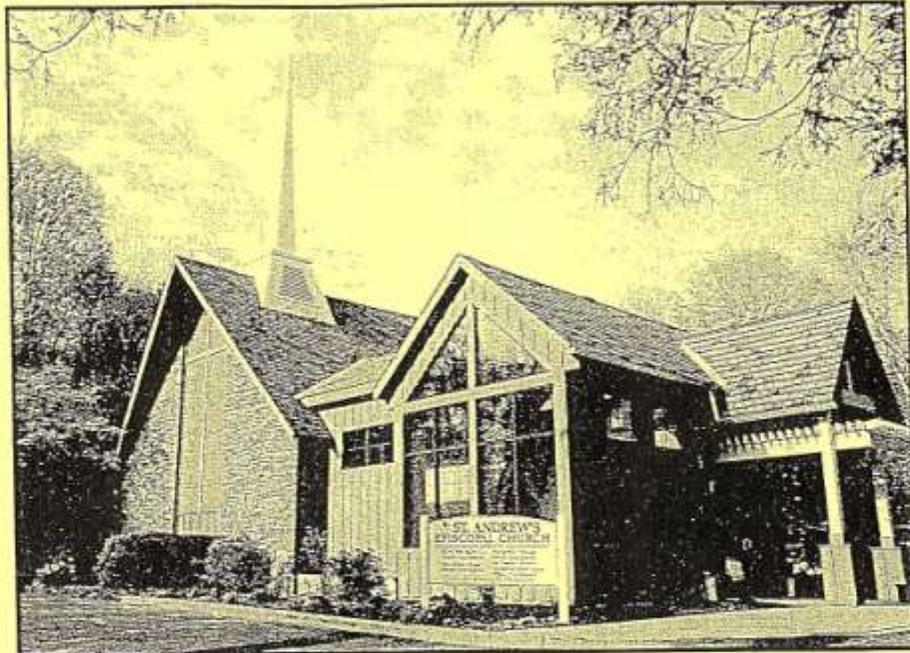


2017 Annual Meeting

St. Andrew's Church

January 29, 2017



Honor our Past

Rejoice in our Present

Faith in our Future

CONTENTS

Agenda	1
2016 Meeting Minutes	3-4
Treasurer's Report	5-7
Parish Covenant	8
Wardens	9-10
Stewardship	11
Christian Education	12-14
St. Andrew's School	15-16
Altar Guild	16
Resurrection Garden	17
Welcoming	17
Endowment Fund	18
Music	19-21
Outreach	22
Transition Team	23
Verger	23
Rector	24
Vestry Nominations	25

AGENDA

January 29, 2017

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 2017 budget
6. Parish Covenant
7. Other reports
8. Report of the Nominating Committee
9. Election of the wardens, clerk, treasurer and vestry
10. Election of delegates and alternates to diocesan convention
11. Old business
12. New business
13. Benediction
14. Adjourn

St. Andrew's Church
Annual Parish Meeting
Minutes
January 31, 2016

I. Invocation

The Rev. Jennings Matheson called the meeting to order at 10:50 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 Sandy Butler and seconded by Gary Naegel. However, the Rev. Jennings Matheson, the acting rector, recommended that a list of church members formally published ahead of next year's annual meeting.

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 Art Criddle and seconded by Sandy Butler.

IV. Report of the treasurer

Treasurer Cathy Golden presented a slide show that showed St. Andrew's balance sheet. She expressed gratitude for church pre-school's contribution to the church's finances. She also took special pains to thank the late Ann Sherman, whose bequests "has given us the financial stability to go on as a church."

Golden reported that 66 percent of the church's income came from pledges and offerings (slightly under \$200,000), 14 percent from the endowment and 8 percent from fund-raisers. The unaudited 2015 income was \$317,934, and total expenses were \$336,154. The last annual meeting had approved the transfer up to \$70,000 in supplemental funding from the endowment, but the vestry chose to take only \$37,900, leaving church operations with only an \$18,218 deficit.

The motion to approve the treasurer's report was made by Terry Abbot, seconded by Kristin Garnett, and unanimously approved.

V. Presentation of 2016 budget

Treasurer Cathy Golden presented a 2016 annual budget that anticipated a total income of \$367,400 and total expenses of \$364,606.

The income side of the ledger anticipated \$162,250 in current year pledges, \$20,000 in prepaid pledges and gifts, \$30,000 in loose and special offerings, and a \$64,240 transfer from the endowment.

It also called for the voting members of the congregation to approve a supplemental contribution of up to \$60,000 from the endowment. Those in attendance did so unanimously on a motion by Golden that was seconded by the Rev. Matheson.

Golden said that St. Andrew's has to increase the number of people who attend and give and expressed the hope that there would be no need for a vote on a supplemental appropriation from the endowment at next year's meeting.

VI. Parish Covenant

The Rev. Jennings Matheson explained that the Parish Covenant adopted at last year's meeting was put on the agenda because the parishioners should renew their commitment to it the way they regularly renew their baptismal covenant. A motion to post a copy of the covenant at parish events was made by Linda Smith-Criddle, seconded by Nancy Karas and passed unanimously.

