

**2023 Annual Reports  
and 2024 Proposed Budget  
For Congregational Meeting  
January 28, 2024**



**Woodmont United Church of Christ  
Milford, Connecticut**

# Table of Contents

**Click** on a page number to **link to a report**.

**Click** on each report **heading** to **return here**.

<b>Section</b>	<b>Page No.</b>
<a href="#">Jan. 28, 2024 Annual Meeting Agenda</a>	<a href="#">3</a>
<a href="#">Minutes from January 29, 2023 Annual Meeting</a>	<a href="#">4</a>
<a href="#">Pastor's Report</a>	<a href="#">7</a>
<a href="#">Moderator's Report</a>	<a href="#">10</a>
<a href="#">Clerk's Report</a>	<a href="#">13</a>
<a href="#">Membership List</a>	<a href="#">14</a>
<a href="#">Treasurer's Report</a>	<a href="#">15</a>
<a href="#">Music Director's Report</a>	<a href="#">16</a>
<a href="#">Board of Deacons Report</a>	<a href="#">17</a>
<a href="#">Board of Christian Education Report</a>	<a href="#">18</a>
<a href="#">Board of Stewards Report</a>	<a href="#">19</a>
<a href="#">Mission Team Report</a>	<a href="#">20</a>
<a href="#">Personnel and Pastoral Relations (PPR) Report</a>	<a href="#">21</a>
<a href="#">New Haven Association Delegates Report</a>	<a href="#">22</a>
<a href="#">Southern New England Conference, UCC, Delegates Report</a>	<a href="#">23</a>
<a href="#">Auditors' Report</a>	<a href="#">25</a>
<a href="#">January 2024 Nominating Slate</a>	<a href="#">27</a>
<a href="#">January 2024 Nominating Slate Based on the Suspended Bylaws</a>	<a href="#">29</a>
<a href="#">2023 Balance Sheet</a>	<a href="#">30</a>
<a href="#">2023 Statement of Cash Flows</a>	<a href="#">33</a>
<a href="#">2023 Budget vs. Actual and 2024 Proposed Budget</a>	<a href="#">34</a>
<a href="#">Bylaws Revisions with Regard to Board/Committee One-Year Suspension</a>	<a href="#">38</a>
<a href="#">Vision Statement</a>	<a href="#">41</a>

# Annual Meeting Agenda

January 28, 2024

A hybrid meeting beginning at 12 p.m.

1. Welcome
  - 1.1. Opening prayer (Rev. Jill Olds)
  - 1.2. Reading of Behavioral Covenant
  - 1.3. Establishment of quorum (Rosa Richardson)
2. Approval of Minutes
  - 2.1. Minutes of the Congregational Meeting Jan. 29, 2023
3. Approval of Reports
  - 3.1. Pastor's Report
  - 3.2. Moderator's Report
  - 3.3. Clerk's Report
  - 3.4. Treasurer's Report
  - 3.5. Auditors' Report
  - 3.6. Music Director's Report
  - 3.7. Reports of Boards, Committees and Delegates
4. Presentation of 2024 Budget (Maureen Shea)
  - 4.1. Budget Highlights
  - 4.2. Approval of Operating Budget
  - 4.3. Stewardship Report (Bruce Barrett)
5. Bylaws
  - 5.1. include the vice moderator and assistant treasurer on the Executive Board
  - 5.2. Suspend the Bylaws as they refer to the committee structure for one year
6. Election of officers, coordinators, auditors and delegates
  - 6.2. Officers for 2024
  - 6.3. Coordinators for 2024
  - 6.4. Auditors for 2024
  - 6.5. Delegates to regional UCC meetings for 2024
  - 6.6. Installation of officers, coordinators, auditors and delegates (Rev. Jill)
7. Recognitions
8. Any other business appropriate to come before us
9. Adjournment

## 2023 Annual Meeting Minutes

January 29, 2023

**PRESENT:** Bettina Thiel, Cyn Stehouwer, Maureen Shea, Dorothy Osanitsch, Dennis Shea, Rob Schwartz, Grace Schwartz, Carol Topitzer, Bruce Barrett, Rosa Richardson, Karen Sherwood, Therese Eke, Sandy Steady, Bob Steady, Ed Wilson, Beverley Byer, Alyson Rodgers, Wayne Kenyon, Melissa Osanitsch Schwartz, Susan Lohr, Nina Barrett, Kathy Harrold, Patrick Paules-Harrold, Gail Haas, Barbara Mackintosh, Deb Mason, Art Yost, Rev. Jill Olds, Ann Yost, ONLINE -Shakeela Nobles, Don and Audrey Moore, Esther Leiva, Frank and Lynn Lyons

At approximately 12:10 the meeting was opened with a prayer by Rev. Jill. The current officers were introduced, and the quorum was established – 35 present including 6 online - quorum required 15.

Everyone had been encouraged to read the **minutes** from the 2022 congregational meetings ahead of time.

Motion made by Bruce Barrett, seconded by Gail Haas to accept the minutes from 2022. 34 approved, 1 abstention

Motion made by Bruce, seconded by Bev Byer to approve the **Pastor's, Moderator's, and Clerk's reports** in a block. Correction: add Beverley Byer and Barbara Mackintosh to the Regathering Committee in the Moderator's report. Vote – 34 accepted with the correction and one abstention.

Motion made by Bruce, seconded by Gail to approve the **Treasurer's report**. Dorothy Osanitsch noted that there should be a comma after the 28 in the number \$28,465.19. Vote – 34 accepted, one abstention.

Motion made by Dorothy and seconded by Melissa Schwartz to approve the **Auditor's report**. There was extensive discussion about the suggestion that there be another computer in the office which the Auditors and bank reconciliation people could use. Rev. Jill pointed out that she does not have a church computer and she uses her own. There may be other ways to solve this problem such as people bringing their own laptop in to use. The 2021 bank statements were mixed up and co-mingled with 2022 which made it very difficult to do the reconciliation. All accounts are reconciled except one. The bottom line suggestion is that the auditors elected in 2023 should start their work early in the year in order to stay on top of the job. The vote to accept the motion was unanimous.

Motion made by Beverley, seconded by Barbara to approve the **Music Director's report** along with **the reports of the boards, commissions and delegates**. There was one correction in the report of the conference delegates. The date of its Annual Meeting was June 18, 2022, not 2023. Accepted unanimously.

Maureen Shea presented the **financials** and the budget for 2023. It was projected on the screen and we all had paper copies. Please see the financials as found in the Annual Report booklet for a more detailed accounting. The Balance sheet as of Dec. 31, 2022 was reviewed and the following pertinent points were noted: Operating account at Milford Bank was \$178,200; Investment account \$106,451; total bank accounts \$297,159. The total equity was \$368,632.

**Proposed 2023 budget:** Maureen reviewed the proposed budget, noting changes. Bruce wondered where Rev. Care's laptop is. Since we don't seem to have it, the depreciation should be taken off the books. The 3% raise for the Office Manager didn't look correct but later Maureen checked and it was right. Line 8120 payroll taxes seemed incorrect at \$9900.00 and will be checked. Bruce moved that we accept the budget with the above noted items to be checked. Rosa Richardson seconded. Motion passed unanimously. Dorothy then presented a Narrative budget (copy is attached). The 2022 expenses were broken down into 9 categories. Congregation seemed to like this approach as the breakdown made the expenses clearer. Income from AA and

the Co-op could be considered outreach. Art mentioned to not use the word “rent” for their contributions. Thank you, Dorothy.

Bettina gave the **Stewardship** report. She reported that a small group of people read the book Not Your Parent’s Offering Plate by Clif Christopher over the summer. Bettina proposed that the pledges or contributions of church members be shared with the Pastor. She knows this information would be handled with love and confidence. An energetic discussion ensued. Finally, a motion was made by Maureen and seconded by Wayne Kenyon that we allow pastors to have access to the pledge and contribution records. It was suggested that there be a way to opt-out such as boxes on the pledge card indicating the preference of the donor. A friendly amendment was made stating that this giving information will be shared with the pastor unless you check this box on the pledge card starting in 2024. Again there was more discussion and then Bruce moved to call the question and end the discussion, seconded by Art. Vote for Bruce’s motion was 25 yes, 1 no and 4 abstentions. Then the vote was taken on the original motion by Maureen which was to allow pastors to have access to the pledge and contribution data, with the amendment that people can opt out. Vote result was 24 yes, 1 no and 4 abstentions. Anyone who seeks to discuss pledging with the pastor can do so at any time. A suggestion to ask those who do discuss it to sign a waiver in protection of the pastor was withdrawn.

The **Safe Conduct policy** was presented by the Safe Conduct Committee consisting of Cyn Stehouwer (Chair), Carol Topitzer (scribe), Melissa Osanitsch Schwarz, Bev Byer, Wayne Kenyon, Ann Yost, and Rev. Jill Olds. Power point presentation was made by all members of the committee and each component was briefly reviewed. The full policy can be found on the web page or in the office.

**The Bylaws revision** – Vote was tabled because the wording was not announced. Council recommended the following changes: Clerk – change term to 2 years; Assistant Treasurer – change term to two years, not to exceed 6 consecutive years; Nominating committee shall include the Vice Moderator (Chair) and 3 members; Missions – at least 3 elected for one term but no limit to number of members; take Milford Pastoral Counseling Center out as it disbanded. Changes to the number of delegates to the New Haven Association and the Southern New England Conference needs to be reworked as guidelines have changed.

**Nominating slate** was presented by Cyn who was the chair. Other members were: Therese Eke, Bev Byer and Shakeela Nobles. One correction made was that Maureen is in her 2<sup>nd</sup> term, not first. Bruce asked to be on the Tech Team. Rob said the Communication team is not meeting as the work is being done separately by individuals on the team. Cyn moved that the slate be accepted with above changes. Vote was unanimous. Jill presented an Installation service for all on committees and members of the congregation.

**Recognitions** were made by Bettina which included Carol Topitzer, Ann Yost, and the BOS team working on the sale of the parsonage – Bettina, Dorothy, and Jason. All were congratulated.

#### **New Business:**

1. Bettina updated us on the sale of the parsonage. Within 1-2 days of being put on the market, there were 6 offers ranging from \$520,00 - \$555,000. The highest bid was selected, and final price is not negotiated yet. The inspection was Saturday, Jan. 28, 2023, and closing is possibly March 6<sup>th</sup>. An attorney, Jane Holler, was selected to guide us through the process. Realtor, Tanya Walsh, was very helpful.
2. WUCC received a bequest from long-time member, Bob Menne for approximately \$97,000. He passed away a couple of years ago. Rev. Jill offered to do a memorial service once the estate is finally settled.

3. Beverley announced that the Mardi Gras party originally scheduled for mid-February is postponed due to Covid 19. It may be rescheduled around Cinco de Mayo in early May.
4. Bruce spoke about WUCC being a church which speaks about difficult truths. He suggested that we could have sacred conversations with the city of Milford around some of these issues. This may be who we are as a church.
5. Melissa announced that our MID, Rob Schwartz, is graduating from seminary in June 2023.

