

2014 Annual Report

St. Andrew's Church

February 2, 2014

God's Mission in 100 Words

What is God's mission? What do we mean when we talk about participating in God's mission? This is a good question and one that every parish should be asking.

The Diocesan Mission Discernment Initiative Working Group crafted the following statement in 2011.

- God loved into creation – the universe, earth and humanity. It was diverse and it was good.
- Human sin entered and distorted our relationship with God, one another and creation.
- God yearned to make all whole again. This is God's mission.
- God chose and liberated a people, sent the law and the prophets.
- God came in Jesus, fully human and fully divine.
- In Jesus' life, death and resurrection we are restored to unity with God and each other.
- God sent the Holy Spirit, empowering the Body of Christ.
- God commissions us in baptism to participate in God's mission of restoration and reconciliation.

As you read all the reports in this packet, please ask yourself ...

"Is St. Andrew's participating in God's mission of restoration and reconciliation?"

If yes, how are we engaging this? If no, what do we need to do to be part of this mission?

AGENDA

1. Invocation
2. Presentation and adoption of the roll of voting members
3. Minutes of the last Annual Parish Meeting
4. Report of the Treasurer
5. Presentation of the 2014 budget
6. Other Reports
7. Report of the Nominating Committee
8. Election of the Wardens, Clerk, Treasurer and Vestry
9. Election of Delegates and Alternates to Diocesan Convention
10. Old Business
11. New Business
12. Benediction

St. Andrew's Church
Annual Parish Meeting
Minutes
January 27, 2013

I. Invocation

The Rev. Steve Domienik called the meeting to order at 10:30 am and offered the opening invocation.

II. Presentation and Adoption of the Roll of Voting Members

Rev. Domienik reviewed the eligibility requirements to be a voting member of St. Andrew's Church and noted that to the best of his knowledge that all persons present fit the definition of eligibility. A motion was made by the Rev. Domienik and was then seconded to adopt the roll of voting members and waive the reading of the roll. The motion was unanimously approved.

III. Minutes of the Last Parish Meeting

A motion was made to accept the minutes from last year's annual meeting as written. The minutes were unanimously approved.

IV. Report of the Treasurer

Treasurer Cathy Golden presented the balance sheet, church operations, preschool operations and fund balance sheet that were included in the annual report packet and answered questions that parishioners raised about this information. Some key points that Cathy highlighted were:

- Actual pledges received were about \$22,000 less than what was budgeted for. This should have resulted in a year end deficit.
- However, this difference was made up because we raised more money than expected during our parish fundraisers and we cut expenses.
- These two actions resulted in a year end surplus of \$6,685 in the church operating budget.
- This surplus does not take into account that we drew down \$24,130 from our endowment to cover our two outstanding loan payments. If we would have included the loans in our operating budget we would have had a year-end deficit of \$17,445.
- St. Andrew's Preschool contributed a total of \$10,761 for the year which was directly applied to our church budget expense side in the areas of utilities, telephone, snow plowing and office supplies.

It was moved and seconded that the 2012 Treasurer's report be accepted as presented and the motion was unanimously approved.

V. Presentation of the 2013 Budget

Treasurer Cathy Golden presented the 2013 budget and answered questions that arose. She then made a motion for \$24,130 to be taken out of the endowment to pay the two outstanding loan payments for the year. There was a second and then some discussion and then the motion was approved.

VI. Other Reports

Rev. Domienik commented on all the other committee reports that were included in the printed annual report and asked for any questions. There was a motion and a second to approve the other reports as presented. All of the other reports were approved by voice vote.

VII. Report of the Nominating Committee

The Nominating Committee report is found in the annual report packet and was presented by Rev. Domienik to the parishioners.

VIII. Election of the Wardens, Clerk, Treasurer and Vestry

Given that this was not a contested election and there was only one candidate per open position, a motion was made to present the entire executive committee slate for approval. This motion was seconded and approved. A voice vote was then taken to elect Geoff Gregory as Sr. Warden, Joan Fisler as Jr. Warden, Cathy Golden as Treasurer and Nick Rawlings as the Clerk. The slate was approved unanimously. Another motion was made to present the vestry candidates as one slate for election as well. The motion was approved and a voice vote was taken to elect Jaime Polk, Lucinda Embersits, Michael Greene, Gene Hines and Alan Miller to the vestry. This slate was voted in unanimously.

IX. Election of Delegates and Alternates to Diocesan Convention

Once again, this was not a contested election and there was only one candidate per open position so a motion was made to present the delegates and alternates as one slate for election. The motion was approved. A voice vote was taken to elect Ray Hencir and Susan Miller as the delegates to diocesan convention and Pete Moore and Jean Moore as alternates. This slate was approved unanimously.

X. Old Business

None presented.

XI. New Business

None presented.

XII. Benediction

The Rev. Steve Domienik provided a closing prayer and blessing. A motion was then made and approved to adjourn.

Treasurer's Report

Key Points:

The Church Operations account for 2013 reports a deficit of \$11,916. At the present time, our expenditures for the year are being kept to a bare minimum and the Vestry is doing everything possible to minimize parish expenses. The deficit is attributed to decreasing pledges. Pledge income decreased by \$29,000 this year. The parish will need to make up this shortfall in 2014 in order to continue our church mission work.

In September 2013, the church was blessed with a large bequest from Anne Sherman. This bequest was deposited in the Endowment fund. The Vestry voted to use a portion of this bequest to pay off both the Diocesan Building Loan and the Episcopal Church Building Fund Loan and to pay for the new roof on the church school and offices.

Not included in the above report for Church Operations are the loan payments totaling ~\$20,000 made in 2013 for the Diocesan Building Loan and the Episcopal Church Building Fund Loan. The funds to repay these loans were withdrawn directly from our Vanguard Endowment Account as authorized by the parish at the 2013 annual meeting. At year-end, principal amounts outstanding on the two loans are \$0.00.

