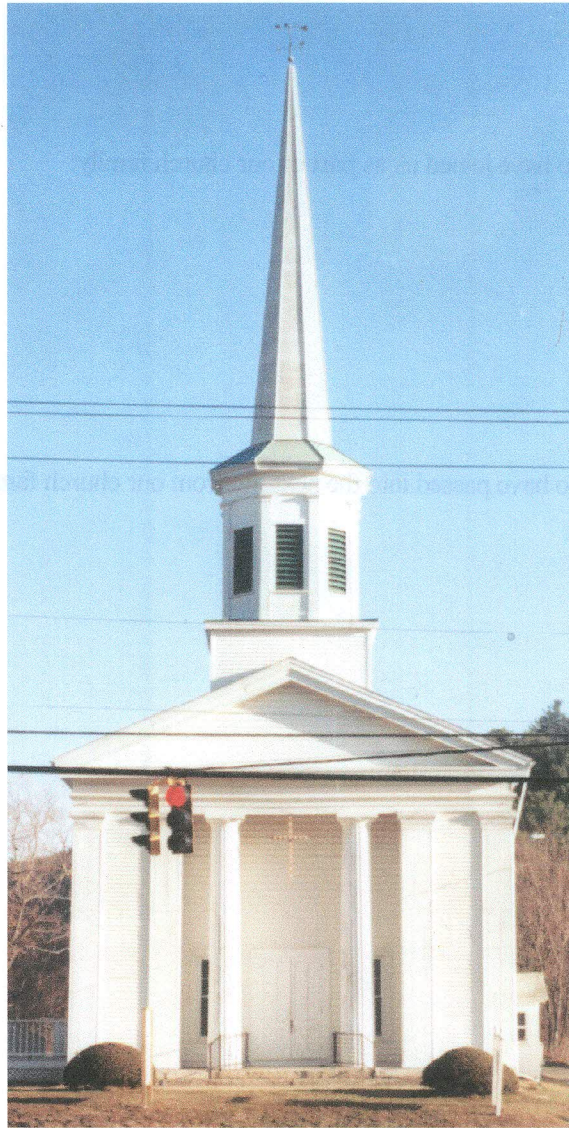


2003 Annual Year Book

Second Congregational Church of Stafford at West Stafford



Annual Meeting: January 25, 2004
1:00 P. M.
Fellowship Hall

Dedicated to the Ministry of Jesus Christ and to those whose love and labor have made this year a year of celebrations.

- we dedicate this report to those who have begun their life journey in the church:

- we dedicate this report to those who have joined us as part of our church family:

Gildore Gagnon
Nancy Gagnon
Deborah Rodriguez
Duane Rodriguez

- we dedicate this report to those who have passed into the next life from our church family:

Everett Bradway
Davis England Sr.

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The Second Congregational Church of Stafford
Established in 1764
West Stafford, Connecticut

481 West Stafford Road
Stafford Springs, Conn. 06076
Telephone (203) 684-2336

UNITED CHURCH OF CHRIST

January 11, 2004

The Annual Meeting of the Second Congregational Church of Stafford will be held on January 25, 2004, which is the fourth Sunday in January. This date is in compliance with Article XII, Section B, 1, b of the Constitution.

The Annual Meeting will convene at 1:00 P.M. to hear the reports of the officers, boards, committees and delegates; elect officers, boards, delegates, auditors and historian; act on the audit and budget; act on business and petitions legally presented; review work of the past year and recommend priorities for the coming year. No items other than those on the agenda may be acted upon at this meeting.

Signed,

Kim Kowalyshyn
Clerk

Petitions

- 1) Discussion and vote on the Sexual Abuse Policy.
- 2) Discussion and vote on whether to have a celebration for the 240th Church anniversary in 2004.
- 3) Discussion and vote on updating our Church Goals.
- 4) Vote to move in-active members to the in-active list.
- 5) Discussion with the Core Group on what they have learned through the Connecticut Conference Consultants.

Agenda

1:00 P.M. Call to Order

- I. Reading of the Call
- II. Determination of Quorum
- III. Opening Worship
- IV. Determination of Voting Procedure
- V. Adoption of Minutes of the 2003 Annual Meeting
- VI. Adoption of Agenda and Rules of Procedure
- VII. Presentation of Annual Reports:
 - A. Pastor's Report
 - B. Church Council
 - C. Clerk
 - D. Trustees
 - E. Diaconate
 - F. Christian Education
 1. Christian Education
 2. Sunday School
 3. Youth Group
 - G. Stewardship Committee
 - H. Missions Committee
 - I. Pastoral Relations Committee
 - J. Music Committee
 - K. Delegates
 - L. Historian
 - M. Auditors
 - N. Financial Secretary
 - O. Missionary Treasurer
 - P. Capital Campaign
 - Q. Core Group
 - R. Treasurer
- VIII. Nominating Committee
- IX. Election of Officers, Boards
- X. Adoption of 2004 Budget
- XI. Old Business

Recess - [Diaconate and Trustees will elect their officers if quorums are present. Church Council will elect a secretary, if a quorum is present.]

XII. New Business

- A. Discussion and vote on Sexual Abuse Policy
- B. Discussion and vote on whether to have a celebration for the 240th Church Anniversary in 2004
- C. Discussion and vote on updating our Church Goals
- D. Vote to move in-active members to the in-active list
- E. Discussion with the Core Group on what they have learned through the Connecticut Conference Consultants

XIII. Closing Worship

Adjournment

Rules Of Procedure

“Robert's Rules of Order shall prevail at the Annual Meeting.”
 Constitution of the West Stafford Church, Art. XII., Sect. B, Item 1h.

From "Robert's Rules of Order":

- Following the Agenda: "If it is desired to transact business out of its order, it is necessary to suspend the rules, which can be done by a two-thirds vote."
- Conducting Business: "Before any subject is open to debate it is necessary, first, that a motion be made by a member who has obtained the floor; second, that it be seconded; and third, that it be stated by the moderator."
- Debate: "Each member has the right to speak twice on the same question ... but cannot make a second speech on the same question as long as any member who has not spoken on that question desires the floor. Debate must be limited to the merits of the immediately pending questions."
- The Previous Question: "The form of this motion is, 'I move the previous question!'. As it cannot be debated or amended, it must be voted on immediately ... the effect of ordering the previous question is to close debate immediately, and to bring the assembly at once to a vote on the immediately pending question."
- General Consent: "Business can be expedited greatly by avoiding the formality of motions and voting in routine business and on questions of routine importance, the chair assuming general consent until someone objects."
- Voting by Ballot: "Where the by-laws do not require the vote to be by ballot, it can be so ordered by majority vote, or by general consent."
- Acceptance of Reports: "If the report contains only a statement of fact for the information of the assembly, the reporting member makes no motion its disposal, as there is no necessity for action on the report. But, if any action is taken, the proper motion, which should be made by someone else, is to accept the report, which has the effect of endorsing the report and making the assembly assume responsibility for it. If it is a financial report ... and when the auditing committee reports, this report should be accepted, which carries with it the endorsement of the financial report. If the report contains recommendations ... the proper motion is to adopt the recommendations."
- To Defer Action: (a) Postpone to a Certain Time. If it is desired to defer action upon a question till a particular time, the proper motion to make is "to postpone it to that time." (b) Lay on the Table. Instead of postponing a question to a particular time, it may be desired to lay it aside temporarily until some other question is disposed of, retaining the privilege of resuming its consideration at any time. The only way to accomplish this is to move that the question "lie on the table".

Recommended by the Conference Parliamentarian:

- Amendments in Writing: Members proposing amendments to motions, resolutions, reports, or recommendations shall submit the amendments in writing to the clerk at the time the amendment is moved.

Minutes of 2003 Annual Meeting

The meeting was called to order at 1:00 p.m. on January 26, 2003, and the Clerk read the Call to the Annual Meeting. There were 41 members present. We needed 20 members for a quorum.

Opening worship: Sue Leavitt conducted an opening worship reading from Psalms, Acts and Ephesians, singing two contemporary songs, (Agnus Dei and You Alone), and with a Prayer.

Determination of voting procedure:

Motion: Ken May, that voting is conducted by a show of hands.

Seconded: Nancy Tripoli

Vote: unanimous

Adoption of minutes:

Motion: Ken May, that the minutes be accepted as printed.

Seconded: Gordon Myott

Vote: unanimous

Adoption of agenda:

Motion: Ken May, that the agenda be accepted as printed.

Seconded: Nancy Tripoli

Vote: unanimous

Presentation of reports:

The writer of each report was given an opportunity to make comments or corrections to the printed report.

Ross Kerr made a correction to the Trustees report on page 14. The \$7,000.00 increase over this year's anticipated spending levels should be a \$2,500.00 increase. Ross also extended John Leavitt a hearty "Thank you" for all his years as Treasurer. John received a standing ovation.

Gordon Myott made a correction to the Diaconate report on page 14 and 15. The Deacons Fund was omitted and should be as follows:

Started year 2002	\$1,735.46
Contributions	\$ 497.00
Interest	\$ 34.87
Disbursements	\$ 800.00
Balance at end of 2002	\$1,467.33

Motion: Gordon Myott, that the section of the Diaconate Report were members are placed on the inactive list is moved to New Business.

