

2022 Annual Meeting

St. Andrew's Episcopal Church
January 30, 2022



Honor our past

Rejoice in our present

Faith in our future

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AGENDA

January 30, 2022

1. Invocation
2. Presentation and adoption of the roll of voting members
3. Minutes of the 2021 annual parish meeting
4. Parish Reports
5. Report of the Treasurer
6. Presentation of the 2022 budget
7. Report of the nominating committee
8. Election of wardens, vestry, clerk, treasurer, and convention delegates
9. New business proper to come before the meeting, if any
10. Benediction

St. Andrew's Church
Annual Parish Meeting Minutes
Virtual Meeting via Zoom
January 31, 2021

I. Invocation

The Rev. Shariya Molegoda called the meeting to order at 10:56 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 Gary Naegel and seconded by Tom Stott.

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 Gary Naegel and seconded by Joe Burbela.

IV. Minutes of Dec. 6 special parish meeting

The minutes of Dec. 6's special parish meeting was approved on a motion by Gary Naegel that was seconded by Linda Smith Criddle.

V. Presentation of Parish Report

The Parish Covenant was not read aloud because of its length, but parishioners were invited to read it themselves online at their leisure.

A slide show reviewed parish happenings in the past year.

Accomplishments for 2020 included:

- A redefinition of worship in the face of Covid-19 restrictions
- The successful re-imagination of the Sunday school and youth group programs
- The re-engagement of the pre-school
- The establishment of a successful Communications Committee
- The successful completion of plumbing and other projects by the Buildings and Grounds Committee
- The refurbishment of the church's stained-glass windows
- The success of the Joining Jesus Capital Campaign
- The continued support for Habitat for Humanity via Raise the Roof
- The successful work of the Stewardship and Endowment committees

VI. Rector's Report (Note: This was presented during the service in the place of the homily.)

The Rev. Shariya Molegoda referred to both the challenges and successes of the past year. The chief challenge was posed by the restrictions on in-person meetings due to the Covid-19 pandemic. Services had to be held remotely and communion could no longer be taken in the form of the host and the wine. One wedding was celebrated, and there were four funerals. However, because of coronavirus restrictions there had been no baptisms in the past year and the schedule confirmation had been postponed.

Molegoda said the parish had seen some attrition in membership and that attendance at services had declined. On the positive side, she noted, moving to Zoom had allowed people who lived at a distance from Madison to attend. Zoom also allowed parishioners to attend holiday services held in Hartford and Washington, D.C.

Fewer people had pledged their support in the annual Stewardship campaign, but Molegoda said “many have steadfastly held the course.”

The rector noted that the elimination of the front office position had led to the departure of long-time employee and parishioner Barbara Gibbons, and has placed greater demands on the vestry to fulfill some day-to-day operations.

Molegoda said positive developments over the past year included the creation of a Pre-School Advisory Committee, the completion of the successful Joining Jesus capital campaign, the creation of a Racial and Social Justice book group, and the revitalization of the Serenity Trail by the Girl Scouts. She commended the work of the Buildings and Grounds Committee as well as that of the newly created Communications Committee.

VII. Report of the Treasurer

Treasurer Kristen Garnett thanked parishioners for what she described as their extreme generosity that has allowed the church to so far weather the effects of the pandemic.

Garnett said that St. Andrew’s was able to overcome a nine percent decrease in expected income by leaning heavily on the endowment and also successfully applying for a \$83,605 federal Payroll Protection Program (PPP) loan which is expected to be forgiven.

She said that the pandemic had the biggest financial effect on the preschool, which had to close in March, leaving it unable to collect tuition for April, May, and June, but still responsible for paying the staff half of its salary. She said the school ended the year with a \$46,402 deficit, and that a deficit of \$48,285 was projected for the 2021 fiscal year. She noted that 2020 was the first time in many years that the preschool had been unable to cover its expenses and described it as an “area of concern.”

Garnett said St. Andrew’s ended the year with \$2.4 million in assets - \$265,691 of which was kept in various funds.

She reported that despite the withdrawals of funds, the endowment ended 2020 with more money than it had at the start, having earned a 12.7 percent return on investment.

VIII. Presentation of the 2021 Budget and Supplemental Withdrawal from the Endowment

Although the budget for the new fiscal year is presented annually to the congregation at the annual meeting, no vote is taken since it already has been adopted by the vestry. However, the congregation must vote to take supplemental funds out of the endowment.

A motion to approve a supplemental \$40,000 withdrawal from the budget as needed was approved on a motion by Senior Warden Gary Naegel that was seconded by Joe Burbela.

IX. 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 Senior Warden Gary Naegel that and seconded by Joe Burbela..

All current vestry officers had agreed to serve new one-year terms. They are: Gary Naegel, senior warden; Matt Valentine, junior warden; Kristen Garnett, treasurer; Louise Beecher, secretary.

Robert O'Connor, Susan Wines, and current member Laura Downes were elected to three-year terms as vestry members. Graham Wilker has agreed to serve as the vestry's youth representative.

Cassie Moore and Sarah Valentine were elected as delegates to the diocese's annual convention and David Mikus and Louise Beecher were elected as alternate delegates.

The Rev. Shariya Molegoda then asked the newly elected to stand and commissioned them.

X. New Business

None.

XI. Benediction

The benediction was led by the Rev. Shariyah Molegoda.

XII. Adjournment

The meeting adjourned at 11:30 a.m. on a motion by Louise Beecher that was seconded by Joe Burbela.

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.

Looking Back on 2021

2021 was an up-and-down, bittersweet year. Parishioners embraced resiliency as we bounced around between indoor, outdoor, hybrid and virtual services. But every Sunday we managed to worship, and we were especially blessed to have young families and their children read scripture and lead prayers.

Many traditions continued. We ran a number of successful blood drives. Our kids continued to develop religiously and spiritually. Bishop Ahrens came and confirmed teens in an outdoor service. And nine younger children learned about the eucharist and then received their first Holy Communion. Our innovative youth programs continued because of the passion and creativity of our youth leaders.

And we improvised! In lieu of our traditional Holiday Fair fund-raiser, we held a tag sale on the church grounds. It earned more than \$2,500 and was a great success in getting the church community together to work on a project. And in a new twist in our passion for food ministry we delivered lunches to workers at the Covid-19 test center at Hammonasset.

After ten years of service here at St. Andrew's our inspirational Choir and Music Director, Grant Underwood, heard God's call to move on to something new. In December we celebrated his ministry with stories, memories and gifts. We wish him Godspeed!



Bishop Ahrens at the outdoor confirmation service.



Nine kids after their first Holy Communion



At the baptism of Tabor Jax Tingley-Clarke



Andrew and Austin King



The Morrison family



Sarah Auletta ran several blood drives



The Dodington Family



The Asher Family



Our youth visited the Bushy Hill Nature Center in Deep River



Middle School Youth Group hiked at Chatfield Hollow State Park



Verger David Mikus at the lighting of the Paschal candle



Rev.Molegoda celebrated eucharist at outdoor worship in the spring.

Treasurer's report for 2021, St. Andrew's Church

Church Operations: With the COVID pandemic impacting the full year of Church operations in 2021, Church financial results reflect lower-than-budgeted offerings, offset by lower-than-budget expenses. The Church operating deficit for 2021 of (\$39,396) was offset by forgiveness of our initial PPP loan, which added \$83,625 to income for the year, resulting in a post-PPP surplus of \$44,230. A major effect of the PPP loan forgiveness was our ability to avoid any supplemental Endowment withdrawals and only utilize our planned 4% distribution of \$79,362 for the year. Please review the detailed 2021 I&E report.

The Church received a second PPP loan of \$72,000 in March of 2021, which covered payroll expenses from March to June of 2021. This loan is carried as a liability on the 12/31/2021 balance sheet. Application for forgiveness of this second PPP loan was made, and forgiveness granted, in January of 2022 (this adds \$72,000 to church operations income for 2022).

Non pledge donations received during the year honored the memory of Jodie Mueller, Abigail Abbott, Rev. James Schulthess, Janice Poole, and Doug Adams. A gift in memory of Helen Kitzman was directed toward the Mitchell Fund, which will help to support Youth Activities, including the 2022 Camino, Spain trip. An anonymous gift of \$25,000 received in December 2021 was directed toward the Facilities Maintenance fund. Thank you all for your annual pledges and offerings which sustain the parish.