VII. Other reports

Linda Smith-Criddle moved to accept as written reports from the vestry wardens, the vergers, the interim rector, the Stewardship Committee, Christian Education, St. Andrew's School, the Altar Guild, the Resurrection Garden, the Endowment Committee, the Welcoming Committee, the music director, the Outreach Committee. The motion was seconded by Joe Burbela and passed unanimously.

No reports were submitted by the Hospitality Committee and the Buildings and Grounds Committee. A request was made for volunteers to take leadership of Buildings and Grounds, and Hospitality, and Stewardship.

VIII-X. 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 Sandi Butler and seconded by Joe Burbela.

Elected to one-year terms were Gary Naegel, senior warden, John Armstrong, junior warden, Cathy Golden, treasurer, Louise Beecher, treasurer. Mark Auletta and Gary Cimmino were elected as vestry members who will serve three-year terms ending in January 2019; Nancy Karas was elected to a one-year term on the vestry that will end in January 2017.

Lynn Milner and Art Criddle were elected delegates to the diocesan convention, while John Armstrong and Mary Merkle-Scotland were elected convention alternates.

XI. Old Business

No old business was presented.

XII. New Business

A motion to reduce the size of the Endowment Committee from six members plus the treasurer, to five members plus the treasurer was made by Ray Hencir and seconded by Joe Burbela. It passed unanimously.

XIII. Benediction

The benediction was led by the Rev. Jennings Matheson.

XIV. Adjournment

The motion to adjourn was made by Mark Auletta, seconded by Terry Abbott and passed unanimously at 12:15 p.m.

Treasurer's Report

The Church Operations account for 2016 reports a balance of \$ - 10,349. At the last Annual Meeting, the Parish approved the use of up to \$60,000 from the Endowment to cover the shortfall in the parish income. Conservatively, we choose to only transfer \$40,000. The remainder of the shortfall allocation (\$10,349) defines the deficit on the Treasurer's report.

Preschool Operations for 2016 reports a balance of \$41,829. The Preschool School Year runs September 2016 – August 2017 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 large tuition deposits in December. St. Andrew's Preschool contributed \$12,424 in consolidated Church overhead. The balance will be allocated between Church Operations, Preschool Salary, and a Scholarship Fund.

Below are four tables for the year 2016. The balance sheet, church operations, St. Andrew's Preschool, and the activity of all of our program funds.

Balance Sheet	31-Dec-16	31-Dec-15	31-Dec-14
Assets			
Fixed Assets (Property, Equipment, etc.)	1,688,556	1,680,576	1,680,576
Bank Checking Accounts	12,177	42,161	18,792
Bank Money Market Accounts	27,711	27,777	12,948
Discretionary Accounts	1,899	4,366	3,839
Investment Accounts – Special Funds	167,205	299,678	93,397
Endowment – Vanguard	<u>1,985,804</u>	<u>1,956,843</u>	<u>2,028,848</u>
Total Assets	\$3,883,352	\$4,020,132	\$3,838,399
 Liabilities and Fund Balances			
Total Liabilities	(15,013)	(12,439)	0
Total Fund Balance	3,898,365	4,032,572	3,838,399
Total Liabilities and Fund Balances	\$3,883,352	\$4,020,132	\$3,838,399

Church Operations

	Unaudited Actual 2016	Annual Budget 2016	Unaudited Year End 2015
Income			
Prepaid pledges & gifts	\$20,400	\$20,390	\$20,488
Pledges - Current Year	\$131,951	\$162,650	\$162,412
Pledges - Previous Year	\$1,045	\$-	\$75
Loose & Special offerings	\$40,708	\$30,000	\$27,979
Transfer from Endowment	\$64,260	\$64,260	\$42,600
Supplemental Transfer from Endowment	\$40,000	\$60,000	\$37,900
Facilities Rental	\$1,500	\$1,500	\$202
Fundraisers (Net)	\$21,020	\$25,000	\$22,498
Store prepaid cards	\$3,355	\$4,000	\$3,780
Other Income	\$14	\$-	\$-
Total Income	\$324,255.33	\$367,800	\$317,934
Expenses			
Rector's Sal. & Ben.	\$73,403	\$98,500	\$76,072
Staff Sal. & Ben.	\$155,439	\$15,500	\$143,093
Professional Expenses	\$2,655	\$3,500	\$3,569
Continuing Education	\$255	\$1,500	\$250
Supply Clergy	\$1,270	\$1,500	\$200
Utilities	\$10,536	\$14,000	\$13,171
Telephone	\$3,319	\$3,000	\$3,530
Administration & Office	\$11,121	\$14,000	\$11,566
Maint. & Bldg Repairs	\$6,139	\$7,000	\$6,099
Facilities Fixed Costs	\$10,055	\$9,000	\$11,635
Building Repair Fund	\$-	\$-	\$-
Insurance - Property	\$5,898	\$11,700	\$10,620
Audit	\$4,500	\$4,500	\$4,500
Diocesan Pledge	\$24,137	\$26,506	\$31,500
Outreach	\$3,974	\$4,000	\$4,500
Stewardship	\$501	\$1,000	\$592
VBS	\$21	\$-	\$-
Christian Education	\$2,664	\$3,500	\$3,926
Music	\$4,520	\$5,000	\$4,959
Hospitality/Welcoming	\$2,009	\$2,700	\$1,815
Publicity	\$1,509	\$1,500	\$1,422
Liturgical Expenses	\$1,268	\$1,200	\$1,352
Search Committee	\$10,226	\$5,000	\$2,199
Other	\$597	\$1,000	\$1,789
Total Expense	\$334,605	\$374,606	\$338,359
Difference	(\$10,349)	(\$6,806)	\$(20,425)