Seconded: Kay Myott

Vote: 40 votes in favor and 1 abstained

Suki Garrell made a correction to the Delegates report on page 19. All the O's with a squiggly (~) over them are suppose to be apostrophe.

Shirley Salsbury informed us that the Historian report that should be found on page 19 is missing. It should be as follows:

Shame to admit that I chose Historian last year because it was a daytime job. It turned out to be very interesting. Time consuming, yes! But very interesting. This church has a very interesting and colorful history and I hope its future is just as colorful and interesting. Just as my back was telling me to stop lifting cardboard boxes, Roger Tellefsen completed the beautiful cabinet. There are boxes and cabinets of church records in the basement of the parish house that came from the old barn across the street. I will help Rev. Wadsworth with the sorting and filing of these records.

Don Sanger made corrections to the Capital Campaign Committee report on page 20. Cash contributions received in 2002 should be \$3,121.00 not \$2,721.00 due to a \$400.00 one time gift. The total cash contributions received to date should be \$8,466.00 not \$8,066.00 due to the same gift.

Don Sanger reported on behalf of the Auditors that the books have been audited and one error for \$22.00 was found in the Missionary Treasurer report. This error was corrected and all other books were found to be correct.

Ken May made a correction to the Financial Secretary report on page 20. The underpaid pledges should be 13 not 14.

Lee Kerr made a correction to the Missionary Treasurer report on page 20 and 21. The "Total Amount Given" should be \$5,540.00 not \$5,518.00.

Motion: Kim Kowalyshyn, to accept reports as printed and corrected.

Seconded: Ken May

Vote: unanimous

Nomination Committee Report:

The following corrections were made to the nominating report:

Under Christian Education: Dorraine Parker and Leslie Bourque should be added to the two open positions.

Under Stewardship: Dorraine Parker and Leslie Bourque should be deleted and replaced with Nancy Tripoli and Lori Potter.

Under Auditors: Bruce Ekenbarger's term should expire 1 Jan 2005 not 2004.

There were two changes, Suki Garrell was added as a Delegate and Ed Parker was added on Nominating.

Motion: John Leavitt, to accept the slate of nominations, with additions.

Seconded: Gordon Myott

Vote: unanimous

Motion: Ken May, to accept Officers and Boards as printed.

Seconded: Jack Richens

Vote: unanimous

Adoption of proposed budget:

Motion: Jack Richens, to accept the 2003 Budget.

Seconded: Fred Borman

Vote: unanimous

Old Business:

No old business reported.

A ten-minute recess was taken.

Election of Officers, Board Chairpersons:

During recess the following chairpersons were elected:

Diaconate

Charlie Bettinger

Trustees

Bill Hassman

Stewardship

Nancy Tripoli

New Business:

Motion: Ken May, that the Second Congregational Church Of Stafford establish a Sexual Abuse Policy.

Seconded: Nancy Tripoli

Vote: 42 votes in favor, 1 vote not in favor and 1 abstained.

Sue Leavitt read a sample policy statement. A committee of the following people has been established:

Ross Kerr
Suki Garrell

Kay Myott
Sue Leavitt

This committee is going to a seminar next Saturday morning to find out more about Sexual Abuse Policies. A discussion was held and some questions were asked. Gerry Dwyer wanted to know why we needed a policy and how we would punish someone. Sue said that in light of everything that has been happening lately in churches that it would be a good idea to have one in place and it would be for everyone's protection. As for punishing people, that would be up to the authorities. Dorraine Parker asked if we would be in charge of investigating a complaint or would we just turn it over to the Police. Sue said that this is something for the committee to look into. Jackie Yeo asked how would the congregation know when the final copy of the Sexual Abuse Policy was done. Sue suggested that we could call a special meeting at that time. Gibby Paixao wanted to know if volunteers would have to sign some kind of form. Sue said that would be something for the committee to decide.

Motion: Jack Richens, to end the discussion.

Seconded: Gordon Myott

Vote: 39 votes in favor, 1 vote not in favor and 1 abstained.

Motion: Suki Garrell, to adopt the Mission Statement for the Second Congregational Church Of Stafford as printed.

Seconded: Florence Demars

Vote: 36 votes in favor and 7 abstained.

A discussion was held.

Motion: Ken May, to adopt the Goals as printed in the Annual Report.

Seconded: Jack Richens

Vote: 40 votes in favor and 3 abstained.

Ross Kerr read our goals for the next ten years, printed in the Annual Report. There was some discussion on the last goal about using our facilities for an outside pastoral counseling center as a mission to our community and wider area. Joe Wadsworth would like to see that not only do we install a new sound system but also a video system. Gordon suggested that we add painting the sanctuary to the list. Eric Tripoli wanted to know why so many of our goals are about the physical plant and only three goals are about outreach and missions. He believes that the church should come up with more ideas for outreach and missions, especially more local missions.

Motion: Shirley Salsbury, to end the discussion.

Seconded: ?

Vote: 34 votes in favor, 1 vote not in favor and 6 abstained.

Motion: Gordon Myott, to move the following active members to the in-active list:

Dorothy Toney
Robert Hoffman

Tanner Toney
Elaine Hoffman

Seconded: Ken May

Vote: 40 votes in favor and 1 abstained.

Motion: Jack Richen, to vote on Item D on the agenda by paper ballot.

Seconded: Shirley Salsbury

Vote: 34 votes in favor, 4 votes not in favor and 3 abstained.

Motion: Ken May, to establish a new Contemporary Worship Service to be held on Saturday evenings once a month.

Seconded: Ed Parker

Vote: 33 votes in favor and 9 votes not in favor.

Sue Leavitt discussed the Service and said she and Jim Tripoli would run it as volunteers. A discussion was held and it was mentioned that a generation seems to be missing from our church and this service could bring this generation of people to our church. It was also mentioned that maybe this service would divide our church. If the Deacons see that this Service is splitting the church apart the Service will be stopped. It was asked if an offering would be taken and Sue said that maybe an informal one with a basket in the back of the church. It was mentioned that maybe Rev. Joe would enjoy sitting and being part of the congregation. Eric Tripoli voiced his inspiring opinion in favor of the Service. It was asked how long the Service would be and if the old people would be holding back the young people. Sue said that the Service was not structured and didn't know exactly how long it would last. However, she didn't believe that the old people would hold back the young people. It was asked how we would advertise and what Saturday it would be. We will put a press release in the paper and to the other churches in the area and by word of mouth. The Service is going to be held on the Second Saturday of every month @ 7:00 PM, but it will be flexible enough to move to another Saturday evening in case of a wedding or something of that nature. The Service will be evaluated by the Diaconate, then by Council and then maybe at the next Annual Meeting.

Motion: Ken May, to adjourn the meeting.

Seconded: Jack Richens

Vote: unanimous

The meeting was closed with a prayer and song (God Be With Us Till We Meet Again). Meeting adjourned at 3:40 p.m.

Respectfully Submitted,
Kim Kowalyshyn, Clerk

Pastor's Report

Statistical:

Worship:	Second Congregational Church – 50	Communion – Congregation-13
	Avery Park - 10	Teachers – 9
	Evergreen Health care - 10	Bible Study – 1
	Wedding and rehearsal – 3	Christmas eve- 1
	Funeral / Memorial Serv. - 6	Baptism - 7
	New member Sunday - 1	Sun valley – 1
	Memorial day Tribute – 1	
Ecumenical:	Palm Sunday Bkfst – 1	Good Friday Serv. – 1
	Sunrise Serv. – 1	Thanksgiving – 1
	Baccalaureate – 1	Instillations / Ordinations - 3
	House Blessings - 1	
Meetings :	Church Council - 9	Stafford Area Clergy Assoc. - 15
	Deacons - 9	Tolland Association - 7
	Trustees - 5	Tolland A. - Semi-Annual Mtg- 2

Christian Education - 3	Clergy Consult/mtg - 36
Pastoral Relations - 4	Community - 32
Second Congregational- Annual Mtg – 1	Silver L.- w/coord. for team– 2/3 day
Youth Group - 1	Tolland assoc. Exec. Council - 1
Staff - 3	other misc. - 4
Pre-marital mtg - 12	Ordination Council - 1
Pre-baptismal - 5	Ct. Conference Annual Meeting - 1
Pre-funeral - 12	Vacation Bible School – 1 evening
Pre-membership 4	Meeting with the “Core” group - 1
Ecclesiastical Council - 2	Tri-committee meeting w/ consultants – 1
Church meeting – 1	Davis Reunion – 1
Outreach and Teaching -	
Visits (by apt) – 91+ (*)	Emergency/ Hospital - 58+(*)
Counseling - 52	Bible Study - 17
Sunday School Visits - 2	Confirmation – 6
Tutorials – 2	Communion Class – 1

(*) - These numbers are estimates and are likely higher but I misplaced my summer tabulations and re-estimations were not accurate.

