

**The First
Congregational Church
of Old Lyme**

2017 ANNUAL REPORT



THE FIRST CONGREGATIONAL CHURCH OF OLD LYME

ANNUAL MEETING
Sunday, January 28, 2018
12:15 pm

AGENDA

1. Invocation The Rev. Joan W. Priest
2. Call to the Meeting Greg Hack, Assistant Clerk
3. Approval of the Minutes of the January 2017 Annual Meeting
4. Reports of Church Officers, Boards and Committees:
 - a. The Ministers
 - b. Church Clerk Joan May
 - c. Board of Deacons Scott Mahon
 - d. Board of Stewardship Mike Long
 - e. Board of Youth Education Lori Kolar
 - f. Board of Adult Education David Ogle
 - g. Board of Missions Jen Hall
 - h. Board of Music & Arts Carleen Gerber and Janet Funke
 - i. South Lyme Union Chapel
 - j. Ladies Benevolent Society Jane Marolda
 - k. Board of Trustees Dave Long
 - l. Treasurer Bob McCracken
5. Adoption of the 2018 Budget Jonathan French and Bob McCracken
6. Election of Officers, Board Members and Deacons Emeriti Mike Gentry
7. Old Business
8. New Business /Additions to the church By-Laws Mike Gentry & Dave Long
9. Adjournment & Benediction The Rev. Dr. Steven R. Jungkeit

*The image on the cover is a photograph by photographer
Shauma Dai of our 2017 Christmas Pageant.*

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Minutes of the Annual Meeting, First Congregational Church of Old Lyme, January 29, 2017

The meeting was called to order by Bruce Anderson, Chair of the Church Council, at 12:20 PM. This was followed by the Invocation, given by Reverend Joan Priest.

Gregory Hack, the Assistant Church Clerk, made the Call to the Annual Meeting, stating that the purpose of the meeting is as follows:

- To receive the reports of the ministers, boards and committees of the church, and the church officers for 2016
- To approve the budget for the year 2017
- To receive and approve the report of the nominating committee
- To elect officers and board members for the coming year
- To conduct such old and new business as brought before the Congregation

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

Bob McCracken moved to waive the reading of the minutes from the 2016 Annual Meeting, as the minutes were printed in the Annual Report. The motion passed, and the minutes of the 2016 Annual Meeting were approved.

Individual reports were then presented. All those offering reports referred to the printed reports that appear in the 2016 Annual Report.

Steve Jungkeit, Senior Minister: Read portions of a poem "how firm a foundation" and remarked on our Church's 351 years of ministry. Steve spoke of the Syrian refugee family in our community, how they have been welcomed, and their friendship. He contrasted this to the current trends in the world. The Church is solid as a rock, a stone foundation in our community. Steve is thankful to ministers, staff, and other church members---it is a true privilege to serve here, as it is a place of grace and hospitality.

Joan Priest, minister of visitation, has been here just over a year. Steve and Carleen are wonderful to work with. Referred to all of the ministers' reports to discuss what they've been up to.

Joan May, Church Clerk, keeps the official statistics for the church. The membership over the past year has been stable, but declined slightly, from 866 to 845 members at the end of 2016.

Board of Deacons, Scott Mahon. The Deacons want the Church to be as welcoming as possible. The Deacons deliberate over spiritual direction of the church. Syrian refugees important. The Deacons have sought new ways to reflect our open and affirming vision of the Church, and who we are as a Church.

Barbara Smith, Stewardship. To date the 2017 Stewardship campaign has yielded \$597,000 in commitments, which represents 95 % of the stewardship goal of \$630,000. Please join us as investors and shareholders in the church. The 2016 campaign realized \$626,362 in commitments from 384 members and friends. This set an all time record for the church. The 2017 campaign has been more challenging, with the recent passing of some of our largest donors. Thank you to Joanie May as our volunteer "employee" who works closely w stewardship.

Board of Youth Education---Lisa Doggart. Theme this year is "Fruits of the Spirit". Lisa discussed the many activities of the year that have engaged the youth in "God's Neighborhood".

Adult Education, Wendy Rieder. Adult Ed presentations have included environmental and missions activities, and keep up with the issues of the day, including criminal justice, health, etc.

Board of Missions, Fred Behringer. The Board has tried to align disbursements with the goals and visions of the church. Board members have visited many partners. Wheels of justice tour, diaper bank, refugees, doctors without borders, Haiti. Of the \$87,000 in disbursed funds, 20% went to the UCC, 34% went to local charities, 18% supported Church partnerships, and 17% supported educational opportunities related to mission work. Fred thanked Carleen and Leslie Anderson for their work throughout the year.

Music and the arts, Janet Funke. Many wonderful musical events over the past year. A very successful art show and reception included over 60 artists from our community.

South Lyme Chapel, Christine Caton. Christine is the minister at the Chapel. The Chapel has roughly 20 members, typically 12-15 attend services each week.

Ladies' Benevolent Society, Jane Marolda. Jane celebrated the long history of the organization (200+ years) and the White Elephant Sale (80+ years). The WES had its most successful year ever, with net sales of over \$80,000. Please come out to volunteer!!

Trustees, Allison Hine. Allison discussed the Trustees' role in caring for church property and the financial management of the church. The church endowment gave \$96,000 to the annual church budget, and the church received an anonymous gift of \$100,000 to help start the new Church Preservation Fund. The value of the endowment currently stands at \$2.2 million.

Bob McCracken gave the Treasurer's report. The Church ended up with an operating surplus for 2016 of \$9,154.92. Total revenues approximately \$4,000 under budget, expenses \$13,000 under budget. Christian Ed expenses were under budget. Bob expressed thanks to Mo Anctil and Tom Kratzert for their construction work. Bob gave thanks to all the Church employees and volunteers, who are such a pleasure to work with.

Bob McCracken then presented details on the 2017 budget, for Steve Brinkman. The budget committee puts the budget together, with input from all the various entities of the church. The 2017 budget increases revenues up to \$818,045, reflecting an increase in contributions from endowment, not stewardship. Significant changes in the ministers accounts. Modest increase planned for Steve. Carleen is lower since she is planning to reduce her time, and new line appears for a new associate minister. Bob gave many thanks to Carleen for her years of service, as she plans to reduce to part time work. Church office budget up due to new website and computer system.

The 2017 Budget was unanimously approved.

Bruce Anderson presented the Nominating committee report. Scott Mahon presented Leslie Shaffer and Hildegard Rennhard as Deacons Emeriti. The slate as presented was approved.

Steve Jungkeit then closed with the benediction. The Congregation sang the first two verses of "How firm a foundation".

Meeting adjourned at 1:30 pm

Respectfully submitted, Gregory A. Hack, Assistant Church Clerk

Minutes of the Special Congregational Meeting, First Congregational Church of Old Lyme, February 26, 2017, Scott Mahon called the meeting to order at 12:18 pm

The Reverend Carleen Gerber gave the invocation.

Gregory Hack, Assistant Clerk, made the call to the Special Meeting, stating that the purpose of the meeting is as follows:

The purpose of the meeting shall be to discuss and inform the Congregation on the refugee resettlement program of the Church, and to vote on a proposal by the Board of Trustees and Ministers for the purchase of a residential property in Old Lyme.

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

Steve Jungkeit, Senior Minister, provided background:

Steve discussed the ongoing challenges for Syrians over the past few years, and the joys of other refugee families who have settled in our community. At the national level there are concerns that refugee programs will be cut back or shut down.

The time has come to purchase a property in our community. The Church has received gifts of \$160,000 from anonymous donors to purchase a refugee resettlement house, for use in perpetuity. A house was identified in the Rogers Lake area. A bid was placed, and the selling price was ultimately agreed to at \$180,000. An anonymous donor covered the other \$20,000 to facilitate the purchase. Some work will need to go into the house. The house is a CASH purchase--no mortgage will be necessary. Some minor rental income will also come in as a result.

The new property as proposed will be under the purview of the Property Committee. We will need to have a budget item for upkeep of the house. Rent will offset expenses to some extent.

A motion was made by Bob McCracken to purchase the house as described for the refugee resettlement program, at the selling price of \$180,000.

Following some discussion, Bob then called the question. The vote was unanimously in favor of making the purchase—**MOTION APPROVED.**

Steve gave the benediction, and the Meeting adjourned at 12:40 pm

Respectfully submitted, Gregory A. Hack, Assistant Clerk

Annual Report of the Senior Minister
But we have this treasure in clay jars...
-2 Corinthians 4: 7

Dear Friends,

One of the discoveries Rachael and I made this past year (along with a great many of you, if my conversations about it are any reflection) is the Netflix series *The Crown*, tracing the long tenure of Queen Elizabeth in Great Britain. It begins in the early 50's, just as Winston Churchill was serving his final years as Prime Minister. John Lithgow is wonderful as the aged PM, electrifying every moment he's on screen. What I love best about the show are the interactions between the young queen and the old statesman, as he tutors her in the details of her new and overwhelming role. I admire his passion for the details and depth of statecraft. I love that the internal workings of the institution of governing, no matter how tedious, actually matter. Profoundly flawed though they may be, all the arcane rituals and traditions of the state are shown to contain something profound, deserving of care, and requiring passionate thought and nurture.

In a time when cynicism about institutions is being exploited, the depiction of Churchill in *The Crown* might also be understood as a parable of the church, and for the church. I can think of a thousand reasons to critique the church as institution (critiques that deserve to be leveled). But I also believe there is a powerful core that deserves to be preserved, nurtured, and furthered. I believe, as the Apostle Paul puts it, that we have a treasure in the stories and teachings of Jesus, the prophets and the apostles. It's a treasure that shapes and guides us, especially in turbulent historical and personal moments. It's contained in an imperfect vessel, but nonetheless, we do have this treasure.

I can think of few better ways to sum up the previous year in the life of our congregation than to say that we have a profound treasure at the First Congregational Church of Old Lyme. We are indeed a fragile, clay pot, imperfect in ways that we may not even imagine. Nevertheless, we have this treasure. The treasure is the living Spirit that moves among us. The treasure is the stories and teachings contained in the Scriptures. The treasure is the long lineage of faith and struggle throughout theological history. The treasure is the profound moments of revelation that can and do occur in our lives. The treasure is the legacy of social witness provided by theologians and ministers in the abolitionist movement, the women's suffrage movement, the social gospel movement, the Civil Rights movement, the liberation theology, and on and on. It's the history of our congregation, and its adventures in theological and cultural exploration. And it's the ordinary moments of grace and understanding that ground our lives together. However imperfectly expressed or understood, however earthen the vessel may be, we have this treasure.

Treasures are meant to be used, not hoarded. That's why we have such an active congregation, investing ourselves near and far. But it's also why, over the past year, we've intensified our efforts toward creating a culture of hospitality in our congregation, and in Old Lyme more broadly. That work has taken several forms. In years past, it meant welcoming the Hamou family, and many among us continue to be enriched by our friendship with the Hamous. This past year, it involved purchasing a house on Rogers Lake, to be used for the resettlement of refugees in perpetuity. It involved declaring ourselves a sanctuary congregation, which entailed an immense amount of preparation. It involved our signs, announcing what we take to be true in an inhumane moment of history. It involved responding to a local individual need, and promising to accompany that individual to countless hearings. It involved receiving Mariano Cardoso into sanctuary in December, and the profoundly moving experience of

befriending that family after the court issued a stay of removal. And in the last days of December, it involved receiving the Colon family from Puerto Rico, climate refugees following the devastation of Hurricane Maria. Treasures are meant to be used, not hoarded. I'm so proud to be a part of a community that understands the treasures entrusted to it, and uses them to relieve human pain. We can all be proud to be part of such a place, an imperfect, flawed, clay pot though the First Congregational Church of Old Lyme certainly is.

We're living through what feel like extraordinary times, and we're doing our best to respond to the times as people of faith and conscience. But the ordinary work of being a community of faith continues. We marry. We grieve the loss of those we love. We visit one another in times of confusion or sadness. We eat together, and worship together. We sing with one another, study the Bible and other books with one another, travel together, and pray together. We mount enormous sales in the summer time, and in December too. We do it all because we possess a great treasure in the Gospel of Jesus.

I don't know what 2018 will bring, though I'm privy to a few important things. I know that Laura Fitzpatrick-Nager will shortly begin her work with us as our new senior associate minister, and I know that Carleen will be reducing her workload to part time in the middle of the year. I know that Tom McDermott will be returning to Old Lyme for another concert the Sunday after Easter, joined this year by Tom Piazza, a renowned novelist and music critic, whose novel *City of Refuge* has shaped my imagination of hospitality. I know that we'll continue our sanctuary work, our refugee work, and all of our important mission partnerships. And I know we'll worship with one another Sunday by Sunday, always recalling the treasure that is ours, contained though it is in a clay pot. We will, in other words, continue to live the message of Jesus, doing our best to retain our humanity, wisdom, and vision through a demoralizing moment. We won't lose hope.

In this moment of cynicism about institutions and human capacities, I hope we'll continue to be those who sense the treasures that we at the First Congregational Church of Old Lyme have been bequeathed. In the coming year, I hope we'll have the courage to use those treasures, rather than hoarding or hiding them. I hope we'll continue to respond to a demoralizing moment with the courage, creativity and faith in the future that has been given to us. I hope we'll retain the capacity to stay human.

I remain grateful to be in this journey with all of you. Thank you for all that you do to make FCCOL a beacon of hope in a fractured world.

In faith and love,
Steve

Annual Report of the Senior Associate Minister For the year 2017

As always seems true, the year 2017 was another busy one in the life of this community of faith. I am grateful to this congregation for its steadfast commitment to outreach mission and justice work both locally and in the wider world.

David Good and Mary Tomassetti continue to do wonderful work with our Tree of Life ministry. Their energy and passion inspire us all. They continue to expand the educational programs that are carried forth to communities in other places, telling the important stories that need to be told. The prophet Amos said, “Let justice roll down like the waters.” The Tree of Life work helps us engage in the moving of, it seems, torrents of water moving.

We were fortunate to have had another trip to our partner Green Grass community on the Cheyenne River Sioux Reservation in June. Steve, Stephanie Kenny and Mary Tomassetti led and coordinated that trip in June. A wonderful Morning Star camp program enabled the youngsters of both Green Grass and Old Lyme to enjoy experiences together and build bridges of understanding and friendship. The steadfast commitment of a hearty group within this faith community has enabled the Green Grass Partnership to thrive for over thirty years now.

Becky and Ted Crosby took another group of our church’s teenagers to Haiti in the Spring, which was a wonderful experience for all. Our SPF members continue to be very interested in this program. Some of our youth have been so committed that they return to Haiti multiple times during their high school years. This is a wonderful opportunity for them to develop an understanding of a culture very different from our own, and to experience the riches of Haitian fellowship. We look forward to more opportunities in the future.

Our partnership with the Shoreline Soup Kitchens continues to enable us to house the largest meal site and food distribution center in our 17-town region. A lively group of volunteers are at work every Thursday, Friday and Saturday in our own basement area to stage and staff this wonderful program. Julie Kuja and her team continue to orchestrate a monthly meal at the large and critically important New London Meal Site.

Our congregation has a deep commitment to the Homeless Hospitality Center in New London. We collect clothing for them at Christmas time, and several of our members’ volunteer there regularly. Fred Behringer is there working in hospitality every Wednesday night! This past Christmas we also raised money – nearly \$1,000 – to help in the refugee crisis on the island of Lesbos, in response to a sermon given in November by Abigail Cipparone.

I hope you will take the time to read the comprehensive report of the Board of Missions which will make very clear the breadth of our mission work. I am thankful for the leadership Jen Hall has given to this board.

There are hundreds of volunteers working tirelessly and generously to sustain a network of mission engagement of which we can all be very, very proud. We are, literally, a priesthood of believers, and I thank each and every one of you who have served the mission and work of this church with such dedication. We are, to borrow from Koinonia’s Clarence Jordan, a “Demonstration Plot for the Kingdom of God.”

Continued

I have enjoyed working alongside Lisa Daggart to design and implement the programs for “God’s Neighborhood” Sunday School. We are very fortunate to have Lisa’s creative imagination and her generous spirit of inclusion. She has made it possible for our teenagers to assist in teaching the younger children on Sundays; which has proven to be an extra incentive for them to be present Sunday mornings! The energy we witness in the Sunday School rooms each and every Sunday morning is a joy to behold. Mary Tomassetti assists Lisa, and our teachers are an invaluable resource. Rachael Jungkeit has given the children the precious gift of her musical talents which the children have been able to share in multiple children’s sermons. The energy of our youth infuses all we do with hope for the future!

Pastoral care is an important part of our life together. Joan Priest helps us with home and hospital visitation, as well as assisting in our worship services. Steve and Joan and I, together, work as a team in all manner of visitation, but we continue to need the help of all our members and friends to notify us if there are needs of which we may not be aware.

Book Discussion groups, Bible Study, Adult Forums and various support groups help to knit us together as a community of faith, and strengthen the fabric of support we give to one another. We are grateful to Becky Crosby who volunteers to lead a weekly Bible Study group, and Martha Beaudoin who leads a number of book study groups during the year.

It is a privilege for me to work alongside the other members of our dedicated staff. Once again I conclude by saying that I hope and pray I have been able to minister to you, the members and friends of this congregation, with as much grace and compassion as you have shown to me and my family over many years.

Respectfully Submitted,
Carleen R. Gerber
Senior Associate Minister

Annual Report of the Minister of Visitation Annual Report 2017

It's been just over two years since I began my ministry here and can now say I know every rehabilitation center, retirement village, and nursing facility in the area where our church members reside or sometimes reside while recovering, and have visited nearly every homebound member of this congregation. It has been an honor to be able to enter into people's lives when they feel quite vulnerable, sometimes suffering pain or loss, sometimes facing very difficult decisions; and simply walk with them, pray with them, and be what we call a presence with them.

One of the most amazing parts of my ministry here has been convening the monthly Growing Through Grief Group and the Care-giver's Support Group. These two groups have become an incredible support system to one another, in and outside of the group setting, sharing sometimes very real and painful emotions while at other times expressing well-needed humor. As author Mark Landfried wrote, "One of the greatest blessings in life . . . is the gift of people who share with us the joys and sorrows of life, its laughter and its tears; who know the times when words of assurance and guidance are profoundly helpful, while knowing also the times when silence and simple acts of loving support are enough." I wish to thank church member Mary McGannon Kollman, who is a practicing psychotherapist in Essex, for volunteering her time to help me run these groups. Her insight and experience are very much appreciated.

