keyboard position when Mary is unavailable. The Gospel choir sings once a month. The Men’s Choir has sung once and hopes to sing on a more regular basis in the coming year. The Dance Choir has been contributing on a regular basis as has the Praise Band.

Operations Ministry Team 2022 Annual Report (cont.)

Music & Worship Arts

Due to a resolution of budget issues, the organist/music collaborator position will be posted again on various websites starting this January. We are very grateful to Mary Mirecki for her dedication to enhance our worship experience via keyboard/organ and recruitment and rehearsal of various musical combinations of congregants. Nan Rigdon, Justine Lavoie, Judy Tomanek, Lynne Floyd and Mary Mirecki have been working diligently on finding the right candidate for this position.

In terms of budget, the organ is tuned on a regular basis. In addition to tuning, there are repairs being made as possible. Mary Mirecki and Judy Tomanek are scheduling tunings and repairs. Nan Rigdon is continuing as the liaison between Music and Worship Arts and the Governing Board.

Respectfully Submitted, The Music and Worship Arts Committee

Worship Team

This year the Worship Team worked closely with Music, Worship Arts, Communications, Julia Manners, Rev. Stephanie Haskins, and our student pastor, Jeff Birch, in the planning of weekly services. We recently welcomed our new interim pastor, Rev. Dr. Eric Elnes, who along with Rev. Kaleigh Rasmussen and Jeff led us through a wonderful Advent Season.

Thankfully, several people answered the call to sign up for ushering and the usher schedule is published every three months. Communion has varied throughout the year. When Covid rates were high disposable cups were used but for the most part, we served by intinction at the altar. Gluten free bread is always used.

In addition to weekly services, members of our team continued to assist with baptisms and funerals. In September we assisted with the outdoor "welcome back" Friendship Sunday service which was a great success. Displays were placed in the narthex for Black history and Native American history months. A mural created during the Ocean Beach Pride Festival was also displayed. This year donation/dedication envelopes were placed in the pews for Easter flowers and Christmas poinsettias.

The Worship Team looks forward to working closely with Rev. Dr. Elnes in the coming months. We pray for peace now and throughout the coming year and a special prayer of thanksgiving for all the wonderful things God has done for Niantic Community Church.

Respectfully Submitted by Ellen Abutin

Operations Ministry Team 2022 Annual Report (cont.)

NCC Children's Center

We would like to begin this report with grateful thanks to each of you, Niantic Community Church, for your interest in our program and for your support of our program through volunteering your time, your energy, your wisdom, your cooperation, and your financial generosity. But we are most grateful for the ways you accept our Children's Center family into your church family. We celebrate the exceptional relationship of mutual respect and open acceptance we have with you, and we rejoice in the trust and caring that come as its result.

This has been an exciting year for us, beginning with the installation of new flooring in all of our classrooms and the connecting hallway; a result of grant money which Sarah (our Director) applied for and received. Plans for new playground equipment followed quickly, again paid for through grant money. Toddler climbing equipment, balance beams, and building materials were installed by June and so were Pre-school building blocks and materials, as well as a new shed for storing them. The Pre-school climbing equipment will be installed as soon as weather permits. Both playgrounds also received mud kitchens, sensory tables, and picnic tables.

Special family events offered added opportunities for learning and connecting with each other. A Ribbon 'Cutting' ceremony celebrated the new flooring as parents and other invited guests, who received student-made invitations, watched the children hold a paper chain and, on the count of three, ripped their paper ring and then led a tour through the Center to view the flooring and various art projects they had prepared.

The Annual Art Show celebrated each child through a Biography Page which they created about themselves using their cutting, pasting, coloring, painting, and drawing skills on their large cardboard 'page,' each of which was displayed along the playground fence. These generated lots of positive conversation among the children, their family members, and the teachers. June brought a Graduation Ceremony for the preschoolers, who were wearing their tasseled mortarboard hat as they were individually invited to walk up and receive their ribbon-secured rolled-up diploma as the families applauded.

In closing, we are very pleased to report to you that Niantic Community Church Children's Center has been fully accredited at the 90th percentile level by the National Association for the Education of Young Children, which is a prestigious group of experts who hold applicants to a very high standard of excellence in education. We are abundantly thankful to our Director, Sarah Schutz; and to our teachers, Ms. Kathy, Mr. Mikey, Ms. Chrystal, and Ms. Kathleen for their commitment to our program and most especially for the gifts that each of them gives to the children every day: a caring, encouraging foundation of learning through play.

The result of their gifts are children who are self-assured, cooperative, compassionate, patient, sharing, forgiving, encouraging, imaginative, and resourceful; in other words, children who will be a positive gift to the world. We are deeply grateful to our staff for the 'family' atmosphere that is not only shared between them as staff, but abounds at Niantic Community Church Children's Center and includes the children, their family, our Board of Directors, and the staff and families of Niantic Community Church.

Respectfully Submitted by Linda Helvig

Justice, Education, and Fellowship Ministry Team Report

The Justice, Education and Fellowship (JEF) ministry team has had an exciting year. Kathy Leindecker leads the team with Nancy Hunt as the associate team leader. We have been evolving and growing into the new Governing Board structure. At the start of the year, as moved out of the long Covid period of isolation, the JEF team leaders focused on many of our familiar and favorite activities, while some new and innovative ideas developed too.

Faith in Action

Under Ron Johnson's leadership, Outreach was re-branded as Faith In Action (FIA). With close attention to gathering input from many sources, a balanced list of Mercy and Justice ministries was developed, on which we could focus our resources. There was great emphasis put on communicating the fund disbursements throughout the year. We also had opportunities to hear directly from the various Justice and Mercy agencies we support, through Mission Moment testimonies during our worship service. One of this congregations' greatest strengths is its compassionate willingness to give monetary gifts. Special offerings throughout the year such as Blanket Sunday, immigration advocacy and Tools for Hope, raised thousands of dollars.

Our President, Frank Chan, established five goals for our congregation for 2022. Two of those goals were the focus for the year of the Outreach group in the Justice, Education and Fellowship Ministry Team. "Be a ministry for justice, service and love"; and "Increase participation of our church members in ministries." Because of this focus, Outreach spent the year rebranding its name into "Faith in Action". We spent the year encouraging our members to find a ministry that fit their passion and interests and be involved.

Our efforts were spent in promoting fifteen ministries. Many that have been supported for a number of years by our congregation. We also added new ones. It was our intent to have a balance between "Mercy" ministries and "Justice" ministries. We felt it important to support financially local ministries where our members are personally involved.

