

Hancock

UNITED CHURCH OF CHRIST



2019-2020 Annual Report

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LETTER FROM MODERATOR CAROL BUKYS

Dear Hancock Friends,

It goes without saying that it's been an unusual year. Remember back to December when living into our Mission Statement was the biggest thing we were doing as a congregation? From July to December, your church leadership was working behind the scenes on a capital campaign which would accomplish 4 things:

- Make our chancel accessible
- Reconfigure the chapel to be more useful for new worship and programming opportunities
- Provide interim staffing for new technology and administrative management
- Shore up our building reserves to preserve the church for the future.

Then came January and Paul's announcement of retirement on November 1, 2020. Remember when this was our biggest news? In January and February, we continued to work toward a capital campaign, and appointed a Discernment Team to consider whether Barbara Callaghan should be our next senior minister. Leadership was carefully looking at clergy transition. Little did we know that the most important thing we did in February was the installation of new equipment in our TV studio to allow us to broadcast our services over YouTube.

At the beginning of March, we realized we our donations were down significantly and the Giving Committee developed a campaign to bridge this gap. It was scheduled to be mailed March 15, and still sits in the church workroom.

On March 11, COVID-19 began a new reality and we closed the doors to Hancock even before the state told us to do so. We determined this was the safest thing to do for both our congregation and our staff. The remainder of March was spent adjusting to this new reality and asking how do we worship and continue to be a community through this crisis.

April and May have allowed us to settle into the current reality of worshipping at home, reaching out to each other by phone, and meeting through Zoom. I have been amazed how connected I feel worshipping at home, by seeing I am not alone through the chat bar. Our worship staff and our TV crew deserve a huge thank you for creating thoughtful worship during this time.

In April, we launched a special giving campaign and bridged not only the deficit we were facing, but our loss of rental income due to COVID-19. Thank you to all the members and friends that have contributed.

We are now looking ahead to the future. There are many unanswered questions.

- When will it be safe to meet together again?
- Will people come back or want to worship at home in pajamas?
- How will the economy affect Hancock's congregation and the donations we rely on?
- How do we welcome visitors in a virtual environment?
- What will our ministerial staff look like after Paul's retirement?

LETTER FROM MODERATOR CAROL BUKYS

With so many big decisions ahead, the ministers and moderators have asked some past moderators and financial leaders to help advise us on this road. Robin DiGiammarino, Nariman Behraves, Amy Swanson, and Charlie Wyman have graciously stepped up to help us through the next year. Thank you to these individuals for helping during this uncertain time.

The work of the church continues. As I write this, the Discernment Team is beginning to ramp up again. We will need to figure out how to go through discernment while not gathering in large groups. A COVID-19 Task Force is being formed to determine when it will be safe to reopen and what we need to do as a community to stay safe after opening. We are working on our church profile to be able to search for a minister if and when we need to do so.

While I don't know what is coming, I know two things:

- The Hancock community is loving, resilient and strong. We will take care of one another as long as we are able, and I am proud to be a part of this community.
- Hancock Church has been here for 150 years and will still be here and strong when this current health crisis is over.

I want to thank all of the committee leaders I have worked with this year. Thank you for the love and care you show for Hancock. I know it isn't always easy. Please know that your work is needed and appreciated.

A big thank you is due from all of us to the staff. They are still working hard. They are providing us with meaningful worship and creative ways to stay together as a community.

Keep safe and healthy and let the church know if you are in need. Regardless of the need. If you are lonely, scared, sick, or in need of groceries, we can help. We will help.

Here's to a less exciting year!

Carol Bukys, Moderator

SENIOR MINISTER PAUL SHUPE

Dear Hancock Church,

On March 12, 2020, because of the Covid-19 pandemic all around us, we made the decision to cease all public gatherings in our church building, including our Sunday morning and evening worship services. There was work being done before that date, and work done after it, but the two do not closely resemble one another, and to be perfectly frank, as I write these words to you I find it hard to remember what we were doing. The coming of this pandemic has changed forever the ways that we are the church together.

For most of the previous year, things went along pretty much as they had for many years. Worship services were planned. Advent and Christmas were highlighted, with guided meditation added to our usual worship practices. Our Chancel Choir, the Carillon and other hand bell choirs, the River Rock Band, all continued their rich traditions of music for worship performed in many styles. Our staff continued to function well, serving you with a genuine commitment to the ministries of Hancock. Our six mission goals continued to guide the work of our committees, staff and clergy, and we worked hard provide a multitude of ways for each person to be engaged in this work together. The decision to give each Sunday's offering to one of our mission partners has engaged us all more fully in the work together, and served as an important reminder of our vision of a world changed by love, compassion and courage. I announced an intention to retire this coming fall, hoping to provide the congregation with sufficient time to fully discern your future, and the needs that you have for future leadership.

