

Colchester Federated Church

American Baptist and United Church of Christ



60 Main Street, Colchester, CT 06415

Annual Report to the Congregation

May 2010

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Pastor's Annual Report

May 2, 2010 by Rev. Linda U. Barnes

This year's ministry has been one of working to build up trust and understanding among the leadership and members of our congregation: To trust that we will be here for each other, will listen, will contribute from each of our gifts as we are able, that my pastoral leadership is trustworthy—and most of all, that we may trust in God in this time and in all times.

We seek to show care and compassion—within our church community, in our town and nation, through local and world missions—to show both charity and advocacy, for those in need, and for our brothers and sisters in faith.

The nurture of our children and youth is an essential priority of our congregation. I am very grateful for the exemplary leadership of Tracy Bausum and Cheryl Anderson, as well as the many volunteers, including Ministry members, Sunday School teachers, Discipleship mentors and youth group advisors. I have endeavored to be a supportive resource to these programs, and continue to seek to learn how to do that better.

Worship is central to our being as a congregation. It is a privilege to be entrusted with leadership of worship, offering praise and proclamation of the Word of God. I am very grateful to Pat Korenkeiwicz for the spirited music she brings to our worship, both her own gifts as a musician and her magical leadership of our choirs to bring forth their combined gifts in spirited song. I thank Kevin Jesmonth for leading the Bell Choir, and contributing his trumpet to highlight our praise.

Tom Evans as our office manager is the hub that holds our congregation's wheel of activity together. He and I work closely together in producing the weekly worship bulletins. He provides support for the work of our Ministries, and produces our congregation's many publications with skill and imagination. He oversees the complex schedule for our church facility. (All this is in addition to his work as our church treasurer.) His personal integrity and sensitivity, his organizational and design skills, and his overall dedication to our church provide a solid foundation for the many details of our daily ministry.

This church building is used by many different groups as we support community needs in addition to our own church programs. Dave Hock's faithful work here over many decades, continuing into the present is extremely valuable in keeping our church clean and safe.

Our physical projects, particularly our continuing site renovation and parking lot construction, has been one focus of our work—calling on wisdom and patience to bring the project to completion, permit adequate signage, repair damage done over the winter, and find a mutually agreeable solution to design and set-backs in the area of Day

Hall. I have endeavored to offer support through prayer and presence, to those from our congregation who are faithfully engaged in this work.

Keeping the various aspects of the life of our congregation in perspective has been an important goal for my pastoral leadership in this year. Our pastoral-parish relations committee, Diaconate leadership, personnel chair, and Rev. Susan Tarolli have been important guides in this work.

My continuing education and professional activities this year included the CT. Conference UCC Annual meeting, co-leading an American Baptist workshop with Rev. Linda Lea Snyder on "Spirituality in Mid-Life and Beyond", attending the Craigville Theological Colloquy July 13-17, 2009 on the topic "Spirituality and the Holy Spirit." I worked with Dr. Beatrice Manning and our church Deacons to prepare for her Ecclesiastical Council held in our sanctuary Feb. 28, 2010 where she was "approved for ordination pending a call which requires ordination." My Wider Church week was spent on a mission trip to New Orleans working as part of a UCC Disaster Response Team. An additional professional week will be spent attending a conflict resolution and mediation training workshop May 3-7, 2010.

As we seek to be faithful together in ministry at the Colchester Federated Church, let us keep practical matters in balance with spiritual priorities. Let us grow in the Spirit, give thanks every day for the blessings God gives us, and be part of God's creative work in this time and place.

Baptisms:

May 10, 2009 Elizabeth Kathleen Floyd
May 23, 2009 River Baptism
for Jesse John Bartlett Bradstreet
and Taylor Christian Wink
June 7, 2009 Sabrina Styles Boutin
June 14, 2009 Nicholas Arthur Butzgy
February 21, 2010 Cora Mary Rago
April 11, 2010 Katelyn Caroline Griffin

Funerals:

August 17, 2009 Dwight Barrett
January 23, 2010 George Campbell
(Belmont)
January 31, 2010 Kimberly Morgan Pratt
(Belmont)
March 34, 2010 Chester G. Emerick
(Belmont)
March 25, 2010 Lorraine Marcure (co-led at
Franklin Church)
April 12, 2010 Donald Shain (graveside at
Linwood Cemetery)

Weddings

July 11, 2009 Alicia Fagnoli and Richard
Fecteau (our church sanctuary)
July 18, 2009 Lisa Hirsch and Wally Lozano
(Gillette's Castle)
September 10, 2009 Erin Markham and
Steve Dewick (Andrea Hotel, Misquamicut, R.
I.)

New Members

May 31 Confirmands:

Christopher Ashley, Jesse Bradstreet, Joseph
Cocciarella, Taylor Wink

Members Joining March 7, 2010

Wayne and Deborah Campbell
Alais (Al) and Amy Domeika
Toni-Lynn Myers
Joe and Val Sullivan
Charles (Chuck) and Jen Totten
Michelle Wyatt
Karen Ziel
Paula Zwick

Minutes of Annual Election Meeting

May 3, 2009

The 2009 Annual Election Meeting of the Colchester Federated Church was called to order on May 3, 2009 at 11:31 a.m. The Rev. Dr. Linda Barnes opened the Meeting with prayer, and then asked for nominations for Moderator. Tom Culhane was nominated by Deb Howard and seconded by Barbara Bosse. No other nominations being had, Tom was elected Moderator of the Meeting by consensus.

The Clerk read the Warning and then spoke to the Minutes. As there were three special meetings this past year, those minutes and those of last year's election meeting are grouped together in the Annual Reports, with a report by the Clerk. John Sawchuk expressed thanks to the Clerk and his desire that we get through the next year without so many special meetings. **Motion** by Tom St. Louis and seconded by Jen Clarke to accept the minutes was **approved** by acclamation.

The Moderator then called for the Meeting to review the 2008-2009 Annual Reports. The Treasurer noted that we are currently \$4,520 ahead of projection on income; Mark Bosse warned of the need to keep up income during the summer to meet expenses. The Treasurer also stated his intent of placing the monthly reports on the website. Tom St. Louis noted that the Gifts and Leadership slate for the coming year is included in the Ministry's Report, while Evelyn Plecan noted that Reports for the Sunday School Superintendent and the Youth Missions are included separately from the Ministry of Education report. **Motion** by Jen C. and seconded by Evelyn P. to accept the reports was **approved** by acclamation.

Tom St. Louis made general remarks on the Gifts and Leadership slate. **Motion** was made by Deb H. and seconded by Barbara B. to approve the slate with an inclusion of a seat on the Diaconate for a member of the Mission of Wellness. Evelyn P. questioned the motion, in that it was her understanding that the Mission of Wellness was now acting as the Ministry of Home and Family; the Clerk reported that the By-Law amendment put to the May 4, 2008 Meeting had not passed at that meeting. John S. questioned the procedure to accomplish such; Mark Bosse stated that it could only be accomplished by a by-law amendment; but counseled that we should rather look to a general revision of the by-laws. There being no further discussion, the Motion was put to a voice vote and **passed**.

