

**Norfield Congregational Church  
United Church of Christ  
2011 Annual Report**

**254<sup>th</sup> Annual Meeting  
February 5, 2012**

**Norfield Congregational Church  
64 Norfield Road  
Weston, CT 06883**

**Rev. Dr. Bernard R. Wilson, Senior Minister**

## TABLE OF CONTENTS

	<u>Page</u>
Agenda .....	1
Minutes of the 253rd Annual Meeting .....	2
<u>Annual Reports</u>	
Senior Minister.....	6
Associate Minister for Children, Youth and Families.....	8
Moderator.....	9
Artist-in-Residence .....	10
Christian Education, Board of.....	12
Church Administrator.....	13
Church Clerk.....	14
Deacons, Board of .....	15
Fellowship, Board of.....	16
Music Director and the Board of Music .....	17
Outreach, Board of .....	18
Pastoral Relations .....	20
Shepherd's Program.....	21
Trustees, Board of.....	22
Nominating Committee .....	24
Treasurer's Report .....	29
The Covenant of Norfield Congregational Church .....	37

**2012 Annual Meeting of the NORFIELD CONGREGATIONAL CHURCH**

**February 5, 2012**

1. Call to Order Karen Moraitis, Moderator
  
2. Opening Prayer
  
3. Reading of the Norfield Church  
Covenant (on reverse)
  
4. Election of Meeting Moderator
  
5. Membership & Quorum Teresa Kendregan, Church Clerk
  
6. Approval of 2011 Annual Meeting  
Minutes
  
7. Treasurer's Report Rone Baldwin, Treasurer
  
8. Capital Campaign and Projects Status Don Gary, Co-Chair Capital Campaign
  
9. Nominating Committee Report Kathy Powers, Chair of Nominating
  
10. Other Business
  
11. A Message from our New Moderator
  
12. Closing Prayer Rev. Kelly Hough Rogers, Associate Minister
  
13. Adjournment Rob Sanders, Meeting Moderator

Following the meeting, all are invited to pick up refreshments in the Parish Hall before moving on to the Board & Committee Break-out meetings

## Minutes of the 253rd Annual Meeting of Norfield Congregational Church

6 February 2011

### Call to Order

The 253rd Annual Meeting of Norfield Congregational Church was called to order at 10:59 by Moderator, David Lummis. Al Bartosic distributed the 2010 Annual Report to the Congregation.

### Opening Prayer

The 253<sup>rd</sup> Annual Meeting Opening Prayer by Rev. Dr. Bernard R. Wilson, Senior Minister. was offered to the Congregation:

*God, another year has come and gone and once again we gather for the Annual Meeting of Norfield Congregational Church.*

*To this place we bring all the celebrations and hardships, the joys and the sorrows of the past 12 months.*

*Here we pause to remember those whose lives we have celebrated as we said the last farewell in death: Ernest Albin, Walter Sassano, Richard Pike.*

*Here we remember the highlights of the year:*

*--- A growing Youth Ministry*

*--- A developing music program*

*--- A deepening of our understanding of our faith*

*---An outreach to those in need of the Gospel we have to share*

*Thank you God for bringing us together to share stories and to reflect on our faith*

*Today we gather to look forward to what is yet to come.*

*We know that everyday won't be easy, that life comes with tough and testing times but through it all we know you will be with us.*

*God, as we meet and discuss the life and work of this part of your family we pray that you would be a part of our discussion.*

*May your Spirit move in our hearts, opening them to hear what each of us has to offer, bringing light to both possibilities and realities, drawing us always to consider what you would have us be and do in this time and place.*

*Remind us that we are called to be bearers of Christ's life, light, and love to all we meet. Help us to live in such a way that we draw closer to your vision for us and journey faithfully in your Way.*

*We pray in the name of Jesus of Nazareth, the one we call Christ, in whose name and hope we gather together as a community.*

*Amen.*

### Reading of the Norfield Church Covenant

The Congregation joined in the reading of the Norfield Church Covenant:

*We promise to accept Jesus Christ as our Lord and Savior, and we take as our rule of life the words:*

*"You shall love the Lord your God with all your heart and with all your soul and with all your mind, and your neighbor as yourself."*

***We take this Church to be our Church, and ever mindful of our fellow members, we promise to walk with them in faithfulness and Christian love.***

*We promise that so far as possible we will attend the services of this Church, share in its mission, and endeavor to make it a fruitful body of Christians.*

### **The Report of the Church Clerk: Membership And Quorum**

Teresa Kendregan, Church Clerk, informed the Congregation that the records and statistics of the Norfield Congregational Church Society and the minutes of the Norfield Congregational Church Council Meetings and Special Meetings have been kept in order for the year.

Statistics are as follows:

Baptisms: 12

Marriages: 1

Confirmation Class: 13

Deaths: 3

Transfers: 0

Reinstated: 0

Removed by Deacon Vote: 27

New Members: 20

Withdrew: 4

Members joining by Confirmation: 13

Adult Members: 346

Total Membership: 473

Quorum: 95

The Deacons took a count of members present and confirmed that a quorum was reached with 102 members in attendance.

### **Election of Meeting Moderator**

A motion was made to appoint Al Bartosic as Meeting Moderator.

*The motion was made, seconded and approved unanimously*

### **Approval of 2010 Annual Meeting Minutes**

Al Bartosic called for a motion to approve the 2010 Annual Meeting Minutes after giving the Congregation an opportunity to review the document.

*The motion was made, seconded and approved unanimously*

### **Treasurer's Report**

Walter McCullough informed the Congregation that he had served as Acting Treasurer in Joe Clough's absence for a term spanning from 17 January 2011-6 February 2011.

Walter McCullough noted that despite these difficult economic times coupled with a high level of uncollectable pledges; Norfield Congregation Church is in good financial shape.

Walter McCullough directed the Congregation's attention to the 2011/2010 Budgets versus 2010/2009 Actuals in the Annual Report. Specifically, Walter McCullough noted that the numbers contained therein reflected a 2010 deficit of a \$53,202 on the books. Walter McCullough further noted, however, that this deficit number is somewhat misleading as there were unexpected maintenance costs(\$28,600) which increased the deficit number. If that expense had not occurred, the deficit number would actually be at \$24,602 which more closely aligns with historical deficit numbers and meets budget expectations and projections.

Walter McCullough informed the Congregation that pledge levels in 2010 did not meet expectations and cited the current economic climate as a potential reason for this shortfall. Specifically, Walter McCullough noted that 9% of 2010 pledge money is uncollectable versus 2% uncollectable in 2009. The historical percentage of uncollectable pledge money is typically at approximately 4%. Walter McCullough noted, however, that this financial shortfall in Pledge amounts in 2010 is slightly offset by better than expected plate donations. Plate income was projected at \$25,000 with actual income at \$39,314.

Walter McCullough also informed that Council that HR expenses and benefits came in lower than expected thereby further offsetting pledge level reductions.

Walter McCullough informed the Congregation that Trustees and Church Council would be presenting a non-deficit 2011 budget for approval by the Congregation. The Total Income Budget of \$722,160 is predicated on a projected pledge level of \$650,000.

Walter McCullough noted that Trustees budget had been reduced from \$225,000 to \$210,000 at the 17 January 2011 Church Council Meeting thereby resulting in a \$15,000 negative delta against expectation. Walter McCullough assured the Congregation, however, that if that money was needed by Trustees, it could be accessed through the Capital Campaign Reserve Fund.

Walter McCullough informed the Congregation that Outreach donated more than \$55,000 in 2010...far more than the \$860.00 number reflected on the budget report. Walter McCullough commended Outreach for their extraordinary efforts with their Outreach community programs.

Walter McCullough concluded his remarks by reiterating that Norfield is in sound financial condition.

Walter McCullough offered to answer any questions posed by the Congregation.

A Congregation member asked if it would be possible to see these budget numbers in advance of the Annual Meeting.

It was noted that while more progress could be made in the more timely delivery of these financials to the Congregation, the Annual report had been made available to the Congregation both at the Church Office and on the Norfield website one week prior to this 253<sup>rd</sup> Annual Meeting.

A round of applause was offered to Walter McCullough by the Congregation.

Al Bartosic asked for a motion for the Congregation to receive the Treasurer's Report.

*The motion was made, seconded and approved unanimously.*

Al Bartosic asked for a motion to approve the 2011 Norfield Congregational Church budget as presented by Walter McCullough.

*The motion was made, seconded and approved unanimously*

### **Capital Campaigns and Projects Status**

Don Gary informed the Congregation that the next project to be funded by Norfield's Capital Campaign is the renovation of the 50 year old Christian Education Building.

Don Gary noted that there is a \$276,000 uncollected pledge delta against the Capital Campaign.

Don Gary stressed the need for a comprehensive plan and vision for the CE building but noted the difficulty of that task given the many disparate uses of the space.

Don Gary yielded the meeting to Jean Anne Barnes who is coordinating the efforts on behalf of this project. Jean Anne Barnes informed the Congregation that a CE Committee had been formed under her stewardship and also includes Anne Troxell and Sarah Bower. Jean Anne Barnes informed that Congregation that she will be reaching out to the Congregation for its input and suggestions on this initiative.

Don Gary offered to answer any questions from the Congregation. A question was posed as to the financial commitment required to fund this project. Don Gary noted that there is no specific budget

number cited as it would be premature given that there is an absence of a specific plan for the space at the moment.

A congregation member asked if there was a timeline established for this project. Given the age and importance of the CE building to both Norfield and the broader community, the timeline is imminent. Lastly, Don Gary noted that it would be least disruptive if this construction were to take place during the summer months.

A round of applause was offered to Don Gary and Jean Anne Barnes by the Congregation.

### **Nominating Committee Report**

In Kathleen Power's absence, David Lummis updated the Congregation on the status of Nominating Committee. David Lummis commended Kathleen Powers, Jody Hedberg and Jack Light for their work and efforts on behalf of Nominating.

David Lummis noted the importance of volunteerism to the vitality of Norfield.

David Lummis directed the Council to Nominating and noted that most board positions had been filled.