And then, Covid-19 became impossible to ignore, and if we were to pursue our mission goal of working for the common good, we could not continue to gather together amid the very real risk of contagion. Immediately, all our worship and study opportunities needed to be moved online. Blessed with state-of-the-art equipment, we quickly learned that we can produce high quality virtual events, if the staff is willing to learn how to adapt to this new media. We realized that to protect the health of our staff, we would need to divide into two teams, each kept separate from the other, to ensure that we would always have healthy staff members to lead worship and other programming. I lead one team, along with Mark Morgan and Genna Beatty. Barbara Callaghan leads the other, assisted by David Clark, Marilyn Becker, and Susan Clinkenbeard. The wisdom of this decision has been vindicated already. Technology is making it possible for worship to be led remotely, and for the richness of our music to still be enjoyed as previously recordings can be played to real effect. We have been striving to balance traditions and continuity along with the imperative to adapt and change, and the response has been joyous and unexpected: hundreds watch our worship event each week, either via livestream, or via recording replayed on demand. We have sought and continue to welcome feedback and input, as we seek to learn how to use these tools that we have at our disposal. Though we are certain that we have but scratched the surface of the possibilities that are open to us, we are proud of what we have been able to do, learning as we have, on the fly.

Our other offerings that are available on line have included: weekly Bible study, guided meditation, a weekly hour of prayer and sharing, a concert of hope performed by Mark Morgan, gatherings of parents, children and youth led by David Clark and Genna Beatty, and more meetings via Zoom than I can remember. You have responded with interest and with your time and energy. A telephone "tree" that we call Hancock

SENIOR MINISTER PAUL SHUPE

Calling has been established, with volunteers making sure that everyone at Hancock is called at least once per month by someone from Hancock. I have decided to commit to making a dozen calls each working day to Hancock households, and our conversations together have often been rich and helpful.

Recognizing that these unique and perilous times require steady and confident leadership, I have worked with the Moderators and an advisory team to develop plans for the immediate crisis that we are in, the long-term future of Hancock, and the time of transition in between. The result is that, if it is helpful to Hancock, I may extend my tenure as Senior Minister a bit beyond my planned retirement date of November 1, 2020. My goal has always been to permit Hancock sufficient time to imagine a smooth and effective transition. Now that our situation is more complicated, more time may prove to be necessary, and if so, I am willing to explore whether I have a role to play in this transition. Making myself available to you is my own decision, unpressured by anything other than my desire to facilitate a healthy transition, and whenever clear decisions are made, I will take up my retirement plans once more.

I am quite certain that Hancock will never again “return to normal,” if normal is defined as doing again what we were doing on March 11, 2020. We are learning too much about the possibilities that are ours. This pandemic may force further changes upon us. To thrive in the new post-Covid-19 world, whenever that comes into being, you will need different gifts and graces from leadership, including the role of Senior Minister, than were needed previously. The staff may need to be reconfigured, trimmed down, redeployed. Activities and programs not currently even imaginable may prove to be the bedrock foundations of church life. And the world in which we live and to which we seek to minister will be forever changed, requiring us to respond in new and more vigorous ways.

There is no reason to think that Hancock’s future is endangered. The faithfulness of past generations, the steady hand of good and adaptive leadership, the clarity of our Vision, Mission and Values Statements all point to the possibilities of a lively congregation and vital ministries here on the Green in Lexington for generations to come. The only danger we face is fear: the fear of trying new things, the fear of letting go of traditions that are no longer as effective as before, the fear of failure.

“Inspired by the life and teachings of Jesus, we are changing the world through love, compassion and courage.” This is our vision, this is our purpose. It has not changed, it will not change. We will continue to strive together to bring this vision into reality, and we will do so, because our God is good, our faith is strong, and our calling is unchanged.

It is a joy and a blessing to me to continue to serve among you and with you as your Senior Minister. I give thanks daily for the staff team with whom I work, and the elected leaders with whom I seek to envision a bright future. May God bless you, and Hancock Church as we step together bravely into our new future together.

Grace and Peace,
Paul Shupe, Senior Minister

MINISTER BARBARA CALLAGHAN

Dear Hancock Family,

What a year it has been! Time has, as usual, flown by, and I realize that I'm finishing up my fifth year of ministry with you as your Second Minister. It has been a deep honor to minister to you, and alongside you, as we seek to change the world through love, compassion and courage. This year we have continued to discern what it means to live into our Vision, Mission and Values that were adopted last year.

Last summer Hancock hosted a Lights for Liberty event, which highlighted the plight of who are being held in immigration detention centers around the country. This event was sponsored by the Immigration and Refugee Action Team and drew crowds from not only Lexington but the surrounding areas as well. We have continued to become more involved in the greater Boston area with issues of justice. Hancock's leadership in the Greater Boston Interfaith Organization (thank you Wendy Tanahashi-Works and Jim Weston) has grown quite strong thanks to our amazing lay leaders. We were honored to host a regional GBIO meeting regarding health care, which was attended by local elected officials as well many others from local houses of worship. The interfaith work we have continued to be a part of remains strong.

This year I have served as the vice president of the Lexington Interfaith Clergy Association (LICA) and will transition to being president of LICA in the fall. As a town, we have continued to work together on issues of common concern. The interfaith Thanksgiving service this year focused on justice issues around climate change.