CONGRATULATIONS ROB

6. Bettina brought up the topic of policies and procedures and how and where to keep track of them. For example, the Safe Conduct policy. We need to organize and track them. Dorothy made a motion that the congregation authorize Council to put approved policies in a binder to be kept in the church office. Seconded by Beverley. This is formalizing what we are already doing. Each committee/board would develop procedures for each policy. The vote passed unanimously.

Beverley made a motion to close the meeting, seconded by Nina Barrett. Unanimously passed.

Meeting adjourned by Bettina at 3:00 pm.

Respectfully submitted,

Ann Yost, Clerk

# Pastor's Annual Report 2023

The Rev. Jill E. Olds, minister

*"Something old, something new, something borrowed, something blue..."*

## **Introduction**

Ever since the rhyme started in Victorian England, these words have inspired and challenged brides on their wedding days; the words encourage brides to wear something in each category, as a means of blessing the future union. As we look back upon 2023, which saw my Installation as your pastor (a sort of "marriage" between minister and congregation), it occurs to me that this phrase is an apt description for what has taken place. It neatly categorizes what we've "adorned," what we have worked on together in our mutual ministry.

As your ¾ time minister, I am responsible for: leading worship; providing pastoral care; being the staff liaison for the church's committees (this year, in no particular order, this has included: Board of Stewards, Christian Education, Deacons, Missions, PPR, Regathering, and Executive Council); leading our faith formation initiatives; oversight of our staff (our Office Administrator, our Director of Music, and our Member in Discernment); and helping our church together dream about what might come next for us. The old, new, borrowed and blue has emerged in this work, so I'll look at the 2023 year through that lens.

## **I. Something Old**

This year saw us remaining steadfast and faithful in many things. While "old" can sometimes have a negative connotation, I tend to think of it more as "tried-and-true," and that nicely describes much of what WUCC has engaged with, especially related to:

1. **Worship.** Worship here is joyous and genuine. It is sacred space. Similar to my previous years here at WUCC, I have had the particular honor of planning weekly worship services, and the special services which took place throughout the year: the Ash Wednesday service; a Maundy Thursday Tenebrae service; the town's ecumenical Good Friday service; Easter Sunday (of course!); a special Taizé service in August; the town's ecumenical Thanksgiving service; an ecumenical Longest Night service on December 21st; and the 11pm Christmas Eve service. All of these were wonderfully holy experiences, and I'm grateful to have led them. The rhythm of worship is very old in our tradition, and it is what makes us the Church.

I also had the honor of presiding over six funerals this year. Remembering the saints of God on these holy days is every bit as meaningful as our Sunday services are.

My perspective is that worship should be eclectic and inclusive of different voices. This is evidenced in: altering my preaching style from time to time; and, in encouraging various members to do readings, mission moments, Good Trouble moments, and liturgies during different times of the year. More about this in the "new" section below.

2. **Committees.** The committees have continued in their steadfast work, and I have continued to lend input and support where it is needed.

## **II. Something New**

This is more than one "something." Indeed, there has been much new that has taken place in 2023.

In 2022, my first full year at the church, my role at WUCC involved listening: getting to know individuals, seeing how groups operated, and getting the overall “lay of the land” as it related to our common mission and vision. This year, I heard a similar question being raised across practically every sector of the church: “Where is the church going?” I knew it was time to do something different.

1. **Worship and Faith Formation.** I began by changing worship drastically for the first quarter of 2023. We started by engaging in listening processes in Sunday morning worship. The listening sessions were rooted in Scripture, in Jesus’ interactions with the disciples, and in our Lenten book discussion (*Between the Listening and the Telling*, by Mark Yaconelli). But I had a different goal in mind: the honing of listening skills, because grittier times were ahead of us.
2. **Leadership and Policy Establishment.** Similarly, I helped the church realize a long-discussed need: the creation of a Behavioral Covenant. I created and led a leadership retreat with this goal in mind, and additional group work led to the finalization of the document. This document has since been referenced multiple times in our congregational work, and has been foundational as we have wrestled with different decisions.
3. **Visioning Processes.** All of this laid the groundwork for our engagement with two visioning processes: one out of Yale Divinity School (called Reimagining Church), one with a hired consultant (Gregg Carlson, from Convergence). I have been heartily encouraged to see the Reimagining Church group become more informed of the possibilities available for different ways of being the Church, and more excited about what is possible for Woodmont UCC.

The Convergence group is in its beginning stages, but preliminary feedback has led us to be very, very bold: Council has unanimously recommended suspension of a portion of our by-laws (specifically, the part that addresses our committee structure) for the 2024 year. This will certainly be new, and certainly not without its struggles. But we are hopeful, and church leadership’s willingness to try this is very heartening and encouraging to me.

### III. Something Borrowed

In a workshop on innovation that I attended recently, I heard this stirring idea: “It is not the job of the minister to be the innovator. Most of the time, that’s done by others. It’s the minister’s job to be attentive to the Holy Spirit’s innovative work in others.” Much of what I have done here at Woodmont UCC in 2023 has come from ideas that are either “borrowed” from other colleagues, or which center the voices of others. Here are few examples:

1. **Faith Formation/Worship Pairing:** After some reflection, I chose to reimagine how we do worship and faith formation for the 2023-2024 program year. Rather than seeing them as separate—and faith formation only for those who chose to attend an additional session—why not combine them? This idea came directly from a strategy course I took this past summer, as a part of Doctorate of Ministry degree program. Starting in December, the church began reading *This Here Flesh*, by Cole Arthur Riley; Riley’s chapters also serve as inspiration for my (still Lectionary-based) sermons. By joining sermon and book reading/discussion together, my hope is that I will offer a more robust learning experience for everyone who chooses to partake in either worship or the book group, or both.
2. **Worship Enhancement:** In addition to the centering of the voice of Cole Arthur Riley (a young Black woman), I have also worked hard to diversify the pulpit beyond my presence as a straight, cisgender, white



woman. With this in mind, in 2023, our church was blessed to hear from Rev. Darrell Goodwin in April, and the Rev. Marilyn Kendrix in May. Rev. Kari Nicewander also guest preached, as did the Rev. Art Yost and soon-to-be Rev. Rob Schwartz.

3. **Faith Formation Voices:** In response to interest from the church conveyed faith formation survey, we also conducted a number of after-church sessions on various topics of interest: a listening group (led by Mark Yaconelli) in March; a forum on housing insecurity (led by Kari Nicewander) in September; and a forum on seminary education (co-led by Rob Schwartz and Jill Olds) in October.

#### IV. Something Blue

When not referring to the color, “blue” can often refer to sadness. But as I conclude my remarks, I look out the window and see a cloudless, expansive, baby blue sky. Woodmont UCC is close to the ocean, another example of an expansive blue, brimming with life and possibility. In the color blue, I see expansiveness. Possibility.

Woodmont UCC has been open to possibility this year: in worship, in faith formation, even in church governance. What new possibilities await us in 2024? I don’t know yet. But I do know that we are emerging from 2023 ready for the question.

#### Conclusion

I want to take a moment to say thank you. To every member and volunteer who has given of their time, talents, and treasure to ensure that this place continues to be God’s hands and feet in this world: I am very, very thankful for each and every one of you. We wouldn’t be who we are without you!

I could easily wax poetic and thank every single committee and every single individual in the church — everyone here deserves praise for all that they do. But I would be remiss without mentioning deep, deep gratitude to five specific people by name:

1. First, I have to thank Bruce and Carol for all of the work they did as members of staff here at WUCC in the past year. While most folks might see the emails and bulletins, and hear the music in worship, I know that this is just a tip of the iceberg in terms of the effort they put into their ministries. Thank you, both, for all of your efforts.
2. I also want to thank Sandy for her steadfast dedication to the children of this church, and to its faith formation programs. It is very difficult to lead a ministry for small numbers. Sandy does so practically single-handedly, with consistency and with grace. Sandy, you are one in a million. Thank you!
3. And finally, an incredibly special thank you to Bettina and Cyn, our Moderator and Vice Moderator. There was a lot of behind-the-scenes work needed this past year, and both of you listened to my hopes and concerns with never-ending grace. Thank you to you both.

2023 has been a full year. And we expect more to come! The fullness is holy when we remain centered, faithful in our mission as children of God, and steadfast in our love for one another. I look forward to 2024, to seeing what God would wish to do in our midst. And through it all, I remain grateful. Beloved of God, may we continue to be the church together.

Respectfully submitted,  
The Rev. Jill Olds

## Moderator's Annual Report 2023

### **Discovering who we are**

A year ago, when I wrote this year-end report, I finished by expressing the need for us to engage in a renewed visioning effort – and here we are, with two groups attacking the issue from different, but mutually supportive, angles.

The Yale-based “Reimagining Church” group – consisting of Anthony Richardson, Bettina Thiel, Carol Topitzer, Mark Viets and Nina Barrett – has read two books on the subject, and this month we have started planning to develop some ideas. In December the group invited the congregation to a pizza dinner, during which it shared some of the ideas that percolated during their sessions.

At the same time a second group – consisting of Art Yost, Bruce Barrett, Cyn Stehouwer, Dorothy Osanitsch and Grace Schwartz – has started its work with the Convergence consultant. Their work is based on a survey of the congregation, its demographics and attitudes and the way it relates to the community around us. The results were presented to us in late November. (For some takeaways see below)

One suggestion that grew out of the survey was to pare down our administrative structure in order to allow fresh energy to flow freely. Council decided unanimously to take that step and suspend our committee structure for a year. During that time, we will have coordinators conduct the work of the church with the help of all of us volunteers until the membership can vote on a new, leaner structure. According to state law we have to keep in place the Executive Board consisting of our officers (moderator, vice moderator, clerk, treasurer and assistant treasurer).

The first three months of 2023 were focused on selling the parsonage, which is now owned by a young couple from Stratford. After deducting the closing costs, we received some \$523K, which, after some discussion, were parked in interest-bearing CDs. We hope that the interest will cover at least in part the loss in income from the rent.

In April, a representative from the Southern New England Conference of the UCC visited with Council and recommended we adopt a slew of policies around money management, including a gift acceptance policy, a conflict-of-interest policy and an endowment policy, should we decide to take that route.

The work around that started with Rev. Jill moving forward with a Behavioral Covenant, which Council adopted in June. The document, which is included in this packet, is a beautiful expression of our love for each other and this congregation, and how we want to protect that in a world full of division and conflict.

One volunteer effort that has left a deep imprint on us is the Good Trouble Moment – a few moments of reflection on injustices incurred – some in the past, some in the present – brought to us by Nina Barrett and Therese Barrett. They also researched and ordered a number of prints and artwork that express a more inclusive view of our religious experience. Those prints now grace our walls, the equivalent of the stained-glass windows in the cathedrals of old, only in a more contemporary expression.