This year I have also enjoyed participating in worship at least twice a month, preaching a couple of times in the summer and delivering a few Children's sermons. But my greatest joy is serving with this incredible staff. Steve with his passion and vision, and Carleen with her kindness and tremendous care of this congregation, have been an inspiration to me. Staff meetings have become a time of sharing joys and concerns, discussing the important issues of today, while attending to the work that needs to be done. It is also a joy to be a part of a congregation so compassionate about real issues as well as showing true fellowship with one another. It is a blessing to serve in this place.

Respectfully Submitted,
Joan Withers Priest
Minister of Visitation

SOUTH LYME UNION CHAPEL REPORT 2017

2017 brought unexpected changes to the South Lyme Union Chapel. The Rev. Christine Caton led Sunday services for the first two thirds of the year with the Revs. Barbara Hager and Rev Joan Priest serving while Christine attended conferences in Washington and Chicago. Later in the year Rebecca Francisco, a recent graduate of Princeton Theological Seminary served when Christine was in St. Louis and in Montreat.

Early in July, Christine informed us that she would be retiring from the ministry on August 27 because of health issues. Her two years with us were blessed with her fervent preaching and the congregation was disturbed at her news, but understood that she felt she could no longer do justice to the job.

Katrina Manzi, a recent graduate of Yale Divinity School, preached for three Sundays in September. We were very favorably impressed with her. Since she had recently been approved for ordination, she was looking for a full-time position.

Thomas Burke got in touch with us as soon as we advertised at Yale Divinity School that we had an opening for a part-time pulpit supply. Tom is a MDiv '18 and has a Bachelor of Arts in Religious Studies from Sacred Heart University. He's a former marine with service in Iraq and Afghanistan, currently President of the Yale Students Veterans Council and Chair of the Ivy League Veterans Council.

We were delighted when Tom agreed to serve us until graduation in the spring of 2018. His first Sunday with us was October 1; we are enjoying Tom's unique perspective and he is grateful for the experience of preaching in our little chapel.

In February the members hosted a luncheon at the Steak Loft for Marilyn and Marvin Schutt to recognize their long and faithful service to the chapel. They had recently moved from their home in Niantic to Mystic Masonicare.

Sandra Joncus replaced Marvin Schutt as first trustee, with Gayle Burlingham as second trustee. Sylvia Peterson accepted the position of third trustee. Karen Geisler and Stephen Joncus remained secretary and treasurer. David Littlefield is a substitute trustee.

Silvia and Larry Peterson organized another successful year at the WES food venue. Bea Minson and her family from the south, who show up every year to pitch in, are crucial.

Our mission work this year included donations to the New London Homeless Hospitality Center (\$400), Church World Service(\$85), New London Community Meal Center (\$150 cash, donated and purchased food (\$200) for the annual dinner in August served by FCCOL), One Great Hour of Sharing (\$125).

Sandra Joncus, first trustee

Tree of Life 2017 Partnership Report

Our Tree of Life March 2017 Journey welcomed 39 travelers in total, an incredibly diverse group of individuals including high school and college students; Muslim, Christian and Jewish participants. Some of our own congregants were part of the travelling group and others helped make this trip possible through generous donations. Several of our travelers are now active volunteers with Tree of Life and most are out spreading the word. Also, in September, a Trade Union delegation helped to strengthen solidarity between Trade Union organizations in Israel and Palestine and those in our country.

Through the year and around the northeast and afar, we brought 38 events, including programs, concerts and a film series to over 3,500 audience members. A **Nakba Tour** allowed us to hear the perspectives of two women from a refugee camp in Lebanon. Our **Traveling Encampment** – featuring a Bedouin Tent and a Tipi with Palestinian and Native American speakers helped audiences to understand the connection between the struggles for justice in indigenous communities. Our **Courageous Women of Resistance** event in October was a wonderful experience for audiences to learn from our speakers, Fayrouz Sharqawi (Palestinian) and Madonna Thunder Hawk (Lakota). We are grateful for all who came out and participated.

These educational opportunities also helped to pave the way for our congregation's ongoing leadership in advocacy efforts, including the sponsorship of a major resolution – **No Way to Treat a Child** -- that was overwhelmingly approved by the General Synod of the United Church of Christ.

Many of you know that, for years, sales of Palestinian organic olive oil have provided major support for the Tree of Life scholarship fund, and for the producing farmers. Together, we imported and distributed about two tons of olive oil just in 2017! It brought almost \$15,000 in olive oil sales directly to our scholarship program, and almost \$5,000 in sales of artwork, ceramics and glass, olive-wood carvings, olive oil soap, and za'atar, the traditional Palestinian spice. These sales not only help to support our Palestinian brothers and sisters economically, but also help to share the story and raise awareness. Many thanks for your continued support.

This year, the Christmas holiday “pop-up” store sponsored by FCCOL's three major mission partnerships (Haiti, Palestine and the Green Grass Lakota Reservation in South Dakota) moved to a new location in Old Saybrook. Those three weekends brought a new audience (that likely has not found us before on Halls Road) and our best-ever sales, including \$1670 for olive oil, and \$2603 for other Palestinian products and crafts. Thanks to the volunteers who kept the store open and telling the story of our collective mission work!

In 2017, ToLEF provided scholarships to nine students, six attending Bethlehem University and 2 attending Al Quds University; six of the nine graduated in June 2017. Through the guidelines adopted by our Tree of Life Scholarship Committee, chaired by Becky Crosby, we provide funding for the scholarship programs of Middle East Children's Alliance (MECA) which supports Gaza students and Al Rowwad, supporting students from the West Bank. These two organizations handle the selection and award processes.

The work we do is not possible without a strong congregation standing behind this ministry. We are grateful for all of you who make this possible.

With gratitude and hope for a more Just and Peaceful world,
Mary Tomassetti, Executive Director, ToLEF
Nick Westbrook

BOARD OF DEACONS
2017 Annual Report

The Board of Deacons oversees the spiritual and devotional life of FCCOL and promotes Christian fellowship. We carry these responsibilities out in a variety of ways, including serving Communion, ushering, assimilating new members, organizing coffee hours, and supervising several church boards and committees. Deacons serve as liaisons to the Boards of Youth and Adult Education, Missions, and Music and the Arts, and we thank their members for welcoming us throughout the year.

Our individual responsibilities during 2017 were as follows:

Secretary	Elizabeth Nocera
Board Liaisons:	
Church Council	Scott Mahon
Refugee Resettlement Committee	Faye Richardson / Scott Harris
Youth Education	Susan Lang
Adult Education	Mary Charlton
Missions	Deborah Butler
Music and the Arts	Julie Martel
Membership	Scott Mahon
Communion	Scott Mahon
Memorial Garden	Jane Stubenbord
Hospitality	Lee Whitaker
Communications	Stephanie Kenny
Ushers Coordinator	
9:00 AM	Deacon on Duty
11:00 AM	Julie Martel

In 2017, the First Congregational Church of Old Lyme has wrestled with the question posed by Marilyn Nelson, in her poem, "Christians". "Did anyone ask what a Christian is?" Our response has resounded in the halls of immigration courts, on the floor of the UCC General Synod resolved to advocate for the human rights of the children of Palestine.

It has resounded in a little house by a lake, a ready home for those who are displaced. At the Homeless Hospitality Center of New London, in the food pantry of our church, on a sign on our lawn, on a banner hanging from the entrance. How we respond to this question will continue to define us in the years to come, but in 2017, we have done much to show our community and the greater world what we believe a Christian is – and does.

I would especially like to recognize Lina Tuck, chair of the Immigrant Assistance Committee, and Scott Harris, co-chair of the Refugee Resettlement Committee and Faye Richardson, Chair of the Syrian Refugee Committee and thank them for their extraordinary work. They are indeed a shining light in our world. You will see their reports below. As you know, we will shortly have a new Associate Minister with us, Laura Fitzpatrick-Nager. We are tremendously happy that she will be joining our staff, and our deep thanks to the Associate Minister Search Committee and chair, Russell Learned, for their tireless and patient work!

Each year it is the Deacons' privilege to recommend up to two members to be honored with the title Deacon Emeritus. We were pleased to recognize 2 long-time FCCOL members, both of whom have served the church with distinction over many years. Their names will be announced and approved at the Annual Meeting.

I'd like to recognize our outgoing Deacons for their dedicated service and contributions. Special thanks to Stephanie Kenny, Susan Lang and Jane Stubenbord for their good counsel and the many ways they support our church.

We welcome new Deacons in 2018 and look forward to their fresh insights. Thank you to the many members of FCCOL who volunteer in countless ways and make our church the special place that it is. Their generous gifts of time, talents and resources make the Deacons job easier and we appreciate their help with floral arrangements, ushering, food for fellowship hour, and other events.

Continued

Special thanks go to our dedicated sexton, Mark Testori, our Church Administrator, Bob McCracken, church clerk, Joan May and to our church office manager, Joan Kelley, for their tireless efforts.

Respectfully submitted,
Scott M. Mahon
Chair, Board of Deacons

Refugee Resettlement Committee Annual Report 2017

The Refugee Resettlement Committee of Old Lyme is a 28-member committee of individuals from St. Ann's Episcopal Church, Christ the King Roman Catholic Church, First Congregational Church, and other individuals in and around Old Lyme. Much of the initial work of the committee was in finding housing for refugees that was appropriate and adequate. The church made the decision to purchase the Roger's Lake house to guarantee we would have the ability to co-sponsor additional refugees in the future.

The Refugee Committee completed its official responsibilities as co-sponsor of the Hamou family in April, 2017. Just ten months after their arrival in America and our community, Hani and Yaldiz were both working and the family was financially independent. Darin, Kamber and Mohamed were doing exceptionally well in school, and the family was preparing to move to a longer-term rental in Old Lyme so the children could remain in the Lyme/Old Lyme school system. Several members of the Committee remain on call to help when needed, but now as friends and neighbors rather than as formal sponsors. The Hamous expect to receive their green cards – the first step in the long process of becoming US citizens and a great cause for celebration – in the spring of 2018.

The week before Christmas, 2017, we welcomed the Colon family from Puerto Rico: Adrian, Lis Marie, Adrian Jr. and Gustavo who are now occupying the home on Rogers Lake Trail in Old Lyme. Everything they owned, including their home and possessions, were washed into the sea by Hurricane Maria last September. As was done with the Hamou family from Syria before them, the committee is working to assist the Colon family in the areas of English instruction, employment, school, clothing, future permanent housing, and many other things to help them get a new start in Connecticut.

Respectfully submitted,
Faye Richardson, Chair, 1st Refugee Project
Scott Harris, Co-chair, 2nd Refugee Project

Immigrant Assistance Committee Annual Report 2017

Mission Statement

The First Congregational Church of Old Lyme is a community of faith who cares about the world we live in, whether it is right outside our door or half a world away. During this grave immigration crisis, we believe in strong partnerships within our community that foster trust and hope to those in fear of deportation. By offering sanctuary, education and financial assistance for legal counsel, we offer grace and hope to families in need, working together through our acceptance of all that we are, a land of immigrants. The Immigrant Assistance Committee was formed in March of 2017 at the request of the FCCOL ministerial staff and with the approval of the FCCOL Board of Deacons.

Objectives and Goals

Education - Immigrant Rights Workshops, Family Preparedness Plans, other workshops as needed
Program/Seminars - Wider Community Education, Accompaniment Training, Civic Action (marches, congressional

calls, legislative awareness)

Accompaniment - ICE appointments, Legal Appointments, and Court appearances

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

Critical Needs - critical living needs like food and housing, (tying in food pantry)

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

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

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

Accomplishments for 2017

The Immigrant Assistance Committee has worked together to achieve a very successful first year. We have been able to form community partnerships, assist families in deportation crisis and provide a financial mode of assistance through church donations and a committee fundraiser.

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

We have received FCCOL Deacon Support for this initiative and continue to keep the Board of Deacons informed of our ongoing work.

We offered a Know Your Rights workshop on April 29th to train immigrant families and our wider community on immigrant rights.

We held a fundraiser on September 9th with community wide support and have raised \$8,902.00 to assist families in deportation crisis.

We have successfully reached out to immigrant rights organizations and will continue to work in partnership for the rights of immigrants in our country.

We have successfully created a Sanctuary Room at FCCOL should we be asked to offer Sanctuary to an immigrant in imminent threat of deportation.

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

Old Lyme resident from Guatemala – Mom is a single mother of an American born daughter and was referred to us through a patron of the Food Pantry. She is presently in deportation proceedings. FCCOL has assisted this family with legal fees, accompaniment to Immigration check in appointments, court appearances and legal appointments. Through community outreach, we were able to secure a pro bono attorney to represent her. The committee was also able to assist this family with a wide array of furniture donations for their apartment move. This court case continues to be in process.

New London resident from Haiti – Mom is a single mother of two American born daughters and was referred to us through a patron of the Food Pantry. This mother has been in the United States for many years under TPS (Temporary Protective Status) from Haiti. As of November 2017, the United States government has ended TPS for Haiti. This Mom, must return to Haiti before July 22, 2019. The committee was able to provide funds for a legal consultation to determine if any legal avenues are available for permanent residency. We have also provided funding for her upcoming TPS registration. We continue to work with this family to find a way to help this Mom stay in the United States. Presently, there is no clear pathway to residency.

Sanctuary – Our committee has been asked to provide Sanctuary to three people to date. We were thankful that the first two requests were not necessary as stays were granted for each of these cases. A stay allows the person in deportation mode to stay in the United States while their court case goes through the immigration system. The third case was for Mariano Cardoso. Mariano was provided Sanctuary on December 14th. As all of the preparations were being executed, Mariano was given a stay by Immigration. Mariano was able to return home with his family on December 15th. His court case is ongoing and we continue to be very hopeful for Mariano's case to succeed.

Goals for 2018

The Committee will continue to work to help the families that have reached out to us as well as any new families that request our assistance. We will continue to find ways to provide information on immigrant rights to our wider community. We will work on initiatives to contact and lobby our congressional leaders to help provide a legal pathway to permanent residency and citizenship.

Respectfully Submitted,

Lina Tuck, Chair, Immigrant Assistance Committee

Treasurer's Report to the Congregation Financial Operating Results for the Year 2017

Summary Overview

For the year 2017, operating* revenues for FCCOL were \$795,034, under budget of \$818,045 by \$23,010. For the same period, total operating expenses were \$794,738, also under budget by \$23,306. Thus there was a small operating surplus of \$296 for the year, or essentially in balance. These operating results are summarized on the following page # 17 . Account by account details are on the following pages # 18 through # 23 .

Revenues

The \$23,010 shortfall from budget was due almost entirely to 2017 pledge collections being under budget by \$20,000 or 96.7% of budget. This in line with historical experience, and collections were higher than in 2016 by about \$5,000. The Interest and Dividends and Other Income accounts were very close to budgeted amounts.

Expenses

Ministers: The Minister's account was significantly under budget since a new associate minister was budgeted but not hired. This \$46,119 item was somewhat offset by over budget in Carleen's account since the budget assumed she would be half-time the second half of the year and she was on full salary for the entire year.

Christian Education: Continued under budget due to lower than expected expenses in curriculum and supplies. The Music program was right on budget. The under budget in Church Office was due to paying for website administration from a family gift, rather than the operating budget. The Property account was over budget due to several unexpected major projects and more routine maintenance than planned. The Deacons had only minor expenses. Lay Employees was substantially over budget due to (1) two benefits payments that were booked in 2017 rather than 2016, and (2) more than expected overtime for the Office Manager and Sexton.

Benevolence giving was about 6% under budget due to the judgment of the Board of Missions that several charitable institutions we deemed to need lower contributions this year. Other Expenses was under budget since the decision was made to make a lone-time reduction in our loan repayment due to budget constraints.

Year-End Surplus:

The modest \$296 surplus will be credited to the church balance sheet to partially offset an existing negative entry resulting from past operating deficits.

Remainder of the Financial Report

Account by account detail for the 2017 operating results is found on pages 18 through 23 of the attached statements. Following these pages are: (1) the December 31, 2017 balance sheet, (2) details of the balance sheet exchange and escrow accounts, and (3) the statement of sources and used of funds for the year 2017.

* The church's Endowment Fund is separately managed by the Endowment Committee of the Trustees. That report is on page #40-41 .