Financial Summary Year Ended 12/31/2021 (Unaudited)

Church Operations	Actual 1/1/2021 – 12/31/2021	Budget 1/1/2021 – 12/31/2021
Church Income – Offerings	\$189,509	\$200,000
Income -Endowment transfers	\$79,632	\$119,185
Total Income before PPP	\$272,865	\$319,185
Total Expenses	\$312,261	\$332,068
Surplus (Deficit) Excluding PPP	(\$39,396)	(\$12,883)
Surplus (Deficit) Including PPP	\$44,230	N/A

Endowment and Balance Sheet: The market value of our Endowment Fund at December 31, 2021 is \$2,178,255. Further details on the Endowment are available in the Endowment Committee's Report. Please review the balance sheet, which provides details on the Endowment and other fund balances. Our operating cash position is healthy at the close of 2021.

Joining Jesus Capital Campaign (2020-2025): ECCT reported the following as of 9/30/2021:

Expected pledges: \$431,493; Gifts received: \$232,601; Proceeds disbursed to St Andrews: \$186,081; Proceeds to Camp Washington: \$23,260; Proceeds to Regional Ministries \$23,260.

To make a pledge payment, please send your check payable to: ECCT; Attn: Joining Jesus; 290 Pratt St., Box 52; Meriden, CT 06450 (ECCT can also accept gifts of stock or mutual funds).

Outreach: St. Andrew's provided cash donations during 2021 to: Calvin for school tuition; Saints on the Shoreline (Refugee resettlement); the Diaper Bank of CT; Madison Foundation Neighbor to Neighbor; Covenant to Care; Raise the Roof /Habitat for Humanity; Madison Food Pantry; Shoreline Soup Kitchens; HOME in Orland, Maine; ECCT Food Ministry Network; Episcopal Relief & Development (Haiti and Hurricane relief).

Preschool Operations: Preschool operating surplus for 2021 of \$12,206 reflects Preschool tuition and Summer Camp income above budgeted amounts. The Preschool also received a grant of \$23,040 from the State of Connecticut Office of Child Care Stabilization, from the Federal American Rescue Act of 2021 (FARPA). Per the terms of the grant, \$5,760 was allocated to increases in staff compensation. Including the FARPA grant, Preschool surplus for 2021 totaled \$35,246. Please also review the detailed preschool I&E report.

Preschool Operations	Actual 2021, not audited	Budget 1/1/2021 – 12/31/2021
Income Excluding FARPA Grant	\$222,309	\$160,000
Expenses	\$210,103	\$208,085
Surplus (Deficit) Excluding FARPA	\$ 12,206	(\$48,285)
Surplus (Deficit) Including FARPA	\$ 35,246	N/A

Managing the financial operations of this parish is truly a team effort. Bill Downes and Maira Rieger have been very generous with their time and I thank them for developing the 2022 budget, and their ongoing support/analysis. Thank you to Jane Marin, our bookkeeper for her dedication to St. Andrew's. Thank you to the vestry members who help to process weekly deposits following in person services.

For questions regarding financial matters, please call the office and leave a message 203-245-2584 or send an email to: bookkeeper@standrewsmadison.org

Respectfully submitted,
Kristen Garnett, Treasurer with assistance from Bill Downes

		St Andrew's Church Balance Sheet, not audited	Dec 31, 21
ASSETS			
	Current Assets		
	Checking/Savings		
		Church Operations	131,018.45
		Rector's Discretionary	6,842.63
		Youth Group Checking	19,618.60
		Total Savings Accounts Funds	352,887.89
		Vanguard Organ Fund	37,510.50
	Investments		
		Vanguard - Endowment	2,009,589.21
		Diocese D&B - Endowment BoA	168,666.21
		Total Investments	2,178,255.42
		Total Checking/Savings	2,726,133.49
		Total Current Assets	2,726,133.49
		TOTAL ASSETS	2,726,133.49
LIABILITIES & EQUITY			
	Liabilities		
	Current Liabilities		
	Other Current Liabilities		
	Donor Restricted		
		Prepaid Pledge Fund	9,400.00
		Rector's Discretionary	6,842.63
		Youth Missions Designated	19,618.60
		Organ Designated Funds	37,510.50
		Total Donor Restricted	73,371.73
		PPP Loan	73,000.00
	Temporarily Restricted Funds		
		Episcopal JJ Fund	158,714.13
		Facilities Maintenance	46,165.82
		Capital Building Fund	13,372.26
		Total Preschool Capital Fund	23,676.06
		Barry Altar Fund	5,560.00
		Book Fund - Memorial	9,569.48
		Flower Fund - Memorial	4,806.66
		Memorial Fund	18,597.58
		Mitchell Youth Fund	14,027.01
		Youth Ministry Fund	3,829.16
		Music Fund	7,677.00
		Outreach Fund	25,524.88
		Uganda Mission Fund	1,920.00
		Refugee Resettlement Fund	15,859.96
		Summer Arts Fund	3,587.89
		Total Temporarily Restricted Funds	352,887.89
	Restricted Investment Funds		
		VG Endowment Fund	2,009,589.21
		D&B Endowment Equity BoA	168,666.21
		Total Restricted Investment Funds	2,178,255.42
		Total Other Current Liabilities	2,677,515.04
		Total Current Liabilities	2,677,515.04
		Total Liabilities	2,677,515.04
	Equity		
		Unrestricted Net Assets	-35,975.52
		Net Income	84,593.97
		Total Equity	48,618.45
		TOTAL LIABILITIES & EQUITY	2,726,133.49

CHURCH INCOME AND EXPENSES, 2021 (NOT AUDITED)

					TOTAL	
					Jan - Dec 21	Budget 21
				Income		
				Church Operations Income		
				Prior Year Pledge	\$ 3,160	
				Total Pledge Income	\$ 154,713	\$ 170,000
				Non-Pledge Offering	\$ 28,865	\$ 25,000
				Loose Plate Offering-Unnamed	\$ 2,101	\$ 1,000
				Easter	\$ 85	\$ 500
				Christmas	\$ 515	\$ 3,000
				Special Offering	\$ 70	\$ 500
				Total Church Operations Income	\$ 189,509	\$ 200,000
				Endowment Draw	\$ 79,632	\$ 79,632
				Supplemental Endowment Draw	\$ -	\$ 40,000
				Fundraisers	\$ 3,237	
				Facilities Rental	\$ 450	
				PPP Loan 1 Grant	\$ 83,625	
				Total Income	\$ 356,490	\$ 319,656
				Expense		
				Rector and Staff Salary & Benefits	\$ 216,103	\$ 216,924
				Total Rector Professional Expenses	\$ 1,015	\$ 7,850
				Office and Professional expenses	\$ 8,303	\$ 13,002
				Total Church Utilities	\$ 9,330	\$ 10,700
				Total Rectory Utilities	\$ 7,102	\$ 7,800
				Outreach Expense	\$ 2,000	\$ 2,000
				Facilities & Maintenance	\$ 28,537	\$ 29,258
				Diocesan Pledge & Worship	\$ 37,697	\$ 37,400
				Total Christian Education	\$ 580	\$ 2,000
				Total Music	\$ 1,295	\$ 4,000
				Total Hospitality/Welcoming	\$ 300	\$ 1,000
				Total Expense	\$ 312,261	\$ 331,934
				Net Income	\$ 44,230	\$ (12,278)

PRESCHOOL INCOME AND EXPENSES 2021, NOT AUDITED

				TOTAL	
				Jan - Dec 21	Budget 21
			Income		
			Grant Income		
			Preschool CT Daycare Grant (FARPA)	\$ 23,040	
			Preschool Tuition	\$ 202,209	\$ 156,000
			Preschool Registration fees	\$ 5,550	\$ 4,000
			Preschool Summer Camp Tuition	\$ 22,433	
			Discounts -Sibling, employee, military	\$ (7,951)	
			Total Income	\$ 245,349	\$ 160,000
			Expense		
			Total Staff Salary and Benefits	\$ 161,187	\$ 161,422
			Office and Professional Expenses	\$ 7,033	\$ 7,639
			Utilities and Facilities expenses	\$ 38,873	
			Total Expense	\$ 210,103	\$ 208,286
			Net Income	\$ 35,246	\$ (48,286)

Report of the Wardens

The 2021 vestry continued to meet virtually via Zoom the entire year. In February, the Right Rev. Bishop Suffragan Bishop Laura Aherns, joined our 10:00 Zoom worship service and blessed our Confirmation class of 15 confirmands in an outdoor service, while meeting with vestry afterwards over Zoom. All vestry visitations were given the same homework assignments in preparation for the Bishop's visit. This was to read and discuss the letters from the Birmingham jail, prepared by Dr. Martin Luther King, in response to the letter from the Clergy of Birmingham he had received following his arrest. The issues of racism within the broader Episcopal Church of America released a 72-page report on April, creating the opportunity for the ECCT Annual 2021 Convention to adopt a resolution creating a task force to study the impact of these and other biases, and to make specific recommendations to the 238th Convention.