David Lummis asked for a motion to accept Nominating Committee's recommendations.

*The motion was made, seconded and approved unanimously.*

### **Other Business**

There was no other business introduced .

### **A Message from our New Moderator**

David Lummis welcomed Karen Moraitis as Norfield's new Moderator. The Congregation offered Karen Moraitis a round of applause.

Karen Moraitis expressed appreciation to the Congregation for their participation in the 2011 Annual Meeting.

Karen Moraitis informed returning board members to be available to new board members and reminded these boards that Chairpersons needed to be determined immediately given that the monthly Church Council meeting is on the following evening, 7 February 2011.

Karen Moraitis expressed admiration for the vitality of Norfield and its members.

Karen Moraitis specifically commended David Lummis for all of his many contributions to the Norfield community and asked him to join her at the podium. The Congregation expressed their appreciation for David Lummis with a round of applause.

### **Closing Prayer**

Rev. Diane M. Carter delivered the Closing Prayer to the Congregation.

### **Adjournment**

Al Bartosic made a motion for the 253<sup>rd</sup> Annual Meeting of Norfield Congregational Meeting to Adjourn.

*The motion was made, seconded and approved unanimously.*

The 253<sup>rd</sup> Annual Meeting of Norfield Congregational Church was adjourned at 11:35.

Respectfully Submitted,

Teresa M. Kendregan

Church Clerk

## Senior Minister

*God Has Done Great Things  
Yes, God Has Done Great Things  
God Has Done Great Things  
Bless God's Holy Name*

What a great and wonderful year 2011 was for Norfield Congregational Church. I know that congregation's ministry together can never be captured in a series of paragraphs or bullet points. Because the story always runs deeper than all of us can know. I do know that our ministry together nurtures us in discipleship in ways that we cannot fully imagine. And so, even as I think about some of the things that should be in this report, I am cognizant that the Spirit is working in and through us in ways that we have yet to fully imagine. I can say by all accounts, significant growth occurred in every area of our church life together. That said, I am keenly aware of how leadership fails without a strong supporting team.

2011 was a year of great transitions for Norfield as we welcomed new staff members. First was the arrival of retired Navy Master Chief, Andrew Cumming as Norfield's Church Administrator. Andrew has already made a tremendous impact on Norfield's operations and we are delighted to welcome Andrew, his wife, Tara and their sons, Nabeel and Ryan to our community.

Words are inadequate to express how blessed we are to have the Rev. Kelly Hough Rogers join our Norfield family. If I were creating the perfect Associate Minister for Children, Youth and Families Ministries ... it would be Rev. Kelly. What a joy it has been to welcome, Rev. Kelly, her husband, Jon and their beautiful son, Sammy to our Norfield family. Rev. Kelly joined us so seamlessly, until it hardly seems as if there has been a transition at all.

I am so grateful to have a stellar, professional and caring staff working with me to ensure Norfield works and that our God-ordained mission is moving forward.

Our Music Director, Ellen Dickinson works tirelessly to make Norfield's music program 2<sup>nd</sup> to none. From hymn selections that ensure a more meaningful worship experience, to concerts that inspire our community, Ellen is a consummate professional. Her creation of a Wednesday afternoon children's music ministry encourages families to come to Norfield and learn music from a master. This year, under Rev Kelly's leadership, Ellen was invited to the 2012 Confirmation Class and led the 2012 Confirmands in a memorable session on the role of music at Norfield. It was an experience I am certain our Confirmands will not soon forget. I am also grateful to Ellen for her creation of Music on the Road to Freedom which we brought back by popular request in 2011. It too is part of what makes Norfield a special place.

Our Director of Christian Education, Penny Anderson has made both Discovery Hour and Norfield's Soul Food series "don't miss" moments for Norfield's families and visitors. Penny ensures that families know they are welcomed at Norfield and that we have programs for them they don't want to miss. Penny's leadership is a key part in Norfield's continued growth and health.

Dr. David Connell is our Artist-in-Residence and Norfield's Coordinator of Creative Ministries. Those titles do not convey the gift Dr. Connell is to our congregation. One minute David is ensuring our grounds are the most attractive they can be and the next he is playing one of the countless instruments he is proficient at, singing in the choir, assisting our Music Director with the Wednesday afternoon Children's Music Ministry, leading our Big Bible Read series, or one of our Soul Food Series. And that's not all. One minute he's playing the organ in worship and the next Dr. Connell has left the organ

put on a robe and is preaching. We then get the joy of watching Easter lilies grow that David led the Confirmation Class in planting. David's ministry at Norfield is a true gift to all. We are blessed to have him.

It would be tough for Norfield without the dedicated and caring work of our Office Manager, Denise Zako. Denise is the hub that holds our congregation's wheel of activity together. She is the first face that visitors, vendors and volunteers encounter and the voice that is expected when the phone is answered. Denise produces the weekly worship Bulletins, other publications, oversees the complex schedule for our church facility and with a schedule that requires a great deal of juggling, Denise ensures that I know where I need to be and when. I value her dedication to our congregation and the work she does.

For the past two and a half years, I served as the Chair of the United Church of Christ Committee on Unified Governance. I was asked to lead a committee of 30 in drafting a plan to unify five national boards of the church into one unified governing board. It was a challenging assignment. At the UCC's General Synod (which meets every other year) 4000 delegates in Tampa, FL voted overwhelmingly to accept the plan the committee I chaired proposed. It was an amazing moment for our denomination and as I said at the General Synod, this could not have happened without the support of my congregation in Weston, CT. Of course the reward for the work we did is that I was elected to serve as the Vice-Chair of the Executive Council of the UCC. This means that I will still need your prayers for my national leadership role with our denomination.

I am deeply grateful for the leadership of this congregation by the countless volunteers who make Norfield work. I want to give special thanks to our Church Council Moderator, Karen Moraitis for her calm, steady and prayerful leadership during the transitions we seamlessly passed through this year. I also want to thank every member of the Church Council and all who serve on the various boards and ministry teams of the church for your continued prayers and support.

Norfield, as I move through my 8<sup>th</sup> year as your Senior Minister, I can tell you that both Nereida and I feel tremendously blessed to be part of this wonderful family we call Norfield. Thank you, each and every one of you, for your love, prayers and support for all we've experienced since we came here. Nereida and I are looking forward to a future with you filled with grace and love.

Many blessings,



Rev. Dr. Bernard R. Wilson

## Associate Minister for Children Youth and Families

I feel so excited and blessed to have been called to serve as Norfield's Associate for Youth, Children and Families. God has blessed my time here in so many ways. Rev. Diane Carter was such an asset to Norfield, and we are happy to report that her new position in Ohio is going very well. It is an honor to follow in her footsteps. Rev. Diane and I have different gifts and talents and I am looking forward to seeing how God will use my gifts to benefit Norfield. My philosophy of ministry is to share with all who I encounter the two most often repeated phrases in the Bible: 1. Remember and 2. Do not be afraid. We must remember that we still have so much to celebrate about Jesus' story and that it applies so much to our lives today. As a community, we owe it to each other to remember and remind one another that we are not alone, unloved or without hope. Quite the contrary, with Christ – we never have to be afraid. Life will happen and it is our job to seek God in both the good AND the bad. I am grateful that my journey has led me to Norfield and I pray that we will have many years in ministry together.

This past May, Norfield Church confirmed 17 youth. The class of 2012 has 16 members who are thoughtfully engaged in weekly classes that cover history, theology, Scripture and Christian formation. We planned and participated in an off-site retreat and are looking forward to many more adventures together.

The Intermediate School Youth Group (4-5<sup>th</sup> grade) have met bi-monthly since September with some combined events with the older youth. So far, participation has been wonderful. We've already had our UCC Mission One food drive which collected canned goods and money for the Weston Food Bank and the Children's offering. We are gearing up for the Souper Bowl of Caring and collecting items for this spring's Midnight Run.

The Middle School Youth Group (6-8<sup>th</sup>) grades have also been meeting bi-monthly with some combined events. They too have participated in Mission One and will help with Souper Bowl, Midnight Run and 30 Hour Famine this coming spring. Prayerfully, we will have more mission experiences in the summer of 2012 for MSYG.

Being involved with Discovery Hour, delivering the Children's Message on Sunday, attending Fellowship and Outreach events, sitting on and participating in committees, and just being present on Sundays and weekdays in the office have provided me with my most exciting ministry experiences at Norfield so far. I truly do understand that transitions are hard but I am very pleased with how things are going so far and am looking forward with anticipation to the future.

My family and I are honored to call Norfield our church home!

God Bless,  
Rev. Kelly Hough Rogers

## A Message from the Moderator

As I reflect on this past year at Norfield Congregational Church I recognize the hard work and commitment needed to face the challenges we experience every year in the life of the church. The church council following its covenant – listened, trusted and loved in the spirit of Jesus Christ – and recognized that “with God all things are possible”, (Matthew 19:26).

At last February’s congregational meeting, as I began my year as Norfield’s church moderator, I expressed admiration for the vitality of Norfield and its members. This past year has been no exception. With the love, commitment and spiritual leadership of Rev. Bernard Wilson, Rev. Diane Carter and Rev. Kelly Hough- Rogers the exceptional staff of Norfield – Penny Anderson, Ellen Dickinson, Denise Zako, David Connell, Andrew Cumming and Erley Pulgarin - Norfield continued to move in a positive, vibrant direction.

In April after a careful review of church functions by the Human Resources committee, the church council determined that a position of Church Administrator would be of benefit in the day to day work of the church. In June, Andrew Cumming came on board to oversee the extensive church property, and coordinate the day to day operation of Norfield. He has done an outstanding job.

Our dear Lord continued to watch over us and provide. Rev. Diane Carter was called to be Senior Pastor at St. Paul’s Church in Bellevue, Ohio. We knew that this was what God intended for her and we wished her well. However, with her leaving many wondered what would happen to all the wonderful youth programs that had grown and flourished under her leadership. But God presented us with Rev. Kelly Hough-Rogers and she has blessed our youth with her enthusiasm and love of Christ. And she continues to enrich and keep vital the youth activities and programs here at Norfield.