The Moderator then took up Item 3 and called on Steve Bradstreet to give the report and recommendations of the Mission of Finance Advisory. The budget submitted to the January 25, 2009 Meeting called for reducing the line for income from the investments from \$36,000 to \$27,000 (which was included in the Budget approved on February 22, 2009), with a follow-up report to be made to the May meeting. Steve reported that the income of the fund is ahead of expectations and is running sufficient to pay the usual \$3,000 per month in 2010. In response to a question from Mark Tierney, he recommended that we, however, continue with the \$27,000 budgeted for 2009. He also reported that pledging is running well ahead of the 93% projection included in the budget, due to 25 pledge revisions, two "advances on pledges" (essentially, gifts) and three donations of tithes from tax refunds! We now have 85 total pledges for \$135,000. Jeanette Tomlinson questioned whether we can further increase our yields by reducing fees, to which Steve replied that John Hathaway had offered his services as investment manager. John then spoke to that subject and suggestions for investments. In response to a question as to the procedure for accomplishing this, the Clerk stated that it is within the authority of Finance Advisory to switch investment managers. Steve then stated that this proposal would be taken up by Finance Advisory. Carol Plecan expressed her concern of the burden of the investments management being placed on a Church member. She also asked that the Minutes reflect commendation to all those who "stepped up" to meet this year's needs. Tom St. L. took this opportunity to mention that recognition of Ministry members will take place at next week's worship service. Jen C. then made a **Motion** to accept the Finance Advisory report, which was seconded by Deb H. and **passed** by acclamation.

Jim Caronna then reported for the Ministry of Stewardship on the status of repairs to the properties. The windows are finished and the office rezoning is going forward. At the rental properties, \$1,500 has been spent on plumbing, \$2,400 for electrical work and \$5,500 on a furnace. Carol P. questioned this expenditure, whereupon Jim reported that the

furnace at the Williams house had cracked and that Bob has helped out our budget by doing a lot of house repairs himself. Jim then noted that of the \$18,000 approved from the Gift Fund for repairs at the September 7, 2008 Meeting, about \$8,000 is unspent. Replacement of doors was included in those repairs, but the cost will far exceed what is left from the allocation. The Ministry of Stewardship thus seeks authorization, as per Item 4, to use the remainder of the allocation for repairs at the Ministry's discretion. **Motion** for such was made by Rev. Linda, seconded by Carol P. and **passed** by acclamation.

The Moderator then took up all business suitable and proper to come before the Meeting. **Motion** by Diane Capasso and seconded by Deb H. to authorize the Ministry of Gifts and Leadership to fill any positions vacant in the slate was **passed** by acclamation.

Mark T. reported that the dishwasher has been reassembled three times, to no avail, and needs to be replaced, at about \$8,500 expense. John Sawchuk explained various ways to obtain one. Carol P. advocated authorizing the expenditure; Deb H. pointed out that funds had already been allocated.

Discussion ensued as to revising the by-laws. Diane C. advocated that visioning must precede revisions. John H. spoke to that further, in that the process involves visioning, and examination of the current structure and alternatives, before addressing revision; and noted the work of the vision committee from a few years back. John Sawchuk stressed the need to examine the problems with the current structure, while Mark B. spoke to the building of community as a goal of revision. Tom Evans noted that it had been previously agreed that by-law revision would be taken up after the completion of the parking lot. Jen C. moved this, seconded by Diane C., to which there was general agreement.

Mark T. reported, as Chair of the Parking Lot Committee, that the plan will be discussed informally at the Zoning & Planning meeting this coming Wednesday. Formal submission will be made on May 20; Mark emphasized that the plan approved by the Town is final and unchangeable. He requested that during construction the Parking Lot Committee be advised of any and all dates for meetings at the Church, so as to plan to minimize the inconvenience to the groups using the Church. John S. called for the various Ministries to begin planning now. It was also noted that off-site worship services may be necessary at the height of construction.

Mark Bosse inquired whether a special meeting was contemplated to consider uses for the remainder of the Gift Fund. Mark T. replied that this was to be taken up by a "Gift charette".

There being no further business, **Motion** to adjourn was made by Deb H. and seconded by John H. There being no objection, the Moderator adjourned the Meeting at 12:23 p.m.

Special Congregational Meeting August 23, 2009

This Special Meeting of the Colchester Federated Church was called to order on August 23, 2009 at 10:10 a.m., with approximately fifty members in attendance. The Rev. Dr. Linda Barnes opened the Meeting with prayer, and then asked for nominations for Moderator. Deb Howard proposed to nominate the co-chairs of Diaconate, John Sawchuk and Ted Sanford, as joint Moderators, which was seconded by Joann Riddell. No other nominations being had, John and Ted were elected Joint Moderators of the Meeting by consensus.

Handouts regarding the status of the Parking Lot Plan were then distributed. Jim Caronna made some introductory remarks explaining the "Summary" page. Mark Tierney spoke to a couple of updates to the handout: Baldi has faxed a bid of \$614,000; and Steve Bradstreet reports that the uncommitted funds in the Gift, reported on the "What Projects are Pending?" page as \$89,586, is now around \$91-92,000. Mark then commented further on the work scope reductions,

noting that the chart shows all the reductions considered and separating them out as to acceptable reductions and those that have been rejected as non-compliant with the zoning and other town requirements.

Jim C., speaking for the Ministry of Stewardship, then indicated the Ministry's approval of the proposals of the Parking Lot Committee.

John S., as Co-Moderator, thanked Mark T. and the Parking Lot Committee for their work, which was met with a round of applause. He also commended the spirit of co-operation at the last meeting of the Ministry of Stewardship*, and asked us to continue our work in the spirit of the Church Covenant, honor the Rules of Order and to keep in mind that we are all seeking the best interests of the Church. Ted S. followed with an observation of the openness and willingness to listen that characterized the Ministry of Stewardship open meeting, which, again, was received with a round of applause. He cited Rev. Linda for leading us in making a common effort, and advised us to view our options with an eye to opportunity and to respect each other in Meeting as family and community.

Mark T. then made a **Motion** that we take up the question of consolidation of the properties before considering the Main Questions, seconded by Diane Capasso. There being no objection, Ted S. then explained that as a condition of approval of the parking lot plan, the Zoning and Planning Board is requiring that we consolidate the current three parcels of real estate into one contiguous parcel, due to the fact that the parking lot, as a unified plan, will impact all of the parcels; and referenced the "Potential Future Consequences" page in the handout. The statement that any sale of one of the residential parcels would require easements of access raised questions. Ralph Capasso, Chuck Maynard and Mark Bosse, in response to remarks of Jeanette Tomlinson, explained that because of the closing of Stebbins Road, the two properties do not have access to Route 16 except over the remaining Church property. Were one of the properties cease to be owned by the Church, the access to Route 16 would need to be permanently defined and could not be altered without the consent of the owner. John Clarke questioned whether construction of the parking lot would affect our taxes. Mark T., Chuck M. and Mark B. discussed this; on one hand we might be assessed for more because of the improvements, but Mark B. was of the opinion that all the improvements should be included in the exempt portion of the property. He confirmed that the single parcel will continue to be eligible for a partial exemption.

**Clerk's note: The Ministry of Stewardship held a (well-attended) open meeting on August 11 to gather input on the question of whether to go forward with the Zoning and Planning Board hearing of August 19, in light of questions raised as to the Board's requirement that the Church consolidate its three parcels of land into a single parcel. See, Letter from Ted Sanford, in the handout.*

Diane C. then read a prepared statement, in which she made the following points: a consolidation of the properties would prevent a future sale of the residences; the contingency amount allowed for in the parking lot budget is less than one per cent of the contract price; the changes to the plan required by the town are a substantial alteration to the original plan; and that the expenses of the project are continuing to mount. She counseled us to consider whether we are practicing good stewardship of our monies and properties, especially in light of the \$40,000 deficit that was brought to the January Financial Meeting; and proposed that in light of such we should only go forward with the front part of the project. In regard to the expense, Lori Hall pointed out that that we no longer have funds from the endowment available to cover any overruns. Melanie Hathaway, on the other hand, took the consolidation requirement as a sign that we are meant to keep the properties together for use of the Church, that the "pieces fell into place," and felt that if we don't go forward with the parking lot we are closing ourselves off to new opportunities.

