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AGENDA

February 3, 2019

Invocation

Presentation and adoption of the roll of voting members

Minutes of the last annual meeting

Parish Covenant

Celebration of Ministry – Summer Arts Camp

Report of the Treasurer

Presentation of the 2019 Budget

Other Reports

Report of the Nominating Committee

Election of the wardens, clerk, treasurer and vestry

Election of delegates and alternates to diocesan convention

Old business

New business

Benediction

Adjourn

St. Andrew's Church
Annual Parish Meeting
Minutes
February 4, 2018

I. Invocation

The Rev. Shariya Molegoda called the meeting to order at 11:08 a.m. and offered the opening invocation.

II. Presentation and adoption of the roll of voting members

The roll of voting members was unanimously accepted without reading the roll. The motion was made by John Armstrong and seconded by Art Criddle.

III. Minutes of the last parish meeting

A motion to approve the minutes of last year's annual meeting was unanimously approved after being made by Mark Auletta and seconded by Joe Burbela.

IV. Report of the treasurer

The Treasurer's report was accepted on a motion by out-going treasurer Cathy Golden that was seconded by Jim Golden.

Budget

Treasurer Cathy Golden's presentation of the \$397,790 2018 budget prompted much discussion since it anticipated a \$41,000 deficit. No vote was needed because the budget is actually adopted by the vestry.

However, Golden made a motion that authorized the taking of an additional \$50,000 from the Endowment Fund, if necessary, to finance church operations. It was seconded by Joe Burbela. The additional amount, if taken, would bring total withdrawals from the Endowment Fund in 2018 to \$130,000.

The motion prompted considerable discussion by the congregation.

Outgoing Endowment Committee Chair Ray Hencir warned that the congregation was relying on the endowment more than was prudent and not sustainable in the long run. The St. Andrew's Endowment Fund had a return of 12.7 percent in the past year, but that was due to a surging stock market that will not go on forever.

Vestry Warden Gary Naegel explained that not only was pledge income running below expectations, but the church is facing increasing expenses because the retirement of Sexton David Mikus required the hiring of an outside cleaning and landscaping services. The church also has hired a part-time bookkeeper.

Golden and other members of the congregation suggested a number of ways that the deficit could be made up. These included holding an additional fund-raiser, selling more Stop & Shop cards, increasing the donations at weekly services by only a few dollars, increasing rental of Farmer

Hall by outside groups, and increasing enrollment at St. Andrew's pre-school. (The school is a mission of the parish and contributes to the cost of utilities and maintenance.)

Tom Stott also recommended that church members sign up for Amazon.com's "Smile" program, in which the company donates .5 percent of eligible purchases to registered non-profit. Chris Abbott said that St. Andrew's had already registered for the program, and that parishioners could access it through the St. Andrew's Bookstore link on the church's webpage.

Other congregants said that the solution was to grow the congregation, that additional members were needed to not only support the church financially, but also to support it with time and talent. Nancy Rankin made a plea for volunteers to serve on the Altar Guild.

Despite the concern, when Golden's motion was put to the vote it passed unanimously

V. Report of the Church School, Other Reports

Louise Beecher moved to accept the reports. The motion was seconded by Joe Burbela and passed unanimously.

The reports were from the wardens, Stewardship, the church school and youth groups, St. Andrew's Pre-School, the Altar Guild, the Buildings and Grounds Committee, the Resurrection Garden, the Welcoming Committee, the Endowment Fund Committee, the Music Ministries, the Outreach Committee, the Verger and the Rector.

No report was submitted by the Hospitality Committee.

VI. Report of the Nominating Committee, Election of Officers and Delegates to Diocesan Convention

The motion to accept the Nominating Committee's slate of vestry officers, members and diocesan convention delegates and alternates was made by Jenny Gerst and seconded by Joe Burbela.

Elected to one-year terms were Gary Naegel, senior warden; Gary Cimmino, junior warden; Colleen McHugh-Heflin, treasurer; Louise Beecher, secretary.

Laura Downes, Jane Kraus, and Mark Tardie were elected to three-year terms ending in February 2021. Maeve Merkle-Scotland was elected to a one-year term as youth representative.

Deb Ferrigno and Heather Meachen were elected diocesan convention delegates, and John Armstrong the alternate.

VII. Old Business

No old business was presented.

VIII. New Business

No new business was presented.

IX. Benediction

The benediction was led by the Rev. Shariya Molegoda.

X. Adjournment

The motion to adjourn was made by Gary Cimmino, seconded by Joe Burbela and passed unanimously at 12:15 p.m.

St. Andrew's Parish Covenant

This parish agreement is really a spiritual practice that guides our interactions with each other. Covenants are not a set of rules to be enforced, rather they are promises that we make to help us worship together and engage God's mission here at St. Andrew's.

In a spirit of trust and love, we promise we will ...

1. Believe that forgiveness grounds our faith community.
2. Actively listen to the ideas, needs and preferences of others before speaking our solutions and practice the skills of dialogue – listening and learning.
3. State what we think we heard from others and ask for clarification before responding.
4. Speak openly and face to face with any person with whom we have a difference or dilemma.
5. Foster acceptance of a diverse community.
6. Allow every person an opportunity to speak in a safe environment.
7. Share our ideas at meetings where all can hear.
8. Communicate with all parishioners, leaving no one out of the loop of information.
9. Recognize that conflict is inevitable and understand that conflicting ideas give us a chance to grow.
10. Focus on the facts and ascribe to others the best possible intentions and motivations for their actions (assume positive intent).
11. Respect our building, resources and environment

Treasurer's Report

The Church Operations account for 2018 reports a balance of \$ - 21,066.03. At the last Annual Meeting, the Parish approved the 2018 budget with a deficit of \$-41,159 and the use of up to \$50,000 from the Endowment to cover the shortfall in the parish income based on expenses. Although our negative variance was not as high as anticipated, due to increasing expenses we needed to transfer the entire \$50,000 to cover the shortfall. The remainder of the shortfall (\$21,066.03) defines the deficit on the Treasurer's report.

Preschool Operations for 2018 reports a balance of \$26,635.03. St. Andrew's Preschool contributed \$34,353.27 towards the Church overhead in 2018. The positive variance will be allocated between Church Operations (\$21,066.03) to cover the deficit and the Preschool Capital Fund (\$5,569.00). There are anticipated expenses in 2019 (septic, playground) that these monies will be allocated to.

Below are four tables for the year 2018:

- St. Andrews Balance Sheet
- St. Andrews Church Operations Budget vs. Actual
- St Andrews Preschool Budget vs. Actual
- St. Andrews Fund Report

Respectively Submitted,
Colleen McHugh-Heflin

St Andrew's Church
Balance Sheet

	2018	2017
ASSETS		
Fixed Assets (Property, Equipment, etc)	\$1,685,136.00	\$1,685,136.00
BANK ACCOUNTS		
CHECKING ACCOUNTS		
Church Operations	\$80,059.50	\$78,713.00
Rector's Discretionary	\$5,102.63	\$3,123.00
Subtotal Checking Accounts	\$85,162.13	\$81,836.00
SAVINGS ACCOUNTS		
GSB - Savings	\$160.67	\$160.64
GSB - Money Market	\$15,414.78	\$27,671.88
VG - Brokerage	\$128,641.70	\$119,526.02
VG - Organ	\$37,891.64	\$37,656.43
Subtotal Savings Accounts	\$182,108.79	\$185,014.97
Subtotal Bank Accounts	\$267,270.92	\$266,905.45
INVESTMENTS		
VG - Endowment	\$1,770,542.24	\$1,948,656.75
Diocese D&B - Endowment	\$111,865.11	\$120,227.08
Subtotal Investments	\$1,882,407.35	\$2,068,883.83
OTHER ASSETS		
Gift Cards	\$2,422.50	\$100.00
TOTAL ASSETS	\$2,152,100.77	\$2,335,889.28
TOTAL LIABILITIES	\$0.00	\$0.00
NET ASSETS		
UNRESTRICTED		
Unrestricted Net Assets**	\$11,350.06	\$84,343.53
DONOR RESTRICTED		
TEMPORARILY RESTRICTED		
Preschool	\$57,161.54	\$0.00
Prepaid Preschool Tuition	\$48,125.83	\$23,500.00
Prepaid Pledge Fund	\$12,100.00	\$11,300.00
Total Fund Accounts	\$140,955.99	\$150,043.91
Subtotal Temporarily Restricted	\$258,343.36	\$184,843.91
PERMANENTLY RESTRICTED		
Endowment Fund	\$1,882,407.35	\$2,068,883.83
Subtotal Donor Restricted	\$2,140,750.71	\$2,251,545.75
TOTAL EQUITY	\$2,152,100.77	\$2,335,889.28
TOTAL LIABILITIES AND EQUITY	\$2,152,100.77	\$2,335,889.28