Our online presence continues with the live-streaming of our services thanks to a group of committed volunteers, namely Rob Schwartz, Ed Wilson, Mark Viets and Anthony Richardson. They are always looking for people willing to help out.

In addition to all the administrative planning and visioning, the congregation managed to maintain an active fellowship life (coffee hour, church picnic, Fiesta and Mad Hatter) and outreach (Oyster Festival, Purple Pantry, guest speakers). One highlight this year was the official installation of Rev. Jill as our settled pastor, with regional clergy, guest clergy, Jill's family and our church family in attendance.

Thank you to all who have contributed in one way or another to the success of all our endeavors! Please do bring your thoughts and ideas forward. That's what this upcoming year is all about: Dreaming and trying new things out, and through it all, may we hear God's voice still speaking!  
I am looking forward to an exciting and invigorating new chapter in the life of Woodmont UCC!  
Yours in faith, Bettina Thiel

### **Some take-aways from the 2023 survey:**

68 active members  
WUCC is "Small But Mighty", healthy overall  
18% said they have attended 3 years or less, but 60% over ten years  
67% live in 3-mile radius  
14% have participated mostly online  
7% have never participated online –

Spiritual practices can keep people unified

90% are over age 50 – recommendation: do focus groups with kids, teens  
79% identify as female  
Income range is very diverse

What made people come/ stay: Sense of welcome, community, music, sermons

Hopes for the future: More community outreach, mission

Concern: lack of people, lack of energy = remember that size is not a determinant for the impact you can have. You can do amazing things.

Identity: care for social justice; ready to try something new, embrace change

A little concern about conflict

Lack of local presence in the community – recommendation: practice hospitality in the community; show that you love them and support them

72% are excited about where the church is heading  
Our neighborhood:  
Area has grown - with those age 65 and over the fastest growing age group  
Boomers want to do stuff, especially the environment

Recommendation: collaborate with other churches

Families are very very busy and will not attend church regularly

Lots of volunteer hours were reported, both for the church and in other community groups.

"You have huge potential of helping the community in so many ways."

Recommendation: Streamline your governance (facilities, personnel, finances), then form seasoned, seasonal task forces

Pick one focus area that you want to make the most impact in the next year.

Ask yourself: does that focus allow for other people to participate?

Consider strategic partnerships with closing or shrinking churches

Build community relationships – find groups working with a similar focus

Find out what organizations need space

Form a task force to work on a new structure – streamline as much as you can

Submitted by Bettina Thiel, Moderator

## Clerk's Annual Report 2023

In 2023, we were fortunate enough to continue "In House" service while also providing Virtual Live Streaming on You Tube. Virtual services were also available to view later. We continue to address Covid procedures while attending church throughout the year and making modifications/ changes based on numbers. There was a time when masks were required, when masks were recommended and times where they were optional. I am not going to duplicate the attendance counts as The Deacons Report reflects the attendance average for this year as well as numbers for special services.

### **Membership Changes:**

New members: 0

Transferred/withdrawn members: 0

Deceased: 1 (Eric Gerlander, Jr. on March 25,2023)

### **Church Membership Total: 72**

Active Members: 67

Inactive Members: 5

Respectfully submitted by  
Rosa Richardson, Clerk

## Membership List

Revised 4/4/2023

### Active Members

1 Barrett, Bruce	24 Lynch, Ron	47 Schwartz, Grace
2 Barrett, John	25 Lynch, Ron Jr. (RJ)	48 Schwartz, Melissa
3 Barrett, Nina	26 Lyons, Frank	49 Schwartz, Robert
4 Barrett, Robbie	27 Lyons, Lynn	50 Shea, Dennis
5 Barrieau, Susan	28 Mackintosh, Barbara	51 Shea, Maureen
6 Brigham, Lori	29 Martin, Flora	52 Sherwood, Karen
7 Byer, Beverley	30 Mason, Deb	53 Steady, Robert
8 Cahill, Cole	31 McGhee, Michele	54 Steady, Sandra
9 Cahill, Hailey	32 McMahan, Joy	55 Stehouwer, Cyn
10 Cahill, Joe	33 Moore, Audrey	56 Thiel, Bettina
11 Cahill, Wendy	34 Moore, Don	57 Topitzer, Carol
12 Coulombe, Nena	35 Morgan, Jeff	58 Torres, Johanna
13 Doherty, Judith	36 Nobles, Shakeela	59 Valdivieso, Jason
14 Eke, Therese	37 Olds, Rev. Jill	60 Wakeley, Karen
15 Garrison, Bela	38 Ortiz, Eric	61 Wakeley, Vivian
16 Haas, Gail	39 Osanitsch, Dorothy	62 Walker, Patricia
17 Harrold, Kathy	40 Paules-Harrold, Anthony	63 Wilson, Edward
18 Kenyon, Wayne	41 Paules-Harrold, Patrick	64 Yost, Ann
19 Lach, Nancy	42 Pecor, Jasmine	65 Yost, Art
20 Leiva, Esther	43 Peterson, Jennett	66 Zentkovich, Alicia
21 Lohr, Susan	44 Rice Rogers, Jackie	67 Zentkovich, Eric
22 Lynch, Mackenzie	45 Richardson, Rosa	
23 Lynch, Pam	46 Rodgerson, Alyson	

### Inactive Members

68 Biroscak, Thomas	70 Clinton, Dan	72 Warner, Laureen
69 Clark, Barbara	71 Mooney, Bill	

## Treasurer's Annual Report 2023

We had 2 significant sources of Income in 2023.

In February we received a generous gift of \$97,451.15 from the Estate of Bob Menne.

In March we sold the Parsonage for \$555,000.00. The net proceeds after closing costs were \$520,492.53.

We invested this money in 2 CD's. One CD is with New Haven Bank in the amount of 249,000.00 and the other is with Milford Bank in the amount of \$400,000. Both CD's have a rate over 4% and will mature in the Spring of 2024.

For our Net Operating Income, we had a net loss of \$7,254.94. We expected to have a net loss of \$31,959.08.

Our total income was \$161,606.11 and our total expenses were \$168,861.05.

We were approximately \$5,000 under budget on Pledges, with our total income showing \$25,821.89 under budget.

But, our Expenses were \$50,526.03 under budget making our total net loss less than we expected.

The balance in our Milford Bank checking account is approximately \$110,000.00 and we have approximately \$65,000 in savings with the UCC Consolidated Trust Fund.

As I complete my term as your Treasurer, I would like to thank everyone for your trust and support.

Respectfully,  
Maureen Shea  
Treasurer

## Music Director's Annual Report 2023

Dear church family,

I was pleased once again this year to volunteer as our singer songwriter piano player and Music Director. Thank you drummer Wayne Kenyon and harmonist vocalist Carol Topitzer, as you have for the past twenty years volunteered and given me freedom to write and rewrite songs which you quickly learn, relearn, and improve for Sunday worship. It's been a lot of fun. Here is a list of the songs we sang this year, in order.

Fly Like The Wind How Can I Keep From Singing?, How Silent and How Beautiful, With A Loving JC, God Planted a Seed, High On the Mountain of Life, Temptations Door, Ashes For Your Soul, Stop, I Remember You, There is Time, Discovering Joy, Ken Wingood Plays Gathering and Anthem on Afro Cuban Drums, Palm Sunday Ride on To Die, and Hosanna You Are Here, Easter Woke up this morning, with Mark Kaplan on Saxophone, Oh Happy Day\*, Guest Preacher Conference Minister Daryl, Good Morning Children, God Is Still Speaking, Unlock the Love, I Feel Like Thomas, Hangman, We Got Joy in the World, I Am The Rain, Brand New Day, Set on Jesus, Catch Me If You Can, The Love Round\* with Skit, Fear Not the Alleluia, The Spirit Of Love Ya Ya Ya, Fear Not The Alleluia, The Universal Sound, Where Are My Children?, Without Love, Wayne And Carol and Esdras How Sweet it Is to be Loved by You\*, (Bruce was away,) Align Myself with You in Prayer, A New Wave Rolling, Eye on the Sparrow\* with Wayne and Carol, Walk with Me, Love New Ends, Bald Man, Create in Me A Clean Heart\*, How Do I Forgive You? Who Will Care? Love Never Ends, Helen Smith, Mark Platt, Mark Platt, A New Wave Rolling, Where Are My Children, special guest singer songwriter Elana Zabari You're Not Alone\*, Christmas Eve.

Songs with \* are not my original tunes. I repeated a few songs, but overall tried to provide fresh music during the year. I also played funerals when I was available.

We mourn the loss of our dear bass player, Esdras Lubin. Please join us for a service of remembrance for Esdras on Tuesday February 20th. We pray also for Ken Wingood that he find a place for his drumming.

This year I will invite monthly special guest musicians, such as Elana Zabari and Nicholas Zavaglia, to share with us the joy of music God has placed in their lives. Pray God bless this work as I expand our music by inviting the community around us to share their music with our members. I also hope to print song lyrics and invite you, our members, to sing some songs with us.

Our music budget this year will be used to pay guest musicians and pay for instrument tuning and maintenance. Please call me with your ideas for the music program.

Bruce A. Barrett  
Director of Music



## Board of Deacons' Annual Report 2023

2023 was a year of celebrating beginnings and endings, as we formalized our relationship with Reverend Jill, got to see familiar faces as many of us removed our masks, and said goodbye to some longtime members. The highlight of the year was Reverend Jill's installation in November. After being delayed by COVID, it was all the more joyful. We could say wholeheartedly that we embrace the relationship we have as pastor and church and as fellow searchers.

We celebrated graduations for Cole Cahill and Rob Schwartz. We had 4 outside preachers including our conference minister Darnell Goodwin, Reverends Jeff Lukens, Marilyn Kendrix, and Kari Nicewander (who also returned to lead us in a session on housing). Our own Art Yost led us in 2 services and Rob Schwartz got us thinking as well.

On a sadder note, we were busy with goodbyes. 2023 saw memorial services for Eric Gerlander, Bob Menne, Claudia Voight, Betty Vodola and Lydia Polomski. While it was sad to say goodbye, it also felt wonderful to celebrate the wonderful people they were and to remember the joyous times that we had had together. Jill had not met most of these people, so it was especially impressive how their spirits came through in the services.

Our average, in person attendance was 33. It is hard to know how many were celebrating with us online.

### **Special services included:**

Ash Wednesday (16)

Palm Sunday (51)

Maundy Thursday (23)

Easter (67)

Jill's Installation (51)

Christmas Eve (27)

Barbara Mackintosh, Chair of Deacons

## Board of Christian Education Annual Report 2023

In 2023, the Board of Christian Education found new opportunities for Faith Formation for adults and children. Several new programs were offered.