Jeanette T. questioned as to any new requirements that came out of the last Board meeting. Kurt Prochorina stated that: cutting any trees over ten inches in diameter will require the approval of the tree warden; the shrubbery planned for along Route 16 was eliminated, because the Town requires the area be kept clear for any possible sidewalk; and a performance bond, twenty-five per cent of the Zoning Officer's final figure for construction costs, will need to be posted. He explained the purpose of the bond and that it would need to be posted in cash or purchased from a surety company. Walt Plecan cautioned against any additional expenses in light of the fact that we cancelled all staff raises this year. Dolores Sawchuk questioned whether the Town will accept a surety bond; Kurt P. stated he had been told by Sal Tessone, the Town Engineer, that a surety bond would be acceptable.

At this point, Ted S., as Co-moderator, intervened to state that the question on the floor is the consolidation of the properties, that expense issues had been on the floor at the March 22 Special Meeting, at which the parking lot construction passed by a 48 to 4 vote, and that this Meeting should not be turned into a third vote on the parking lot.

Deb H. urged that we have the faith to go forward with the parking lot, that God had provided when we needed an organ, the gym floor and the work on the steeple.

Lori H. asked about the bollards, to which Kurt P. responded. The bollards are removable posts which can be placed to block traffic through the one-way section along the south side of the church building. The Town is concerned that the general public may ignore the one-way signs and use the parking lot as a short-cut from Route 16 to Route 85. Day Hall is concerned that the bollards will interfere with drop-off and pick-up at the Day Care, so they will take responsibility for removing and replacing the bollards on weekdays.

Lorraine Tierney spoke to the background of the Gift; though no specific restrictions were placed on it, it was her hope that it be used for large projects that would not otherwise be funded. John Hathaway followed with remarks that the parking lot had been part of the Church's vision for many years; if not addressed today, it will be again at some point. He emphasized that we are not removing the residences from the use of the Church and asked that we have faith that the properties will continue to serve the Church. Chuck M. counseled that we not become caught up in fears and "what-ifs." He noted that the properties can continue to produce rental income, and could even be rented for commercial purposes, and anticipated that the parking lot would result in increased membership.

Nancy Dooley advocated that we should not limit our future options by consolidation and suggested that we are not yet at the point to go forward. Barbara Bosse spoke of the acquisition of the Holmes House in the 1987 "Invest in the Vision" campaign as "completing" the Church properties, and stated that she had never looked upon the properties as separate pieces.

Jeanette T. inquired as to whether the Town had required that our parking be public parking; Kurt P. relied that we have no plans to block it off to the public, but that the Town had no requirements as to such. Rev. Linda restated this, that the public can use the lot, but do not have an absolute right to.

Carol Plecan urged us not to rush into the project, and asked if it could be built in phases, i.e., save the Annex for later. Kurt P. responded that this would require resubmission of the plan to Zoning and Planning, with additional application fees and the possibility that further alterations might be required. John Hirsch added that, should we not complete the Annex, the Town could call the bond. Kurt P. noted that even without the annex, we would still have to build the access to the two residences.

Donna Wink called on us to remember that this process begins with the Gift, and that the end product isn't just a parking lot. She also noted that the parking lot was voted on with knowledge of the issues raised today.

Deb H. then made the **Motion** that the properties be consolidated in accordance with the requirements of the Town, which was seconded by Barbara B. Carol P. inquired as to whether the voting could be conducted by ballot and the Clerk requested a motion, whereupon **Motion** was made by Carol P. and seconded by Ralph C. that the Question be decided by ballot. The Clerk advised that approval of twenty per cent of those present would be required under the Rules of Order, and John S. called for a show of hands. The Clerk, having determined a sufficient number was evident, designated Deb H. and Cheryl Anderson to conduct the balloting. The ballots having been collected and verified before the Clerk, there were forty-two (42) in favor and nineteen (19) opposed, and the Clerk declared the Question **approved**.

The next item was taken up and **Motion** was made by Gayle Furman and seconded by Frank Ball to accept the lowest bid, that of Enterprise for \$514,449. Carol P. then reported on the references submitted by Enterprise; nine out of ten were favorable, and of the one that wasn't, the complaint went to a subcontractor's work with computer-run lighting. Joann Riddell questioned as to whether they were local; they are out of Wethersfield or Newington. Ralph C. wanted to know what type of projects were listed in the references; Carol replied that the large majority were building projects on which paving was secondary and subcontracted out; however, the referencing parties were satisfied as to the paving.

Mark T. spoke on the proposed contract. Basically, we purchased an industry-standard form from MasterTech, through Attorney Adams, for \$270, to which we made some modifications. None of the contractors that have bid have objected to the form of the contract. To questions as to whether the contract protects our payments, Mark noted that for each payment called for, there is a retainage of seven per cent. Further, Kurt explained that mechanics' lien waivers are required from all subcontractors before payments are released. As the contract calls for payments to be signed off on by the architect, BSC, Kurt, in response to a question from Ralph C., affirmed that BSC's primary responsibility is to the Church.

John Hathaway commented that references are chosen to highlight a company's strengths. Rev. Linda noted that BSC has previously worked with Enterprise. As to the possibility of lower bids, she noted that the bids being presented today are not the first round of bids. She then expressed thanks to Attorney Adams for the work she's done on the project. **Motion** by Mark Bosse and seconded by John Hirsch for a vote of thanks was **approved** by acclamation, and the Clerk offered to send a note of thanks expressing said Motion.

Dolores Sawchuk noted that Enterprise's original bid was much lower. Mark T. replied that due to a misunderstanding some of the work was separated out from the first bid. Jim C. inquired whether there will be additional work beyond the contract; Mark T. responded that the listed additional work has been included in the bid. Items which have a degree in uncertainty are the water valve - we won't know until it's dug up - and the electrical connection to the power grid, as CL&P refuses to give estimates. We are considering \$10,000 each sufficient to cover these items. Other questions were taken regarding water use, bonding and cost overruns.

Jim C. then spoke to the additional money that will necessary to meet the contract, in that the bid exceeded our projection by \$31,883 and moved that we appropriate \$35,000 in addition to the previously approved funds for the parking lot. Mark T. reported that the Parking Lot Committee had decided to request \$40,000 for a safe margin, and Jim withdrew his motion. Mark T. then made a **Motion**, seconded by Mitch Koziol, to appropriate \$40,000 in addition to the previously approved funds for the parking lot. The Clerk noted that there is a motion on the floor and thus Mark's motion is actually an amendment. As such, it was called to a voice vote and was **approved**. The main motion, to accept the bid, as amended, was then put to a voice vote and **approved**.

Under other business suitable and proper to come before the meeting, Mark B. advised that, as the By-laws are silent as to conveyances of realty, we need to authorize someone to execute the Deed of Consolidation. **Motion** by Deb H., seconded by John Dooley, to authorize the co-chairs of the Diaconate, John Sawchuk and Ted Sanford, to execute the Deed, was **approved** by acclamation. Mark T. questioned whether this meeting is in fact the final word on the parking lot; Jeanette T. responded that the questions put to this meeting were done so with the goal of obtaining unity. Ralph C. questioned how the final contract and thus the bond amount would be arrived at; Mark T. replied that this will be the job of the Parking Lot Committee, with input from BSC and Attorney Adams. John S. asked as to the timetable for going forward; a fourteen day appeal period must run and all conditions met before construction starts. Mark B. confirmed that for legal purposes, calendar days, rather than business days are counted. Mark T. noted that the next meeting of the Parking Lot Committee will be this coming Wednesday at 7:00. John S. asked whether we might save money by eliminating the granite curbs; Mark T. replied that the plans are now set as approved and the granite curbs remain in the plan. As to whether we could charge the cost of the performance bond to the contractor, that cost was not part of the bid, and would just be passed back to us. Dolores S. inquired as to the premium for the bond; this is an unknown and will be followed up on.