** 2017 net assets included Preschool; 2018 in temporarily restricted

CHURCH OPERATIONS INCOME	Unaudited 2018 Actual	2018 Annual Budget
Offering Income		
Prepaid Pledge	\$11,300.00	\$11,300.00
Pledge	\$155,352.47	\$150,000.00
Pledge - Previous Year	\$1,434.65	\$0.00
Non-Pledge Offering-Check	\$25,082.00	\$28,500.00
NonPledge Offering-Cash	\$4,489.37	\$5,500.00
Easter	\$878.00	\$400.00
Christmas	\$2,922.00	\$1,200.00
Special Offering	\$1,712.29	\$200.00
Gift Card	\$2,815.75	\$4,000.00
Endowment Draw	\$80,481.00	\$80,481.00
Supplmt Endowmt Draw	\$50,000.00	\$50,000.00
Facilities Rental	\$625.00	\$2,200.00
Summer Arts Camp	\$11,635.00	\$0.00
Auction	\$15,480.52	\$15,000.00
Holiday Fair	\$10,534.64	\$8,000.00
Other	\$11.70	\$0.00
Total Income	\$374,754.39	\$356,781.00

EXPENSES		
Rector Salary & Benefits	\$116,671.26	\$119,200.00
Staff Salary & Benefits	\$155,344.00	\$151,630.00
Rector Professional Expense	\$2,556.00	\$8,000.00
Communications	\$7,233.43	\$8,150.00
Office Expenses	\$3,817.72	\$3,955.00
Bank Charges	\$432.44	\$400.00
Professional Expenses	\$2,968.40	\$6,050.00
Utilities & Services	\$21,152.73	\$21,040.00
Building & Grounds	\$32,078.03	\$29,385.00
Worship	\$33,863.17	\$34,930.00
Outreach	\$0.00	\$4,000.00
Christian Education	\$1,491.84	\$3,500.00
Music	\$5,577.49	\$5,000.00
Hospitality/ Welcoming	\$1,893.21	\$2,700.00
Summer Arts Camp Expense	\$6,067.54	\$0.00
Auction FR	\$873.15	\$0.00
Holiday Fair Expense	\$3,800.01	\$0.00
Total Expense	\$395,820.42	\$397,940.00
Net Income/Loss	-\$21,066.03	-\$41,159.00

PRESCHOOL	Unaudited 2018 Actual	2018 Annual Budget
INCOME		
Preschool Income		
Preschool Tuition	\$273,292.36	\$225,000.00
Preschool Registration	\$4,400.00	\$3,800.00
Prepaid Tuition	\$23,500.00	\$24,000.00
Summer Camp Tuition	\$14,263.00	\$13,000.00
Summer Camp Registration	\$0.00	\$500.00
Field Trip Fee	\$368.00	\$0.00
Returned payment fee	\$30.00	\$0.00
Preschool Fundraiser Inc	\$850.00	\$0.00
Subtotal Preschool Income	\$316,703.36	\$266,300.00
Tuition Discounts	-\$18,617.70	\$0.00
TOTAL INCOME	\$298,085.66	\$266,300.00
EXPENSES		
Preschl Capital Fund Exp	\$838.50	\$0.00
Staff Salary & Benefits	\$224,939.95	\$211,643.00
Preschool Expenses	\$11,318.91	\$7,900.00
Subtotal Expenses	\$237,097.36	\$219,543.00
Allocation to Church Operations		
Communications	\$2,377.63	\$2,750.00
Office Expenses	\$742.98	\$2,075.00
Bank Charges	\$2,719.26	\$2,000.00
Professional Fees	\$2,284.37	\$2,750.00
Utilities & Services	\$5,601.48	\$6,000.00
Buildings And Grounds	\$20,627.55	\$19,285.00
Total Church Ops Allocation	\$34,353.27	\$34,860.00
TOTAL EXPENSES	\$271,450.63	\$254,403.00
Net Inome/Loss	\$26,635.03	\$11,897.00
TOTAL NET INCOME LOSS CHURCH OPERATIONS & PRESCHOOL	\$5,569.00	-\$29,262.00

St. Andrew's operates dedicated funds with specific by-laws and purposes. A summary of the financial operations of these funds for 2018 is outlined in the chart below. Please note that we consolidated the Memorials Garden Fund with the Memorials Fund in 2018.

St. Andrew's Funds	12/31/2017 Balance	Fund Change / Interest	Income	Expense	Net change	12/31/18 Balance
Barry Altar Fund	\$5,371.00		\$82.00	\$0.00	\$0.00	\$5,453.00
Capital Building Fund	-\$341.00	\$341.00	\$0.00	\$0.00	\$0.00	\$0.00
Facilities Maintenance Fund	\$7,917.00		\$0.00	-\$7,917.00	-\$7,917.00	\$0.00
Green Fund	\$1,209.96		\$0.00	\$0.00	\$0.00	\$1,209.96
Memorial Book Fund	\$7,219.00		\$2,000.00	-\$796.02	\$1,203.98	\$8,422.98
Memorial Flower Fund	\$3,674.00		\$3,040.00	-\$1,813.54	\$1,226.46	\$4,900.46
Memorial Garden Fund	\$1,750.00	-\$1,297.88	\$0.00	-\$452.12	-\$1,750.00	\$0.00
Memorials Fund	\$16,313.00	\$1,297.88	\$425.00	-\$174.00	\$1,548.88	\$17,861.88
Mitchell Youth Fund	\$4,822.01		\$0.00	-\$795.00	-\$795.00	\$4,027.01
Music	\$8,861.00		\$616.00	-\$2,000.00	-\$1,384.00	\$7,477.00
Outreach	\$50,508.00		\$2,000.00	-\$9,812.40	-\$7,812.40	\$42,695.60
Uganda Mission Fund	\$970.00		\$7,000.00	-\$1,890.00	\$5,110.00	\$6,080.00
Preschool Capital Fund	\$20,928.00		\$0.00	-\$838.50	-\$838.50	\$20,089.50
Youth Ministry Fund	\$7,004.00		\$16,135.56	-\$11,934.72	\$4,200.84	\$11,204.84
Refugee Resettlement Fund	\$12,377.00		\$5,014.10	-\$13,412.02	-\$8,397.92	\$3,979.08
Total	\$148,582.97		\$36,312.66	-\$51,835.32	-\$15,604.66	\$133,401.31
Estate Pledge (to be transferred to Endowment)		\$5,000.00				
Interest Fund	\$649.32	-\$341.00	\$2,246.36	\$0.00	\$6,905.36	\$7,554.68
Total Net Change 2018	\$149,232.29		\$38,559.02	-\$51,835.32	-\$8,699.30	\$140,955.99

Note Preschool Capital Fund will increase by \$5,569.00 based on positive variance outlined above.

Report of the Wardens

Following the guidance and direction of our auditor and ECCT, the complexity and size of the St. Andrew's church budget required us to bring a part-time bookkeeper who started in January 2018. While initially hired as a contractor through an agency, we now welcome Jane Marin as our newest employee to St. Andrew's! This change also reflected some automation, policy updates, and changes in the roles of the financial management for the church. We are grateful for the guidance of our prior Treasurer, Cathy Golden, in starting this transition, and with our new Treasurer Colleen McHugh Heflin who has continued guiding the transition to a new financial software, called Power Church.

Following several successive years of renovations to the church A/C system, carpeting, kitchen modernization, Farmer Hall lighting, painting, and school-wing wall-coverings, flooring, carpeting and painting, we found our church elevator, which was installed in 2004, failed the state inspection due to rusting of piping from prior years of periodic flooding. The flooding problem was fixed, but the necessary repairs closed down the elevator for several weeks, which temporarily brought some of our services to the area outside of the elevator to help accommodate our parishioners. Meanwhile, parts of the front lawn became flooded in the area adjacent to the septic leaching fields. The vestry decided to hire an engineer to carefully examine the situation to propose a solution, since the septic system was repaired about eight years ago. The investigation and analysis should provide a solution in 2019.

During 2018, our Saints on the Shoreline (SOS) group were notified by IRIS in New Haven that a refugee family had been identified and would arrive in April 2018 for SOS to work as their co-sponsor. This news activated a dedicated group of volunteers, including some from four area churches, to move into high gear under the guidance of the SOS Chair, Jaime Polk. It has been an exciting time to see this family establish new roots in a new home in a new country, while navigating the challenges of learning to use the English language and learn and adapt to U.S. policies for education, medical care, shopping, and finding employment. They have continued to flourish and appear well on their way as contributing residences of the United States.