In reflection and retrospect of 2003 we find ourselves under the tense shadow of war in the Middle East. Young men and women from our communities and our church are either directly involved overseas, or, are part of the support team for the war effort. The impact of this is an increase of anxiety for our faith community and our church family. As I compose this narrative the “threat level” has just been elevated to Orange (High). I believe that whether participatory, training for, or in support of the war effort, those involved and those who love them are never unaffected by the ordeal. I hope this added anxiety and angst will lower soon but I am proud to see in our church family ongoing actions of support, encouragement and sympathy shared. I think especially of the loss of 19 year old Jeff Braun this past month and the community’s support of his family. My ongoing prayer is that there will not be another from our community and/or church to lose their life in this conflict. It also remains my prayer that 2004 will be a year of peace for our country, our church and our families.

I am thankful and proud for those who were so willing to go to Silver Lake last spring to work on a potential new cabin there. The ministry of outreach and mission in a hands-on manner was a great first endeavor for us for some time coming. Special thanks to Bill Sward who took on coordination of the work team and his meetings with Construction manager Mike White at Silver Lake to coordinate our weekend efforts there. I was saddened by the fact that both the proposed date and the “rain date” were drowned out by torrential storms. I do hope our onus to generate future opportunities, as this, was to be will be coordinated. Perhaps something we can do in celebration of outreach in the name of our 240th Anniversary year? Along these same lines, the now-established “Mission Outreach Fund” is a subtle hallmark moment this year. Pre-funded (with thanks) by an anonymous friend of the church, this fund will support church members of all ages and groups who wish to act on the opportunities of service and outreach in the name of Christ which our church family sponsors and directs through the Mission Committee. This theme will potentially generate in us greater excitement and involvement as we answer directly our (long-term) goal of outreach in a hands-on manner. This has the potential to be both exciting for the participants as well as enriching to the church family.

This coming year, as I alluded to, will be our 240th year. We are currently the longest gathered religious body in the environs of Stafford. We occupy (sanctuary space only) one of the oldest church homes in the community (3rd, I think). I think a number of great ideas have been suggested and reflected on for the Anniversary celebration culminating next fall and into 2005. I’m glad this is part of our agenda today. Offered in Council were the following ideas:

- 1) Historical Service; involvement of other clergy? Prior clergy? Period re-enactors?
- 2) Planting of trees; descendant of the Charter Oak of CT? Fruit Trees <like on the Davis’ farm?
- 3) Release of 240 Balloons w/ Response cards
- 4) Historical Notes in KIT? <Feb-Dec, 2004>
- 5) Ecumenical Choir Event -
- 6) Church fair (throughout the property)? Celebration Theme Dinner? Game Dinner ? (Hire Ralph Winn to put it on) as

a fundraiser to use game from the 1760's

- 7) "Moving" the Church: from the mountain to the Present site.
- 8) Speakers on History; CT Historical Society, Stafford Historical Society, CT Conference? Sturbridge? At an evening supper/ program.
- 9) Host the Fall, 2004 Tolland Association Semi-Annual Meeting: Theme- Historical?
- 10) Creation of a new Cookbook/ Pictorial Directory - Include photos of significant family groups that have been part of the church since its early years-
- 11) Celebration Service towards a re-affirmation of the Covenant of the Church
- 12) Celebration of Long-time members

I'm sure there will be more suggestions and creative ideas. I suggest an initial contact of the other churches in the vicinity to see what ideas they have used and resources they tapped.

I served as your Historian "pro-tem" this year and in that capacity, continued some research towards discovering the contents of the earliest church records book (1764-1781), which Rev. Foster took at his deposition in 1781, but with little success. This has been deeply frustrating. What items I have found and notes written I have placed in the archive files as I have in years past. I still have hope that the book has not been destroyed. I took personal time to review some of the records of neighboring churches to see if their notes may shed some light on the events in West Stafford but nothing was found but an occasional substitute leadership and a Baptism or funeral here and there. There also remains the additional archival and photographic records in the parish house garage which need to be carefully stored, annotated and catalogued into the church Archives. I had hoped to do that this past summer but issues in NC did not allow me the time to do something that comprehensive during a time when the room was not in use by the Sunday School. These valuable archives are the remainders of artifacts donated from the barn across the street (Butch Bradway... aka from Myron Davis). I strongly hope and urge that in this 240th year we have a historian or co-historians to help us enrich this special Anniversary year, and take on this task.

Our physical plant continues to be upgraded. On a leap of faith we decided to replace our ca. 1950's stove in the church kitchen, which had become a danger. Also, after a debacle with the cushions donated by the Andover Congregational Church, we decided to install new ones. Comfort plus!! Thank you to the number of folks who bought pews and portions of pews to support this endeavor. Thanks for many helpers who organized, delivered and shepherded both the stove and cushion projects. Add to this the Church sign in front of the meetinghouse (with thanks to the support of the Lutzens) to replace the old one that was quickly falling apart from weather/ chemical salt and vehicle abuse.

I applaud the devotion of our committee folks whose service is such a blessing to me as your pastor. It has been a busy year to be sure. Special thanks are to go to those who took on additional duties when special situations arose. For example our hearty Deacons continue to do a superb job each year and this year especially. Charlie Bettinger is to be commended on the many tasks done well from the routine worship preparation to the surprises that came up - from an emergency trip to NC to a blizzard in December. We still had difficulty this year in getting into the Sun Valley grounds but my most recent conversation (December) with the managers tells me that someone will be on call for us next summer, noting our arrival around 8:30. We'll see. Thanks as well to the ad hoc committee who worked hard to create a new Sexual Misconduct/Abuse policy for our church; outlining policy and procedure for our church in dealing with volunteer and professional/employee based misconduct. Although we are ahead of the church in comparison to other churches, especially churches of our size, it is a necessary thing in today's litigation-happy society. Special thanks to moderator Ross Kerr for keeping this ponderous process clear and concise and moving along. I suspect their hard work will generate a model that other small membership churches will review for their own models.

Circumstances required me to go to NC in a pinch on several occasions as my mother's health continued to deteriorate until her death in August. It was a wildly unpredictable and draining year to be sure. Kudos and thanks to several people who stepped in, either to read a sermon I had prepared and left on the pulpit, or were willing to take on parts of the service directly. Again our Deacons are to be heralded for handling a year with a number of special situations. I also add to that additional talented monuments from our church family such as Suki Garrell's talents in creating a Lenten pageant, Kate, Eric, Jim and Nancy Tripoli for ongoing and vivacious musical talent in several venues from Contemporary Services, the orthodox service, to the visit of Watermark this past Fall. The Creative energies of the crafters leading up to this year's Holly BAZAAR, coordinated by Claire Richens and Lee Kerr (etc.). Thanks too to the continued help and energies of Bill Sward, Kin Kowalyshyn, the Tripoli and May Families in the creation and reproduction of the Bulletin and Newsletters this year (and this report- Ken!).

In a more general way, as the Capital campaign concludes this spring (not counting the "extension"). I give thanks for

many who have embraced the dream we had of renovation of the Parish House. Bravo!

I must, though, balance this with a challenge. I'd like to see our involvement increase in the ecumenical offerings during the year; whether it be VBS, Thanksgiving, Ecumenical Breakfasts, and other offerings, we have ready opportunities of outreach and service we can better embrace as participants and mutual service. In this venue, thanks go to the Richens and others who are involved in (and were honored for) community service such as the soup kitchen, Meals-on-Wheels, etc.

There have been times of laughter and fun. The Holly bazaar and Tag sales are commendable as fundraisers but more so as times of fellowship, too. I wish I had my camera in operation for these events to record them; such as holding into posterity of the antics of our fantastic auctioneer "Ross Kerr".

I enjoyed representing our church in a variety of ecumenical, community and associational events. Worship services such as the Lenten services (Good Friday, Palm Sunday, Sunrise) Baccalaureate, and Thanksgiving were rich in joined faith for all who attended. A number of Installations, Ordinations and Ecclesiastical Councils as well as official Conference and Associational gatherings were attended. Some of the Installations were for neighboring churches and we welcome their new leadership into the community. Additional involvement in community events such as Memorial Day and involvement in pastoral care at JMH round out a busy year. This all stands to give our church better visibility and interaction within the community. It represents the fact that we are not a "closed" community.

Officially as I have represented you in the wider UCC activities I find the pressures we feel in doing ministry in these days similar in the lives of other churches across the spectrum of size and theologies. Information and reports have been forthcoming and available. I give repeated thanks to our most dedicated delegate Suki Garrell. I would like to see her position accented this year with a second delegate, plus a Youth delegate to Conference. I put that out as a challenge.