Preschool Operations for 2013 reports a balance of \$18,582. The Preschool School Year runs September 2013 – August 2014 whereas the budget runs on an annual calendar basis. The preschool is currently on track for a balanced budget for the school year and the balance represents a large tuition deposit in December. St. Andrew's Preschool contributed \$10,130 in consolidated Church overhead in 2013.

Below are four tables for the year 2013. The balance sheet, church operations, St. Andrew's Preschool, and the activity of all of our program funds.

Balance Sheet	31-Dec-13	31-Dec-12
Assets		
Fixed Assets (Property, Equipment, etc.)	1,680,176	1,683,926
Bank Checking Accounts	31,662	29,915

Bank Money Market Accounts	41,787	36,405
Discretionary Accounts	7,158	8,797
Investment Accounts – Special Funds	78,766	78,342
Endowment – Vanguard	<u>1,200,254</u>	<u>375,331</u>
Total Assets	3,039,803	2,212,716
Liabilities and Fund Balances		
Diocesan Building Loan	-	64,718
Serendipity Sale Tax Liability	-	728
National Church Loan	<u>-</u>	<u>61,106</u>
Total Liabilities		126,553
Total Fund Balance	3,039,803	2,086,162
Total Liabilities and Fund Balances	3,039,803	2,212,716

Church Operations

	Actual 2013	Annual Budget (2013)	Year End 2012
Income			
Prepaid pledges & gifts	\$11,200	\$11,200	\$17,850
Pledges – Current Year	\$244,952	\$267,821	\$265,244
Pledges – Previous Year	\$235	\$-	\$550
Loose & Special offerings	\$7,862	\$9,300	\$9,548
Transfer from Endowment	\$15,033	\$15,064	\$16,726
Facilities Rental	\$750	\$675	\$1,950
Fundraisers (Net)	\$30,109	\$25,000	\$31,951
Store prepaid cards	\$4,075	\$4,000	\$5,029
Other Income	\$-	\$-	\$-
Total Income	\$314,216	\$333,060	\$348,847
Expenses			
Rector's Sal. & Ben.	\$86,966	\$91,312	\$91,221
Staff Sal. & Ben.	\$122,776	\$120,279	\$120,845
Professional Expenses	\$3,958	\$3,500	\$2,411
Continuing Education	\$876	\$1,500	\$1,104
Supply Clergy	\$-	\$-	\$1,515
Utilities	\$12,463	\$13,000	\$11,694
Telephone	\$2,753	\$2,500	\$2,782
Administration & Office	\$12,176	\$14,000	\$12,590
Maint. & Bldg Repairs	\$6,189	\$8,651	\$12,035

Facilities Fixed Costs	\$6,965	\$7,597	\$3,753
Building Repair Fund	\$-	\$-	
Insurance – Property	\$10,996	\$11,700	\$12,144
Audit	\$4,500	\$4,450	\$4,500
Diocesan Pledge	\$37,140	\$37,136	\$46,980
Vestry Retreat & Trng	\$-	\$-	\$628
Outreach	\$2,542	\$4,000	\$1,422
Stewardship	\$610	\$1,000	\$1,036
VBS	\$(1,453)	\$-	\$(961)
Christian Education	\$7,636	\$3,500	\$2,843
Music	\$3,445	\$3,500	\$3,706
Hospitality/Welcoming	\$2,400	\$2,725	\$2,410
Publicity	\$1,935	\$1,500	\$2,874
Liturgical Expenses	\$1,245	\$1,210	\$957
Other	\$13	\$-	\$3,674
Total Expense	\$326,131	\$333,060	\$342,163
Difference	\$(11,916)	\$-	\$6,685

St. Andrew's Preschool Operations

	2013	2013 Budget	2012
Income	159,229	172,000	160,605
Salaries and Benefits	116,257	145,000	134,510
Program Expenses	14,260	15,000	17,539
Church Overhead	<u>10,130</u>	<u>12,000</u>	<u>10,760</u>
Balance 12/31/13	\$18,582	\$-	\$(2,204)

St. Andrew's operates a number of dedicated funds with specific by-laws and purposes. A summary of the financial operations of these funds for 2013 is shown below:

St. Andrew's Funds	Balance 1-1-13	Receipts	Disbursements	Transfers	Balance 12-31-13
Barry Altar Fund	\$6,060	\$-	\$212	\$-	\$5,848
Music Fund	\$19,185	\$12,278	\$15,969	\$-	\$15,495
Mitchell Youth Fund	\$5,717	\$-	\$825	\$-	\$4,892
Outreach Fund	\$3,764	\$5,120	\$8,565	\$575	\$894
Facilities Maintenance Fund	\$9,073	\$29,900	\$28,900	\$5,143	\$15,216
Memorials Fund	\$13,820	\$2,860	\$2,939	\$-	\$13,741
Organ Fund	\$34,947	\$183	\$352	\$-	\$34,778
Memorial Garden Fund	\$7,818	\$238	\$4,470	\$-	\$3,586
Memorial Flower Fund	\$927	\$810	\$1,114	\$-	\$623

Uganda Mission Fund	\$1,628	\$9,174	\$7,792	\$-	\$3,010
Green Fund	\$2,410	\$-	\$-	\$-	\$2,410
Pre-school Capital Fund	\$4,510	\$-	\$-	\$(2,204)	\$2,306
Youth Ministry	\$1,919	\$15,479	\$16,164	\$-	\$1,234
Memorial Book Fund	\$2,510	\$2,400	\$732	\$-	\$4,177

Respectfully Submitted,
Cathy Golden
Treasurer

Vestry Report

Thanks to the unwavering dedication of St. Andrew’s parishioners and staff members, we are grateful for the many vibrant worship services and ministries in 2013. Easter, Christmas, and the summer service at the Surf Club were especially spirit-filled and well attended. Fellowship and fundraising activities including the Spaghetti Supper/Auction, Fall Barbeque, parish dinners, and the Holiday Fair were all highly successful. Music ministry thrived under the direction of Grant Underwood, and our theater programs, directed by Joy Weaver, continued to draw participation from around the community. Both programs continue to be a source of joy and inspiration for all ages.