Our Youth Education programs excel under the leadership of Mary Merkle-Scotland and Shelby Auletta as Youth Minister, and Christian Education Director, respectively, and are thankful to the adults and parents providing assistance and supervision to these children. In addition, the St. Andrew's Pre-School, under the leadership of Director Anita Spear, continues another year with over sixty children enrolled in various programs, including a summer program.

We are thankful that Jane Kraus and others have reinvigorated the Welcoming Committee to ensure visitors/new parishioners feel welcome and included when they first start attending St. Andrew's Church. The Human Resources Committee, with assistance from Anastasia King and Deb Brown, became active this year and has been

working to provide necessary updates for the job descriptions of the various staff positions.

The Episcopal Church in Connecticut (ECCT) audited all church endowment funds this past year, particularly those with self-directed and managed funds. We are happy to report that ECCT provided high praise after reviewing a number of factors including the Endowment's Committee policies, by-laws, practices, investment strategies, performance, and the qualifications of the individuals overseeing the Endowment fund portfolio.

Our Vestry is concerned, however, about the practice of taking a supplemental amount of funding in recent years from the endowment- in addition to the annual 4% draw – in order to support the operating budget. The supplemental withdrawal practice, that has been occurring over the years however, is not sustainable for future years. The vestry is reducing the requested amount of the supplemental Endowment Fund withdrawal for 2019 while knowing this amount may be insufficient to fully fund our 2019 operations. A small task force will soon convene and report back on creating a multi-year plan to bring us back on a path with more advisable financial operations.

Our music program, long a strength here at St. Andrew's, remained vibrant with an adult choir, a youth choir and a junior youth choir along with additional musicians, including guitarists, violinist, harpist, oboist, trumpets, saxophonist, percussionist, and flutist. We are so fortunate to have Music Director Grant Underwood leading our music programs and attracting new choir members and instrumentalists. During the advent season, a special performance of the Messiah was presented that included members of Grant's family who participated in both singing parts and in directing the musicians and vocalists.

We would like to thank our fellow Vestry members who shared this journey with us in 2018: John Armstrong, Mark Auletta, Laura Downes, Ray Hencir, Anastasia King, Nancy Karas, Jane Kraus, Maeve Merkle-Scotland, Mark Tardie, and Matt Valentine. We would especially like to thank Louise Beecher, Clerk, and Colleen McHugh Heflin, Treasurer, for their unwavering support of St. Andrew's. We could not have managed this year without all of your dedication and counsel.

Gary Naegel
Senior Warden

Gary Cimmino
Junior Warden

Report on Stewardship

A humble thank you to all participants in the St. Andrew's community who pledged to financially support our church in 2019. Many of you also increased your pledges, and we are very grateful and thankful. Of course, stewardship commitments of time and talent, are equally essential, but it is through the giving of "treasure," the committed financial support that we provide on an ongoing basis, that life inside and outside St. Andrew's Church can daily endure and flourish.

Last April, seven members of our Church and Vestry attended the Spring Training held by the diocese. It was a day-long event of sessions related to best practices in all areas of church life. Gary Naegel and Laura Downes attended the session on Stewardship, led by Rev. Adam Thomas of St. Mark's in Mystic. Adam shared materials and encouraged us to try some more focused strategies during the Fall 2018 pledge drive of Stewardship fundraising.

During the fall, we built upon long-standing traditions of giving at St. Andrew's with the addition of some new strategies. We stressed that we give to St. Andrew's because of the worship, work, and play we carry out in God's name. We built on the concept that bringing together our parish families in pledging helps us to build spiritual community and faith in our church. As John Armstrong concluded in a Stewardship update in December, the goal is to build our ranks and strengthen our community. Giving helps us meet daily operational expenses, but more importantly, pledging represents our ongoing Christian commitment to St. Andrew's and draws us together as a parish into the life and work of the community within and outside the church.

During the month-long pledge drive in October, we asked parishioners to participate in a Ministry Minute and speak about their reasons for pledging and serving at St. Andrew's Church. Thank you to Joan Adams, Louise Beecher, Vern Beatrice, Lucinda Embersits, Debbie Ferrigno, Mark Getchell, Ray Hencir, Jean Moore and Priscilla Rensis for sharing their personal ministries. A common thread was the weekly spiritual connection to others in the St. Andrew's community. Their personal lives and ministries over the years have filled their hearts and souls with love for others and have brought them closer to God in His church during times of trial and suffering. As we heard from Jean Moore, being in church feels like coming home.

Our success in our 2018 pledge drive is evident in the commitments of so many parishioners who maintained and increased their pledges so that we may continue the internal and external ministries of St. Andrew's Church. Approximately 70 families and individuals have pledged for 2019, slightly above the number in 2018. The amount of increase in total pledges for 2019 versus 2018 is slightly over \$25,000, with over 50% of pledgers offering to increase their pledges in 2019. The average pledge is up 7%, and the median pledge is up over 12%.

We thank the members of both the Vestry and the Stewardship Committee for 100% participation in pledging before the Fall Campaign began. Special thanks too to Liz

Chatfield, who sent, by follow-up phone calls, gentle reminders to parishioners to return their pledge forms. We are encouraged by the generosity of so many in our St. Andrew's family this year. Of course, we continue to welcome pledges at any time.

In her letter to parishioners, our rector Shariya's words capture the essence of this year's pledge drive theme *Walk in Love*:

"Your contributions help us enhance worship in an array of liturgical styles. They provide our children and youth, and even adults, with formative opportunities to learn and exemplify Gospel faith. They ensure companionship and care for those among us experiencing joyful, or sorrowful, occasions in our personal lives. They foster our bonds with our neighbors – whether in Madison, along the Shoreline, in the Episcopal Church in Connecticut, or even across the globe. They undergird our efforts to venture out to participate in God's mission.

"In recent months, with your support, St. Andrew's has participated in the resettlement of a refugee family from Afghanistan, helped staff a vibrant ecumenical Vacation Bible School in Madison, offered an Arts Camp here in the parish, funded schooling for two orphans in Uganda, sponsored a mission trip to Maine, and grown fresh produce for the local food pantry."

All these ministries of St. Andrew's Church, carried out in Christ's name, are possible through the generous giving daily, weekly, monthly, and annually by church members in service to our community inwardly and outwardly. Thank you!

Your St. Andrew's 2018 Stewardship Committee,

Laura Downes, Chair, John Armstrong, Kristen Garnett, Helen Kitzman, Gary Naegel, Rebecca Rastetter, Rev. Shariya Molegoda

St. Andrew's Church School & Youth Groups

CHURCH SCHOOL

We continue to be blessed with willing parents and other parish adults to serve as church school teachers. For the 2018/19 school-year, we have 11 thoughtful and caring teachers for our 75 formally registered Church School children. This is an increase of 5 children from last school year; due in large part to the Confirmation Class beginning its two-year cycle. Our Church School calendar continues to follow the school calendar. We are hoping to add a few more adults to our pool of teachers in 2019.

e also continue to use email contact for our Church School activities as well as the Middle School and High School Youth Groups. We look forward to a revamped website with enhanced access to calendar and curriculum information.

All of our Church School Curriculum materials are web-based and accessible online. This ensures our volunteers and leaders feel prepared without having to invest a large amount of time before teaching.

We have maintained our subscription to the Children's Worship Bulletins. Shelby Auletta prints them and on a weekly basis sets them in the back of the church to be distributed by the ushers. There are two different age appropriate versions.

Preschool through grade 4:

We are in our fifth year of using the Spark curriculum for these grades. The Spark curriculum follows the lectionary and is presented in a color leaflet with corresponding stickers for the younger children. It has an online component which enables the teachers to login in from anywhere to review, download and print lesson materials. Weekly materials and the classrooms are set up for the teachers by Shelby Auletta. The online component also offers flexibility in the delivery of the lesson with "art extras" and large group lesson plans.

This fall we added a new Church School class for 3 year olds. We had several children in nursery care who were eager to start participating in Church School class, so we made it happen!