Outreach and teaching have been varied in some aspects. Weekly Bible study continued with some interruptions due to vacation, weather or illness. I enjoyed especially the composition of a personal Epistle based on Ephesians as a model during the Fall and winter. I also enjoyed my visits to the Sunday school and was pleased to offer communion to teachers after church and for folks at home when requested. The Confirmation Class of 2004 began in earnest in October and is preparing for membership in the spring. I look forward to their continued exuberance this winter and spring. I hope that one of them might become our youth delegate to represent our church this year. I tried to visit a little more regularly this year but scheduling remains challenging. I must reflect that within visitation this year I have dealt with more serious and chronic illnesses this year than in many previous years. I pray that that is only an oddity for this year alone. Like I noted, I tried to visit where opportunity presented itself and time allowed. I think the challenge here for all churches, not just ours, is the smaller and smaller windows in scheduling for families due to the fact that both parents/spouses work or have commitments to sports or ?? Of concern to me is the continued collision with Sunday Morning sports in Stafford. I'm not sure how this is to be resolved but to require youth to attend practice and potentially penalize them for going to worship instead is deeply troubling and detrimental to the community as well as our church. If we are to put Christ first in our lives then, I hope, this is troubling to others too. If enough folks are concerned, and speak their concerns to the schedulers then perhaps the window of "no Sunday sports before 1 PM" might be a possibility and we can give our families the best of all opportunities.

As I noted before, I commend my Board of Deacons for their support when my schedule was uncertain. You have gracefully taken it all in stride and I thank you for your fellowship. Thanks especially for the surprise on my 10th Anniversary in your midst this past May. The wooden ship model was a special gift that was heartfelt! I was thankful to all and deeply touched. I am proud of the contemporary service. Jim, Nancy, Sue and John are to be commended on this bold venture for a small church family. Although I have not been able to attend but once, I did find this outreach in capable hands. I am proud of you and hope this pride is reflected in the discussion of it at the Annual Meeting. I hope it will continue in 2004.

This year's scripture parallels the work of the "core Group", which I shall write about momentarily.

"Rather, speaking the truth in love, we are to grow up in every way into him who is the Christ, from whom the whole body, joined and knit together by every joint with which it is supplied, when each part is working properly, makes bodily growth and up builds itself in love." (Eph 4:15-16)

< AND >

*"I will bless the Lord at all times;
His praise shall continually be in my mouth.
My soul makes it boast in the Lord;
Let the afflicted hear and be glad.*

*O magnify the Lord with me,
And let us exult His name together !” (Psalm 34: 1-3)*

I offer the theme SPEAKING THE TRUTH IN LOVE and WITH LOVE for this year 2004. May we inculcate this richly in our lives of faith and service.

This year has been punctuated in particular by the congregational decision to engage the “Consultants to Congregations” as conflict managers for our church. The initial impetus were issues generated from the Pastoral Evaluation in June. The formation of the “core group” of church members have taken on the task of looking at issues perceived between the church and pastor, the church and leadership and issues internal to the structure and community of the church itself, some longstanding. As painful and difficult as this situation and process is for us all, I’m gladdened we undertook to discover and potentially learn. Their theme for the initial meeting in the summer was “to speak the truth in love” as gleaned from Ephesians, and is a good benchmark for us. I am glad that “God’s Fog lights” as the group is creatively calling itself, is helping us on several levels.

The tumult has and does affect my ministry, and my feelings as I do take the ministry, messages and care I offer seriously and personally. The fact that some are not “happy” cause me some sadness as well. It continues weighing heavily on my heart every day in your midst. I have expressed this to the core group in a mutual gathering with the hopes that some resolve and healing may take place.

I offer my apologies to those I have angered or offended in the hopes that forgiveness may be generated. You are a church family I love dearly, within a community I care about, and to whom I offer the best I can.

I continue to pray for us as a church family and have deep gratitude for the energies of many of you. I look forward to the celebration of a productive year as evidenced in the various reports shared here. Your pastor thanks you for your love, support, prayers and friendship during the year. When I have erred, thank you for those who offer forgiveness.

May God’s blessing be on us this New Year, our 240th. I bid you peace.

Submitted sincerely,

Rev. Joseph A. C. Wadsworth III

REFLECTION UPON OUR LONG RANGE GOALS

Last year we boldly outlined a number of goals and I’d have to say we seem to have made a start on them in 2003. The installation of a new stove moved us ahead on the improvement of the physical plant. We were ready to go to Silver lake to work on a cabin but the weather did not cooperate. Our willingness to go as a team came so close to satisfying our initial goal of Mission Outreach, further accented with the creation of the Mission Outreach Fund. We expect to address the events of the 240th anniversary at the annual meeting and I look forward to the shared creativity and planning therein. Yes indeed, I’d say we have made a good start to our goals and I thank all who have made this a possibility. I look forward to further progress in 2004.

Rev. Wadsworth

The Historian’s Report is incorporated within the Text of the Pastor’s Report.

Submitted in situ,

Rev. Joseph Wadsworth
Historian “pro tem”

Church Council

Soon after 2003 began, a committee established by the Council began work on an Abuse/harassment policy. The basis for the work was a seminar sponsored by the CT Conference of the UCC. We all recognized that in this day and age, such

a policy is necessary for every ones protection, children, youth, and even adults. The Council is presenting the policy to the Congregation for adoption at this year's Annual Meeting.

The Contemporary service program discussed last year was begun. Conducted by Sue and John Leavitt and Nancy and Jim Tripoli, a service was held each month during 2003. Early in 2004, in conjunction with the Diaconate, the decision will be made on whether it will be continued.

As a result of the Pastoral Evaluation conducted in the spring, a special meeting was held in August at which the Congregation voted to contract with conflict management facilitators through the CT Conference to assist us in resolving real/perceived issues and problems within our congregation. We voted to spend up to \$3,000 for this purpose. As of the end of 2003, the Core Group set up to work with the facilitators had met a few times and were developing the process that the Congregation will follow. A full report on their work is elsewhere in this Annual Report.

In conjunction with the overall program to upgrade the facilities at Silver Lake, the Tolland Association of the CT Conference asked member churches to consider contributing funds to build a cabin at the camp. We contributed \$1,500 towards this project.

A Mission Outreach Fund in the amount of \$500 was established. It will be used to assist in funding mission programs that we may want to undertake. An example is funding a weekend work at Silver Lake.

Respectfully submitted,
Ross Kerr, Moderator

Church Clerk

I have kept both the paper records and the computer records updated. We finished up the year 2003 with a total active membership of 190 compared to 193 for the same time in 2002. The calculations are as follows:

Total Active Members as of December 31, 2002		193
A. Additions during the year:		
1. Confirmation	0	
2. Affirmation	2	
3. Re-affirmation	2	
4. Re-instatement	0	
5. Transfers	0	
Total		4
B. Losses during the year		
1. Transfers	1	
2. Moved to in-active	4	
3. Deaths	2	
4. Withdrawal	0	
Total		7

Total Active Members as of December 31, 2003	190
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We had an average worship service attendance of 52.2 compared to 56.6 in 2002 and the Choir had an average of 8.3 compared to 8.4 in 2002.

Respectfully Submitted,
Kim Kowalyshyn, Clerk

Trustees

The Trustees started 2003 on a fast pace, as we monitored our existing church conditions and created a plan on what we could change without creating a financial burden on the budget.

We first met with our insurance representative and updated our policy to have coverage for the church and parish house in the amount of \$1,000,000 with a \$1000 deductible.

Our Parish House stairs were carpeted, thanks to a generous donation from Somers Rug. Keeping with the safety theme, we turned our attention to the kitchen and our 30 year old stove. After much thought and research, we purchased a new, state of the art, gas stove. We hope this stove will give us many years of cooking bliss without the fear of flare ups !

Throughout the summer months, minor improvements were made; the brick walkway was replaced, the outdoor spot light was repaired, downspouts redirected to the curtain drain and the ramps and decks were painted. These improvements were accomplished by many volunteers who put in many tireless hours. Special thanks to Ed Breton, Gordon Myott, Don Lingley and our very own Youth group.

This year, we as a congregation accomplished a venture in faith. We offered to the congregation a challenge. If each of us purchased a pew cushion or a portion of a cushion, we would come up with enough money to purchase pew cushions and choir cushions for the entire church. After a few months we obtained our goal receiving enough money to purchase cushions to cover all the pews. We were rewarded by having our beautiful, comfortable cushions delivered right before the holidays. Once again this congregation pulled together and fulfilled a goal placed before them. It could not be accomplished without each and everyone of us. Thank you to you all!

The last item that was accomplished was the creation and purchase of our new church sign. This was made possible due to the generous donation from Jan and Norm Lutzen.

The 2004 Budget as proposed by the Trustees reflects a small increase over the current year's budget. This slight increase keeps both the minister's and organist's salary competitive.

As was the case in the two previous years, the Investment committee did not meet during the year.

We are still working on numerous items to keep our church property safe and a desirable place to worship. It will take time as we systematically address each item, while keeping a watchful eye on the ten year goals voted on by the congregation at the annual meeting. It has been a pleasure to work with this committee. heir industrious work ethic and insight is second to none. We accomplished a lot, however without the support of this congregation it would not have occurred. Thank you.

Respectfully submitted,

William Hassman
Trustees chairperson

Diaconate

The Diaconate met ten times during the year, with no formal meetings for July and August. We arranged for a supply Pastor to cover Rev. Joe's vacation and any other time when needed.

The Diaconate participated in discussions with the Council, Trustees, Treasurer and Pastoral Relations to establish an abuse policy.