Late this winter, just before Covid-19 began impacting our communal life, we had another pulpit exchange with Temple Isaiah. I was honored to preach at their Friday night Shabbat service, and we were honored to have their Associate Rabbi, Rabbi Rachel Maiman, preach at our Sunday morning worship service. Hancock continues to lead in areas of interfaith cooperation and partnership, not just in Lexington, but throughout Boston.

This fall I began the Doctorate of Ministry program at Candler Theological Seminary, at Emory University, in Atlanta, GA. I am glad to report that I have successfully completed the first of three years in the program where I am studying Biblical interpretation and proclamation. I also teach a class for local seminarians every 2-3 years on pastoral care. This is done through Andover Newton Theological School at Yale, and the seminarian program of which Hancock is a part (PATH). I was honored to teach this class again over the spring semester.

Certainly the most distinctive reality of this year is the pandemic that has upended life as we know it, Covid-19. As a church we made the hard decision to suspend in person worship and all church activities, thinking we would need to adapt for a month or two until the pandemic became more manageable. It quickly became apparent, however, that we would need to have a long view of life under pandemic. Thank goodness Hancock had the foresight many years ago to build a TV studio and has continued to prioritize the quality

MINISTER BARBARA CALLAGHAN

of our filming capabilities. This was quite fortuitous. Though we had to change how we worshipped together, we were fortunate enough to have already had what we needed to worship virtually together. We cannot thank our TV studio crew enough for their time, commitment, and skill that enables us to bring weekly worship into your homes.

We were also able to offer faith formation and church programming virtually. The Hancock Daily email offers a way to connect more with your church and the church community five days a week. We will continue to tweak our programmatic offerings as we more and more live into what it means to be Hancock Church now. We hope you are enjoying the blogs, meditations, Bible studies, prayer time and the weekly song.

Finally, thank you, thank you, thank you. As a church you all have stepped up in this crisis in many ways. From grocery shopping for others, preparing meals for others, praying for each other, sharing and caring for each other, helping others with errands, and certainly giving so generously during the recent financial appeal. This has made it possible for us to use our resources to continue to be the church in new and creative ways in this new day in which we find ourselves. And I would be remiss if I didn't thank you personally for all of the support you have shown me and my family, especially as I have been recovering from illness during much of the time since the quarantine began. Thank you for your prayers, which I credit with the increased health I experience now daily.

Thank you for these five years. It remains among the great honors of my life to be one of your ministers.

Grace & Peace,

Barbara

DIRECTOR OF MUSIC AND THE ARTS

MARK MORGAN

Like all our programs, the 2019-2020 program year is a tale of two years: pre- and post-COVID-19 outbreak. In both cases, I will let the bell program speak for themselves, but I do want to thank Marilyn Becker and Cheryl Kralej for their tireless leadership of these programs that add incalculable value to our worship and music life.

Pre-COVID:

Chancel Choir was having a terrific year. The service music week to week was excellent, and it culminated in our Christmas “cantata,” the Missa Carolae by James Whitbourn. This was performed during worship on Epiphany and received probably the most positive and enthusiastic reception to any cantata we've done during my time here. With a spectacular group of brass players, two percussionists, piccolo, and organ accompanying our choir, it was a tremendous sound! We added several new members, a new soprano section leader (Sarah Mitchell), and a new Hancock Choral Scholar (Spencer Hart-Thompson).

Many thanks to Kay and Marian Barney for their support of the Cantata Fund that makes our cantatas possible; the Altschulers, whose endowment gift helps underwrite our music during Advent and Lent each year; and to the family of Nate Martin, whose gift of the Martin Fund makes possible our Hancock Choral Scholar program. This program enables us to provide a scholarship opportunity to a high school singer who sings with our choir for the program year. It helps train the next generation of church choral singers and provides our choir with an extra voice week.

The choir also had our annual exchange with our friends at Temple Isaiah. We sang at each other's services in March, just before everything shut down. We also sang together for the Lexington Interfaith Choral Festival.

The River Rock Band had a major event this year: the release of its second album, *Canticles for the Turning*. Started last March, the CD was released at the end of November with a special CD release concert in Clark Hall. The album was a lot of work for the band, but we are very proud of the end result. The feedback was incredibly positive, with many people telling us it was their new favorite Christmas CD. The first album, *Drawn From the Well*, had to be re-printed last fall as we had run out of physical copies.

The Hancock Choristers children's choir returned this year after a hiatus. We had 12 kids involved in the program, the biggest group of 2-5th graders we've had during my time here. They are a great group and sang in worship during advent. We were preparing for Palm Sunday. I look forward to getting started with them after the pandemic.

A Joyful Noyse continued to both provide wonderful early music for our morning worship, as well as presented two concerts. Under the leadership of Martins Aldins, this group draws professional and talented amateur singers and players from across the greater Boston area. Both concerts this year focused on the works of the French composer Charpentier, and included commentary by the singers and Hancock staff.

DIRECTOR OF MUSIC AND THE ARTS

MARK MORGAN

We continued to have a number of services with special musical themes including our Celtic Christmas, Jazz Epiphany, Celebration Sunday,

While not officially a Hancock group, we thank the members of Plaster's Posaunes, led by Isabelle Plaster, for providing brass music for our morning worship several times over the year.