Our Norfield covenant reminds us to be “ever mindful of our fellow members” and to “walk with them in faithfulness and Christian love”. This has been evident in the actions of the many who have taken advantage of the many opportunities to serve Norfield. Thank you to all the members of boards, and to those who volunteered in big ways and small. Whether working this past year’s fair, cooking and serving at senior lunch, teaching a Discovery Hour class, hosting Sunday morning coffee hour, lending your voice to the sanctuary choir, being part of the bell ringers, taking part in the open door Bible study, being a Shepherd to a group of Norfielders, being one of Norfield’s prayer warriors or sharing knitting skills as part of the prayer shawl ministry team – your time and talents have been much appreciated. So this is an invitation to all members and friends of Norfield to share in the mission of this church and “endeavor to make it a fruitful body of Christians” by taking advantage of the many ways you can serve Norfield.

And so this church year has ended and I am certain that as in the past Norfield will begin 2012 with the same spirit and love that have brought us through 254 years.

Yours in Faith,  
Karen Moraitis  
Church Moderator

## From the Artist in Residence

*Deepening.* That's the key word I would use to describe 2011, for me and for those with whom I had the pleasure of working. Through worship, music and education events, there was a perceptible deepening in our engagement with God, with our community and with the world. I am humbled by the commitment of so many here. By their faithful participation in choirs, study groups, boards and committees, outreach and service projects, members and non-members alike give of themselves to make a positive change.

The winter of 2010-2011 was so snowy that you couldn't get into the Memorial Garden. I created an indoor version on a tabletop in the Sanctuary for the use of those who wished to spend time with lost loved ones. In bringing together pastoral concern, religious and literary materials, and visual arts, it was a fairly good summary of what it means to me to be an Artist-in-Residence.

It was a challenge and joy to lead the Big Bible Reads of the Book of Job (in Lent), and the Gospel of Mark (November). These were coordinated with our Sunday morning breakfast fellowship, Soul Food, and we had good participation both in numbers and in the quality of attention paid. I also prepared two helpful handouts: The Bible at a Glance and a pamphlet of Prayers for Reading the Scriptures.

In October, guest speakers Rev. Dr. Martha Jacobs (NY Theological Seminary), Rev. Diane Stevenson (Norfield) and Lisabeth Huck, M. Div. (Connecticut Hospice), led a Wednesday evening series on Death and Dying. Those who attended participated very deeply in an honest and valuable discussion of end-of-life issues and the grieving process.

In December, I helped to focus our attention and prayerful energy on the issues facing so many: employment, unemployment and underemployment. The "Work to Do" service and overnight prayer vigil gave us, with special efforts of our Deacons and Prayer Warriors (led by the ever-positive Jackie Troxell), the opportunity to "make our petitions known to God," and to dare hope for uplift in the future. The vigil was brought to a close with a preaching opportunity for me, "Imagine...*Enough.*" I also preached on Ash Wednesday (*Integrity, Unity*), and had at least one memorable Children's Sermon ("what is in the diaper? ... *a little baby*").

It has been a joy for me to help plan and lead special worship services. This past year included Ash Wednesday and the Good Friday Way of the Cross, the Blessing of the Animals, the Service of Remembrance and the Longest Night service. I am grateful for the worship skills of our ministers, Rev. Dr. Wilson, Rev. Carter, Rev. Hough Rogers and Rev. Stevenson, each of whom brought such caring sensitivity to these services, and to our Deacons, who have been a real blessing for this congregation in the past year. On Christmas Eve I worked with a new puppeteer, Rev. Kelly Hough Rogers, and our wonderful narrator, Rudd Anderson, to present the Shadow Puppet Nativity Play (including several new puppets).

Staging pageants and concerts at Norfield is easier now thanks to the twelve riser steps that were built for us by Rev. Diane Carter. Removable legs were added by Noel Moyer; handles were cut by myself and Jim Miller, and Jim then gave lots of time and energy to staining and varnishing the units so they look wonderful in the sanctuary or Parish Hall. Another set of practical projects for me this year included refurbishing the Norfield Fair signs and making new wooden signage for the Blessing of the Animals service and for Christmas services.

In both spring and fall seasons, I worked once again with our youngest musicians in the Cherub Choir. We have had several new singers join the group over the past two months, and we are working on learning new songs and our Do-Re-Mi's. I am deeply indebted to Barbara Seymour for her presence and assistance with these energetic young singers. In preparing the Christmas Concert, I led rehearsals and conducted the performance of Francis Poulenc's *Gloria*, with Ellen Dickinson at the piano and several guest singers joining from all over the county. This was a big step forward for our dedicated choir, and it was another joy for both Ellen and me. As always, it is a pleasure and privilege to work with Ellen as she continues to build up our musicians in every way. Earlier in the year, working with our choir librarian Jane Gordon, I finally got the music library database finished for all of our choral anthems.

In the spring, I had the privilege of leading, along with Carol Hamilton, the Deacons' Retreat, a wonderful day of deepening together. Other groups in a widening circle have welcomed my talents, including the Open Door Bible Study, Kiwanis Club, the PEO, the Weston Women's League, and the Unitarian Church of Westport. At Thanksgiving time, I assisted with the music leadership at the deeply meaningful outdoor service the night after the devastating fire at Saugatuck Congregational Church.

As Norfield continues to grow upward and outward, I look forward to doing what I can at the ground level and below: feeding and nurturing deep roots of faith and understanding that can, with God's help and continued blessing, support us through all weathers and make us "a fruitful body of Christians."

Yours in faith,  
David H. Connell

### **From the Director of Christian Education**

Once again different curriculums were used in different grades to meet the specific goals for each level:

Kindergarten through second grade uses an exciting curriculum put out by Group Publishing which involves stories, games and creative activities to teach the Bible stories.

Grades Three and Four begin to do some serious Bible study. Their lesson each week involves learning the Bible stories by looking up passages in the Bible and sharing with the class.

Fifth, Sixth, Seventh, and Eighth have a DVD component to their lesson. The skit on the DVD is a springboard for discussion on how to apply Bible passages to our everyday life.

Our Discovery Hour was led by a devoted and inspiring staff:

Taylor Leo, Kerri Noble, Claire Bartosic, Amanda Gautier, Jonathan Buddenhagen, Naira Parker, Kim Burke, Matt Bolin, Amy Young, Shelby Seath, Sandy Lummis, Liz Cocoros, Anne Troxell, Michelle Mecca, Margaret Buddenhagen, Sarah Bower, Rev. Kelly Hough Rogers, Kristin Matousek, Shivanthi Edwards, Kelly Saltzabor, Greta Dorsey, Herbert Parker, MacWilliams Family, Eric Braun, Margaret Buddenhagen, Kelly Saltzabor, Diane Sather

Soul Food Christian Education programs were offered for the adults at Norfield. Several times during the year a delicious catered breakfast was followed by an inspiring adult education program.

Penny Anderson  
Director of Christian Education

## **From the Church Administrator**

I am blessed to be at Norfield and it has been a great transition the last 7 months. The staff, the boards, the volunteers, and the congregation have been supportive and instrumental in helping my family and I acclimate and settle in Weston.

Since I arrived on 12 June 2011, I have been involved with a myriad of duties and responsibilities. Rone Baldwin, our Treasurer has shown great patience as I continue learning all the book-keeping responsibilities. I have been maintaining the bank accounts in QuickBooks with journal entries, keeping the bank accounts reconciled, and assisting with our monthly and annual reports.

The board of Trustees has been extremely supportive as we continue to address all the safety concerns, building maintenance and repairs, and preventive maintenance for the entire Norfield complex. The CE building passed its fire inspection and received their certification that the CE building is safe. Engineers certified that the Steeple was structurally sound after Earthquake and Tropical Storm Irene. We worked with the insurance company after Tropical Storm Irene to ensure all damage sustained by Norfield was repaired. We made repairs after the pre-winter storm. We worked with Brooks Environmental to address asbestos concerns in both parsonages. Homeguard Environmental has been contracted to abate both Parsonages. We worked with Cablevision to outfit Norfield with Optimum Business. We worked with local contractors after two sewage spills below the sanctuary. We worked with the Board of Public Health to ensure Norfield water supply was safe and the industrial kitchen passed inspection for our food permit. We worked with all our contractors and revised and rebid their contracts for 2012. We worked with Security Solutions to ensure all of our fire alarms passed inspection. We continue to work hard to ensure the entire Norfield complex is safe and abides by all Federal and State laws, statutes, and guidelines.

It has been a pleasure working with our staff and Denise Zako has been wonderful in helping me with all the demanding administrative and managerial duties and responsibilities in running Norfield. Erley Pulgarin has been incredible and I am continually amazed at the amount of work he does for Norfield. Ellen Dickinson and David Connell have been extremely supportive as I mature into my role at Norfield. Penny Anderson has been patient as we continue addressing the needs in the CE building and she has helped me so much in learning all the children's programs. Rev. Kelly Hough Rogers has been a huge addition to our staff and I am so happy she is onboard. Lastly, I continue listening and acting on the sage advice of Rev. Bernard Wilson, as he has been paramount throughout my transition to Norfield.

Andrew Cumming  
Church Administrator

**Church Clerk 2011**

**Annual Report of the Norfield Church Clerk-----2011**

The records and statistics of the Norfield Congregational Church Society and the minutes of the Norfield Congregational Church Council Meetings and Special Meetings have been kept in order for the year.

**Statistics are as follows:**

<b>Baptisms.....</b>	<b>6</b>
<b>Marriages.....</b>	<b>1</b>
<b>Confirmation Class.....</b>	<b>17</b>
<b>Deaths.....</b>	<b>1</b>
<b>Transfers.....</b>	<b>0</b>
<b>Reinstated.....</b>	<b>0</b>
<b>Removed by Deacon vote...</b>	<b>0</b>
<b>New Members .....</b>	<b>9</b>
<b>Withdrew.....</b>	<b>0</b>

**504 Total Membership**

**Quorum= 101**

**Teresa Kendregan  
Church Clerk**

## Board of Deacons Report for 2011

2011 has been a great year for our church. The Deacons have been very busy throughout the year. Norfield's attendance and membership have continued to grow. The Deacons try to keep a pulse on Norfield's worship needs. We are grateful to Rev. Dr. Bernard Wilson, Rev. Diane Carter, Rev. Kelly Hough Rogers and Rev. Diane Stevenson for making our job easy and rewarding. We appreciate their constant care and leadership throughout the year.