This year the Saturday night contemporary service started and went very well. We also helped with getting the Core Group formed to help with problems in the church.

We had no confirmands this year but do have some for the year 2004.

The Acolyte program has been continued this year.

This fall we performed a review of the membership list in accordance with the requirements of the Constitution, and found that fifteen people qualified for removal to the inactive list. Letters were sent advising them of the pending action and inviting them to communicate with us if they did not want to be placed on the inactive list. One letter was returned with no forwarding address. No responses have been received from the rest and the Diaconate recommends that the fifteen names be placed on the inactive list.

Easter Lilies and Christmas Poinsettias were sold by the Diaconate. The plants were placed in the sanctuary for the holiday services and to honor the memory of loved ones by members and friends of the church. Proceeds from the sales were placed in the campership fund.

Respectfully submitted,

Charles E. Bettinger

Chairperson

Christian Education

Our Superintendent of Sunday School for this term is Robin Davis. She has done a great job in supporting the teaching staff. Robin's term for superintendent will come to a close this June. At this time a new superintendent has not been found. This year's theme for the Sunday School has been DUO, Do Unto Others. This has been received by the students with a lot of enthusiasm; they really enjoy looking for ways to help others.

We did not have a Christmas pageant this year due to schedule conflicts, so instead we saw our first Lenten pageant. A big Thank You to Suki Garrell for her work and direction of this new pageant. Suki also continues to run the Chapel Program for the Sunday School classes through 5th grade.

There was no confirmation class this year. This was because the students that were of age to attend the class preferred to wait a year so they would be able to attend class with the next eligible class. These two groups of students have a great friendship and are very supportive of each other. Thus they wanted to be confirmed together.

There are two bible study classes offered, one on Wednesday evenings and the other on Sunday evenings.

Gibbie Paixao and Karen Kiesh are both directing the Youth Group this year.

This year an item of great discussion was the newly proposed abuse policy. The teachers and staff have had a lot of ideas regarding the implementation of this policy.

I would like to thank everyone for all their support and help in the Christian Education of all our members.

Respectfully Submitted,
Board of Christian Education

Doraine Parker, Leslie Bourque, Myrna Gambino, and Debbie Rodriquez

Sunday School

Rally Day started off with an enthusiastic teaching staff with 39 students registered for Sunday School. A few teachers came up with the idea of a theme for the year. The Theme for this year is 'Do unto others what you would like them to do to you'. Students are encouraged this school year to bring a friend to go along with the school year theme.

Each year students take part in the Children's Sunday service. Each class performs a part of the worship service. During the service awards for perfect attendance and faithful attendance are given out. Gifts are presented to the teachers to show our appreciation for their dedicated work.

Our school curriculum is provided by David C. Cook. Our attendance has been very good with many classes reaching 80% attendance each month. The class with the highest attendance is presented with the banner award for that month.

Our dedicated teaching staff is:

Pre-K	Judy DelBene and Lorrienne Sward
K & 1 st	Beth Bolieau and Lisa Ostrowski
2 nd & 3 rd	Doraine Parker and Lisa Kissane
4 th & 5 th	Ed Parker and Lauren Parker
6 th & 7 th	Kim Kowalyshyn and Joe Lorenzetti
8 th & up	Myrna Gambino and Bill Hassman
Sunday School Treasurer	Doraine Parker
Chapel Director & Pageant Coordinator	Suki Garell
Nursery Coordinator	Jackie Yeo
Pre-K Sub	Ben Hassman
K& 1st Sub	Karen Kelly
2nd & 3rd Sub	Lesley Bourque
4th & 5th Sub	Gibby Paixao
6th & 7th Sub	Nancy Tripoli
8th & HS Sub	John Leavitt

Respectfully submitted,

Robin Davis,
Sunday School Superintendent

Youth Group

Noting that our year runs from Sept thru June we will do our best on reporting the end of last year and the beginning of this year. Gibbie, the kids and I began January with a delightful trip to Mr. Charlie Bettingers house to enjoy his miniature train collection. It was if we had stepped back in time, his dedication to detail should be applauded. During February we went out for bowling and pizza and shared a great afternoon of fellowship. In March the kids served another scrumptious well-attended Corned Beef Dinner. Our last meeting of our school year was held in June when we ended the year with a day trip to Hammonasset State Park, lunch at Lenny and Joe's Seafood, topped off with an evening of camping and cooking out at Gibbie's house.

We are still in the process of researching where we can buy industrial pots to be donated to the church kitchen. We want to be sure they are of the highest quality so that they will give us plenty years of service.

After much thought and consideration the Youth Group members decided to make a monetary donation to the Smile Trains Smile for Miles Program. Not only did our member feel the personal satisfaction of helping those less fortunate, each member received a certificate of appreciation from the organization

In September the Youth Group began their new year with 12 members; Echo Paixao, Jessica Worthington, Layne Nash, Lauren Parker, Kyle Parker, Mettie Ostrowski, Greg Burns, Jake Kowalyshyn, Shawn Kowalyshyn, Ben Tamien, Wayne Bourque and Raymond Bourque. Our meetings will continue to be held on the 1st Sunday of every month.

In October we got together and participated in Work Day at our church. These kids put their hearts into it by helping with raking and the disposal of leaves as well as applying many coats of paint to our buildings. Due to the timing of Halloween and conflicts of schedules we were unable to get together for our annual Halloween party but as our youth continues to show they are flexible and resilient so upon brainstorming we decided to go on a Haunted Hayride at Elm Knoll in Ellington the first weekend in November. What an awesome time we had. We alternated between screaming and laughing throughout the trip. The members also helped fill food boxes the week of Thanksgiving. We ended in December helping to fill food Boxes the week of Christmas. These children can be very proud of their contribution of time and service.

Again it is the children that keep our hearts young we'd like to thank all the parents that share their children with us.

With joyful hearts,
Gibbie Paixao and Karen Keish
Youth Group Leaders

Stewardship Committee

The Stewardship Committee drafted and mailed a letter to all members and friends presenting the needs of the church for the coming year. Trustees had asked that \$45,000 come from member pledges. Pledge cards were sent to all for their commitment. A second letter was sent thanking those who have pledged and encouraging those who have not yet filled out and returned their pledge cards to do so.

As of December 31, 2003 the following pledges were received:

Pledges -	35	Local Budget	\$33,870
Pledges -	14	Missions	\$ 3,670
Pledges -	1	CCF/BSF	\$ 260

Respectfully submitted,

The Stewardship Committee
Kay Myott, Lori Potter, Ruthanne Talamini, Nancy Tripoli-Chair

Missions

The Missions Committee had a full year working on the continued projects for the community and greater outreach. We collected the following offerings:

One Great Hour of Sharing	March 23, 2003
Tool of Hope (Blanket Sunday)	May 18, 2003
Neighbors In Need	October 12, 2003
The Christmas Fund	December 24, 2003

In addition to the collections our continued missions has benefited our community and neighbors. A delivery of 40 pounds of can tabs was made to the Ronald MacDonald House in Springfield. This mission has raised over \$17,000 since its inception eight years ago. The Campbell Labels for Education program makes it possible for the Elon Home to buy a van to transport the children.

Every third Sunday is designated Food Bank Sunday. We collected about 2000 pounds of food from September 2002 through September 2003. The committee decided not to set any goals but will total the weight for the year. Many thanks to Myrna Gambino for delivering the ood collected to the Stafford Food Pantry every month.

The holiday season was very busy for the committee. We provided food for ten boxes at both Thanksgiving and Christmas. The committee thanks Charlie Bettinger for helping to purchase turkeys and the Youth Group for helping to fill the food boxes. There were thirty-five names placed on the Angel Tree this year. It was loaded with many mittens, scarves, hats and slippers which were very much appreciated.

A new fund called The Mission Outreach Fund has been established. Thanks to a donation of \$500 there is money available for Outreach activities beyond the boundaries of the Stafford Community. This seed money and additional donations to this fund will enable the church to perform hands-on mission projects, such as the proposed Silver Lake cabin construction weekend. These funds can be used to provide assistance with food, travel and lodging for those involved in a work team effort.

The Mission Committee would like to thank the members of the congregation who responded to the requests for money, time and talent. This allows us to reach out to those within our community and beyond.

Respectfully submitted,

Missions Committee

John DelBene	Linda May, Chair
Betty May	Lorianne Sward

Pastoral Relations

The Pastoral Relations Committee met with Rev. Joe eight times during 2003.

In May we distributed the annual evaluation encompassing various aspects of ministry and congregational dynamics. We received thirty-one responses, of which about twenty were signed and approximately fifteen included extensive comments.

After the results of the evaluation were reviewed with Rev. Joe, the Committee met jointly with the Diaconate, Council and two conflict management facilitators who were recommended by the Connecticut Conference office. As a result of this meeting, the joint body recommended to the congregation that the services of these facilitators be engaged. A representative committee of the congregation was formed by the Church Council to work with the facilitators.

I would like to thank the members of the committee for all their hard work.