In March, the vestry assessed the progress of the of Vision and Planning document, by reviewing the goals outlined for the strategic alignment of resources with the vision and mission of the church. Immense success, with the continued improved weekly communications team, was led by Chris Abbott, Louise Beecher, and David Mikus, and the use of the new St. Andrew's Church website, while the implementation of a consolidated database of church membership remained a work in progress to successfully support all facets of church operations. Co-leader of the Vision and Planning Committee, Laura Dodington, pointed out that the goals outlined a year ago did not totally align with the goal of racial reconciliation adopted by the Episcopal church during the past year. Further, the implementation of the Vision and Planning goals cannot be left entirely up to the vestry, but most also involve working groups of parishioners, as it was noted that it is almost impossible to talk about religion without talking about the need for social change.

Members of the Racial Healing and Racial Justice book group met with the ECCT Racial Healing, Justice, and Reconciliation Ministry leaders, the Rev. Tracy Russell Johnson, and the Rev. Linda Spears, to become inspired on how this might inform the vestry and parish with aligned goals for social justice. While discussions continued in 2021, the formation of the entire parish joining and participating in the national Episcopal Church program, Sacred Ground, will be something to become involved in for 2022.

In April, we began to install the previously purchased in-church video camera system with the guidance and assistance of Steve Van Ness and his production crew in preparation to be able to broadcast services. The church's Wi-Fi and phone systems were also changed with upgraded service at reduced cost to support all Preschool and church programming. We are thankful for the Girls Scouts of America who cleared the wooded walkway path and created Stations of the Cross, in advance for our April 2 Good Friday service and outdoor meditative walk.

On May 7, we added an outdoor 11:00 AM service in the courtyard with the windows open to hear Grant play the organ. On Ascension Day, May 16, in addition to the 10:00 AM Zoom service, we added an 11:00 AM in-person worship service with COVID-19 safe

guidelines, followed by an 11:45 AM outdoor tree-planting service to celebrate the success of the Joining Jesus Capital Campaign. ECCT also started to provide an option for parishioners to attend state-wide services via Zoom on the 5th Sunday of the month gather us collectively while providing local relief for parish Zoom worship programming. ECCT Bishop Diocesan Ian Douglas also announced his intention to retire in October 2022 to provide adequate time for a search process to commence. There will also require an additional convention held in May 2022 to select the new Bishop in addition to the 2022 fall Annual Convention. We were also fortunate to be able to apply for and receive two PPP loans that will be forgiven in support of church operations. Our administrative office also became re-organized for multiple functions, including the relocation of our bookkeeper, Jane Marin.

In June, Amy Greenleaf stepped up to assume the role of Chair of the Preschool Advisory Board, assisted by members Mark Auletta (Building and Grounds liaison), Jane Kraus (Education lead), Rosie Price (Healthcare lead), Maira Reiger (Financial lead for the Board and liaison to the Treasurer), along with Shariya and Gary Naegel. We are thankful for Lauren Dodington, who had agreed to initially facilitate the formation of the Preschool Advisory Board in 2020, to gather us together to develop a long-term vision, mission, and counsel for the successful and sustainable operation of the Preschool. When Jane completed her commitment to the committee through the end of the academic school year, we were fortunate to have Debbie Brown join the team and provide insight and guidance with her expertise in Human Resources. The work of this dedicated group has been extremely important during this past year as they provided guidance and insight to changing CT state laws and policies to both the Preschool leadership as well as to the vestry. The Board has helped recommend streamlining their operations, including the alignment of annual staff contracts and wage rates to begin at the start of the Fall academic year.

On June 6 we held a first informed in-person Holy Communion with close family members while the rest of the congregation participated on Zoom. On June 13 we were thankful to celebrate an out-door service and picnic at the Surf Club following an earlier Zoom service. By June 20 we produced our first “Hybrid” service utilizing the new inside camera system over Zoom running simultaneously with in-person worshipers following safety guidelines. Unlike last year, we were able to hold both the Arts Camp and the Preschool summer camps, while utilizing outdoor activities, where possible with the tent donated to St. Andrew’s by Friends of Hammonasett.

In October we formerly endorsed St. Andrew’s support of Jillian Morrison to Holy Orders, following our 2020 support to nominate her to the postulancy on progress to the priesthood while completing her studies at Yale Divinity School. We remain so proud to support Jillian and glad that she and her family selected us as her home church. We also supported the application of Cathi Bencken, who recently moved from out of state to Madison, to become a licensed supply clergy with Diocese of CT. In October, Louise Beecher organized a Tag Sale on the church grounds, which provided an opportunity for fellowship and community engagement.

As Shariya completed her fifth year of service at St. Andrew's in November 2021, she became eligible for a 3-month sabbatical break from her normal duties to rejuvenate her spiritual energy. After discussion with the vestry, she is planning to take this during the summer of 2023, and the vestry appointed David Mikus to help plan this endeavor. Shariya would like very much for the parish to journey beside her in planning and taking this opportunity, which we will continue to learn more about from her in the coming year.

The Saints on the Shoreline (SOS) refugee resettlement program reformed again this fall to assist IRIS – New Haven, take in the recent flux of incoming refugees from Afghanistan. Jaime Polk has assumed the financial liaison role for this group, which is a multi-faith, multi-community effort group of volunteers. Brenda Naegel organized a successful Take-Out Soup Fundraiser at St. Andrew's on October 31 which a large group of talented cooks preparing many varieties, along with an eager and supportive public selling out in an hour! More volunteers are still needed as they are soon to receive a new family. Despite the lack of a formal outreach committee, we provided financial support to a number of organizations, including: Raise the Roof, HOME, ECCT Food Ministry Network, Madison Foundation for the Neighbor-to-Neighbor program, Connecticut Diaper Bank, Madison Community Services for the Madison Food Pantry, Shoreline Soup Kitchens and Pantries, Saints on the Shoreline, Covenant to Care for Christmas items and gift cards to be distributed by social worker Trish Arida to children in her DCF caseload, and Toys for Tots gift cards from Target, Walmart and Amazon. The vestry is hoping a new Outreach Committee will be formed this year from the parish to provide deliberate and insightful recommendations to the vestry to financially support.

St. Andrew's renewed its charter status to support our Boy Scouts of America Troop 490 while also supporting the proposed reorganization Chapter 11 charter from the Bankruptcy Courts, as they transition on their path to move forward. We were also informed that ECCT had recommended the appointment of Ron Steed as a Deacon to serve St. Andrew's in the new year starting in 2022. Stay tuned for more updates about his role and presence at St. Andrew's.

Our music program and Choir Director, Grant Underwood, was celebrated at a special service on Advent 4 - December 19, while retiring from his role at the end of the December. We were so fortunate to have Grant, with his musical talents and connections, leading our music programs for the past 10 years, as we transition in the new year with supply musicians and planned replacement later in 2022.

We would like to thank our fellow Vestry members who shared this journey with us in 2021: Chris Abbott, Deborah Brown, Lauren Dodington, Laura Downes, Lucinda Embersits, David Mikus, Tom Stott, Graham Wilker, and Susan Wines. We would especially like to thank Louise Beecher, Clerk, and Kristen Garnett, Treasurer, and Bill Downes, who recently stepped up to provide additional Treasurer assistance, for their unwavering support of St. Andrew's. We could not have managed this year without all their dedication and counsel. We are thankful for the outgoing vestry members for their dedicated time and service over the past year(s). These include Deborah Brown, Lucinda Embersits, Tom Stott, and Graham Wilker.

Lastly, we would like to thank our fellow parishioners, forming this community of faith of St. Andrew's, for your ongoing support for each other as we journey and discover new ways together in following our mission, to love our neighbors, act justly, and walk humbly with God. We would be lost in facing these challenges today without this centerpiece of faith.

In peace,

Gary Naegel
Senior Warden

Matt Valentine
Junior Warden

Report of the Buildings and Grounds Committee

St. Andrew's continued a robust and active Building and Grounds committee, with strong support from Mark Auletta, Bill Downes, Jim Doddington, Gary Naegel, Marty Gerst, Tom Stott, Gary Cimino, David Mikus, and Asher Raynold.