Grade 5-6:

This year we are using the "Connect" curriculum by Augsburg Fortress. From their website: *"Preteens connect with the narrative arc of the Bible through videos, Bible exploration, and hands-on projects. Kids use Connect Bibles, which feature visual icons, vibrant maps, and instant activities while providing relevance for preteens. Connect curriculum is notorious for its witty, quirky humor-filled videos."*

Grade 8 and older:

We continue to use the Confirm Not Conform curriculum. On May 5, 2018, nine of our Parish youth were confirmed by the Bishop at St. John's in Niantic. In October 2018 we began a new 2-year confirmation cycle. As of this writing, we have 17 youth registered in this class. The class meets twice a month: once a month on Sunday evening and once a month on Sunday at noon. In November the class celebrated Friends Giving with a turkey dinner in Farmer Hall. In December the class gathered for fun and learning at the Earle's home. At this meeting, each teenager was presented with a copy of the Bible (a gift from the Parish) to use for their Confirmation studies. The class is looking forward to participating in the overnight experience of Nightwatch at St, John the Divine in March 2019. Confirmation will be scheduled for spring 2010.

General Church School:

In addition to time spent discussing the curriculum in the classroom setting, our youth are involved in various events and activities around the church. These activities help foster a sense of community, ritual and service for the children and include: the Blessing of the Animals, Youth Sunday (during which our youth participated in every aspect of the 9:30 worship), Advent wreath making, the Holiday Fair, Christmas carolling to

homebound. Many of our youth were involved in the Twelfth Night Celebration including a musical production and potluck dinner. Additional activities that help the children connect to the broader parish and keep them excited and engaged with church include Lenten Pretzel making, Shrove Tuesday pancake supper, Resurrection Rolls and an Easter egg hunt. Our annual blessing of our high school seniors took place in June recognizing their contributions over the years to many aspects of parish life and offering them the prayers and blessing of the parish on life's journey.

Vacation Bible School:

June 26-29, 2018 marked the tenth year that St. Andrew's and First Congregational Church in Madison have teamed up to offer an ever-popular and consistently sold-out week of faith-filled fun to three-year-olds through 8th graders. In all, over **183** children and youth participated in this dynamic, fun and faith-filled week themed "Roaring River Adventure". This week cannot run without the help and support of numerous volunteers from both churches - hats off to St. Andrew's teens who, once again, made up well over half of the volunteer force at VBS.

The pre-school VBS team was co-led by our very own Anita Spear. The preschool continues to be a large draw. The program was full and offered a parallel program to what their older brothers and sisters were doing in the elementary program for kindergarten - fourth graders. St. Andrew's high schoolers staffed most of the leadership positions for the elementary school age group and did a fantastic job.

50 middle school aged young people (grades 5-8) participated in a week of mission and service led by the inveterate team of Shelby Auletta and Mary Merkle-Scotland. The entire group was split into two smaller groups which were engaged in parallel activities throughout the week. Mission and service are the guiding themes for this week and students prepared and served a brunch to the seniors at the senior center, performed extensive trail maintenance (clearing underbrush, sawing and trimming, raking pathways, and lugging out debris) at Madison Land Trust Indian Rock Shelters Trail on Lake Drive, hiked the Chatfield Trail and tried their hands - and feet - on the climbing wall at City Climb in New Haven. This was our second time using our own Farmer Hall to make and serve brunch to the seniors of both congregations - St. Andrew's and First Congregational Church on the Green. This worked well for both churches and helped our own parishioners see first hand what our tweens are up to during the week of VBS. Hard work, nature walks, some time for reflection, a little singing and more were a part of the middle school experience!

NURSERY CARE

Two teenagers certified in safe church practices work in the nursery every Sunday whether or not there is church school to staff the room for families needing this service. There are currently six teens who work in the nursery on a rotating basis. We are grateful to Sarah Auletta, Lena and Luke Conway, Maeve and Jane Merkle-Scotland, and Cassie Williams. On average, there are five children who come to the nursery each Sunday. It is not unusual to have seven children in the room on a given Sunday. We are blessed with several new, young families!

Middle School Youth Group - The middle school youth group meets monthly and continues to be engaged in a variety of social and service-oriented projects. A very big shout out to Sarah Valentine and Amy Greenleaf who have jumped on board to help with this age group this past fall. Many many thanks and blessings to Sandy Butler whose support and leadership with this group over the past three years has resulted in a community of high energy, fun and engaged young people. Many of our older kids have moved up to high school and we now have younger and smaller people as we welcome a new group of 5th graders. 2018 began with an evening of dinner and karaoke, an Escape the Room and pizza outing in New Haven, making and serving dinner to families of sick children at Ronald McDonald House, and a 9-square in the air tournament and potluck chez Butler in May. September kicked off with a picnic, games and a scavenger hunt at the surf club, a Sunday afternoon of pumpkin carving and marshmallow roasting on an unseasonably cold October afternoon, the 2nd annual Meals-to-Go night in November which resulted in the preparation of over 80 meals for parishioners, the annual cookie baking and caroling in December, and a fun and well-received improv and dinner evening in January. Laser tag and arcade fun are scheduled for February and more meal preparation and service to come at the new Ronald McDonald House in New Haven in March. We'll finish up in mid-May with more outdoor fun. Friends are always welcome, so please encourage your middle schooler to get on the MSYG fun bus with their friends. If you have middle schoolers, please ensure you are receiving our emails.

High School Youth Group - High school youth group meets monthly for service projects, fun and fellowship. 2018 highlights were the newly launched January weekend ski trip to Pico Mountain in VT to Heminway House, the Shrove Tuesday dinner, the homeless immersion weekend with YSOP in New York City over Good Friday, the H.O.M.E. pancake breakfast in April, several H.O.M.E. fundraisers in May and June and staffing vacation Bible school the week of June 26-29. Due to a plethora of snow days, we managed to hold our first ever four-day VBS camp. A very special thank you to our parent chaperones who make HSYG possible with their support and presence, from Sunday meetings to our mission trips. This past year we have been delighted and blessed with the help of Erin McHugh, a former St. Andrew's youth grouper herself who has returned to help lead our motley crew. We are so grateful for her! This fall kicked off with the annual social gathering and making of the college care packages at the surf club (we can shop year-round for fun things to pack into these important reminders of love and home - leave them in the youth office), our all trips launch, dinner and social in November, and the annual Tommy Fund cookie baking extravaganza followed by parish-wide caroling to parishioners later in December. A huge shout-out to Brenda Naegel and her posse of elves who decorated the adorable small Christmas trees that we delivered with our cookies and song to parishioners in December. Hats off to the inimitable Mark Tardie whose delicious soup nourished carolers before stepping out to drive and sing. Once again we caroled to our fellow parishioners and the response was truly gratifying. We did sneak in a cookie delivery and a few songs to the residents of Watrous Nursing Home. Many thanks to our youth and to all of the families who participated in this special event. The high school youth group heads off to a second annual weekend of skiing at Pico Mountain in Vermont, February 8th-10th. Mardi Gras fun, a game night and more H.O.M.E. related events await this spring.

The April H.O.M.E. pancake breakfast raised close to \$600 to support the youth mission trip to Maine.

Additionally, a big shout out to the Salvos for their help in coordinating a very successful car wash to support the H.O.M.E. trip for the second year in a row - did someone say trifecta?!

A big thank you to the parent helpers who graciously lend a hand to ensure many of these activities can happen. Want to help out? Please contact Mary Merkle-Scotland (203)980-8175 or merklemaryk@gmail.com.

Mission Trip 2018 - H.O.M.E. 2018 - This past July 8-14, twenty young people and five adult chaperones landed in Orland, Maine for a week of exploration, community building, swimming, home repair, cleaning, building, trimming, painting, floor laying, hiking, cooking, washing dishes and more. It was a tremendous week! Our group spent the week working on two house renovation projects and on laying new floor on the entire first floor of a home. A shock to our system was clearing out the contents of a three-bedroom home from which a family of four had recently been evicted, and then repairing and preparing it for sale. We have an amazing group of teenagers deeply committed to this trip and this special place in Maine. H.O.M.E. dates for 2019 are July 7-13, and the trip has been full since our November launch. This trip is open to rising 9th graders who have been a part of the Confirmation program and to all high school students. For 2020, a special pilgrimage is in the works and unless someone would like to coordinate the annual trip to H.O.M.E., St. Andrew's does not anticipate sending a group of helpers next year.

Dominican Republic Mission Trip - June 30-July 6, 2018. Jane Golden and another high school student from Christ Church in Guilford participated in the 2018 summer mission to the Dominican Republic. St. Andrew's helps make a difference in the lives of kids at Santa Margarita parish in a barrio in Santo Domingo. Trip dates for 2019 are June 29 - July 7 and we are hopeful a few young people will be inspired to join this special week of adventure and mission. This trip is an incredible opportunity to practice your Spanish, make new friends, immerse yourself in a completely different culture and serve others. We currently have two high school students signed up to go. Trip cost is typically split between the diocese, the parish and families of participants.