St. Andrew's Preschool Operations

	YTD 2016	2016 Budget	2015
Preschool Income			
Total	\$256,120	\$200,000	\$211,877
Preschool Expenses			
Payroll	\$187,855	\$170,000	\$153,215
Transfer (Overhead)	\$12,422	\$13,000	\$12,987
Supplies	\$14,014	\$17,000	\$14,708
Total	\$214,291	\$200,000	\$180,910
Difference	\$41,829	\$-	\$37,595

St. Andrew's operates several dedicated funds with specific by-laws and purposes. A summary of the financial operations of these funds for 2016 is shown below:

St. Andrew's Funds	Balance 1-1-16	Receipts	Disbursements	Balance 12-31-16
Barry Altar Fund	5,311	35	-	5,346
Music Fund	7,542	5577	10,988	2131
Mitchell Youth Fund	4,892	-	70	4822
Outreach Fund	61,958	375	3,875	58,097
Facilities Maintenance Fund	(6)	20,000	9133	10,861
Capital Building Fund	189,834	-	165,941	23,893
Memorials Fund	14,308	965	0	15,273
Organ Fund	35,668	625	330	35,964
Memorial Garden Fund	5,202	450	2881	2771
Memorial Flower Fund	1946	3026	1685	3,287
Uganda Mission Fund	(1,530)	-	1060	(2,590)
Green Fund	1,209	-	-	1,209
Pre-school Capital Fund	1,555	30,000	-	31,555
Youth Ministry	(1,647)	5130	2147	1336
Memorial Book Fund	7,527	2,430	294	9,663

Respectfully Submitted,

Cathy Golden
Treasurer

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.

Report of the Wardens

2016 was a year of ongoing transition of clergy with our interim rector, Jenni Matheson, who started with us in July 2015 and continued through July 2016 in a part-time capacity. Coming out of retirement, Jenni accepted this position with the understanding that it would be a short 6-month position as our transition team continued the process of calling a new full-time rector. There were numerous twists and turns along the way which required a longer period of interim assistance than we had originally planned. We were grateful for the grace and good humor that Jenni provided while directing us and organizing us for a new rector.

During the month of August, we were very fortunate to have our own Rev. Linda Smith-Criddle take over Sunday summer services for the church.

With the beginning of a new academic church year in September, and without a new rector in hand, we were fortunate to have the Rev. Ann Broomell, who resides locally, assume the role of full-time interim rector for the months of September and October. While it was an unusually short period for a full-time rector to serve, we were grateful to have the leadership of Mother Ann during that time.

The biggest news of the year was the calling of our new rector, Rev. Shariya Molegoda, who started with us in November. We jointly announced her expected arrival to St. Andrew's, while she delivered the news on the same Sunday morning at her parish in Jefferson City, MO. Immediately following the announcement work began to prepare for Shariya's move and arrival. This included repairs and maintenance to the rectory, as well as re-painting the interior of the house. We are grateful to Nancy Karas, who worked with Shariya in identifying color choices, as well as to Gary Cimmino with Buildings and Grounds, in hiring and overseeing contractors to do all of the necessary work.

During this summer and early fall, we renovated Farmer Hall and the Choir room. Special thanks to Alan Miller for overseeing the design of this project. And equally special thanks to parishioner Bill Casey--his firm and subcontractors carried out the work on a very tight schedule. The renovations included new heating and air conditioning, acoustical ceiling tile, recessed energy efficient lighting, a media AV system with a sound system and retractable screen, new flooring, and wall treatments and insulation to provide a much warmer and welcoming area. The newly painted walls include the church entrance, narthex and the choir room as well as Farmer Hall itself. The air conditioning in the church sanctuary has also been completely upgraded and replaced with this renovation. We are so blessed to have been given the resources to update these beautiful facilities.

The outreach ministry of growing food in Bauer Park for the local food bank, begun in 2015, expanded this year with the cultivation of a second plot. We estimate that the St. Andrew's garden yielded close to 500 pounds of produce! In addition, we assembled four elevated raised beds for flowers and herbs and set them up in the

courtyard between the main and church office entrances. A picnic table and umbrella were also placed there to make it a welcoming space, which has been used for outdoor meeting and meals.

Our clergy leadership, our facilities, our programs—outreach, music, education—all ultimately serve one purpose: to sustain a community of worshippers in their spiritual journeys. At best, numbers can reflect a mere shadow of how St. Andrew’s touches the lives of its many families. Nevertheless, it is worth noting that total Sunday attendance for the year was close to 5500 with an average Sunday attendance of about 110. Attendance on Easter and Christmas was close to 300. Moreover, attendance in 2016 was about the same as in 2015—a heartening figure in a period of generally declining attendance among mainline Protestant churchgoers.