During the Pandemic:

We had to shut down all our programs and figure out immediately how to make music for online worship only. We are fortunate that we have both a major television and online capability, as well as a trove of recordings from previous services. Music to date has been a mix of live music from Marilyn Becker or me, with recorded segments from previous services of our various musical groups as well as some hymns. As of this writing, we are starting to record new material for worship virtually, which will be continued as long as the pandemic lasts. During this time, the choir has continued to meet weekly over Zoom to check in.

Mark Morgan, Director of Music

MINISTER FOR CHILDREN AND FAMILIES

DAVID C. CLARK

September through February carried the torch from our previous program year in terms of energy, engagement, and Sunday morning attendance. I made the decision to stop working with curricula writers and move back to published, three-year rotating curricula. The benefit of doing so, and what I felt was lacking over the last two years, is a longer and more cohesive arc of theme, principles, and methodology in our classrooms. We purchased *Joyful Path*, the curricula published through the Center for Progressive Christianity. Being able to hand teachers and helpers all of their lessons for entire program year at once is also a benefit! You can learn more about the curricula and the Center from their website, ProgressiveChristianity.org

We saw an increase in attendance numbers with infants and toddlers to the point our current childcare providers approached me to request a third provider in the toddler room to help with supervision. In early February we hired a third childcare worker, Lindsay Fowler. I also began exploring rearranging some classrooms to give them a larger space to spread out into.

Then COVID happened and everything had to shift and pivot in the matter of just a few days. Children's Ministry took a considerably different tone in the digital space. It has been a challenge to find the identity of virtual church school that doesn't look and feel like their typical Monday through Friday classroom.

We continue to have virtual Children's Chapel on Sunday mornings via Zoom. We pray together, share from our lives, and I read a story book that captures the theme for our week moving forward. During the week, I hold 30-minute Zoom calls. This has become the bulk and most important part of work since early March. Each week I'll have calls with anywhere from 10 to 20 kids. Our calls have the same structure: a check-in on how they're doing and how they're finding themselves coping with the change in our lives, a conversation around the theme for the week, then what they have to look forward to, and lastly we end in prayer together. These conversations have been a blessing, and in an unexpected way, I feel they have allowed me to get to know so many of our children better than when we met in our building.

It is hard to predict what will come next in our world and what new demands will be required of us. It is even more difficult to predict how our precious children's programs will change in response to them. Through all of this, I am holding onto a spirit of adaptiveness that is constantly searching for the next path while simultaneously treasuring what we have in the moment. I am thankful beyond words this is community I am working with in these times.

Submitted in faith,
David C Clark
Minister for Children & Families

MINISTER FOR YOUTH AND YOUNG ADULTS

GENEVIEVE BEATTY

What an absolute joy to worship and serve alongside this congregation for another year. It is my pleasure to report another busy and rewarding season of ministry at Hancock Church.

I spent much of my time with HYG. Together we have enjoyed some cherished traditions, such as our retreat at Grotonwood, Friendsgiving with South Church in Andover, serving food at Rosie's place, and a lock in before Manger Sunday. We have also tried new things this year, including a potluck Holiday Dinner with our HYG families, a weekly Lenten devotional reading, a panel on discernment with the Hancock ministers, and a Halloween party and conversation with the folks at Place of Promise.

One of my goals for the year was to deepen HYG's familiarity with the Bible. Early in the year, we had a meeting where we talked about their impressions of the Bible and what they wanted to know about it. We have also had a number of Bible studies this year, including a conversation on the meaning of the word "good" in the creation story, and a heated debate over which brother is right in the story of the prodigal son.

The kids have also demonstrated incredible optimism and grace in the face of major changes. In January, HOMES (our annual partner for our mission trip) delivered the bittersweet news that they would no longer take volunteers, as a result of pursuing an exciting new direction for their mission. While we are excited for new opportunities for a beloved partner, we sent our tearful and heartfelt goodbyes in cards to the folks at HOMES and to First Church of God, our sister church in Neon. As a result of this change, I am happy to report a newly blossoming relationship with John's River Valley Camp, a UCC summer camp in rural North Carolina, and the nearby church High Country UCC. Given the events of the spring, we had to postpone our mission trip indefinitely, and are yet to meet these partners in person. But I anticipate the opportunity will be wonderful when it comes.

Despite self-isolation, HYG continues to meet via Zoom to learn, play games, watch movies, and support one another in prayer and friendship. 14 kids recently participated in a virtual retreat on Facebook, and I feel hopeful that, with the help of the officers, HYG can finish the year strong, despite unusual circumstances.

The Our Whole Lives program also ran this year for our 8th and 9th graders, facilitated by David Clark, Wendy Tanahashi-Works, and myself. Our Whole Lives is a curriculum developed by the UCC and the Unitarian Universalist church that aims to give young people the tools they need to make healthy and informed choices about sexual health and behavior over the course of their lives. This year's group was incredibly supportive of one another and had many meaningful conversations about love, physical wellness, and sexuality.