January saw the installation of an awning outside the preschool entrance, allowing children to be greeted and checked-in, without impact from the weather. Special thanks go to Mark Auletta for leading this project. January also brought some minor remediations of issues identified by the annual fire inspection, including sealing openings in the firewalls in the kitchen utility closet. Seeding of the front lawn was also completed, following installation of the new septic system and repairs made in December.

Our annual spring cleanup in May was supported by many parishioners, including Chris Abbott, Mira Rieger, Nancy Rankin, Lucinda Embersits, Jess Baycroft, Rosie Price, Megan Sesma, Laura Downes, Louise Beecher, Kristin Garnett, Mark Auletta, Jim Doddington and others. It included indoor and outdoor work, such as lawn and garden cleanup, office organization, and installation of new storage shelves for organization in the Farmer Hall closet.

Upgrades to our phone and internet systems in June improved our capabilities, such as the ability to direct our voicemail to email for easier access and response, along with improved internet speeds and Wi-Fi coverage. Monthly costs were reduced at the same time.

A new camera and audio mixing system was installed to support our ability to host hybrid in-person and remote church services, with support from Steve Van Ness. A dedicated team of Zoom hosts continue to support our online services each week, including John Armstrong, Gary and Brenda Naegel, David Mikus, and Tom Stott. Youth including Nicholas and Natalie Valentine support our camera operations each week.

Tents were donated back to St. Andrews from the Friends of Hammonasset and were set up to support preschool and arts camp activities throughout the summer months.

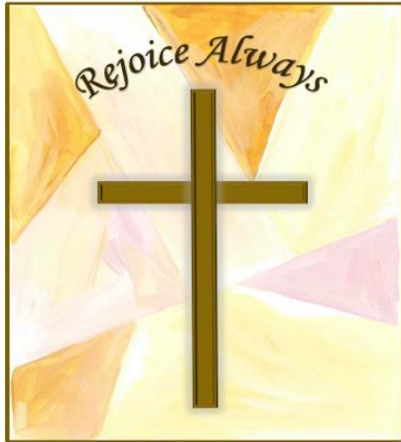
On-going and anticipated major projects include organ repairs, AC installation for the school wing, electrical updates, exterior painting, and security system additions.

Anyone able to give of their time and talents to manage projects small and large, can contact Matt Valentine at matt_valentine@hotmail.com.

Respectfully submitted,

Matt Valentine, Jr. Warden

Stewardship Committee Report



Rejoice in the Lord always;
again I will say, Rejoice.

Philippians 4:4

Rejoice Always

This year's theme of "Rejoice Always" was based on Paul's message to the Philippians "Rejoice in the Lord always; again I will say, Rejoice." As Shariya reminded us, "Paul's invitation is timely – it is also timeless! It is utterly relevant to a world reeling with sorrow and wonderfully resonant for a church wearied by the pandemic." In the spring when we chose the theme of Rejoice Always, we knew nothing of variants that would keep us apart for weeks at a time. This message is indeed timeless.

Our Stewardship Committee shared our thoughts and reflections on the theme with a personal message from each member in our stewardship materials which were mailed in the fall. We were inspired by talented parishioner Katie Wilker who painted the background for our theme. We added the graphics and a simple cross on the stained-glass background to complete the artwork.

On October 3, 10 and 17 we had the honor of hearing homilies from parishioners Asher Raynold, John Armstrong and Mary Merkle-Scotland, who shared their personal stories of deep faith and friendship at St. Andrew's. Members of the committee shared their own meaning of stewardship as well. We wrapped up on October 17 with a celebration outside with frozen treats.

More parishioners have signed up for ACH (Automated Clearing House) withdrawals directly from their accounts to St. Andrew's, which is the most efficient way for St. Andrew's to process pledges. While our in-person service schedule is dependent upon pandemic safety, our church expenses continue so this is an easy way to consistently spread giving while keeping the act of giving a frequent spiritual discipline. Making a pledge also helps the Vestry plan next year's budget.

Once again, the people of St. Andrew's have pledged to support God's work and mission through generous intentions of financial stewardship. Our pledge totals have held steady in a year of challenges, and we have received 51 pledge forms with total pledges of \$161,820. Our median pledge is \$2,750 which is similar to the year before.

Fifteen parishioners generously increased their pledges from the prior year.

Once again, stewardship calls us to be ever grateful for the gifts that God has given. Not only are we called to be grateful to God, we are also grateful for one another.

Rejoicing,

Laura Downes

John Armstrong

Jim Dodington

Gary Naegel

Bob O'Connor

Rebecca Rastetter

Rev. Shariya Molegoda

St. Andrew's Church School & Youth Groups

CHURCH SCHOOL

With the continuation of the COVID pandemic into the spring of 2020 we continued to operate pursuant to our “socially distant” contingency plan. This plan was created in order to offer formation materials families could use at home. Previously delivered Bibles were used by children together with a weekly email containing curriculum materials and pdf files of the related Spark Bible pages. We met in two separate age-groups on Sunday mornings at 9:15-9:45 on Zoom.

As of September 2021, when it was decided that we could gather in-person, Church School was again reimagined. With the intention of controlling COVID risk, we created two groups of children. The two groups are structured to capture as many family members in the same group as possible. Thus, we have a K-4th grade and a 5th-9th grade group. We have a rotation of 6 church school teachers. Each family registers by session so that we can plan our materials and again “declares intention to attend” weekly so that we can plan our physical space. Each child has their own materials and supplies kept in a personal pencil box. Siblings sit at the same table and 3 feet of space is maintained between family groups within the classrooms. Each family signed a “COVID 19 Church School Family Behavior Covenant” (*a copy of which is attached as Appendix A*).

I have continued to use Constant Contact to send a weekly email blast to Church School Families. The intention is to send one consolidated and well organized message. The weekly blast includes links to register children for Church School, that week's lesson information, a family page regarding that week's lesson, a signup link for teaching each age group, and details about any other seasonal activities. Our Church School calendar continues to generally follow the school calendar.

All of our Church School Curriculum materials are web-based and accessible online through Sparkhouse Digital. I also upload each week's curriculum materials in a shared Google drive. This ensures our volunteers and leaders feel prepared without having to invest a large amount of time before teaching. Our weekly leaders signup via the Signup Genius app.

We have maintained our subscription to the Children's Worship Bulletins. I upload the two age appropriate versions to Constant Contact in order for Shariya to include them in her weekly Worship Bulletin email.

Kindergarten through grade 3:

This group has continued to follow the “*HolyMoly!*” curriculum. The *HolyMoly!* curriculum has a two-year Scope & Sequence. The lessons are presented in a color Storybook Bible which has been purchased for each child. There is a corresponding leaflet with activities which we have not purchased yet. There is also a corresponding lesson video which we watch together on a laptop. The video continues to be a valuable addition to the instruction and allows the children to learn in an engaging format which they are accustomed to.

Grade 5 through 9:

We continue to use 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.*” Each child has their own Connect Bible in which they can highlight and complete the activities. This curriculum also has a corresponding leaflet with activities which we have not purchased or used while we are remote.

General Church School:

In addition to time spent discussing the curriculum during the Zoom sessions last spring and in-person learning using the curricula, we have worked hard to keep our youth engaged with “to-go” activities such as a Lent Activity eggs and family devotional cards. We changed up our meeting places to include outdoor fun such as the Meigs Point Nature Center at Hammonasset and our own outdoor chapel. This Advent season we learned about and created Jesse Tree ornaments, then swapped homemade ornaments with Church School families. There was a Jesse Tree set up in the lower entrance to church upon which one set of ornaments was hung. Our annual blessing of our high school seniors took place at the outdoor service on June 13 at the 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.

Vacation Bible School:

As submitted by Sarah Drought

VBS 2020 was a blast! Our theme was Knights of North Castle. We had to make many changes due to the pandemic, but we were pleased to realize that most of these adjustments helped organize things nicely, and we plan to keep many of the improvements in future years.

Camp was held from June 21st-25th. It was an absolutely beautiful week with lots of sunshine and we were so glad that we were able to use the whole large campus at The First Congregational Church to hold camp entirely outside, including the performance for parents on Friday. The outdoor chapel was used for our morning and afternoon gatherings which every grade level attended. This was a really nice change that helped us all to feel closer to God and nature.