Throughout the year we published mission opportunities for people to become involved. We had monthly "mission moments" where representatives of organizations came and spoke at our worship services. We had our own members speak about Black Lives Matter. A family shared their journey with a trans child. LGBTQIA members spoke about their experiences. Because the Immigration Advocacy Support Center's witness to our church, this led the congregation in raising funds for a friend of ours to pay for her legal expenses to become a US citizen. We celebrated Indigenous People's Day at McCook Point Park where 20 of our members listened to the stories of the Nehantic Native Nation. People who first occupied the land where our church is located.

Justice, Education, and Fellowship Ministry Team Report (cont.)

The Faith in Action budget of \$8,750.00 was distributed equally over the twelve months to twenty different organizations and we published what was given on a quarterly basis. We raised over \$4,000.00 in addition through special offerings. This does not count donations that were collected for the benefit of nine organizations at our Alternative Market held just before Christmas. Our congregation members show time and again how generous they are when asked to help.

"I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me, I was naked and you gave me clothing, I was sick and you took care of me. I was in prison and you visited me. Truly I tell you, just as you did this to one of the least of these who are members of my family, you did it to me." Matthew 25:35-40.

May we continue to be the messengers of hope, love, joy and peace for those who are members of our family.

Open, Affirming and Reconciling

Our Open, Affirming and Reconciling work in 2022, was exciting, productive, and passionate. Under Margaret Holmberg's leadership, we continued to expand our congregation's awareness and participation in the areas of LGBTQ+, Indigenous People and social justice issues.

Some of the programs we offered included the showing of an episode from Queer Eye: Trans Power-Lifter, Angel, with twenty people attending. During Pride month in June, we heard our own members share their stories of being queer. We also heard from one of our NCC parents who shared her story of her young child who is transgender. In August we represented NCC at the New London Pride Festival and appreciated the NCC members who stopped by our tent including our UCC conference pastor, The Reverend Darrell Goodwin. In November during worship service, we recognized those transgender individuals who died violently at the hands of anti-transgender people in 2021.

After more than a year in the making, The Land Acknowledgement Statement was approved by the Congregation at the July meeting. This statement acknowledges that we worship on land formerly the land of the Nehantic Native Nation and that we pledge to develop a relationship with the Nehantic people who meet in Niantic annually. Please read the full statement on our website or posted in the Narthex. More than 20 people attended the Nehantic program at McCook Point on Indigenous Peoples Day in October. In November Dr. John Pfeiffer, historian for the Nehantic Native Nation, spoke following worship to a group of 30 NCC folks. In the spring we hosted a book discussion on the book Braiding Sweetgrass: Indigenous Wisdom, Scientific Knowledge, and the Teachings of Plants written by Indigenous author Robin Wall Kimmerer.

In October we were the fortunate hosts of a mural sponsored by the Public Art for Racial Justice Education program. During the month of October, a mural painted by East Lyme youth, depicting Ruggles Bookstore, the first circulating library and reading room for African Americans located in NY city, was visible at various times within and on our NCC property for the community to enjoy. Local EL resident, Jason Deeble came to speak to us about his involvement with PARJE, his experiences and his passion for promoting social justice in our region.

Together OAR and the whole JEF Ministry Team continue to work on a visible and inviting way to show that people of color are welcome at NCC and that *"Injustice anywhere is a threat to justice everywhere"* (MLK Jr.).

Justice, Education, and Fellowship Ministry Team Report (cont.)

United Action

Ocean Pellet has continued keeping us well informed as a partner member of the United Action coalition. United Action CT (UACT) is an interfaith based community organization in Central and Eastern CT. Their primary goals are justice and equity. To that end in 2022 the coalition did work in several areas of Social Justice here in CT. A primary focus has been to work toward Universal Health Care for everyone, and to alleviate injustice for our immigrant communities. These two arenas combined into the "Husky for Immigrants" campaign in the 2022 legislative session. Working with allies across CT the Husky program will be extended to every child in CT up to age 12 in 2023.

Parish Life Ministry

Connecting and caring for our congregation as always, was the continuing and tireless effort of Parish Life ministries. Emerging from the pandemic lock down, monthly in-person meetings resumed, and we continued to coordinate activities supporting the NCC community. Hosting funeral receptions, delivering altar flowers to the homebound, sending greeting cards to members and friends, sending reading materials to people who are grieving loss, and welcoming new members are just a few of the many behind the scenes effort this team provide. The Parish Life ministries also assisted with updating the membership list and to host Anything Goes monthly fellowship group. Contracting the services of Patricia Chaffee of Sea Star, we were able to offer spiritual growth opportunities such as the book studies *The Spirituality of Aging and Life in the Monasteries* and for the first time in 2 years, sponsored a retreat at Mercy by the Sea. We look forward to coordinating all our work with Reverend Kaleigh. Our intentions for next year include continuing all of the above ministries (including a proposal to contract with Patty Chaffee for retreats and other programs); Soup and Soul Lenten study and an Issues for the End of Life Planning a day-long retreat. We hope to resume home delivery of communion as well. We also will be supporting church wide fundraising efforts, considering the potential budget shortfall.

Christian Education

Christian Education has been a steady and persistent program for children, families, and youth throughout the many ups and downs we faced this year including the challenges due to Covid. Supporting families and maintaining safety for everyone was a priority.

We are still coming to terms with the Governing Board's very difficult decision to cut the CEYM position. I am confident a meaningful and spiritually nurturing youth and church school program can be provided though paid lay leaders and a robust team of volunteers. We wish to thank Julia for all she has done to support the spiritual lives of the children and youth at NCC. She has been a compassionate advocate for Christian Education and has been deeply committed to ensuring our young people's understanding of our faith and to help them develop their own personal spiritual life. We extend to her our gratitude and wish her well in the future.

Submitted by Kathryn Leindecker, Chair for J.E.F. Ministry

Property Maintenance, Technology, Accessibility and Security Ministry Report

The past year the following were things worked on by the team:

1. Removed broken refrigerator and install a new commercial refrigerator donated by a church member. Replaced one of the kitchen doors to a larger 36" door to allow easier access.
2. Repaired Parsonage walkway, a handrail will be added.
3. Church Members repaired the booster heater and dishwasher.
4. Landscaping outside dining hall around the stone benches was accomplished with a dedicated fund from the Memorial Committee.
5. Replaced broken fan in the men's room and emergency light in back staircase.
6. Selected source to replace the broken A/C unit that cools and warms the offices with funds donated by a church member.
7. Roof leaks have been worked on. Patches seem to work to alleviate this problem. A permanent fix will require replacement of roof in 3 to 5 years.
8. Replaced men's room door handle as it would not lock.
9. Repaired a Kitchen cabinet door that had the hinge bent.
10. Conducted a mold and mildew testing and results show no problems.
11. Cleaned leaves from parsonage roof.
12. After much work by church members the elevator was repaired successfully. The original company has gone out of business and this required a lot of ingenuity to get parts and repair it.
13. One Solar panel failed and the company replaced it.
14. Unlocked exterior doors is a continuing problem. Have found exterior doors unlocked or propped open during night checks of building many times.
15. Lights are being phased from old style to energy efficient LEDs.