We also thank Dr. David Connell's for his many contributions, which have been far too numerous to list. On May 7<sup>th</sup>, he organized and helped us conduct a Deacons' Retreat. Thanks to his amazing job of preparation, we enjoyed a day together personally sharing our spiritual growth along with our ministers.

On June 19<sup>th</sup>, we helped celebrate God's Glory under a tent following another very successful Norfield Fair. On July 10<sup>th</sup> and August 14<sup>th</sup>, we supported our ministers at the beach service at Compo Beach in Westport. The Deacons took turns serving communion on the first Sunday of the month. One of the fun new events was the Blessing of the Animals on October 1<sup>st</sup>. It was wonderfully organized by Louise Hasting and Rev. Kelly Hough Rogers. We also supported memorial serves as needed.

Throughout the year, our Deacon Ministry teams have continued to work together on each worship service in our efforts to help support the spiritual needs of Norfield. The following Deacons interfaced with our various ministry teams:

Altar – Kit Powers  
Bible Readers – Eric Braun  
Deacons' Brunch – Kim Gautier, Bob Ohmes  
Greeters – Pierre Ratte  
Junior Deacons – Amanda Gautier, Claire Bartosic, Grey Bradshaw-Mack  
Outreach – Peter Sullivan  
Prayer Chain – Bob Ohmes  
Senior Shepherds – Charlene Blount  
Shawl Ministry – Bob Ohmes  
Shepherds – Charlene Blount  
Shepherds' phone list – Louise Hastings  
UCC & Interfaith – Woody Bliss, Pierre Ratte  
Ushers – Kim Gautier, Barbara Cotter  
Wholeness – Carol Hamilton  
Worship – Woody Bliss, Pierre Ratte

We also took a special trip to celebrate the 16<sup>th</sup> year of Rev. Dr. Ruby Wilson's ministry at the Safe Haven United Church of Christ in Queens.

Just last week, we enjoyed the fellowship of cooking, serving and eating during the annual Deacons Mid-Winter Brunch with our congregation. We want to thank you all for your attendance. Your presence was a true reflection of how we gather together, because we are church family. In closing, I want to thank Pierre Ratte for the great job he has done in supporting all the Deacons as Vice Chair.

Please remember John 17:21 "That they all may be one." We are one big Norfield family in Christ.

In Faith,  
Woody Bliss, Chair, Board of Deacons

## **Board of Fellowship**

*There is a brotherhood within the body of believers, and the Lord Jesus Christ is the common denominator. Friendship and Fellowship are the legal tender among believers.*

*J. Vernon McGee*

The Board of Fellowship's New Member Ministry team welcomed 9 new members to our congregation in 2011. We encourage all members to reach to people in our community to join us for Sunday worship. We also encourage our Congregants to help guide our visitors on a path to membership by becoming a sponsor.

Throughout this past year our Board has sponsored several social events and outreach activities: Homecoming picnic, Men's March Madness, the Norfield Ladies Ornament Exchange, Ice Cream Truck socials after service, and our Children's PJ and Pizza Night. We always welcome suggestions for social events that will pull our congregation together.

Our outreach activities included: Our board is called on several times throughout the year to help other Norfield Boards in times of need and we are always happy to help out. The Board of Fellowship also provided 2 meals for the Gillespie Center in Westport.

Our board looks forward to 2012 with great enthusiasm to help strengthen spiritual relationships across our membership to better serve God, our community, our Church and you.

Sincerely,

Karen Bennowitz,  
Board of Fellowship Chair

## Report of the Music Director and the Board of Music

It's hard to believe that another year has gone by. Our Wednesday afternoon ministry of Children's Choirs is a shining star at Norfield, with a wonderful mix of staff and volunteers working together to provide a very valuable mid-week ministry to our children. Kirstin O'Connor has joined us to assist by leading the Children's and Youth Choirs. David Connell so beautifully leads the Cherub Choir (3, 4, and 5-year-olds). Barbara Seymour, Barbara Cotter, Tracy & Rudd Anderson, and Penny Anderson are key supporters and leaders in this program. We are so fortunate that Kaitlin Carey continues working with the children in Discovery Hour music, providing a musical component to all children in three age groups as part of their Christian Education and faith formation.

The Sanctuary Choir and the Memorial Handbell Choir also continue to thrive! Both groups continue to grow musically and personally. It is such a joy to work towards making the best music we can to the glory of God.

In addition, Norfield presented five Lenten recitals, which featured vocal and instrumental performances, including a solo handbell recital, a recital by our own Jennifer Barron, and more. For 2012 we have another exciting slate of recitals on the EVENING MUSIC series from February 29 through March 28. These recitals are a wonderful mid-week oasis of music.

Highlights of the Nytvedt Convert Series, or "Music for a Sunday Afternoon" included:

- The 9<sup>th</sup> annual Weston Summer Chorus performed *Ein Deutsches Requiem* by Johannes Brahms with 60 voices and an instrumental ensemble
- A concert (on Hurricane Eve!) featuring the Jirani Children's Choir from Kenya, Africa
- Christmas Concert featuring a Festival Chorus made up of the Sanctuary Choir and guests, plus the Jubilate Ringers, and carols sung by the audience.

The great challenge continues to be to provide a vibrant, creative, and exciting ministry of music that fits a congregation that is so active, healthy and artistic, while the financial support for programs and staff lag behind rather than rising to meet the growing needs and successes of our children and adults.

In 2012, we look forward to much greater music with the encouragement, support, talent and efforts of all the congregation, singers, ringers, staff and Board of Music.

Sincerely,

Tracy Anderson & Tracy Pennoyer  
Co-chairs, Board of Music

Ellen Dickinson  
Director of Music

## **Board of Christian Outreach**

*Our goals are to educate, inspire and engage Norfielders in Outreach activity. Our efforts will be focused on promoting an interactive outreach program that engages members of the Norfield community at multiple levels that may include active and direct participation as well as financial support.*

Your Christian Board of Outreach worked diligently this year to oversee the many activities and opportunities for which Norfield was able to support the community both local and international. The primary focus was the Fair and Dinner Auction but there are many other ways that Norfield is able to support and contribute to the needs in our world.

### **2011 Norfield Fair Beneficiaries**

Bethel Recovery Center  
Bridgeport Rescue Mission  
George Washington Carver Center  
HEROS  
PIVOT Ministries  
Community Food Pantry

The combination of the Auction Dinner held in early April and the Annual Fair in June raised **\$48,821** of which 100% was distributed to the above beneficiaries. Both the Auction Dinner and the Fair, while providing wonderful fellowship and team work for all Norfielders, also were more financially successful than the prior year. We attribute this to better overall economic times but also to the enthusiasm and joyful spirit of our Norfield community. One of the important successes of the Fair was the overwhelming assistance that came from our beneficiary organizations that sent more than 30 volunteers to assist and work alongside us in the many set up and fair day activities.

In addition to the Fair, the following describes the other ways that our church has been able to support local organizations and international communities.

**Japan Earthquake and Tsunami** – After an informative and inspiring sermon by Rev. Susan Townsley in February, the Board of Outreach was able to use some of its budgeted funds to respond through Aidmatrix and the UCC Wider Mission fund to support help directly to this devastated area of Japan.

**Norfield Youth Programs** – Through the leadership of Rev. Diane Carter, the Board of Outreach provided funding and seed money for a number of the Youth focused outreach efforts this year including Midnight Run, the Hunger Banquet and the 30 Hour Famine. This year the 30 Hour Famine raised \$14,000 for World Vision. The Midnight Run provided an opportunity for our youth teams to personally hand out hundreds of meals and warm coats to homeless people in New York.

**Gillespie Center, Westport** – Outreach oversees the volunteers that participate on the second Sunday each month to provide food and serve dinner to the residents at the Gillespie Center in Westport. This year we were pleased to see that there were many new Norfield families that volunteered their Sunday afternoon to share their care and time with this interesting group of people who are always appreciative of the personal touch that we bring.

**Weston Senior Lunch** – Outreach also oversees the Norfield participation in providing food and serving the lunch to the members of the Senior Center the first Wednesday of each month. The

participation and enthusiasm of the many volunteers for this monthly event is greatly appreciated by the seniors and provides a great fellowship time for the many volunteers. There is a need for either one person or a group of Norfielders to take on the leadership of this program. With the many cooks and servers it is primarily a position to oversee and delegate the tasks needed each month.

**Weston Warm-up Fund** – The Warm-up Fund this year raised \$425.00 that was contributed to help families in Weston in need of money to heat their homes this past cold and snowy winter.

**Charlie Brown Christmas Tree** – One of Norfield’s long standing traditions is the donations made to Charlie Brown Christmas Tree which is in the front of the Sanctuary one of the weeks leading to Christmas. The money donated this year was provided to Weston Social Services which serves many families in the immediate community. The total given this year was \$2,483.00.

**Holiday Gifts for Christian Community Action** – Another long tradition at Christmas time is the family gifts that are provided by Norfield families to families in the local area in need of gifts for their children. There were 79 children from 31 families and who received gifts this Christmas due to the generous support of Norfield families.

**Minister’s Discretionary Fund** – This past fall Outreach became aware that there was a larger than usual need for support of local families that could be served discretely through the Minister’s Fund. Acting on a request within the Church Council, the Board of Outreach decided to allocate \$2,500 of its annual budget to this fund.

**UCC Wider Mission** – One of the significant ways that our Norfield family is able to assist the needs of those throughout the world is through our \$15,000 contribution to this fund that is efficiently and effectively used to aid people’s needs around the world. This money comes from the annual budget raised through the stewardship giving of Norfield members.