We were so blessed to have a very talented crew of volunteers to help out. Cara Correll came back to run our music program and did a spectacular job getting the kids ready for their big performance for the parents on Friday. Stacy Matthews ran drama for the second year and did a fantastic job encouraging the kids to use those acting skills both during the week and at the performance. Casey Dixie and Cat Maili ran art for the first time and did a great job organizing everything for each group and keeping things separate to comply with Covid restrictions. Chloe Scott and Nick Hall were back to run games and the kids had a really great time with some fun and covid safe activities. Tina

Phelan and Lynda Montessi did a great job keeping the middle schoolers happy and busy. Tina Mendillo and Heather Meachan ran our dance group which ended up making us all laugh (counselors and campers) while we got some exercise each day. Gina Flood, Kelly Webster, Anita Spear, Nancy Costanzo, and Abby Pittarra were in charge of the preschool program and made sure our littlest campers were smiling and happy each day. And reliable as always, Debbie Edwards was a huge help with snacks and anything else anyone needed that week and leading up to the big event.

Suzanne Almouzeyan, Pamela Brown were so appreciated for being everyone's right hand and for helping organize and facilitate parking each day which was a huge undertaking. Lastly, a big thank you to Sophia Miller and Holly Edwards for taking photographs and videos and putting them together in a presentation to send to parents. The best part of the week is always seeing the high school students form bonds with the campers. Each year I am amazed at how seeing this makes us all so happy and inspired at the end of each exhausting but rewarding day. The counselors showed up each day with smiles on their faces and did an amazing job keeping all of our little ones busy, happy, and safe. We are excited for another fun year in 2022!

NURSERY CARE

Due to COVID-19, Nursery Care has not been provided since February 2020. We will need to rebuild and train our team of care providers since most of them have left for college. One or two of the former childcare providers switched over to lending a hand with church school which is a nice way for them to stay connected to the younger kids at church.

MIDDLE SCHOOL YOUTH GROUP

The MSYG includes all parishioner children and their friends in grades 5-8. The 2020-2021 school year was a year of new normal. 2021 kicked off strong with a well-attended and very chilly night of tubing at Powder Ridge, followed by a winter hike, another outdoor gathering and planting and preparing the food pantry garden at Bauer in May. In September a few intrepid hikers met to take on the Lookout Trail at Chatfield Hollow, and early October saw a small, but faithful group of middle and high schoolers spend all morning selling bagels and coffee at the church tag sale in an effort to raise funds for the Camino trip. Later in October the group met to enjoy a couple of hours carving pumpkins at Hammonasset and then a nice walk along the beach. In November we managed a solid cleanup and tidy of the food pantry garden, and a major shopping outing for the Madison Police Department's Toys for Tots program in December. The group is off and running and many St. Andrew's parishioners have been including their friends in our events, which is terrific! It is clear that this age group likes to get out and gather even when they may not know or be friends with everyone in the group - what a blessing. The energy of these young people is wonderful! A huge shout out to Kate Henderson who was hugely helpful as a second adult and with any and all details in the 2020-2021 year. Thanks, too, to Amy Greenleaf and Sarah Valentine, who also lent a hand. Without these amazing adults we could not offer what we do.

HIGH SCHOOL YOUTH GROUP

High School Youth Group - 2021 was a year of adjusting to that new normal for high schoolers. Highlights were two well-attended Habitat work days (January and February) that inspired a shortened week of building in late June, and the requisite car wash in early June. (See Mission Trip below) It was a joy to be back in person for the Blessing of the Seniors at the Parish Picnic. September brought the usual college care packages - thank you to all who donated items - and renewed interest in the Camino trip. A few of the high school students planning to participate in the Camino trip helped with the church tag sale in October and the sale of bagels (thank you Cohens for the donation) and coffee to help raise funds for the trip. In November the group enjoyed a beautiful fall hike in the East River Preserve. In December our group was scheduled to work at the Habitat site at Weybosset Street. Nick and Matt Valentine plus a friend or two carried the St. Andrew's torch for the day. We are looking ahead to preparing this spring for several fun and meaningful mission trips that will be back on this summer.

Mission Trip - Habitat@Home - The H.O.M.E. trip for 2021 was canceled by H.O.M.E. in the spring of 2021, but was replaced by a Habitat@Home trip that had 17 high school students working in New Haven at the Habitat for Humanity build on Middletown Avenue and a smaller group of under 16-year-olds at the community garden near Westville in New Haven. That area is considered a food desert by local residents and politicians alike. The energetic group spent their evenings at the COVID-safe and socially distanced Incarnation Center in Ivoryton. The food was fantastic and the kids delivered in both work locations with a wonderful sense of humor and much good work accomplished. Dates of the trip were Monday, June 28th - Friday, July 2nd. Enormous and heartfelt thanks goes to our fearless youth group volunteer, Jess Baycroft, without whose time and love we could not make these weeklong trips happen. In addition to Jess, Melanie Larivee, Shelby and Mark Auletta and Carrie Albert together worked to make the trip happen. Wow! H.O.M.E. returns for 2022. Dates are July 9-16.

Camino de Santiago - the Pilgrimage to Spain. June 25-July 5, 2022. The 2020 report was the sad news of cancellation for 2021, and this year...drumroll please...we are scheduled to jet on Saturday, June 25th to Madrid. Mary, Shelby and another adult, plus eight youth will be hiking the Camino de Santiago the last week of June and first week of July. This promises to be an unforgettable experience for all.

Dominican Republic Mission Trip - The diocesan mission trip to the Dominican Republic was canceled for 2021. Dates for the 2022 trip are June 26 - July 2nd. Anyone interested should speak to Mary. Typically, high school students participate in a Vacation Bible School at a couple of parishes working with local Dominican youth to run a fun, engaging Vacation Bible School. For any students hoping or wishing to work on their Spanish, this is a terrific way to give back and to have a real Spanish immersion experience.

--Mary Merkle-Scotland, Youth Formation Minister

--Shelby Auletta, Director of Children Christian Formation

St. Andrew's Preschool Advisory Board

The Covid-19 pandemic continues to create new challenges for the St. Andrew's Preschool. The Preschool Advisory Board has spent much of its time supporting the development and adjustment of the Health and Safety Protocols for the safe operation of the preschool, summer camp and arts camp. In doing so, it helped to ensure the Health and Safety Protocols were in compliance with the regulations from the CT Office of Early Childhood Education, the CT Department of Public Health, the ECCT and the CDC. The Madison Department of Public Health and the Madison Public Schools were also looked to for guidance. Some of the major policies developed or adjusted this year were the following: mask policy, vaccination policy, Covid-19 testing policy, Covid-19 exposure policy and Covid-19 quarantine policy. Many of these policies involved aspects of Human Resources in addition to Health and Safety.

In order to follow our safety protocols, class sizes were reduced this year. Much time was spent discussing the financial impact of enrollment on the budget and staffing. The preschool received a grant from the State of CT office of Child Care Stabilization, from the Federal American Rescue Plan Act of 2021.

Facilities and Operations is working on acquiring air conditioning estimates for the preschool wing, finished a portico over the preschool entrance to help with pick up/drop off procedures and secured a tent for Summer and Arts Camp.

The Preschool Advisory Board has begun the process of re-evaluating and updating the Mission Statement of the preschool. Short-term and long-term goals that support the Mission of the preschool will also be developed.

The Preschool Advisory Board is comprised of parish members who fulfill our parish responsibility to provide support and guidance in the operation of the Preschool and ensure strong communication and alignment between St. Andrew's Parish and Preschool. We are thankful for their insights, time and dedication.

Members of the Preschool Advisory Board

Mark Auletta	Facilities and Operations
Lauren Dodington	Health and Safety
Amy Greenleaf	Chair
Jane Kraus	Program and Curriculum (until September 2021)
Rosie Price	Health and Safety
Maira Rieger	Finances
<i>Debbie Brown</i>	<i>Human Resources Liaison, Vestry</i>
<i>Rev. Shariya Molegoda</i>	<i>Rector</i>
<i>Gary Naegel</i>	<i>Senior Warden</i>

St. Andrew's School Report

The 2021/2022 school year started off with small class sizes, to help space out children better, due to the never-ending pandemic. We had enrolled a total of 44 families with 51 children.

We have four toddler classes, with four children per class with one teacher in each.

Pre-K 3: T/Th class was capped at 16, which was filled.

Pre-K 4: MWF class has 13, with three open spots.

Young Learners 5-day program, started with and remains with seven with three open spots.

Two toddler teachers gave notice over the Christmas break, one to return to college and one for personal health reasons. Two replacement teachers were hired immediately. We remain fully staffed with one very reliable substitute. Our Safety Coordinator, and I are taking temperatures at the door.

Summer camps in 2021 resumed, for 6 weeks. The teachers who were interested in running them were able to.

Adjustments to our COVID policy continues, as we abide by the CDC, OEC and church. We continue to receive support from the Preschool Advisory Board and human resource committee on many matters, including Covid-related items, enrollment, teacher contracts and school building safety and advertisement.