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

Submitted by Craig Woody, Team Leader

Property Maintenance, Technology, Accessibility and Security Ministry Report (cont.)

Technology Ministries

This has been a busy year for Tech Ministries at Niantic Community Church. I will simply “bulletize” some of our work for the year:

1. Purchased a second video camera and 2 small spot lights to better support worship over Zoom and live stream.
2. Continue to learn more to enhance our video ministry.
3. Added a 5th telephone to support the financial office.
4. Worked with new staff on telephone and computer support.
5. Regular sound and video support for all regular and special services.
6. Configured hardware for “Hybrid Zoom” in Fellowship Room for various programs.
7. Had meetings with Jack Clark of ReBoot computers and Eric Elley (SNEUCC Tech Support) about moving to a software suite that would provide more integrated support and cloud storage. Both recommended Microsoft 365.
8. Issues with timely support from ReBoot Computers for our IT system has forced us to search for a new provider.
9. By year’s end, we contracted with Star Computers in Niantic.
10. In addition to full support of our IT system, Star will setup, train us and support the Microsoft 365 software.
11. Supported outside services with sound and video streaming.
12. Started to learn Pro Presenter software, that Rev. Dr. Eric Elnes would like to use with sanctuary video system.
13. Purchased new electric candles for the sanctuary windows at Christmas time. Hal Robb and Peter Crizer made beautiful wood bases to support the glass chimneys.
14. Suffered various IT issues in December. Jack from ReBoot Computers saw issue on monitoring software and emailed. He was able to meet with me the next morning and determined that the router in the C/E office had been tampered with resulting in a configuration that scrambled the network functions. He reset everything and had us up and running.
15. Had discussions with Star Computers regarding improving church wide WiFi function. Still having technical and cost discussions.
16. Throughout the year we have been rearranging the network hardware to move all of it to shelving in the office.

Submitted by Dick Robinson

Report of The Financial Resources Ministry Team

The Financial Resources Ministry Team is the umbrella for Finance, Stewardship, and Capital Campaigns. We plan to kick off a multi-year capital campaign in 2023 to fund big ticket infrastructure maintenance projects.

Finance

2022 has been another challenging year for the Finance committee as we have had major staff changes. NCC is holding hybrid worship with many activities beginning to be held in person. Thank you to those who support our church through your pledges and donations, and to the committees of NCC for being conscious of their spending. We continue to work with Stewardship and the officers to disseminate information to the congregation about ways to donate to NCC electronically.

We say goodbye to Carol Donovan and Kathy Kern. Thank you to both for their dedication to the financial health of NCC. Thank you to Kathy Kern for being our bookkeeper during the time we were looking for a replacement. We welcomed Robin Goldschlager as bookkeeper and Sue Smith and Pam Stevens to the committee.

Susan Jones, CPA from Hoyt, Gilipetti & Malaghan, LLC conducted an external audit of our books and those of the Children's Center for the third year. We received the signed management letter in October. We received the Employee Retention Tax Credit (ERTC) totaling \$36,855.88 which we had applied for in late 2021. We also received \$20,000 from the American Rescue Plan Act through the Town of East Lyme. We updated the insurance appraisal list to account for new items that both NCC and NCCCC purchased since the appraisal.

We continue to monitor utility usage to track the solar panels. The solar panel actual performance did not exceed expected / guaranteed performance (see the attached Connecticut Green Bank month by month report). The solar panels went into service in November of 2015. The panels have been in service for a little over seven (7) years and there are 13 years remaining on the loan.

Respectfully submitted, Carol Donovan, chair

Finance committee members – Carol Donovan, Kathy Kern, Sharon Kittel, Sue Smith, Pam Stevens, Frank Chan (President), Liz Buhler (Treasurer), Ted Montgomery (Financial Secretary) and Robin Goldschlager (Bookkeeper)

Report of The Financial Resources Ministry Team (cont.)

Stewardship Committee

Many Gifts One Spirit was our theme for the year 2023 campaign.

The stewardship team began coordinating the 2023 campaign in August, meeting monthly to plan a campaign consistent with our theme. Pledge packets consisted of a pledge card, a draft budget, a giving guide, the stewardship letter, and a set of frequently asked questions.

Additionally, three Stewardship minutes were planned. 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.

We also extend our sincere thanks to Ted Montgomery, our Financial Secretary, for consistently keeping us up to date on pledges received.

This fall we prepared and sent out 300 pledge packets to NCC members. As of January 07, 2023 we have received 112 pledges for a total of \$402,333. 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.

Respectfully Submitted,
The Stewardship Committee

Georgie Granger, Sue Thomson, Pam Stevens, Juanita Durham, Judy Snitkin, Jennifer Munzner and Ralph Bates.



Legacy Ministry Team Report

Members:

Team leads: Hal Robb, Jen Datum

Committees:

Historian: Jen Datum

Endowment: Edna Gilstad, Hal Robb

Memorial: Stephanie Chan

Memorial Garden: Phil Lombardo

Old Stone Church Burial Ground: Ellen Ashburn



Accomplishments:

Endowment

1. The Endowment Charter was updated to reflect the new church organization.
2. Approved the use of Endowment funds to purchase a new piano (\$5800.00) and a second sanctuary camera and lighting (\$2897.84). Continued an existing monthly disbursement of \$115.04 from Knappenberger (\$1380.48 for the year) to the Church's general fund.
3. It has been unclear what the requirements are to be with respect to the use of the Beckwith endowment account since no specific direction for this money was provided with the bequest. With the help of Finance, the Historians, and the Treasurer in March 2022, the Endowment committee established that the criteria for use of the Beckwith endowment account will be in accordance with the criteria and disbursement rules of the Endowment Charter. It was also decided that this account will be used only after the allowed disbursements from the Endowment and Knappenberger accounts were exhausted.

Legacy Ministry Team Report (cont.)

4. Endowment Funds

<u>Account</u>	<u>As of 1/1/22</u>	<u>As of 12/30/22</u>	<u>Disbursed in 2022</u>
Endowment	\$357,933.00	\$302,883.88	\$7868.47
Beckwith	\$67,697.02	\$58,729.45	NA
Knappenberger	\$38,343.12	\$31,104.69	\$829.37+\$1380.48

Memorial Fund

Memorial Fund will be awarding grants to nine students, upon completion of their fall term in college. Also, a designated portion of Memorial Fund paid for the leveling and reseeding of the lawn near the stone benches by the dining hall.