The Board of Outreach is grateful to be able to serve on behalf of the congregation as the doorway to the tremendous generosity of the Norfield family. There are so many needs in our community and the world and we do our best to find ways to offer opportunity for our resources of both time and money to have the greatest impact.

Respectfully Submitted,

Bucky Brown  
Chairman  
Board of Christian Outreach

## **Pastoral Relations Committee**

The PRC met with the Rev. Bernard Wilson and the Rev. Diane Carter throughout the past year. We worked to ensure an open and healthy relationship between the congregation and our pastors. At times, we served as an advisory group, and at other times, as a resource group.

Our work is done in strict confidence. When called to do so, the committee reports to the Church Council.

Al Bartosic, Caroline Schreder, Jean Anne Barnes and David Lummis

## Shepherd Program

**“A new commandment I give to you, that you love one another; even as I have loved you, that you also love one another” John 13:34**

As John tells us to love one another, the shepherd program got its beginning about 24 years ago, by a group of women with the help of our minister to provide for our church a loving connection to help people feel connected and cared for. The mission of a shepherd is to help Norfield members feel connected and cared for, and to help build our community of loving, caring Christians. Our goal is to 1) Provide communication in emergencies. 2) To provide an appropriate presence in times of crisis, as partners with the pastoral team. 3) To provide contact with each member of the church on a quarterly basis, or as appropriate.

We now have 34 people in our congregation that have made that commitment. We added one new Shepherd this year, our beloved Nereida Wilson. Each person is responsible for 6 families, contacting them by note or card 3 or 4 times a year. Seek them out after church to say Hi. Be there for them in case of illness, death, birth of a baby by sending a card, calling to see if we can be of any assistance and if there is need for meals to contact Missy Dorsey who will provide people to bring them meals.

We only hold 1 meeting a year usually in the fall. This past year due to a malfunction of my computer – half of the shepherds never received notice of the meeting and consequently there were only 7 of us.

But we were able to discuss some problems we were having and come up with some good solutions.

The Rev. Diane Stevenson was gracious to present a program for us. She did an excellent job and led us in a very lively discussion. Rev. Wilson is always present to lead, guide and leave us with a real appreciation for what we do for the church.

Many thanks again to Missy Dorsey, my right hand helper who does all the recruiting of Shepherds and handles the big job of finding people to bring meals to those in need. I couldn't accomplish all that I do without the help of Denise Zako for all the work she helps me with in the office. My deepest thanks to the staff and all the wonderful shepherds who make this program a success.

Respectfully submitted,

Co-Chairs, Lois Bechtel and Missy Dorsey

“So faith by itself, if it has no works, is dead” James 2:17

Respectfully submitted, Lois Bechtel, Chair and Missy Dorsey, Co-Chair

***“If one member suffers, all suffer together; if one member is honored, all rejoice together”  
I Corinthians 12:26***

## **2011 ANNUAL REPORT BOARD OF TRUSTEES**

The Board of Trustees has the fiduciary responsibility for the Church's funds and its assets including Norfield's eight buildings, the surrounding grounds and the Memorial Garden. In addition to Unrestricted funds, the Trustees are responsible for the administration in accord with donor restrictions of the Temporarily and Permanently Restricted funds as shown on the Treasurer's financial statements.

During the year Andrew Cumming joined the church staff as Church Administrator to consolidate the Trustee responsibilities previously handled by staff member George Erhard and two contractors who have assisted with our financial record keeping for the last several years, Patty Reber and Sandra Calise.

As we entered 2011, the Trustees knew that a challenging year was ahead of them based on the approved budget which was lower than 2010's budget as well as the actual 2010 expense. The Landscaping Ministry Team headed by Fred Schneider and the Building Ministry Team headed by Phyllis Gary were instrumental in assessing which maintenance and landscaping items would need to be deferred, spending only for safety and high priority problems which, if not addressed, would cause additional expense in future years.

For all major expenditures the Trustees obtain multiple bids to ensure that we are receiving the best value from the funds entrusted to the Trustees by the congregation. During the year contracts were re-bid for Oil, Snow Plowing, Lawn service and cleaning services. In addition, we have once again switched electricity providers and have moved Norfield's phone service from AT&T to Cablevision, keeping one AT&T line as the primary line for our fire alarm system.

However, during the course of the year the Trustees found it necessary to seek Church Council approval to exceed the Trustees budget by \$20,000 due to unanticipated items. Those included oil and snow plowing expense from the very harsh winter, treatment of termites which were discovered in the CE building, damage caused by hurricane Irene and the early snow storm – both of which caused extensive damage not completely covered by our insurance. In addition, asbestos contamination was discovered in both parsonages. The financial impact of the asbestos remediation will be felt starting in 2012 as we begin making loan repayments to the Christensen Major Maintenance Fund which is being used to fund immediate payments to the remediation contractors.

The Trustees approved the Building Committee's plan to replace the windows in the upper level of the CE building. These new windows have been installed and are in concert with the plan for additional upgrading of the CE building as the remaining 2007 Capital Campaign pledge payments are received. These new windows have safety glass and provide improved thermal characteristics. Their installation utilized the balance of the funds raised for the CE building in the 1996 Capital Campaign.

Under leadership of the Trustees, two new Temporarily Restricted funds were established during the year, a Maintenance Fund and a Music Fund. These funds were established with the objective of providing pre-established funds to which donors could contribute as a bequest or as a special enduring gift to Norfield. During the course of the year a \$50,000 contribution was made to the new Maintenance fund from the estate of Karl and Betty Nelson and a \$1,600 contribution was made to the Music fund by Alice Williams as thanks for the assistance given to her in her move to her new home in Washington DC.

Stewardship was headed by Britta Lerner and Wendy deMonchaux. As of this writing we have not reached our goal of \$750,000 in pledges, necessitating a 2012 budget at the same level as 2011's actual expense. If significant additional pledge income is received post the annual meeting, those funds will be

available to provide additional budget to the Boards and Committees and will be allocated by the Church Council. While many Norfielders have been able to increase their pledge, the current economic situation has necessitated a reduction in the pledged amount by several of our larger contributors.

Significant contributions were made by all of the Trustees and as the year came to a close two Trustees are ending 6 years service on the Board. Their contributions have been invaluable.

- Fred Schneider, who has headed the Landscaping Ministry team and been a member of the Memorial Garden Ministry team
- Walter McCullough, who headed the Stewardship campaign for 3 years, was the acting treasurer at the end of 2010 and has provided detailed financial analysis of the Trustee expenditures for the last two years.

Respectfully submitted,

Herb Cotter  
Chair, Board of Trustees

### **Memorial Garden Ministry Team**

The Memorial Garden provides a place of beauty to remember friends and loved ones who have passed on but also provides a peaceful spot for quiet reflection and for services and functions.

During the past year:

- The 2011 Confirmation class met in the Memorial Garden following their confirmation service to present a tree donated in appreciation of the support and encouragement provided to them by the Ministers and members of Norfield.
- Our Lenten devotions were enhanced by a service with the Stations of the Cross on Good Friday and the traditional Easter egg hunt in the Garden on Easter Sunday.
- The Boys Scouts held their Court of Honor in the Memorial Garden circle on a warm June evening.
- A worship service and reception with the Blessing of Animals was held in October.

Seven spaces were purchased, bringing the total spaces used or reserved to 230. In addition, a space and stone were donated by the Memorial Garden in memory of our former minister, Rev. Carl Becker.

A restricted Memorial Garden fund provides for preservation and perpetual care of the Garden. During the past year, preventive maintenance was undertaken to protect the specimen trees and plantings against future storms and we were fortunate that the damage caused by storms late this summer and fall was not more severe. The balance in the Fund as of year-end 2011 was \$100,551.

Members of the Memorial Garden Ministry Team are Shirley Schneider (Chair), Phyllis and Don Gary, Britta Lerner and Fred Schneider. Spaces may be purchased for \$500 and memorial markers are available from Fairfield Monument for \$585.

**Norfield Congregational Church**

**Committee  
Positions  
1/25/2012**

<b>Name</b>	<b>Committee</b>	<b>Status</b>	<b>Term Length</b>	<b>Maximum</b>	<b>Start Date</b>	<b>Term End Date</b>	<b>Max Term End Date</b>
Woody Bliss	Moderator	Nominee	1 year	2 years	Feb-12	Feb-13	Feb-14
Don Gary	Vice Moderator	Nominee	1 year	2 years	Feb-12	Feb-13	Feb-14
Rone Baldwin	Treasurer	Returning	2 years	6 years	Feb-11	Feb-13	Feb-17
Tom Harris	Ass't Treasurer	Returning	2 years	6 years	Feb-08	Feb-10	Feb-14
Kerri Meredith	Clerk	Nominee	1 year	6 years	Feb-12	Feb-13	Feb-18
David Tamburri	Auditor	Returning	2 years	6 years	Feb-08	Feb-10	Feb-14

<b>Name</b>	<b>Committee</b>	<b>Status</b>	<b>Term Length</b>	<b>Maximum</b>	<b>Start Date</b>	<b>Term End Date</b>	<b>Max Term End Date</b>
<b>Deacons</b>							
Charlene Blount	Deacons	Returning	3 years	6 years	Feb-09	Feb-12	Feb-15
Ginny Awn	Deacons	Nominee	3 years	6 years	Feb-12	Feb-15	Feb-18
Lorenzo Wyatt	Deacons	Nominee	3 years	6 years	Feb-12	Feb-15	Feb-18
Pierre Ratte	Deacons	Returning	3 years	6 years	Feb-09	Feb-12	Feb-15
David Lummis	Deacons	Nominee	3 years	6 years	Feb 12	Feb-15	Feb-18
Bob Ohmes	Deacons	Returning	3 years	6 years	Feb-08	Feb-11	Feb-14
Kim Gautier	Deacons	Returning	3 years	6 years	Feb-07	Feb-10	Feb-13
Carol Hamilton	Deacons	Returning	3 years	6 years	Feb-11	Feb-14	Feb-17
Louise Hastings	Deacons	Returning	3 years	6 years	Feb 11	Feb 14	Feb 17
Eric Braun	Deacons	Returning	3 years	6 years	Feb-08	Feb-11	Feb-14
John Stripp	Deacons	Nominee	3 years	6 years	Feb-12	Feb-15	Feb 18
Barbara Cotter	Deacons	Returning	3 years	6 years	Feb-10	Feb-13	Feb-16
Amanda Gautier	Deacons- Youth	Returning	1 year		Feb-12	Feb-13	
Gray Bradshaw-Mack	Deacons - Youth	Returning	1 year		Feb 12	Feb 13	
Claire Bartosic	Deacons- Youth	Returning	1 year		Feb-12	Feb-13	