In Sunday school, a new all-age curriculum by Group worked well for children of various ages. With sporadic attendance, we got creative. With new ideas and a fun curriculum, kids enjoyed new hands-on activities and projects. The class card ministry to church Absent Faith Friends remains strong. We know that families may not be able to commit to weekly attendance. When children can attend, classes are educational, fun, and lively. Being adaptable has worked well. The class schedule was modified with class not being held on the first Sunday of the month. This allowed students to experience worship and Communion with their families and enabled the teacher to enjoy the service. Substitute Sunday School teachers and On-call Childcare volunteers have stepped up to teach and care for visiting younger children when needed. Special thanks to these super people! The CE piece of the Website has been updated to better reflect our Sunday school program.

Continued emphasis on adult faith formation offered new opportunities for learning and fellowship. The CE Board and Rev Jill worked to offer various forums, speakers, presentations, and conversations on timely topics. In person and zoom programs included topics on affordable housing, race disparity among others. Rev Jill invited author, Mark Yaconelli to hold a workshop and discuss his book *Between the Listening and the Telling: How Our Stories Can Save Us*. This well-attended program and luncheon was enjoyed by all who attended. Another enlightening program, describing the Path to becoming a minister, offered good information in such a fun way. Rev Jill and Rob Schwartz led the discussion and told great stories of their experiences.

From Advent through Lent, Rev Jill will lead a book study on the book *This Here Flesh* by Cole Arthur Riley. Offered after church each Sunday, this book study offers education, insights, and good conversation. We thank Rev Jill for this wonderful, ongoing faith formation opportunity. We are grateful for her talents, experience, and untiring efforts on behalf of Christian Education.

A special thank you to Carol Topitzer, Office Administrator, for her help with computer updates, needed forms and information.

We look forward to more conversation and updates with our church survey input and results as we work toward next steps in the life and future of our church. Exciting times ahead.

**I thank Board members: Gail Haas, Wayne Kenyon, Cyn Stehouwer, Nina Barrett and Shakeela Nobles for their enthusiasm, ideas, and work on behalf of the CE Board. More programs, conversations and times for fellowship are in the works for next year.**

Sandy Steady, Chair  
Board of Christian Education

## Board of Stewards Annual Report 2023

On behalf of Deb Mason/secretary, Dorothy Osanitsch/finance coordinator, Jason Valdivieso/grounds coordinator, Bruce Barrett/stewardship, Art Yost, Patrick Paules-Harold, Bob Steady/emeritus, and Bev Byer/fundraising coordinator & board chair, I present the Board of Stewards' annual report.

Our duties include managing building & grounds, managing finances, and conducting stewardship & fundraising drives. As faithful members, we answered the call and pooled our strengths & resources to facilitate those functions.

A summary of 2023:

- Managed the sale of the parsonage.
- Invested most of the funds from the parsonage sale into interest-bearing, FDIC-insured bank accounts.
- Hired a new landscaping company.
- Worked with United Illuminating to remove dangerous trees and brush from poles and power lines on the "left side" of the building (if you're facing it from New Haven Ave. The BOS article in the winter *Chapel Bell* says "right side." Forgive my poor sense of direction.)
- Created & spearheaded two successful fundraisers: *Fiesta* last spring & *The Mad Hatter Tea Party* last fall. The latter helped the Board of Deacons purchase a creche for the front of the property.
- Power washed and painted the bell stand.
- Added protective reflective strip to the platform leading to the red doors.
- Replaced discolored and broken ceiling tiles and burnout fluorescent tubes in the sanctuary & tubes in the office.
- Changed filters in the four HVACS & repaired the overheating issue in Reverend Jill's office with the help of a heating/ cooling company.
- Purchased a record-keeping journal to keep track of maintenance and repairs throughout the year. Seems like a negligible thing to mention in an annual report, but it will help to eliminate guesswork for future holders of our positions & other interested parties.

As chair of BOS, I would like to thank each and every one of my members & nonmembers who volunteered or stepped up when called to upon. Blessings!

With Heartfelt Appreciation,  
Beverley Byer, Chair, Board of Stewards

## Mission Team Annual Report 2023

One of the goals of the Mission Team is to support the Woodmont United Church of Christ (WUCC) Vision Statement of “ministering to the needs of the people and environment.” With your generous support, we have been able to do that. We met our goal of being a 5 for 5 church in our conference, the Southern New England Conference of the United Church of Christ. In 2023 we pledged \$3570 to Our Church’s Wider Mission (OCWM). In addition, we supported all 4 special mission offerings taken during the year - One Great Hour of Sharing, Neighbors in Need, Strengthen the Church, and the Christmas Fund.

WUCC also supports 8 additional mission projects throughout the year: Food2Kids, Deacon’s Fund, Land and Sea, Bridges Health Care, Covenant to Care Children, West Haven Emergency Task Force (WHEAT), Bridgeport Rescue Mission and Beth-El Center. In 2023 we were given the opportunity to team up with other local congregations to gather toiletries in order to create blessing bags for the IWagePeace organization who then distributed them to the homeless. In addition, someone from the Mission Team fills the Purple Pantry Box in front of the church with food items every Monday throughout the year. Green envelopes are provided in the church bulletin each week for people who wish to make a monetary donation to a mission.

With guidance from our social worker with CT Alliance of Adopted and Foster Families, we provided Easter baskets filled with Easter goodies, donated backpacks and school supplies before the school year began and this year, we bought gift cards and pajamas as Christmas presents for the children in this program.

WOW! What a year! Thank you to all the Mission Team members and the entire WUCC church family for your support of these missions. Also, a big thanks to Reverend Jill for attending our meetings and providing your valuable input.

Submitted by Deb Mason 2023 Chair

## Personnel and Pastoral Relations (PPR) Annual Report 2023

This has been a busy year for your PPR committee. We were sad to see Wayne Kenyon rotate off in May after 4 years as required by the bylaws. We were grateful for his support, ideas, and regular attendance. There was a lull in membership until August when we gratefully welcomed Deb Mason and Barbara Mackintosh to join Ed Wilson, Shakeela Nobles, and Ann Yost. Just in time to help with the planning of Rev. Jill's installation!!

In the Spring we developed a music survey to obtain feedback from members of the congregation to be shared with Bruce Barrett, Music Director. Bruce was looking for comments and ideas about the music program. The survey was completed by 21 people and the results were presented to Bruce in a meeting with Ann and Rev. Jill. Bruce welcomed our thoughts and suggestions. An article about the results was put in the Chapel Bell in September.

A leadership retreat was held in early May, organized by Rev. Jill. About a dozen people attended and gave input in a fun way to the development of Behavioral Covenants. PPR began working on this project a year or so ago, but the project was never completed. After the retreat a draft document was composed by Rev. Jill and then a meeting was held for those who attended the retreat to give further input. The final document was shared with the congregation. These are not "rules" but are written tools for navigating communication and conflict. A copy can be found in the office.

The members of PPR worked closely with the Deacons in planning Rev. Jill's installation which was held on November 19<sup>th</sup>. Family, friends, and clergy colleagues of Rev. Jill were invited as well as the WUCC congregation. It was a joyful celebration filled with excitement in which we pledged to work together and support each other.

In the late fall we completed Rev. Jill and Carol Topitzer's performance evaluations. Feedback was obtained from members of the congregation which allowed us to put together evaluations which reflected opinions of members of the congregation and the PPR committee members. Thank you to all who returned the questionnaires!

As 2024 begins we look forward to being available to the members of WUCC congregation and staff. Please reach out for confidential and active listening.

Blessings,

Ann Yost (Chair), Barbara Mackintosh, Deb Mason, Shakeela Nobles, and Ed Wilson

## New Haven Association Delegates' Annual Report 2023

Your delegate and/or alternate delegate attended four Ecclesiastical Councils to vote if the Member in Discernment (MID) was suitable for UCC ordained ministry on your behalf. It is interesting to observe how God equips and calls MID's coming through the frontier vastness of rich diversity. It is impressive to witness God's presence in their development, life experience, and as the vision of their ordained ministry begins to take form and solidifies.

The 2023 NHA spring meeting was offered in person as well as on Zoom. The meeting's theme was Proportional Giving. The format was educational in nature. A way of giving to Our Church's Wider Mission not by member head count but by a giving percentage multiplied by its total operating income for a specific year. Proportional Giving reflects covenant and partnership for mission and ministry and the giving concept of "first fruits" in proportion to our blessings. In a nutshell, these are foundational principles of our faith.

The Southern New England Conference has four essential values:

- 1) Making Disciples of Jesus—This is why the local church exists and we share in this calling.
- 2) Committing to God's Love and Justice—By loving our neighbors, children, and all of creation by standing up for racial, economic, environmental and LGBTQ+ justice.
- 3) Encouraging Adaptive and Transformative Leadership wherever the Body of Christ is gathered.
- 4) Forming Covenantal Partnerships—Encouraging all who work for the common good in their local communities and throughout the world.

The conference truly offers support to the local church in so many ways even if it means providing brothers and sisters to stand with you at a justice rally. We are truly not alone.

The 2023 NHA fall meeting is like our annual meeting. This meeting is formal, and there are many items for approval. This meeting was attended by our pastor Rev. Jill, as well.

Ann and I enjoyed representing you, and we look forward to supporting the Association as God continues to call MID's into UCC ordained ministry.

In God's service with faith/hope in the Church's future,  
Ann Yost and Esther Leiva

## Southern New England Conference, UCC, Delegates' Annual Report 2023

Delegates Carol Topitzer, Ann Yost and Kathy Harrold, as well as Rev. Jill attended our conference Annual Meeting in June. Below is the report from that meeting.

**To view the full (20 page) SNEUCC Annual Report, follow this link:**

<https://www.sneucc.org/files/about+documents/sneucc-annual-report-2023.pdf>

### **ANNUAL MEETING 2023: WE TRIED NEW THINGS**



**Southern New England Conference**  
United Church of Christ  
*Living the Love & Justice of Jesus*

We tried some new things at the 4th Annual Meeting of the Southern New England Conference. And while they didn't go off without a hitch (do new things ever?) I would argue that a) they worked as intended, and b) they were worth trying.

The meeting itself, of course, was something new in a lot of ways. It was the first Annual Meeting of our young conference - born at the start of the pandemic - that was not held completely online. AND it was the first Annual Meeting in the long, long history of our three predecessor conferences that wasn't completely in person.

This was truly a hybrid meeting. The 85 people who attended online were not just watching a stream or a broadcast of the meeting. They were given opportunities to participate alongside the 400-plus in-person delegates: to vote and have their votes instantly counted; to speak during debate if they wanted; to ask questions of the keynoter. They also had break-out groups to attend, and those who registered early enough received quilt squares in the mail, the same as those given to the in-person attendees as they entered for worship.

Online voting was the most visible new thing for most people. Gone were the red and yellow voting cards that delegates once held aloft, or the simple voice votes. Gone too was the Zoom polling used for some online meetings. Instead, voting delegates were given credentials to log into a voting website for each vote. In the two weeks leading up to the meeting, delegates received instructions and their credentials multiple times by email, and they were invited to take a practice vote. (For those who are curious about the outcome of the practice vote, 286 people voted "yes" when asked if they enjoy spring in New England; 11 voted no and 17 chose to abstain.)