St. Andrew's School

The 2018/2019 school year started off very well, at about 85% enrollment which scooted up to 95% currently. Ms. Lynda Montessi left after many years serving St. Andrew's, for an opportunity to work at Island Avenue School. Ms. Amy Paradiso was hired to take her place and is working out wonderfully.

A lot of work and understanding, along with many reports, went into the bookkeeper and Colleen McHugh, in learning the ins and outs and daily workings of our preschool programs, tuition fees and payment plans. We are making strides to assure full transparency is in place for the required diocese.

All the teachers were able to get 2.5% raises along with two teachers offered 403B plans. Still trying to get into a smooth groove with the takeover of the bookkeeper, and getting parents to go directly to her for payment adjustments and monthly fees -- it's a work in progress.

There will be an increase in tuition fees for the upcoming school year 2019/2020. As a nonprofit organization we will continue to stay competitive with the area programs. The increase will certainly help offset all the raises that have been given.

We were able to maintain several weeks of summer camp, with those teachers interested in working being able to fill the part time hours. VBS was also a good success with myself and Ms. Tina running the preschool part of it over at The First Congregational church here in Madison.

The annual summer picnic, where the parents and families are invited to meet each and mingle, was another huge success with about 45 families attending and well over 125 people.

The annual Christmas pageant was also another great success. It has become the most looked forward to event at our school.

Still waiting on our unannounced state inspection, which is soon to be. The fire marshal came last week and we have several corrections to make, which Gary Cimmino is working on currently.

We are still considering a security camera system of some sort that has been talked about for the past year. We had a police officer come, that Ray Hencir set up, last spring to go over some important strategies for any possible intrusions.

Anita Spear
St. Andrew's School Director
Anitas@standrewsschoolct.org
(203) 245-1308

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 Altar Guild support all aspects of worship in the church. This includes setting up the altar, pew organization, baptisms, weddings and funerals. The Altar Guild also holds two Saturday cleanups (polishing silver, cleaning pews and anything that the worship spaces needs) to prepare the church before the Easter and Christmas seasons.

Altar Guild expenses are reflected in the line item "Liturgical 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 for 2019 will include these standard items as well as some replacement linens. The Altar Guild is grateful for any gifts to the Altar Fund. 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.

The behind the scenes work of the Altar Guild has been very fulfilling during this past year. Some of our members have retired and we have several new members. We are grateful for the service from our retiring members, Joan Adams and Jocelyne Gallagher. Current members of the Altar Guild are Cathy Golden, Claudia Haeckel, Alice Hencir, Heather Meachen, Lynn Milner, Cassie Moore, Carrie Nye, Mary Potenziani, Nancy Rankin and Matt Valentine. We thank Joan Adams for her continued weekly devotion to cleaning and ironing the linens in 2018.

New members are always welcome to this wonderful and essential ministry. Speak to any Altar Guild member if interested.

Respectfully submitted,

Mary Potenziani

Report of the Buildings and Grounds Committee

I. Elevator

- The elevator pit has had an issue for years with water during heavy rain storms. A sump pump was added when the kitchen was remodeled in order to keep the elevator pit dry. This year, the state inspection revealed the extent of the water's toll on the elevator pipes over the years, i.e., causing rust to develop on the pipes. In addition, new state requirements went into effect regarding the testing of pressure relief valves. One of the valves on our elevator was too rusted to test and, as a result, the inspector shut down the elevator until the issue was repaired and inspected. Further, the emergency phone in the elevator was not operating properly.
- Repairs took about a month; the pipes, a pressure release valve, and the phone were replaced and thereafter the elevator passed inspection.
- 3 weeks later there was an issue with the elevator not leveling with the floor, which resulted in a tripping hazard. Kone determined that the hydraulic system needed to be bled of air, which they did.
- Elevator is fully operational and up to date on all maintenance.

II. Farmer Hall Flood

- On September 25, 2019, during a period of heavy rain, water leaked in from the rear of the choir room. Water had leaked into the choir room previously, but not for several years. Thankfully, there was an evening meeting of the ECCT in farmer hall and the flood was discovered promptly. Gary Naegel, Colleen & John Heflin, Nancy & Dave Karas, Kristen & Jeff Garnett, and Shariya, all sprang into action mopping and using a shop vacuum to keep up with the water. Jose, who cleans our building every evening, also came to our aid. With his commercial rug cleaning machine and long hoses, the water was suctioned out to his truck in no time. Afterward, we utilized fans for a few days to help everything dry out.
- Ray Hencir helped figure out where the water was collecting outside the building and made channels to drain rain water away from the building. Also, extensions were added to the drain pipes to help water flow away from the building.

III. Maintenance/Clean-up

- Orange cones were added to block the parking lot entrance near the preschool during pre-school hours in order to facilitate safe passage from the building to playground.
- In the school wing, light bulbs have been replaced in classrooms, coat hooks have been repaired, support legs were added to a classroom sink, and a changing table has been repaired. In the playground, a sink hole caused by a buried decaying tree trunk was filled with crushed stone.
- A handyperson group--consisting of Mark Auletta, Matt Valentine, Nicholas Valentine, Louise Beecher, Ray Hencir, and Marty Gerst--have agreed to meet once a month to address the needs of the buildings. We are looking for a few more folks; don't be bashful and let one of us know if you're willing to join our team.
- Thanks to the hard work and elbow grease of Ray Hencir and Marty Gerst, the hardwood floors in the Sanctuary have been rejuvenated and are looking great.

- Garage clean-up is underway! We have made tremendous progress in removing large amounts of old paint, fertilizer, batteries, and other hazardous waste that has been collecting for many years. We also took old broken items to the dump. There is still a lot more to accomplish in there.
- Chris Abbott, Louise Beecher, and Bee Cimmino have been working on the gardens around the church: weeding, pruning, and planting low maintenance perennials.
- Non-working/ leaky issues with A/C units in the Sanctuary have largely been repaired. A few issues remain and we are working to get the company R&B to come out and fix the issues that are under warranty.
- The stove in Farmer Hall has had repair of the gas valve. Please be sure to read all signage and if you are not sure how to use the equipment ask Mark Auletta before using it.
- A tree behind the rectory was removed after a storm in March because it was over the neighbor's fence.
- A new mail box for the church, donated by the Cimmino Family, was installed. It opens from the rear, making mail retrieval safer in light of the traffic on Rte. 79. Also, new reflective address numbers have been affixed to the mail box and post.
- Labeling has been added to thermostats throughout the building to reduce confusion when the temp needs to be adjusted. Also, thermostat lock boxes have been added to A/C unit thermostats in farmer hall the large classroom to prevent the system from being turned off by accident.
- Heating issues with the Sanctuary boiler, including the need to be reset every few weeks, have been addressed. Additionally, we now have a service contract through SCG for both the church and school boilers and the hot water heater.
- Security/Panic buttons were added to the alarm system for use of the Ushers and Pre-school administrator.

IV. Septic

- In February, I noticed a septic odor and very wet ground on our front lawn by the Magnolia tree. Kytte Sanitation pumped our tank and recommended pumping every year due to the heavy use. The next month we had a septic bleed out again. Further investigation revealed that excessive rain, the topography of the area, and deep placement of our septic tank (and pump) are all factors that cause extra stress on the leaching fields. We have hired a Septic Engineer, Sev Bovino at Kratzer Jones & Associates, to devise a solution to the septic issue.

V. Solar

- Gary Naegel has found us a contract for no cost solar to be added to the church roof. There is no installation cost to us and the provider will give us a fixed rate we pay for the energy they provide to the church. The rate is lower than Eversource charges, accordingly it will save us money and be more environmentally friendly. We anticipate installation in 2019.

VI. Rectory

- Heating failure at the rectory: the furnace was out for a week. While the very Bryant Evolution is very efficient, it is incredibly complicated to diagnose and repair. It required several visits from contractors/repairmen. Thanks to space heaters, Shariya remained warm during this period of furnace failure. I am currently working with GR Wade, who ultimately fixed the issues, to obtain a service contract for the furnace.

VII. Snow Plowing

- In December 2018, we switched to a new snow plowing service: Lucian Landscaping which is owned by Asher Raynold. We pay a fixed amount per month during the winter for snow plowing regardless of how many storms we get. Last year, paying per inch per storm with the other contractor was quite expensive. In addition, if there is no snow fall or less than 3 inches within the first 2 weeks of each winter month, then 20 hours of labor can be used to assist on any projects on the church grounds, i.e., landscaping, painting, handyman etc.

Respectfully submitted,
Gary Cimmino,
Jr.Warden

Report of Welcoming Committee

The Welcoming Committee's goal is to provide newcomers with a welcoming environment. We want to identify newcomers and assist them in learning about the St. Andrew's community, programs and parishioners. We have initiated some new practices in asking parishioners to fill our information cards and to join us at coffee hour. Our biggest undertaking and accomplishment was the updating and creation of the new church membership directory complete with photos, updated contact information including emails.