Old Stone Church Burial Ground

The Old Stone Burial Ground had four burials and sold five plots in 2022. Led by the Church Historian the Old Stone Burial Ground held a tour of the burial grounds sharing the history of the people buried there and the associated church history. An Eagle Scout project led by Augustin Mike, Troop 247, for restoration of the bell site was approved and is ongoing. It will include a sign by the entrance to the bell area. Flags were purchased and placed on the graves of the veterans of many wars represented in the OSBG.

Memorial Garden

Memorial Garden installed a directional sign at the beginning of the walkway leading to the Memorial Garden. There were no interments conducted in 2022. Weekly maintenance and annual cleanup were conducted by the memorial garden team of Carolyn Lombardo, Sue Smith, Rich Basham, Allison Kilmer, Phil Lombardo, and a number of volunteers from the congregation.

Historian

I took over as historian in 2022 from Liz Kuchta, our historian extraordinaire of many years, and I am still learning from her as we continue to work on this transition. I am incredibly grateful to have Liz as a resource and for her service to our church for so many years. This spring, I worked together with the Old Stone Church Burial Ground team to coordinate a tour of the historic cemetery that is in our care. The grounds were freshly mowed, with the Memorial Day flags marking the veterans' graves. The tour was a great success. In addition to the cemetery, participants visited the site of the stone church bell, located across the street. Thanks to Boy Scout Troop 247 for providing safe crossing at the busy intersection. Thanks to all who turned out, and to our tour guides: Ellen Ashburn, Dave Oat, Liz Kuchta and Jim Littlefield.



FINANCIAL REPORTS

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Niantic Community Church 2022 Financial Summary

Amount Pledged, Received, and Remaining Balance as of December 31st, 2022

Fund Codes	Pledged **	Received	% Received	Balance
As Needed*	\$407,952.00	\$412,184.02	102.2%	\$(4,232.02)
Youth Fellowship	\$1,500.00	\$1,500.00	100.0%	\$0.00
Total	\$409,452.00	\$413,684.02	102.2%	\$(4,232.02)

* "As Needed" includes \$23,258.11 "As Needed Advance Payments" for 2022.

** Pledged column includes all 2022 pledges before and after the January 2022 annual meeting.

Comparison of Annual Pledges by Fund Codes

Fund Codes	2023** 114 Pledges	2022* 118 Pledges	2021 151 Pledges	2020 167 Pledges	2023/2022 Comparison
As Needed	\$404,483	\$407,952	\$433,107	\$429,054	\$(3,469)
Outreach	\$0	\$0	\$19,642	\$29,846	\$0
Youth Fellowship	\$1,500	\$1,500	\$1,500	\$1,000	\$0
Total	\$405,983	\$409,452	\$454,249	\$459,900	\$(3,469)

* "As Needed" includes "Outreach". ** Pledges as of January 18th, 2023

All Funds Received as of December 31st, 2022 and 2021

Compared to Budgeted Expenses and Remaining Balance

Year	Budgeted Expenses	All Funds Received*	% Received	Balance
2022	\$513,874.00	\$778,514.44	151.5%	\$(264,640.44)
2021	\$534,149.00	\$684,194.57	128.1%	\$(150,045.57)

* 2022 includes \$23,258.11 "As Needed Advance Payments", \$155,117.33 Employee Retention Credit (NCC 36,855.88 & NCCCC \$118,261.45); \$20,000 American Rescue Plan (Maintenance); Anonymous donations of \$10,000 for A/C & \$4,000 for a refrigerator for a total of \$189,117.33. 2021 includes \$24,850 "As Needed Advance Payments".

Comparison of Funds Received as of December 31st, 2022 and 2021*

Fund Codes	2022	2021	Increase/(Decrease)
As Needed	\$412,184.02	\$440,586.07	\$(28,402.05)
Outreach	\$1,064.00	\$20,092.20	\$(19,028.20)
Loose Offering	\$27,334.06	\$19,424.53	\$(7,909.53)
Total	\$440,582.08	\$480,102.80	\$(39,520.72)

* Includes \$23,258.11 "As Needed Advance Payments" for 2022 and \$24,850 for 2021.

Traditional, VANCO and PayPal Offerings Received as of December 31st, 2022

Offerings	Received*	% Received
Traditional*	\$585,184.47	75.2%
VANCO	\$185,800.41	23.9%
PayPal	\$7,529.56	0.9%
Total	\$778,514.44	100.0%

* Includes \$23,258.11 "As Needed Advance Payments".

Memorial Committee Financial Report Dec 31, 2022

"In Memory of" donations:	\$ 1,175.00
Education specific donations:	\$ 108.00
Student loans outstanding on Jan 1, 2022:	\$19,049.85
Student loan repayments received:	(\$ 4,878.00)
Student loans (6 students) outstanding on Dec 31, 2022:	\$14,171.85
Education Fund:	
General:	
Balance on Jan 1, 2022:	\$35,693.69
Income:	\$10,833.71
Disbursements:	(\$ 4,500.00)
Balance on Dec 31, 2022:	\$42,027.40
Tyler Somes:	
Balance on Jan 1, 2022:	\$ 2,307.02
Income:	\$ 300.00
Disbursements:	(\$ 500.00)
Balance on Dec 31, 2022:	\$ 2,107.02
Perpetual Fund:	
Balance on Jan 1, 2022:	\$17,675.42
Income:	\$ 587.50
Disbursements:	(\$ 826.15)
Balance on Dec 31, 2022:	\$17,436.77
undesignated portion:	\$17,436.77
designated for landscape:	\$ 0
Education CD	
Balance on Jan 1, 2022:	\$ 5,254.61
Interest accrued:	\$ 5.60
Matured and rolled into Gen. Ed. Fund:	\$ 5,260.21
Total value of Memorial Fund Dec 31, 2022:	\$61,571.19

CT Consolidated Trust Fund 2022

Endowment Fund M00497⁽¹⁾

Original Gift Value: \$296,450.14

Book Value Beginning of Year: \$357,933.00

Additions: \$7,105.22

Withdrawals: \$7,868.47⁽²⁾

Change in Market Value: (\$54,285.87)

Ending Book Value 12/31/22: \$302,883.88

William Knappenberger Fund M20255⁽¹⁾⁽³⁾

Original Gift Value: \$23,934.17

Book Value Beginning of Year: \$38,343.12

Additions: \$744.90

Withdrawals: \$2,215.15⁽²⁾

Change in Market Value: (\$5,768.18)

Ending Book Value 12/31/22: \$31,104.69

Wilber Beckwith Fund M20324⁽⁴⁾

Original Gift Value: \$45,057.70

Book Value Beginning of Year: \$67,697.02

Additions: \$1,359.35

Withdrawals: \$0.00

Change in Market Value: (\$10,326.92)

Ending Book Value 12/31/22: \$58,729.45

Notes:

(1) These funds are managed in accordance with the Endowment Charter. The amount available in any one year for use is 5% of a three-year rolling average of the sum of the funds value.