Online delegates also received their voting credentials in the mail. In-person delegates were given theirs, on bright green stickers, when they arrived on-site.

Despite the preparation, all did not go smoothly. Some voters were not ready to log in with their devices, or hadn't received word to bring them, or had trouble connecting to the DCU Center's wifi. But, back-up plans were in place: in-person voters were given paper ballots, online voters were given a phone number to text or call. Out of the approximately 300 votes cast for each question, about 10 percent used the back-up methods.

The initial vote took longer than anticipated, as Moderator the Rev. Timoth Sylvia reminded everyone: "we're doing a new thing." By the third vote, delegates had the system down.

For those wondering why we moved to this system: it seemed the best solution to allow both online and in-person delegates to vote in the same manner, and to have their votes counted simultaneously. Tabulation was automatic, with just the phone and paper votes added in manually. And, by using credentials for each delegate, we avoided problems that arise with Zoom polling when more than one delegate participates through the same Zoom session.

Online voting may have been the most noticeable new technology, but there were other important technological advances made.

Our brilliant Digital Minister, Eric Elley built an integrated system that enabled us to provide both for those needing Spanish interpretation, and those who needed hearing assistance.

For the interpretation, the Conference engaged Spanish interpreters, who watched the Zoom from offsite and then spoke the translation into microphones. Their translations were broadcast to receivers with headphones for those who needed to hear it. At the same time, amplified sound was sent through another channel in the same system, so those with hearing impairments could listen to the proceedings over headphones at whatever volume they needed.

Eric was also able to offer huge improvements to what we could show on-screen, while at the same time saving considerable costs. He did so by developing a hybrid-in-a-box system with purchased audio-visual equipment. That equipment cost less than what it would have cost to rent from the event facility, and will be useable at multiple events throughout the coming years. In addition Eric recruited volunteers to run the system, another big cost savings (and here I'll give a HUGE shout-out to Manny Davis, Kevin Williams and Paul Archaski!).

By using vMix as the heart of the hybrid-in-a-box system, Eric made it possible for us to show effective visuals in-person and online at the same time. When, for example, we needed to display song lyrics or responsive readings, we could show them full screen in large type on the screens in the plenary hall, but could show them superimposed on the lower third of the video stream in the Zoom session, so that online participants could still see song and worship leaders while also seeing the text. We also were able to show the names of speakers superimposed on the video close-ups of them (although that backfired a bit when a speaker was replaced at the last minute - oops!).

All in all, new technologies - while not glitch free - allowed us to present a better experience for everyone at the meeting - in-person and online.

So... let's hear it for trying new things. Even when those things don't go perfectly.

*Submitted by delegates Carol Topitzer, Kathy Harrold and Ann Yost*



## Auditor's Report 2023

### **Woodmont UCC Audit Fiscal Year 2022**

Auditors: Deb Mason and Karen Sherwood

**Audits conducted** on 11/11/23 10:30 am to 12:30 pm, 11/25/23 1:30 pm to 3:30 pm, and 12/9/23 10:30 am to 12:30 pm

The Auditors perform two financial functions: Risk Management and theft testing. Risk management means checking existing financial systems to minimize opportunities for theft. Testing means taking both random and targeted samples of past transactions to confirm that no theft has taken place. The audit encourages good accounting practices, minimizes risk, and ensures confidence among the members that their gifts are being responsibly managed.

#### **Scope of the Audit**

The Auditors reviewed existing systems and inspected targeted and random samples of transactions during 2022. Specifically, we examined a sampling of utility bills and payments, related party contracts and reimbursements, bank reconciliations, random bills and filing systems. We also interviewed the treasurer. Our bookkeeper resigned in late June and her duties were taken over by the Treasurer and Finance Coordinator until a replacement can be found.

We found no sign of theft and the financial systems are in good order.

#### **Audit details**

The files in the office are secure and very well organized. Thank you Carol! We did an audit review of invoices, monthly bank statements, payroll, pension funds, WB Mason, Regional Water Authority, the Upper Room, and miscellaneous invoices.

We conducted an audit of all the counter records including the few Milford Bank notice of adjustments. The counter records also included the Deacon's Fund, Mission's Fund, and shared spaces. Rev. Jill provided dates and amounts given from the Pastor's Discretionary Fund. The counter records are very organized and easy to follow.

We could not find monthly mission checks (Food2Kids, Beth El Center, etc.) where the money was paid out at month end. Mission payable checks should contain a memo stating mission, month, and year. After speaking with the Treasurer, we were told that the previous bookkeeper had failed to get the checks sent out for the various missions and all the mission checks had been paid and sent out in December 2022.

The check stubs were filed with 2023 records. We noticed there are no memos documented on the checks where expenses were paid out. For example, checks written for landscaping or miscellaneous church repairs, reimbursements to church members, etc. should contain a memo note for tracking purposes and to make the annual audit easier to follow. We also noticed automatic monthly bill pays for utilities on the bank statements. From our understating this was set up to avoid overdraft fees for late payments and to ensure bills are being paid on time.

### **Recommendations**

- 1) For the annual audit going forward, we recommend a brief meeting with the auditors so they are informed what is required and where they can find what needs to be audited. The prior auditors should be involved in the meeting to provide guidance and answer any questions or concerns. This meeting should take place in the 1<sup>st</sup> half of the year and the audit should be completed by June while things are still fresh since the audit is for the previous year. Any questions can be addressed, and the audit won't be rushed.
- 2) As stated in the audit details, all checks where the church is paying for expenses should always have a note in the memo with a brief description of expense paid. For example, UI bill payment 02/2022.
- 3) We also recommend that Mission donations be paid to the organization no later than the 3<sup>rd</sup> week of the following month. For example, the January mission donations should be counted, and a check written and mailed to that organization no later than the 3<sup>rd</sup> week of February.

### **Conclusion**

Per our annual audit for fiscal year 2022 we did not find anything out of the ordinary or discrepancies to be concerned about.

Submitted by: Karen Sherwood and Deb Mason – Auditors 2023

## January 2024 Nominating Slate

Number after each name indicates the term each person will be serving (e.g., 1<sup>st</sup> or 2<sup>nd</sup>)  
After serving two (2) full terms (exception: Treasurer and Assistant Treasurer), a year must elapse before a member is eligible for further election to the same position, board, or committee.

### Officers

<b>Moderator</b> (2 yr. term):	<i>Bettina Thiel-2</i>	Term ends Jan. 2026
<b>Vice Moderator</b> (2 yr. term):	<i>Cyn Stehouwer-2</i>	Term ends Jan. 2026
<b>Clerk</b> (2 yr. term):	<i>Rosa Richardson-1</i>	Term ends Jan. 2025
<b>Treasurer</b> (2 yr. term, 3 term limit):	<i>Bruce Barrett-Acting for 1 year</i>	Term ends Jan. 2026
<b>Asst Treasurer</b> (2 yr. term, 3 term limit):	<i>Dorothy Osanitsch-1</i>	Term ends Jan. 2026

### Board of Deacons

(3 yr. term)

Term ends Jan. 2025	Therese Eke-2	Grace Schwartz-1
Term ends Jan. 2026	Esther Leiva-1	Carol Topitzer-1
Term ends Jan. 2027	Art Yost-1	Nina Barrett-1

### Board of Stewards

(3 yr. term)

Term ends Jan. 2025	Beverley Byer-1	Art Yost-1	Dorothy Osanitsch-1	Deb Mason-1
Term ends Jan. 2026	Bruce Barrett-1			
Term ends Jan. 2027	Wayne Kenyon-1			
Emeritus	Bob Steady-NA			

### Board of Christian Education

(3 yr. term)

Term ends Jan. 2025	Wayne Kenyon-2	Gail Haas-2	Shakeela Nobles-2
Term ends Jan. 2026	Nina Barrett-1	Cyn Stehouwer-1	
Term ends Jan. 2027	Sandy Steady-2		

### Mission Coordination Team

(1 yr. term, but member may remain as necessary for the duration of a project)

Sue Barrieau	Ann Yost	Art Yost	Audrey Moore
Therese Eke	Barbara Mackintosh	Bettina Thiel	

### Communications Committee

(no term limit)

Rob Schwartz	Carol Topitzer	Bruce Barrett (streaming)
Ed Wilson (streaming)	Mark Viets (streaming)	Anthony Richardson (streaming)

### Personnel and Pastoral Relations Committee

(2 yr. term)

The members of PPR are not *elected* at the Annual Meeting, but are *selected* by the Chair of Deacons and the Moderator and approved by the church Council. The current members of PPR are:

Ed Wilson-1	Term ends Aug. 2024
Ann Yost-2	Term ends Feb. 2025
Shakeela Nobles-1	Term ends Feb. 2025
Barbara Mackintosh-1	Term ends Aug. 2025
Deb Mason-1	Term ends Aug. 2025

### Other Volunteer Positions

**Auditors (1 yr. term):**

Gail Haas  
Rosa Richardson

**Nominating Committee (1 yr. term):**

TBD post Governance Restructuring and Visioning Process

**New Haven Association Delegates\*:**  
(2 year term)

Esther Leiva-2, Term ends Jan 2025  
Ann Yost-2, Term ends Jan. 2026

**Southern NE Conference Delegates\*:**  
(2 year term)

Ann Yost-1, Term ends Jan. 2025  
Carol Topitzer-2, Term ends Jan. 2026  
Barbara Mackintosh-1, Term ends Jan. 2026

**Church Historians (no term limit):**

Dorothy Osanitsch, Wayne Kenyon

**Versatile Volunteers (no term limit):**

Joe Cahill, Susan Lohr, Audrey Moore, Kathy Harrold

**\*NOTES regarding delegates:**

For the New Haven Association: We may elect one delegate for every 75 members or part thereof.

For the Southern New England Conference: We may elect three delegates for 0-300 members.

Revised 01-10-24

## January 2024 Nominating Slate Based on the Suspended Bylaws

### **Officers:**

Moderator: Bettina Thiel  
Vice Moderator: Cyn Stehouwer  
Clerk: Rosa Richardson  
Treasurer: Maureen Shea (Interim Acting)  
Asst Treasurer: Dorothy Osanitsch

### **Coordinators:**

Worship: Grace Schwartz  
Mission: Art Yost  
Trustees (Building and Grounds): Jason Valdivieso  
Sunday School: Sandy Steady  
Fellowship: Nina Barrett  
Fundraising: Beverley Byer  
Stewardship: TBD

### **Auditors:**

Gail Haas  
Rosa Richardson

### **Delegates:**

New Haven Association: Ann Yost, Esther Leiva  
Southern New England Conference: Ann Yost, Carol Topitzer, Barbara Mackintosh

### **Digital Ministry:**

Rob Schwartz. Ed Wilson, Mark Viets, Anthony Richardson

### **Church Historians:**

Dorothy Osanitsch, Wayne Kenyon

### **Versatile Volunteers:**

Joe Cahill, Susan Lohr, Audrey Moore, Kathy Harrold

### **Personnel and Pastoral Relations Committee (PPR):**

The members of PPR are not elected at the Annual Meeting, but are selected by the Chair of Deacons and the Moderator and approved by the church Council.