Early in the year, financial decision-making for outreach activities was transferred from the Outreach Committee to the Vestry. A formal request process for use of funds was established that included presentations to the Vestry when funds are requested to provide context. Outreach support to several organizations continued including the youth H.O.M.E. trip to Maine, bible school leadership in the Dominican Republic, Madison Cares, Meals on Wheels, Covenant to Care, and tuition for our four sponsored Ugandan orphans. Hosting the “Chapel on the Green” in partnership with Trinity Episcopal in New Haven included preparing and serving approximately 250 lunches was a particularly moving experience for those who participated. Ongoing collection for the local food pantries through monthly food drives and Bowling for Hunger drew parish-wide participation. And, a new outreach ministry was also introduced -- the Global Women’s Mission Group. Caring for one another within the St. Andrew’s family, the Loaves and Fishes ministry provided many meals to those in need and the Healing team offered prayers of support.

In the midst of a great deal of positive momentum, mid-year we learned that Steve Domienik would not be pursuing the position of full-time rector. This decision came as a surprise as the Vestry was giving serious consideration to calling Steve to be its next rector and we entered into

a period of uncertainty regarding St. Andrew's leadership. Soon after learning of Steve's decision, the Vestry found itself in the midst of a particularly challenging situation with regards to our affiliation with Young Life that resulted in the departure of several families. We are very saddened by this outcome, and in response, took several measures to change our leadership approach. Considering how we might improve governance and process, we recently made the following changes: decisions are now made by consensus rather than majority vote, governance by the executive committee has been dissolved, and all vestry members have input in setting monthly meeting agendas.

In the year ahead, we look forward to strengthening our community and encouraging growth in other areas of our parish life. We will focus on stewardship as an ongoing, year-long endeavor and continue to closely manage expenses while thoughtfully considering how to best use the recent bequest so fortunately bestowed upon us. 2014 will be a year of transition as we seek to move forward in a search process for a new rector. We welcome and encourage your continued involvement and input as we work together to build a strong community of faith.

In Christ,

The St. Andrew's Vestry

Stewardship Committee Report

God Loves a Cheerful Giver

The point is this: the one who sows sparingly will also reap sparingly, and the one who sows bountifully will also reap bountifully. Each of you must give as you have made up your mind, not reluctantly or under compulsion, for God loves a cheerful giver. And God is able to provide you with every blessing in abundance, so that by always having enough of everything, you may share abundantly in every good work.

2 Corinthians 9:6-10

The Bible says that we are stewards accountable to God and that we are to be faithful through our financial giving and our service in Christ's church. Our faith calls us to be good stewards of our spiritual gifts and the time and talents God gives us by serving in the life of our community.

We continue to strive for joyful, Spirit-led giving and serving. As believers, we know that our livelihood and all of our strength, abilities, income and other resources come from God. We trust that as we pledge our lives to Jesus that our faithful giving will follow.

Throughout 2013 we continued our Faith Based giving and budgeting. This model assumes that God will provide all that we need for our common ministry here at St. Andrew's. This includes

volunteers who share their time, talent and energy to make all of our ministries and events happen. We are so grateful for all of you who have participated in this manner.

Our Faith Based approach is also built on the belief that everyone in the parish will give generously of their financial resources to support the work of our church. This past November we invited all adults to place their pledge cards in the collection plate and the following week these cards were publicly burned as an offering to God.

While those pledge cards were not recorded, we documented every penny each person gave throughout the year. Everyone who gave any amount received quarterly reports on their giving as well as a final year-end statement.

Now this type of faith giving necessitates the development of a faith-based budget. The vestry worked diligently to create a modest budget for 2013 even though they didn't have any identified pledge income to build upon. You will see on the treasurer's report that we did not meet our 2013 budget. We are depending on everyone here to help us reach our 2014 financial goals.

The challenge for all of us is that we have to overcome our fears, our sense of scarcity and our belief that if we give too much away that we won't have enough for ourselves. Our intentions may be good, but we cannot do this alone. We have to ask God to dispel these concerns because it takes faith to operate in this manner. Our faith helps us trust that God will ignite the fire in our hearts that will propel us into action to become abundant cheerful givers!

Church School Report

Nursery Care -- Nursery Care and instructions are being provided by Jordan Mattei, Tori Milner and Katherine Garnett. The kids love the girls and they are very loving in return. Basic instruction is being provided in the form of simple stories, activities and music.

Church School -- This year we have 11 wonderful and talented teachers, as well as a few substitutes, working with our church school classes. We have fifty-three children registered in nursery through seventh grade, with an average Sunday attendance of thirty. Three of the classes share a similar curriculum with stories and activities based on the lectionary readings. The sixth and seventh grade class is participating in a "bible boot camp" where they are having fun learning about the stories of the Old Testament and how they connect to the New Testament. The children are also involved in various activities around the church. They love the treats at coffee hour and provide joyful noise in Farmer Hall. Many of our youth brought pets to the Blessing of the Animals and they all enjoyed a presentation on pet care by Gary Cimino. They enjoyed a fun and energetic family Eucharist, dinner and party in early November to celebrate All Saints Day. A number of youth participated in our Christmas Pageant at the 4pm service on Christmas Eve. They attended many rehearsals, both acting and music. A few youth attended the

twelfth night celebration potluck dinner and had fun playing and eating. Upcoming events for the youth will be Scout Sunday for girl and boy scouts on February 23, Lenten Pretzels, a Family Eucharist and Mardi Gras celebration in conjunction with our annual Pancake dinner, Resurrection Rolls, and the Easter Egg Hunt.

First Informed Holy Communion -- In conjunction with the grade two and three Sunday school class, the teachers are instructing the children to prepare them for their first informed Holy Communion. In addition to the fifteen youth registered for the class, there are three additional, older youth participating. The service will take place at 10:30 on Sunday May 18.