MINISTER FOR YOUTH AND YOUNG ADULTS

GENEVIEVE BEATTY

Hancock Young Adults also enjoyed another year together. A small but mighty crew, HYA receives a monthly email with information about HYA activities, important news from Hancock church, and a reflection written by me about an important aspect of spiritual life. The emails have been well-received and now make up the foundation of HYA programming. HYA also meets monthly for an in-person event, such as bible study or game night. This month, we will be having a cocktail hour via zoom, in lieu of a live get-together.

In the coming year, I plan to focus particularly on fostering relationships between generations—connecting a new class of confirmands with mentors to walk with them, establishing stronger bonds between HYG families, and connecting HYGers to members of the congregation they may not know as well. I look forward to the potential of a new year, and I am continually grateful for Hancock’s support and encouragement as I learn and grow.

Yours in faith and love,
Genna

CONGREGATIONAL CARE COORDINATOR

SUSAN CLINKENBEARD

It has been an honor to serve as your Congregational Care Coordinator this past year. I am so impressed by how Hancock Church cares for one another, often looking out for each other even before I can begin to coordinate any calls or rides. Our ministries of care are just a few ways we *cherish one another* and *walk our spiritual paths together*. This year we continued our many ministries of care as usual until the COVID pandemic arrived, whereupon all functions of the church were reassessed and adjusted. In true fashion, the Hancock congregation threw itself into helping mode, and new forms of connection and care were pivoted to virtual and digital media. The feedback has been positive, and once again, our team of caring volunteers met the challenge. Those interested in volunteering in any of the following areas may contact Paul or Barbara.

Through the year our ministries of care that have continued faithfully here at Hancock are:

- ❖ **Flower Ministry** – A core group of volunteers arrange and deliver the Sunday flowers to members of our community who might be in the hospital, mourning a loss, or celebrating a birthday or anniversary. Flower deliveries provide an opportunity to build connection and relationship with members who, for one reason or another, cannot be physically present at church. Special note should be made here of Faith Fenske’s faithful service in bringing flower arrangements to Carleton Willard. In addition to weekly flower deliveries, the Deacons and the Congregational Care Team went above and beyond to deliver poinsettias at Christmas, coordinated by the indefatigable Priscilla Thayer. Unfortunately, our usual spring flowers at Easter were cancelled as we moved to online services.
- ❖ **Prayer Shawl Ministry** – Many thanks to our knitters, especially Beverly Aker, who prayerfully knit our shawls, given to those in a time of illness or grief. In addition, prayer shawls continue to be a powerful sign of welcome into our community at the Sacrament of Baptism.
- ❖ **Memorial Receptions** – Judy Schuler and the “Hancock Angels” continue to provide this ministry for grieving families. So much of this work goes unseen, but the care and thought that goes into setting up and serving memorial receptions provides a vital and necessary ministry of hospitality to families in grief.
- ❖ **Hancock Calling** – When the pandemic interrupted our normal in-person services and our regular means of connecting with one another, Paul instituted a phone tree that we named Hancock Calling. Volunteers were recruited to call lists of twelve congregants who might be elderly, homebound, or unable to connect with church via the internet, to check on their needs and simply to say hello. Members of the Care Team and at large very willingly signed up to contact their appointed people at least once every two weeks. The effort has been very successful and the feedback overwhelmingly positive.

CONGREGATIONAL CARE COORDINATOR

SUSAN CLINKENBEARD

- ❖ **Senior Social** – The annual Senior Picnic, now renamed the Senior Social, was rescheduled from its planned April date to June 17, 2020. Calling upon a group of volunteers, we are busy fashioning a way that seniors can join for their annual reunion through Zoom and phone calls. We target this event towards those who have moved into senior communities or are unable to attend church on a regular basis. The main purpose of the event is simply to provide seniors with an opportunity to socialize and talk with one another, and since there is a means of doing this through technology, we have proceeded with plans undeterred, minus the luncheon. Funds allocated for purchasing food have now put toward providing each senior with a keepsake magnet. With the help of the Deacons and Congregational Care Team, we hope to have as many as 50 participants and volunteers in attendance.
- ❖ **Visitation** – Throughout the year, Paul, Barbara, and I regularly checked in and coordinated pastoral care needs. While Paul and Barbara handle much of the pastoral care responsibilities, I also engaged in hospital visits and coordinated volunteers in the Congregational Care Team to make calls and send cards to those in need.

I feel blessed to work with such faithful and dedicated volunteers who contribute to the care of this congregation so willingly and joyfully. The work of meeting the care needs of our congregations is one that frequently goes unseen and unsung, but the difference it makes to those who are homebound, in pain, or lonely, is evident in the grateful notes and feedback I have been privileged to receive. All credit goes to God and to the core group of volunteers who help without being asked, and who make it their business to see to needs of their fellows. I have learned so much in this very full year about what it means to love one's neighbor, and I am so grateful for this opportunity to serve this remarkable community. Thank you.