The current members of PPR are:

Ed Wilson-1 Term ends Aug. 2024  
Ann Yost-2 Term ends Feb. 2025  
Shakeela Nobles-1 Term ends Feb. 2025  
Barbara Mackintosh-1 Term ends Aug. 2025  
Deb Mason-1 Term ends Aug. 2025

## 2023 Balance Sheet

### WOODMONT UNITED CHURCH OF CHRIST

#### Balance Sheet

As of December 31, 2023

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
1010 Operating-Milford Bank	111,244.20
1011 Youth Group	0.00
1013 Lakota Mission Trip	0.00
<b>Total 1010 Operating-Milford Bank</b>	<b>111,244.20</b>
1018 PayPal	6,170.28
1020 Disbursement/Designated Cash Account	407.57
1033 Covenant to Care	626.00
1037 Youth Group Designated	290.12
1041 Winter Wonderland	0.00
1099 Due to/(from) operating acct	0.00
<b>Total 1020 Disbursement/Designated Cash Account</b>	<b>1,323.69</b>
1049 Due to/from Designated	0.00
1050 Investment Accounts (Long Term)	0.00
1051 Capital Improvement	0.00
1052 Savings	64,730.41
1053 Stillman Kelsey	6,994.47
1054 Sabbatical	7,933.68
1055 Pastors Salary Package Support	25,000.00
1056 Rev Jill E Olds Housing Equity	1,266.92
<b>Total 1050 Investment Accounts (Long Term)</b>	<b>105,925.48</b>
1060 Petty cash	500.00
1061 Petty Cash - Designated	0.00
1038 Pastor's Discretionary Fund	-745.00
<b>Total 1061 Petty Cash - Designated</b>	<b>-745.00</b>
1062 Parsonage Security Deposit	6.92
1064 Pastor Salary Fund	24,723.15
1065 Savings - Book of Remembrance	1,627.05
1012 Due to/from Book of Remembrance	0.00
1067 Due to/from Operating	-350.00
<b>Total 1065 Savings - Book of Remembrance</b>	<b>1,277.05</b>
1066 New Haven Bank CD 4.25% 4-11-24	249,000.00
1068 Milford Bank CD 4% 5-30-24	400,000.00
<b>Total Bank Accounts</b>	<b>\$899,425.77</b>
Accounts Receivable	
1110 Accounts receivable	0.00
1210 Pledges receivable	0.00
<b>Total Accounts Receivable</b>	<b>\$0.00</b>
Other Current Assets	
1299 Undeposited Funds	0.00
1300 Payroll Service Customer Asset	0.00

# WOODMONT UNITED CHURCH OF CHRIST

## Balance Sheet

As of December 31, 2023

	TOTAL
1320 Notes/loans receivables	0.00
1400 Due from Co-op	0.00
1402 Due from Corcoran/Sherman	0.00
1404 Due from Serrv	0.00
1405 Due from Perry Choi	0.00
1450 Prepaid expenses	
1451 Prepaid Workmen's Comp	0.00
1452 Prepaid Pension	1,712.49
1453 Prepaid Medical Ins.	0.00
1454 Prepaid Dental Ins.	0.00
1455 Prepaid Life Ins.	0.00
1456 Prepaid Cleaning	0.00
<b>Total 1450 Prepaid expenses</b>	<b>1,712.49</b>
1460 Deposits	250.00
1500 Stop & Shop Gift Cards	99.50
<b>Total Other Current Assets</b>	<b>\$2,061.99</b>
<b>Total Current Assets</b>	<b>\$901,487.76</b>
Fixed Assets	
1600 Lap Top April 2015	823.99
1625 Stove for Parsonage July 2014	718.50
1628 Roof 2019	46,275.00
1635 Furniture and Equipment	3,464.43
1640 HVAC System Lawn View July 2011	12,138.89
1641 HVAC Sanctuary December 2015	36,200.00
1642 HVAC - Gardenview 2016	21,300.00
1643 HVAC in classrooms/offices 2017	27,500.00
1700 Accumulated Depreciation	
1701 AD Parsonage Stove	-682.86
1702 AD Laptop/Furn & Equip	-2,902.65
1710 AD- HVAC Lawn View	-16,994.57
1711 AD- HVAC Garden View	-15,087.50
1712 AD HVAC Sanctuary	-29,137.82
1713 AD- HVAC Classrooms/Offices	-18,104.43
1725 AD Roof	-1,028.33
<b>Total 1700 Accumulated Depreciation</b>	<b>-83,938.16</b>
<b>Total Fixed Assets</b>	<b>\$64,482.65</b>
Other Assets	
1850 Split-interest agreements	-0.21
1950 Fund held in trust by others	
<b>Total Other Assets</b>	<b>\$ -0.21</b>
<b>TOTAL ASSETS</b>	<b>\$965,970.20</b>
<b>LIABILITIES AND EQUITY</b>	
Liabilities	

# WOODMONT UNITED CHURCH OF CHRIST

## Balance Sheet

As of December 31, 2023

	TOTAL
Current Liabilities	
Accounts Payable	
2010 Accounts payable	201.00
<b>Total Accounts Payable</b>	<b>\$201.00</b>
Other Current Liabilities	
2100 Payroll Liabilities	0.00
2200 Tenant Security Deposit Payable	0.00
2250 Mission Pass Through	0.00
2310 Deferred Revenue	0.00
2311 Due to Youth Group	0.00
2575 Deferred Sabbatical Income	0.00
PPP Loan	0.00
<b>Total Other Current Liabilities</b>	<b>\$0.00</b>
<b>Total Current Liabilities</b>	<b>\$201.00</b>
Long-Term Liabilities	
2910 Custodial funds	0.00
<b>Total Long-Term Liabilities</b>	<b>\$0.00</b>
<b>Total Liabilities</b>	<b>\$201.00</b>
Equity	
3000 Unrestricted net assets	
3009 Transfers to/from unrestricted	0.00
<b>Total 3000 Unrestricted net assets</b>	<b>0.00</b>
3001 Opening Bal Equity	1,362.82
3010 Unrestrict (retained earnings)	364,045.11
Net Income	600,361.27
<b>Total Equity</b>	<b>\$965,769.20</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$965,970.20</b>



## 2023 Statement of Cash Flows

### WOODMONT UNITED CHURCH OF CHRIST

#### Statement of Cash Flows

January - December 2023

	TOTAL
OPERATING ACTIVITIES	
Net Income	600,361.27
Adjustments to reconcile Net Income to Net Cash provided by operations:	
1400 Due from Co-op	1,715.00
1402 Due from Corcoran/Sherman	63.25
2010 Accounts payable	-2,557.79
2200 Tenant Security Deposit Payable	-4,602.21
<b>Total Adjustments to reconcile Net Income to Net Cash provided by operations:</b>	<b>-5,381.75</b>
<b>Net cash provided by operating activities</b>	<b>\$594,979.52</b>
INVESTING ACTIVITIES	
1701 Accumulated Depreciation:AD Parsonage Stove	71.88
1710 Accumulated Depreciation:AD- HVAC Lawn View	1,213.92
1711 Accumulated Depreciation:AD- HVAC Garden View	2,130.00
1712 Accumulated Depreciation:AD HVAC Sanctuary	3,620.04
1713 Accumulated Depreciation:AD- HVAC Classrooms/Offices	2,750.04
<b>Net cash provided by investing activities</b>	<b>\$9,785.88</b>
<b>NET CASH INCREASE FOR PERIOD</b>	<b>\$604,765.40</b>
Cash at beginning of period	294,660.37
<b>CASH AT END OF PERIOD</b>	<b>\$899,425.77</b>

## 2023 Budget Vs. Actual and 2024 Proposed Budget

### WOODMONT UNITED CHURCH OF CHRIST Budget vs. Actuals: FY\_2023 - FY23 P&L January - December 2023

	Dec 2023		Total YTD		Total
	Actual	Budget	Actual	Budget	2024 Budget
<b>Income</b>					
4010 Fundraising		0.00	277.80	500.00	1,000.00
4013 Fundraising-Other			1,786.22	0.00	
4014 Fundraising expenses (contra)			-235.78	0.00	
4050 Holiday Contributions			0.00	0.00	
4053 Easter Flowers			-20.85	0.00	
Total 4050 Holiday Contributions	\$ 0.00	\$ 0.00	-\$ 20.85	\$ 0.00	
Total 4010 Fundraising	\$ 0.00	\$ 0.00	\$ 1,807.39	\$ 500.00	
4100 General Income			0.00	0.00	0.00
4102 Contributions	160.00	150.00	1,976.00	1,800.00	1,800.00
4104 Plate	88.10	75.00	985.53	570.00	570.00
4110 Investment Income			0.00	0.00	0.00
4111 Investment Earnings		100.00	0.00	1,200.00	24,000.00
4113 Realized Gain/Loss			7.19	0.00	
Total 4110 Investment Income	\$ 0.00	\$ 100.00	\$ 7.19	\$ 1,200.00	\$ 24,000.00
Total 4100 General Income	\$ 248.10	\$ 325.00	\$ 2,968.72	\$ 3,570.00	\$ 26,370.00
4105 Pledges	9,967.00	11,300.67	130,718.00	135,608.00	129,524.00
4190 Funeral Income	1,350.00		1,350.00	0.00	600.00
4200 Shared Income			0.00	0.00	0.00
4201 Co-Op	1,715.00	1,715.00	17,150.00	17,150.00	17,150.00
4203 AA		200.00	2,040.00	2,400.00	2,400.00
4205 Shared Inc Other		50.00	0.00	600.00	0.00
Total 4200 Shared Income	\$ 1,715.00	\$ 1,965.00	\$ 19,190.00	\$ 20,150.00	\$ 19,550.00
4300 Mission Pass Through Income			0.00	0.00	
4301 Beth-El Center Income			490.75	0.00	
4302 Beth-El Center (Contra)	-490.75		-490.75	0.00	
4311 OGHS Income			583.00	0.00	
4312 OGHS (Contra)	-583.00		-583.00	0.00	
4313 Neighbors in Need Income			334.25	0.00	
4314 Neighbors in Need (Contra)	-334.25		-509.25	0.00	
4315 Strengthen the Church Income			676.00	0.00	
4316 Strengthen the Church (Contra)	-676.00		-676.00	0.00	
4317 Christmas Fund Income	835.00		880.00	0.00	
4327 Mission Income-Other	250.00		1,492.45	0.00	
4328 Mission Income-Other (contra)	-1,242.45		-1,242.45	0.00	
4335 Deacon's Fund Income			463.00	0.00	
4336 Deacon's Fund (Contra)	-463.00		-463.00	0.00	
4344 Bridges Healthcare			372.65	0.00	
4345 Bridges Healthcare (Contra)	-372.65		-705.65	0.00	
4346 Land and Sea			451.00	0.00	
4347 Land and Sea (Contra)	-451.00		-451.00	0.00	