There being no further business, the Co-moderator John Sawchuk made some concluding remarks, thanking the members for their willingness to work together to come to a decision; and Rev. Linda offered a prayer. **Motion** to adjourn was then made by Deb H., seconded by John Hirsch and **approved** by acclamation.

Diaconate Annual Report

As one of those who actually do take the time to read the annual church reports, it might be best to let out a yeah-rah-rah every so often for much of this is an article of cheerleading. What a year this has been, so many deserve our gratitude, our praise and our cheers.

First, a great big hooray - for the parking lot project is in its final stage! From those who led and were leading voices in the project to those whose contribution was the running of our programs and dealing with the many inconveniences that the project provided, well done and three cheers.

Now a big "GO TEAMS" goes out to our teams of ministries and missions. For they all did such great work through out what was at times a difficult year. Stewardship and their amazing work in dealing with the project on top of their normal responsibilities. Education and Mission and Witness for helping us focus on what we are about as a church. Church life and those enthusiastic ladies in red. Gifts and Leadership for filling in all the gaps. Missions of Wellness, Finance Advisory, Fundraising for keeping us healthy in many ways. Personnel and Pastor/Parish for their leadership and work. Our newly formed Caring Hands and Hearts for reaching out. My Brother's Keeper, Women's Fellowship and the Garden Club. The Youth groups and the Choirs. So many groups, so much activity, so much to be grateful for and to cheer about! All doing the needed work that this Church and its community are called to do.

At times, it was true synergy and at times, it was not. Yet, we came through it. A year like this shows that the system can work, but definitely still needs work.

We need to do a few cartwheels for our talented church staff that enables us to accomplish all that we do. From music to administration, education to worship and cleanup - you continued to provide through difficult working conditions. Thank you.

And what a year it wasone with many great highlights. The graduate picnic on the church steps, the mystery dinner theatre, that beautiful day of dedication, the fellowship of the Westchester potluck, the overwhelming turnout at the Thanksgiving ecumenical service to support Cheryl, the youth of the church stepping up and being involved in so many things from military whist to that lyme green dinner. That extraordinary Stewardship meeting in August that showed what a community of faith can truly be and accomplish. It really was a remarkable year..... just imagine what we can accomplish next"

On Behalf of the Deacons, John Sawchuk

This year our church has continued to support a scouting ministry through serving as a Chartered Organization for Boy Scout Troop 72 and now also Cub Scout Pack 72. We selected a Charter Organization Representative, Tracy Bausum, to provide leadership in the selection of qualified adults and to promote well-planned programs for each scouting unit. In the role of Chartered Organization, we agree to arrange for adequate meeting facilities for the units and to promote through its committees the full use of the program, including outdoor experiences, advancement, recognitions, and, in particular, Scouting's values. Currently, Troop 72 has 37 chartered adults and 37 chartered youth. Pack 72 has chartered 16 youth and 15 adults.

Ministry of Stewardship

Annual Report

The dictionary defines stewardship as a person who manages another's properties or financial affairs. Add to this definition the task of discerning how to best manage the properties and finances of a church and you have a working definition of the Ministry of Stewardship. We believe, and hope you'll agree, that we are all Stewards of this church with the Ministry of Stewardship serving to "lead" the congregation in our efforts to watch over the physical properties and the budget. As such, throughout this past year we have focused on both the budget of our church and maintaining the physical properties--our church building and the two rental houses.

Many people helped the current Ministry of Stewardship-Jim Caronna, Tom Culhane, Chuck Maynard, John Hirsch, Mark Bosse -to care for our church. We'd like to thank the following people:

1. Tom Evans for his dedication and work as treasurer of our church along with his job as office manager. Tom is always willing to help to make our church function smoothly and provides invaluable and countless tasks ranging from arrangements for use of church facilities to compiling the Crier and the bulletins used at church services.
2. Deb Howard for providing a wealth of knowledge on the current church treasurer software and how we have used it.
3. Lori Koziol who lovingly cares for our sanctuary by painting and repainting as needed, cleaning, dusting, etc on most Mondays, each and every week.
4. Dave Hock who performs countless behind the scenes cleaning and set- up tasks each and every day of the week.
5. Dolores Sawchuk, Bette Ryan, Barbara Pennington, Martha Paty, Lillian Brown, Nancy Knapp, Evelyn Barr, and Joann Riddell for counting our money each Sunday following church. They are most often the last members of our congregation to leave the building.
6. Steve Bradstreet who enters the income collected into individual giving records each week, tracks our pledges during the giving campaign, and serves as part of the Finance Advisory Committee.
7. Tim Marvin who works to keep the steeple clock working and "on time."
8. The Fundraising Committee for all they have done to raise funds and enhance the fellowship of our church.
9. The Parking Lot Committee comprised of John Hirsch, Jim Caronna, Mark Tierney, Pat Culhane, Karen Monteleone, Nancy Dooley, Diane Capasso and Reverend Linda who spent many hours making decisions and tracking construction of the new parking lot.
10. All members and friends of CFC who give of their financial resources, time, and energy to make this church a wonderful, spiritual home for all who enter!

Our maintenance of our church building included the following list of tasks, either completed by our own church members or with the help of contractors:

<u>Location</u>	<u>Task</u>
Church	Eliminated mice in church
Church	Removed underground oil tank and installed above ground oil tank
63 Linwood ave.	Removed underground oil tank and installed above ground oil tank
63 Linwood ave.	Install 100 amp subpanel in basement
63 Linwood ave.	Eliminated mice in house
63 Linwood ave.	Installed privacy fence around rear of property
Gym	Painted walls, woodwork, cleaned fans
Nazareth room	Installed curtain drain and vapor barrier; rebuilt, primed and painted walls; installed laminate flooring
Stage room	Installed curtain drain and vapor barrier; rebuilt, primed and painted walls
Stage room	Rebuilt rotted framing supporting rear of the stage
Boy Scout room	Installed curtain drain and vapor barrier; rebuilt, primed and painted walls
67 Linwood Ave.	Repair main electrical connection, install 100 amp service
67 Linwood Ave.	Replace 50 year old furnace
67 Linwood Ave.	Replaced hot water heater unit
Church	Replaced valves in several toilets to safty flow valves
Church	Oversaw the implementation of the parking lot

A brief summary of our finances as of April 29th is included below:

2010 To Date Operations Income	\$80,806	(does not include mission)
2010 To Date Operations Expenses	\$75,234	(does not include mission)

Our income and spending is pretty much in line for the year. However, we still have about a \$16,000 deficit that goes back to the end of 2008 that we have been able to handle up to this point because of the parking lot money. Now that we are at the end of the parking lot project, we no longer have that money as a cushion. This brings that deficit to the front and puts us in a difficult position. Stewardship has been discussing this to come up with both a short term and long term plan to alleviate the situation. As of this printing, no definitive plans are in place.

2010 Pledged Giving BUDGETED	\$42,208
2010 Pledged Giving ACTUAL	\$37,068

This is 88% of what was pledged, for a shortfall of \$5,140. Our budget for 2010 was based on receiving 95% of pledged amounts (which is what we actually received in 2009). We need to receive that 95% to avoid increasing our deficit. Everyone's help in this is greatly appreciated.