Respectfully submitted,

Pastoral Relations Committee

Tom Hoefle	John Leavitt, Chair
Sue Leavitt	Norm Lutzen
Dorraine Parker	Jack Richens

Music

Customary duties of the Music Committee consist of overseeing the music budget, tuning the church piano, and

arranging for cleaning of the choir robes.

An enthusiastic junior choir performs each spring under the direction of Nancy M. Tripoli.

Our senior choir, under the direction of organist James Tripoli, continues to bring meaningful and worshipful music to our services with weekly anthems. Special services on Maundy Thursday and Christmas Eve added a special musical gift to those blessed seasons. Though our numbers may be small, the dedication and musicianship of our choir continues to touch many with the word of God in song.

Respectfully submitted,
Nancy M. Tripoli

Delegates

No Report Presented

Historian

Included in the Pastor's report.

Auditors

To be given at the Annual Meeting.

Financial Secretary

In 2003 we accomplished the following in pledges and contributions:

Pledges	46	Paid in Full	15
		Overpaid	13
		Underpaid	18

Other 25 Contributed but did not pledge

Respectfully submitted,
Kenneth May, Financial Secretary

Missionary Treasurer

2003

Regular Missions Pledged	\$ 6,191.00
Total Amount Given	\$ 5,302.00

Total number of pledges	19
Total pledges met	7
Total pledges over	2
Total pledges under	10

Special Missions:

Space Shuttle	57.00
Veterans of the Cross	524.00
One Great Hour of Sharing	190.00
Blanket Fund	226.00
Neighbors In Need	120.00

Total for Special Missions	\$ 1,117.00
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2002

Regular Missions Pledged	\$ 5,653.00
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Total Amount Given	\$ 5,482.00
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Special Missions:

NY Disaster	\$ 802.00
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Relay for Life	715.00
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India Earthquake	646.00
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Veterans of the Cross	522.00
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Blanket Fund	361.00
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One Great Hour of Sharing	335.00
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Neighbors In Need	237.00
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Turkeys	<u>25.00</u>
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Total for Special Missions	\$ 3,643
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Respectfully submitted,
Lee Kerr, Missionary Treasurer

Capital Campaign

Capital Campaign Fund cash receipts for 2003 were \$13,260.00. Total receipts for this fund to date (including Building Fund and labor and material contributions) are \$ 141,217.16. This fund ends on March 31, 2004. An additional \$ 1,506.23 is needed to repay the amount borrowed from invested funds for the parish House renovation.

The Barn and Steeple Fund has received an additional \$ 260.00 in cash pledges during 2003. This brings the total pledges for this fund to \$ 29,644.00. Cash contributions totaling \$ 2,470.00 were received in 2003 in addition to security sales of \$ 575.97. Total Barn and Steeple contributions received to date total \$ 11,491.97.

Respectfully submitted,
Donald F. Sanger, Chair

Core Group

The Core Group was organized following a meeting of the congregation in August at which time the congregation voted to form the group and to hire consultants from the Connecticut Conference of the UCC to address concerns raised by members of the congregation in the Pastoral Evaluation of May 2003 and the perceived lack of attention to those concerns. The selection of the members of the group was left to the Church Council.

The first meeting of the Core Group took place on November 8. At this time the following people were brought together: Charlie Bettinger, Sue Leavitt, Betty May, Ken May, Kim Missell, Dorraine Parker, Gibby Piaxao, Jack Richens, Debbie Rodriguez, and Bill Sward. We are working with two "Consultants to Congregations" Deborah J. Blood and Jay Krusell.

The group has been working on a four step process under the direction of the Consultants. This process consists of the following tasks:

- 1) Identifying the current factual situation;
- 2) Identifying issues that need to be addressed
- 3) Brainstorming about possible solutions
- 4) Agreeing on recommended actions to be taken to the congregation.

We have met several times. During the course of those meetings we have listened to and talked about the concerns expressed by many members of the congregation as well as each other. We have also met with Rev. Wadsworth and have listened to him express his perception of the situation and his feelings about what has transpired.

We have hosted a breakfast for the congregation after the Sunday morning worship service to provide another chance for those who wish to express their feelings to do so. Deb and Jay attended and made themselves available to members of the church who might wish to ask questions of them.

Since there are many diverse opinions on the committee and in the congregation, we have adopted a covenant among ourselves to describe the way we will treat each other during this difficult task and beyond. It is inspired by Ephesians 4:11-16.

The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. We must no longer be children, tossed to and fro and blown about by every wind of doctrine, by people's trickery, by their craftiness in deceitful scheming. But speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knit together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love. (NRSV)

The covenant states:

- We will pray to God for guidance and allow God to speak through us
- With a mature attitude we will demonstrate tolerance and appreciation of differences to come to a common ground without criticism
- We will listen to others objectively and show reciprocal respect
- We will not speak when someone else is speaking, and listen for understanding and not what to say next
- We will use "I" messages: speaking for ourselves, not saying "other people are saying...", and use the first person to describe events, rather than saying "you did"
- We will own and take responsibility for what we say and do

We encourage the congregation to also embrace this covenant. We recognize that 'truth' is in the eye of the beholder, yet this covenant seeks to allow each person's 'truth' to be given equal weight. If we can understand and love those who do not necessarily see the same 'truth' as we do, we will embrace Jesus Christ and the way he has taught us to live our lives together.

As we conclude the steps of gathering facts and identifying issues, we will begin the more difficult task of brainstorming possible solutions and determining what actions we will recommend to the congregation. Not only do we need the input of all members of the congregation, we need your support and your prayers.

Those of us in the Core Group, 'God's Foglights', are praying regularly for ourselves, each other, our congregation, our pastor and our whole church family. We ask you all to do the same. If we allow the power of God and his son Jesus Christ to work through us all, there is nothing that cannot be accomplished.

As Tiny Tim said in A Christmas Carol, "And God bless us all, everyone!"

Peace,

The Core Group

Charlie Bettinger

Doraine Parker

Sue Leavitt

Gibby Piaxao

Betty May

Jack Richens

Ken May

Debbie Rodriguez

Kim Missell

Bill Sward

Treasurer**Receipts**

R1B	Funding of Sabbatical		
	Donation	1,000.00	
	Transfer from Escrow to fund Consultants	1,957.60	
			2,957.60
R4	Pastor's Health care-From Escrow		1,198.04
R10	Miscellaneous		
	Use of facilities	1,074.44	
	Pew Cushions	2,393.75	
	Sam's Club refund	142.12	
	Check Error	0.02	
	Not Identified	783.85	
			4,394.18
R12B	Sunday School Offerings		
	Offerings	751.88	
	Transfer from escrow	163.47	
			915.35
R13A	Summer Conferences		
	Poinsettia sale	260.00	
	Easter lily sale	280.00	
	Transfer from escrow	850.00	
	Tuition, registration and other	620.00	
			2,010.00
R14A	Postage		
	Gift toward KIT postage		57.00
R17	Music		
	Donations to Organ Fund		955.00
R18	Fund Raising		
	Gowdy Dinner	859.00	
	History Books	15.00	
	Goods/Services Auction	3,139.00	
	Tag Sale	1,613.75	
	Pew Cushions	40.00	
	Chicken Barbeque	1,953.62	
	Tag Sale	100.00	
	Holly Bazaar	3,108.45	
			10,828.82
R19	Freewill		2,896.08

R20A	Transfer of Invested Funds		14,446.35
R20B	Transfer interest earned on parsonage proceeds		3,979.30
R22	Youth Group		
	Corn Beef Dinner	564.00	
	Transfer from escrow	500.00	
			1,064.00
R26	Lighting of the Cross		365.00
R28	Pledges		41,086.00
	(not including salary give back of \$1,820.00)		
R28A	Contributions		13,914.00
R29	Missions - Basic Support		5,272.00
R30	Special Missions		
	One Great Hour of Sharing	190.00	
	Veterans of the Cross	524.00	
	Blankets	226.00	
	Neighbors in Need	120.00	
	Colombia (Shuttle)Children	57.00	
			1,117.00
R31	Special Offerings		
	Initial Offering	48.00	
	Contemporary Service	25.00	
			73.00
R32	Memorial Gifts		
	Bette Anderson	625.00	
	Lorianne Sward's Mother	410.00	
	Pew Cushions	580.00	
	(Ernie Meyer, Marjorie Miller, Ernie Meyer, John Biggerstaff & Louis Gowdy)		
	Other	25.00	
			1,640.00
R32A	Living Endowing Gifts		
	Myron Davis		50.00
R38	Checking Account Interest		20.15
R-CC	Capital Campaign Gifts		
	Giving in cash	12,538.50	
	Transfer from SSB #48000789	721.50	13,260.00