Respectfully submitted,
Robert McCracken Treasurer

First Congregational Church of Old Lyme

Treasurer's Report for the Year 2017

Analysis of Revenues and Expenses

SUMMARY

	Actual	Budget	% Budget
REVENUES			
PLEDGES & OFFERINGS	\$673,077.54	\$694,025.00	96.98 %
INTEREST & DIVIDENDS	\$103,270.91	\$104,020.00	99.28 %
OTHER INCOME	\$18,686.10	\$20,000.00	93.43 %
Total REVENUES	\$795,034.55	\$818,045.00	97.19 %
EXPENSES			
MINISTERS			
SENIOR MINISTER	\$103,142.93	\$102,284.48	100.84 %
ASSOCIATE MINISTER-CRG	\$105,148.69	\$79,997.58	131.44 %
ASSOCIATE MINISTER-JWP	\$20,513.77	\$21,109.00	97.18 %
NEW ASSOCIATE MINISTER	\$0.00	\$46,119.65	0.00 %
MINISTERS SUPPORT & SUPPLY	\$2,366.97	\$4,000.00	59.17 %
Total MINISTERS	\$231,172.36	\$253,510.71	91.19 %
CHRISTIAN EDUCATION			
SUNDAY SCHOOL	\$12,877.32	\$16,222.00	79.38 %
CONFIRMATION	\$0.00	\$250.00	0.00 %
JUNIOR PF	\$326.53	\$300.00	108.84 %
SENIOR PF	\$2,780.98	\$2,790.00	99.68 %
ADULT EDUCATION	\$50.00	\$300.00	16.67 %
ALL CHURCH EVENTS	\$60.39	\$300.00	20.13 %
Total CHRISTIAN EDUCATION	\$16,095.22	\$20,162.00	79.83 %
MUSIC	\$54,133.92	\$54,186.40	99.90 %
CHURCH OFFICE	\$41,789.58	\$50,600.00	82.59 %
PROPERTY	\$157,145.29	\$150,584.68	104.36 %
DEACONS	\$2,574.77	\$3,600.00	71.52 %
LAY EMPLOYEES	\$162,979.63	\$150,003.00	108.65 %
BENEVOLENCES			
UCC	\$18,000.00	\$18,000.00	100.00 %
MISSION EDUCATION FUND	\$12,299.30	\$15,000.00	82.00 %
DIRECT PARTNER SUPPORT	\$10,000.00	\$10,000.00	100.00 %
PARTNERSHIP COMMITTEES	\$600.00	\$1,400.00	42.86 %
OUTREACH			
NEW LONDON REGION	\$19,750.00	\$19,750.00	100.00 %
MIDDLESEX COUNTY	\$750.00	\$750.00	100.00 %
FCCOL PROJECTS	\$3,606.91	\$5,000.00	72.14 %
CONGREGATION CONNECTIONS	\$1,250.00	\$1,250.00	100.00 %
INTERNATIONAL SUPPORT	\$0.00	\$0.00	0.00 %
Total OUTREACH	\$25,356.91	\$26,750.00	94.79 %
SPECIAL RESERVE SAVINGS	\$13,850.00	\$13,850.00	100.00 %
Total BENEVOLENCES	\$80,106.21	\$85,000.00	94.24 %
OTHER EXPENSES	\$48,741.22	\$50,398.21	96.71 %
Total EXPENSES	\$794,738.20	\$818,045.00	97.15 %
2017 SURPLUS/(DEFICIT)	\$296.35	\$0.00	0.00 %

First Congregational Church of Old Lyme
Treasurer's Report for the year 2017
Analysis of Revenues and Expenses
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	Actual	Budget	% Budget
REVENUES			
PLEDGES & OFFERINGS			
040000 - PLEDGES-CURRENT YEAR	\$590,136.38	\$610,000.00	96.74 %
040001 - PLEDGES -PRIOR YEAR	\$6,470.00	\$5,000.00	129.40 %
040002 - OPEN PLATE	\$30,259.07	\$20,000.00	151.30 %
040003 - ADDITIONAL CURRENT YR CONTRIBS	\$3,390.40	\$12,000.00	28.25 %
040004 - MEMB NON-PLEDGE CONTRIBS	\$20,155.16	\$25,000.00	80.62 %
040005 - CHURCH SCHOOL PLATE	\$1.53	\$25.00	6.12 %
040007 - LADIES BENEVOLENT SOCIETY	\$20,665.00	\$20,000.00	103.32 %
040008 - SOUTH LYME CHAPEL	\$2,000.00	\$2,000.00	100.00 %
Total PLEDGES & OFFERINGS	\$673,077.54	\$694,025.00	96.98 %
INTEREST & DIVIDENDS			
040100 - INTEREST & DIVIDENDS	\$1,750.91	\$2,500.00	70.04 %
040101 - ENDOWMENT	\$101,520.00	\$101,520.00	100.00 %
Total INTEREST & DIVIDENDS	\$103,270.91	\$104,020.00	99.28 %
OTHER INCOME			
040201 - BUILDING USAGE	\$11,082.00	\$15,000.00	73.88 %
040202 - MISC.	\$7,604.10	\$5,000.00	152.08 %
040203 - CARRYOVER FROM PRIOR YEAR	\$0.00	\$0.00	0.00 %
040204 - TRANS. FROM CONTING. FUND	\$0.00	\$0.00	0.00 %
Total OTHER INCOME	\$18,686.10	\$20,000.00	93.43 %
Total REVENUES	\$795,034.55	\$818,045.00	97.19 %

First Congregational Church of Old Lyme
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EXPENSES	Actual	Budget	% Budget
MINISTERS			
SENIOR MINISTER			
050000 - SALARY-SRJ	\$59,243.04	\$59,243.00	100.00 %
050001 - HEALTH & LIFE INS-SRJ	\$24,339.57	\$23,448.05	103.80 %
050002 - ANNUITY-PCUSA-SRJ	\$9,794.88	\$10,685.23	91.67 %
050003 - AUTO ALLOWANCE-SRJ	\$2,699.04	\$2,000.00	134.95 %
050004 - HOUSING ALLOWANCE-SRJ	\$0.00	\$0.00	0.00 %
050005 - SOCIAL SECURITY ALLOW-SRJ	\$8,052.96	\$8,053.00	100.00 %
050007 - HEALTH INS CONTRIB-SRJ	(\$2,344.80)	(\$2,344.80)	0.00 %
050008 - PHONE & COMPUTER	\$1,358.24	\$1,200.00	113.19 %
Total SENIOR MINISTER	\$103,142.93	\$102,284.48	100.84 %
ASSOCIATE MINISTER-CRG			
050200 - SALARY-CRG	\$41,061.96	\$21,797.00	188.38 %
050201 - HEALTH & LIFE INS-CRG	\$5,361.63	\$5,066.00	105.84 %
050202 - ANNUITY CONTRIB-FCCOL-CRG	\$10,788.68	\$8,091.58	133.33 %
050203 - AUTO ALLOWANCE-CRG	\$2,930.72	\$3,000.00	97.69 %
050204 - HOUSING ALLOWANCE-CRG	\$36,000.00	\$36,000.00	100.00 %
050205 - SOCIAL SEC ALLOW-CRG	\$7,964.16	\$6,043.00	131.79 %
050206 - ANNUITY CONTRIB-UCC-CRG	\$1,041.54	\$0.00	0.00 %
050207 - ANNUITY CONTRIB-Essex-CRG	\$0.00	\$0.00	0.00 %
Total ASSOCIATE MINISTER-CRG	\$105,148.69	\$79,997.58	131.44 %
ASSOCIATE MINISTER-JWP			
050500 - SALARY-JWP	\$0.00	\$0.00	0.00 %
050501 - HEALTH & LIFE INS-JWP	\$0.00	\$0.00	0.00 %
050502 - ANNUITY CONTRIB-FCCOL-JWP	\$0.00	\$0.00	0.00 %
050503 - AUTO ALLOWANCE-JWP	\$1,403.20	\$1,000.00	140.32 %
050504 - HOUSING ALLOWANCE-JWP	\$17,385.90	\$18,200.00	95.53 %
050505 - SOCIAL SEC ALLOW-JWP	\$1,724.67	\$1,909.00	90.34 %
Total ASSOCIATE MINISTER-JWP	\$20,513.77	\$21,109.00	97.18 %
NEW ASSOCIATE MINISTER			
050100 - SALARY-NEW	\$0.00	\$23,207.00	0.00 %
050101 - HEALTH & LIFE INS-NEW	\$0.00	\$8,754.00	0.00 %
050102 - ANNUITY CONTRIB-FCCOL-NEW	\$0.00	\$4,224.00	0.00 %
050103 - AUTO ALLOWANCE-NEW	\$0.00	\$750.00	0.00 %
050105 - SOCIAL SEC ALLOW-NEW	\$0.00	\$3,098.00	0.00 %
050106 - HOUSING ALLOWANCE-NEW	\$0.00	\$6,962.00	0.00 %
050107 - HEALTH INS CONTRIB-NEW	\$0.00	(\$875.35)	0.00 %
050108 - ANNUITY CONTRIB-UCC-NEW	\$0.00	\$0.00	0.00 %
Total NEW ASSOCIATE MINISTER	\$0.00	\$46,119.65	0.00 %
MINISTERS SUPPORT & SUPPLY			
050300 - CHAPEL MINISTER	\$0.00	\$0.00	0.00 %
050301 - SEMINARS & MISC.	\$116.97	\$2,500.00	4.68 %
050302 - SEMINARIAN	\$0.00	\$0.00	0.00 %
050303 - PULPIT SUPPLY	\$2,250.00	\$1,500.00	150.00 %
Total MINISTERS SUPPORT & SUPPLY	\$2,366.97	\$4,000.00	59.17 %
Total MINISTERS	\$231,172.36	\$253,510.71	91.19 %

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	Actual	Budget	% Budget
EXPENSES - CHRISTIAN EDUCATION			
SUNDAY SCHOOL			
051000 - CHURCH SCHOOL COORDINATOR	\$5,982.30	\$8,000.00	74.78 %
051001 - PROGRAMS	\$133.35	\$0.00	0.00 %
051002 - SUPPLIES/CE	\$2,102.27	\$4,000.00	52.56 %
051003 - CURRICULUM	\$0.00	\$1,000.00	0.00 %
051005 - CHILD CARE	\$1,659.40	\$2,122.00	78.20 %
051006 - TRANSFER FR YOUTH ED FUND	(\$4,000.00)	(\$4,000.00)	0.00 %
051007 - CHURCH SCHOOL LEADER	\$7,000.00	\$5,100.00	137.25 %
Total SUNDAY SCHOOL	\$12,877.32	\$16,222.00	79.38 %
CONFIRMATION			
051102 - CONFIRMATION PROGRAM	\$0.00	\$250.00	0.00 %
Total CONFIRMATION	\$0.00	\$250.00	0.00 %
JUNIOR PF			
051101 - JR PF PROGRAMS	\$326.53	\$300.00	108.84 %
051103 - JUNIOR PF LEADERS	\$0.00	\$0.00	0.00 %
Total JUNIOR PF	\$326.53	\$300.00	108.84 %
SENIOR PF			
051200 - PF PROGRAMS	\$407.55	\$500.00	81.51 %
051201 - PF SUPPLIES	\$373.43	\$250.00	149.37 %
051203 - SR. PF LEADERS	\$2,000.00	\$2,040.00	98.04 %
Total SENIOR PF	\$2,780.98	\$2,790.00	99.68 %
ADULT EDUCATION			
051300 - ADULT ED PROGRAMS	\$0.00	\$100.00	0.00 %
051301 - ADULT ED SUPPLIES	\$0.00	\$100.00	0.00 %
051303 - ADULT ED HONORARIUM	\$50.00	\$100.00	50.00 %
Total ADULT EDUCATION	\$50.00	\$300.00	16.67 %
ALL CHURCH EVENTS			
051400 - ALL CHURCH EVENTS	\$60.39	\$300.00	20.13 %
Total ALL CHURCH EVENTS	\$60.39	\$300.00	20.13 %
Total CHRISTIAN EDUCATION	\$16,095.22	\$20,162.00	79.83 %
MUSIC			
052001 - MUSIC DIRECTOR	\$37,352.04	\$37,352.40	100.00 %
052002 - MUSIC SUPPLIES	\$1,426.64	\$1,000.00	142.66 %
052003 - MUSIC PROGRAM	\$4,361.05	\$6,000.00	72.68 %
052004 - ORGANIST SUBSTITUTE	\$2,900.00	\$3,000.00	96.67 %
052005 - CONTINUING EDUCATION	\$100.00	\$100.00	100.00 %
052006 - MAINTENANCE/MUSIC	\$1,760.00	\$1,000.00	176.00 %
052007 - MAJOR ORGAN REPAIR	\$0.00	\$0.00	0.00 %
052010 - ALL AGE CHOIR DIRECTOR	\$0.00	\$0.00	0.00 %
052011 - PROF SOLOIST-TENOR	\$6,367.14	\$6,367.00	100.00 %
052012 - SECT LDR-SOPRANO	\$5,659.60	\$6,367.00	88.89 %
052013 - CHILDREN'S CHOIR DIRECTOR	\$2,207.45	\$1,000.00	220.74 %
052014 - MEDICAL PREMIUMS	\$0.00	\$0.00	0.00 %
052015 - FROM MEM MUSIC FUND	(\$8,000.00)	(\$8,000.00)	0.00 %
Total MUSIC	\$54,133.92	\$54,186.40	99.90 %

First Congregational Church of Old Lyme

Treasurer's Report for the year 2017

Analysis of Revenues and Expenses

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	Actual	Budget	% Budget
CHURCH OFFICE			
053002 - WEBSITE ADMINISTRATION	\$934.74	\$7,600.00	12.30 %
053006 - TELEPHONE	\$5,860.18	\$6,500.00	90.16 %
053007 - OFFICE SUPPLIES	\$9,052.67	\$8,500.00	106.50 %
053009 - POSTAGE	\$6,768.41	\$7,000.00	96.69 %
053010 - EQUIPMENT	\$1,558.94	\$2,000.00	77.95 %
053011 - SERVICE& LEASE CONTRACTS	\$11,714.73	\$12,000.00	97.62 %
053013 - SOFTWARE SUPPORT	\$5,899.91	\$7,000.00	84.28 %
Total CHURCH OFFICE	\$41,789.58	\$50,600.00	82.59 %
PROPERTY			
054002 - PROPANE	\$157.64	\$500.00	31.53 %
054003 - HEAT - Church	\$21,037.40	\$20,000.00	105.19 %
054004 - ELECTRICITY	\$11,570.04	\$10,000.00	115.70 %
054005 - REPAIRS & MAINTENANCE	\$24,230.43	\$15,000.00	161.54 %
054006 - PROPERTY SUPPLIES	\$4,507.89	\$5,000.00	90.16 %
054007 - INSURANCE-CHURCH	\$36,369.75	\$36,000.00	101.03 %
054008 - CLEANING SERVICES	\$14,545.33	\$15,000.00	96.97 %
054009 - SERVICE CONTRACTS	\$6,160.92	\$7,500.00	82.15 %
054010 - MAJOR MAINTENANCE	\$34,721.52	\$21,084.68	164.68 %
054011 - TO/FROM MAJ MAINT ESCROW	\$0.00	\$0.00	0.00 %
054012 - PARSONAGE MAINTENANCE	\$2,609.37	\$4,500.00	57.99 %
054013 - PILGRIM HOUSE MAINTENANCE	\$835.00	\$1,000.00	83.50 %
054014 - SITE MAINTENANCE	\$400.00	\$15,000.00	2.67 %
054015 - HEAT - Parsonage	\$0.00	\$0.00	0.00 %
Total PROPERTY	\$157,145.29	\$150,584.68	104.36 %
DEACONS			
055000 - DEACONS FLOWERS	\$28.00	\$250.00	11.20 %
055001 - DEACONS SUPPLIES	\$1,934.24	\$1,500.00	128.95 %
055002 - DEACONS COMMUNION	\$262.47	\$100.00	262.47 %
055004 - DEACONS GIFTS	\$0.00	\$100.00	0.00 %
055005 - DEACONS TRANSPORTATION	\$0.00	\$1,250.00	0.00 %
055006 - DEACONS NEW MEMBER'S FUNCTIONS	\$350.06	\$400.00	87.52 %
Total DEACONS	\$2,574.77	\$3,600.00	71.52 %
LAY EMPLOYEES			
056003 - OFFICE MANAGER	\$48,520.22	\$46,172.50	105.08 %
056004 - SECRETARY/PART TIME	\$485.00	\$750.00	64.67 %
056005 - BOOKKEEPER	\$19,517.41	\$20,250.00	96.38 %
056006 - SEXTON	\$44,111.54	\$36,657.50	120.33 %
056007 - ASST SEXTON	\$0.00	\$750.00	0.00 %
056008 - HEALTH & LIFE INS	\$21,852.07	\$18,578.00	117.62 %
056009 - ANNUITIES	\$6,212.35	\$4,958.00	125.30 %
056010 - ANNUITY CONTRIBUTION	\$65.00	\$0.00	0.00 %
056011 - HEALTH INS CONTRIB	(\$569.92)	(\$999.00)	0.00 %
056013 - TRAVEL REIMBURSEMENT	\$0.00	\$100.00	0.00 %
056015 - CHURCH ADMINISTRATOR	\$22,785.96	\$22,786.00	100.00 %
056016 - ADMINISTRATIVE ASSISTANT	\$0.00	\$0.00	0.00 %
Total LAY EMPLOYEES	\$162,979.63	\$150,003.00	108.65 %

First Congregational Church of Old Lyme

Treasurer's Report for the year 2017

Analysis of Revenues and Expenses

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	Actual	Budget	% Budget
BENEVOLENCES			
058000 - UCC SUPPORT	\$18,000.00	\$18,000.00	100.00 %
MISSION EDUCATION FUND			
058100 - STOREFRONT SCHOOL-HARLEM	\$0.00	\$500.00	0.00 %
058101 - GREEN GRASS CHURCH	\$700.00	\$3,000.00	23.33 %
058102 - SOUTH AFRICAN JOURNEYS	\$2,399.30	\$3,000.00	79.98 %
058104 - ISRAEL/PALESTINE(scholarships)	\$4,000.00	\$3,000.00	133.33 %
058107 - MORNINGSTAR CAMP	\$2,500.00	\$2,500.00	100.00 %
058108 - HAITI SCHOLARSHIPS	\$2,700.00	\$3,000.00	90.00 %
Total MISSION EDUCATION FUND	\$12,299.30	\$15,000.00	82.00 %
DIRECT PARTNER SUPPORT			
058200 - STOREFRONT-HARLEM	\$3,000.00	\$3,000.00	100.00 %
058208 - ISRAEL/PALESTINE TOL	\$3,500.00	\$3,500.00	100.00 %
058210 - GREEN GRASS	\$0.00	\$0.00	0.00 %
058211 - ALBERT STREET SCHOOL	\$0.00	\$0.00	0.00 %
058426 - CROSBY FUND FOR HATIAN EDUCATION	\$3,500.00	\$3,500.00	100.00 %
058427 - BRIDGES OF HOPE	\$0.00	\$0.00	0.00 %
058456 - WHEELS OF JUSTICE	\$0.00	\$0.00	0.00 %
Total DIRECT PARTNER SUPPORT	\$10,000.00	\$10,000.00	100.00 %
PARTNERSHIP COMMITTEES			
058300 - STOREFRONT SCHOOL	\$0.00	\$0.00	0.00 %
058301 - GREEN GRASS	\$0.00	\$300.00	0.00 %
058302 - SOUTH AFRICA	\$0.00	\$300.00	0.00 %
058303 - ISRAEL/PALESTINE	\$300.00	\$300.00	100.00 %
058304 - HAITI	\$300.00	\$500.00	60.00 %
Total PARTNERSHIP COMMITTEES	\$600.00	\$1,400.00	42.86 %
OUTREACH			
NEW LONDON REGION			
058406 - HOSP-CHAPLANCIES-L&M	\$250.00	\$250.00	100.00 %
058408 - HABITAT FOR HUMANITY S.E. CT	\$2,000.00	\$2,000.00	100.00 %
058411 - SAFE FUTURES	\$2,000.00	\$2,000.00	100.00 %
058414 - HEALTH & WELFARE COMM. NL SOUP KITC	\$2,000.00	\$2,000.00	100.00 %
058417 - THAMES RIVER FAMILY PROGRAM	\$1,000.00	\$1,000.00	100.00 %
058418 - MARTIN HOUSE	\$1,000.00	\$1,000.00	100.00 %
058419 - ALLIANCE FOR LIVING	\$1,000.00	\$1,000.00	100.00 %
058421 - COVENANT SHELTER	\$2,000.00	\$2,000.00	100.00 %
058428 - FRESH NEW LONDON	\$2,000.00	\$2,000.00	100.00 %
058431 - HOMELESS HOSPITALITY CENTER	\$5,000.00	\$5,000.00	100.00 %
058433 - A SACRED PLACE	\$1,000.00	\$1,000.00	100.00 %
058444 - CT COALITION TO END	\$500.00	\$500.00	100.00 %
058453 - HOMELESS HOSPITALITY SPF DINNERS	\$0.00	\$0.00	0.00 %
Total NEW LONDON REGION	\$19,750.00	\$19,750.00	100.00 %
Continued on next page			