(2) The sanctuary piano and the second sanctuary camera and lighting were purchased with these funds.

(3) The Knappenberger Fund is being disbursed by the fund manager and the current monthly disbursement (i.e., payment to NCC) is \$115.04.

(4) Financial, Endowment, Legacy Ministry Team representatives and the church Historians established the purpose for the Beckwith Fund in the absence of written direction specifically associated with the Endowment donation. This fund will be used, and amounts withdrawn, in accordance with the Endowment Charter; however, this fund will not be used until the Knappenberger and Endowment Funds have reached their maximum allocation for any particular year.

PROFIT & LOSS BUDGET PERFORMANCE - YEAR ENDING December 31, 2022

<u>Income</u>	<u>Jan - Dec 2022</u>	<u>Annual Budget</u>
Employee Retention Grant	\$ 36,855.88	\$ 30,000.00
Pledges '22 - As Needed	\$ 408,589.67	\$ 389,093.00
Pledges '21 - As Needed	\$ 1,358.00	\$ -
Childcare Ctr Reimb.	\$ 12,000.00	\$ 9,000.00
Donation	\$ 681.29	\$ -
Interest Inc	\$ 0.63	\$ -
Invested Funds / Interest	\$ 1,517.72	\$ 1,200.00
Loose Offerings	\$ 27,246.17	\$ 27,000.00
Miscellaneous		
Amazon Smile	\$ 219.76	\$ -
Miscellaneous - Other	\$ 215.70	\$ -
Total Miscellaneous	\$ 435.46	\$ -
Special Offering	\$ 831.00	\$ 2,000.00
Fundraising Activities	\$ 18,676.39	\$ 20,000.00
Use Of Building	\$ 860.00	\$ 500.00
Total Income	\$ 509,052.21	\$ 478,793.00
Gross Profit	\$ 509,052.21	\$ 478,793.00

Expenses

Direct Ministry

Local Direct

Burial Ground Maintenance	\$ 1,600.00	\$ 1,600.00
Christian Education	\$ 1,981.66	\$ 3,150.00
Communications & Publicity	\$ -	\$ 105.00
Diaconate Board		
Parish Life	\$ 1,483.32	\$ 1,200.00
Worship Team	\$ 1,854.36	\$ 605.00
Total Diaconate Board	\$ 3,337.68	\$ 1,805.00
Employee Benefits Direct		
Flex Savings	\$ 41.73	\$ 500.00
Pension	\$ 166.79	\$ -
Dental Insurance	\$ 935.00	\$ -
Health Insurance	\$ 20,087.28	\$ 43,283.56
Life & Disability Insurance	\$ 798.96	\$ 1,219.91
Total Employee Benefits Direct	\$ 22,029.76	\$ 45,003.47
Guest Preachers	\$ 3,200.00	\$ 2,500.00
Music and Worship Arts		
Substitute Organist	\$ 7,056.87	\$ 1,200.00
Music and Worship Arts - Other	\$ 2,107.33	\$ 1,666.00
Total Music and Worship Arts	\$ 9,164.20	\$ 2,866.00

PROFIT & LOSS BUDGET PERFORMANCE - YEAR ENDING December 31, 2022 (cont.)

	<u>Jan-Dec 2022</u>	<u>Annual Budget</u>
NCCCC Payroll Taxes	\$ 1,239.41	\$ -
Pastor Compensation		
Pastor Compensation- Other	\$ 4,155.09	\$ 83,548.94
Housing Allowance	\$ 8,153.93	\$ 4,000.00
Pastor's Travel	\$ 131.04	\$ 2,400.00
Pastor Prof. Dev	\$ 1,833.29	\$ 2,250.00
Pension	\$ 7,456.40	\$ 11,385.83
Pastor Compensation - Other	\$ 59,427.30	\$ -
Total Pastor Compensation	<u>\$ 81,157.05</u>	<u>\$ 103,584.77</u>
Telephone		
Church	\$ 3,143.30	\$ 3,507.00
Parsonage	\$ 114.22	\$ 1,373.00
Total Telephone	<u>\$ 3,257.52</u>	<u>\$ 4,880.00</u>
Utilities		
C-PACE (Loan Repay)	\$ 9,441.54	\$ 11,000.00
Electric-church	\$ 7,144.29	\$ 8,400.00
Electric-parsonage	\$ 1,091.06	\$ 1,200.00
Oil-church	\$ 6,455.86	\$ 4,200.00
Oil-parsonage	\$ 2,943.30	\$ 2,360.00
Propane-church	\$ 335.76	\$ 360.00
Water-church	\$ 649.36	\$ 1,200.00
Water-parsonage	\$ 488.54	\$ 280.00
Total Utilities	<u>\$ 28,549.71</u>	<u>\$ 29,000.00</u>
Total Local Direct	<u>\$ 155,516.99</u>	<u>\$ 194,494.24</u>
<u>Outreach Expense</u>		
Denominational Responsibility		
UCC	\$ 3,850.00	\$ 3,850.00
UMC	\$ 3,850.00	\$ 3,850.00
Total Denominational Responsibility	<u>\$ 7,700.00</u>	<u>\$ 7,700.00</u>
Habitat for Humanity SECT	\$ 500.00	\$ 500.00
Hunger Programs		
NL Soup Kitchen	\$ 113.90	\$ -
Supplies of Serving Meals	\$ (46.29)	\$ 600.00
Hunger Programs - Other	\$ -	\$ 1,150.00
Total Hunger Programs	<u>\$ 67.61</u>	<u>\$ 1,750.00</u>
Local Area Needs		
Out reach- Faith in Action	\$ 1,250.00	\$ -
Local Relief	\$ 6,700.94	\$ 3,000.00
Local Area Needs - Other	\$ (685.55)	\$ 3,000.00
Total Local Area Needs	<u>\$ 7,265.39</u>	<u>\$ 6,000.00</u>
United Action of SECT	<u>\$ 500.00</u>	<u>\$ 500.00</u>
Total Outreach Expense	<u>\$ 16,033.00</u>	<u>\$ 16,450.00</u>
Payroll - Gross	\$ 150,782.36	\$ 192,385.68
6560 - Payroll Expenses	\$ 9,605.96	\$ -
Total Direct Ministry	<u>\$ 331,938.31</u>	<u>\$ 403,329.92</u>

PROFIT & LOSS BUDGET PERFORMANCE - YEAR ENDING December 31, 2022 (cont.)