We continue to be short of volunteer manpower (“time and talent”). In 2017 we hope to revitalize the Hospitality Committee, which oversees the kitchen, coffee hour and other food-related activities. We hope to form a Communications Committee to coordinate our media efforts: Sunday bulletins, the website, Facebook page, email communications, and constant effort to capture images of life at St. Andrew’s. We want to strengthen our Welcoming Committee, which works to connect with new families and individuals who are interested in joining the St. Andrew’s community. And there is a constant flow of one-off projects that require short-term leadership such as improving lighting outside the church.

We would like to thank our fellow Vestry members who shared this journey with us in 2016: Mark Auletta, Gary Cimmino, Art Criddle, Kristen Garnett, Nancy Karas, Colleen McHugh, Olivia Nye (our Youth representative) and Rebecca Rastetter. We would especially like to thank Louise Beecher, Clerk, and Cathy Golden, Treasurer, for their unwavering support of St. Andrew’s. We could not have managed this year without all of your dedication and counsel.

In Christ,

Gary Naegel
Senior Warden

John Armstrong
Junior Warden

Report on Stewardship

Walk in love, as Christ loved us and gave himself for us, an offering and sacrifice to God. Ephesians 5:2

St. Andrew's is not your typical small Episcopal parish. Where gray hair dominates in many of our sister churches, we have a strong contingent of young families, with more than 50 children enrolled in our Sunday School program as well as middle school and high school programs. And where many small parishes rely heavily on volunteer labor, we have part-time paid staff to lead music, Sunday School, Youth programs and building maintenance. We have a full-time parish administrator and at last, after five years in the wilderness, a full-time rector.

So the place bustles with a lot of energy. Paradoxically, though, all the activity masks the reality that we have fewer than 90 member-families.

The youngish age of the congregation, and the shrunken number of members impacts our stewardship results. Young families these days face extraordinary financial pressures—longer hours at work, less job security, flat incomes—and that all adds up to less financial support for St. Andrew's. A review of the numbers bears this out: the average pledge for Episcopal churches in Connecticut was about \$2400 in 2015. At St. Andrew's according to the parochial report we submit to the diocese every year our average pledge was less than \$2000. Similarly, when it comes to the "time and talent" part of the stewardship equation, our small size leaves us chronically short of volunteers.

The good news is that where many mainline Protestant congregations are shrinking, things at St. Andrew's are relatively stable. Average Sunday attendance was about the same for 2016 as for 2015: 110 worshippers each week.

We ran a robust stewardship campaign in the fall of 2016. Under the leadership of our interim rector Ann Broomell, we created a handsome 8-page booklet which reviewed St. Andrew's many ministries, and offered a proportional giving chart. In addition, in the booklet and in short talks on Sundays in October parishioners offered witnesses to their faith and the influence St. Andrew's has had.

In 2015 we switched from "faith-based giving" to the more traditional pledge card, which we called an "Estimate of Giving." In 2016 we continued with the "Estimate of Giving" but gave an option for "faith-based giving." With that option parishioners can indicate they are committed to supporting the church but need not offer a specific amount.

As of mid-January we have received 64 "Estimate" forms, 7 faith-based pledges, and are waiting to hear from another dozen or so parishioners.

Our endowment has covered the deficit between parishioner contributions and operating expenses for the last several years, and we are forecasting another deficit for 2017. It is the vision of the stewardship committee and the vestry that by continuing to fund excellence in music, youth ministries and worship, under the leadership of our new rector, we will attract new members and increased levels of stewardship. However, if deficits continue to loom large, we will need to make difficult decisions to reduce our expenses.

Respectfully submitted,

John Armstrong, Laura Downes, Kristen Garnett, Helen Kitzman, Gary Naegel,
Rebecca Rastetter

Report of Church School & Youth Groups

Nursery Care

It was decided by the vestry in late spring of 2016 that two teenagers certified in safe church practices would 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 eight teens who work in the nursery on a rotating basis. We are grateful to Katharine Garnett and Jordan Mattei for their steadfast service through June. Current teens involved include Sarah Auletta, Lena and Luke Conway, Nell Karas, Maeve and Jane Merkle-Scotland, and Cassie Williams.

Church School

We continue to be blessed with willing adults to serve as church school teachers! Our Church School curriculum follows the school calendar. This school year we have 9 thoughtful and caring teachers for our 54 formally registered Church School children. We also continue to use a Shutterfly share website to manage the calendars and email contact for our Church School activities as well as the Middle School and High School Youth Groups.

Preschool through grade 4:

We are in our third year of using the Spark curriculum for these grades. The Spark curriculum 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.

Grade 5-6:

This year we are using the “re:form Ancestors” curriculum by Augsburg Fortress. Re:form uses dry humor to introduce faith ancestors to teens. Youth learn to identify with faith ancestors called by God to do extraordinary things. This program uses “Anti-Workbooks” to encourage active learning with room to explore, journal, doodle, paste photos, and build faith.

Grade 7 and older:

We are at the beginning of a new 2 year confirmation cycle. As of this writing we have 10 youth registered in this class. We continue to use the Confirm Not Conform curriculum but are trying a new class schedule to better accommodate the length of the individual lessons. Generally, there are two classes per month for an hour (regular Church School runs about 35 minutes long). In addition to time spent discussing the curriculum in the classroom setting, our youth are involved in various events and activities around 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 caroling 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 at the worship service at the Madison Surf Club 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.