We closed an extra week for Christmas break to help mitigate the new raging variant, which worked out well, as several staff members and families contracted the virus.

Our Safety Coordinator secured many supplies through the OEC, Health department and state of Connecticut.

Ms. Anita Spear
St. Andrew's School Director

Altar Guild

The Altar Guild worked throughout 2021 to prepare and set up for all of St. Andrew's services as well as maintaining and caring for all the items that are part of our worship. Members of Altar Guild support all aspects of worship in the church. This includes setting up for the Eucharist services, including baptisms, weddings, and funerals, changing the frontals and hangings for the various celebrations, and organizing the pews. The Altar Guild also holds two Saturday cleanups (polishing silver, cleaning pews and anything additional that our worship space needs) to prepare the church before the Easter and Christmas seasons (This was postponed due to the pandemic). This year we set up the altar and prepared the sanctuary to meet the guidelines for worship under the current pandemic guidelines.

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 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. This year we purchased a new Advent Candelabra.

The behind the scenes work of the Altar Guild has been very fulfilling during this past year. Current members of the Altar Guild are Louise Beecher, Cathy Golden, Mary Potenziani, Nancy Rankin, and Matt Valentine. During the pandemic, we thankful for those who continue to support our mission. We are thankful for Mary Potenziani for cleaning and ironing the small altar linens in 2021. A special thank you to Shariya for guidance and assistance when we needed support.

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

Respectfully submitted,

Cathy Golden

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 2021, the Fund provided annual support to the operating budget according to a total return driven spending formula. Supplemental funds were not requested during 2021.

The Endowment Fund value increased \$108,840 during 2021 after withdrawals of \$79,632 to the church operating budget.

At December 31, 2021, the Endowment Fund had a market value of \$2,178,255 as compared to \$2,069,415 at December 31, 2020.

For 2021, the total rate of return of the Endowment Fund was an 9.5% increase. This compares to a 26.9% increase in the equity market on a total return basis, as measured by the Standard & Poor's stock index and a 1.2% decrease in the fixed income market as measured by Bloomberg Barclays Aggregate US Bond Total Index. The Endowment Fund allocates approximately 57% of the endowment assets to an independent advisor for Vanguard Funds utilizing a Conservative Growth model that increased by 15% for 2021. 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 59% stock, 34% fixed income and 7% 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 12/31/20	\$2,069,415
Additions to Endowment Fund – gifts	0
Dividend, interest income, capital gains and unrealized market appreciation/(depreciation)	193,524
Transfers to Church Operating account – formula	(79,632)
Transfers to Church Operating account – supplemental	0
Transfers to Church Operating account – projects	0
Endowment Fund Market value at 12/31/21	\$2,178,255

The Endowment Fund over the past 24 years, through December 2021, has provided \$1,724,342 of funds for church budgetary and other purposes.

Respectfully submitted,

Rob Butler, Chairman
Bill Downes
Kristen Garnett

Ray Hencir
Marty Gerst

Food Ministries

St. Andrew's parishioners remained highly engaged in food ministries during 2021 including food drives, community garden contributions, and meals for fellow parishioners in times of need.

Food drives

As the pandemic stretched into its second year, the parish community increased efforts from one-off food drives to providing non-perishable food items and toilet paper to the Madison food pantry on an ongoing basis to assist local area residents with food supplementation. This effort is part of a coordinated ministry across participating ECCT SE Region parishes.

Community garden

We began our sixth year cultivating the Angel Garden -- two 20' x 20' plots at Madison's Bauer Park on Copse Road. As in years past, the garden's produce was donated to the Madison food pantry. The season began with donations of greens to supplement the supermarket donations of potatoes. Weekly garden donations continued through the season amounting to several hundred pounds of healthy, fresh food. And despite uncertain times, it was a long and productive season for our intergenerational group who planted, tended, and harvested produce and herbs.

We were especially blessed this year to have an increased interest and assistance with picking and delivering the produce, as well as watering and weeding the plots. Volunteers included the youth group led by Mary Merkle-Scotland, Jeff and Kim Colburn, Pat Florio, Katie and Graham Wilker, Nancy Rankin, the Raynold family, and Amy Greenleaf and family. Other parishioners generously covered the rental fees for the garden plots and donated planting materials. Gary and Brenda Naegel continued to lead the overall effort.

For their simple beauty and pure joy, the gardeners also grew flowers and invited the church community to drop by the garden to cut, enjoy, and share with others.

St. Andrew's continues to affiliate with the ECCT Hunger Ministry to "respond to human need by loving service" which was initially led by Bishop Laura Ahrens. This affiliation affords us the opportunity to share community gardening and produce distribution experience with one another.

Lunches for COVID-19 Testers

Many St. Andrew's volunteers delivered lunches twice a week during the first quarter of 2021 to express appreciation for those who tirelessly administered COVID19 testing at the Hammonasset regional test site supporting the shoreline area and beyond.

Loaves and Fishes

The Loaves and Fishes team continued to provide meals to parishioners who needed extra support during times of illness, the passing of a loved one, or the arrival of a new baby to name a few. Several members of St. Andrew's parish regularly prepared and delivered meals.

Respectfully submitted,

Brenda Naegel

Raise the Roof

St. Andrew's continued its long-time support of [Raise the Roof](#), the CT shoreline connection to [Habitat for Humanity of Greater New Haven](#). In 2021, Raise the Roof surpassed over \$ 1million in funds raised and has just begun construction on their 19th sponsored home at 139 Weybosset St in New Haven.

St. Andrew's continued our support through a \$1,000 donation to Raise the Roof's annual fundraiser and participated in several build days. With strong participation from the high school youth group, St. Andrew's supported build days in January, February, May, and December. Several build days were completed during the first week of July as an alternative to the HOME trip to Maine, due to the impact from Covid-19. In all, more than 20 people carried hammers and paint brushes under the St. Andrew's banner.



70 Woolsey Street in New Haven was Raise the Roof's eighteenth sponsored Habitat build and the home that John and Stephanie Briones built, purchased, and call home with their children, John Jr. and Sophia.

Parish members interested in volunteering can contact Matt Valentine at matt_valentine@hotmail.com.

Matt Valentine

Concord Meadows

Concord Meadows is an affordable elderly housing community that opened in 1977. It houses individuals 62 years of age or older as well as anyone disabled regardless of age. Concord Meadows consists of 12 residential buildings and one office/community room structure. 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. Saint 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 Saint Andrew's on the Board of Directors were Roger Chapman and Evan Evans. In recent years, Saint Margaret's Roman Catholic Church has also become a participant and now furnishes members for the Board. More recently the Board of Directors has opened 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 doing so it must conform to stringent federal guidelines.

The Board of Directors consist of approximately fourteen individuals. While each Board member represents himself or herself, their name is obtained from the respective church or temple in which they hold membership. The Board of Directors has engaged Wildwood Property Management, LLC in Cromwell, Connecticut. Their assistance is essential in dealing with the complexities of the USDA and other legal matters. A representative from the firm is present at all Board meetings.

We are continuing to replace kitchens which was started five years ago and are getting bids to paint the exterior of the buildings. Using a Community Development Block Grant, well needed windows are being replaced and heat pumps being added. We are also looking into updating our community building and adding a generator.

A typical meeting, in addition to dealing with the physical land and buildings, is concerned with the ongoing concerns of the residents and their well-being.

Our Holiday Luncheon (Holiday not Christmas since this is Interfaith) is provided by a catering company. This year we were back to normal and served the luncheon in the community center. Those who were not able to come we delivered meals to their apartments.

The current Board member from Saint 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.

Respectively submitted,

Martin Gerst

Communications

Upon beginning my tenure as a Vestry member in 2020, I launched an initiative that would update how St. Andrews communicates to its members and how the members communicate to each other. With that goal in mind, the Communications Committee was formed and our first email was sent August 10, 2020.

The Communication Committee is comprised of myself, David Mikus and Louise Beecher. We meet every Monday to compile the information for the weekly emails.

Monday *"This Week at Saint Andrew's"* a weekly calendar of events.

Wednesday *"Messages for our Community"* includes the following and more:

- "Checking in on Our Community" – a few sentences and a picture to help us get to know each other.
- "Youth" – What they are doing in the community and Church and what they're plans are for the future.
- "They will know we are Christians by our love" – Upcoming volunteer opportunities and information about our members' participation.
- And the list goes on.

Friday *"Worship and Other News"* sent out by Rev. Shariya with updates on worship opportunities.