First Congregational Church of Old Lyme

Treasurer's Report for the year 2017

Analysis of Revenues and Expenses

DETAIL Page 6 of 6

	Actual	Budget	% Budget
BENEVOLENCES - CONTINUED			
MIDDLESEX COUNTY			
058407 - HOSP CHAPLANCIES MDLX	\$250.00	\$250.00	100.00 %
058413 - SHORELINE SOUP KITCHEN	\$0.00	\$0.00	0.00 %
058443 - LITERACY VOLUNTEERS OF EASTERN CT	\$0.00	\$0.00	0.00 %
058447 - LITERACY VOLUNTEERS VALLEY SHORE	\$500.00	\$500.00	100.00 %
Total MIDDLESEX COUNTY	\$750.00	\$750.00	100.00 %
FCCOL PROJECTS			
058401 - COMMITTEE OF ENVIRONMENT	\$729.60	\$2,000.00	36.48 %
058404 - DONATION TO MIN DISC FUND	\$0.00	\$0.00	0.00 %
058415 - NEW LONDON SOUP KITCHEN SUPPLIES	\$1,877.31	\$2,000.00	93.87 %
058455 - FCCOL DIAPER BANK	\$1,000.00	\$1,000.00	100.00 %
058457 - LOCAL REFUGEE SUPPORT	\$0.00	\$0.00	0.00 %
Total FCCOL PROJECTS	\$3,606.91	\$5,000.00	72.14 %
CONGREGATION CONNECTIONS			
058425 - MIDNIGHT RUN	\$250.00	\$250.00	100.00 %
058438 - INDIA MICRO CREDIT	\$0.00	\$0.00	0.00 %
058442 - CAIR	\$0.00	\$0.00	0.00 %
058450 - EVERY DOLLAR FEEDS KIDS	\$1,000.00	\$1,000.00	100.00 %
058454 - CT YOUTH LEADERSHIP PROJECT	\$0.00	\$0.00	0.00 %
Total CONGREGATION CONNECTIONS	\$1,250.00	\$1,250.00	100.00 %
INTERNATIONAL SUPPORT			
058422 - IRC/NEW YORK	\$0.00	\$0.00	0.00 %
058437 - CARTER CENTER	\$0.00	\$0.00	0.00 %
058448 - MIDDLE EAST CHILDREN'S ALLIANCE	\$0.00	\$0.00	0.00 %
058452 - INTEG REFUGEE & IMIGRANT SVCS	\$0.00	\$0.00	0.00 %
Total INTERNATIONAL SUPPORT	\$0.00	\$0.00	0.00 %
Total OUTREACH	\$25,356.91	\$26,750.00	94.79 %
SPECIAL RESERVE SAVINGS			
058403 - MISSION SAVINGS FUND	\$13,850.00	\$13,850.00	100.00 %
Total SPECIAL RESERVE SAVINGS	\$13,850.00	\$13,850.00	100.00 %
Total BENEVOLENCES	\$80,106.21	\$85,000.00	94.24 %
OTHER EXPENSES			
059000 - PAYROLL TAX	\$13,637.70	\$13,098.21	104.12 %
059001 - WORKER'S COMP	\$4,763.50	\$5,800.00	82.13 %
059002 - SABBATICAL SUPPORT	\$0.00	\$0.00	0.00 %
059003 - LOAN REPAYMENT	\$22,000.00	\$27,500.00	80.00 %
059005 - STOCK GAIN/LOSS	\$82.25	\$0.00	0.00 %
059006 - PASTORAL COUNSELING	\$0.00	\$0.00	0.00 %
059007 - MISC./O.E.	\$5,258.43	\$1,000.00	525.84 %
059009 - CHURCH AUDIT	\$0.00	\$0.00	0.00 %
059010 - STOCK EXCHANGE FEES	\$541.34	\$500.00	108.27 %
059011 - TRANS TO CONTINGENCY	\$0.00	\$0.00	0.00 %
059012 - TRANS TO ESCROWS	\$0.00	\$0.00	0.00 %
059013 - STEWARDSHIP CAMPAIGNS	\$2,458.00	\$2,500.00	98.32 %
Total OTHER EXPENSES	\$48,741.22	\$50,398.21	96.71 %
Total EXPENSES	\$794,738.20	\$818,045.00	97.15 %
2017 SURPLUS/(DEFICIT)	\$296.35	\$0.00	0.00 %

First Congregational Church of Old Lyme				
Treasurer's Report for the Year 2017				
Balance Sheet Detail - Exchange and Escrow Funds as of 12/31/2017				
	Beginning	Restricted	Restricted	Ending
	Balance	Revenue	Expenses	Balance
SHORT TERM EXCHANGE ACCOUNTS	\$239,019.13	\$681,909.83	\$701,475.98	\$219,452.98
ESCROW FUNDS				
080100 - MEMORIAL FUND	\$7,871.13	\$1.46	\$0.00	\$7,872.59
080101 - RESERVE FOR CONTINGENCY	\$25,254.95	\$3.45	\$0.00	\$25,258.40
080103 - HABITAT PROJECT	\$1.24	\$0.00	\$0.00	\$1.24
080105 - MEMORIAL MUSIC FUND	\$14,005.76	\$812.20	\$0.00	\$14,817.96
080106 - SOUTH LYME CHAPEL FUND	\$0.08	\$0.00	\$0.00	\$0.08
080107 - CAMP FUND	\$5.54	\$1.37	\$0.00	\$6.91
080109 - ORGAN MAINTENANCE FUND	\$13,541.49	\$2.29	\$0.00	\$13,543.78
080110 - MAJOR MAINTENCE ESCROW	\$16,680.59	\$10,002.90	\$7,740.98	\$18,942.51
080111 - CAPITAL EQUIP/LAND FUND	\$239.91	\$0.02	\$0.00	\$239.93
080112 - CHILDRENS CHOIR FUND	\$5.73	\$0.00	\$0.00	\$5.73
080113 - MEMORIAL GARDEN FUND 2	\$880.81	\$0.20	\$0.00	\$881.01
080114 - PARSONAGE FUND	\$1,304.55	\$5,000.03	\$0.00	\$6,304.58
080115 - ANONYMOUS NUM I	\$19,430.10	\$3.72	\$0.00	\$19,433.82
080116 - KOINONIA	(\$4.28)	\$0.00	\$0.00	(\$4.28)
080117 - OFFICE CAPITAL	\$85.76	\$0.00	\$0.00	\$85.76
080118 - CHRISTIAN ED ESCROW	\$5,772.99	\$4,001.14	\$6,390.00	\$3,384.13
080119 - BENEVOLENCE ESCROW	\$12,072.83	\$2.33	\$0.00	\$12,075.16
080120 - SABBATICAL SUPPORT	\$11,163.49	\$2.16	\$0.00	\$11,165.65
080121 - AFFORDABLE HOUSING	\$7.69	\$0.00	\$0.00	\$7.69
080122 - AUDIT RESERVE	\$2,678.94	\$0.52	\$0.00	\$2,679.46
080123 - HENRY FAMILY FUNDS	\$20,000.30	\$2,202.46	\$20,000.00	\$2,202.76
Total ESCROW FUNDS	\$150,999.60	\$22,036.25	\$34,130.98	\$138,904.87
Total TEMPORARY RESTRICTED FUNDS	\$390,018.73	\$703,946.08	\$735,606.96	\$358,357.85
MEMO				
2017 TOTAL BENEVOLENCE GIVING BY FCCOL MEMBERS AND FRIENDS				
Gifts for Purchase of Refugee Resettlement House		\$188,075		
Benevolence Contributions from the Operating Budget		\$80,106		
Ladies Benevolent Society-WES Disbursements		\$75,000		
Minister's Discretionary Fund		\$40,238		
Immigration Assistance		\$8,902		
One great Hour of Sharing		\$7,711		
For FCCOL Food Pantry		\$6,904		
For Hurrincance Relief		\$1,680		
TOTAL		\$408,616		

First Congregational Church of Old Lyme

Treasurer's Report for the Year 2017

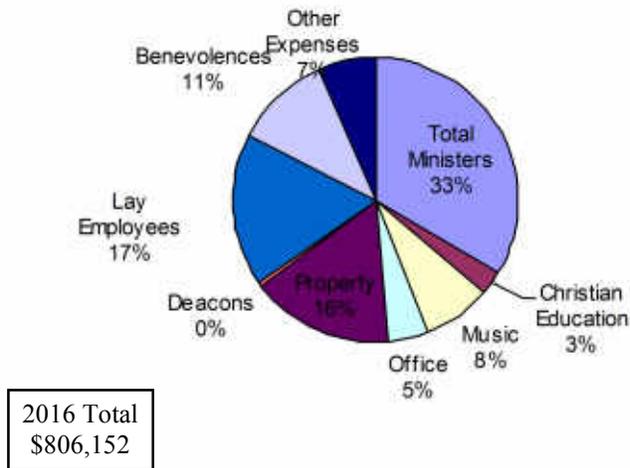
Sources and Uses of Funds

CURRENT ASSETS			
010000 - CHECKING ACCT	\$54,552.11		Balances
010002 - PETTY CASH	\$340.00		
010003 -MORGAN STANLEY/ESCROW ACCT	\$148,313.50		
010004 - MORGAN STANLEY/GIFT ACCOUNT	\$173,568.96		
010005 - PREPAID EXPENSES	\$5,339.21		
Total Beginning Balance			\$382,113.78
Sources of Funds			
PLEDGES & OFFERINGS			
040000 - PLEDGES-CURRENT YEAR	\$590,136.38		
040001 - PLEDGES -PRIOR YEAR	\$6,470.00		
040002 - OPEN PLATE	\$30,259.07		
040003 - ADDITIONAL CURRENT YR CONTRIBS	\$3,390.40		
040004 - MEMB NON-PLEDGE CONTRIBS	\$20,155.16		
040005 - CHURCH SCHOOL PLATE	\$1.53		
040007 - LADIES BENEVOLENT SOCIETY	\$20,665.00		
040008 - SOUTH LYME CHAPEL	\$2,000.00		
Total PLEDGES & OFFERINGS	\$673,077.54		
INTEREST & DIVIDENDS			
040100 - INTEREST & DIVIDENDS	\$1,750.91		
040101 - ENDOWMENT	\$101,520.00		
Total INTEREST & DIVIDENDS	\$103,270.91		
OTHER INCOME			
040201 - BUILDING USAGE	\$11,082.00		
040202 - MISC.	\$7,604.10		
Total OTHER INCOME	\$18,686.10		
Total CONTRIBUTIONS		\$795,034.55	
Total Withholdings		\$75,628.91	
Total Fund Principal Withholdings		\$0.00	
Total Temporary Restricted Withholdings		\$703,946.08	
Total Sources of Funds		\$1,574,609.54	\$1,956,723.32
Uses of Funds			
Total MINISTERS		\$231,172.36	
Total CHRISTIAN EDUCATION		\$16,095.22	
Total MUSIC		\$54,133.92	
Total CHURCH OFFICE		\$41,789.58	
Total PROPERTY		\$157,145.29	
Total DEACONS		\$2,574.77	
Total LAY EMPLOYEES		\$162,979.63	
Total BENEVOLENCES		\$80,106.21	
Total OTHER EXPENSES		\$48,741.22	
Total Withholdings		\$75,631.05	
Total Fund Principal Withholdings		\$2,254.08	
Total Temporary Restricted Withholdings		\$735,606.96	
Total Uses of Funds		\$1,608,230.29	\$348,493.03
Balances On Hand Current Assets			
010000 - CHECKING /OP	\$7,026.08		
010002 - PETTY CASH	\$340.00		
010003 - MORGAN STANLEY /ESCROW ACCT	\$121,409.27		
010004 - MORGAN STANLEY/GIFT ACCOUNT	\$219,717.68		
Total Balances on Hand			\$348,493.03

A NEW WAY TO LOOK AT OUR CHURCH'S BUDGET

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

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

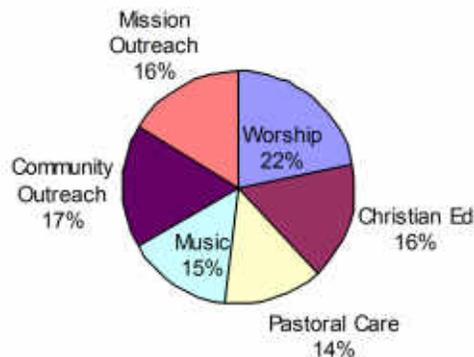


Some Unanswered Questions:

- What do the lay employees do?
- Do we ONLY spend 11% on Music and Christian Education?
- How is the property used?
- How do the Ministers spend their time?
- What are the Other Expenses for?

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

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



SAME \$\$ - MUCH DIFFERENT PERSPECTIVE !

A NEW WAY TO LOOK AT OUR CHURCH'S BUDGET

MISSION OUTREACH

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

WORSHIP

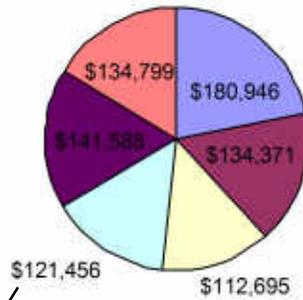
We conduct inspiring worship services every Sunday morning in our historic Meetinghouse and at the South Lyme Chapel, to which ALL are welcome. These are in addition to special services during the Christmas, Easter, Lenten and Thanksgiving seasons. Our 4 ministers deliver consistently inspiring and challenging sermons, and the services provide quality time for meditation, prayer, and the enjoyment of sacred music.

COMMUNITY OUTREACH

We are the largest site in SE Connecticut for the Shoreline Food Pantries and Soup Kitchens, distributing groceries and serving meals to at least 200 families each week. We also host the local Boy and Cub Scout Troops, Red Cross blood drives, Musical Masterworks concerts, Visiting Nurse Association activities, AA meetings, and much, much more.

CHRISTIAN EDUCATION

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



MUSIC

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

PASTORAL CARE

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

OUR CHURCH IS INDEED A PLACE OF GRACE

PROPOSED 2018 BUDGET OVERVIEW

Each year, the various boards and church employees work together to develop a comprehensive budget for the following year. There are many inputs into this decision-making process and we appreciate the help of the Endowment Committee, the Property Committee, the Board of Stewardship, all other church boards and committees who provide us with input about their upcoming needs, the Church Ministers, and other members of the Church Staff. Bob McCracken is a vital part of this process, and his experience and insight is invaluable. Bob worked with Greg Hack, chair of the Personnel Committee, and Jonathan French and Leslie Kiem, members of the Budget Committee of the Trustees, to create the 2018 budget. We are thankful for their dedication and commitment to this task. At their January 2018 meeting, the Board of Trustees approved submitting this budget for a vote of the congregation on January 28TH, 2018 in accordance with the church by-laws. Highlights are as follows:

REVENUES

Total operating revenues for 2018 are budgeted at \$814,060 or \$3,985 less than 2017. This reduction is almost entirely due to lower projected Pledges and Offerings. The income from the Stewardship Campaign remains as it was in 2017, but two other contribution categories are slightly lower due to historical experience.

EXPENSES

Overall the budget reflects 1% cost of living increases for the clergy and staff, with the exception of higher increases for the Office Manager and Sexton.

The **Ministers** budget increases by \$30,741 or 12% due to hiring Laura Fitzpatrick-Nager as the new Senior Associate Minister. Her compensation reflects Connecticut UCC guidelines. This increase is partially offset by budgeting Carleen Gerber at full salary for just the first 4 months of the year and one-half salary for the remainder.

The **Christian Education** budget is slightly below 2017, but this does not reflect decreased emphasis on this critical ministry. There continue to be savings in supplies and curriculum and fewer hours for Mary Tomassetti the church coordinator. But there are significant increases for Lisa Doggart who is assuming increased hours and responsibilities for the church school as well as for both Pilgrim Fellowships.

The **Music** program continues to be vibrant under the leadership of Simon Holt, and is budgeted for essentially the same level as 2017.

The **Church Office** budget continues essentially the same as 2017 with a slight increase for inflation.

The **Property** budget is substantially under the 2017 level due to budget-driven decreases in the four maintenance accounts. The Property Committee was asked to defer several major projects due to tight budget constraints in 2018. Savings in electricity costs due to our solar panel installation continue to be about 40% less than pre-solar levels.

The **Deacons** budget is somewhat less than 2017 based on historical experience.

The **Lay Employees** budget is about 2% higher than 2017 due to a general 1% cost of living compensation increases, with slightly higher increases for the Office Manager and Sexton, as well as slightly higher benefit costs.