Confirmation -- This year we also have a wonderful group of eight youth in eighth and ninth grade participating in the Confirm Not Conform curriculum for Confirmation. They are having a good time attending classes on various Sunday mornings and Sunday evenings. They had a fun retreat in November and have asked to repeat the experience with a sleep over at the church, currently scheduled for early March. The group will be traveling to St John the Divine in New York for an overnight on January 24. Another retreat, for instruction and fun is planned with Father Steve at the end of March. They are planning to attend services at the Temple, A Mosque, Unitarian Universalist and possibly Greek Orthodox church to see how different religions practice. The kids have a great time together and we are beginning to discuss what they might like to do as a High School Youth group next year. Confirmation is going to be June 14 at the Cathedral in Hartford.

Report for Youth 2013

St. Andrew's offers a variety of social, service, and worship opportunities for the 11-18 year olds of our parish. The Middle School Youth Group includes 6th to 8th graders and the High School Youth Group involves 9th – 12th graders.

The mission of both youth groups is to provide a non-judgmental atmosphere for the teens of the parish and to grow in our church community through service projects, fun activities and outings, and spiritual activities.

In general, the youth group activities center around one of three areas: community- building, service to others, service to the church, and fun!

Middle School Youth Group

High School Youth Group:

H.O.M.E. 2013: This past July, 19 teens and 8 adults spent a week in Orland, Maine working with people at H.O.M.E. – Homeworkers Organized for More Employment. H.O.M.E., established in 1970 as a craft cooperative, is a multi-faceted organization involved in economic reconstruction and social rehabilitation.

Our youth group, together with other high school aged kids from the Madison community, spent a week of the summer doing a number of tasks to support H.O.M.E.: home building and repair. They tiled, laid floating floors, patched walls, built decks and more. It was a wonderful experience for all, and would not have been possible with the generosity of the community in supporting the fund raising efforts, and without the chaperones who supervised the work groups. The 2013 H.O.M.E. trip was coordinated by Mary Merkle-Scotland and Dick Johansen.

The year in review:

- January – **Youth and Family Outing** to Quinnipiac University Men’s Hockey Game.
- February- **Shrove Tuesday Pancake Dinner**, HOME Fundraiser
- **On-Track Karting**, go-carting outing, this event was postponed and rescheduled due to the blizzard. We all had a great time when we finally got there.
- March - **Progressive Dinner** with Madison Interfaith Youth Coalition.
- An inspiring living **Stations of the Cross** on Good Friday led by the youth group (8th graders invited also)
- April- **Pancake Breakfast**, HOME Fundraiser
- June –**Graduating seniors** were recognized at the annual picnic.
- **2 HOME fund raising** car washes
- October – **College Care Packages** were sent to three high school graduates. This occurred with a potluck supper.
- December – **Cookie Decorating** for Tommy Fund Holiday Party—this event was cancelled due to weather cancellation of the party.

St. Andrew’s is part of the Madison Interfaith Youth Coalition. The mission of the MIYC is to promote faith based youth activities in Madison and to encourage Madison’s faith communities to work together in support of its youth. This group continues to provide service and social opportunities for high school students in Madison. Events such as the Progressive Dinner involve high school students from St. Margaret’s Catholic Church, First Congregational Church on the Green, North Madison Congregational Church, Temple Beth Tikva, the Shoreline Unitarian Universalist Society, and St. Andrew’s.

Reaching the youth of the church and coordinating activities of interest for them is one of the challenges the youth group coordinators have been working to overcome. We are hopeful that

attendance can be improved for youth events. The 2013 High School Youth Group was coordinated by Lynn Milner and Mary Potenziani.

Respectfully submitted,

Mary Potenziani

Preschool Report 2013

This year, we continually use the St. Andrew's preschool website to direct parents to fillable forms and revert them to information they may readily need.

The Facebook page, which is for a closed group only, has been a big success with over 45 families frequenting it often. It is utilized for upcoming events, school happenings, and over 800 photos of current events and classroom happenings.

Ms. Terry's class of the Young Learners, has 10 children which falls into the perfect ratio for that class, and although Madison went to full day kindergarten, we have been able to maintain this program. We are currently working on a new flyer to distribute to area establishments on this, and all our preschool programs. The goal is to increase enrollment for September 2014.

We will continue to use the Connecticut Preschool Assessment Framework, and model NAEYC (National Association for the Education of Young Children) teachings.

We will also be establishing a more Christian like curriculum, bringing back religious holiday celebrations while still meeting all required standards.

I was able to attend the NAEYC conferences this past fall. It was a perfect opportunity to solidify my already strong background in this field.

The transition into the "interim" Director has gone very smoothly.

The summer program was sustainable, for the 3 weeks that was held. There will be a summer program in place for 3 to 5 weeks, this year as well depending on the interest for families.

Respectfully submitted,

Anita V Spear

Interim Director/Head Teacher

Altar Guild

The Altar Guild worked throughout the year to prepare and set up for all of St. Andrew's services as well as maintaining and caring for all of the items that are part of our worship. Members of the Altar Guild support St. Andrew's musical theatre productions by transitioning back and forth between worship space and stage. The Altar Guild holds two Saturday cleanups to prepare the church before Easter and Christmas.

Altar Guild expenses are reflected in the line item 'liturgical expenses', which for 2013 totaled to \$1,012.45, consistent with our history of annual expenses. The items that are included in the 'Liturgical Expenses' line item are Communion wine and wafers, candles and paraffin oil, cleaning supplies and dry-cleaning. The budget submitted and included for 2014 is \$1,200, which includes an adequate allowance for the dry-cleaning of vestments and hangings.

The Altar Guild is grateful for gifts to the Altar Fund received this year. The money in the Altar Fund is used to purchase the vessels, linens and hangings that decorate our church space and are used during worship. This year, we were blessed with a donation from Pete & Jean Moore. This donation will be utilized this year to enhance the worship space. We are thankful for this and all gifts made to the Altar Fund.