Respectfully submitted,
Susan Clinkenbeard

On behalf of the Congregational Care Team: Carson Fullmer, Carol Snell, Judy Schuler, Carolyn Aitken, Ellen Peckham, Margy Keeping, Priscilla Thayer, Bob Thayer, Isabelle Plaster, and Janet Woit

DEACONS

The Deacons of Hancock UCC have special responsibilities and activities just as other committees have their special duties. The Deacons:

- work with the clergy on Sunday service planning
- provide feedback on services based on our experience and what other members mention.
- organize and schedule the ushering teams
- coordinate flower donation for each Sunday service
- participate in planning and serving at the annual senior luncheon
- interview and present pins to 50-year members

Foremost for the Deacons is the honor to prepare and serve the elements of Communion for the members and for the clergy. The mix of members who serve as Deacons is diverse. Our current members show the vibrant spectrum of our entire church, of women and men and older and younger. We are eager to include anyone who is drawn to serve in this role in our church.

We are in the 2nd year now of increased Communion services. This has been accomplished by reaching out to the “Friends of Deacons” (former Deacons) as well as the youth groups to assist with serving during the added services. These extra Communion Sundays are served by intinction since clean-up is easier and it is simpler for the additional helpers. We continue to serve “seated” Communion the first of the month as we have for many years.

For the 3rd year, we got the congregation involved in hanging the greens at the start of Advent. After church, coffee service was brought into the sanctuary. Approximately 20 cards with various decorating tasks were distributed to people. Priscilla Thayer from Parish Life offered to take the lead organizing the decorating and took this event to the next level. The church was decorated in under an hour and everyone had fun doing it.

For those who are interested in donating flowers every year on a specific date, the Endowment Committee along with Deacons are now offering the option of contributing to a flower endowment fund. For a one-time contribution of \$2500 to the fund, flowers can be donated in perpetuity.

Due to the onset of the coronavirus, a number of events had to be cancelled during the latter half of the church year. This included our annual Senior Luncheon. We are hoping we can reschedule it for the Fall. Overall, we had another successful year with active participation from all members of the committee. While our primary role remained focused on serving Communion, we enjoyed serving the church and the congregation in a variety of ways including Hanging of the Greens and the Flower Ministry. We are all looking forward to when we can return to in person worship once we can get the coronavirus under control.

DISCERNMENT TEAM

The Discernment Team was formed in January 2020, in accordance with UCC guidelines. Standing Committee approved the following charge to the Discernment Team at their January meeting:

1. Guided by Hancock's Vision and Mission, to discern, with the congregation, the gifts and graces Hancock needs in the next Senior Minister
2. Guided by Hancock's Vision and Mission, to discern with Barbara Callaghan whether her gifts and graces align with the congregation
3. To educate the congregation on the process
4. Based on the outcome of the discernment, make a recommendation to Standing Committee that either
 - a. Barbara Callaghan should be called to be our next Senior Minister, or
 - b. Hancock should begin a national search process for our next Senior Minister following the protocols of the UCC Search and Call Process

The Discernment Team met several times in February and March, then paused its work at the request of the Moderators during the first months of the stay-at-home guidelines, recognizing that our traditional church-wide discussions were not possible. Now, realizing that such constraints may last for a while yet, we have resumed our discussions on the first part of our charge and are working on alternative ways to engage the congregation in this phase starting in June.

Respectfully submitted,

Yvette Kirby (co-chair), Leanne Rodd (co-chair)

Carolyn Bell, Kevin Currie, Arthur Daltas, Mat Finch, Tim Jarrett, Barbara Kroft

ENDOWMENT AND INVESTMENTS COMMITTEE



Since FY2020 began last July, Hancock’s Endowment has seen great fluctuations in value, initially due to strong market conditions, but followed by the rapid and significant drop during the Covid-19 outbreak. However, by “staying the course” with portfolio diversification, overall investment returns for the endowment funds for the year are positive at +0.8%. This is approximately 2.9% better than our market benchmarks. We are very satisfied with these results along with the fact that endowments funds remain “above water” (despite the unsettled markets over the past few months) and continue to be a source of funds for the Church’s operations and mission.

The Table below shows the overall current (as of 5/15/20) financial position for the endowment funds relative to the end of last fiscal year. One can see from the table that we have expanded our cash/CD position through the sale of fixed income holdings.

Consolidated Statements of Financial Position for Endowment Funds

	<u>6/30/2019</u>	<u>5/15/2020</u>
Money market funds	1,983	137
CD's maturing in the current fiscal year	-	14,030
CD's maturing in next 4 fiscal years	121,495	199,423
BlueHub SUN note (matures 12/31/2020)	200,000	200,000
Marketable securities	<u>1,891,608</u>	<u>1,772,710</u>
TOTAL ASSETS	<u><u>2,215,086</u></u>	<u><u>2,186,300</u></u>

During the year, 2 fund changes were made. The General Endowment, initially founded in the 1990’s for capital and mission purposes, was renamed as the “Hancock Endowment.” Additionally, the Meyer fund was closed (with permission) with remaining funds transferred to the Hancock Endowment.

Socially Responsible Investing

We continue to invest in Boston Community Capital’s SUN (sustainable urban neighborhood) Initiative which is a foreclosure prevention program that helps curtail the displacement of families and the neighborhood destabilizing effects of vacancy and abandonment. This “impact investment” program is a great help to families having difficulty affording their current mortgages, keeping them in their homes by

ENDOWMENT AND INVESTMENTS COMMITTEE

lowering payments. This is a win-win situation as it provides capital to help fight a local economic problem while providing income for a portion of our fixed income portfolio.