First Informed Holy Communion

On June 5, 2016 9 children in grades 2-3 celebrated their First Informed Holy Communion (FIHC). The class was led by Shelby Auletta and Olivia Nye. One Sunday per month was set aside specifically for the FIHC instruction. The teaching resource was "The Sunday Paper's Communion Book for Children, Alleluia! Amen." The class also enjoyed a sacristy tour led by the altar guild, a family potluck dinner and had their feet washed by Mother Jenni as part of the service on Maundy Thursday.

Confirmation

June 4, 2016 at St. John in Essex eleven youth in grades 8 through 10 led by Florie and Patches Earle were confirmed. Part of their confirmation preparation included a springtime Confirmation Retreat at Deer Lake Camp in Killingworth and an overnight at the cathedral of St. John the Divine in New York City.

Vacation Bible School

June 20-24, 2016 marked the eighth 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 170 children and youth participated in this dynamic, fun and faith-filled week themed Deep Sea Discovery. This week cannot run without the help and support of numerous volunteers from both churches - hats off to St. Andrew's teens who made up well over half of the volunteer force at VBS.

The pre-school VBS team was led by our very own Anita Spear and many of her staff. They were full to the brim on little tykes and offered a parallel program to what their older brothers and sisters were doing in 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.

Over fifty-eight 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, weeded, planted and mulched the community garden in Clinton, enjoyed the ropes course at IT! and tried their hands - and feet - on the climbing wall at City Climb in New Haven. Tie-dying, nature walks, some time for reflection, a little singing and more were a part of the middle school experience!

Middle School Youth Group - The middle school youth group meets monthly and is engaged in a variety of social and service-oriented projects. A very big shout out to Sandy Butler, whose steadfast and faithful commitment to this age group has resulted in a group that is now a community of ten-twenty very high energy, fun and engaged young people. 2016 kicked off with a January movie night and clothing / toiletries drive for the Columbus House shelter, ice skating, fun at Flight trampoline park, making and serving dinner to families of sick children at Ronald McDonald House, and a colors war with bags of colored cornstarch followed by a picnic. September kicked off with more games

and food, a Halloween pumpkin carving party, a fall drive for toys, clothing, school, craft and art supplies for our Christmas shoebox gift giving project (we filled 54 shoeboxes to send to Haiti), and Christmas cookie baking and decorating followed by Christmas caroling. Friends are always welcome.

High School Youth Group - High school youth group meets monthly for service projects and fellowship. January launched a popular and sold-out Huskies women's basketball game against Tennessee, a ski day at Butternut Mountain, Shrove Tuesday dinner, the popular overnight to New York City through Youth Services Opportunity Project where our teenagers make and serve dinner and lunch to the homeless and enjoy sleeping on the floor of the Quaker meeting-house in Manhattan, the second annual Mother's Day Brunch, and staffing vacation Bible school the week of June 20-24. The fall kicked off with the annual social gathering and making of the college care packages, a tour of the new Mormon temple in Hartford followed by lunch at the Hill-Stead Museum, the annual Homeless Immersion on the Green raising over \$1200 for Youth Continuum (thank you Evan Earle for writing the grant which landed them \$700), making and serving amazing baked ziti for the town-wide progressive dinner where we hosted the Stonewall Speakers, and the annual Tommy Fund cookie baking extravaganza followed by parish-wide caroling to parishioners and those living at Watrous Nursing Home. Keep an eye on Shutterfly to plug into all the faith-filled fun for 2017. Both the middle and high school youth groups were instrumental in preparing and serving the food for the second annual Mother's Day Brunch. A shout out to Mark Tardie and Kate Henderson for their genius in making an event like that happen. Thanks, too, to the dads who came on Saturday to prep and decorate with their kids. A big thank you to the parent helpers and especially to Jess Baycroft who has graciously lent a hand to ensure many of these activities can happen.

Mission Trip 2016 - Due to the lack of parent chaperones, we were not able to launch a high school mission trip during the summer of 2016. The H.O.M.E. trip, however, is back in business for 2017 and trip dates are July 9-15.

Dominican Republic Mission Trip - July 16-24, 2016. This annual summer mission trip was very lightly attended by St. Andrew's teens and Katharine Garnett participated from St. Andrew's to help make a difference in the lives of kids at Santa Margarita parish in a barrio in Santo Domingo. Trip dates for 2017 are July 1-9 and we are hopeful many young people will be inspired to join this special week of adventure and mission.

Respectfully submitted,
Shelby Auletta
Mary Merkle-Scotland

St. Andrew's Preschool

Year 2016/2017 started off strong once again with 80% capacity. We are now up to 90% serving approximately 52 families and 64 children. I was able to utilize an unused classroom on Wednesday and Fridays and offering a drop-in service for families who wanted to add an extra day or 2, this also allowed for extra hours offered to interested staff. I am used as a substitute teacher when needed, as well as a few mornings in the toddler class. This is a great way to familiarize myself with new children and families along with getting my much needed fill of the children.