Respectfully submitted,

Ministry of Stewardship

Parking Lot Report

April 24, 2010

Our parking lot journey is nearing completion. After almost two-years of congregational discussions, we approved a parking lot plan in August last year; and began construction several weeks later in September. This project would not have been possible without the help of many of us in the congregation. Some were part of the regular parking lot committee meetings. Others moved dirt to install electrical conduit. Some helped install a new drainage system inside the Stage room. Still others helped install a new wooden fence. Most recently, many helped install temporary erosion control measures during what seemed to be the wettest winter in record. Of particular help were (1) Liz Adams who provided all the legal support free of charge (we estimate the value of her time in excess of \$10,000), and (2) Kurt Prochorena and the BSC team who supported this project far and above their contractual requirements. We estimate that BSC has provided in excess of \$20,000 of unpaid support for our parking lot.

At this point, we have a handful of items remaining to be resolved:

- Move the curb and regrade the Day Hall embankment. We have a tentative agreement with the Day Hall trustees that we hope to implement within the next several weeks. This change will reduce the number of planned handicapped parking spaces closest to the CFC from three to two in order to improve the slope of dirt facing the Day Hall.
- Replace the light in the parking lot annex damaged during the winter snowplowing efforts.
- Complete landscaping throughout the site.
- Perform a final "as-built" site survey and pass the Town's final inspection.

While we currently forecast to spend about \$692,000 on this project, we may have some additional expenses as we close out the remaining items described above. Thankfully the original gift earned enough interest income to complete this project and our three-year commitment for the educational position.

We give thanks to Lorraine Tierney and Michelle Neri-Lorette for this wonderful gift and the ability to provide expanded and safe parking for our congregation for generations to come.

Following is a list of those who helped during the parking lot project. Apologies to anyone I have missed!

Error! Not a valid link. Fundraising Annual Report

SPECIAL THANKS to ALL who supported our Fundraising projects over the past year, and to everyone who supported our Pledge Campaign, "New Love, New Mercy." We appreciate everyone's generous giving of their time, talent and resources. Your gifts help to support our staff, our ministries and missions, and help to maintain our church building. We hope you have experienced the wonderful sense of Christian community and fellowship while working with each other.

Many thanks to **Rev. Linda Barnes** for her support and guidance throughout the year, and to **Avis Hull, Nancy Knapp, Pat Korenkiewicz and the Senior Choir, Lillian Levech, Marycia Malloy, Kristin Poirier and the Breakfast Club,** and **Joann Riddell** for sharing and inspiring us during the Pledge Campaign. Special thanks to **Steve Bradstreet** who kept faithful track of all the pledges and helped with the campaign follow-up. 78 pledging units were received during the campaign for a total of \$125,605. The average commitment was \$1,610/year, with 12 new pledging units.

Many thanks also to **Tom Evans** for all his time in creating and editing the Budget Narrative, for creating our first CFC Christmas Card and Easter Card Collections, and for helping us all year long with mailings and coordinating events.

We appreciate all those who have donated needed office, Sunday School, kitchen and cleaning supplies. Thank-you to **Kerry Hathaway and Joann Riddell** for continuing to coordinate this effort. Much needed funds are saved each year in this way.

All on Fundraising would like to express heartfelt gratitude to **Carol Plecan** who served on our committee for 5 years, giving much of her time, talent and energy! She will be greatly missed.

Our fundraisers from May 2009 through April 2010 included: Church-wide Tag Sale, trip to a Defenders baseball game, Sandwich Sale at the Craft Fair on the Green, Mystery Dinner, Silent Auction at the Holly Fair, CFC Holiday and All-Occasion Card Sale, Bulb and Plant Sale, Military Whist and the Easter Fair. Thank-you to the many who helped with these fundraisers and supported them! We also appreciate the **Garden Club** donation to the church from their yearly Plant Sale. The funds raised from all these events greatly helped to support our budget.

We would further like to encourage any other groups or individuals in their fundraising efforts for the church. We all realize that our budget during these economic times is a challenge, and all efforts toward support are much appreciated. If you have any new ideas, please speak with anyone on Fundraising. Your ideas are always welcomed!

Thank-you all!

The Fundraising Committee: Diane Capasso, Jen Clarke, Pat Culhane, Kerry Hathaway, Shelly Hirsch, Nancy Knapp and Joann Riddell

Ministry of Mission and Witness

Annual Report

“She opens her hand to the poor, and reaches out her hands to the needy”... Proverbs 31:20

The purpose of this ministry is to educate the congregation about the wider mission and ministry of the church, as well as develop awareness of the denominations to which we belong and to encourage giving of your resources and talents to mission.

This year, the congregation was very generous sharing time, talent, money and resources to support a variety of local and global missions. The funds were available through our members' yearly pledges and from their contributions to special offerings.

Mission activities and offerings included:

- ★ Neighbors in Need Offering (UCC and ABC offering)
- ★ One Great Hour of Sharing (UCC and ABC offering)
- ★ CROP Walk (Church World Service)
- ★ “Back-to-School Project” (Colchester Social Services)
- ★ Sock, Hat, and Mitten tree (Local Shelters and Colchester Social Services)
- ★ Advent offering (Retired Ministers UCC and ABC)
- ★ Heifer Project
- ★ Rainbow of Caring (CWS Tools and Blankets Program)
- ★ Food Collection (Colchester Food Bank)
- ★ Alternative Giving Program at Christmas (Heifer Project and Habitat for Humanity)
- ★ Equal Exchange Coffee
- ★ Support of Church members going to Gulf Coast to help in recovery efforts

The ministry, with your pledges, helped support family programs at Madonna Place, Covenant to Care, TVCCA, Thames River Family Program, Bethsaida Community, WAIM, Holy Family Shelter, Immaculate Conception Shelter and Housing, Mercy housing and Shelter, New London Homeless shelter and area soup kitchens. We also made contributions to Glastonbury Pastoral Counseling Center, Adopt a Social Worker, Cragin Memorial Library, Colchester Fuel Bank and Operation Warm thy Neighbor. Directly through the church we helped to support the Deacon's Fund.

Our ministry is especially blessed to include “Prayer Shawl Ministry,” organized by Joan Frantzen with the help of many to create shawls to comfort those in times of need and “My Brother's Keeper” (the sleeping bag ministry) with several very dedicated women who meet weekly to sew sleeping bags for homeless people around the state.

Thank you for so generously sharing all your blessings.

Marycia Malloy, Karen Wheeler, Avis Hull, Pat Moon, and Michelle Neri-Lorette

Ministry of Education

Annual Report

...to equip God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. Ephesians 4:12-13

The Ministry of Christian Education, in cooperation with Christian Education Coordinator, Tracy Bausum, and Youth Resource Leader, Cheryl Anderson, and with the support of many volunteers offered a wide variety of children, youth, adult and family programs..

Vacation Bible School “Crocodile Dock” led by Tracy Bausum rocked our church from August 17-21, 2009. The program was enjoyed by 90 children and youth from throughout our community. The challenge to recruit enough adult volunteers continued and our ministry will decide if we can hold this program again this year by late April. It is our goal to secure enough adults to continue our tradition of a safe and quality VBS program that is enjoyed by many.

Sunday School On September 13th we kicked off the Sunday School year with Rally Day : “Constructing Christian Character”. We offered faith-based activities around the construction theme (In conjunction with our church construction project). Teacher recruitment for the fall semester was a challenge and several classes were led by alternating volunteers. Our goal remains to recruit teaching teams for each grade to support the quality of the program as well as our safe church policy. Recruiting for adult teachers is a year-long, ongoing process. All of our teachers did stay on for the spring semester.