Tori and I have begun our leadership of the Altar Guild, it has been a pleasure working with everyone during this past year and we look forward to our future. The members of the Altar Guild who served during 2013 were Joan Adams, Judy Albright, Jocelyne Gallagher, Jenny Gerst, Anne Greene, Donna Gregory, Claudia Haeckel, Amanda Hayward, Alice Hencir, Margaret Mason, Susan Miller, Lynn Milner, Tori Milner, Jean Moore, and Nancy Rankin. We want to thank all members past and present who have supported this wonderful ministry!!

Respectfully submitted,

Lynn & Tori Milner

Report of the Buildings and Grounds Committee

The major project that was undertaken by the Buildings and Grounds Committee in 2013 was the replacement of the entire flat roof over the educational and office wing of our building. Several estimates were received and types of roofs considered. The decision was made to award this contract to the Bert Dorr Roofing Company. A new top of the line EPDM (think rubber) roofing system was installed in August 2013 at a total cost of \$28,900. This amount was taken out of the bequest that we received.

The committee also decided to adopt the use of vinyl banners that could be placed directly over the existing signs outside the building rather than spend thousands of dollars to replace the existing signs. For less than \$200 the new banners were installed when the Sunday service times changed. We are also able to order special event and seasonal banners that may be used as was done for our Christmas services. These banners may be put up and taken down with ease and stored for use the following year. Be watching for our Easter banner coming in 2014.

The other task was to create a list of all the projects that need to be addressed at St. Andrew's. The following is not presented in order of priority rather these tasks are grouped into four specific areas for ease of understanding. The committee will be working with the vestry during 2014 to determine which of these projects may be addressed.

I. Farmer Hall & Kitchen Renovation

- Replace kitchen venting – it is not functional and does not meet code
- Replace windows in Farmer Hall – existing windows are drafty and difficult to repair
- Renovations to kitchen and hall area – improve functionality and aesthetics
- Install air conditioning – eliminate mold issue and increase usage in summer months
- Replace steel chairs and tables – padded chairs, lightweight tables and storage areas

II. Main Church Interior Building Improvement and Repairs

- New glazing on stained glass windows
- Refinish hardwood floors in the sanctuary
- Modify the interior of the steeple so that rainwater does not come in during storms
- Narthex/Vestibule redesign and clean up
- Sound system improvements

III. Church Exterior and Grounds Repairs and Improvements

- Gutter added to church school wing
- New windows in all of the church school rooms
- Repair parking lot potholes and add handicapped space and curbs
- Paint the outside of the church and educational building
- Landscape side area by the church office
- Electrical clean up and landscaping the front of the church

IV. General Improvements – Efficiency, Storage and Repairs

- Improve lighting and HVAC controls
- Add insulation to the church school wing
- Improve overall storage
- Church school wing clean up and repair

Resurrection Memorial Garden Committee

In early Spring 2013 the Resurrection Memorial Garden committee voted to begin Phase I toward restoring the overgrown garden areas. A series of photographs displayed the most critical areas of overgrowth and plant/tree decay. We walked the area with two separate landscape professionals. The committee voted to offer the heavy machinery plant/tree removal portion of the project to Nardella Turf Care Company. Removal of selected plants and trees was completed in mid summer with a decision to let the space lay fallow until spring 2014.

When the committee resumes meetings this spring, we will then concentrate on Phase II, the selection of suitable plant material along with the planting and mulching of that material. We will offer this portion of the project to M&M Landscaping Company whose owners are parishioners Sandi and Eric Manna.

Stage III is in the planning stage for how to correct for wheelchair, cane, and walker access the difficult climb into the Memorial Garden's upper area.

In the fall of 2013 four stone masons submitted a proposal for reducing access difficulty. The committee agreed that Torrison Stone and Garden, LLC would best serve this project. A welcomed financial outreach from a parishioner couple will be a plus toward solving this non-access problem once we have our decision in order.

The Resurrection Garden is a memorial space with which all parishioners might want to become familiar. To restore and maintain the garden will take ongoing Time, Talent, and Treasure. There are vast watering needs and physical man/woman/teen muscle toward planting needs. These facts then lead to the necessary budget that will control further disintegration of this beautiful space.

So the committee welcomes suggestions and volunteers to become involved with this restoration. And we welcome maintenance contributions from Memorial Garden families who want us to continue honoring this memorial space where his/her loved one(s) can be visited and will remain safe.

Thank you to our committee: David Hill, Priscilla Rensis, Chris Abbott, Lucinda Embersits, and Rev. Steve Domienik.

Respectively submitted: Lucinda T. Embersits

Report of the Endowment Fund Committee

Throughout our Church history, support for the Endowment Fund came from bequests, unrestricted gifts, donation, growth in principal investment and income. During 2013, a very generous bequest was received from the Anne Sherman estate. The Endowment Fund is managed by the Endowment Committee consisting of six church members. Rules of Governance provide that a prudent investment and spending policy shall govern. A total return driven spending formula is used to provide an annual contribution of income to assist the mission and ministries of the Church budget.

The original Legacy Endowment Fund value increased \$40,439 between the start of the year and the end of the year after withdrawals of \$29,903 to support the church budget.

The equity market as measured by the Standard & Poor's stock index increased 32% and the fixed income market as measured by the Barclay US Aggregate Bond index decreased 2% for 2013. The Legacy Endowment Fund overall 2013 investment performance increased by 22%. This increase compares to a 15% increase in 2012, 2.5 % decrease in 2011, 12% increase in 2010 and 26% increase in 2009.

The Legacy Endowment Fund is invested in the Dodge Cox Balanced Fund, the Vanguard STAR and Short Term Investment Grade Fund. The asset mix in the Dodge & Cox Balanced Fund is 68 % stock, 29% fixed income and 3% short-term reserves. The asset mix in the Vanguard funds is 61% stock, 27% fixed income and 12% short-term reserves.

At December 31, 2013 the Legacy Endowment Fund had a market value of \$424,838 as compared to \$375,331 at December 31, 2012. During the year, the Legacy Endowment provided support to the operating fund according to the spending policy formula and was also used for monthly loan payments. The total Endowment Fund amounts to \$1,200,254 after the addition of the Sherman gift.