The **Benevolences** budget declines by \$5,000 to \$80,000 this year. It is the estimate of the Missions Board and Carleen that this is a sufficient and realistic number for 2018. Major special needs can be met during the year from the Benevolence escrow account on the balance sheet.

Other Expenses decline slightly due to a lower loan repayment for this year and some savings in the Stewardship account.

Total expenses are therefore budgeted to decline by \$3,985, the same amount as the revenue shortfall, thus resulting in a balanced budget for 2018.

Respectfully submitted:

The Budget Committee of the Board of Trustees: Jonathon French, Chair, Leslie Kiem, Bob McCracken, Treasurer, and Jeanne Thomas, Assistant Treasurer

First Congregational Church of Old Lyme			
2018 Budget SUMMARY and Comparison to 2017			
January to December 2018			
	2017	2018	+/-2017
REVENUES			
PLEDGES & OFFERINGS	\$694,025.00	\$687,000.00	(\$7,025.00)
INTEREST & DIVIDENDS	\$104,020.00	\$103,560.00	(\$460.00)
OTHER INCOME	\$20,000.00	\$23,500.00	\$3,500.00
Total REVENUES	\$818,045.00	\$814,060.00	(\$3,985.00)
			\$0.00
EXPENSES			
MINISTERS			
SENIOR MINISTER-SRJ	\$102,284.48	\$104,154.05	\$1,869.57
ASSOCIATE MINISTER-CRG	\$79,997.58	\$72,621.00	(\$7,376.58)
ASSOCIATE MINISTER-JWP	\$21,109.00	\$12,093.00	(\$9,016.00)
ASSOCIATE MINISTER-LFN	\$46,119.65	\$91,384.00	\$45,264.35
MINISTERS SUPPORT & SUPPLY	\$4,000.00	\$4,000.00	\$0.00
Total MINISTERS	\$253,510.71	\$284,252.05	\$30,741.34
CHRISTIAN EDUCATION			
SUNDAY SCHOOL	\$16,222.00	\$11,414.00	(\$4,808.00)
CONFIRMATION	\$250.00	\$250.00	\$0.00
JUNIOR PF	\$300.00	\$1,400.00	\$1,100.00
SENIOR PF	\$2,790.00	\$4,000.00	\$1,210.00
ADULT EDUCATION	\$300.00	\$300.00	\$0.00
ALL CHURCH EVENTS	\$300.00	\$300.00	\$0.00
Total CHRISTIAN EDUCATION	\$20,162.00	\$17,664.00	(\$2,498.00)
MUSIC			
CHURCH OFFICE	\$54,186.40	\$54,069.92	(\$116.48)
PROPERTY	\$50,600.00	\$51,500.00	\$900.00
DEACONS	\$150,584.68	\$121,500.00	(\$29,084.68)
LAY EMPLOYEES	\$3,600.00	\$2,750.00	(\$850.00)
	\$150,003.00	\$152,997.86	\$2,994.86
BENEVOLENCES			
MISSION BUDGET TO BE ALLOCATED	\$0.00	\$80,000.00	\$80,000.00
UCC	\$18,000.00	TBD	
MISSION EDUCATION FUND	\$15,000.00		
DIRECT PARTNER SUPPORT	\$10,000.00		
PARTNERSHIP COMMITTEES	\$1,400.00		
OUTREACH			
NEW LONDON REGION	\$19,750.00		
MIDDLESEX COUNTY	\$750.00		
FCCOL PROJECTS	\$5,000.00		
CONGREGATION CONNECTIONS	\$1,250.00		
INTERNATIONAL SUPPORT	\$0.00		
Total OUTREACH	\$26,750.00		
SPECIAL RESERVE SAVINGS	\$13,850.00		
Total BENEVOLENCES	\$85,000.00	\$80,000.00	(\$5,000.00)
OTHER EXPENSES			
	\$50,398.21	\$49,326.17	(\$1,072.04)
Total EXPENSES	\$818,045.00	\$814,060.00	(\$3,985.00)
Surplus/(Deficit)	\$0.00	\$0.00	\$0.00

First Congregational Church of Old Lyme				
Proposed 2018 Budget and Comparison to 2017				
DETAIL - Page 1 of 6				
	2017	2018		+/- 2017
REVENUES				
PLEDGES & OFFERINGS				
040000 - PLEDGES-CURRENT YEAR	\$610,000.00	\$610,000.00		\$0.00
040001 - PLEDGES -PRIOR YEAR	\$5,000.00	\$8,000.00		\$3,000.00
040002 - OPEN PLATE	\$20,000.00	\$22,000.00		\$2,000.00
040003 - ADDITIONAL CURRENT YR CONTRIBS	\$12,000.00	\$5,000.00		(\$7,000.00)
040004 - MEMB NON-PLEDGE CONTRIBS	\$25,000.00	\$20,000.00		(\$5,000.00)
040005 - CHURCH SCHOOL PLATE	\$25.00	\$0.00		(\$25.00)
040007 - LADIES BENEVOLENT SOCIETY	\$20,000.00	\$20,000.00		\$0.00
040008 - SOUTH LYME CHAPEL	\$2,000.00	\$2,000.00		\$0.00
Total PLEDGES & OFFERINGS	\$694,025.00	\$687,000.00		(\$7,025.00)
INTEREST & DIVIDENDS				
040100 - INTEREST & DIVIDENDS	\$2,500.00	\$1,500.00		(\$1,000.00)
040101 - ENDOWMENT	\$101,520.00	\$102,060.00		\$540.00
Total INTEREST & DIVIDENDS	\$104,020.00	\$103,560.00		(\$460.00)
OTHER INCOME				
040201 - BUILDING USAGE	\$15,000.00	\$10,000.00		(\$5,000.00)
040202 - MISC.	\$5,000.00	\$13,500.00		\$8,500.00
Total OTHER INCOME	\$20,000.00	\$23,500.00		\$3,500.00
Total REVENUES	\$818,045.00	\$814,060.00		(\$3,985.00)

First Congregational Church of Old Lyme			
Proposed 2018 Budget and Comparison to 2017			
DETAIL - Page 2 of 6			
	2017	2018	+/- 2017
EXPENSES			
MINISTERS			
SENIOR MINISTER			
050000 - SALARY-SRJ	\$59,243.00	\$59,835.00	\$592.00
050001 - HEALTH & LIFE INS-SRJ	\$23,448.05	\$24,110.36	\$662.31
050002 - ANNUITY-PCUSA-SRJ	\$10,685.23	\$10,789.80	\$104.57
050003 - AUTO ALLOWANCE-SRJ	\$2,000.00	\$2,500.00	\$500.00
050005 - SOCIAL SECURITY ALLOW-SRJ	\$8,053.00	\$8,130.00	\$77.00
050007 - HEALTH INS CONTRIB-SRJ	(\$2,344.80)	(\$2,411.11)	(\$66.31)
050008 - PHONE & COMPUTER	\$1,200.00	\$1,200.00	\$0.00
Total SENIOR MINISTER	\$102,284.48	\$104,154.05	\$1,869.57
ASSOCIATE MINISTER-CRG			
050200 - SALARY-CRG	\$21,797.00	\$15,915.00	(\$5,882.00)
050201 - HEALTH & LIFE INS-CRG	\$5,066.00	\$4,979.00	(\$87.00)
050202 - ANNUITY CONTRIB-FCCOL-CRG	\$8,091.58	\$7,268.00	(\$823.58)
050203 - AUTO ALLOWANCE-CRG	\$3,000.00	\$3,000.00	\$0.00
050204 - HOUSING ALLOWANCE-CRG	\$36,000.00	\$36,000.00	\$0.00
050205 - SOCIAL SEC ALLOW-CRG	\$6,043.00	\$5,459.00	(\$584.00)
Total ASSOCIATE MINISTER-CRG	\$79,997.58	\$72,621.00	(\$7,376.58)
ASSOCIATE MINISTER-JWP			
050503 - AUTO ALLOWANCE-JWP	\$1,000.00	\$1,000.00	\$0.00
050504 - HOUSING ALLOWANCE-JWP	\$18,200.00	\$10,000.00	(\$8,200.00)
050505 - SOCIAL SEC ALLOW-JWP	\$1,909.00	\$1,093.00	(\$816.00)
Total ASSOCIATE MINISTER-JWP	\$21,109.00	\$12,093.00	(\$9,016.00)
ASSOCIATE MINISTER-LFN			
050100 - SALARY-NEW	\$23,207.00	\$44,217.00	\$21,010.00
050101 - HEALTH & LIFE INS-NEW	\$8,754.00	\$19,661.00	\$10,907.00
050102 - ANNUITY CONTRIB-FCCOL-NEW	\$4,224.00	\$8,910.00	\$4,686.00
050103 - AUTO ALLOWANCE-NEW	\$750.00	\$1,500.00	\$750.00
050105 - SOCIAL SEC ALLOW-NEW	\$3,098.00	\$5,797.00	\$2,699.00
050106 - HOUSING ALLOWANCE-NEW	\$6,962.00	\$13,265.00	\$6,303.00
050107 - HEALTH INS CONTRIB-NEW	(\$875.35)	(\$1,966.00)	(\$1,090.65)
Total ASSOCIATE MINISTER-LFN	\$46,119.65	\$91,384.00	\$45,264.35
MINISTERS SUPPORT & SUPPLY			
050301 - SEMINARS & MISC.	\$2,500.00	\$3,000.00	\$500.00
050303 - PULPIT SUPPLY	\$1,500.00	\$1,000.00	(\$500.00)
Total MINISTERS SUPPORT & SUPPLY	\$4,000.00	\$4,000.00	\$0.00
Total MINISTERS	\$253,510.71	\$284,252.05	\$30,741.34

**First Congregational Church of Old Lyme
Proposed 2018 Budget and Comparison to 2017**

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EXPENSES	2017	2018	+/- 2017
CHRISTIAN EDUCATION			
SUNDAY SCHOOL			
051000 - CHURCH SCHOOL COORDINATOR	\$8,000.00	\$5,500.00	(\$2,500.00)
051002 - SUPPLIES/CE	\$4,000.00	\$1,500.00	(\$2,500.00)
051003 - CURRICULUM	\$1,000.00	\$250.00	(\$750.00)
051005 - CHILD CARE	\$2,122.00	\$2,164.00	\$42.00
051006 - TRANSFER FR YOUTH ED FUND	(\$4,000.00)	(\$6,000.00)	(\$2,000.00)
051007 - CHURCH SCHOOL LEADER	\$5,100.00	\$8,000.00	\$2,900.00
Total SUNDAY SCHOOL	\$16,222.00	\$11,414.00	(\$4,808.00)
CONFIRMATION			
051102 - CONFIRMATION PROGRAM	\$250.00	\$250.00	\$0.00
Total CONFIRMATION	\$250.00	\$250.00	\$0.00
JUNIOR PF			
051101 - JR PF PROGRAMS	\$300.00	\$400.00	\$100.00
051103 - JUNIOR PF LEADERS	\$0.00	\$1,000.00	\$1,000.00
Total JUNIOR PF	\$300.00	\$1,400.00	\$1,100.00
SENIOR PF			
051200 - PF PROGRAMS	\$500.00	\$500.00	\$0.00
051201 - PF SUPPLIES	\$250.00	\$500.00	\$250.00
051203 - SR. PF LEADERS	\$2,040.00	\$3,000.00	\$960.00
Total SENIOR PF	\$2,790.00	\$4,000.00	\$1,210.00
ADULT EDUCATION			
051300 - ADULT ED PROGRAMS	\$100.00	\$100.00	\$0.00
051301 - ADULT ED SUPPLIES	\$100.00	\$100.00	\$0.00
051303 - ADULT ED HONORARIUM	\$100.00	\$100.00	\$0.00
Total ADULT EDUCATION	\$300.00	\$300.00	\$0.00
ALL CHURCH EVENTS			
051400 - ALL CHURCH EVENTS	\$300.00	\$300.00	\$0.00
Total ALL CHURCH EVENTS	\$300.00	\$300.00	\$0.00
Total CHRISTIAN EDUCATION	\$20,162.00	\$17,664.00	(\$2,498.00)
MUSIC			
052001 - MUSIC DIRECTOR	\$37,352.40	\$37,725.92	\$373.52
052002 - MUSIC SUPPLIES	\$1,000.00	\$1,000.00	\$0.00
052003 - MUSIC PROGRAM	\$6,000.00	\$6,000.00	\$0.00
052004 - ORGANIST SUBSTITUTE	\$3,000.00	\$2,500.00	(\$500.00)
052005 - CONTINUING EDUCATION	\$100.00	\$100.00	\$0.00
052006 - MAINTENANCE/MUSIC	\$1,000.00	\$1,000.00	\$0.00
052011 - PROF SOLOIST-TENOR	\$6,367.00	\$6,367.00	\$0.00
052012 - SECT LDR-SOPRANO	\$6,367.00	\$6,367.00	\$0.00
052013 - CHILDREN'S CHOIR DIRECTOR	\$1,000.00	\$1,010.00	\$10.00
052015 - FROM MEM MUSIC FUND	(\$8,000.00)	(\$8,000.00)	\$0.00
Total MUSIC	\$54,186.40	\$54,069.92	(\$116.48)
CHURCH OFFICE			
053002 - WEBSITE ADMINISTRATION	\$7,600.00	\$7,500.00	(\$100.00)
053006 - TELEPHONE	\$6,500.00	\$6,500.00	\$0.00
053007 - OFFICE SUPPLIES	\$8,500.00	\$8,500.00	\$0.00
053009 - POSTAGE	\$7,000.00	\$7,000.00	\$0.00
053010 - EQUIPMENT	\$2,000.00	\$2,000.00	\$0.00
053011 - SERVICE & LEASE CONTRACTS	\$12,000.00	\$13,000.00	\$1,000.00
053013 - SOFTWARE SUPPORT	\$7,000.00	\$7,000.00	\$0.00
Total CHURCH OFFICE	\$50,600.00	\$51,500.00	\$900.00

First Congregational Church of Old Lyme			
Proposed 2018 Budget and Comparison to 2017			
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EXPENSES	2017	2018	+/- 2017
PROPERTY			
054002 - PROPANE	\$500.00	\$500.00	\$0.00
054003 - HEAT - Church	\$20,000.00	\$18,000.00	(\$2,000.00)
054004 - ELECTRICITY	\$10,000.00	\$11,000.00	\$1,000.00
054005 - REPAIRS & MAINTENANCE	\$15,000.00	\$15,000.00	\$0.00
054006 - PROPERTY SUPPLIES	\$5,000.00	\$5,000.00	\$0.00
054007 - INSURANCE-CHURCH	\$36,000.00	\$24,000.00	(\$12,000.00)
054008 - CLEANING SERVICES	\$15,000.00	\$15,000.00	\$0.00
054009 - SERVICE CONTRACTS	\$7,500.00	\$7,500.00	\$0.00
054010 - MAJOR MAINTENANCE	\$21,084.68	\$15,000.00	(\$6,084.68)
054012 - PARSONAGE MAINTENANCE	\$4,500.00	\$1,000.00	(\$3,500.00)
054013 - PILGRIM HOUSE MAINTENANCE	\$1,000.00	\$0.00	(\$1,000.00)
054014 - SITE MAINTENANCE	\$15,000.00	\$5,000.00	(\$10,000.00)
054015 - HEAT - Parsonage	\$0.00	\$4,500.00	\$4,500.00
Total PROPERTY	\$150,584.68	\$121,500.00	(\$29,084.68)
DEACONS			
055000 - DEACONS FLOWERS	\$250.00	\$150.00	(\$100.00)
055001 - DEACONS SUPPLIES	\$1,500.00	\$1,500.00	\$0.00
055002 - DEACONS COMMUNION	\$100.00	\$100.00	\$0.00
055004 - DEACONS GIFTS	\$100.00	\$100.00	\$0.00
055005 - DEACONS TRANSPORTATION	\$1,250.00	\$500.00	(\$750.00)
055006 - DEACONS NEW MEMBER'S FUNCTIO	\$400.00	\$400.00	\$0.00
Total DEACONS	\$3,600.00	\$2,750.00	(\$850.00)
LAY EMPLOYEES			
056003 - OFFICE MANAGER	\$46,172.50	\$47,624.50	\$1,452.00
056004 - SECRETARY/PART TIME	\$750.00	\$750.00	\$0.00
056005 - BOOKKEEPER	\$20,250.00	\$19,695.00	(\$555.00)
056006 - SEXTON	\$36,657.50	\$37,757.50	\$1,100.00
056007 - ASST SEXTON	\$750.00	\$750.00	\$0.00
056008 - HEALTH & LIFE INS	\$18,578.00	\$19,532.00	\$954.00
056009 - ANNUITIES	\$4,958.00	\$5,123.00	\$165.00
056011 - HEALTH INS CONTRIB	(\$999.00)	(\$1,348.00)	(\$349.00)
056013 - TRAVEL REIMBURSEMENT	\$100.00	\$100.00	\$0.00
056015 - CHURCH ADMINISTRATOR	\$22,786.00	\$23,013.86	\$227.86
Total LAY EMPLOYEES	\$150,003.00	\$152,997.86	\$2,994.86