<b>Name</b>	<b>Committee</b>	<b>Status</b>	<b>Term Length</b>	<b>Maximum</b>	<b>Start Date</b>	<b>Term End Date</b>	<b>Max Term End Date</b>
<b>CE</b>							
Diane Sather	CE	Returning	3 years	6 years	Feb-07	Feb-10	Feb-13
Abigail Squance	CE	Returning	3 years	6 years	Feb-08	Feb-11	Feb-14
Gianna Bavido	CE	Nominee	3 years	6 years	Feb 12	Feb-15	Feb 18
Emelia Parker	CE	Nominee	3 years	6 years	Feb 12	Feb-15	Feb-18
Elizabeth Cocoros	CE	Nominee	3 years	6 years	Feb 12	Feb-15	Feb-18
Eliza Tabacchi	CE	Nominee	3 years	6 years	Feb 12	Feb 15	Feb-18
Karen Lummis	CE	Returning	3 years	6 years	Feb-07	Feb-10	Feb-13
OPEN	CE	Nominee	3 years	6 years	Feb-12	Feb-15	Feb-18
Jill Leo	CE	Returning	3 years	6 years	Feb-11	Feb-14	Feb-17
Anne Troxell	CE	Returning	3 years	6 years	Feb-07	Feb-10	Feb-13
Laura Smits	CE	Returning	3 years	6 years	Feb 11	Feb-14	Feb-17
Sarah Bower	CE	Returning	3 years	6 years	Feb-08	Feb-11	Feb-14
OPEN	CE-Youth	Nominee	1 year		Feb-12	Feb-13	

<b>Name</b>	<b>Committee</b>	<b>Status</b>	<b>Term Length</b>	<b>Maximum</b>	<b>Start Date</b>	<b>Term End Date</b>	<b>Max Term End Date</b>
<b><u>Christian Outreach</u></b>							
Kristin Matousek	Outreach	Returning	3 years	6 years	Feb-11	Feb-14	Feb-17
David Kopis	Outreach	Returning	3 years	6 years	Feb-11	Feb-14	Feb-17
Sue Ingall	Outreach	Returning	3 years	6 years	Feb-11	Feb-14	Feb-17
Taffy Miller	Outreach	Returning	3 years	6 years	Feb-11	Feb-14	Feb-17
Kathy Kingsmill	Outreach	Nominee	3 years	6 years	Feb 12	Feb 15	Feb 18
Ed Brown	Outreach	Returning	3 years	6 years	Feb-11	Feb-14	Feb-17
Jenny Mitchell	Outreach	Nominee	3 years	6 years	Feb 12	Feb 15	Feb 18
Rudd Anderson	Outreach	Returning	3 years	6 years	Feb-10	Feb-13	Feb-16
Chris Rigby	Outreach	Nominee	3 years	6 years	Feb 12	Feb 15	Feb 18
Kim Summers	Outreach	Nominee	3 years	6 years	Feb 12	Feb 15	Feb 18
Justin Summers	Outreach-Youth	Nominee	1 year		Feb 12	Feb 13	
Greta Dorsey	Outreach-Youth	Nominee	1 year		Feb 12	Feb 13	
<b><u>Member at Large</u></b>							
John Quist	Church Council - Mbr at Large	Returning	3 years	6 years	Feb-09	Feb-12	Feb-15
Terri Gaberman	Church Council - Mbr at Large	Returning	3 years	6 years	Feb-09	Feb-12	Feb-15
Walter McCullough	Church Council - Mbr at Large	Nominee	3 years	6 years	Feb 12	Feb 15	Feb 18

<b>Fellowship</b>	<b>Committee</b>	<b>Status</b>	<b>Term Length</b>	<b>Maximum</b>	<b>Start Date</b>	<b>Term End Date</b>	<b>Maximum Term End Date</b>
Karen Bennewitz	Fellowship	Returning	3 years	6 years	Feb-08	Feb-11	Feb-14
Susan Seath	Fellowship	Returning	3 years	6 years	Feb-07	Feb-10	Feb-13
Jennifer Haythorn	Fellowship	Returning	3 years	6 years	Feb-07	Feb-10	Feb-13
Judy Nestora	Fellowship	Returning	3 years	6 years	Feb-08	Feb-11	Feb-14
Pam Lafontaine	Fellowship	Nominee	3 years	6 years	Feb-12	Feb-15	Feb-18
Amy Jonsson	Fellowship	Returning	3 years	6 years	Feb-10	Feb-13	Feb-16
Nancy Daigh	Fellowship	Returning	3 years	6 years	Feb-08	Feb-11	Feb-14
Susan Moran	Fellowship	Returning	3 years	6 years	Feb-08	Feb-11	Feb-14
Louise Hastings	Fellowship	Nominee	3 years	6 years	Feb-12	Feb-15	Feb-18
P.J. Dodge	Fellowship	Returning	3 years	6 years	Feb-08	Feb-11	Feb-14
Cindy Tamburri	Fellowship	Returning	3 years	6 years	Feb-08	Feb-11	Feb-14
Caroline Schreder	Fellowship	Nominee	3 years	6 years	Feb-12	Feb-15	Feb-18

Name	Committee	Status	Term Length	Maximum	Start Date	Term End Date	Max Term End Date
<b>Music</b>							
Tracy Anderson	Music	Returning	3 years	6 years	Feb-08	Feb-11	Feb-14
Ingrid Milne	Music	Nominee	3 years	6 years	Feb 12	Feb 15	Feb 18
Tracy Pennoyer	Music	Returning	3 years	6 years	Feb-07	Feb-13	Feb-13
Noel Moyer	Music	Returning	3 years	6 years	Feb 11	Feb 14	Feb 17
Alice Chen	Music	Returning	3 years	6 years	Feb-11	Feb-14	Feb-17
Jennifer Barron	Music	Returning	3 years	6 years	Feb-11	Feb-14	Feb-17
Will Lewis	Music	Returning	3 years	6 years	Feb-11	Feb-14	Feb-17
Andrew Bunger	Music	Returning	3 years	6 years	Feb 11	Feb 14	Feb 17
Bob Atkinson	Music	Returning	3 years	6 years	Feb-11	Feb-14	Feb-17

Trustees	Committee	Status	Term Length	Maximum	Start Date	Term End	Maximum
Phyllis Gary	Trustees	Returning	3 years	6 years	Feb-08	Feb-11	Feb-14
Herb Cotter	Trustees	Returning	3 years	6 years	Feb 10	Feb 13	Feb 16
Wendy DeMoncheaux	Trustees	Returning	3 years	6 years	Feb-08	Feb-11	Feb-14
Bob Kaiser	Trustees	Nominee	3 years	6 years	Feb 12	Feb 15	Feb 18
Chuck Hill	Trustees	Nominee	3 years	6 years	Feb 12	Feb 15	Feb 18
Britta Lerner	Trustees	Returning	3 years	6 years	Feb-11	Feb-14	Feb-17
Kurt Schreder	Trustees	Returning	3 years	6 years	Feb-11	Feb-14	Feb-17
Skip Wyatt	Trustees	Nominee	3 years	6 years	Feb-12	Feb-15	Feb-18
Dana Troxell	Trustees	Nominee	3 years	6 years	Feb-12	Feb-15	Feb-18
Jeanette Hensinger	Trustees	Returning	3 years	6 years	Feb-11	Feb-14	Feb-17
Scott Buddenhagen	Trustees	Returning	3 years	6 years	Feb-07	Feb-10	Feb-13
Dan Klein	Trustees	Returning	3 years	6 years	Feb-08	Feb-11	Feb-14

Name	Committee	Status	Term Length	Maximum	Start Date	Term End Date	Max Term End Date
<b>Nominating</b>							
Kathy Powers	Nominating	Returning	3 years	3 years	Feb-10	Feb-13	Feb-13
Joan Lewis	Nominating	Nominee	3 years	3 years	Feb 12	Feb 15	Feb 18
OPEN	Nominating	Nominee	3 years	3 years	Feb-12	Feb-15	Feb-18
Jackie Troxell	Nominating	Nominee	3 years	3 years	Feb 12	Feb 15	Feb 18
Jack Light	Nominating	Returning	3 years	3 years	Feb 10	Feb 13	Feb 13
OPEN	Nominating	Nominee	3 years	3 years	Feb 12	Feb 15	Feb 18

<b>Pastoral Relations</b>							
Jack Light	Pastoral Relations	Nominee	3 years	6 years	Feb 12	Feb-15	Feb-18
Caroline Schreder	Pastoral Relations	Returning	3 years	6 years	Feb-09	Feb-12	Feb-15
David Lummis	Pastoral Relations	Returning	3 years	6 years	Feb-11	Feb-14	Feb-17
Al Bartosic	Pastoral Relations	Returning	3 years	6 years	Feb-10	Feb-13	Feb-16

<b>Human Resources</b>							
Jean Davis French	Human Resources	Nominee	1 year	2 years	Feb 12	Feb-15	Feb-18
Dave MacWilliams	Human Resources	Returning	3 years	6 years	Feb-06	Feb-12	Feb-13
Wally Gregory	Human Resources	Returning	3 years	6 years	Feb-09	Feb-12	Feb-15
Willie Sather	Human Resources	Returning	3 years	6 years	Feb-07	Feb-10	Feb-13

**Norfield Congregational Church**  
**2011 Treasurer's Report**

Despite challenging economic times, and unforeseen expenses partially due to the difficult winter and fall storms in 2011, Norfield Congregational Church remains in good financial shape.