Nursery care was offered by 2-3 nurturing and qualified youth each Sunday (other than holidays when we did not provide staff but families could use the space as needed). We are fortunate to have a sound system available that allows people in this room to hear the worship service

Our Sunday School program could not exist without the many volunteers who offer their time and talent to our children and youth. The teaching team was a very dedicated group of people who shared their gifts and their faith with our children week after week.

We used the “Whole People of God” curriculum for the 3rd year. This is a lectionary-based, online resource which we utilized for our classes, as well as for regular worship services, Adult Bible study, and Children’s Messages. While there is a general consensus of satisfaction with this curriculum, we are in the process of re-evaluating to decide if we will continue with this or select another curriculum for next year.

Classes were divided as follows: Pre-K , Kindergarten and 1st Grade, 2nd and 3rd Grades, 4th Grade , 5th and 6th Grades and Breakfast Club (7th and 8th Grades). Teen Time (9th -12th grades) continued to meet on the first Sunday of each month. This program grew in attendance throughout the year with a continual request from the youth to meet more often. While we had 92 children and youth registered, attendance averaged about 72 youth per week in the fall and decreased to an average of 65 during the spring semester. Sunday School offerings averaged \$20.00 a week.

One of the most exciting additions to our program was a child sponsorship through UCC Global Ministries. Our Sunday School offerings enabled us to send \$20.00 a month to Rukshana at the Village Day School in Vellore, India. This enables her to attend school, receive a uniform, and be served a hot meal each day. The

children in our program sent cards and letters and had the opportunity to learn about her Muslim religion. We hope to be able to continue this and increase the level of correspondence and thus our understanding of each other.

In addition to weekly classes, other special Sunday School activities were offered throughout the year:

- ✠ Teacher Breakfast & Orientation on September 13, 2009
- ✠ 3rd Grade Bible presentation – October 18, 2009, eight 3rd graders were presented with their own Holy Bibles on behalf of our Congregation. Three older youth were also given their own Bibles. We were most grateful for a special “anonymous” donor who paid for these gifts.
- ✠ Due to the snow, our Christmas Pageant took place on January 3, 2010 during the 10 a.m. worship service. “Oh Come All Ye Faithful” was written and directed by Deb Larew. Most of the Sunday School youth participated with speaking parts, or as angels, shepherds or sheep in this celebration of the birth of Jesus.
- ✠ Teacher Appreciation Breakfast – On January 10, 2010 we celebrated our teachers and prepared for the spring semester.
- ✠ 3rd Grade Communion – Classes were held on March 14th and March 21st 2010. eight youth and their families celebrated their “Special Communion” on Maundy Thursday, April 1, 2010. Special thanks to Deb Howard for sharing the bread baking and communion traditions again this year.
- ✠ Palm Parade – On March 28th, children and youth of all ages paraded around the sanctuary waving their palm fronds as beautiful music played celebrating the arrival of Jesus in Jerusalem.
- ✠ Heifer Project – During the season of Lent, the youth learned about the mission of Heifer and collected money to donate in special “Ark Banks.” To date 21 banks were returned totaling \$212.19. This money helps Heifer “pass on the gift” of animals to families living in poverty.
- ✠ Youth Sunday - Plans are underway for all of our classes to participate in this “all-youth” service on May 16, 2010. This service will allow children and youth to demonstrate their worship-related grade-goal objectives that they have learned throughout the year with the theme, “Life Lessons from Dr. Seuss.”

Discipleship Program Cheryl Anderson coordinated and led the discipleship class this year. There were three mentors (Jim Caronna, Mitch and Lori Koziol) and three male and one female student. The students aimed to meet every other Wednesday at the church. The youth disciples will read their papers to the Diaconate April 27, 2010. On May 15th there will be one river baptism and Confirmation will be held on May 23, 2010.

Highlights of the program year:

- ✠ Interfaith Service at Westchester Congregational Church (opportunity to worship with others of our community places of worship)
- ✠ Gifts Retreat (a sleepover event to explore the gifts each of us possess as a child of God)
- ✠ Faith and Sexuality Retreat at Camp Wightman (a weekend in fellowship, prayer, and discussion about what our faith beliefs are and our sexuality)

Journeys in Discipleship has brought the participants new and different ideas, understandings and explanations of our faith. Through learning about the United Church of Christ and the American Baptist Churches we develop an understanding of the denominational choices in the church.

Challenges with small class sizes, fluctuating attendance, and lack of adult volunteers as mentors for the past few years has led the ministry to consider the need to restructure and possibly reschedule this important faith experience.

Youth Groups

- ✠ Senior High (9th-12th grades) was led by Tracy Bausum, John Clarke, Chris and Donna Wink. We tried to have at least two activities per month, typically a Friday evening or Sunday afternoon. Some of the activities were: Pizza planning party, a hike, Laser Tag, movie night at church, Youth Family Feast (with Jr. High Youth Group), planning and leading a "Sweatpants & Slipper Worship service with "Love" as the theme, a 30-Hour famine to learn about and support world hunger, volunteering at the Holly Fair and Easter Fair, and a campfire at the Wink's house.. Upcoming events include planning and preparing for a fundraiser and Lyme Awareness dinner for peer member, a homeless awareness campout at the church, and a retreat at Camp Wightman. Average attendance was 10-12 youth.

- ✠ Junior High (6th – 8th grades) was led by Cheryl Anderson with the assistance of Joyce Moore. The Youth Group met once a month, with approximately 6-8 participants at each meeting.. Youth activities included, bowling, Breakfast & Bible activities, movie night at the church, baking cookies for homebound members of our congregation and the Youth Family Feast in November This group is planning an overnighiter in May. Many of our youth volunteered their time to events at our church including the Holly Fair and the Easter Fair.

In addition to offering quality programs, we want to always consider the safety of our children and youth. The Safe Church Policy is in place and we strive to have adult and youth volunteers receive an initial orientation and a yearly refresher. There were three orientations offered this year and brochures created for families. This policy, and forms are also available on our church website. There are action items for the whole congregation, such as fire drills, that hopefully can be implemented soon.

Adult Education was led by Lori Hall, our satellite member, and Pastor Linda Barnes.

Last spring we did a four-part book study on The Shack. At the end of the summer we held a study group potluck supper and meeting at Pastor Linda's home. In September we began the series "Living the Questions 2.0 ~ An Introduction to Progressive Christianity". This consists of three sections of seven sessions each. The first section which we did last fall was "Invitation to the Journey". We met once or twice a month, either in the church Lounge or at people's homes. The second section which we began in February is "Reclaiming the Word." We hope to finish these seven sessions by the end of June. This spring, we also began a monthly Book Study hosted by Lori Hall. Attendance averaged 7-12 people. Pastor Linda also held a Bible Study on Monday mornings based on the lectionary readings for the next Sunday.