	<u>Jan-Dec 2022</u>	<u>Annual Budget</u>
Administration		
Subscriptions	\$ 3,329.08	\$ 3,000.00
Audit	\$ 6,000.00	\$ 6,000.00
Bank Service Charge	\$ 1,452.61	\$ 2,000.00
<u>Local Administrative</u>		
Office Expenses		
Office Supplies	\$ 4,152.04	\$ 2,000.00
Office Postage	\$ 462.73	\$ -
Office Furniture	\$ 832.66	\$ -
Office Equip Lease	\$ 3,731.34	\$ 3,500.00
Office Expenses - Other	\$ 35.00	\$ -
Total Office Expenses	<u>\$ 9,213.77</u>	<u>\$ 5,500.00</u>
Emergency Fund	\$ -	\$ 3,800.00
Insurance	\$ 20,663.06	\$ 25,000.00
Landscape Committee	\$ -	\$ 1,000.00
Maintenance Committee	\$ 4,157.85	\$ 3,518.00
Maintenance Service	\$ 44,180.72	\$ 40,950.00
Safe Conduct	\$ 64.25	\$ 400.00
Security	\$ -	\$ 750.00
Sextant Supplies	\$ 3,649.92	\$ 3,500.00
Stewardship Committee	\$ 41.43	\$ -
Technology Committee	<u>\$ 7,926.82</u>	<u>\$ 1,020.00</u>
Total Local Administrative	<u>\$ 89,897.82</u>	<u>\$ 85,438.00</u>
Payroll Taxes	<u>\$ 11,410.14</u>	<u>\$ 14,755.76</u>
Total Administration	<u><u>\$ 112,089.65</u></u>	<u><u>\$ 111,193.76</u></u>
Total Expenses	<u><u>\$ 444,027.96</u></u>	<u><u>\$ 514,523.68</u></u>
Net Income	\$ 65,024.25	\$ (35,730.68)

RESTRICTED FUNDS

AS OF 12/31/2022

Restricted Funds:

ARPA- Grant Deferred Maint.	\$	15,200.00
Audiovisual Equip - Cookbooks	\$	343.66
Bell Choir	\$	154.00
Beckwith Bequest - CE	\$	24,188.53
Beckwith Bequest - Old Stone Burial	\$	38,871.36
Emergency Fund	\$	6,227.92
Flowers	\$	726.60
Heifer	\$	60.00
Flowthru	\$	2,532.10
Labyrinth	\$	995.00
Memorial Fund	\$	61,571.19
Memorial Garden	\$	6,946.92
Music & Worship Arts	\$	1,607.84
NCC Youth Fellowship	\$	9,561.81
Old Stone Burial Ground	\$	26,005.79
Operation Love	\$	1,000.00
Spiritual Direction - Staff Development	\$	10.00
SERRV	\$	146.60
Website	\$	148.22
Total Restricted Funds	\$	196,297.54

2023 NCC BUDGET (FOR APPROVAL)

Income	2023
Pledges	114
As Needed	\$404,483.00
Youth Fellowship	\$1,500.00
Subtotal Pledges	\$405,983.00
Loose Offering	\$25,000.00
NCCCC Reimbursement	\$12,000.00
Invested Funds	\$1,200.00
Special Offering	\$3,000.00
Gifts	
Fundraising	\$20,000.00
Church Use Fees (Use of Building, Church Service Fees)	\$500.00
Reserve	\$34,267.89
Total Income	\$501,950.89
Fixed	
Direct Ministries	\$58,759.00
Ministry Support	\$95,639.00
Ministerial Expenses	\$347,552.89
Total Fixed Expenses	\$501,950.89
Requested	
Requested Expenses	\$211,997.00
Ministerial Expenses	\$347,552.89
Total Requested Expenses	\$559,549.89
Total Unfunded Expenses	(\$57,599.00)

2023 NCC BUDGET Detail

Expenses	2023 request	
	Fixed	Requested
Direct Ministries		
Burial Ground Maintenance Committee	\$1,600.00	\$1,900.00
Christian Education Committee	\$3,100.00	\$7,250.00
Communications Committee	\$105.00	\$105.00
Conference Fees		\$500.00
Diaconate Board		
—Parish Life Ministries	\$300.00	\$1,175.00
—Worship Team	\$1,705.00	\$1,705.00
Library		
Music and Worship Arts Committee	\$2,293.00	\$3,793.00
Open and Affirming/Reconciling		\$1,200.00
Pastor-Parish Relations Committee		
Security		\$750.00
Denominational responsibilities	\$7,700.00	\$22,000.00
Faith In Action / Outreach Committee	\$2,000.00	\$25,000.00
Utilities		
—Telephone	\$5,156.00	\$5,156.00
—Electric, oil, propane and water	\$23,800.00	\$23,800.00
—C-PACE	\$11,000.00	\$11,000.00
Total Direct Ministries	\$58,759.00	\$105,334.00

2023 NCC BUDGET Detail (cont.)

Expenses	2023 request		
	Fixed	Requested	
Ministry Support			
Bank Service Charge	\$2,000.00	\$2,000.00	
Church Historian			
Emergency Fund	\$3,000.00	\$3,000.00	
Endowment Committee			
Insurance	\$25,000.00	\$25,000.00	
Landscape Committee	\$1,000.00	\$3,500.00	
Property/Maintenance Committee	\$3,518.00	\$10,050.00	
Maintenance Service	\$40,950.00	\$40,950.00	
Nominating Committee			
Office Equipment Lease	\$3,500.00	\$3,500.00	
Office Supplies	\$4,000.00	\$4,000.00	
Subscriptions	\$3,000.00	\$3,000.00	
Safe Conduct			
Sexton Supplies	\$3,500.00	\$3,500.00	
Staff Development		\$1,000.00	
Stewardship Committee	\$400.00	\$400.00	
Technology Ministry Committee	\$1,848.00	\$2,840.00	
WiFi upgrades	\$3,923.00	\$3,923.00	
Consultant		\$6,000.00	
Audit		\$8,000.00	
	Total Ministry Support	\$95,639.00	\$106,663.00
	Total Expenses	\$154,398.00	\$211,997.00

Ministerial Expense Details

Pastor

Salary	\$	91,498.00
Salary in lieu of Social Security	\$	7,459.00
Housing Allowance	\$	6,000.00
Annuity/Pension	\$	13,650.00
Life and Disability Ins	\$	1,462.00
Dental	\$	531.00
Travel	\$	2,400.00
Professional Expenses	\$	2,100.00
Total	\$	125,100.00

Pastoral Care Assistant

Salary	\$	41,600.00
SS + Medicare	\$	3,182.40
Total	\$	44,782.40

CE/Youth (lay positions begin 2/1/23)

CE/Youth beginning 2/1/2023	\$	18,333.33
SS + Medicare	\$	1,402.50
Total	\$	19,735.83

CEYM

Salary	\$	4,241.80
Severance	\$	10,473.98
Health insurance	\$	2,614.50
Flexible Spending Account	\$	41.67
Social Security	\$	1,125.76
Total	\$	18,497.70

Communications & Office Manager

Salary	\$	51,280.00
instead of health insurance	\$	1,200.00
SS + Medicare	\$	4,014.72
Total	\$	56,494.72

Ministerial Expense Details (cont.)