R-BSF Barn/Steeple Fund			
	Giving in cash	12,538.50	
	Transfer from SSB #48000789	40.00	2,470.00
R-MOS Mission Outreach Support Fund			500.00
			\$125,469.35
<u>Total Receipts</u>			
<u>Disbursements</u>			
D1	Minister's Salary		\$19,245.10
D1A	Guest Ministers (including mileage)		560.00
D1B	Transfer to Sabbatical Fund escrow		
	Budgeted transfer	2,200.00	
	Gift	1,000.00	3,200.00
D2	Minister's Travel Allowance		2,368.81
D2A	Minister's Book/Study Allowance		141.65
D2B	Minister's Housing Allowance		10,154.07
D2C	Minister's Reimbursed Professional Expenses		7,312.27
D3	Minister's Annuity and Family Protection		4,330.25
D3A	Minister's Social Security		2,214.72
D4	Minister's Health Care		
	Health care premiums	8,746.28	
	Health expense reimbursements	1,198.04	
	Transfer to Health Care Fund escrow	0.00	
			9,944.32
D5	Custodian		
	Contracted services		1,500.00
D5A	Secretary		0.00
D6	Church Utilities		
	Fuel oil	2,244.56	
	Electric	1,025.51	
	Telephone	269.09	
	Propane	174.00	
			3,713.16

D6A	Parish House Utilities		
	Fuel oil	1,749.12	
	Electric	425.17	
			2,174.29
D8	Insurance		
	Property and casualty premiums	1,229.00	
	Workman's compensation premiums	430.00	
			1,659.00
D9	Organist		
	James Tripoli (net)	3,488.45	
	James Parnell	82.20	
	Susan Leavitt	95.00	
	Payroll taxes and withholding	820.18	
			4,485.83
D10	Miscellaneous		
	Harassment Workshop fee	20.00	
	Silver Lake cabin (partial)	150.00	
	Reminder-Contemporary Service Announcement	41.00	
	Anniversary Gift for Rev Joe	124.77	
	West Stafford Cemetery Assn. - care of 2 lots	5.00	
	Sam's Club-Double Billing (Refunded)	188.75	
	Donuts etc. for Sun Valley Service	42.32	
	Core group Consultant's fee	1,957.60	
	Pew Cushions	2,763.00	
			5,292.44
D11	Per Capita Dues		
	Tolland Association	133.99	
			133.99
D12A	Christian Education		
	Sunday School curriculum	1,295.00	
	Other Supplies	290.41	
	Conformation Retreat Reservations	400.00	
			1,985.41
D12B	Sunday School Funds		
	Donation to "Miles of Smiles"	300.00	
	Donation to Capital Campaign	300.00	
	Donation to Youth Encounter	100.00	
	Transfer to Escrow	215.35	
			915.35
D13	Delegate Expenses		373.77
D13A	Summer Conferences		
	Silver Lake cabin (partial)	850.00	
	Silver Lake tuition and registration	544.00	
	Easter Lilies	175.00	

	Transfer to escrow	441.00	
			2,010.00
D14	Office Supplies		
	Checks	21.90	
	Copier supplies	126.86	
	General office supplies	482.31	
	Fire Extinguisher Maintenance	94.20	
			725.27
D14A	Postage		373.70
D15	Stewardship		0.00
D16B	Maintenance-Buildings		
	Copier service contract	399.00	
	Furnace maintenance	392.68	
	New Stove	3,038.98	
	Dehumifiter Pipe	64.13	
	Sam's Club membership (part)	15.00	
	Power Wash Church	1,250.00	
	Sign (Partial)	200.00	
	Miscellaneous	269.87	
	Cleaning Supplies	52.84	5,682.50
D16G	Maintenance-Grounds		
	Lawn care	154.00	
	Plowing	930.00	
	Sign (Partial)	200.00	
			1,284.00
D17	Music		
	Transfer to Organ Fund escrow	955.00	
	Contemporary Service Supplies	44.39	
	Copyright license	99.00	
	Choral music And Music stand	157.55	
	Youth Encounter Honorarium	350.00	
			1,605.94
D18	Fund Raising Expenses		
	Gowdy dinner	136.18	
	Chicken BBQ	643.51	
	Bazaar	534.00	
	Sam's Club membership (part)	15.00	
			1,328.69
D20A	Transfer to Invested Funds		0.00
D22	Youth Group		
	Silver Lake cabin (partial)	500.00	
	Hay ride	120.00	
	Other activities	200.00	

	Transfer to Escrow	444.00	
			1,264.00
D23	Worship Supplies		
	Bulletins	23.82	
	Offering Envelopes	20.00	
	Certificates	128.20	
			172.02
D29	Missions - Basic Support		5,272.00
D30	Special Missions		
	One Great Hour of Sharing	190.00	
	Veterans of the Cross	524.00	
	Blankets	226.00	
	Youth Encounter (Kate Tripoli scholarship)	1,000.00	
	Neighbors in Need	110.00	
	Colombia (Shuttle)Children	47.00	
	Operation Fuel	24.00	
	Project Graduation SHS	50.00	
			2,171.00
D32	Memorial Gifts		
	Transfer to Memorial escrow	1,060.00	
	Pew Cushions	580.00	
			1,640.00
D32A	Living Endowment		70.00
D37	Parish House Mortgage		3,935.80
D-CC	Capital Campaign		
	Repayment on borrowing fm SSB #48000789	13,260.00	
			13,260.00
D-BSF	Barn/Steeple Fund		
	Repayment on borrowing fm SSB #48000789	2,470.00	
			2,470.00
D-MOS	Mission Outreach Support Fnd		
	Transfer to escrow		500.00
			\$125,469.35
			5
	<u>Total Disbursements</u>		
Summary			
	Total Receipts		125,469.35
	Total Disbursements		-125,469.35
	Net Operating Gain/(Loss)		0.00

Checkbook Summary

Balance on hand 1/1/01	1,119.86
Plus - Receipts	125,469.35
Less - Disbursements	-125,469.35
Balance on hand 12/31/01	1,119.86

Invested Funds Accounts

Living Endowment Funds (Note: Only 90% of the interest may be disbursed. Principal and remaining interest must be reinvested. When a church member dies, \$10 must be added to this amount from the General Fund. This account includes \$3,926.18 in Trust Funds.)

Premium Passbook Account SSB #48000789

Balance 12/31/02	345.00
Deposits	50.00
Interest earned in 2003	4.31
Balance 12/31/03	419.31
Principal	415.00
Accumulated Interest	4.31

SSB CD#70003714 (2 year, matures 7/5/03, APY 3.15%)

Balance Forward	28,586.10
Deposits	0.00
Interest earned in 2003	900.01
Balance 12/31/03	29,486.11
Principal	17,197.67
Accumulated Interest	12,288.44

Total Living endowment funds:	29,905.42
Principal	17,612.67
Accumulated Interest	12,292.75

Other funds held in SSB #48000789

(These funds are in addition to the Living Endowment funds above)

Balance 1/1/03	37,925.59
Deposits	575.97
Transfers from General Fund - not incl. CCF or B/SF	7,576.85
Transfers from General Fund - Capital Campaign repayment	12,538.50

0	Transfers from General Fund - Barn/Steeple Fd repayment	2,430.00
	Transfers to General Fund - not including Capital Campaign	-23,856.26
	Transfers to General Fund - Capital Campaign borrowing	
	Transfers to General Fund - Barn/Steeple Fund borrowing	
	Interest earned in 2003	490.72
	Balance 12/31/02	37,681.37
	(Restricted funds in this account - \$31,984.49 - escrow balance)	
	Account SSB #48000789 total	38,100.68

Fidelity Growth & Income Fund		
	Asset value 1/1/03	4,879.12
	Dividends, capital gains and change in value in 2002	927.02
	Asset value 12/31/03	5,806.14

Vanguard Total Stock Market Index Fund		
	Asset value 1/1/03	3,268.87
	Dividends, capital gains and change in value in 2002	946.27
	Asset value 12/31/03	4,215.14

Janus Fund		
	Asset value 1/1/03	2,160.53
	Dividends, capital gains and change in value in 2002	685.02
	Asset value 12/31/03	2,845.55

SSB CD#75001323 (5 year, matures 5/20/05, APY 7.00%)		
	Principal	39,292.95
	Estimated accrued interest to 12/31/02	7,396.32
	Estimated interest earned in 2003	3,224.17
	Balance 12/31/03	49,913.44
	(Restricted funds in this account - \$46,689.27 - principal of Marie Carlson estate)	

SSB CD#70003546 (3 year, matures 12/1/04, APY 3.50%), opened 12/1/01		
	Principal	40,000.00
	Estimated accrued interest to 12/31/02	1,514.52
	Estimated interest earned in 2003	1,334.20
	Estimated balance 12/31/03	42,848.72
	(Restricted funds in this account - \$8,672.30 - principal of Marie Carlson estate)	

Merrill Lynch #786-04362 - Capital Campaign and Barn/Steeple Fund Securities Account

Asset value 1/1/03	492.15
Dividends and change in investment value	83.82
Asset value 02/01/03	575.97
(Assets of this account Transferred to SSB #48000789 and credited BSF 02-01-03)	

Capital Campaign and Barn/Steeple Funds:

Receipts

Giving in cash - 2001	5,325.00	
Giving in cash - 2002	3,121.00	
Giving in cash - 2003	2,430.00	
Gifts of securities to date	492.15	
Donated materials and services	0.00	
Net change in securities account assets	83.82	
Outstanding borrowing from SSB #48000789	17,582.67	29,034.64