**First Congregational Church of Old Lyme
Proposed 2018 Budget and Comparison to 2017**

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EXPENSES	2017	2018	+/- 2017
BENEVOLENCES			
058004 - MISSION BDGT TO BE ALLOCATED	\$0.00	\$80,000.00	\$80,000.00
058000 - UCC SUPPORT	\$18,000.00	TBD	TBD
MISSION EDUCATION FUND			
058100 - STOREFRONT SCHOOL-HARLEM	\$500.00		
058101 - GREEN GRASS CHURCH	\$3,000.00		
058102 - SOUTH AFRICAN JOURNEYS	\$3,000.00		
058104 - ISRAEL/PALESTINE(scholarships)	\$3,000.00		
058107 - MORNINGSTAR CAMP	\$2,500.00		
058108 - HAITI SCHOLARSHIPS	\$3,000.00		
Total MISSION EDUCATION FUND	\$15,000.00		
DIRECT PARTNER SUPPORT			
058200 - STOREFRONT-HARLEM	\$3,000.00		
058208 - ISRAEL/PALESTINE TOL	\$3,500.00		
058426 - CROSBY FUND FOR HATIAN EDUCATI	\$3,500.00		
Total DIRECT PARTNER SUPPORT	\$10,000.00		
PARTNERSHIP COMMITTEES			
058301 - GREEN GRASS	\$300.00		
058302 - SOUTH AFRICA	\$300.00		
058303 - ISRAEL/PALESTINE	\$300.00		
058304 - HAITI	\$500.00		
Total PARTNERSHIP COMMITTEES	\$1,400.00		
OUTREACH			
NEW LONDON REGION			
058406 - HOSP-CHAPLANCIES-L&M	\$250.00		
058408 - HABITAT FOR HUMANITY S.E. CT	\$2,000.00		
058411 - SAFE FUTURES	\$2,000.00		
058414 - HEALTH & WELFARE COMM. NL SOU	\$2,000.00		
058417 - THAMES RIVER FAMILY PROGRAM	\$1,000.00		
058418 - MARTIN HOUSE	\$1,000.00		
058419 - ALLIANCE FOR LIVING	\$1,000.00		
058421 - COVENANT SHELTER	\$2,000.00		
058428 - FRESH NEW LONDON	\$2,000.00		
058431 - HOMELESS HOSPITALITY CENTER	\$5,000.00		
058433 - A SACRED PLACE	\$1,000.00		
058444 - CT COALITION TO END	\$500.00		
Total NEW LONDON REGION	\$19,750.00		
MIDDLESEX COUNTY			
058407 - HOSP CHAPLANCIES MDLX	\$250.00		
058447 - LITERACY VOLUNTEERS VALLEY SHO	\$500.00		
Total MIDDLESEX COUNTY	\$750.00	▼	▼
continued on next page			

First Congregational Church of Old Lyme			
Proposed 2018 Budget and Comparison to 2017			
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EXPENSES			
BENEVOLENCES (continued)			
	2017	2018	+/- 2017
FCCOL PROJECTS		TBD	TBD
058401 - COMMITTEE OF ENVIRONMENT	\$2,000.00		
058415 - NEW LONDON SOUP KITCHEN SUPPL	\$2,000.00		
058455 - FCCOL DIAPER BANK	\$1,000.00		
Total FCCOL PROJECTS	\$5,000.00		
CONGREGATION CONNECTIONS			
058425 - MIDNIGHT RUN	\$250.00		
058450 - EVERY DOLLAR FEEDS KIDS	\$1,000.00		
Total CONGREGATION CONNECTIONS	\$1,250.00		
Total OUTREACH	\$26,750.00		
SPECIAL RESERVE SAVINGS			
058403 - MISSION SAVINGS FUND	\$13,850.00		
Total SPECIAL RESERVE SAVINGS	\$13,850.00		
Total BENEVOLENCES	\$85,000.00	\$80,000.00	(\$5,000.00)
OTHER EXPENSES			
059000 - PAYROLL TAX	\$13,098.21	\$13,105.73	\$7.52
059001 - WORKER'S COMP	\$5,800.00	\$6,000.00	\$200.00
059003 - LOAN REPAYMENT	\$27,500.00	\$26,000.00	(\$1,500.00)
059007 - MISC./O.E.	\$1,000.00	\$1,720.44	\$720.44
059010 - STOCK EXCHANGE FEES	\$500.00	\$500.00	\$0.00
059013 - STEWARDSHIP CAMPAIGNS	\$2,500.00	\$2,000.00	(\$500.00)
Total OTHER EXPENSES	\$50,398.21	\$49,326.17	(\$1,072.04)
Total EXPENSES	\$818,045.00	\$814,060.00	(\$3,985.00)
Surplus/(deficit)	\$0.00	\$0.00	\$0.00

The First Congregational Church of Old Lyme Board of Trustees Annual Report – 2017

Trustees: Chair, David Long (Property), Tom Grant (Audit & Preservation Chair), Moe Anctil (Property), Jonathan French (Budget Chair), Leslie Kiem (Budget), Amy Cabaniss (Property), Barbara Smith (Secretary), John Kiker (Communication Chair), Bob Webster (Endowment).

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

Trustees meet on the 2nd Tuesday of the Month.

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

‘It shall be the particular responsibility of the Board of Trustees to appoint and supervise the following committees:’

NOTE: The Board voted on June 13, 2017 to add the ‘*Communication Committee*’ as a new committee subject to the Annual Congregational Church meeting in January 2018.

The Board voted on September 12, 2017 to add the ‘*Preservation Fund Committee*’ as a new committee subject to the Annual Congregational Church meeting in January 2018.

ENDOWMENT:

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

PRESERVATION FUND:

The Preservation Fund’s first gift in December 2016 initiated a campaign in 2017 to raise more money for this separate account to help with the costs of maintaining our church buildings and property. This Fund is under the auspices of the Trustees and managed by the Endowment Committee. With the 1st anonymous gift the end of 2016, we have received more gifts for a total of over \$220,000 and bequest notifications for another \$200,000.

PROPERTY:

This committee has been particularly busy over the last year. The committee consisting of Russell Learned, Moe Anctil, Amy Cabaniss, Allison and Jack Hine, Bob and Sally McCracken and David Long, recommended and completed the following projects, which were approved by the Trustees for 2017:

Major upgrades to the newly acquired Rogers Lake Refugee house

- Full interior repainting
- Refinishing of the wood floors
- Replaced kitchen counters and appliances
- Updated electrical system and all lighting
- Fully updated the plumbing system
- Exterior repairs

The lower level hallways of the Parish House were painted, and chair rails installed.

New flooring was installed in two high use classrooms to match the hallway floor installed in 2016.

New locks and weather-stripping were added to all classroom exterior doors.

The front vestibule in the Meeting House was repainted.

New railings were installed on both stairs up to the Meeting House balcony

The west parking lot was paved

A new fence was installed along the south edge to shield the parking lot from the neighbor’s view.

Looking forward:

The committee looks forward to 2018 where we will be focusing on two major projects. We will be installing a much-needed air conditioning & ventilation system in the lower level classrooms with the support of a generous family foundation grant. We will also be working on updating the waterproofing on the Sheffield foundation to resolve some recently discovered leakage.

BUDGET:

Each year, many different boards and church employees work together to develop a comprehensive budget for the following year. There are many inputs into this decision-making process and we appreciate the help of the Endowment Committee, the Stewardship Committee, all other church committees who provide us with input about their upcoming needs, the Church Ministers, and other members of the Church Staff. Bob McCracken is a vital part of this process, and his experience and insight is invaluable. Bob worked with Greg Hack, chair of the Personnel Committee, and Jonathan French and Leslie Kiem, members of the Trustees, to create the 2018 budget. We are thankful for their dedication and commitment to this task.

COMMUNICATIONS:**Website:**

- Identified new pictures for rotating pictures.
- Hired photographer for Christmas Pageant to take new pictures, hoping for some generic (non-holiday) as well.

E-Newsletter:

- Developed content for December newsletter; worked with Bridge Marketing on creative
- Developed thoughts for January newsletter including Stewardship, TOL and possibly sanctuary backgrounder.

Holiday Schedule:

- Drafted master copy for all the holiday-related events and activities from Thanksgiving up through New Year's Eve,
 - Developed specific copy for the website Home Page, a brand-new web page focused only on holiday activities, the website Events Calendar, the e-Newsletter and Facebook.
 - Created visuals or downloaded pics to use in these online communications.
 - Created a separate calendar listing for each activity in the Events Calendar.
 - Created a separate Facebook event for each specific activity.
- Developed a Facebook campaign to run from November through December.

Sanctuary Communications:

- Reviewed background materials, then collected additional research and information to begin drafting a Sanctuary Communications Plan.
 - Developed rough draft of a plan that provides a Situation Analysis and specifies Church and Communications Goals, Key Messages, Target Audiences, and Communications Strategies and Tactics. With Lina for reaction. May wait until after Meriden meeting on the 19th to present final.
- Began compilation of a Media List to use for sanctuary-related communications.

Meeting House video/audio capability:

- Met with two vendors about improving audio and video capability in the meeting house. Enable us to do more video with services and events – website, Facebook and member/new member communications.
- Next steps: Have Steve test wireless microphone. Determine appropriate or alternative financing options. Approval from BOT before funds are spent or allocated.

Respectfully, John Kiker, Chair

AUDIT:

The Audit Committee reviewed the policy and procedures of main committees and the church. Most policy and procedures were reviewed in 2016 and were followed up in 2017.

We make the following recommendations:

The last external audit was done in 2013. We recommend that another audit be performed in 2018 and that money be set aside for this expenditure.

A new Building use policy be established incorporating the use of Alcohol in that policy.

Additional E&O be purchased to cover the Treasurer and certain officers of LBS as there are significant funds changing hands in this organization.

South Lyme Chapel should be incorporated with its own tax id number. This will prevent confusion between church records and South Lyme Chapel and allow for a clearer and cleaner accounting.

Consolidation of outside funds of committees to be administered by the Endowment Committee. This will allow for more professional management, satisfy the intent of use of the fund, and prevent potential abuse of these funds.

Follow the guidelines of "Compensation Policy" with specifics to written performance reviews.

Financial Reports from LBS and South Lyme Chapel need to be submitted to the Treasurer on a no less than quarterly basis.

We appreciate the time and talent of the treasurers of the committees we met with and their sincere dedication to the job they do.
Respectfully, Tom Grant, Chair

PERSONNEL:

2017 was a year of transition for the Personnel Committee, as I agreed to take on the role of Chair. I reviewed materials that I received from Bruce Anderson, the previous Personnel Committee chair. Following this review, I met with Bob McCracken, Church Administrator, and Dave Long, Chair of Trustees, to review the Human Resources Policies of the Church. The HR Policies document was most recently updated in December 2015. It is a detailed and useful document that provides considerable detail on a wide variety of topics related to employment at the Church.

The remainder of the year was fairly quiet, until we entered the Budget season. I met with Steve, Carleen, and Bob to review the current pay and benefits packages for all Church employees and independent contractors, and provided input and suggestions for the year to come. Current pay information was compared to national data provided by the UCC in the annual Compensation Handbook. I shared this information with the other members of the Personnel Committee, who are Sue Frost and Roger Smith, to receive their input into the budget process.

In addition, we met to discuss the pay and benefits package that the Church would offer to our new Associate Minister, Laura Fitzpatrick Nager. Steve and Laura signed the offer letter, consistent with the protocol used for the hiring of other ministers in the past. Once again, I shared the good news of the new hire, along with details of the offer package, with the other members of the Personnel Committee for their review and comment. A summary of specific recommendations related to the compensation packages for current employees, and for the new Associate Minister, were provided in the Personnel Committee report to the Trustees on December 12.

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

Respectfully Submitted,
Gregory A. Hack, Chair

CONCLUSION:

I want to thank all the Board of Trustees members for their tremendous work ethic and spirit of enthusiasm while dealing with a wide range of issues and concerns regarding the maintenance of these beautiful edifices that make up the FCCOL. We could not have performed our duties without the help and leadership of all the church staff, ministers and laity for their tireless dedication and effectiveness in making 2017 such a successful year. Thank you again to all.

Respectfully submitted: David R. Long, Chair

Church Council 2017

The Church Council's purpose is to coordinate the various church boards' and committees' efforts and activities to ensure the implementation of our total church program, and to make each board and committee aware of the activities of the other boards and committees. There are sixteen members, ten of whom are chairs of our church boards and committees, and six at-large. The Church Council met four times for 2017, in February, May, September and January 2018.

The committee and board reports in this 2017 Annual Report reflect another good year in the life and mission of our church. Thank you to all the board and committee chairs and representatives who prepared written reports for the Church Council and gave in-person highlights at our meetings.

Thank you as well to our continuing at-large members Cathy Gentry, Steffie Hall and Charley Hosley. Our retiring members are Faye Richardson and Marvin Schutt. My term as Chair is also expiring. It has been a pleasure to serve. I am sure 2018 will be another enriching year in the life of our church community.

Respectfully submitted,
Michael Gentry Chair

ENDOWMENT COMMITTEE REPORT 2017

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

For the 2017 budget, the Endowment provided the Church with operating funds of \$101,520, which was 5% of the previous three-year average year end value of the fund in accordance with the Church's bylaws.

The Endowment portfolio maintains a long term asset allocation objective of 70% stocks and 30% bonds, the allocation varies around this objective as the market and economic conditions change year to year. In 2017, the Endowment returned +17.25%. In recent years, our portfolio has become more globally diversified with U.S. corporations that continue to expand their footprint outside the United States, and with the addition of non-U.S. companies. The bond portion of the portfolio is conservatively invested, principally with shorter-term securities.

The Preservation Fund's first gift in December, 2016 initiated a campaign in 2017 to raise more money for this separate account to help with the costs of maintaining our church buildings and property. The Fund is under the auspices of the Trustees and managed by the Endowment Committee. Two future bequests totaling \$200,000 together with stock and cash donations in 2017 of \$220,000 start us off on this continuing campaign.

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

	<u>Year 2017</u>	<u>Since Inception (1988)</u>
Our Endowment *	17.25%	8.34%
70% S&P500 / 20% Intermediate Gov/Credit Bond Index / 10% Treasury Bills	15.46%	9.06%
S&P500	21.83%	10.57%
MSCI EAFE Net**	25.03%	5.09%
BC Intermediate Gov/Credit Bond Index	2.14%	5.71%

ENDOWMENT FUND STATEMENT FOR 2017

Opening Value***	\$ 2,217,010
Support of Church Operations	\$ - 101,520
Additions to the Endowment	\$ + 20,040
Closing Value****	\$ 2,497,307

** Rates of Return Gross of Fees*

***MSCI EAFE NET (USD) Index measures the equity markets performance of developed markets outside the US and Canada*

****Includes \$185,638 in restricted funds*

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

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

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

TEN YEAR DATA

Year	Year-End Value	Church Support
2017	\$ 2,497,307	\$ 101,520
2016	\$ 2,217,010	\$ 96,628
2015	\$ 2,125,407	\$127,504
2014	\$ 2,256,889	\$ 108,948
2013	\$ 2,158,408	\$ 74,650
2012	\$ 1,794,656	\$ 72,707
2011	\$ 1,530,496	\$ 76,309
2010	\$ 1,660,831	\$ 78,658
2009	\$ 1,579,374	\$ 70,000
2008	\$ 1,348,265	\$ 85,370

The Committee meets quarterly with our investment advisor, The OWCM Group of Morgan Stanley, and continues to monitor the performance of the portfolio as well as report to the Board of Trustees.

Respectfully submitted,



Henry May, Chairman
The Endowment Committee
Ned Perkins, Jim Fairfield-Sonn, David Stanland, Bob Webster

BOARD OF STEWARDSHIP - ANNUAL REPORT 2017

The Board of Stewardship is responsible for securing financial support for the church. This is accomplished primarily through our annual stewardship campaign, which accounts for over four-fifths of the church's annual revenue. Other significant sources of income are provided by our endowment fund and donor designated funds and gifts.

Unlike most other boards, we spend most of the year planning and executing the next year's Stewardship Campaign. Each year the annual campaign is about three-fifths completed by the end of the calendar year, and the Board's focus is centered on the following year's campaign. Therefore, this report will touch briefly on the results for the 2017 campaign and focus instead on the campaign for 2018.

The 2017 campaign achieved a total of \$614,979, and represented 97% of our \$630,000 goal. However, this amount also represented a 2% decline in total pledge revenue from the 2016 campaign. The theme for the 2018 campaign is "We Depend on One Another – and There Are Others Who Depend on us". This theme represents a shift in focus to how our financial contributions support the Ministries and Missions of our church – and the blessings of interdependence that we receive from our Mission partnerships. John Kiker and the Communications Team lead the work to give voice to, and develop the messaging for, this theme. This included the development of a beautiful brochure that details our key Ministries and Mission partnerships.

Based on the results of our 2017 campaign, the Board made the decision to retain the same \$630,000 goal for the 2018 campaign and to recommend a modest 3% increase in individual pledges.

As of January 5, a total of 303 members and friends had made commitments of \$534,540 or 85 percent of our goal of \$630,000. **If you are among this group, we are deeply grateful for your generosity.** It is important to note that currently, our results for the number of pledges received and the average pledge amount have fallen below our results for same time period for the 2017 campaign.

Our board members are now focusing on reaching out to those who have not yet responded, so that our Treasurer and Trustees will know how much they have to work with this year. Please welcome their calls and respond with your pledge commitment as soon as possible. **Please remember, all pledges make a difference, and are greatly appreciated.**

The Board of Stewardship would like to express special thanks to our Senior Associate Minister, Carleen Gerber, and Treasurer, Bob McCracken, for their invaluable knowledge, guidance and support, and to Joanie May, who flawlessly develops, segments, and maintains our mailing lists. We also depend heavily on Joan Kelley, our always welcoming and very patient Office Manager, and Teri Gedrys, who enters and maintains our pledge data.

I also would like to thank my fellow board members, who have who have shared their wonderful talent, creativity and commitment, and have invested a significant amount of their time in this vital part of our church's success. We extend our special thanks to Sandy Long, Chuck Lynch and Matt Winkler who will rotate off the board as their terms expire at this meeting - we deeply appreciate all of their contributions.

And finally, we extend our gratitude to you, our members and friends, for investing your resources in our church's life changing Ministries and Mission partnerships.

Respectfully submitted, with gratitude for all for your generosity, The Board of Stewardship:
Mike Long (Chair), Sandy Long, Matt Winkler, Chuck Lynch, Diane Hart, Steve Hart,
Wendy Knight, Wayne Mountz and Jeannie Thomas.

BOARD OF YOUTH EDUCATION - ANNUAL REPORT 2017

The Board of Youth Education (BYE) and God's Neighborhood Program had a successful year. The mission of the BYE is to create and present an engaging curriculum to the children of our congregation and to involve them in the life of the church. During 2017, the BYE organized and held Teachers' Appreciation and the Children's Day Ice Cream Sundae events in June, Teacher Luncheon to kick-off the new school year in August, Opening Day and Registration for God's Neighborhood for the 2017-18 school year and the All Church Picnic in September, prepared and served a meal at the New London Soup Kitchen in October and the annual Gifts Made with Love event in December. The BYE also looked closely at how best to reach out to parents to include and invite them to church related events, especially those new to FCCOL. We will see more of this in 2018.