The portfolio for the Sherman gift is being constructed. Accordingly, the investment performance for 2013 only pertains to the original legacy endowment portfolio. Both endowment portfolios will be consolidated during 2014.

The net balance of the Legacy Endowment Fund changed during the year as follows:

Legacy Endowment Market value at 12/31/12	\$375,331
Dividend, interest income and capital gains	9,068
Unrealized market appreciation	70,342
Transfers to the Church Operating account	(29,903)
Legacy Endowment Market value at 12/31/13	424,838

Net addition from Anne Sherman estate bequest	\$775,416 *
Total Endowment Fund at 12/31/13	\$1,200,254

The Legacy Endowment Fund over the last seventeen years through December 2013 has provided \$726,545 of funds for church budgetary and other purposes.

* The Endowment Fund received \$775,416 from the total Sherman gift of \$918,544. Sherman funds were first used by the Vestry to repay outstanding church loans and to rebuild the classroom and office roof.

Respectively submitted,

Ray Hencir, Chairman
Robert Butler, Secretary
Bill Downs
Kathy Golden
Terry Abbott
Pete Moore
George Morriss

Hospitality Committee Report

The Hospitality committee is responsible for providing and or coordinating food and beverages for a variety of events at St. Andrew's throughout the year. This includes: the annual parish picnic at the Surf Club, the 12th night dinner and musical theater, the pig roast, funeral receptions and the soup dinners during the Advent and Lenten series. It used to be that we would also coordinate coffee hours every Sunday, but now Kenny and Lillian set up, clean up and provide all of the food each week. Thank you both!

In addition this committee is responsible for purchasing and stocking all of the products used for food and beverages, e.g., plates, napkins, cups, utensils, cream, coffee, tea etc. There is usually a small basket placed at each event to receive donations that help offset the cost of all these products.

We look forward to serving you in 2014 and we are always happy to have anyone join us in this important ministry!

Welcoming Committee Report

The Welcoming Committee has been in transition this past year. Two of our coordinating members, Martha Stewart and Donna Gregory have stepped down from this ministry. We wish to thank them for sharing their time, talent and energy with us on this committee.

For the first half of 2013 our team scheduled greeters to welcome people at the Sunday services. It was a challenge to cover all three liturgies but it became easier when we switched to only two services. Our greeters help to welcome everyone who enters the sanctuary, encourage everyone to wear their nametags, present first-time visitors with a gift bag that contains chocolate sauce, a St. Andrew's pen, a parish brochure and a visitor information card. Greeters also offer to show visitors around our facility, accompany them to coffee hour and introduce them to others.

The Welcoming Committee also updates the bulletin board in the narthex and gives visitor contact information to the church office so that letters from our priest may be sent out to them. Welcoming newcomers is not just the responsibility of the committee members. We encourage everyone at St. Andrew's to talk with visitors and help them feel welcome. If you would like to join our committee, please contact Barb in the church office.

St. Andrew's Music Ministries "Come, Find YOUR Joyful Noise!"

St. Andrew's is blessed with an active music ministry and 2013 was no exception. Here are a few ways in which our parish "grew together in God's love" through music in 2013:

- ***Singers, the heart of our ministry:*** We continue to be blessed by the talents of The Spirit & Chancel Choir, which sings every week, and our Youth Choir, which sings twice a month.
- ***Combining Our Voices:*** This year, in tandem with the switch from three services to two, the Music Committee decided to combine the previously separate Spirit Choir and Chancel Choir into one full choir, alternating between the 8:30am and 10:30am services each week.
- ***Sound and recording:*** We also are very fortunate for our sound and recording leadership, Steve Van Ness and John Armstrong, for the great job they do to record worship services, adjust audio, and ensure that we can hear clearly each week. John Armstrong began recording videos in addition to audio and posted some musical events on the website for those who could not join us at the actual events.
- ***Music Committee Leadership:*** Our music committee members (Steve Van Ness, co-chair; Jaime Polk, co-chair; Lois Nichols; Jan Anderson; Cassandra Moore; Grant Underwood) met quarterly to discuss and discern the state of our music ministries. Among other things, this year the Music Committee decided to combine the two adult choirs, approved of church music

purchases, initiated and decided the nature and dates of events such as the May Buxtehude concert, and discussed the nature of music on Feast and Holy Days.

• **Congregational Song:** This year we began using a new blue book for the 10:30am service. Steve Van Ness coordinated the process and Dick Johansen, David Kelley, and Don Rankin helped expand the pews to allow room for the new books.

• **Sharing our Space:** Our sanctuary is a wonderful space for music and our parish is always blessed to welcome other music groups within our midst. With the assistance of Judy Getchell, Pat Hill, and Priscilla Rensis (three women who coordinated these efforts along with creating fundraising opportunities for our music fund), in 2013 folks were able to hear Opera OGGI and Cappella Cantorum in our sanctuary and rehearse with the Shoreline Chorale.

• **Sharing our Faith through Music:** Music is a great way to find commonalities in our faith, and it was a pleasure to collaborate with North Madison Congregational Church, the St. Andrew's Preschool, and other churches at the Interfaith Thanksgiving Worship Service.

• **A Thank-You for Ministries:** One poignant transition of 2013 was that our Spirit & Chancel Choir and Youth Choir lost a total of seven active members within a relatively short period of time. As many know, this is a large number considering the size of our current ministries. But what is more important than size: each individual person of those seven contributed with great heart and passion to our music and ministries. Although each has his or her own story, in general these choir members moved on, as one choir member said, "so that they might explore their faith elsewhere." All things considered, I thank these seven singers for their ministries they offered through the years and I know that our choirs would welcome our familiar friends just as readily as we would welcome new ones, if they ever feel moved to return to our parish and ministries.