Disbursements

Moulton Bros., Inc.	15,445.00	
Shanley Associates	12,950.00	
Administrative costs	42.16	
Interest on borrowing	597.48	29,034.64

Budget**RECEIPTS**

<u>Category</u>	<u>2003 Budget</u>	<u>2003 Actual</u>	<u>2004 Proposed</u>	<u>Change</u>
Pledges	\$ 44,000.00	\$ 41,086.00	\$ 44,000.00	
Freewill	2,500.00	2,896.08	2,500.00	
Contributions	17,500.00	13,914.00	17,500.00	
Fund Raising	11,000.00	10,828.82	11,000.00	
Cross	250.00	330.00	250.00	
Initial Offering	50.00	48.00	50.00	
Misc. & Other	1,000.00	12,841.64	1,000.00	
Checking Acct Int.	50.00	20.15	50.00	
From Invested Fds	11,050.73	12,081.89	12,362.53	1,301.80
Int. on Parsonage Fds	3,875.00	3,979.30	3,875.00	
Subtotal	91,275.73	98,025.06	92,587.53	1,301.80
Sunday School Funds	1,250.00	874.30	1,250.00	
Summer Conferences	1,300.00	1,940.00	1,300.00	
Basic Missions	6,000.00	5,082.00	6,000.00	
Special Missions	1,500.00	1,097.00	1,500.00	
Capital Fund	13,000.00	13,260.00	2,210.00	
Barn/Steeple Fund	0.00	2,470.00	13,108.33	
Totals	114,325.73	122,748.36	115,627.55	1,301.80
<u>DISBURSEMENTS</u>				
Pastoral Compensation	55,300.00	55,711.25	56,406.00	1,106.00
Funding of Sabbatical	2,200.00	1,000.00	2,200.00	
Substitute Preachers	600.00	560.00	600.00	
Custodian	1,500.00	1,552.84	1,500.00	
Church Utilities	4,000.00	3,713.16	4,000.00	
Parish Utilities	1,600.00	2,174.29	1,600.00	
Insurance	2,500.00	1,659.00	2,500.00	
Parish House Loan	3,235.80	3,935.80	3,235.80	
Organist	6,859.93	4,485.83	7,065.73	205.80
Youth Group	200.00	1,064.00	200.00	
Miscellaneous & Other	2,000.00	5,792.44	2,000.00	
Dues	550.00	133.99	550.00	
Christian Education	2,900.00	1,985.41	2,900.00	
Delegate Expenses	250.00	373.77	250.00	
Supplies	500.00	725.27	500.00	
Postage	500.00	373.70	500.00	
Stewardship	500.00	0.00	500.00	
Maintenance – Bldg & Equipment	2,500.00	5,629.66	2,500.00	
Maintenance – Grounds	1,500.00	1,284.00	1,500.00	
Music	850.00	1,605.94	850.00	
Fund Raising Expense	1,000.00	1,328.69	1,000.00	
Worship Supplies	200.00	172.02	200.00	
Living Endowment	30.00	50.00	30.00	
Transfer to Invested Fds.	0.00	0.00	0.00	
Memorial Gifts	0.00	1,640.00	0.00	
Subtotal	91,275.73	96,951.06	92,587.53	1,301.80
Sunday School Funds	1,250.00	874.30	1,250.00	
Summer Conferences	1,300.00	1,940.00	1,300.00	
Basic Missions	6,000.00	5,082.00	6,000.00	
Special Missions	1,500.00	2,171.00	1,500.00	
Capital Fund	13,000.00	13,260.00	1,506.23	
Barn/Steeple Fund	0.00	2,470.00	13,812.10	
Totals	\$ 114,325.73	\$ 122,748.36	\$ 115,627.55	1,301.80

Nominating Committee

Officers

<u>Position</u>	<u>Qty</u>	<u>Term Expires</u>	<u>Candidates</u>
Moderator	1	1 Jan 2004	<u>Sue Leavitt</u>
Clerk	1	1 Jan 2004	<u>Leslie Bourque</u>
Ass't Clerk	1	1 Jan 2004	<u>Kim Kowalyszyn</u>
Treasurer	1	1 Jan 2004	<u>Donald Sanger</u>
Ass't Treasurer	1	1 Jan 2004	<u>Barbara Robinson</u>
Financial Secretary & Missionary Sec'ry	1	1 Jan 2004	<u>Kenneth May</u>
Ass't Fin Secretary	1	1 Jan 2004	<u>Claire Richens</u>

Boards and Committees

<u>Name</u>	<u>Current Members</u>	<u>Term Expires</u>	<u># Openings</u>	<u>Candidate Names</u>	<u>Term Expires</u>
Trustees	Kay Myott	1 Jan 2005	2	<u>John Richens</u> <u>Norm Lutzen</u>	1 Jan 2007 1 Jan 2007
	Bill Hassman	1 Jan 2005			
	Bill Gowdy	1 Jan 2006			
	Fred Borman	1 Jan 2006			
Diaconate	Jackie Yeo	1 Jan 2005	4	<u>Suki Gerrall</u> <u>Don Sanger</u> <u>Gibbie Piaxao</u> <u>Myrna Gambino</u>	1 Jan 2006 1 Jan 2006 1 Jan 2006 1 Jan 2006
	Sue Leavitt	1 Jan 2005			
	John Leavitt	1 Jan 2005			
	Lisa May	1 Jan 2005			
Deacon Emeritus	Jack Richens				
Deaconess Emeritus	Claire Richens				
Christian Education	Myrna Gambino	1 Jun 2005	2	<u>Lorianne Sward</u> <u>Judy DelBene</u>	1 Jun 2006 1 Jun 2006
	Debbie Rodriguez	1 Jun 2005			
S. S. Superintendent	Robin Davis	1 Jul 2004			1 Jul 2006
Stewardship	Kay Myott	1 Jan 2005	2	<u>Ed Parker</u>	1 Jan 2006 1 Jan 2006
	Ruthanne Talamini	1 Jan 2005			
Missions	John DelBene	1 Jan 2005	3	<u>Janice Lutzen</u> <u>Barbara Passmore</u> <u>Lucille Sherman</u>	1 Jan 2006 1 Jan 2006 1 Jan 2006
	Lorianne Sward	1 Jan 2005			
Missions:ex Officio	Bruce Ekenbarger				
Nominating	Becky Nash	1 Jan 2005	2	<u>Linda Sprague</u> <u>Linda May</u>	1 Jan 2006 1 Jan 2006
	Ed Parker	1 Jan 2005			
Auditors	Bruce Ekenbarger	1 Jan 2005	2	<u>John Leavitt</u>	1 Jan 2006

Nominating Committee (Con't)

Delegates			3	<u>Suki Gerrall</u>	1 Jan 2005
				<u>Dorraine Parker</u>	1 Jan 2005
				<u>Lauren Parker</u>	1 Jan 2005
Alternate Delegates			2		1 Jan 2005
					1 Jan 2005
Historian			1	<u>Shirley Salsbury</u>	1 Jan 2005
Church Council			4	<u>Claire Richens</u>	1 Jan 2005
				<u>Sheila Hoeffle</u>	1 Jan 2005
				<u>Bill Sward</u>	1 Jan 2005
				<u>Ellen Lancaster</u>	1 Jan 2005
Pastoral Relations	Dorraine Parker	1 Jan 2005	3	<u>Kim Missell</u>	1 Jan 2006
	Jack Richens	1 Jan 2005		<u>Debbie Rodriguez</u>	1 Jan 2006
	Tom Hoefle	1 Jan 2005		<u>Bill Sward</u>	1 Jan 2006

GOALS FOR THE PERIOD 2004 THROUGH 2013

Physical Plant

Install a new organ in the Sanctuary.

Install an audio and video system in the Sanctuary that will enhance our music and pulpit ministry, provide aid for the hearing impaired, provide sound in Fellowship Hall, and provide sound to the Nursery.

Update the kitchen and rest rooms.

Rearrange/relocate the piano and organ to allow for easier exit in event of emergency.

Drill a new well to provide a better quality and quantity of water.

Update the wiring and plumbing in the Church building.

Paint the Sanctuary.

Provide handicap access to Fellowship Hall.

Replace the carpet in the Sanctuary and Narthex.

Replace the curtains in the Choir and Organ area and the curtain behind the cross.

Improve the traffic flow and pattern in the parking lots and driveways.

Determine parking lot needs and requirements.

Staff and Administration

Have all boards and committees fully staffed for three years in succession.

Outreach and Mission

Increase the support to the four denominational offerings and blanket and food collections by 15%.

Sponsor a missionary or a refugee family.

Have a congregational mission experience such as the participation in building new cabins at Silver Lake.

Fellowship and Christian Education

Establish an Adult Sunday school program.

Have a total Church membership of at least 225.

Have a Sunday school registration of at least 90 children.

Plan and hold a 240th anniversary for the Church.

Financial and Fundraising

Create a musical/choral recording for sale.

Support an annual budget for two successive years without impacting invested funds.

Miscellaneous

Offer the use of our facilities for an outside pastoral counseling center as a mission to our community and wider area. No such place exists for some distance from Stafford.