Respectfully submitted,
Rev. Shariya Molegoda, Kristen Garnett and Jane Kraus

Report of the Endowment Fund Committee

The Endowment Fund is managed by the Endowment Committee consisting of five church members and the church treasurer. Rules of Governance provide that a prudent investment and spending policy shall govern with a dual goal of supporting the Church's daily mission and provide for the benefit of future activities. During 2018, the Fund provided annual support to the operating budget according to a total return driven spending formula. Supplemental funds were also authorized to balance the budget.

The Endowment Fund value decreased \$60,996 during 2018 after withdrawals of \$130,481 to the church budget.

At December 31, 2018, the Endowment Fund had a market value of \$1,882,407 as compared to \$2,028,884 at December 31, 2017.

For 2018, the total rate of return of the Endowment Fund was a 3.1% decrease. This compares to a 4.4% decrease in the equity market on a total return basis, as measured by the Standard & Poor's stock index and a 0.5% increase in the fixed income market as measured by the Barclay Aggregate Bond index. The Endowment Fund allocates 46% of the endowment assets to an independent advisor for Vanguard Funds utilizing a Conservative Growth model that decreased by 3.8% for 2018. The balance of the Endowment Fund is invested in the Dodge & Cox Balanced Fund, various Vanguard Funds, the Episcopal Church of Connecticut D&B Fund and cash. The year-end asset mix was 55% stock, 40% fixed income and 5% cash. The fund had an overall dividend and interest income yield of approximately 2% on invested cash.

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

Endowment Fund Market value 12/31/17	\$2,068,884
Dividend, interest income and capital gains	82,930
Unrealized market appreciation/(depreciation)	(138,926)
Transfers to Church Operating account – formula	(80,481)
Transfers to Church Operating account – supplemental	(50,000)
Endowment Fund Market value at 12/31/18	\$1,882,407

The Endowment Fund over the past 21 years, through December 2018, has provided \$1,256,114 of funds for church budgetary and other purposes.

Respectfully submitted,
Rob Butler, Chairman
Bill Downes
Colleen McHugh

Terry Abbott
Priscilla Rensis
Marty Gerst

St. Andrew's Music Ministries Annual Report: January 2019

What a full year it was St. Andrew's music ministries. Here are a few ways in which our parish "grew together in God's love" through music in 2018:

2018 Notable Events: Year in Review, By Month

These events are (mostly) in addition to music ministries provided for our weekly corporate worship and feast days.

January	Choirs Began 2018 Year Fourth 12 th Night Revue Sr. Youth Choir Seasonal Dinner
February	S&CC Sings for Jan Anderson's Memorial Service
March	Walden Moore 20 th Anniversary Organ Recital Taize Tenebrae Service S&CC Sings <i>Good Friday Anthems</i> For Good Friday S&CC Sings Glenn McClure's <i>Kyrie</i> with Steel Drum
April	S&CC Sings For Easter
May	Sr. Youth Choir Seasonal Dinner New Sanctus Introduced to St. Andrew's Liturgies at 9:30 AM
June	Music Ministries End-Of-Year Celebration Dinner
July	St. Andrew's Arts Camp: "Outside the Lines!"
September	Choirs began for the fall S&CC Social
October	Choirs Sing for Blessing of the Animals JYC Sings
November	Musicians At Interfaith Thanksgiving Singing Steve Van Ness's "Holy Ground" S&CC Sings <i>All Good Gifts</i> from Godspell Musicians Accept Generous Donation of "I Believe" Sign from Miller Family
December	Advent Taize Service Handel's <i>Messiah</i> Musicians and Youth Group Team Up for Family Caroling Young Instrumentalists Play for Christmas Eve Christmas Choral Ensemble Collaborates with String Quartet on 12/24

Current Music Ministry Leadership

Spirit & Chancel Choir (S&CC)

Laura Miller
Jaime Polk
Rosie Price
Gary Naegel
Rebecca Rastetter
Sandy Butler **returning from leave*
Brenda Naegel
Reese Puchalski

Cantor Choir (aka SYC)

Clara Tardie
Andrew King
Xavier Gonzalez
Isabelle Wilker

Weekly Accompanists
Gary Naegel, percussion
Steve Van Ness, Guitar

Jr. Youth Choir

Megan Sesma, co-director
Austin King
Gabriel Gonzalez
Alessandra Gonzalez
Kayla Mathews
Emily Mathews
Anya Bandaranayake
Otto Brigockas

Grant Underwood
Steve Van Ness
Sophie Miller* *new member*
Katie Wilker
Jessica Baycroft **on leave*
Heather Meachen
Addison Auletta
Benjamin Auletta

Administrative Support

Barbara Gibbons
Jane Marin

Cassandra Moore, violin

Spirit Band Instrumentalists

Ben Auletta
Brenda Naegel
Heather Meachen
Isabelle Meachen
Addison Auletta
Sarah Auletta
Drew Auletta
Nick Valentine
Matt Valentine

Gus Brigockas

Arts Camp Admin

Tina Phelan
Becky Honan
Grant Underwood

Technical Support

Gary Naegel
Steve Van Ness
John Armstrong

Growing Together In God's Love: Our Story of 2018

• **Hymns and Hymnals, Old and New,** We sang hymns from diverse musical settings and aesthetics. We prayed together: for our health, for our music, and in adoration of God's creation. We sang songs both of justice and joy – expressing praise and adoration for this beautiful earth and our neighbors while also yearning for what the Holy Spirit whispers for us to make new. We sang “old chestnuts” – hymns we know from our childhood or years gone by, and “new chestnuts” – hymns new to us that beckon trust, courage, and a musical openness to sing.

• **Music in Remembrance and Thanksgiving:** Jan passed away on Sunday, December 3rd, 2017 shortly after 4:00 pm. Jan was a 15-year+ choir member whose buoyant alto voice and courageous spirit inspired us all. We gathered for her Memorial Service on Saturday, February 17, 2018 at 1:30 pm in the Sanctuary, singing many of her very favorite hymns and anthems. We also heard music to celebrate the 20th Anniversary of our Organ's Dedication, with Walden Moore in recital. Whether it was *Messiah*, Arts Camp sing-alongs, Taize, or something else, we sang and played together at many “special” times in the church year and in our lives.

• **Enriching 11 AM Eucharist Music Planning:** With thanks to Shariya, several new voices were added to the planning process at the 11 AM Eucharist. Lois Nichols, Barbara Gibbons, Gary Naegel, Grant Underwood, and Shariya Molegoda all took part in planning hymnody for our 11 AM Eucharist, and the result has been a more fruitful, diverse, and buoyant selection of hymns and spiritual songs.

Looking Ahead to 2019

• **Continue to Enrich Our Worship With Hymnody:** There are still hymns in our “new” 9:30 AM worship book we haven't sung! Now is the time to reacquaint ourselves with exciting familiar hymns, and to learn wonderful new ones. 74% of choir directors and choir members say that anthems are the most important musical part of worship, but our parish is in the 26% minority – we know it's the **hymns** that incorporate all of us – as one parish – to raise our song together. We're so much more than an audience; we are a worship community engaging in liturgy (“*work of the people*”) and all of us, not just the choir, will come together to learn the hymns, turn to the correct page when we sing the hymns, and sing with all of our heart. A few times, we'll learn a hymn together in place of the homily.

• **Arts Camp, Take 4!** With resounding leadership from Tina Phelan, our new Arts Camp Associate Director, and from loving support from our wonderful St. Andrew's Preschool (particularly Miss Anita) and with equal loving support from our Youth Ministerial Staff (Mary and Shelby), we had a great 3rd year to Arts Camp last year! With 70+ Campers, Jr. Counselors, and Sr. Counselors Strong, we're looking to expand our outreach both within the church and in the greater Madison/New Haven community. Stay tuned for more information on Arts Camp, Take 4 and get involved!

- **Continuing the vibrant tradition of our Spirit & Chancel Choir:** Now is a great time to explore singing in the Spirit & Chancel Choir for a season! Singing in harmony 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 and see *how good it is!* Contact any choir member if you're interested in serving in this unique, challenging, and joyful ministry.
- In **2019**, one thing Grant intends to improve is personally providing a longer run-way for the Spirit & Chancel Choir to be able to work on their anthems. This means that choir members receive their music *seasonally* (3x a year) rather than *monthly*. The result is more preparation, more comfort with our shared musicianship, a more stable anthem schedule, and a higher quality of music ministry.