Our annual picnic in August, right before the start of school, was another success with over 150 in attendance. We had face painting, tattoos, bounce houses and ice cream available, parents provided their own picnic foods. We used a system of each classroom child wearing a specific color wristband, along with their parents, giving newer families a chance to identify kids in the perspective classroom as their child. It was a sensible way for families to connect!

I was able to obtain Scholarship funding through the state for a mandatory college level class for all preschool directors "Administration and Supervision" a worth of over \$5,000, receiving a B in the class. The final project was writing a grant which Mary Merkle-Scotland had a positive hand in assisting, and we are going to actually submit for funding a playground surface for our school yard.

Our summer program of 6 weeks was also a success with every week meeting the minimum capacity, and some. VBS, was a big success, which St. Andrew's in conjunction with the Madison First Congregation Church hosts. Our school nurse Mary Beth Henry volunteers with the advantage of sending her 3 children free of charge, along with many youth from St. Andrew's. I, along with Ms. Terry Crans, our Young Learners teacher, ran the preschool portion of the Vacation Bible School camp, for the past few years. We had over 60 children at that facility.

We held a Christmas Pageant/sing along in December in our church sanctuary, drawing all but 2 or three families, relative and friends, filling almost every single seat. We will definitely make this part of our yearly ritual! Excitingly Santa came and John Armstrong was gracious enough to take the most beautiful photos for us.

We are caught up on most of our inspections, waiting on an application form with a \$75 fee from the Health Department, a new process which I'm told is in effect this year. The school is up for renewal of license in May, I put in for paperwork to be sent to us, still waiting on arrival.

Website has been successfully maintained by Tina Phelan, our preschool teacher. She has also been our "tech go- to" for any and all things requiring assistance.

Per Cathy Golden, we were able to contract, within our budget, with Bill Casey for all new built-in cabinetry down the hallway leading to the preschool classrooms, giving a beautiful organized aesthetic look!

Overall a great school year thus far. So proud to serve as Director for my third year,

Respectfully submitted,
Anita V Spear

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 Easter and Christmas.

Altar Guild expenses are reflected in the line item 'liturgical expenses', which for 2016 totaled to \$1268, 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 2017 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 the Vestry has allocated funds to purchase new green hangings this purchase is in the planning stages. We are thankful for all gifts made to the Altar Fund.

Tori and I have enjoyed working with everyone during this past year and we look forward to this transition year with Mary Potenziani taking on the role of Altar Guild Directress. The members of the Altar Guild who served during 2016 were Joan Adams, Jocelyne Gallagher, Claudia Haeckel, Amanda Hayward, Alice Hencir, Susan Miller, Lynn Milner, Tori Milner, Carrie Nye, Mary Potenziani and Nancy Rankin. Thank you to all members past and present who have supported this wonderful ministry!!

Respectfully submitted,

Lynn & Tori Milner

Buildings and Grounds – No Report Submitted.

Resurrection Garden

It was determined by the spring 2016 blooming of the hydrangeas and junipers, generously donated by parishioners for the lower area of the Resurrection Garden, that all except one had survived the winter cold. A four person landscape crew completed the spring raking and pruning over one sunny Sunday afternoon. Further committee conversations and examinations of the entire Garden throughout the spring-summer make clear to us that a final plan for appropriate low maintenance and low moisture-needing plantings was premature at that point.

So, summer watering of the lower garden was again coordinated by two of the committee members, further highlighting the necessity for one day seeing the dream of a dedicated well brought to reality for the entire Garden, hopefully by philanthropy, as made possible the wonderfully renovated kitchen and Farmer Hall.

Fall raking and pruning was completed in late November after the leaves had fallen. The same cycle will begin this spring 2017 and we will again examine our budget in hope for further plantings.

We would like to relay to parishioners who have loved ones resting in our beautiful Resurrection Garden, and to those who financially support further beautification of this peaceful space, that we are slowly but surely renewing this important space you enjoy visiting. It takes careful planning, but more importantly it takes time to secure the funding necessary to complete this dream. We are determined to one day see this dream come true.

Respectfully submitted,

Lucinda T. Embersits
David Hill
Priscilla Rensis

Hospitality – No Report submitted. Welcoming

The Welcoming Team worked to greet newcomers and to help them join into parish life. Greeters stationed in the Narthex before Sunday services provided an opportunity to make new acquaintances. We strive to offer a personal nametag to all who call St. Andrew's their parish home. A reception for newcomers was held in January 2016 as part of the parish Twelfth Night dinner. This event was well received.

Thank you to the following who helped with this ministry in 2016: Helen van Antwerp, Debbie Ferrigno, Jane Kraus, Rebecca Rastetter, John Armstrong, Mark Auletta, Shelby Auletta, Sandy Butler

Respectfully submitted,

Kristen Garnett

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 the year, the Fund provided annual support to the operating budget according to a total return driven spending formula. Supplemental funds were also provided to balance the budget.

The Endowment Fund value increased \$28,961 between the start of the year and the end of the year after withdrawals of \$104,260 to support the church budget.

At December 31, 2016, the Endowment Fund had a market value of \$1,985,803 as compared to \$1,956,842 at December 31, 2015.