During 2017, 48 students from 29 families were registered for our program. Average weekly attendance is about 75%. The children continued to be involved with ushering, giving the children's sermon and preparing and serving at coffee hour. The older children continue to work with the younger children to foster a strong sense of community. Three (3) Senior Pilgrimage (SPF) students work together to lead the Junior Pilgrimage (JPF) program. This has been a wonderful peer program. The children experience God through music, theatrical productions, art, bible stories, Christian ethics, building community and doing monthly service projects including making apple pies for the NL Homeless Hospitality Center and making brownies for the New London Community Meal Center.

The curriculum theme for January - June 2017 was Fruits of the Spirit. The theme for September - December 2017 is Love thy Neighbor with an ongoing goal to incorporate activities to include local, national and world events as they happen and to continue to instill kindness and work together as part of our church community to make a difference in the world. The curriculum was tailored to each age group, as deemed appropriate, and the teachers provided input with each lesson plan. During Advent the children searched for gifts of Christmas (Hope, Love, Joy and Peace).

With sincere thanks to our teachers, teenage volunteers and board members for their dedication and commitment to the education of our youth. With special gratitude and thanks to Lisa Doggart for her endless devotion and energy to this program and the children of our church! Your vision and commitment is admired and appreciated. You are truly a blessing!

Respectfully submitted,

Lori Davis Kolar

Chairperson of the Board of Youth Education

Board Members: Margie Barndt, Dale Bernardoni, Shay Cantner,
Deb Eastman, Liz Farrell, Mary Beth Sarr

Deacon Rep: Susan Lang

Staff: Mary Tomassetti
Lisa Doggart

Junior and Senior Pilgrim Fellowship Annual Report. 2017

During January youth in JPF and SPF participated in the team building Ultimate Escape on January 22. We talked a lot about Peace during January and worked on a Famous Peacemakers Project by researching and preparing a bulletin board and then performing for the younger children as those peacemakers. On January 28 we started our Peace Pole project and wrote "May Peace Prevail on Earth" in 7 different languages.

On February 26 we hosted teenagers from the Berlin Mosque and spoke with them about different things that we celebrate and things that concern us. We also compared how we handle different teenage situations. We then had a great game of Apples to Apples.

During March we prepared for our March 17th Midnight Run. We worked many hours organizing clothes and then went to New York City and distributed food, clothing and toiletries to homeless residents of the city in 6 locations.

During April we started our Tables for Homeless Hospitality Center project. We started by designing 3 side tables and on our first day making them we had everything done but the paint! On a subsequent day we made 4 additional and also painted them. These tables ended up in the room which houses people who need a little extra care because of medical needs.

On April 15 we did our annual Sunrise Service set up on Griswold Point and then returned to church for ice cream.

On May 13 we journeyed to the Heifer Farm in Rutland, Massachusetts for the Seeds Program. The youth had a tour of the village, milked the goats and cooked a meal over an open fire. We had a great, but cold, time.

On September 10, during the church picnic, the SPF met to plan the year.

Then on October 6 we had a Kayak Paddle on the Pattagansett River.

On October 21 a night of Chili and Bonfire was held at the Hine household. It was a beautiful night of catching up.

On October 28 the Breakfast Run JPF and SPF youth went to New York to serve at Stuyvesant Cove Park. After serving there the youth went and had bagels at Murray's Bagels followed by a walk to and on the High Line and talked about re-greening of the city.

On November 5, the JPF and SPF Planted Daffodil Bulbs for the recipients of the auction fundraiser for the Immigrant Assistance Committee.

The SPF got together to raise awareness for Homelessness at their annual Box Night on November 11. After making chili for the New London Community Meal Center to serve on November 26, we watched a movie raising awareness about the plight of the homeless in a city. We then had a great discussion about issues brought up in the movie.

On November 26 the SPF served food at the New London Community Meal Center, serving about 130 people.

During the month of December the youth assisted with Gifts Made With Love on December 10 and then the Pageant on December 17.

After the Pageant the SPF held a Christmas Party with pizza, a yankee swap and games.

Lisa Doggart

Annual Report for 2017 for the Senior Choir

Our Church continues to be extremely fortunate to have such a vibrant, loyal and hard-working Senior Choir! Membership during 2017 remained vibrant and we welcomed several new singers! During the year the choir sang over a hundred pieces during our worship services. Not only is the group a cohesive musical ensemble, it's also a "family" within the Church community, supportive of each other when necessary, as well as enjoying good news with each other! Many of our singers are members of other community choirs so it has been good to learn about their work and support them throughout the year.

Lisa Feltes and Brian Cheney have continued to be our section leaders. We are very lucky to have such accomplished singers as our section leaders and grateful for their enthusiasm and support.

As well as the regular Sunday morning worship schedule the Senior Choir performed Rutter's setting of the *Requiem* Mass on Maundy Thursday. The choir was accompanied by a small orchestra and the performance included readings between the sections in the Mass. It was a very moving service and much enjoyed by everyone who attended.

In November we joined with the choir from Saint Ann's Parish and Christ the King Church for a very enjoyable Ecumenical Thanksgiving service at Christ the King Church – the singing was really exciting with several uplifting pieces sung by the joint choirs.

Our Christmas services were also uplifting. We offered our traditional carol service at both the 8:00pm and 10:00pm services with the choir singing five carols alone and the much-anticipated *O holy night* sung by Brian Cheney. Flutist Jill Maurer-Davis joined us for Rutter's *Shepherd's Pipe Carol* and offered Prelude music made up of carols from around the world. It was a wonderful way to celebrate the Christmas season.

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

Respectfully submitted, Simon Holt

Children's Choir

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

Respectfully submitted by Lisa Feltes

Board of Music and the Arts

The Board of Music has sponsored an art tour between the services in October. It has been suggested that the works of art owned by the church might be put on a power point presentation so that we could have an adult forum explaining them all. Robert Potter has helped us as a docent in this work.

We welcomed our poet laureate Marilyn Nelson to our pulpit in December which was a wonderful treat.

Vicky Murphy and Alan Bradford help to lead our poetry writing and “great literature reading” afternoons throughout the year. Newcomers are always welcome.

The music program of the church remains strong. The Senior Choir continues to provide wonderful music in our worship services, and performed a special concert in Holy Week of this year. The children’s choir, under the direction of Lisa Feltes, has grown and is gaining ground in performing in multiple parts. We are grateful to Rachael Jungkeit who accompanies the children’s choir and also helps a great deal with music in our Sunday morning programming for the children.

We are blessed indeed to have the dedication and commitment of all who work to give us programs in both visual and musical arts.

Janet Funke has continued to help lead this committee and we are grateful that she extended her service to our benefit!

Respectfully submitted in Janet’s honor,
Carleen Gerber

BOARD OF MISSIONS
ANNUAL REPORT 2017

During 2017 the members of the Board of Missions worked diligently to further the social justice and missions-based educational goals of the Congregation. To that end, the Board increased its frequency of meetings to every other month, and formally assigned “Ambassadors” to the many beneficiaries of the allocated funds. FCCOL supports five primary beneficiaries that represent long-term relationships between the Church community and other organizations; these are the Tree of Life Educational Fund, the Crosby Fund for Haitian Education, the Green Grass Church in South Dakota, the Storefront School in Harlem NY, and the South African Partnership with the Reverend Paul Verryn. Missions funds also support the UCC in the form of an annual distribution (part of this allocation is required for FCCOL to maintain active membership in the UCC). Finally, funds were allocated to 19 local, regional and international beneficiaries to support work against homelessness, illiteracy, and domestic violence, and to help support vulnerable populations both in the U.S. and abroad.

As of December 2017, nearly 85% of the \$85,000 Missions budget for FY2017 was allocated, with the remainder to be discussed at the final meeting in January. Of the \$72,000 allocated by the Board of Missions to date, 25% went to UCC support, 44% went to internal allocations and primary beneficiary partnerships, and the remaining 31% went to outreach beneficiaries such as Habitat for Humanity (SE CT), FRESH New London, the Alliance for Living, the Homeless Hospitality Center, and the Literacy Volunteers of Valley Shore. Many other beneficiaries are included in the outreach efforts of the Board of Missions, and we encourage FCCOL members to bring causes or organizations deserving of financial support to the attention of any member of the Board.

Thank you to our Board members for their conscientious work this past year: Mary Ann Kistner, Karen Stigliano, Britt Sinay, Alexandra Eadie-Friedman, Louise Lynch, Bruce Anderson, Allyson Cotton, Beth Hamilton and Jane Marolda, and Deacon representative Deborah Butler. We are also grateful for the continued guidance and expertise of Rev Carleen Gerber.

Respectfully submitted,

Jennifer Hall, Board of Missions Chair
January 7, 2018

Mission Outreach at The First Congregational Church of Old Lyme in 2017

This Minister's Discretionary Fund of the First Congregational Church dispersed about \$40,000 this past year to support families in need.

Also, in this past year, \$85,000 was dispersed by the Board of Missions to agencies within our community, New London County and the world. An additional \$75,000 was given by the Ladies Benevolent Society of our church – an extraordinary amount made possible by the hard work and success of the White Elephant Sale.

Special gifts made by families in our congregation enabled us to purchase a house designated for use in our Refugee Resettlement work. The dollar amount given was \$188,075; but additionally, there were a large number of volunteers who gave of their time and talent in making the house ready – updated, painted and furnished!

\$8,902 was raised by our Immigration Assistance Committee to help those facing a challenge in status of citizenship, and over \$300 was given to the work of Crop Walk, UNICEF and Heifer International.

\$7,711 was raised for the "One Great Hour of Sharing" mission work of the UCC, and an additional \$6,904 was given to support the operation of the food pantry which takes place here every Saturday. \$1,680 was given additionally for hurricane and flood relief in Texas, Florida and Puerto Rico.

Thus, in total, more than \$310,000.00 in aid and support was made possible through the generosity of the people of this church.

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

The United Church of Christ; The Storefront Academy of Harlem, NYC; One Great Hour of Sharing (UCC); Homeless Hospitality Center of New London; the Hospital Chaplaincy Programs of L&M and Middlesex Hospitals; Habitat for Humanity of SECT; Bethlehem University in Palestine; Safe Futures of New London (formerly the Women's Center of New London); New London Soup Kitchen; Shoreline Soup Kitchens and Food Pantries; The Crosby Fund for Haitian Education; Thames River Family Program; the Martin House; the Alliance for Living of SECT; the Covenant Shelter of New London; the International Rescue Committee of New York; the Midnight Run of New York City; the Shepherd's Field School of Beit Sahour, Palestine; Old Lyme Children's Learning Center; Old Lyme Visiting Nurse; Center for Hospice Care of SECT; Connecticut Hospice of Branford; Hospice and Palliative Care of Middlesex Hospital; Lymes' Senior Center; Estuary Council of Seniors; Literacy Volunteers; Morningstar Camp; Veteran Assistance Program; Warm the Children Fund; Church World Service; New Life Prison Ministry; the Ministers' Discretionary Fund of FCCOL; FRESH New London; Riverfront Children's Center; Camp Claire in Lyme; The Major Edward A. Good Home for Veterans in New London (managed by the Homeless Hospitality Center); Barbara Fund of the York Prison; Lymewood Elderly Housing; Tree of Life Educational Fund; Ct. Coalition to End Homelessness; India micro-credit of Franciscan Brotherhood; Tribal Crafts; Every Dollar Feeds Kids; Middle East Children's Alliance; and Integrated Refugee and Immigrant Services, Inc. of New Haven, Ct.

Annual Report of Adult Education Board (2017)

The Adult Education Board is responsible for the adult forums that are held on most Sundays between the first and second services between September and May. As in past years, the board arranged for a large variety of speakers during 2017, with attendance reaching one hundred or more for appearances by former Governor and Senator Lowell Weicker and Congressmen Joe Courtney. Topics addressed during the year included environmental protection and conservation, assistance to Connecticut's homeless, internet security and protection, cancer research and treatment and gene editing, native American tribal activities in Connecticut, affordable housing in southeastern Connecticut, FCCOL history, the electoral college and proposed alternative methods for the election of the president, activities of the Griswold Museum, and the Westbrook YMCA, the passion of Christ in the visual arts, and what has become a popular annual advent program by choir members on Handel's Messiah.

Members of the board for the 2017 year were: Mary Charlton, Mary Devins, Jerry Guindon, Alan Howell, Eunice Mahler, Patsy McCook, David Ogle, Eve Todd, Ellen White and George Willauer. The board members express their special appreciation for all of the guidance and assistance, far above and beyond what should be expected, by Reverend Gerber, our pastoral representative.

David B. Ogle

South Africa Partnership Committee

The Committee did not officially meet during this past year, but we worked together to help offer hospitality and support to the Rev. Paul Verryn who came twice during the year for a time of rest and recuperation. He was with us for two weeks immediately after Christmas, and again before Easter.

Paul continues to travel widely in all of South Africa, hearing the testimonies of refugees and displaced persons, working on justice issues created both by social policy and environmental degradation, and tending to the needs of those still struggling with the restitution of property and damages from the era of Apartheid. The demands on his time are intense and so we are glad to be able to offer him a time to rejuvenate here in our community. We are also grateful for his sharing with us in sermons, prayers and fellowship.

As he moves away from parish service and toward a country-wide justice ministry, we feel blessed to call him our “visiting theologian in residence.”

Respectfully submitted,
Diane Claussen, chairperson

Haitian Outreach Partnership Committee

The Haitian Outreach Partnership Committee strives to engage the congregation in the activities and work of the Crosby Fund for Haitian Education, the rich Haitian culture, and current events in Haiti. This past year the congregation engaged in four areas.

The Senior Pilgrim Fellowship Annual trip to Haiti in April 2017 was our 4th annual trip: 16 travelers (12 teens and 4 adults) spent one week in Deschapelles, Haiti engaging in a wide variety of activities. The experience included learning about the culture and history of Haiti, engaging with young children through arts and crafts projects and older youth through soccer games and tutoring English. The SPF youth also experienced Haitian life through walks to the market and visiting Haitian artists' homes. The trip was fun and emotionally challenging. Most of the youth say the trip is transformative, and they were so glad to have experienced Haiti.

The Partnership Co-operative is unique shop in our church that offers for sale Haitian art, Lakota crafts, and Palestinian goods and olive oil. This past year \$9,065 of Haitian art was sold in 2017! 100% of this money is given to the Haitian artists in the Artibonite Valley. For some artists, this is their sole income. Many thanks to all of you who support our shop!!

The annual Haitian dinner sponsored by the LBS was in May and close to 100 people attended. Becky offered an update of their scholarship work that supports over 450 students, and she showed a video of the opening of the Education Center that opened in January of 2017.

The new Education Center houses the offices of the Crosby Fund staff and offers a wide range of programs in their classrooms from tutoring, an adult literacy program, computer lab, teacher partnering, seminars for students and teachers, summer camps and youth exchange programs. The new Center offers many new opportunities for congregational engagement. If you are interested in getting involved in a summer camp or any other educational program, please speak to Becky Crosby, Dale Bernardoni or Julie Martel.

Respectfully submitted,
Becky Crosby (for the committee)
Nathalie Fogg, Dale Bernardoni, Karen Stigliano, John McGannon, Wendy Mahon

Green Grass Partnership / Partnership Co-operative ~ 2017 Annual Report

In June of 2017, twenty-three members and friends of the First Congregational Church of Old Lyme traveled over 2,000 miles to the small community of Green Grass located on the Cheyenne River Reservation in South Dakota. The journey was led by Steven Jungkeit, Dan Renn and Stephanie Kenny.

This year we once again held a day camp for kids of all ages called the Morning Star Camp. Kylie Hall, Morgan Slusarz, Travis Harden (Lakota partner) and Alber Baseel (Tree of Life partner) led the camp in music and activities for 3 fun filled days. The children made instruments, learned how to draw traditional native designs, played games like kickball and whiffle ball, sung karaoke, rode horses, hiked, learned about service and the importance of serving their elders, they participated in a music lesson with Alber and Travis and even wrote a song in Lakota, English and Arabic to perform at worship service. The Morning Star Camp is such a positive influence not only in the lives of our children, but in the lives of the children in the Green Grass community and our continued 33-year partnership. They learn about another way of life and form the foundations for lasting friendships.

Additionally, the Old Lyme group served over 100 meals everyday to the community at Green Grass, purchased and installed a new refrigerator into the church kitchen, had the honor of attending both a sweat lodge ceremony and a Sundance ceremony, held a sunset communion service which honored the Water Protectors from Standing Rock, held a Tribal Crafts buying day pumping over \$9,000 into the community of craftsmen, sang our hearts out at karaoke under the stars and visited with friends, new and old.

The Partnership Co-operative is a collection of Native American crafts (Tribal Crafts Inc.), Haitian art (Crosby Fund for Haitian Education) and Palestinian goods (Tree of Life) based out of the FCCOL. Every year we open a holiday storefront offsite in a donated space. This year, we were honored to be set up on Main Street in Old Saybrook. The store was open for three weekends in December. Tribal Crafts sales totaled approx. \$2,700; Haitian art sales totaled approx. \$2,500 and Tree of Life sales totaled approx. \$4,300 bringing in a grand total of \$9,500 for the three partnerships.

This year, during the holiday sale, we raised an additional \$1,500 for a project called Light Up The Rez. It's been an especially cold winter and Old Lyme was able to help serve the Green Grass community even more by filling propane tanks to help keep homes warm. Green Grass friend Suella High Elk shared "Thanks again Stephanie and the whole Old Lyme group for thinking of us and keeping us warm. Love to you all, Suella and family." Rhonda Frazier wrote: " So guess what?! A gas company brought me some propane today and they said it was from the Old Lyme group. I was like oh my goodness!!! Thank you and the rest of the group so much, I really needed it, I was only at 2%"

The Partnership Co-operative had combined annual sales totaling nearly \$25,000. Through hard work and dedication of its members, this was our most successful year to date.