	Dec 2023		Total YTD		Total
	Actual	Budget	Actual	Budget	2024 Budget
4348 Food 2 Kids			405.00	0.00	
4349 Food 2 Kids (Contra)	-405.00		-405.00	0.00	
4352 WHEAT			449.00	0.00	
4353 WHEAT (Contra)	-449.00		-449.00	0.00	
4354 Gift from Members			1,765.00	0.00	
4355 Gifts from Members (Contra)			-1,765.00	0.00	
4356 Bridgeport Rescue			209.00	0.00	
4357 Bridgeport Rescue (Contra)	-209.00		-209.00	0.00	
4366 IWagePeace			615.00	0.00	
4367 IWagePeace (Contra)	-615.00		-615.00	0.00	
Total 4300 Mission Pass Through Income	<b>-\$ 5,206.10</b>	<b>\$ 0.00</b>	<b>\$ 622.00</b>	<b>\$ 0.00</b>	
4400 Parsonage Income		2,300.00	4,600.00	27,600.00	
Uncategorized Income			350.00	0.00	
Total Income	<b>\$ 8,074.00</b>	<b>\$ 15,890.67</b>	<b>\$ 161,606.11</b>	<b>\$187,428.00</b>	<b>\$ 177,044.00</b>
Gross Profit	<b>\$ 8,074.00</b>	<b>\$ 15,890.67</b>	<b>\$ 161,606.11</b>	<b>\$187,428.00</b>	<b>\$ 177,044.00</b>
Expenses					
7000 Mission Expense			0.00	0.00	0.00
7010 Budgeted Missions			0.00	0.00	0.00
7011 Member Share		0.00	240.00	1,000.00	0.00
7013 New Haven Assoc. Dues		0.00	150.50	154.00	154.00
7014 OCWM	297.00	297.50	3,569.00	3,570.00	3,570.00
7015 Mission Team		0.00	543.97	100.00	100.00
Total 7010 Budgeted Missions	<b>\$ 297.00</b>	<b>\$ 297.50</b>	<b>\$ 4,503.47</b>	<b>\$ 4,824.00</b>	<b>\$ 3,824.00</b>
Total 7000 Mission Expense	<b>\$ 297.00</b>	<b>\$ 297.50</b>	<b>\$ 4,503.47</b>	<b>\$ 4,824.00</b>	<b>\$ 3,824.00</b>
7100 Advertising			0.00	0.00	0.00
7102 Other Advertising			365.71	0.00	400.00
Total 7100 Advertising	<b>\$ 0.00</b>	<b>\$ 0.00</b>	<b>\$ 365.71</b>	<b>\$ 0.00</b>	<b>\$ 400.00</b>
7150 Building			0.00	0.00	0.00
7151 Insurance		3,545.50	9,407.00	14,182.00	14,182.00
7153A Repair & Maint Small Routine	331.00	430.00	4,937.96	5,160.00	5,040.00
7153C Repair & Maint Major (\$800)		1,337.00	2,176.00	16,000.00	16,000.00
7153D Church Cleaning	1,250.00	600.00	7,825.00	7,200.00	8,000.00
7154 Landscaping	270.00	400.00	6,975.00	4,800.00	6,000.00
7154B Tree Removal		0.00	0.00	5,000.00	5,000.00
Total 7154 Landscaping	<b>\$ 270.00</b>	<b>\$ 400.00</b>	<b>\$ 6,975.00</b>	<b>\$ 9,800.00</b>	<b>\$ 11,000.00</b>
7155 Snow Removal		0.00	2,500.00	2,516.00	2,500.00
7156 Utilities			0.00	0.00	0.00
7156A Southern CT Gas	422.62	900.00	4,712.60	5,400.00	5,200.00
7156B Electric	391.98	400.00	4,703.11	4,800.00	5,040.00
7156C Ring Central		0.00	876.43	850.00	880.00
7156D Water		80.00	684.04	960.00	804.00
7453 Internet Access	89.99	165.00	1,427.73	1,980.00	1,080.00
Total 7156 Utilities	<b>\$ 904.59</b>	<b>\$ 1,545.00</b>	<b>\$ 12,403.91</b>	<b>\$ 13,990.00</b>	<b>\$ 13,004.00</b>
7160 Parsonage Maint & Repairs		0.00	3,291.65	10,000.00	
7160A Taxes Parsonage		5,000.00	1,900.51	10,000.00	
Total 7150 Building	<b>\$ 2,755.59</b>	<b>\$ 12,857.50</b>	<b>\$ 51,417.03</b>	<b>\$ 88,848.00</b>	<b>\$ 69,726.00</b>

	Dec 2023		Total YTD		Total
	Actual	Budget	Actual	Budget	2024 Budget
7175 Church Development	4,000.00	208.34	8,099.21	2,500.00	3,000.00
7200 Christian Education			323.90	0.00	0.00
7201 3rd Grade Bibles		0.00	0.00	50.00	50.00
7201a Child Care		0.00	0.00	50.00	50.00
7204 Supplies-Sunday School		0.00	151.50	100.00	100.00
7205 Curriculum		0.00	86.96	350.00	350.00
7207 Teacher's Gifts		0.00	0.00	100.00	100.00
7208 Ministry Resource		125.00	0.00	500.00	500.00
7211 Special Events			0.00	0.00	0.00
7211A Special Events Contra Expense			37.85	0.00	
7211B Special Events Expense	114.75	125.00	225.61	500.00	500.00
Total 7211 Special Events	\$ 114.75	\$ 125.00	\$ 263.46	\$ 500.00	\$ 500.00
Total 7200 Christian Education	\$ 114.75	\$ 250.00	\$ 825.82	\$ 1,650.00	\$ 1,650.00
7225 Conference Delegates		0.00	0.00	300.00	300.00
7226 Conferences and Training		0.00	0.00	100.00	100.00
7250 Diaconate			0.00	0.00	0.00
7253 New Members		0.00	0.00	100.00	125.00
7254 Misc. Diaconate	25.36	0.00	87.93	50.00	50.00
7255 Supply Pastor		200.00	1,500.00	2,400.00	2,400.00
7256 Worship Supplies	37.97	50.00	375.47	600.00	600.00
Total 7250 Diaconate	\$ 63.33	\$ 250.00	\$ 1,963.40	\$ 3,150.00	\$ 3,175.00
7350 Hospitality		40.00	51.83	480.00	480.00
7400 Music			230.66	0.00	0.00
7401 Instrument Maintenance	135.00	125.00	300.00	775.00	775.00
7403 One License (was CCLI)		0.00	292.90	300.00	300.00
7404 Guest Musicians	1,150.00	150.00	1,400.00	2,000.00	2,000.00
7405 Supply Organist		100.00	300.00	1,200.00	1,200.00
Total 7400 Music	\$ 1,285.00	\$ 375.00	\$ 2,523.56	\$ 4,275.00	\$ 4,275.00
7450 Office Expenses			67.00	0.00	0.00
7452 Copier Contract	5.15	114.00	1,199.51	1,368.00	1,368.00
7455 Postage		25.00	186.00	300.00	300.00
7456 Supplies-Office	63.74	30.00	1,148.89	360.00	500.00
7457 Bookkeeping		350.00	2,100.00	4,200.00	4,200.00
7460 Computer & Software	78.40	55.00	2,352.94	950.00	2,000.00
Total 7450 Office Expenses	\$ 147.29	\$ 574.00	\$ 7,054.34	\$ 7,178.00	\$ 8,368.00
7550 Stewardship		50.00	0.00	300.00	300.00
7555 Personnel & Pastoral Relations	270.00	100.00	217.37	1,200.00	200.00
7556 Other Miscellaneous Service Cost			880.00	0.00	
Total 7555 Personnel & Pastoral Relations	\$ 270.00	\$ 100.00	\$ 1,097.37	\$ 1,200.00	
8000 Pastor Salary Package			0.00	0.00	0.00
8004 Parsonage Housing Allowance	38.46	83.34	961.50	1,000.00	1,000.00
8005 Pension-Pastor	778.34	613.24	8,113.56	7,358.88	7,881.00
8006 Salary-Pastor	2,042.69	4,425.84	51,007.75	53,110.00	56,296.80
8008 FSA-Childcare/Medical	1,056.86		77.04	0.00	
8009 Medical/Dental Insurance	1,562.99	758.03	10,831.92	9,096.36	15,696.12
8011 Life/Disability Insurance	65.71	65.71	854.23	788.52	996.00

	Dec 2023		Total YTD		Total
	Actual	Budget	Actual	Budget	2024 Budget
Total 8000 Pastor Salary Package	\$ 5,545.05	\$ 5,946.16	\$ 71,846.00	\$ 71,353.76	\$ 81,869.92
8050 Pastor Expenses			0.00	0.00	0.00
8051 Cell Phone	125.00	25.00	275.00	300.00	300.00
8053 Professional Expenses		58.34	0.00	700.00	700.00
8054 Travel Expenses	218.63	83.34	546.98	1,000.00	1,000.00
8055 Continuing Education		0.00	1,200.00	500.00	500.00
8056 Wider Church Meetings		0.00	0.00	200.00	200.00
8057 Social Security Offset		328.75	0.00	3,945.00	3,945.00
8058 Housing Equity Allowance		166.66	0.00	2,000.00	2,000.00
Total 8050 Pastor Expenses	\$ 343.63	\$ 662.09	\$ 2,021.98	\$ 8,645.00	\$ 8,645.00
8100 Personnel Expenses			0.00	0.00	0.00
8110 Salaries			0.00	0.00	0.00
8111 Bookkeeper Salary			43.92	0.00	
8112A Executive Assistant	982.04	1,142.61	14,953.19	13,711.32	15,039.50
Total 8110 Salaries	\$ 982.04	\$ 1,142.61	\$ 14,997.11	\$ 13,711.32	\$ 15,039.50
8120 Payroll Taxes-Employer	67.88	825.00	1,136.67	9,900.00	10,800.00
8122 Workman's Comp Ins		0.00	72.00	772.00	772.00
Total 8100 Personnel Expenses	\$ 1,049.92	\$ 1,967.61	\$ 16,205.78	\$ 24,383.32	\$ 26,611.50
9500 Misc.			1.78	0.00	0.00
7650 Unbudgeted Expenses other			0.00	0.00	0.00
7653 Bank Fees			30.00	0.00	
7655 PayPal Fees		17.00	163.45	200.00	200.00
Total 7650 Unbudgeted Expenses other	\$ 0.00	\$ 17.00	\$ 193.45	\$ 200.00	\$ 200.00
Total 9500 Misc.	\$ 0.00	\$ 17.00	\$ 195.23	\$ 200.00	\$ 200.00
Uncategorized Expense			690.32	0.00	
Total Expenses	\$ 15,871.56	\$ 23,595.20	\$ 168,861.05	\$ 219,387.08	\$ 213,124.42
Net Operating Income	-\$ 7,797.56	-\$ 7,704.53	-\$ 7,254.94	-\$ 31,959.08	-\$ 36,080.42
Other Income					
4155 Estate Grants			97,451.15	0.00	
4165 Interest Inc-Book of Remembranc			0.11	0.00	
9300 Investment Account			658.30	0.00	
9800 Sale of Parsonage			555,000.00	0.00	
Total Other Income	\$ 0.00	\$ 0.00	\$ 653,109.56	\$ 0.00	
Other Expenses					
9240 Sabbatical Expense	500.00	300.00	1,200.00	1,200.00	1,200.00
9900 Closing Costs - Sale of Parsonage			34,507.47	0.00	
9970 Depreciation Expense	815.49		9,785.88	0.00	
Total Other Expenses	\$ 1,315.49	\$ 300.00	\$ 45,493.35	\$ 1,200.00	\$ 1,200.00
Net Other Income	-\$ 1,315.49	-\$ 300.00	\$ 607,616.21	-\$ 1,200.00	-\$ 1,200.00
Net Income	-\$ 9,113.05	-\$ 8,004.53	\$ 600,361.27	-\$ 33,159.08	-\$ 37,280.42

## WUCC Bylaws Revisions with Regard to Board/Committee One-year Suspension

### Article IX. The Church Council

It shall be the purpose of the Council to consider and act upon the interests of the Church's life and work, to the end that its total program and outreach might be made more effective.