For 2016, the total rate of return for our Endowment Fund was a 6.8% increase. This compares to a 12% increase in the equity market on a total return basis, as measured by the Standard & Poor's stock index and a 2.7% increase in the the fixed income market as measured by the Barclay US Aggregate Bond index. The Endowment Fund allocates 44% of the endowment assets to an independent advisor for Vanguard Funds utilizing a Conservative Growth Model that increased 9.6% for 2016. The balance of the Endowment Fund is invested in the Dodge & Cox Balanced Fund, various Vanguard Funds, the Episcopal Church of CT D&B Fund and cash. The year-end asset mix is 55% stock, 38% fixed income and 7% cash. The Endowment Fund had an overall dividend and interest income yield of approximately 1.4% on invested assets.

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

Endowment Fund Market value at 12/31/15	\$1,956,842
Dividend, interest income and capital gains	40,022
Unrealized market appreciation	93,199
Transfers to the Church Operating account – formula	(64,260)
Transfers to the Church Operating account – supplemental	(40,000)
Endowment Fund Market value at 12/31/16	\$1,985,803

The Endowment Fund over the last nineteen years through December 2016 has provided \$960,425 of funds for church budgetary and other purposes.

During the year the committee met four times.

Respectively submitted,
Ray Hencir, Chairman
Bill Downes
Cathy Golden
Terry Abbott
Pete Moore
Priscilla Rensis

St. Andrew's Music Ministries

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 2016:

2016 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 2016 Year Second Annual 12 th Night Revue: "My Name in Lights!"
February	Sr. Youth Choir Seasonal Dinner
March	St. Andrew's Choirs Sing Schubert's <i>German Mass</i> JYC Sings for Palm Sunday
April	Good Friday Service of Music S&CC Sings Both Services for Easter
May	Sr. Youth Choir Seasonal Dinner Combined Choirs Sing "For the Beauty of the Earth"
June	Music Ministries End-Of-Year Celebration Dinner
July	St. Andrew's Arts Camp
September	Choirs began for the fall S&CC Karaoke Party St. Andrew's SYC Seasonal Dinner
October	Choirs Sing for Blessing of the Animals St. Andrew's <i>Cabaret Live!</i> : "Seasons of Change"
November	Choirs Sing for Joint Worship in Hartford S&CC, Youth Choir, and Jr. Youth Choir compiles basket for Holiday Fair
December	St. Andrew's and Friends Sing Handel's <i>Messiah</i>

Current Music Ministry Leadership

Spirit & Chancel Choir (S&CC)

Laura Miller
Jaime Polk
Rosie Price
Gary Naegel
Valerie Hayward
Lois Nichols
Brenda Naegel
Jan Anderson
Grant Underwood
Steve Van Ness
Joe Burbela
Anthony Hayward
Jessica Baycroft
Heather Meachen

Administrative Support

Barbara Gibbons
Cathy Golden

Youth Choir

Zack Cheslog
Addison Auletta
Ben Auletta*
Drew Auletta
Lismaris Rodriguez
Cameron Gharibian
Reese Puchalski*
Jane Golden*
Morgan Gharibian
Mariah Barroso
Lelle Aug
Christopher Albert

Lights/Sound Support

Steve Van Ness
John Armstrong
Gary Naegel

Jr. Youth Choir

Megan Sesma, co-director
Isabelle Wilker
Andrew King
Austin King
Nathan Barroso
Alessandra Gonzalez
Xavier Gonzalez
Gabriel Gonzalez
Marianne Cheslog
Clara Tardie
Charlotte Leonte
Anna Bussmann
Connor Warnke
Ryan Warnke
Kayla Warnke
Margaret Bradbury
Eleanor Bradbury
Annie Webster

Growing Together In God's Love: Our Story of 2016

- **We Worshiped Together In Song**, singing hymns from diverse musical settings and aesthetics. We were present for worship services as small as ten and as large as 1000+ (in Hartford). 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.
- **We Were Blessed With A New Space**: The Choir Room is state-of-the art in its cleanliness, shelving, lighting, and more. We have a new piano generously offered by the Golden Family; we have a new choir room door that better serves our commitment to a Safe Church community; the floors are clean and the paint is fresh, making it a beautiful place in which to make music. We are blessed to have this space for the three choirs that gather each week and are getting settled in more and more with each passing month!
- **We Gathered in Christian Community** for events such as Cabaret Live!, *Messiah*, and *German Mass*. We started using our kitchen once a season for Sr. Youth Choir dinners, and our youngest attended JYC throughout the school year and Arts Camp (for the first time!) in the Summer.

Looking Ahead to 2017

- **Arts Camp, Take 2!** With resounding support from our wonderful St. Andrew's Preschool (particularly Miss Anita) and with equal resounding support from our Youth Ministerial Staff (Mary and Shelby), we had a great start to Arts Camp last year! With 20 Campers, Jr. Counselors, and Sr. Counselors Strong, we're looking to expand our outreach both within the church and in the greater Madison community. Stay tuned for more information on Arts Camp, Take 2 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 or music committee member if you're interested in serving in this unique, challenging, and joyful ministry.

• **Settling Into Our New Space:** A few exciting questions and conversations remain about how to fully settle into our new choir space. For instance, 2017 might be the year that our parish might decide to purchase a whiteboard for the choir room rehearsals and perhaps Farmer Hall meetings. There are several little logistical areas for opportunity that I look forward to exploring with our musicians and parish.