In 2011, a balanced budget was adopted at the Annual Meeting. The actual result for 2011 was close to a breakeven result – with a small unrestricted deficit of (\$1585) at the end of the year. This result reflects the diligent effort to manage expenses tightly through the year and better success at collecting outstanding pledges. Pledge Income came in close to the budget – but this was aided by \$19,457 of better than expected collection of outstanding pledges from the prior year which is not expected to recur going forward . HR expenses were below budget due to the aggregate impact of the personnel changes in 2011, while Committee expenses came in close to budget except Trustees where the harsh winter and fall storms increased utility and repair expenses above planned levels.

In 2011, we made a series of accounting true ups – for the 2007 Capital Campaign including a \$103,475 one time, non-cash charge related to a better estimate of what is collectible on outstanding capital campaign pledges, and the reallocation of the cumulative interest income and capital gains since 2008 which were being held in temporarily restricted accounts.

For 2012, the Trustees and Church Council are recommending a balanced budget to the Congregation. Norfield faces a challenge in income for 2012 – based on the Stewardship campaign results to date and the effect of the better than expected collection of prior year pledges in 2011, pledge income is expected to be down in 2012 versus 2011. As a result, the budget maintains flat salaries, flat Committee expenses, and certain Outreach Committee expenses and UCC donations from Norfield have had to be reduced from the Operating budget and may be funded in 2012 out of other sources. Also, we have budgeted for the use of \$20,000 in endowment investment income in 2012 to achieve a balanced budget.

The following schedules are presented:

Page Number

- (2) Unrestricted Statement of Activities (2012+2011 Budgets vs. 2011+2010 Actuals)
- (3) 2011 Profit & Loss (Unrestricted, Temporarily Restricted and Total)
- (4) 2011 Statement of Activities (Unrestricted, Temporarily Restricted, Fair and Total)
- (5) Balance Sheets for 2011 and 2010
- (6) Temporarily Restricted Assets
- (7) Permanently Restricted Assets
- (8) Capital Campaign Report

Respectfully Submitted,  
Rone Baldwin  
Treasurer

**Norfield Congregational Church - Unrestricted Statement of Activities  
(2012 + 2011 Budgets versus 2011 + 2010 Actuals)**

	Budget	Actual	Difference	Actual	Actual	Difference	Actual	Budget	Difference
	2012	2011	2012 Budget minus 2011 Actual	2011	2010	2011 Actual minus 2010 Actual	2011	2011	2011 Actual minus Budget
<b>Income</b>									
Pledges/Annual Gifts	\$ 638,000	\$ 655,303	\$ (17,303)	\$ 655,303	\$ 598,411	\$ 56,893	\$ 655,303	650,000	\$ 5,303
(Allowance For) Uncollectable Pledges	(26,000)	(41,401)	15,401	(41,401)	(58,646)	17,245	(41,401)	(26,000)	(15,401)
Prior Year's Pledges Excess Collected	-	19,504	(19,504)	19,504	-	19,504	19,504	-	-
Plate Income	32,000	32,485	(485)	32,485	39,314	(6,829)	32,485	35,000	(2,515)
Special Gifts	2,500	3,011	(511)	3,011	2,252	759	3,011	2,000	1,011
Transfer of Reserves	-	-	-	-	13,067	(13,067)	-	-	-
Use of Building	33,500	36,985	(3,485)	36,985	35,105	1,880	36,985	35,650	1,335
Gifts & Bequests	5,000	8,251	(3,251)	8,251	59,416	(51,165)	8,251	20,000	(11,749)
Miscellaneous Income	6,000	12,262	(6,262)	12,262	4,746	7,514	12,262	3,010	9,252
Endowment Income Transfer	20,000	2,500	17,500	2,500	2,500	-	2,500	2,500	-
<b>Total Income</b>	<b>\$ 711,000</b>	<b>\$ 728,901</b>	<b>(17,901)</b>	<b>\$ 728,901</b>	<b>696,168</b>	<b>32,733</b>	<b>\$ 728,901</b>	<b>722,160</b>	<b>6,741</b>
<b>Expenses</b>									
Total HR Expenses ...	424,000	422,513	1,487	422,513	429,578	7,066	422,513	430,660	8,147
Deacons/Worship	14,000	29,183	(15,183)	29,183	34,501	5,318	29,183	33,500	(4,317)
Music	22,000	22,400	(400)	22,400	20,397	(2,003)	22,400	22,000	400
Christian Education	13,000	15,627	(2,627)	15,627	14,662	(965)	15,627	13,000	2,627
Council	1,000	50	950	50	1,000	950	50	1,000	(950)
Fellowship	7,000	6,878	122	6,878	4,601	(2,277)	6,878	7,000	(122)
Outreach	-	4,168	(4,168)	4,168	860	(3,308)	4,168	5,000	(832)
Total Program Expenses	57,000	78,306	(21,306)	78,306	76,021	2,284	78,306	81,500	(3,194)
Trustees	230,000	229,667	333	229,667	243,770	14,103	229,667	210,000	19,667
Total Committee Expenses	287,000	307,973	(20,973)	307,973	319,791	(11,818)	307,973	291,500	16,473
Total Expenses	711,000	730,486	(27,209)	730,486	749,370	18,884	730,486	722,160	8,326
<b>Surplus/(Deficit)</b>	<b>\$ -</b>	<b>\$ (1,585)</b>	<b>\$ 1,585</b>	<b>\$ (1,585)</b>	<b>\$ (63,202)</b>	<b>\$ 51,617</b>	<b>\$ (1,585)</b>	<b>-</b>	<b>\$ (1,585)</b>

Norfield Congregational Church  
2011 Profit & Loss (Unrestricted, Temporarily Restricted and Total)

	January - December 2011		
	Unrestricted	Temporarily Restricted	Total
<b>Income</b>			
Pledge receipts	633,406	0	633,406
Plate	32,485	0	32,485
Flowers	2,575	0	2,575
Capital Campaign	0	(103,958)	(103,958)
Children's Offering	436	0	436
Children's Center	28,500	0	28,500
Use of Building	8,485	0	8,485
Gifts & Bequests	8,251	118,803	127,054
Miscellaneous Income	12,263	88,225	100,488
<b>Total Operating Income</b>	<b>726,402</b>	<b>103,070</b>	<b>829,472</b>
Current Investment Income	2,500	13,760	16,260
<b>Total Income</b>	<b>728,901</b>	<b>116,830</b>	<b>845,731</b>
<b>Expenses</b>			
Salaries & Benefits	422,513	5,668	428,180
Committee Expenses	618	222	840
Consultants and Contractors	4,185	534	4,719
Section Leaders-Music	10,040	855	10,895
Babysitting	5,770	90	5,860
Cleaning Services	28,879	536	29,416
Minister-Weddings/Funerals	1,164	0	1,164
Musicians	7,150	11,780	18,930
Food & Snacks	12,950	5,769	18,718
Bank Service Charges	1,799	186	1,985
Council Discretionary Expense	0	150	150
Flowers	2,477	0	2,477
Contributions/Outreach	18,664	97,641	116,305
Books and Curricula	2,394	0	2,394
Copier Leasing	12,218	0	12,218
Website & Computer Expenses	6,027	0	6,027
Insurance Expense	24,627	0	24,627
Licenses and Permits	451	1,750	2,201
Postage and Delivery	4,851	0	4,851
Printing and Reproduction	1,118	0	1,118
Repairs & Maint	42,298	16,406	58,703
Capital Equipment	90	160	250
Capital Purchases and Improvements	3,120	37,911	41,032
Loan Repayments	16,500	0	16,500
Travel & Ent	1,220	200	1,420
Ministers Professional Development	2,024	0	2,024
Guest Preachers	250	0	250
Utilities	72,787	0	72,787
Publicity and Advertising	1,594	952	2,546
Conferences & Seminars	2,016	0	2,016
Dues & Subscriptions	4,758	0	4,758
Gifts	1,104	95	1,200
Rental Expense	450	7,982	8,432
Entertainment	0	1,550	1,550
Supplies	11,374	5,437	16,812
Miscellaneous	3,006	3,346	6,352
<b>Total Expenses</b>	<b>730,486</b>	<b>199,220</b>	<b>929,706</b>
<b>Net Operating Income</b>	<b>(1,585)</b>	<b>(82,390)</b>	<b>(83,975)</b>
Gain/Loss on Investments	0	(12,524)	(12,524)
Reallocated Investment Income	85,263	(97,161)	(11,898)
<b>Net Income</b>	<b>83,678</b>	<b>(192,075)</b>	<b>(108,397)</b>

**Norfield Congregational Church  
2011 Statement of Activities  
(Unrestricted, Temp. Restricted  
and Total)**

	Unrestricted	Temporarily Restricted	Fair	Total
<b>Revenue and Support</b>				
Annual Contributions and plate	\$ 665,891			\$ 665,891
Other contributions and bequests	11,262	133,571	-	144,834
Rental Income	36,985	-		36,985
Interest & Dividend income	2,500	13,760		16,260
Unrealized Investment Gains/(Losses)	-	(12,524)		(12,524)
Other Income	12,262	-	73,457	85,719
<b>Total Revenue and Support</b>	<b>728,901</b>	<b>134,807</b>	<b>73,457</b>	<b>\$ 937,165</b>
<b>Expenses</b>				
Human Resources	422,513	5,668		428,180
Gladys Foster		7,838		7,838
Deacons	29,183	44,708		73,891
Music	22,400	12,869		35,269
Christian Education	15,627	-		15,627
Fellowship	6,878	-		6,878
Fair		-	73,457	73,457
Outreach	4,168	-	-	4,168
Scott & Betty Hill Fund		6,000		6,000
Seeds for the future		1,701		1,701
Memorial Garden		5,490		5,490
Misc		653		653
Ron Martin Youth fund		137		137
Trustees (operations)	229,667	-	-	229,667
Building Fund		14,432		14,432
Capital Campaign (inc. bad debt write-off)		130,227		130,227
Council	50		-	50
<b>Total Expenses</b>	<b>730,486</b>	<b>229,722</b>	<b>73,457</b>	<b>1,033,665</b>
<b>Increase/(Decrease) in Net Assets</b>	<b>\$ (1,585)</b>	<b>\$ (94,915)</b>	<b>0</b>	<b>\$ (96,500)</b>