2013: Year in Review, By Month

January	Choirs Began 2013 Year High School Musical: "Hula Hoops and Halos"
February	Madison Academy of Music in Morning Worship Judith Hawke and Betty Austin visit St. Andrew's
March	Folk Dancing Music Fundraiser Good Friday Service of Music Parish Begins Using New Blue Books in Worship
April	Sung Morning Prayer: Good Shepherd Sunday
May	Dietrich Buxtehude's Life and Spiritual Songs: A Concert Youth Choir Family Potluck
June	Music at Regional Confirmation Service Adult Choir End of Year Fellowship Dinner Cappella Cantorum Offers Concert at St. Andrew's

July	Sung Morning Prayer
August	Spaghetti Supper Spirit Band Fundraiser
September	Choirs began for the fall Youth Choir Scarecrow Decorating
October	Taste of Broadway St. Andrew's Preschool sings in Morning Worship
November	S&CC and Youth Choir: Interfaith Thanksgiving Service Spirit & Chancel Choir (S&CC) compiles basket for Holiday Fair
December	Collaboration with North Madison UCC Choir Advent Concert: "Follow the Star!" Opera OGGI Offers Concert at St. Andrew's Spirit & Chancel Choir (S&CC) Christmas Party

Current Music Ministry Leadership

Spirit & Chancel Choir (S&CC)

Cassandra Moore
Jaime Polk
Rosie Price
Jenny Gerst
Amanda Hayward
Lois Nichols
Brenda Naegel
Jan Anderson
Grant Underwood
Chris Cheslog
Joe Burbela
Jim Golden

Youth Choir

Zack Cheslog
Addison Auletta
Ben Auletta
Sarah Auletta
Maddy Wines
Haley Wines
Kacie Wines
Jane Golden
Morgan Gharibian
Carson Miller
Reese Puchalski
Corinne Puchalski

Occasional Parish Instrumentalists

Sarah Price
Megan Sesma
Aimee Merkle-Scotland
Linda Smith-Criddle
Helen Bingaman
Emma Price
Gabe Van Ness
Michael Van Ness
Sarah Conroy
Avery Van Pelt
Cassandra Moore
Brenda Naegel

Music Committee

Jaime Polk

Steve Van Ness
Cassandra Moore
Grant Underwood
Jan Anderson
Lois Nichols

Spirit Band

Steve Van Ness

Gary Naegel
Jim Golden

Tech & Recording

Alan Miller

Joe Burbela
Steve Van Ness
John Armstrong
Terry Sinclair

Looking Ahead to 2014

- Our **Youth Choir** is a talented bunch! With the help of dedicated parents, we will look to expand choral opportunities to children who are younger than 3rd grade.
- Our **Spirit & Chancel Choir** is doing a lot of difficult, yet rewarding music in the spring, including a collaborative musical event with St. Peter's Episcopal Church in Cheshire with the St. Peter's Adult Choir and Choristers, under the direction of June Hale. Now is a great time to explore singing in the Spirit & Chancel Choir for a season! Singing changes your brain (for the better, of course!), singing informs the spirit of our worship of God, and singing together allows us all to connect and celebrate with a great group of supportive friends; the benefits of joining the choir are innumerable. Come, Find YOUR Joyful Noise! Contact any choir member, committee member, or Grant if you're interested in serving in this unique, challenging, and joyful ministry.

Respectfully Submitted,



Grant Underwood
Music Director

Outreach Report

During 2013 the Outreach Committee focused on developing and promoting the following events which parishioners could participate in.

- 1) Bowling Over Hunger – an afternoon at the Old Saybrook Bowling Alley where approximately 25 people from our parish came to bowl and they brought non-perishable food items with them that were donated to the Madison Food Pantry
- 2) Madison Cares Day, the build on the Green
- 3) Habitat for Humanity work on several Saturdays in New Haven
- 4) Our annual food drive in May where we collected over 1,000 pounds of food
- 5) Chapel on the Green, an opportunity for parishioners to make 200 lunches in Farmer Hall and transport them to Trinity Church in New Haven where we participated in a Eucharist service on the town green with about 50 homeless people and then we fed over 200 people.

For many years the Outreach Committee was also responsible for distributing money from the outreach budget to various projects and ministries within St. Andrew's and to outside organizations as well. In 2013, however, the vestry assumed this role. Parishioners or organizational representatives who requested money from the outreach budget were invited to attend a vestry meeting and make a presentation about their project and discuss how the money would be utilized.

The vestry listened to presentations about the following groups and voted to allocate the various amounts of money to each.

Covenant to Care	\$2,000.00
Madison Cares	1,500.00
H.O.M.E. Trip	1,500.00
Team Uganda	1,500.00
Madison Food Pantry	500.00
Bea Fortin's Souper Bowl	450.00
Dixwell Congregational Church	200.00
Bowl Over Hunger	<u>75.50</u>
Subtotal	\$7,725.50

Supplies purchased for our food drive and Chapel on the Green	<u>242.40</u>
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***Total \$7,967.90**

**Disbursed from our outreach fund and from our outreach budget line item*

In addition, we held one fundraiser and made two Sunday appeals to raise money for victims who suffered from three different events. They were:

1) Plant sale for the businesses when their building burned in Madison	540.00
2) Oklahoma Tornado Relief – Special Sunday collection	1,235.00
3) Philippine Relief – Special Sunday collection	353.00

So when we factor in these three additional amounts our St. Andrew's outreach ministry gave away a total of **\$10,095.90** to charitable causes in 2013.

Team Uganda Report

Team Uganda has been an Outreach Ministry of St. Andrew's Church since 2007. We are so grateful for your prayers, compassion, love and support over the past six years. With your help and by the grace of God, Team Uganda has been able to raise funds and awareness to support tuition dues for four sponsored orphans, Calvin, Joyce Mary, Timothy and Cathy. The mission of

Team Uganda is 2-fold. We have also been able to provide funding for capital projects at a separate orphanage in Mukono, Uganda called The Chain Foundation. The orphanage was founded by retired Archbishop, Livingstone Nkoyoyo, who has visited St. Andrew's on several occasions. Although we have not provided funding for this orphanage in 2013, we continue to keep the 100+ children who reside there in our prayers.

The four orphans we support - Calvin, Joyce Mary, Cathy and Timothy are not a part of the Chain Foundation Orphanage. They all live in various locations throughout the country.