In 2022 we look forward to expanding our social media presence and working with other committees to keep the congregation updated about the goings on at St Andrews.

Christine Abbott

Human Resources Report

Compliance:

In 2021 the Human Resources Committee continued to focus on compliance. The ECCT requires St. Andrew's to use a designated company to conduct background checks every five years for Vestry, employees and volunteers who work with children and/or vulnerable adults. Similarly, we have been monitoring compliance with ECCT's Safe Church Training for these groups. Recertification is required every three years. We continued to communicate and track compliance with the CT law requiring Sexual Harassment Prevention training for employees. This training is required every ten years, or within six months for new employees. We are mindful of the state minimum wage laws which require us to change rates of pay, if necessary, phased in until June 1, 2023. At that point, the state minimum wage will be \$15 per hour.

Starting January 1, 2022, eligible employees may apply for up to 12 weeks of paid Family and Medical leave. The money to pay employees will come from a CT state pool, which is funded by an additional tax on employee wages. Eligibility guidelines were communicated to employees last year.

Preschool Support

Throughout the year the HR Committee provided support for the preschool director, safety coordinator, and the Preschool Advisory Board. COVID kept us busy again, as we all worked through safety-related policies such as how to handle quarantines and vaccination requirements. Several policies were developed and updated in 2021 to keep up with changes.

We updated the preschool staff Employment Agreements and provided support when reviewing staffing levels, keeping in mind safety, enrollment and financial status. Over the summer the preschool applied for, and received, a grant from the state of CT. A requirement of the grant was that a portion must be used for staff increases. The HR Committee worked with the Rev. Molegoda, our treasurer, and the preschool director to recommend COLA increases. These increases were approved by the Vestry and were effective September 1, 2021. In addition, the Vestry voted to review COLA's annually before the beginning of each school year for the preschool staff. The review for church staff will take place before January 1 of each year. The church operations budget and the preschool budget are tracked separately. The bookkeeper position will be included in the preschool annual review due to the hours dedicated to the preschool.

Respectfully submitted,
Deborah Brown
Chair, St. Andrew's Human Resources Committee

Prayer

The pandemic left many of us isolated this year, deprived of fellowship, with loneliness nipping at our spirit. But those very circumstances led many of us to renew our relationship with God through meditation, reading and prayer. Throughout the year parishioners described how they honed their spiritual practices, working to pray privately or in small groups. In moments of quiet reflection they found ways to pray, ways to cry to heaven with pleas for healing, petitions for forgiveness, or offerings of thanksgiving.

As they have for some years now, a group of parishioners gathered periodically via Zoom to pray with, and for, each other and for others they were concerned about. And on Sundays, in our zoomed service, during Prayers of the People, intercessors would pray for people and concerns known to them or spontaneously posted in the chat box. And parishioners unmuted themselves and shared concerns for people and situations in need of God's grace.

And most courageously, Shariya visited and brought the eucharist and healing prayer to homebound or hospitalized parishioners during the year.

And in service to the local community John Armstrong and David Mikus led a couple of services at Apple Rehab Guilford, offering residents music and prayer.

So despite the limitations imposed in these troubled times, prayer helped the faithful pray for those sick or troubled, seek forgiveness for our failings, and express thanks for our many blessings.

To God be praise!

--John Armstrong

Report of the Verger

The Verger is the principal lay assistant to the clergy having responsibility for the care and the coordination of the ministries of those who are participants in the liturgy.

During all of 2021, we have maintained Covid 19 protocols. We progressed during the year from a single, strictly online (Zoom) service to an in-person service at 8:00 and a hybrid service at 10:00, which includes both in-person and the Zoom service.

Maintaining these protocols has meant that for the time being, there are no acolytes present at the in-person service . We will need a whole new corps of acolytes whenever we return to full in-person services.

We have enjoyed listening from different lay readers for our Zoom services. Several families have participated in the weekly liturgical readings, including family members of all ages.

Looking forward to 2022!

Respectfully submitted,
David R. Mikus, Verger

Resurrection Garden

The Memorial Garden continues to be maintained in good shape. An additional memorial stone was placed this past year to accommodate new nameplates. Some nameplates have been relocated closer to where the actual remains are.

The annual reading of names was done again this year for All Souls Day.

Interred in 2021 were the following:

Abigail Bates Abbott - July 2021

Respectfully submitted,
David R. Mikus, Custodian

Rector's Annual Report

"Before I formed you in the womb I knew you, and before you were born I consecrated you..."
(Jeremiah 1:5)

Those words from Jeremiah are achingly tender. The prophet learns, by God's own declaration, that he was shaped into existence by God's creative hand and marked for a purpose intended by his Maker.

The awesome news, my friends, is that what was true for Jeremiah, is true for each of us as well. It is true for us as individuals; and it is true for us collectively, as this community of faith.

Elsewhere, Jeremiah offers a metaphor of God as potter—a potter who brings us into being, and then reforms us when we lose our God-intended shape.

How susceptible are we, we may ask on an occasion such as this, how receptive are we to the divine hand? What sort of clay are we? Are we malleable enough to be reshaped for a new day? Or have we become too rigid and brittle?

Jeremiah, it is worth recalling, heard God's promise during a horrendously difficult and prolonged ordeal. Jerusalem had fallen, much of the population had been carried off into exile in Babylon by the conquering army, and the rest of the people languished in a denuded and decimated land.

And yet, to them, God spoke promise—offering a new dawn, for those available to be reformed through hard circumstances in marvelous and mysterious ways.

The global pandemic we have experienced for two years thus far has sometimes sapped our enthusiasm. It has circumscribed our life and challenged us frequently beyond measure.

And yet like Jeremiah, we hear God speak promise and proffer hope.

Germination and gestation are taking place, as God revivifies.

The divine whisper invites us to expand our horizons, to imagine boldly, to discern what is essential, to leave behind that which is not, and to remain malleable so that we may nimbly follow where Jesus leads.

The Gospel lesson we linger with, as we gather for this Annual Meeting, moves us to Nazareth. Jesus is in his hometown synagogue and initially receives a hospitable reception. But then the tide turns.

Jesus' teaching about God's expansive love—his call to draw the circle ever wider—begins to evoke resistance and hostility.

Perhaps wearied by Roman occupation of their land, burdened by oppression, the people are unready to open their hearts and minds.

And yet Jesus persists.

Remember that Elijah the prophet, he tells the crowd, was sent by God to the gentile widow of Zarephath; and Elisha, Elijah's successor, reached out to Naaman the Syrian with God's healing touch.

To really follow Jesus, then, is to expand our horizons. It is to be receptive to God's remolding touch. It is to be open to others, especially those most unlike us, whom society's norms have taught us to disdain and judge.

Called to widen the circle, and to be pliant in the hand of our Maker, we may pause now to take stock – to look back on the events of 2021, to look around with awe and curiosity to perceive God at work among us now, and to look ahead with ardor and hope.

Despite some attrition in our numbers, our sacramental life remains robust. 'Hybrid' and 'virtual' – terms once rarely associated with worship – have become commonplace in our liturgical vocabulary. And though Zoom is avoided by some, it provides regular access to others who now rely upon it as their primary communal venue. Zoom Church has also paved the way for intergenerational families to use their voices to lead us in prayer.

Covid notwithstanding, in 2021 we baptized three new members: Tabor Jax Tingley-Clarke (8/1/21), Kennedy James Chalmers (8/21/21) and James Walter Widhalm (8/29/21) into the Body of Christ.

At her Episcopal Visitation on February 28, Bishop Laura Ahrens confirmed fifteen parishioners: Jessica Anne Baycroft, Audrey Ray Anselmo, Cali Elizabeth Anselmo, Addison Louis Auletta, Benjamin Louis Auletta, Brandon Michael Richard Arena, Zachary Lawrence Cheslog, Colby Elizabeth Earle, Paul Fisk Greenleaf, Carson Mallory Miller, Corinne June Puchalski, Miller Carson Salvo, Ruby Louis Salvo, Lucy Elizabeth Schwarz, and Nicholas Michael Valentine.

And on August 28, we rejoiced as Cassandra Paige Moore and Daniel Bryan Lyons, II, were joined in Holy Matrimony.

2021 also gave us several opportunities to reverently accompany those who were ill and those who were dying. Grief touched us, and we were wounded by our losses. And yet we were graced to sing alleluias at the grave. There were seven burials and memorial services during the year: Abigail Bates Abbott (2/4/21 & 7/17/21), Jo Frances (Jodie) Mueller (2/21/21), Suzanne Hodge Birks (6/5/21), Robert Hall, Jr. (6/14/21), Frank Douglas Adams, Jr. (7/1/21), Donald Craig Rankin (7/10/21), and Arthur Hawthorne Criddle (8/5/21).