Continuing our efforts from prior years, the Committee continues its pursuit of a reduced carbon footprint from investments within the endowment portfolio. Our goal when picking investments for the Endowment portfolio is to select high performing investments which possess extraordinary reduced exposure in fossil fuel firms. As a result, we are proud that Hancock’s endowment portfolio has a “carbon footprint” which is a fraction (about 1/4th) of the standard global index fund. (Note: in targeting low carbon footprint holdings, our portfolio generally steers clear of energy companies; it was those companies which values plummeted in the recent market fall, enabling Hancock’s holdings to perform much better than our benchmarks.)

We are also now broadening our filter of investments in our portfolio to attempt to exclude holdings which may go against Hancock’s Values and Mission. An example of this was a recent divestment of a mutual fund which included holdings which operated private prisons.

FY 2021 Appropriation

The Endowment Committee is proposing FY 2021 appropriations totaling \$38,250 (see table below). Excluding the 1-time distribution made to the general reserves in FY2020, the FY 2021 appropriation is \$7,794 (25%) higher than this year’s projecting total. We are encouraged to be able to continue supporting the church to such an extent while keeping the purchasing power of the Endowment Funds at or above the initial gift values. In fact, even after these appropriations, our funds will have adequate accumulated investment gains to withstand a 10% market correction and still make the necessary annual distributions to Hancock in the future.

Purpose and Restrictions	Endowment Appropriations	
	FY 2020 Projected*	FY 2021 Proposed
General + Capital	8,310	18,990
Ministerial	7,340	5,040
Music & Arts	8,700	5,165
Christian Education	1,600	2,815
Property & Grounds	3,086	4,720
Other Restricted Purposes	1,420	1,520
TOTAL	30,456	38,250

- Excludes one-time \$22,934 distribution to General Reserves in FY2020

ENDOWMENT AND INVESTMENTS COMMITTEE

In total, endowment funds are on pace to provide over \$53,000 to Hancock during FY 2020. This compares to slightly over \$30,000 in FY2019. Including in the FY2020 total is a \$22,934 distribution to Hancock's general reserves to help cover projected operating losses at the time (distribution was made in January 2020).

The Wilson Society

Lastly, the Endowment Committee, in collaboration with the Giving Committee, continues to drive efforts to further develop planned gifts to Hancock from our congregation. **The Wilson Society** was created to honor and recognize all members which have reported including Hancock church in their estate planning. Named for Albert and Carol Wilson (deceased 2016, 2009), this Society inducted an initial group of 11 families in the spring of 2017 and will continue to induct all who have a place for Hancock in their future plans in upcoming years.

During FY2020, The Wilson Society proudly expanded with the addition of:

- *Patricia Knodel (deceased, inducted fall 2019)*
- *Majorie Travis (inducted fall 2019)*
- *Isabelle Plaster (to be inducted when in-person services resume at Hancock)*

Please contact Brad Crooke (bcrookie@comcast.net) if you have added Hancock as a beneficiary in your estate plans over the past year (or plan to sometime in 2020/2021) so you can be recognized at the Society's next event. Your future gifts to the church mean so much!

Respectfully submitted,

Brad Crooke, Chair

Mike Amirault

Geoff Kuli

John Campbell

Brian Johnston

David Kilroy (Assistant Treasurer)

ENGAGEMENT/NOMINATING COMMITTEE

Hello Church Family,

We have several things to report this year.

- 1) The Nominating Committee has changed its name to be more representative of the work we are currently doing. We are charged with Engaging our church family in the work that we, as a church, have set out to do. The work of the Church is described in our Mission Statement. Our mission work encompasses: our worship together, under the leadership of our staff and the Deacons Committee; our ministry to one another, carried out by our Parish Life Committee, our Congregational Care and Deacons Committees, Christian education carried out by our Adult Christian Education, and our Youth and Children's Christian Education; and our service to others carried out by our Mission & Justice Committee. Our Finance, Endowment, Collectors, and Giving Committees all serve our financial needs. Our Prudential Committee serves to care for our building and grounds where all of our work is focused.
- 2) As you have probably heard, the church leadership is restructuring our church governance to provide more opportunities for our church family to be active in our church. This provides more opportunities for us to get to know one another. We will continue to have the same functional Committees; however, each committee will be led by the Committee Leadership Team which will plan the work of the Committee and which will call upon the members of the Committee Support Team to volunteer to perform the work planned. The Leadership Team will plan the projects to be accomplished in short time commitment tasks. The Committee Support Teams will be alerted that such tasks exist and asked for volunteers. And the volunteers will perform these tasks sometimes alone but mostly with others.
- 3) Finally, we are reporting the Roster of Members and Friends who have volunteered to join the Committee Leadership Teams. We still have many openings. If you would like to participate in any of these Leadership Teams, please let us know.