The Lenten Series

In continuing a tradition of offering 5 sessions with potluck meals we planned:

- ✠ Caring For Creation on Sunday 2/21/10 (Led by Megan Stillwell)
A family-based discussion with hands-on activities focused on Christian discipleship and ways to care for all of God's creation.
- ✠ Sole to Soul on Wednesday, 3/10/10 (Led by Tracy Bausum) A brief program and the opportunity to walk a prayer labyrinth for older youth and adults.
- ✠ Walking The Cross Cancelled due to rain.(Led by Tracy Bausum) A family activity (4-12 yrs.) based on the life of Jesus with outdoor rotation activities.
- ✠ Seder Meal on Wednesday, 3/24/10 (Led by Cheryl Anderson) A family program celebrating the elements and ceremonies of the traditional Jewish Passover meal.
- ✠ Sharing Our Faith on Sunday, 3/28/10 (led by Susan Sanford and Diaconate)
A time to share food and fellowship with our neighbors in faith from Westchester Congregational Church

We tried various days and times as well as collaborating with other groups. These events were generally not well attended outside of our Ministry members and their families. We learned many lessons in the planning and execution of these events such as how to “market” the programs to the appropriate ages and stages. We also decided to really examine the needs and interests of the congregation when we are planning future events.

An overall theme for our Christian education activities is communication and the belief that we are all learners and teachers at different points in our lives.. To that end we have implemented the following resources:

- ✠ “At Home Leaflets” available by e-mail to any interested families (These provide valuable information for connecting faith development at church and in the home.)
- ✠ Monthly Christian Education articles available for parents, teachers and ministry members.
- ✠ The “Children & Youth Christian Education” brochure was updated which details all of our church offerings. The intent is to offer this to new and perspective families and hopefully next year can be utilized more.
- ✠ A “Children in Worship” double-sided handout was created for new or visiting families for tips on making worship more meaningful for young people as well as tips to keep curious young children engaged during the service (also includes information on the availability of the Nursery Room)

On behalf of the current members of the Ministry of Christian Education: Cheryl Anderson, Arlene Cocchiarella, Wendy Moores, Liza Ringuette, Susan Sanford, and Megan Stillwell I would like to thank the members of the congregation that have volunteered and supported our many programs throughout the year.

Growing in faith with you,

Tracy Bausum,

Chair of the Ministry of Christian Education

Ministry of Church Life Annual Report

This second year of my term has flown by. I am so glad that I was able to serve on the Ministry of Church Life with such a wonderful group of ladies. I still remember how nervous I was taking the reign over from Shelly, not having served on this ministry before.

Karen Monteleone and I Co-Chair along with Renee Misbach and Jennifer Mitchell. We are blessed to have a group of satellites that serve our ministry. Deacon Emeritus Dolores Sawchuk does a wonderful job gathering greeters for each Sunday, along with submitting their “bio” for the bulletin. Jim Caronna secures ushers for both services each Sunday and sends a monthly report. John Clarke and family host our coffee hours each Sunday. He truly knows the saying, time to make the donuts. ☺ (Thank you Jen, Jason, Jared and Julie for your help.)

We also thank the Garden Club for their help by decorating the sanctuary with flowers for the months of May – November.

This past year we were involved with many receptions and smile at our new nick name, “the red apron girls”. We all felt honored to be part of the special service to honor the gift and the life of Jennifer Neri -Lorette and to dedicate our new church parking lot.

We had a snow storm the night of the annual Shrove Tuesday Pancake Supper, keeping the attendance down, but not our spirits. We had three “flippers” competing at making shapes out of batter and got to try out our new griddle. We raised \$100 which we plan to use to make a new storage system for the banners.

We thank all of those who helped to beautify the church with flowers and to those who donated holiday flowers. We really have enjoyed brightening someone’s day by delivering a plant in the name of the church.

We welcome three new members in June. Karen and I step down but offer our support.

Respectfully submitted,
Jeanie Cullen – Co Chair
Karen Monteleone - Co Chair
Ministry members Renee Misbach, and Jen Mitchell

Mission of Wellness Annual Report

“The Mission of Wellness connects and supports people spiritually, physically, emotionally and intellectually in crisis and/or joyful situations throughout all stages of life. We will visit and support those in need. We will provide fellowship and education that embraces the whole body, mind, and spirit.”

Greetings,

Throughout the year the Mission of Wellness has, with the help of members of our congregation, shared information and resources through monthly Crier and Bulletin articles, provided monthly blood pressure screenings, coordinated meals and rides, two successful blood drives and visited the homebound and sick. We lead a Blessing of the Animals and a Healing Service using a Crystal healing bowl.

This year Cheryl Letendre has graciously and thankfully offered Reiki treatments to our congregation and hosted a bi monthly meditation group at her home. The mission also continues to maintain two first aid kits and a supply closet for loaning common medical items. We also have participated in monthly Staff and Diaconate meetings.

Mission and Wellness is not just about the Parish Nurses. It is all of the people who work with the Parish Nurses to help the people of CFC. Many thanks to all who prayed, listened, shared, helped at the Blood drives, wrote Crier articles, visited, baked, cooked and delivered meals, made phone calls, sent emails and cards. You are all greatly appreciated and you are the heart and soul of the Mission of Wellness.

A special thanks to Karen Partington for coordinating two very successful blood drives at CFC this past year. She gave of her time and talents coordinating workers for each drive in order to help our community “give the gift of life”.

Peace and Health,

Donna M. Hathaway RN, CPN, Cheryl Letendre RN, CPN, Jeannette Brennan, RN
Tina Ashley RN, CPN, Christine Miskell

Women's Fellowship Annual Report

The Women's Fellowship meets the first Tuesday of the month for most of the year. Meetings begin at 7 pm and are open to all the women of the Colchester Federated Church. The meetings vary with educational speakers, creative teachers and social gatherings. Meetings open with a devotional, then the program followed by a brief business meeting, and ending with refreshments and socializing. This is a wonderful opportunity for women to gather and enjoy the company of others.

This past year Joann Riddell stepped down after many years of leading Women's Fellowship. Thank you Joann for all you did and continue to do. Nancy Dooley was voted in as the new president.

Activities for the year have included:

- Donation for the group going on a mission trip
- Hosted the Mother/Daughter banquet
- Donation to Cheryl Anderson's ministerial education
- Sponsored the Holly Fair
- Hosted a Christmas carol sing
- Planned a Christmas party for the convalescent home
- Made and delivered fruit baskets for those who needed a pick me up, suffered a loss, etc.
- Paid for the propane gas used in the kitchen
- Sent get well cards
- Money allotted to purchase card tables for general use
- Donated money to the general fund for help with the deficit
- Purchased 2 coffee pots

Respectfully Submitted, Kerry M. Hathaway Secretary

Women's Fellowship Financial Report

2009-2010

Balance Forward
\$2605.19

Income

Holly Fair	\$3970.11		
Interest	1.35		
Love Bank	19.00		
Gifts	25.00		
Mother/Daughter Banquet	646.00		
		\$4661.46	
			\$7266.65

Expenses

Holly Fair	\$808.81		
Mother/Daughter Banquet	400.00		
Amerigas	279.98		
Paper Goods	29.62		
Tables	149.94		
Coffee Pots	279.00		
		\$1947.35	
			\$5319.30

Missions

Fruit Baskets	\$139.79		
Dave Hock	200.00		
Donations	150.00		
Mission Trips	300.00		
Nursing Home Gifts	50.90		
		\$840.69	

BALANCE **\$4478.61**

Ministry of Gifts and Leadership

Annual Report

The members of the Ministry of Gifts and Leadership felt very blessed again this year in our continuing efforts to support the other CFC ministries and the congregation, both spiritually and through the tasking of resources.

We are very excited about the slate of participants that have agreed to start or continue serving on CFC Ministries and Missions this year. This year's slate is a wonderful mix of new and experienced members, and we really feel it represents a good cross-section of our congregation. We also offer our deepest thanks to those who have served on ministries in the past who are stepping back. Your gifts of time and talent to our church have been greatly appreciated and we look forward to welcoming you back to ministry service if and when you feel called again. There are still many open slots on ministries and missions, and we are dedicated to continuing our efforts to fill those remaining slots as soon as possible.