On Good Friday, many of us walked the trail of the Stations of the Cross and prayed with the artistic interpretations gifted to us by the Girl Scouts.

We hope that this year the postponed Camino pilgrimage will be realized, as a group from the parish journey to Compostela de Santiago.

You have already received very full reports about ongoing vital ministries of the parish. I will not delve into detail here. But may I point out that we glean from those reports that we are indeed a community—and as such, our efforts necessarily entail collaboration, with each of us playing an integral part.

For your engagement, generosity, and grace, I give thanks. In the throes of tumult, you have pivoted and adapted, responding to the changing tides. And through it all, you've done your best to widen the circle as well.

The Executive Committee—Gary Naegel, Matt Valentine, Kristen Garnett (assisted by Bill Downes) and Louise Beecher—by their stability and with their wisdom, have anchored the parish in a season fraught with storms. The vestry offers us vision and oversight, and we continue to ask much of them. Please join me in appreciation of those who now end their terms: Debbie Brown, Lucinda Embersits, Tom Stott and Graham Wilker.

Our staff labor creatively on behalf of St. Andrew's Church and School. Shelby Auletta and Mary Merkle-Scotland serve the children and youth faithfully and widen the circle beyond parish boundaries. Our bookkeeper, Jane Marin's acuity ensures transparency in matters financial. And of course, we miss Grant Underwood sorely. His decade long season at St. Andrew's brought vibrancy to worship, joy to the choir, and utter delight to parishioners young and old. While the 2021 Summer Arts Camp was scaled down due to Covid, Grant made sure it was deeply enriching for every participant.

Some of you have inquired about next steps regarding our music ministry. In 2022 we will conduct a deliberate and unhurried search. The process will include robust parish input. And September is the target date for a new call.

Preschool populations, because they are not fully eligible for vaccines yet, are particularly vulnerable, but Anita Spear and Tina Phelan, wonderfully supported by the Advisory Board, have ensured a setting and program in which students thrive.

The parish has engaged in God's mission to the world, undaunted and unthwarted. Raising the Roof/Habitat builds collaborate to create shelter for those who need it. Saints on the Shoreline aspires to resettle refugee families from Afghanistan. And Food Ministries cater to those experiencing hunger. These, and other efforts, continue to flourish as we reach beyond our walls. Sarah Auletta, who catalyzed our hospitality to the Red Cross, ensured the continuation of that life-giving work even in her absence by mobilizing her family to serve in her stead.

Which brings me to yet another transition. It is our joy and privilege to welcome The Reverend Ron Steed to St. Andrew's. Ron's vocation as a deacon will keep us open and attentive to the needs around us. His example, proclamation, teaching, and leadership, invite us to widen the circle, as we follow in the footsteps of Jesus.

This, my friends, is my sixth Annual Meeting here. And as some of you are aware, clergy in the Episcopal Church are urged to embark on a sabbatical after five years in place. We have pushed that timeline back a little, the wardens and I have a tentative plan that the summer of 2023 might be the appropriate time for such a venture.

The notion of sabbatical is rooted in the biblical invitation to sabbath, and the best sabbaticals occur when clergy and parishes delve deep into opening themselves up to God's presence and love in new ways. I have shared with the vestry that my heart's desire is to walk alongside a Lakota population in South Dakota—to humbly learn from them, to appreciate rather than appropriate, to discover more fully the distinction between being a 'neighbor' and being an 'occupier', and to fall in love with the entirety of God's creation all over again.

My hope is that you will lean in, sharing my curiosity and exhilaration, so that the summer of 2023 may be, not just a clergy sabbatical, but a parish sabbatical as well. The long runway gives us time to anticipate—in our worship, in our exploration of the ways of indigenous populations who preceded us in this place, and in conversations and visits with indigenous neighbors in nearby towns. Let us avail ourselves of a season of sabbath immersion during which we may be very open to the power of the Holy Spirit.

“Before I formed you in the womb I knew you,” says God, “and before you were born I consecrated you...” (Jeremiah 1:5)

May we be pliant clay in the hand of our Maker!

Let us draw the circle ever wider as we walk with our Lord!

Shariya +



NOTICE

The Annual Meeting of St. Andrew's Episcopal Church will be held on
Sunday, January 30, 2022
Via Zoom at 10:00 a.m. service

VESTRY NOMINATIONS

Officers

Serving a 1-year term ending Jan. 29, 2023

Sr. Warden: Gary Naegel
Jr. Warden: Matt Valentine
Treasurer: Kristen Garnett
Clerk: Louise Beecher

Vestry Members

Serving a 3-year term ending Feb. 2, 2025

Jeff Colburn
Jessica Baycroft
Cathy Golden

Youth Representative

Serving a 1-year term ending Jan. 29, 2023

Nicholas Valentine

Diocesan Convention Delegates

Term expiring Jan. 29, 2023

David Mikus
Gary Naegel

Alternate Delegates

Louise Beecher
John Armstrong

Submitted by: Louise Beecher
Clerk of Vestry

Nominating Committee

Rev. Shariya Molegoda, Lauren Dodington, Thomas Stott, Amy Greenleaf, Jenny Gerst,
Gary Naegel

NOTE: as per the by-laws:

*"Any other qualified person shall also be eligible for election at the Annual Meeting provided his/her name, endorsed by at least five members, shall be filed with the Clerk for nomination at least **two weeks before the meeting.**" (no later than Jan. 20, 2022)*

APPENDIX A

St. Andrew's Church School COVID19 Family Behavior Covenant (v.2021)

We have established new policies and require certain procedures and commitments from all families participating in or involved with St. Andrew's Church School program. Please review each item below, sign, and return.

Arrival and Departure:

- Only children attending St. Andrew's Church School will be allowed into the building.
- All adults and children of St. Andrew's Church must always wear a mask inside, and outside when 6 foot social distance cannot be maintained.
- Children must be with a parent/guardian at all times in the parking lot during drop off and pick up.
- Please remember to social distance with others during drop off and pick up.
- Check in with the director or designated person to complete the health screening and have temperature taken, if temperature (must be lower than 100 Degrees F) and health screening are satisfactory the director will sign your child(ren) in.
- A designated volunteer will bring your child(ren) to the appropriate classroom. Families are not permitted to enter the classroom, building or playground.
- At the end of Church School children will be brought out to the preschool entrance under the awning, adjacent to the playground for departure with their parent/guardian.

I, _____, parent of _____ wish to have my child/ren attend St. Andrew's Church School.

I have reviewed the following items and hereby confirm:

- I have read the new policies.
- Our family will follow social distancing and wear masks when in public to reduce the chance of transmitting COVID-19 to St. Andrew's Church School volunteers and families.
- ***If I bring my child, it is because everyone in our home is healthy and symptom free, with no known exposure to COVID-19.***
- Fever reducers will not be given to my child on any day of attendance, regardless of the reason for fever reducer.
- I will thoroughly wash my and my child's hands before drop-off, prior to pick-up, and as soon as we return home.
- I will arrive at the designated time for drop-off and pick-up (this is to ensure we have staffing for health checks).
- I will wear a mask, wait my turn to have my child properly screened for signs of illness (child will be sent home if he/she has a fever for any reason) and practice proper social distancing while on church premises.
- I will allow a volunteer member to sign my child in and out and to escort my child to their classroom and back to the door at pick up.
- If my child shows signs of illness during the Church School session, I, or an authorized representative, will retrieve my child within 15 minutes or sooner whenever possible.
- I understand this situation is fluid and subject to state and local authority revision.
- I understand that having my child attend St. Andrew's Church School is my choice and at any time I cannot and will not hold liable The Church, The Director, and/or The Volunteers for any sickness incurred.

Parent/guardian signature

Date

Daily Checklist Questions to be Admitted to St. Andrew's Church School

Name: _____ **Date:** _____

- _____ Has your child been fever free (under 100°) for the last 3 days?
- _____ Have you given your child any pain or fever-reducing medications in the last 24 hours?
- _____ Does your child feel well enough to participate in Church School activities?
- _____ Has your child had any rash symptoms in the last 24 hours?
- _____ Do you or your child(ren) have any other signs of communicable illness such as a cold or flu?
- _____ Have you been out of CT (24 hours) recently? Have you had any visitors from other states?
- _____ Has anyone in your family or anyone that you have been in contact with tested positive for COVID-19 in the past 72 hours?
- _____ Any respiratory trouble?