Respectfully Submitted,



Grant Underwood\
Music Director

Outreach

Outreach at St. Andrew's is a set of self-propelled missions. In the absence of an Outreach Committee individual parishioners identify, lead and inspire efforts to feed the hungry, house the less fortunate, help strangers and promote social justice. Led by dedicated, enthusiastic individuals, outreach efforts remained strong at St. Andrew's in 2018. The vestry hopes that parishioners will continue to step forward to support, direct and promote outreach work.

Refugees

After a year of fundraising and preparation, the Saints on the Shoreline (SOS) team welcomed the Hussaini family on May 1. A family of five from Afghanistan, who were granted Special Immigrant Visas to enter the US, the Hussainis arrived at JFK unaware of the welcome team. Tariq, Maryam, Taha, Tayeb and Tasnim moved from Herat, where Tariq worked for UNICEF and Maryam lectured as a law professor at Herat University. She has described her law specialty as violence against women. Professionals in their home, they arrived having to start all over in every way. The children are young and were previously cared for by Maryam's parents so she could work. In a new country, they started without jobs, without driver's licenses or cars, with limited English skills.

The SOS team struggled to find an apartment, a landlord who would be willing to rent to refugees. Thankfully our sister church, Holy Advent, in Clinton, came to the rescue, offering their rectory. A team of 30+ volunteers gathered furniture, clothing, food, transportation, and many went to work helping them get enrolled in HUSKY and social

services. The health team was busy getting them started with doctors. The education team was busy getting the children enrolled in school. The private tutors were busy teaching English to the parents and oldest child. The transportation team was busy carting them here and there. We even had the help of a professional to prepare a resume for Tariq.

As the family settled and we continued to look for a long-term apartment, there were so many baby steps which equaled giant steps forward, all with the village of volunteers and a motivated family. Within months, we had found an apartment, Tariq passed his driver's test and we even procured a car for them. With an MBA at hand, Tariq struggled to find that first job, finally landing a job at TJ Maxx in the stock room. Yes, that's how it often begins, even with refugees who have professional degrees and experience.

As a co-sponsor group, our mission is clear: to mentor the family to independence. It isn't smooth nor is it a straight line. It isn't easy for the family. We encourage them to find their way in our messy democracy. It has been humbling and rewarding. The village of volunteers has made it all possible. Making a difference in the lives of others is our reason for service. The countless smiles and thank you's we have all received as volunteers are certainly our reward, although we shouldn't need a reward for this service.

The Hussaini's path to citizenship in our country is clear. As with many immigrants, they are motivated to work hard and provide a better, safer life for their children. It is wonderful to see them thrive in their new community. Thank you to all the volunteers who have given their time. Thank you to all the donors who gave their money for the efforts. Thank you for all the prayers for the family. As with all gifts, there is so much more reward in giving than receiving. Watching the Hussainis succeed is the greatest reward of all. Our support of the Hussainis is winding down and now we have new friends in our community living among us.

Raise the Roof

St. Andrew's once again continued its long-time support of *Raise the Roof*, the shoreline connection to Habitat for Humanity. Several church members participated in a build day in June 2018. *Raise the Roof* completed the restoration of an historic home in New Haven and homeowners Edwin and Ada Sanchez took possession at the end of December. St. Andrew's continued to support *Raise the Roof's Gala of Stars: Dancing for the Cause* fund-raiser with a pledge of \$2,000, as well as attendance by several members. In total *Raise the Roof* gathered \$87,000 to help families build their own home and construction has already begun on another new home. Parish members interested in volunteering can contact Matt Valentine at matt_valentine@hotmail.com.

Food Ministries

Under the leadership of parishioners Brenda and Gary Naegel, our community gardening effort continued to flourish. Once again this summer St. Andrew's cultivated two plots in the town's Bauer Park, growing tomatoes, cucumbers, peppers, cabbage,

herbs, and flowers, all of which were donated to the food pantry. The project not only provided food for “food-insecure” families in Madison, it also raised awareness of food scarcity and nutritional needs along the shoreline. Special thanks go to Alice Hencir for gathering, cleaning, and delivering several hundred pounds of produce grown in the garden to the Madison Food Pantry.

Orphans in Uganda

We continued to support two orphans in Uganda: Joyce Mary and Calvin. The other two orphans, Timothy and Cathy, have either graduated or moved on to more specialized schooling.

Concord Meadows

Concord Meadows is an affordable elderly housing community that opened in 1977. It is owned by a not-for-profit Connecticut corporation known as Madison Interfaith Residential Community, Inc. This corporation was formed for the purpose of providing attractive affordable housing for the elderly and the disabled, particularly those with limited income. The concept began in 1973 with a small group of members from The First Congregational Church. This group sought support from other Madison churches as well as Temple Beth Tikvah. St. Andrew’s (represented by Roger Chapman) and the following local religious institutions provided personnel and urgently needed seed money to undertake studies, architectural drawings, surveys, etc.: The First Congregational Church, North Madison Congregational Church, The Lutheran Church of Madison and Temple Beth Tikvah.

A Board of Directors was established to oversee the continuous running of Concord Meadows. The Board members have come from these five sponsoring religious institutions. The founding members from St. Andrew’s on the Board of Directors were Roger Chapman and Evan Evans. In recent years, Saint Margaret Roman Catholic Church has also become a participant and now furnishes members for the Board. More recently the Board of Directors has opened up to non-religious membership and has on its Board, an attorney and a social worker experienced with the elderly and other qualified individuals. Concord Meadows receives rental assistance from a division of the United States Department of Agriculture (USDA).

In recent years the Board of Directors has engaged Wildwood Property Management, LLC in Cromwell, Connecticut, as the ongoing workings got more complicated. Their assistance is essential with dealing with the complexities of the USDA and other legal matters. A representative from the firm is present at all Board meetings. The current Board member from St. Andrew’s is Martin Gerst, who has been on the Board of Directors since 2007. The Board is always looking to welcome new members. Anyone interested may contact Martin Gerst; email megerst@snet.net or telephone number 203-421-3682.

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 verge, lead all Processions 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 there is visiting or supply clergy leading our worship services.

In 2018 we bade farewell to acolytes Chris Cheslog and Nell Karas as they graduated and headed off to the next chapter in their lives. We wish them well! I had the opportunity to attend my first Verger conference, which was held in Denver, CO this year. It was a very rewarding experience and I returned newly inspired to continue my ministry here.

Thank you to the parish for supporting me in going. I am also resuming the scheduling of our lay readers and chalice administrators starting in January 2019. Susan Miller has been doing this for several years and I am deeply grateful for the time and energy she has spent keeping us all organized and scheduled. Thank you and God bless you Susan.

I want everyone who serves at the altar to know that we are co-leaders along with Shariya in our worship services and I feel both blessed and honored to be serving with all of you in our particular liturgical roles.

Respectfully submitted,
David R. Mikus
Verger

Report of the Human Resources Committee

The Human Resources Committee began in 2018 to prepare/update position descriptions for St. Andrew's staff members, with the eventual goal of executing letters of agreement for each staff member. The Committee began with the newly-created bookkeeper's position. By mid-year, the position description and letter of agreement for the new bookkeeper had been completed and our bookkeeper was officially hired. Next, the Committee delved into the position descriptions for the parish administrator, music director, and others. As the Committee continues this process, letters of agreement are expected to follow the completion of each position description. Thanks are due to Deb Brown, Laura Downes, Gary Naegel, and Shariya Molegoda for their significant contributions to the work of this Committee.

RECTOR'S REPORT 2018

On this Sunday, as we gather for our Annual Parish Meeting, we hear in our lesson from the Hebrew Scriptures a verbal exchange between God and the prophet Jeremiah. God conveys to Jeremiah an intimation of intimate Divine foreknowledge. “Before I formed you in the womb I knew you,” God tells Jeremiah. And then, God forges from that creative foreknowledge a call – “before you were born I consecrated you; I appointed a prophet...”

Perhaps we might exercise our theological imaginations today and engage this holy text, allowing it to be true, not just for Jeremiah and his call to serve as God’s agent, but permitting it to speak to us as well – to us as individuals, and to us collectively as a community of faith. How does God’s foreknowledge of us inform our vocation as followers commissioned by Jesus Christ? How might we live into God’s intention and purpose for us? And, how does placing these questions squarely in the forefront of our gathering help us reflect on our life together?

Meetings such as this are occasions for us to contemplate the state of our parish. We are invited to look back over the past year – to celebrate our ministries and efforts to participate in God’s mission. We are nudged by the Holy Spirit to look around in gratitude for Christ’s presence in the present. And we are encouraged to look ahead with an imaginative and hopeful intention for our future together.