However, matters of major interest and concern, particularly where they involve further consideration, debate, and/or sizable expenditures of funds, shall be referred to the whole Church Membership. It shall be the concern of the Council to hear reports of the Officers and **Boards [insert: Coordinators]** and to implement such action as seems advisable and in the best interests of the fellowship.

~~There shall be a Church Council consisting of Church Members who represent standing Committees and Boards of this Church. It shall be composed of: the Pastor; the Moderator\*; the Clerk; the Treasurer\*\*; two (2) chosen representatives of the Diaconate; two (2) chosen representatives of the Board of Stewards (BOS); one (1) representative from each of the following: Board of Christian Education (CE); Personnel and Pastoral Relations Committee (PPR); Communications Committee; the Mission Coordination Team; and representatives from the Church's Membership who may be serving on the boards of outside organizations, which the Church, by virtue of vote of the Congregation has deemed worthy to sponsor. Each Committee will have one (1) vote, except Deacons and Board of Stewards who will have two (2) votes. The Pastor, Treasurer and Clerk have one (1) vote each.~~

[insert: Should the membership decide to review theses bylaws, and suspend the existing Bylaws as they relate to the committee structure, Church Council shall consist of the Executive Board and Coordinators who will facilitate the smooth running of church activities.

Council's Executive Board consists of the Moderator, **[insert: Vice Moderator]**, Clerk, Treasurer **[insert: Assistant Treasurer]** and the Pastor, when appropriate.

\*In the absence of the Moderator, the Vice Moderator assumes the Moderator's duties.

\*\*In the absence of the Treasurer, the Assistant Treasurer assumes the Treasurer's duties.

**[insert: Coordinators may be called to attend Council meetings as needed, or to update, coordinate with, or seek support from Council. Coordinators will advise the Board though will not have a vote at Council.]**

#### Duties of Council

- Meets each month during the Church's calendar year, ~~except the month of July or August as determined by vote.~~
- Meets additionally at the discretion of the Moderator or the Pastor.
- Appoints two (2) Trustees to administer the Stillman-Kelsey Grant Fund.
- Considers and acts upon the interests of the Church's life and work.
- Hears reports of the Officers, Committees, and Boards and implements such action as seem advisable, and in the best interest of the fellowship.
- The Moderator presides over each meeting.
- The Clerk acting as Secretary takes the minutes of the meetings.
- A Quorum of ~~five (5) including two (2) officers~~ **[insert: 4]** is needed to vote on issues and a majority 4 vote consensus determines the action of Council.
- ~~Approves candidates for all vacancies and unexpired terms of Church Officers, Boards, and Committees.~~
- Approves members of PPR as recommended by the Moderator and the Chair of the Diaconate.

#### Duties of Council's Executive Board

~~Meets under special circumstances such as when issues deemed extremely sensitive must be discussed and acted upon before informing Council at large and/or the general Congregation. The Pastor also partakes in these meetings.~~

### Article XIII. Boards & Committees

~~All Boards and Committees are represented on the Church Council. Ad hoc teams may be formed by Committees from the Congregation for a specific task or purpose, as defined by the Committee. The ad hoc team will report to the Committee under which it is created. Council will be notified when such teams are formed. Duties and responsibilities for such teams will be defined in Duties of Officers, Committees, and Delegates booklet.~~

**[Insert: During the interim period until such time that the congregation has adopted a new set of Bylaws regarding its governance, core functions in the life of the church shall be overseen by coordinators, who can call on other members to fulfill projects as needed.]**

**The Worship Coordinator shall work in conjunction with the Pastor to prepare the worship space and recruit volunteers.**

**The Trustees Coordinator maintains the Church's real properties, including grounds, utilities (heating, cooling, water, and lighting systems), repairs, general cleaning and sanitation. Recruits others to assist in performing these functions.**

**The Fellowship Coordinator plans fellowship opportunities and recruits volunteers to host them. They will keep the Church Council and the office administrator up to date about their plans, specifically for scheduling and advertising purposes.**

**The Missions Coordinator shall plan mission opportunities and recruit volunteers to help fulfill them. They will keep the Church Council and the office administrator up to date about their plans, specifically for scheduling and advertising purposes**

**The Finance Coordinator reconciles all banks accounts monthly, except the Deacon's Fund May not be a signer on any church accounts**

**The Finance Team shall consist of the Treasurer, Assistant Treasurer and the Finance Coordinator. It shall meet as needed.**

**The Sunday School Coordinator shall be the the liaison to the children and their families. They provide for an adequate Church School, making provision for teaching staff, curriculum, and such training courses as may be deemed advisable.**

### PERSONNEL AND PASTORAL RELATIONS COMMITTEE (PPR)

PPR members are Church members appointed by the Moderator and Chair of the Diaconate from a list of names recommended by the Pastor and Council. There should be no more than five (5) nor less than three (3) members on the Committee. They are appointed for a term of two (2) years, with a maximum of four (4) consecutive years.

Terms are rotated so there's always at least one experienced Committee member serving.

PPR shall meet as needed and with the Pastor quarterly. PPR will work to develop and maintain good working relationships between the congregation, the Pastor, and the staff of the church. They ensure job performance is consistent with the Church mission and goals. Members also provide a framework for staff and the Pastor with such tools as job descriptions, annual evaluations, and recommendations for compensation and benefits (included in the Church's budget to be voted on by the Congregation at Annual Meeting), forms, contracts and Personnel Handbook. PPR will seek input from Pastor and all staff when conducting annual performance evaluations. The Committee shall prepare a report for the Annual Meeting with discretion. Members' duties are conducted within an atmosphere of confidentiality.

## THE NOMINATING COMMITTEE

The Nominating Committee shall consist of three (3) Church members elected at Annual Meeting to serve a term of one (1) year, none of whom will have served on the Committee the previous year. In addition, the Committee shall be led by the Vice Moderator. They will request recommendations for vacant positions from Committee Chairs. They shall present a slate of candidates for all the open elective positions of the Church, which is filled by vote at Annual Meeting in the year following its own election.

Its suggestion of candidates shall comply with guidelines provided by the Church's Bylaws and the Duties of Officers, Committees, and Delegates booklet. Members strive to create a fair balance in their nominations regarding gender, ethnicity, sexual orientation, age, disabilities, and length of time as a Member of the Church.

The Committee shall have the responsibility before the Annual Meeting of contacting all people it seeks to nominate, informing them of the responsibilities each proposed office would involve (using the Duties of Officers, Committees, and Delegates booklet), and seeking their approval to have their names placed in nomination.

At the Annual Meeting, nominations may be made from the floor for those slots which remain vacant. (In case a vacancy occurs in any office or board during the year, see Article IX. The Church Council.)

## THE COMMUNICATIONS COMMITTEE

~~This Committee oversees the marketing, promotion, and advertising of our Church's brand, values, and mission through publications, signage, displays, and social media platforms. With the exception of the Sanctuary, the Committee also works with BOS on the Church's decor/ appearance with Pastor's and Council's approval.~~

~~Due to the specialized skill set required to fulfill the responsibilities of this Committee, term limits are not in effect. The Coordinator, chosen by the Committee, may not serve as Chair for more than two (2) consecutive years. Committee members must be aware of and abide by legal requirements regarding publication in the printed and social media.~~

~~They shall prepare an annual budget of its needs to present to the Treasurer and/or BOS, as well as a report for the Annual Meeting.~~

### Communications Ad hoc Teams

~~Ad hoc Teams may be formed for Photo Guild, Videography, Church Historian, etc. Responsibilities of these teams will be listed in the document Duties of Officers, Committees, and Delegates.~~

## MISSION COORDINATION TEAM

~~Mission Coordination Team members are Church members who experience a common call to serve the community and the world through outreach projects. They shall engage the Congregation, individually and collectively, in the missions of the Church. At least three (3) members are elected at Annual Meeting for a term of one (1) year but may remain as necessary for the duration of a project. A Coordinator is elected annually by Team members.~~

### Duties

~~Seeks approval from Council on new mission projects and the elimination of current missions.~~

~~Leads the outreach ministry of the Church through active service and financial giving. Provides regular updates to the Congregation as necessary.~~

~~Prepares and presents occasional 'Mission Moments' to the Congregation. Elects a representative to Council.~~

~~Prepares an annual budget of its needs to present to the Treasurer and/or BOS. Prepares a report for the Annual Meeting.~~



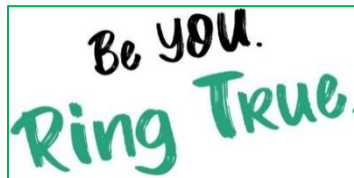
# Woodmont United Church of Christ

## Our Vision Statement

“Woodmont United Church of Christ embodies God’s unconditional love by Ministering to the needs of the people and the environment; striving to promote spiritual growth through scripture-driven exuberant worship and advocating for peace and justice. We celebrate diversity and welcome all into fellowship of acceptance, forgiveness, spiritual exploration, and discovery.”

*(adopted January 28, 2018)*

**An Open and Affirming Congregation since 2005**



## Woodmont United Church of Christ

*“No matter who you are, or where you are on life’s journey,  
you are welcome here.”*

1000 New Haven Avenue, Milford, CT 06460 Phone: 203-878-3885

email: [woodmontucc@optimum.net](mailto:woodmontucc@optimum.net)

Visit our website: <http://www.woodmontucc.org>

**Follow us on Social Media!**



Facebook



Twitter



Instagram