Respectfully Submitted,

A handwritten signature in black ink that reads "Grant". The signature is written in a cursive style with a long horizontal stroke extending from the end of the word.

Grant Underwood
Music Director

Outreach

We continued to support our partners in mission in 2016: Madison Food Pantry, Raise the Roof, Covenant to Care, and our sponsored Ugandan orphans. We also support many people and organizations through prayer every Sunday.

Food Ministries

Under the leadership of parishioners Brenda and Gary Naegel, our community gardening effort continued to grow. This summer St. Andrew's took a second plot in the town's Bauer Park and grew tomatoes, cucumbers, peppers, carrots and other vegetables, 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.

Joe Burbela again organized a February bowling afternoon, and event sponsors contributed many pounds of food for the Madison Food Pantry. Joe issued a special thanks to everyone who was able to "spare" time to "strike" hunger out.

St. Andrew's parishioners continued to help provide drivers for Meals-on-Wheels. Two drivers each week deliver meals to those who are homebound or elderly, providing not only a hot meal but a friendly check-in as well.

We also contributed \$250 in cash to each of the local food pantries (Madison, Guilford and Clinton).

Mission Trip

In June a group of older teenagers from St. Andrew's and a couple of other Connecticut churches ventured to the Dominican Republic, along with boxes packed with arts and crafts supplies, shoes, and athletic gear. The kids ran a vacation Bible School in an inner city church. St. Andrew's has been organizing and running this unique trip for many years, and it continues to be a life-changing experience for all those who participate.

Orphans in Uganda

We continued to support two orphans in Uganda: Joyce Mary and Calvin. Last year we provided \$1500 in support. The other two orphans, Timothy and Cathy, have either graduated or moved on to more specialized schooling.

Raise the Roof

St. Andrew's continued its long-time support of Raise the Roof, the shoreline connection to Habitat for Humanity. In August at the dedication of Raise the Roof's twelfth build, St. Andrew's, represented by Warden Gary Naegel, was honored for the treasure and helping hands it has offered over many years. We again contributed \$1500 to Raise the Roof's "Dancing with the Stars" fund-raiser.

Covenant to Care

St. Andrew's provided back-to-school backpacks in September. In addition, presents from the Advent Giving Tree were delivered to families in need in December.

Outreach efforts, led by dedicated, enthusiastic individuals, remained strong at St. Andrew's in 2016. However, the Outreach Committee, which supports, directs and promotes outreach work, lacked leadership in 2016. The vestry will need to recruit new members and leadership in the coming year.

Respectfully submitted,

John Armstrong

Report of the Transition Team

The Transition Team met throughout the first half of 2016 completing the Parish Profile and subsequently discerning fifteen applications for the call of Rector at St. Andrew's. On August 1st, the Vestry made a call to Rev. Shariya Molegoda which she graciously accepted. Shariya began her journey with us as our new Rector on November 6th, 2017. It is with much gratitude that I thank the members of the Transition Team: Chris Abbott, Art Criddle, Patches Earle, Lucinda Embersits, Al Gonzalez, Alice Hencir, Laura Miller and Mary Potenziani. We would like to thank the parish and vestry for their unwavering support during this process.

Respectfully submitted,
Nancy Karas

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, 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 there is visiting or supply clergy leading our worship services.

In 2016, Maddie Wines replaced her sister, Kacie May on the acolyte roster. Welcome Maddie! And good luck to you Kacie! We also welcomed 2 new lay readers later in the year, those persons being Laura Stott and Jane Kraus. Thank you for coming on board and sharing your reading talents with us.

I want everyone who serves at the altar to know that your service is greatly valued by me, Jordan, and the entire congregation.

Respectfully submitted,

David R. Mikus
Verger

Report of the Rector

Annual Meetings are opportunities for the entire parish to gather and ponder our shared life together. And while much time in such meetings tends to be dedicated to looking back over the past year, I confess that I learn as much from looking around at the community that is present, and by hearing of intentions and hopes for the year that lies ahead.

While I was with you only for the last two months of 2016, I know full well that it was a year of many transitions. St. Andrew's has been blessed indeed – good interim clergy, a gifted vestry and a talented staff, have provided remarkable leadership that has allowed the congregation to go about a very full communal life of worship, learning, hospitality, nurture and mission. I feel tremendously privileged to have joined this parish, as you continue your faithful journey into deeper engagement in your life with God.

My big priority over the next year will be discovering more fully who you are – both collectively as a congregation, and individually as parishioners. Expect to hear from me soon as I attempt to set up a schedule of visits – and in the meantime, trust that I am available to you. One of the great honors of being a priest is the opportunity to walk with others in the sorrowful and joyful occasions in their lives.

And in precisely that vein I offer you a summary of some of the sacramental rites in this congregation's life in 2016. There were 2 baptisms at St. Andrew's in 2016, also 2 marriages, 9 confirmations and 8 burials.

I know there will be challenges as well as celebrations in the year ahead. My prayer is that this lively and lovely community will grow even in moments of adversity simply because it trusts profoundly in the love of Jesus Christ!

Shariya+