In 2018, St. Andrew’s was privileged to walk with many families through both joyful and sorrowful seasons in their lives. We baptized twelve new members into the Body of Christ. Nine young people participated in the sacramental rite of Confirmation. We celebrated and solemnized one marriage. And we accompanied five families as they buried loved ones here in this parish.

On Sunday mornings, mindful of the diverse ways in which members of St. Andrew’s lean into our encounters with God, we continued and continue to provide three services with distinctive liturgical styles. A quiet Eucharist with a healing circle is offered each Wednesday. And special seasonal weekday worship services occur during Advent, Lent and Holy Week. For the past two years in February we have commemorated Absalom Jones, the first African American priest ordained in the Episcopal Church. Beginning this year, 2019, as per a resolution passed by the Episcopal Church in Connecticut at our recent convention, on the Second Sunday in February (next Sunday), we will focus on Racial Healing, Justice, and Reconciliation. John Armstrong will lead a discussion after the 9:30 am service that day, and Don Rankin will make a presentation on ***Slavery in America and the Underground Railroad*** on Wednesday, February 13, 2019.

Our rich and robust liturgical life together is possible only because of the hard work of very many. I am grateful to Grant Underwood, the choirs, our musicians, ushers, vergers, lectors, acolytes, the flower guild, and the healing team, for all they do for us at St. Andrew’s. I want to express especially profound thanks to Mary Potenziani and the Altar Guild. Their work goes unnoticed by many, but every worship service entails their

labor and attention to detail, and they offer the rest of us the freedom to focus our attention on prayer and praise.

The upkeep and care of this property is no small enterprise. Gary Cimmino shoulders much of this burden. We are delighted when others take on the responsibility for some tasks. Gary Naegel invested much time exploring green energy opportunities which we hope will help us better steward God's creation and confer on us the added benefit of smaller utility bills. Ray Hencir keeps a watchful eye on the flooding issues that sometimes plague us. He has done a variety of things to mitigate problems in that regard. Ray and Marty Gerst labored diligently this year to make our sanctuary floors beautiful again. Mark Auletta, Matt Valentine, and David Mikus assist Gary to ensure light bulbs are changed and small repairs are done. Chris and Terry Abbott, and Louise Beecher give generously of their time; planting, weeding and tending our little patches of earth. They have restored St. Andrew's to something of a haven for pollinators once more.

Mary Merkle-Scotland, Shelby Auletta, Grant Underwood, Megan Sesma, David Mikus and Jordan Mattei, along with many, many, others, ensure that our children and youth cultivate a multi-faceted faith. Christian Formation at St. Andrew's occurs in the contexts of worship, class room, mission endeavors, service projects, fun, and fellowship. I am so very thankful for those who have made such formative opportunities a priority of the parish. The HOME trip to Maine, and the diocesan trip to the Dominican Republic, leave indelible impressions on the souls of those who participate in those efforts. And we may look ahead with joyful anticipation, as Mary has exciting plans to lead a youth pilgrimage in 2020. Pilgrims will walk a part of the Camino together as they journey to Santiago de Compostela in Galicia, Spain.

Collaborative formation endeavors of 2018 included the Vacation Bible School staffed by First Church, St. Andrew's Church and St. Andrew's Preschool; and the Arts Camp (which you will hear more about later this morning) relies on the cooperation of Church and Preschool staff.

Larger gatherings for Adult Formation at St. Andrew's were offered seasonally and occasionally. The year also saw the birth of a small ongoing Bible Study group, populated by those who believe that learning is a lifelong enterprise, and desire the companionship of others as they delve deeper into Scripture. They devoted their attention in 2018 to six canonical books – Luke, Acts, Mark, Matthew, Ruth, and Jonah - and are currently studying the Gospel according to John.

Pastoral Care ministries – visits with the homebound, caroling during Advent, the Prayer Shawl Ministry, Loaves and Fishes and Healing Prayer - help St. Andrew's enfold into our shared life those who are no longer able to be with us regularly. Look for a celebration in the Spring to mark the joy of eleven couples, each with fifty plus years of wedded life together. They have much to teach the rest of us about fidelity.

Adults at St. Andrew's, like our youth, have engaged in efforts to participate in God's mission in our neighborhoods and further afield. We continue our connection with, and support of the education of, Joyce Mary and Calvin in Uganda. The labor of some parishioners keeps us linked with Raise the Roof, Habitat for Humanity, the Community Garden, and the local food pantry. Saints on the Shoreline, born of Jaime Polk's vision for refugee resettlement, had a marvelously fruitful year. Catalyzed by Jaime's energy, a whole host of volunteers from several congregations helped the Hussaini family make a beautiful transition from Afghanistan to Connecticut.

I am inspired by all who have devoted so much of themselves to tending the members of this congregation, and to reaching beyond our circle in Christ's compassionate love.

St. Andrew's Preschool remains a vital sustained expression of our cooperation in God's mission. The school is flourishing. It benefits from the giftedness of a fine staff. A small committee comprised of representatives of school and parish is now in place to foster communication and to deepen mutual appreciation between church and school. Let us look with hope to strengthening our reciprocal commitment in the years ahead.

In 2018 we added a bookkeeper to parish and preschool staff. Jane Marin, working under the guidance of our Treasurer, Colleen McHugh-Heflin, has helped improve efficiency and transparency. Barb Gibbons continues to provide hospitality in the church office – she remains, very much, the face of St. Andrew's. We rely on her to direct and facilitate communications both within the parish and with individuals and groups who avail themselves of St. Andrew's in a variety of ways.

St. Andrew's is fortunate to have gifted lay leadership. Our Wardens, Gary Naegel and Gary Cimmino; our Treasurer, Colleen McHugh-Heflin; and our Clerk, Louise Beecher, invest countless hours ensuring our communal well-being. The vestry is engaged in every facet of our shared life. I want to acknowledge especially the outgoing vestry class – John Armstrong, Mark Auletta, and Nancy Karas will be missed at vestry gatherings, but I hope they will remain active in other capacities. Maeve Merkle-Scotland's participation as the youth vestry member was a gift to us all. Her willingness to offer her perspective during discussions; and her patience, when meetings (dare I say it) became rather tedious, were a refreshing delight. It was a joy to attend Convention with our delegates Debbie Ferrigno-Brown and Heather Meachen. I am so very grateful to all these leaders who have been so generous with their contributions of time and skill.

Laura Downes and the Stewardship Committee inspired us in the Fall. You will see from other reports that we are moving in the right direction. However, our financial outlook will require close attention in the coming years. Because our expenses continue to exceed our income at what is an unsustainable pace, the vestry will begin a season of intentional strategic planning and visioning. We cannot avert our eyes from these hard realities; but as a community of faith, nor can we allow anxiety about such matters to paralyze us.

Indulge me please, as I invite us to linger with the narrative of the Feeding of the Five Thousand, as it is told in the Gospel according to John (the study group spent some time on this passage recently). The Apostle Andrew's role in the story is noteworthy – especially so for us, since we are a community that has chosen his name.

Speaking of the hunger of the vast crowd gathered around them, Jesus invites his disciples to provide food for the nourishment of that throng. The Rev. John Ohmer, whose reflection we used in our study, points out that some respond despondently saying - “Half a year's salary worth of food wouldn't be enough to feed the crowds.” But Andrew does something else. He scopes out the crowd and notices, not just the hunger, but the available resources as well. And so, he offers “the faint glimmer of hope”. “There is a boy here who has five barley loaves and two fish”, he says.

“There's always a ‘boy’” John Ohmer suggests, “someone in our lives, or something deep within us, with something to offer, however seemingly insignificant... God often... breaks into our impossible situation, (and) helps us meet our challenge... God often works miracles through the overlooked, the invisible, and the hidden.”

On this Sunday, as we worship God together; as we are fed by Christ, in Word and Sacrament; let us hear the assurance proffered to Jeremiah so long ago. God knew us before we were made, and we were created for a purpose – may we look to the Holy Spirit to aid our efforts to live into that Divine intention. And as we celebrate our joys and wrestle with our challenges, let us attempt to imitate the saint for whom this church is named.

I conclude with questions, and a prayer, authored by John Ohmer (from whom I am borrowing quite liberally today) -

Here are the questions -

“What small, hidden, or seemingly insignificant... possibility are (we) in danger of dismissing? What might happen if (we) offer it to God?”

And here is the prayer –

“God, in your hands five loaves and two fish became abundance. When (we are) faced with challenges, help (us) remember that what (we) often think of as insignificant or insufficient can be, in your loving hands, the raw material of the miraculous. In Jesus' name. Amen.”

Shariya+