On behalf of the Green Grass Committee and Tribal Crafts Board Members, I'd like to extend a special thank you to the LBS and the missions board, friends and family and the many members of the FCCOL for all that you do in support of these organizations. May we continue this rich exchange of culture and friendship for many more years to come. Mitakuye Oyasin (all my relations).

Respectfully submitted,
Stephanie Kenny
Green Grass Committee, Chairman
Tribal Crafts, Inc., President

LADIES BENEVOLENT SOCIETY

We continue to cultivate the Spirit of Christ in every area of human life and to enlist the community in a fellowship of worship, education, service and giving, and to support the programs of the First Congregational Church of Old Lyme as it serves in the community, the state, and throughout the world.

Our board membership grew to fourteen after the resignation of one long time member and the addition of two new members voted into the ranks during our May meeting. Board members are Jane Marolda, Nick Westbrook, Judith Simmons, Priscilla Swanson, Marianne Baez, Jeanne Nichols, Hildegard Rennhard, Kenneth Cavanaugh, Susan Immordino, Sandy Long, Diane Thompson, Esther Pope, Carol Giuliano, and Sissy Stinson.

Monthly Luncheon meetings, a total of six held during the spring and fall, have continued to be well attended by members, friends, and others throughout the community. Donations collected during the luncheons this past year, along with food that is given to the Saturday morning food pantry run at our church, has included disposable diapers for the diaper bank run by Louise Lynch who is supported by a three-person committee made up of LBS board members, and toiletries for the Homeless Hospitality Center of New London. We also continue to organize and finance an annual Haitian Dinner in early spring as a fund raiser to support the Crosby Fund for Haitian Education.

The annual White Elephant Sale in July, third best ever, and the Elephants-in-Winter Sale in early December were both successful. As always, we are overwhelmingly grateful for the organized and tireless leadership of Bob Davis, and for the endless hours, energy and enthusiasm given by over 250 volunteers. New faces among the ranks, especially increased participation from our church youth and new members, is something we continue to hope for in the coming years. There's always a need for more strength and energy.

The Sewing Group, Ladies Who Stitch, led by Eunice Taylor has had a banner year. They have increased their visibility and availability by selling their beautiful handmade items during the luncheon meetings and at a few other new venues. They dedicate hours of time to designing and producing numerous items for donation, including tote bags for the Homeless Hospitality Center, uniforms for students in Haiti, receiving blankets for ministers to give to families with infants, napkins and mat-kins for use by Sunday School students and adult clothing protectors for use in nursing homes at mealtime.

New this year: A LBS cookbook was put together and 100 copies were printed which have been selling quickly during events and through the church office. Donations were made to The Lyme Arts Association towards their Second Century Capital Campaign. Monetary support was provided for the new refugee house, towards the publication of "Forgotten Voices" by Carolyn Wakeman, and to Koinonia Farms.

Invaluable to us and much appreciated, as always, is the tireless support provided to us by the church staff throughout the year, especially Mark Testori, Joan Kelly and Bob McCracken. Their contributions are endless.

Respectfully Submitted,

Jane Marolda, President LBS

LADIES BENEVOLENT SOCIETY ANNUAL FINANCIAL REPORT 2017

LBS NEEDS	DISBURSEMENTS
WES/EIW expenses	\$12,870
Postage, paper	38
Luncheon expenses, programs	1,998
Kitchen equipment & supplies	139
Misc. (unbudgeted expenses)	1,729
Sewing group supplies	1,347
TOTAL	<u>18,121</u>
MISSION GIFTS	
FCCOL Pledge	20,000
FCCOL Christian Education	4,000
FCCOL Parsonage Maintenance Fund	5,000
FCCOL Sunday Coffee Hours	350
FCCOL Major Maintenance Fund	5,000
FCCOL Ministers' Discretionary Fund	5,000
Church World Service/OGHS	3,000
Crosby Fund for Haitian Education	5,000
Estuary Council of Seniors, Inc, Old Saybrook	1,000
Hospice Care: Center for Hospice Care SECT Norwich	1,000
The CT Hospice, Branford	1,000
Hospice & Palliative Care, Middletown	1,000
Literacy Volunteers-Valley Shore CT, Inc.	500
Lymes Senior Center	500
Lymewood Elderly Housing	200
New Life Prison Ministry	3,500
New London Homeless Hospitality Center	6,000
NLHHC, Veterans' Housing (Maj. E. Good House)	2,000
Old Lyme Visiting Nurse Association, Inc.	500
The Riverside Children's Center, Inc., Groton	2,000
A Sacred Place, The Barbara Fund	1,500
Safe Futures, New London	2,000
Tree of Life Educational Fund	1,000
Tribal Crafts	3,000
Warm the Children	500
Lyme Art Assoc., 2 nd Cent. Campaign	2,000
Koinonia Farm	1,000
FCCOL Refugee House	1,000
TOTAL	78,550
Plus LBS as above (18,121)	<u>\$ 95,671</u>

INCOME	ASSETS
WES	12/31/17 Webster checking 40,296.94
EIW	11/10/17 Merrill Lynch 26,561.87
Sewing sales EIW	
Sewing sales other	
Interest/Div.	
	<u>TOTAL 87,627.21</u>

Marianne Baez, LBS Treasurer

CHURCH CLERK'S REPORT
Year Ending December 31, 2017

STATISTICS – RECORDS

ANNUAL MEETING: JANUARY 28, 2018 – called as specified in Article II of the Church Bylaws (revised).

Subject Matter: Selected reports by church officers, Board and Committee Members; Adoption of 2018 Church Budget; Election of Officers; Changes to Church Bylaws.

MEMBERSHIP:

Active Members: Number reported on December 31, 2016: 845

Additions During Year – New Members:

By Confirmation	0
On Profession of Faith	30
By Letter of Transfer	0
Membership Reactivated	
Status Change to Active	<u>0</u>
Total Additions	30

Losses During Year:

By Death	10
By Transfer to Inactive Status	26
By Letter of Transfer	0
Membership Terminated by	
Relocation or Request	<u>3</u>
Total Losses	39

Number on Active List as of December 31, 2017: 836

3. BAPTISMS: 12

4. MARRIAGE CEREMONIES PERFORMED BY MINISTERS: 10

B. RECORD RESEARCH

During 2017 there were no requests for information from church records.

C. ACKNOWLEDGEMENTS

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

Respectfully submitted,

Joan C. May, Church Clerk

New Members in 2017

May 21, 2017

**Susan and Harvey Beeman
Cari Blanchard
Christine Darnell
Elsbeth and Timothy Dowd
Claudia Hincks
Stephanie and John Kihm
Cassandra Lindahl and Richard Giguere
Diana and Wade Michels
Jeffrey Miller
Edie Twining and Mark Terwilliger**

September 26, 2017

Nancy Mol

December 3, 2017

**Mary Kate and Tom Cox
Joe Cipparone
Christine Grem
Susan Hall
Tim and Emily Hildner
Ian and Amanda Jarvis
Chet and Suzanne Kitchings
Heather Richardson
Janet Velsmid**

	Nominating Committee Report		
	January 2018, Annual Meeting		
	Page 1 of 3		
Board or Committee	Term	Continuing Members	Nominations
Officers			
Church Clerk	1 year 2018		Joan May
Asst. Church Clerk	1 year 2018		Greg Hack
Treasurer	1 year 2018		Bob McCracken
Asst. Treasurer	1 year 2018		Jeanne Thomas
Financial Secretary	1 year 2018		Allan Kiem
Historians	1 year 2018		Betsey Webster
			Carolyn Wakeman
Exigency Committee	3 years 16,17,18	Don Gonci	Don Gonci
Board of Trustees			
Board of Trustees	3 years, 16,17,18	Bob Webster	
Board of Trustees	3 years, 16,17,18	Amy Cabaniss	
Board of Trustees	3 years, 16,17,18	Dave Long	
Board of Trustees	3 years, 17,18 19	Leslie Kiem	
Board of Trustees	3 years, 17,18 19	John Kiker	
Board of Trustees	3 years, 17,18,19	Barbara Smith	
Board of Trustees	3 years, 18,19,20		Faye Richardson
Board of Trustees	3 years, 18,19,20		Jon French
Board of Trustees	3 years, 18,19,20		Russell Fogg
Board of Deacons			
Board of Deacons	3 years 16,17,18	Don Gonci	
Board of Deacons	3 years 16,17,18	Deborah Butler	
Board of Deacons	3 years 16,17,18	Mary Charlton	
Board of Deacons	3 years 16,17,18	Elizabeth Nocera	
Board of Deacons	3 years 17,18,19	Lee Whitaker	
Board of Deacons	3 years 17,18,19	Karen Harris	
Board of Deacons	3 years 17,18,19	Julie Martel	
Board of Deacons	3 years 17,18,19	Lecia Harbison	
Board of Deacons	3 years 18,19,20		Peter Barndt
Board of Deacons	3 years 18,19,20		Rick Strickhart
Board of Deacons	3 years 18,19,20		Mark Bond
Board of Deacons	3 years 18,19,20		Betsy Grant
Board of Stewardship			
Board of Stewardship	3 years 16,17,18	Wayne Mountz	
Board of Stewardship	3 years 16,17,18	Wendy Knight	
Board of Stewardship	3 years 16,17,18	Michael Long	
Board of Stewardship	3 years 17,18,19	Diane Hart	
Board of Stewardship	3 years 17,18,19	Steve Hart	
Board of Stewardship	3 years 17,18,19	Jeanne Thomas	
Board of Stewardship	3 years 18,19,20		Mike Winterfield
Board of Stewardship	3 years 18,19,20		Mary Kate Cox
Board of Stewardship	3 years 18,19,20		Allison Hine

Nominating Committee Report			
January 2018, Annual Meeting			
Page 2 of 3			
Board or Committee	Term	Continuing Members	Nominations
Board of Missions			
Board of Missions	3 years 16,17,18	Alexandra Eadie-Friedmann	
Board of Missions	3 years 16,17,18	Jen Hall	
Board of Missions	3 years 16,17,18	Louise Lynch	
Board of Missions	3 years 17,18,19	Allyson Cotton	
Board of Missions	3 years 17,18,19	Beth Hamilton	
Board of Missions	2 years 18,19	Remainder of Bruce Anderson	Dawn Clark
Board of Missions	3 years 18,19,20		Nancy Mol
Board of Missions	3 years 18,19,20		Susan Beeman
Board of Missions	3 years 18,19,20		Jane Marolda
Church Council			
Church Council	3 years 16,17,18	Steffie Hall	
Church Council	3 years 16,17,18	Cathy Gentry	
Church Council	3 years 17,18,19	Charlie Hosley	
Church Council	3 years 18,19,20		Britt Senay
Church Council	3 years 18,19,20		Doug Kiem
Church Council	3 years 18,19,20		Steve Joncus
Board of Youth Education			
Board of Youth Education	3 years 16,17,18	MaryBeth Sarr	
Board of Youth Education	3 years 16,17,18	Liz Farrell	
Board of Youth Education	3 years 16,17,18	Marge Barndt	
Board of Youth Education	2 years 18, 19	Remainder of term	Amanda Jarvis
Board of Youth Education	3 years 17,18,19	Shay Cantner	
Board of Youth Education	3 years 17,18,19	Dale Bernardoni	
Board of Youth Education	3 years 18,19,20		Heather Richardson
Board of Youth Education	3 years 18,19,20		Bella Hine
Board of Youth Education	3 years 18,19,20		Tracey Sutherland
Board of Adult Education			
Board of Adult Education	3 years 16,17,18	Jerry Guindon	
Board of Adult Education	3 years 16,17,18	Alan Howell	
Board of Adult Education	3 years 16,17,18	George Willauer	
Board of Adult Education	3 years 17,18,19	David Ogle	
Board of Adult Education	3 years 17,18,19	Mary Devins	
Board of Adult Education	3 years 17,18,19	Eve Todd	
Board of Adult Education	3 years 18,19,20		Tom Cox
Board of Adult Education	3 years 18,19,20		Lori Kolar
Board of Adult Education	3 years 18,19,20		Suzi McCormack
Board of Music & Arts			
Board of Music & Arts	3 years 16,17,18	Emily Snow	
Board of Music & Arts	3 years 16,17,18	Michelle Delmhorst	
Board of Music & Arts	3 years 16,17,18	Jeannie Potter	
Board of Music & Arts	3 years 17,18,19	Alan McGregor	
Board of Music & Arts	3 years 17,18,19	Susan Morrison	
Board of Music & Arts	3 years 17,18,19	Terry Balough	
Board of Music & Arts	3 years 18,19,20		Edie Twining
Board of Music & Arts	3 years 18,19,20		Susan Hall
Board of Music & Arts	3 years 18,19,20		Marta Cone

Nominating Committee Report			
January 2018, Annual Meeting			
Page 3 of 3			
Board or Committee	Term	Continuing Members	Nominations
Nominating Committee			
Nominating Committee	1 year 2018		Mike Gentry
Nominating Committee	1 year 2018		Sandy Long
Nominating Committee	1 year 2018		Pete Lang
Nominating Committee	1 year 2018		Cathy Mathis
Green Grass Committee			
Green Grass Committee	3 years 16,17,18	Stephanie Kenny	
Green Grass Committee	3 years 16,17,18	Dan Renn	
Green Grass Committee	3 years 17,18,19	Karen Kiem	
Green Grass Committee	3 years 18,19,20		Nancy Mol
Green Grass Committee	3 years 18,19,20		Ginny Spiers
South Africa			
South Africa	3 years 17,18,19	Diane Claussen	
South Africa	3 years 18,19,20	Krista Todd	
South Africa	3 years 18,19,20	Scott Mahon	
South Africa	3 years, 18,19,20		Dana Dixon
South Africa	3 years, 18,19,20		Lee Carpenter
Delegates to UCC			
Delegates to UCC	3 years 17,18,19	George Willauer	
Delegates to UCC	3 years 17,18,19	Dan Renn	
Delegates to UCC	3 years 18,19,20		Connie Hurtt
Delegates to UCC	3 years 18,19,20		Elizabeth Nocera
Delegates to UCC	3 years 18,19,20		Nick Westbrook
Beit Sahour			
Beit Sahour	3 years 17,18,19	Wendy Rieder	
Beit Sahour	3 years 17,18,19	Joe Cipparone	
Beit Sahour	3 years 17,18,19	Joan Overfield	
Beit Sahour	3 years 17,18,19	D Gonci	
Beit Sahour	3 years 18,19,20		Sharon Howell
Beit Sahour	3 years 18,19,20		Nick Westbrook
Beit Sahour	3 years 18,19,20		Diane Claussen
Haitian Outreach			
Haitian Outreach	3 years 17,18,19	John McGannon	
Haitian Outreach	3 years 17,18,19	Wendy Mahon	
Haitian Outreach	3 years 18,19,20		Eli Doggart
Haitian Outreach	3 years 18,19,20		Lisa Doggart
Haitian Outreach	3 years 18,19,20		Bryn McGlinchey
Deacon Emeritus			Anne Smith
Deacon Emeritus			Elting Smith

DEACONS EMERITI

*Gertrude Barney
*Harold Berggren
*Marian Biglow
*Jay H. Boltz
*Marie Boltz
Joan Bonvicin
*Betty Brown
Barry Buehler
Susan Buehler
*Clifford Champion
*Else Champion
*Miriam Champion
*Alfred R. Clark
*Simone Clark
Robert Davis
Judy Downs
*Susan Holly Ely
*Mary Emerson
*Ella Mae English
Betty R. Fatone
Emily Fisher
Nathalie Fogg
*Janet Folk
*Harry Forsdick
*Helen Forsdick
*Charles Gasteyer
Michael Gentry
Don Gonci
*Philip Gordon
*Len Green
*Marge Green
Ralph Griffin
Mimi Griffin
*Matthew Griswold
*Roger Grover
*Sally Grover
*Charlotte Handy
*Adlai Hardin
*Amy Henry
*Theodore Hillhouse
*Harriet Hoag
Robert D. Johnson
*Mary Jane Johnson
Allan Kiem
Karin Kiem
Joan Kratzert
Julie Kuja
*Russell Lewis
*Robert F. Link
*Anne Losea
*Howard Losea
Chuck Lynch
Louise Lynch
Henry May
Joan May
*Martha McCanne
Bob McCracken
Sally McCracken
*Ramona McNamara
Beatrice Minson
*James Noyes
*Helen Noyes
*Myrtie Peck
*Barbara Perkins
Ned Perkins
*Gloria Rathbone
Hildegard Rennhard
Leslie Shaffer
*N. Rutherford Sheffield
Judith Simmons
*Philip N. Simmons
David Speirs
Virginia Speirs
*John Speirs, Sr.
*Helen Speirs
Douglas Stoehr
*John Swanson
*Philip Symonds
*Anne Traver
*Cynthia Twining
*Kinsley Twining
*Dorothy Umberger
*Willis H. Umberger
Bob Webster
Betsey Webster
*Helen Weidler
*Murray T. Wellman
*Jean West
*George Wilcox
*Ellen Woodhead

*Deceased

FCCOL Annual Meeting January 28th, 2018
Proposed Additions to the FCCOL By-Laws
Two New Standing Committees of the Board of Trustees

f. **The Communications Committee** shall be responsible for developing and implementing a comprehensive and ongoing communications program for the church. The goals of the program will be to: Inform the wider community of the activities and missions of the church; to inform, motivate and increase the involvement of the church membership in the ministries of the church; and to attract and encourage new members to the congregation. Avenues of communication will include, but not be limited to: the church website, worship bulletins and monthly newsletters, social media, the press and broadcast outlets, and any other means the committee deems appropriate.

g. **The Preservation Committee** shall be responsible for establishing, raising funding for and approving disbursements from the Preservation Fund. The purpose of this separate perpetual Fund is to support the long term major maintenance and preservation needs of the church. The fund will be managed in the custody of a professional investment advisor under the supervision of the Endowment Committee, with investment strategy and results periodically reviewed by the Endowment and Preservation Committees and presented to the Board of Trustees. Specific policies for disbursements from the Fund shall be written by the Committee and approved by the board of Trustees. The Preservation Committee shall consist of at least three members: one from the Board of Trustees, one from the Endowment Committee, and at least one other member from the congregation at large.

Approved by the Board of Trustees at their January 2018 meeting for submission to the congregation.