Name	Age	Grade	School	Location	Annual Cost
Calvin	12	Primary 4	Shalom Primary School	Soroti	\$ 750
Joyce Mary	16	Primary 5	Shalom Primary School	Soroti	\$ 750
Cathy	18	Secondary 2	Mbale School for the Deaf	Mbale	\$ 750
Timothy	20	Sophomore	Uganda Christian University	Mukono	\$2000

The major fundraisers held in 2013 were as follows:

- In March, we held our 1st annual "Cookie Walk" type of bake sale which raised \$850.
- In October, we participated in an Open Market Sale on the Madison Green selling donated furniture, house wares and clothing and raised \$276.
- November - Pot Pies - \$838 raised
- December - Holiday Fair - Uganda Fair Trade Marketplace - We raised \$348

Team Uganda is always seeking new members to join in this special work and also ways to further connect parishioners into the lives of the children we sponsor abroad. Without having an official Chairperson, we work freely as a committee and share all responsibilities.

Team Uganda members currently include Suzie Birks, Joe Burbela, Jenny Gerst, Kim Hodgson, Martha Hoffman, Amy Jamison, Sue Morriss and Terry Sinclair.

In closing, we are eternally thankful for the continued generous support of the people of St. Andrews in our global mission serving God's children in Uganda. Please stop by the bulletin board in Farmer Hall and see photos of the sponsored orphans as well as letters and report cards!

Jan 1, 2013 Fund Beginning balance:	\$1627.93
2013 Contributions:	\$7683.00 (unconfirmed)
2013 Orphan Sponsorships:	-\$5500.00
2013 Expenses	-\$2302.00
Dec 31, 2013 Ending Balance:	\$1508.93 (unconfirmed)

Respectfully submitted,
Team Uganda

Report of the Verger

The Verger is the principal lay assistant to the clergy having responsibility for the care of the fabric of the church and for the coordination of the ministries of those who are participants in the service making sure that all is carried out with readiness and decency. It is customary that the Verger, vested in appropriate regalia and carrying his/her Verge, leads the processions into and out of the church and assures that the various participants are directed to their places during the liturgy.

The Verger may also train and schedule the service participants including lectors, chalice administrators, and acolytes. The verger is an important liturgical assistant especially when we have supply clergy leading our worship services.

We have made a seamless transition from 3 services to 2. The lay assistants at the former 8:00 service now have plenty of help at the new traditional service at 8:30 with reading, chalice and acolyting.

We have some new and also returning acolytes to our teams. We welcome back Evan and Justin Earle and we welcome new acolytes Zack Cheslog, and Olivia and Sarah Nye.

A special thank you to Jordan Mattei for serving with me as co-verger this year. I want everyone who serves at the altar to know that your service is greatly valued by not only Jordan and me; it is valued by the entire parish.

Respectfully submitted,

David R. Mikus
Verger

Priest-in-Charge Report

We all know that everything in our world changes constantly - weather patterns, seasons, plants, animals, tides and technology just to name a few. Then there are all the changes that happen within humans on a regular basis on the biological, spiritual, emotional and psychological level. And of course there are changes in our relationships, in our employment, in our living situations and our daily routines. The bottom line is that change is inevitable and continuous. For the most part, we adapt pretty well to all the changes that occur around us without giving it much thought until something important in our life changes and disrupts our homeostasis.

Change within religious congregations is normal and occurs regularly just like it does in the other spheres of our lives. The difference is that many people expect their church to be stable and

constant. I suppose that is because we all need an anchor in our lives, a place to be grounded in a world of change. We hope and pray that God is that unshakeable pillar to which we may cling in times of trouble and chaos. We come to church to make sense out of our world, to find meaning and purpose, to be supported and loved unconditionally. We yearn for that stable environment where things are predictable and certain; a place where all of our hopes, dreams, values and beliefs will be recognized and affirmed. It is this expectation that sometimes conflicts with the reality of change.

Seminaries teach aspiring clergy that they should not change anything the first year they are in a parish because change is difficult and receiving a new priest is change enough. The rule of thumb going forward is to not make more than one major change per year and to prepare people before it happens and follow up after it has occurred. Even if this practice is observed it does not guarantee that the change will go smoothly and that everyone in the community will agree and support it.

This past year has been marked by several substantial changes within our parish community. From my perspective there are five major areas that have changed:

- 1) In March the vestry voted to support clergy in officiating at same sex blessings and marriages here at St. Andrew's.
- 2) In June we changed the number of Sunday services from three to two, moved the service times and combined two different styles of liturgy into one traditional format keeping the other a contemporary service.
- 3) In September after three years as Priest-in-Charge, I announced to the parish that I did not want to be considered for the position of rector.
- 4) Number three created uncertainty about how long I would continue to be here and when a search process would begin. We are still waiting to find out these answers.
- 5) In October the vestry voted that our parish should not promote or engage with an outside organization called Young Life. This decision sparked a controversy and several families on both sides of the issue left our church because of the conflict.

These changes have impacted each of us in very different ways. One major change is difficult enough but when that is multiplied by a factor of five it disturbs our individual and corporate equilibrium. These changes may shake our faith and our commitment to Christian community. On the flip side, engaging all these changes may also deepen our faith and trust in God and each other. We all have to grapple with one or more of these issues and figure out how we will deal with it individually. Please know that our vestry is committed to having ongoing conversation about how we as a parish may faithfully live into all these changes and the dynamics that go along with them. I ask for your continued prayers for our parish leaders.

Even in the midst of all these changes, I believe that Christ is with us. Jesus never promised us that following him would be easy or that life would be stable and perfect. In fact, he said it would be just the opposite. Change, conflict and turmoil have been part of the Christian tradition from the very beginning and it will continue to be so long after all of us are gone. We stand in a

long tradition of witnesses who have endured much more change than we can ever know or imagine.

May God continue to give us courage and perseverance to embrace the changes that have come our way and strength for those unknown changes that await us in the future.

The Rev. Steve Domienik
Priest-in Charge