Support Ministries

Financial Secretary	\$	7,800.00
Bookkeeper	\$	7,995.00
Childcare	\$	4,680.00
Social Security	\$	1,566.34
Support Ministries Subtotal	\$	22,041.34

Worship Ministries

Music Minister/Choral Minister	\$	25,000.00
Organist/Collaborative Artist	\$	20,000.00
Bell Choir Director	\$	5,036.00
Gospel Choir Director	\$	2,000.00
Gospel Choir Conductor	\$	1,100.00
Social Security	\$	4,064.90
Supply preacher	\$	2,500.00
Substitute Organist	\$	1,200.00
Worship Ministries Subtotal	\$	60,900.90

Ministerial Expenses Total \$ **347,552.89**



NCC Children's Center Proposed Budget 2022-2023

School Year ONLY (42 weeks) APPROVED 3/28/22

INCOME

Infant/Toddler

Tuition Rate	# of Weeks	# of Students		
\$ 300.00	42	6	\$ 75,600.00	
\$ 230.00	42	4	\$ 38,640.00	
\$ 155.00	42	0	\$	
			<u>\$ 114,240.00</u>	<u>\$ 114,240.00</u>

Preschool

Tuition Rate	# of Weeks	# of Students		
\$ 270.00	42	6	\$ 68,040.00	
\$ 200.00	42	2	\$ 16,800.00	
\$ 135.00	42	2	\$ 11,340.00	
			<u>\$ 96,180.00</u>	<u>\$ 96,180.00</u>

Tuition Total \$ 210,420.00

Fees \$ -

Summer Program Revenue \$ -

Cost of Discounts (\$ 8,694.00)

Income Total \$ 201,726.00 \$ 201,726.00

EXPENSES

Salaries	\$ 148,008.00	
Overtime	\$ 500.00	
	\$ 148,508.00	\$ 148,508.00
FICA 6.2%		\$ 9,207.50
Medicare 1.45%		\$ 2,153.37
Payroll Total		<u>\$ 159,868.86</u>

Direct Expenses

Annual Family Events	\$ 250.00	Outdoor events (art show, graduation, etc.) SCHEDULED FOR OCTOBER, DECEMBER, MAY, JUNE
Class Furniture	\$ 1,000.00	Necessary updates are minimal for upcoming year
Class Supplies	\$ 1,000.00	Art materials, new toys, etc.
Consumables	\$ 1,000.00	Paper plates, cutlery, cleaning supplies
Continuing Education	\$ 750.00	First Aid, CPR, Med Admin, etc. SCHEDULED FOR MARCH
Miscellaneous/Discretionary	\$ 407.14	Unexpected costs/at Director's discretion
Nurse	\$ 2,100.00	Weekly visit at \$50 per hour
Pension Contribution	\$ 1,000.00	No staff currently enrolled but this was past annual avg
Playground	\$ 5,000.00	Grants and fundraisers will be added
Repairs & Maintenance	\$ 1,000.00	Plumbing, door locks, etc.
Workman's Comp	\$ 6,000.00	Avg paid to church SCHEDULED FOR DECEMBER
NAEYC	\$ 550.00	Annual fee SCHEDULED FOR AUGUST

NCC Children's Center Proposed Budget 2022-2023 (cont.)

School Year ONLY (42 weeks) APPROVED 3/28/22

Indirect Expenses

Advertising	\$ 100.00	Occasional Indeed ads (camp counselors, subs, etc.)
License Fees	\$ 500.00	No annual fee due in March 2023 but need allocated funds for updates in response to potential citation
Website	\$ 150.00	Switched to annual payment SCHEDULED FOR MARCH
Membership Renewals	\$ 1,000.00	QuickBooks, Adobe, etc. (some annual, some monthly)
NCC Rent/Utilities	\$ 12,000.00	Paid to church in \$3000 increments SCHEDULED FOR JANUARY, APRIL, JULY, OCTOBER
Office Supplies	\$ 500.00	Paper, ink, folders, etc.
Staff Incentives	\$ 6,000.00	Includes \$250 quarterly bonuses and approx. \$1000 for other incentives (accreditation incentives, etc.) SCHEDULED FOR SEPTEMBER, DECEMBER, MARCH, JUNE
Parent Communication App	\$ 450.00	Billed monthly at \$2.25 per child for 20 children
Postage & Delivery	\$ 100.00	Annual avg
Telephone/Internet	\$ 1,000.00	
Expense Subtotal	\$ 41,857.14	\$ 41,857.14
Expense Total	\$ 201,726.00	\$ 201,726.00
Center Profit		\$ (0.00)

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nccchildrenscenter.com

170 Pennsylvania Avenue

Niantic, CT 06357



NOMINATING - 2023

Church Governance & Ministry Teams

Niantic Community Church 2023 Officers

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

Administration - Personnel, Safe Conduct, PPRC (pastoral relations), Nominating

- **Leader – Judy DeVey**
- Associate Leader – Cheri Meier
- Personnel – Judy DeVey
- Safe Church – Pam McCauley
- PPRC – the interim pastor search team will serve as an ad hoc PPRC
- Nominating – Gail SanJuan

Operations - Worship Team, Music/Worship Arts, Communications, Children’s Center

- **Leader – Terri McTigue**
- Associate Leader – Linda Helvig
- Worship Team – Carolyn Lombardo
- Music – Nan Rigdon
- Children’s Center – Linda Helvig
- Communications – Jen Datum
- Communications and Office Manager (staff) – Theresa Cleary

Justice, Education, and Fellowship - Outreach, United Action, OAR, Christian Education and Parish Life Ministries

- **Leader - Kathy Leindecker**
- Associate Leader – Nancy Hunt
- PLM – Jeannette Woodworth and Joanne Moore
- Outreach – Ron Johnson
- United Action – Ocean Pellett
- OAR – Carolyn Carter
- Christian Education – Marsha Swan
- **CEYM staff - VACANT**

NOMINATING – 2023 (Cont.)