**Norfield Congregational Church**  
**Balance Sheets For December 2011 and December 2010**

	<u>12/31/2011</u>	<u>12/31/2010</u>
<b>Current Assets</b>		
Cash and Cash Equivalents	\$ 815,043	\$ 686,538
Net Unconditional Promises To Give	101,909	278,846
Prepaid Expenses	14,010	
Other Current Assets	3,600	25,917
Total Current Assets...	\$ 934,561	\$ 991,301
<b>Property &amp; Equipment</b>		
Land, Buildings and Improvements	2,434,996	2,434,996
Furniture & Equipment	99,531	99,530
2007 Capital Campaign Improvements	1,288,584	1,288,584
Total Property & Equipment ...	3,823,111	3,823,110
<b>Other Assets</b>		
Investments At Fair Value	913,199	919,370
Total Other Assets...	913,199	919,370
<b>TOTAL ASSETS ...</b>	<b>\$ 5,670,871</b>	<b>\$ 5,733,781</b>
<b>LIABILITIES AND NET ASSETS</b>		
Deferred Revenue	\$ 34,311	\$ 25,252
Security Deposits	1,830	1,830
Other Liabilities	30,095	22,160
Total Current Liabilities ...	\$ 66,237	\$ 49,241
<b>Net Assets</b>		
<b>Unrestricted Net Assets</b>		
Undesignated	659,567	575,889
Board Designated Reserves	5,000	5,000
Loans From Perm. Restricted Net Assets	(87,528)	(104,028)
Loans from Unrestricted Net Assets To Capital Campaign	-	-
Property & Equipment	3,823,111	3,823,110
Total Unrestricted Assets ...	4,400,150	4,299,971
<b>Temporarily Restricted Net Assets</b>		
Restricted For Programs	179,990	289,886
Restricted For Acquisitions & Maintenance	350,033	301,987
Restricted By Time	173,243	303,470
Total Temp. Restricted Assets...	703,266	895,343
<b>Permanently Restricted Assets</b>		
Permanently Restricted	414,055	385,657
Loans To Unrestricted	87,528	104,028
Total Perm. Restricted Assets...	501,583	489,685
Net income	-364	-459
<b>TOTAL LIABILITIES AND NET ASSETS ...</b>	<b>\$ 5,670,871</b>	<b>\$ 5,733,781</b>

Norfield Congregational Church  
Temporarily Restricted Assets

	Balance 12/31/10	2011 Inflows	2011 Expenditures	Balance 12/30/11	Allocated Inv. Income	Balance 12/30/11
<b><u>Restricted for Programs</u></b>						
Norfield Missions Program Fund	3,750	-	-	3,750	-	3,750
Vision Fund	25	-	-	25	-	25
Outreach	-	60	(60)	-	-	-
Temp Clearing Account	-	435	(325)	110	-	110
30 Hour Famine	-	-	-	-	-	-
Norfield Fair	-	73,457	(73,458)	(0)	-	(0)
Senior Minister Discretionary Fund	5,850	47,967	(34,382)	19,435	697	20,132
Prayer Shawl Ministry	519	390	(268)	641	-	641
Youth Minister Congregational Associate Fund	5,454	9,291	(10,326)	4,419	-	4,419
Ron Martin Youth Fund	6,512	-	(137)	6,375	2,307	8,682
Nytvedt Concert Fund	4,590	11,975	(12,869)	3,696	797	4,493
New Music Fund	-	1,600	-	1,600	225	1,825
Scott & Betty Hill Fund	21,528	-	(6,000)	15,528	7,734	23,262
Seeds for the Future Fund	101,107	600	(6,768)	94,939	-	94,939
Rev. Craig Mengel Fund	16,179	300	-	16,479	-	16,479
Investment Portfolio Gains/Losses	56,385	(12,524)	-	43,861	(56,387)	(12,526)
Interest & Dividend Income	67,987	13,759	-	81,746	(67,987)	13,759
<b>Total restricted for programs</b>	<b>289,886</b>	<b>147,310</b>	<b>(144,593)</b>	<b>292,604</b>	<b>(112,614)</b>	<b>179,990</b>
<b><u>Restricted for acquisitions and maintenance</u></b>						
Building Fund (for CE Building improvements)	14,432	-	(14,432)	-	-	-
Major Maintenance Reserve Fund	27,896	-	-	27,896	-	27,896
2007 Capital Campaign Maintenance Reserve Fund	155,734	6,199	-	161,933	-	161,933
Memorial Bell Fund	569	-	-	569	-	569
Memorial Garden Fund	92,681	4,156	(5,490)	91,347	9,204	100,551
Mike Tyne Youth Room Fund	1,254	-	-	1,254	997	2,251
New Maintenance Fund	-	50,000	-	50,000	-	50,000
Gladys Foster Maintenance Memorial	9,421	-	(7,838)	1,583	5,250	6,833
<b>Total restricted for acquisitions and maintenance</b>	<b>301,987</b>	<b>60,355</b>	<b>(27,760)</b>	<b>334,582</b>	<b>15,451</b>	<b>350,033</b>
<b><u>Restricted by time</u></b>						
2007 Capital Campaign Fund	303,470	-	(130,227)	173,243	-	173,243
<b>Total restricted by time</b>	<b>303,470</b>	<b>-</b>	<b>(130,227)</b>	<b>173,243</b>	<b>-</b>	<b>173,243</b>
<b>Total Temporarily Restricted Assets</b>	<b>\$ 895,343</b>	<b>\$ 207,665</b>	<b>\$ (302,580)</b>	<b>\$ 800,428</b>	<b>\$ (97,163)</b>	<b>\$ 703,265</b>

**Norfield Congregational Church  
Permanently Restricted Assets**

	<b>12/31/2010</b>	<b>12/31/2011</b>	<b>Allocated Inv. Income</b>	<b>Adjusted Balance 12/31/11</b>
<b>Maintenance Memorials</b>				
Gladys Foster	50,000	50,000	-	50,000
Norm Christensen	261,998	261,998	5,967	267,965
Ted White	24,928	24,928	2,202	27,130
Ron Martin	2,121	2,121	187	2,308
Parents of Richard and Jacqueline Pike	10,248	10,248	905	11,153
Parents of Herb and Barbara Cotter	11,341	11,341	1,002	12,343
Kathryn Dodd and Moses Hay Teaze	18,486	18,486	1,633	20,119
Mike Tine Youth Room	10,000	10,000		10,000
<b>Total Maintenance Memorials</b>	<b>389,121</b>	<b>389,121</b>	<b>11,896</b>	<b>401,017</b>
<b>Minister Memorials</b>				
Elizabeth A. Scofield Fund	4,479	4,479	-	4,479
Lizzie Adams-Ministers Fund	3,235	3,235	-	3,235
<b>Total Minister Memorials ...</b>	<b>7,715</b>	<b>7,715</b>	<b>-</b>	<b>7,715</b>
<b>Music Memorial Funds</b>				
Robert Walton-Music Fund	533	533	-	533
Robert Walton-Music Fund	904	904	-	904
Ruth Nytvedt-Concert Fund	4,101	4,101	-	4,101
<b>Total Music Memorial Fund ...</b>	<b>5,538</b>	<b>5,538</b>	<b>-</b>	<b>5,538</b>
<b>Other Memorials</b>				
Ron Martin Youth Fund	21,060	21,060	-	21,060
Scott & Betty Hill Senior Fund	66,251	66,251	-	66,251
<b>Total Other Memorials ...</b>	<b>87,311</b>	<b>87,311</b>	<b>-</b>	<b>87,311</b>
<b>Total Permanently Restricted Net Assets ...</b>	<b>489,685</b>	<b>\$ 489,685</b>	<b>\$ 11,896</b>	<b>\$ 501,581</b>

**Norfield Congregational Church  
Capital Campaign Report**

12/31/2011

<b>Cash Reconciliation</b>		
Total Pledges	\$ 1,791,629	100%
Cash Collected -- Pledges -- Before 2011	\$ 1,520,583	
Cash Collected -- Above Pledge -- Before 2011	\$ 36,764	-2%
Cash Collected -- 2011	\$ 61,987	
Total Cash Collected	\$ 1,619,334	90%
Pledges Not Collected	\$ 209,059	

<b>Analysis of Spending</b>		
Total Cash Collected (1)	\$ 1,619,334	
Campaign Expenses (Fundraising etc)	\$ (69,563)	
Capital Expenditures:		
Parish Hall & Grounds	\$ (633,361)	
Church Office	\$ (49,109)	
Sanctuary	\$ (605,645)	
CE Building	\$ (469)	\$ (1,288,584)
2011 Expenditures	\$ (20,071)	
Maintenance Reserve (10% of collected cash)	\$ (161,933)	
Available Cash	\$ 79,183	

<b>Available for Further Construction</b>		
Pledges Not Collected	\$ 209,059	100%
Plus: Available Cash	79,183	
Estimate Of Uncollectable Pledges	(115,000)	
Gross Proceeds Available	173,242	
Less: Maintenance Reserve	(9,406)	
Net Funds Available For Further Construction	\$ 163,836	

<b>Summary</b>		
Current & Potential Construction	\$ 1,472,491	81%
Maintenance Reserve (Current & Expected)	171,339	9%
Fundraising Expenses	69,563	4%
Uncollectable Pledges (Estimate)	115,000	6%
Total ...	1,828,393	100%

**THE COVENANT**  
*of*  
**NORFIELD CONGREGATIONAL CHURCH**

*We promise to accept Jesus Christ as our Lord and Savior, and we take as our rule of life the words: “You shall love the Lord your God with all your heart and with all your soul and with all your mind, and your neighbor as yourself.”*

***We take this Church to be our Church, and ever mindful of our fellow members, we promise to walk with them in faithfulness and Christian love.***

*We promise that so far as possible we will attend the services of this Church, share in its mission, and endeavor to make it a fruitful body of Christians.*