The Ministry of Gifts and Leadership organized a Ministry Open House this year to provide information to the congregation about the work of the ministries and to encourage participation of more church members in CFC ministries and missions. In addition to being filled with a lot of great information at this event, we were also filled with a lot of great soup and bread! We are very thankful for all those who participated.

We had another very successful Food Bank Challenge this year. In response to a great need in our community, the members of our congregation were challenged to donate 1,200 items to the Colchester Food Bank during the months of November and December. Even though we fell a little short of that goal, still about 1,000 more items were in the cupboards of those in need in our community this past Winter, and that is a really big deal! We look forward to repeating the success of the CFC Food Bank Challenge again this year.

We are also very happy with the continuing success of the "Welcoming Bread" ministry this year. The idea behind this is to provide a symbolic gift of bread to welcome new individuals or families who may be attending service at our church for the first time, to recognize and thank members of the congregation each week for noteworthy contributions or accomplishments, or to provide a small comfort to those of us who might be suffering. We thank the congregation for their continued support of this idea, and with all their help in baking bread each week. We look forward to continuing this as well during the coming year.

As always, we thank you all for your continued prayers for us and all the CFC Ministries as they continue to actively do God's will in our church and outwardly in our community.

Barb Bosse, Tamara Mitton, Dolores Sawchuk, and Tom St. Louis

Treasurers and Clerks		Member	John Hirsch
Church Clerk	Mark Bosse	Congregational Treasurer	John Hirsch
Treasurer	Tom Evans	Baptist Treasurer	Steve Bradstreet
Assistant Treasurer	Steve Bradstreet	Church Treasurer	Tom Evans
Membership Clerk	Deborah Howard	Mission of Fundraising	
Diaconate		Chair	Diane Capasso
Chair	John Sawchuk	Member	Nancy Knapp
Vice-chair		Member	Jennifer Clarke
Emeriti	John Barr	Member	Shelly Hirsch
Emeriti	Dolores Sawchuk	Member	Kerry Hathaway
Emeriti	Joann Riddell	Member	Joann Riddell
Emeriti	Amy Ferling	Member	Pat Culhane
At-Large	Mitch Koziol	Member	
At-Large		Ministry of Mission & Witness	
At-Large	Cheryl Anderson	Diaconate Representative	Kristen Porrier-Marquardt
At-Large	Deborah Howard	Member	Avis Hull
Wellness	Cheryl Letendre	Member	Pat Moon
Stewardship	Jim Caronna	Member	Kristin Sullivan
Mission & Witness	Kristen Porrier-Marquardt	Member	Karen Wheeler
Education	Tracy Bausum	Member	Michelle Neri Lorette
Church Life	Renee Misbach	Member	Rosie Bosse
Gifts & Leadership	Jennifer Clarke	Member	Joyce Moore
Music	(inactive)	Member	
Workplace	(inactive)	Equal Exchange Satellite	Marycia Malloy
Community	(inactive)	My Brother's Keeper Satellite	Barbara Pennington
Home & Family	(inactive)	Prayer Shawl Satellite	Joan Frantzen
Ministry of Stewardship		Ministry of Education	
Co-Chair	Tom Culhane	Chair & Diaconate Representative	Tracy Bausum
Co-chair & Diaconate Representative	Jim Caronna	Member	Sue Sanford
Finance Representative	TBD by Finance	Member	
Member	Mark Bosse	Member	Megan Stillwell
Member	Charles Maynard	Member	
Member	John Hirsch	Member	Arlene Cocchiarella
Member		Member	Wendy Moores
Member		Member	
Member		Adult Ed Satellite	Lori Hall
Satellite	Mark Tierney	Ministry of Church Life	
Mission of Finance Advisory		Co-chair & Diaconate Representative	
Asst. Treasurer, and Chair	Steve Bradstreet	Representative	Renee Misbach
Member	Deborah Howard	Co-Chair	Jennifer Mitchell
Member	John Hathaway	Member	Val Sullivan

Member	Christine Miskell	Member	Shelly Hirsch
Member	Necia Stopa	Member	Pat Culhane
Member		Member	
Member		Stewardship Representative	Tom Culhane
Mission of Ushers	Jim Caronna	Diaconate Representative	Joann Riddell
Mission of Flowers	Garden Club	Denomination Delegates	
Mission of Greeters	Dolores Sawchuk	UCC Conference & Assoc.	John Sawchuk
Mission of Wellness		UCC Conference & Assoc.	Marycia Malloy
Parish Nurse and Chair	Cheryl Letendre	American Baptist Conference of CT	Diane Capasso
Parish Nurse	Tina Ashley	Mission of Pastor Parish	
Parish Nurse	Marycia Chabotte	Member	Jeannette Tomlinson
Member	Jeannette Brennan	Member	Lori Hall
Member	Karen Wheeler	Member	Cheryl Letendre
Member		Member	Melanie Hathaway
Satellite Veterinarian	Christine Miskell	Member	John Dooley
Ministry of Gifts & Leadership		Member	Ted Sanford
Diaconate Representative	Jennifer Clarke	Others	
Member	Barbara Bosse	Director of Music	Patricia Korenkiewicz
Member	Dolores Sawchuk	<i>Ministry of Music</i>	<i>Inactive</i>
Member	Tamara Mitton	<i>Ministry of the Workplace</i>	<i>Inactive</i>
Member		<i>Ministry of the Community</i>	<i>Inactive</i>
Member		<i>Ministry of Home & Family</i>	<i>Inactive</i>
Mission of Personnel			

Mission Of Personnel Annual Report

The Mission of Personnel developed a comprehensive and standardized tool for an annual assessment of the work of paid staff at Colchester Federated Church during the past year. Hopefully, this new standardized tool will allow for better continuity in the annual review process while also allowing the Mission of Personnel to track each employee's progress over time.

Annual performance reviews were completed for each of the paid staff of CFC, including Tom Evans, Dave Hock, Pat Korenkiewicz, and Pastor Linda. In addition, we also completed an annual performance review for the Christian Education Coordinator, Tracy Bausum, at her request in order to provide her with more information about how the CE program at CFC is being received and any improvements that can be made. Information about each individual's performance during the previous year was solicited from each of the other CFC staff, as well as members of the Diaconate, CFC ministry and mission chairs, and any other member of the congregation who wished to provide feedback. This information was solicited using a standardized form, and was compiled into one report to protect anonymity for the respondents.

Members of the Mission of Personnel met with each staff person individually to discuss the results of the annual performance review. Although some areas needing improvement were identified, overall the assessments were very good and indicative of the thoughtful, hard-working, and spiritually-grounded staff we have working with us at CFC. We are so thankful for them!

The Mission of Personnel recommended cost-of-living raises for each of the paid staff at CFC. This recommendation was made in light of the positive annual performance reviews and the absence of any pay raise in the previous year. As recommended at last year's Annual Meeting, the Mission of Personnel consulted with the Ministry of Stewardship to ensure that the results of the pledge campaign and the current year's budget were adequate to provide the recommended pay raise amounts. The pay raises were included in the Annual Budget and were approved by the congregation at the 2010 budget meeting.

In order to maintain the success of this year's annual performance review process, more individuals willing to volunteer for the Mission of Personnel are desperately needed. Many members of our congregation have provided input about the process and work of this mission (both positive and negative) and have expressed strong feelings about the ongoing need for maintaining and possibly expanding this process. The Mission of Personnel would strongly encourage anyone interested in the work of this mission to please step forward and lend a hand.

Respectfully submitted,

Tom St. Louis
Interim Chair