Church Governance & Ministry Teams

Property Management and Technology - Property & Maintenance, Accessibility, Physical Security, and Technology

- **Leader – Craig Woody**
- **Associate Leader – VACANT**
- Property Management – Craig Woody
- Accessibility – Joanne Moore
- Technology – Dick Robinson, Rich Thomson
- Security – Craig Woody

Financial Resources - Finance, Stewardship, Capital Campaigns

- **Leader - VACANT**
- **Associate Leader – VACANT**
- Finance – Sharon Kittel and Sue Smith
- Capital Campaigns – **VACANT**
- Stewardship – Ralph Bates
- Financial Secretary (staff) – Ted Montgomery
- Bookkeeper (staff) – Robin Goldschlager

Church Legacy - Endowment Fund, Memorial Fund, Old Stone Church Burial Ground, Memorial Garden, and Historian

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

Ron Johnson, Carl Putnam and Ellen Ashburn are members of the **UMC Constituent Board of Trustees**. This Board administers the income and/or proceeds from any Church property, trust fund, or other asset, title to which has not passed to the Niantic Community Church. These are not elected positions.

(Minutes were approved at the quarterly Congregational meeting on 3rd April 2022)

Niantic Community Church, Inc.

2022 Annual Meeting Minutes

January 30, 2022

Call to order

Kathy Leindecker, NCC President, called the meeting to order at 10:40 AM after a photo album presentation of NCC activities in 2021. She read the members and duties of the UMC Constituent Board of Trustees into the annual report.

Jen Datum provided Zoom procedures and voting rules to the congregation. All attendees were informed that the meeting would be recorded on Zoom.

Notice of Call

The notice of call was read by Jonathan Dean, Clerk, to announce the meeting. There were approximately 105 congregants present, a quorum was met according to NCC Constitution which requires at least 50 members.

Invocation and Notice of UMC Charge Conference

Reverend David Calhoun, District Superintendent of the UMC Conference, gave the invocation. Rev Calhoun reported to the congregation about the future of the UMC. Rev Calhoun stated there will be upcoming meetings to discern whether they split as an organization in the summer. The church will probably split as the topic of LGBTQIA inclusion is dividing the body. Rev. Calhoun asked for prayers for the church as they journey through the meetings this coming summer.

In Memoriam

A video presentation was presented to the congregation of those who passed into God's loving arms this past year. The congregation were led in song with a verse of 'For All the Saints', in their memory and honor.

Clerk's Report

Minutes prepared by Jonathan Dean, Clerk of last year's annual meeting and the two congregational meetings were offered for review prior to the meeting.

Motion to approve the minutes from last year's annual meeting and two special congregational meetings.

John Parker motioned; Hal Robb seconded the motion.

All meeting minutes were approved with one abstention, no oppose.

(Minutes were approved at the quarterly Congregational meeting on 3rd April 2022)

The Clerk's report was read by Jonathan Dean.

John Parker **motioned to 'Accept the Clerks report as written'**, Thom Moriarty seconded the motion.

Clerk's Report was approved with one abstention, no oppose.

Presentation of the 2021 Financial Reports

Ray Deconto reported on the 2021 financial report. In 2021 we did an amazing job! The church received 101.7% of pledges. Actual net income is \$50,423 more than budgeted spending due to additional pledges in 2021.

Motion 'to approve the 2021 financial reports' (as corrected) Ray Deconto, Carol Donovan seconded the motion

Questions from the congregations were answered by the financial management team. Three corrections were made to the 2021 financial report. (Corrections made to the annual report: Note 4 on page 46 was updated to reflect the wording in the Endowment Fund charter; deleted the word 'TEMPORARILY' in the heading 'TEMPORARILY RESTRICTED FUNDS' on page 50; Utility expenses on page 48 – water bills for the church and parsonage were assigned incorrectly, the actual water usage for the church was \$1048.87 and \$461.89 for the parsonage. This bookkeeping error was discovered after the annual meeting.)

The 2021 Financial Report was approved with one abstention, no oppose.

Presentation of the 2022 Budget for Approval

Ray DeConto presented the 2022 budget to the congregation. This year's pledges are down, and we have a shortfall of \$35,081 in the proposed 2022 budget. The church currently has a cash reserves of \$133,315.

Motion: 'to accept the 2022 budget by applying \$35,081 from our reserves'. Ray DeConto motioned, Stephanie Chan seconded.

Questions were asked by the congregation regarding the realism of expected income from loose offering and fund raising.

Motion carried: those in favor: 69, oppose 16, abstain 2

The Parsonage Statement related to IRS code was read to the congregation by Kathy Leindecker.

(Minutes were approved at the quarterly Congregational meeting on 3rd April 2022)

Presentation by the Nominating Committee for Approval

Gail SanJuan gave many thanks to the previous year's volunteers and officers. She presented the nominations for 2022 officers and Ministry team leaders to the congregation.

Gail motioned '**To accept the officers and team leaders as presented**', Hal Robb seconded.

Questions were asked by the congregation and were addressed.

Motion carried unanimously.

The 2022 Church Officers are:

President: Frank Chan

Vice President: Peg Herzberg

Treasurer: Elizabeth Buhler

Clerk: Jonathan Dean

Voices of the Congregation

The congregation was afforded the opportunity to comment and make their joys and concerns known.

President's Closing Remarks and Introduction of the New President

Kathy Leindecker acknowledged and gave much thanks to those stepping down from their church positions.

The new church president, Frank Chan, gave a short remark and presented a gift to Kathy Leindecker for her service to the Niantic Community Church.

Adjournment

John Parker motioned to adjourn, Stephanie Chan seconded. A hand count was given to adjourn the meeting. The meeting adjourned at 11:58 am.

Pastor Stephanie Haskins gave a closing prayer.

The congregation was led in song by the Chancel Choir singing 'Blest be the Tie That Binds'.

Respectfully submitted

Jonathan Dean, NCC Clerk

Blest Be the Tie That Binds

1. Blest be the tie that binds our hearts in
2. Be - fore our Fa - ther's throne we pour our
3. We share each oth - er's woes, our mu - tual
4. When we a - sun - der part, it gives us

Chris - tian love; the fel - low - ship of
ar - dent prayers; our fears, our hopes, our
bur - dens bear; and of - ten for each
in - ward pain; but we shall still be

kin - dred minds is like to that a - bove.
aims are one, our com - forts and our cares.
oth - er flows the sym - pa - thiz - ing tear.
joined in heart, and hope to meet a - gain.

WORDS: John Fawcett, 1782
MUSIC: Johann G. Nægeli; arr. by Lowell Mason, 1845

DENNIS
SM