Some Notes on the Roster

The Engagement Leadership Team has been focusing its attention on the Committees which are most active during this time when we are unable to meet in church. As a result, we have many opportunities in which our church family can volunteer in those Committees which are not currently busy. If you would like to serve but cannot make a time commitment to meet with the committee monthly, consider volunteering for those Committee Support Teams in which you have an interest and/or experience. We will record your interest and when opportunities are defined, the Leadership Teams will reach out to you. All the members of the Support Teams need to do is reply to the request.

Collectors: We need more volunteers for the Collectors Committee. Members of this Team meet in pairs each Sunday after church to count and record our offering gifts. The work gives us the opportunity to get to know our counting partner over the course of the year. We attempt to have a large number of members in this committee to keep the number of committed Sundays to a minimum each year. With 12 members, each team will serve only once each 6 weeks. We need 3 more members to fill this team out. If we can have more members, the number of Sundays for each person will decrease.

ENGAGEMENT/NOMINATING COMMITTEE

Member at Large: The Member at Large Team consists of 5 members who attend the monthly meetings of the officers and Committee Chairs to coordinate, discuss, and decide on the church issues that require a broader focus than that of the committees. The Members at Large represents the congregation in these meetings bringing additional insight about the concerns of the general membership. This is a good opportunity to get to know the church staff and leadership and to see the many things our church is doing with a minimum time commitment.

Deacons: The Deacons working with our staff are responsible for our worship experience. They host our communion, share in the responsibilities for Congregational Care, and represent us in the planning of our worship activities. We have three openings in this roster.

Adult Christian Education: This committee is responsible for planning and advertising our retreats, book groups, meditation programs and other programming to enrich our spiritual lives. We have found no members interested in leading this committee so the roster is empty. If you are interested in this Leadership Team, please let us know.

Children & Youth Christian Education Committee is representing our church family in the planning of the programs we offer for children and youth. They are also responsible for engaging the parents of our children and youth in activities that help us to get to know one another better.

Mission and Justice is responsible for the selection of our mission partners, engaging our church family in the work of our mission partners, and advertising what our mission partners are doing to our church family. We have one spot remaining on this committee.

Congregational Care: This committee is responsible for visiting our members particularly our shut-ins and elders, sharing flowers, meals, and companionship. This committee plans the delivery of flowers and visits and organizes their Support Team to carry out these tasks.

Endowment: This Team is responsible for managing the church's investments to support our missions far into the future. They study investment opportunities and recommend changes when required. They have been reviewing our assets for several years to bring our investments into close harmony with our missions. We now have a robust investment portfolio with a focus on investing in those opportunities that match our defined concerns for social and environmental justice.

Finance: This committee monitors our income and expenses and helps us to define a budget that is balanced and sustainable. We have 2 positions available in this committee. If you have a finance background and would like to serve, please let us know.

Giving/Stewardship: This Committee is responsible for asking us to support our church family and our missions. They have been active over the past couple of years as we have changed our focus from pledging to monthly automated giving. When we all take advantage of the automated monthly giving, we provide a stable income that our church family uses for our missions and programs.

ENGAGEMENT/NOMINATING COMMITTEE

Human Resources is responsible for helping to select our church staff and for making sure that our church staff is properly treated and compensated. They need support of those of our church family experienced in the laws of the Commonwealth with respect to human resources issues and for general Human Resource practices.

Engagement Committee: This committee is responsible for finding ways to engage our church family in the work of our church. By having all our members and friends define their interests, we learn what you like to do and can ask you for your interest in serving in the Leadership Teams as spaces come available.

Parish Life: The Parish Life Committee is responsible for our church coffee hours, dinners and social get togethers. They have been an active group in the past and we look forward to participating in their programs when we are able to meet again in person.

Prudential is responsible for the maintenance and care of our Buildings and Grounds. If you have interest or experience in painting, cleaning, building, planning, heat loss, building repair, or landscaping this is the committee for you. When the Leadership Team defines a project, they alert their Support Team of the project and organize the work. They host the church workdays. We have at least one opening in the Leadership Team of this Committee.

Welcoming: This committee is responsible for welcoming visitors and educating those interested in church membership about who we are and what we are trying to do. We have three openings on this committee and we are always looking for members on the Support Team to man the Welcoming table on Sunday mornings.

In addition to these by-law committees, we have many smaller committees supporting specific programs within the by-law committees. The **Hancock Environmental Action Team (HEAT)** which reports to the Mission & Justice Committee, the “**Hancock Angels**” or Memorial Reception Committee, the **TV Studio**, the **Library Committee**, the **Flower Committee**, and the **Hancock Next Committee** are focused committees which serve specific needs within the church. Your participation in any of these teams will be most welcome. They work as Support Teams for the focused specific programs.

Volunteering for a support team is an easy low-commitment path toward knowing your church family better and towards getting more enjoyment from your membership in our church family.

Following is the Church Roster for the coming year as it now stands. We have done our best to update this Roster with correct information. If you note errors, please let us know.

For the Non-Bylaw Committees, we do not have good data on the membership. We have listed those whose membership we are fairly confident. Corrections are always welcome.

Andy McClaine - awmclaine@rcn.com

ENGAGEMENT/NOMINATING SLATE

Committee Chair*

Italics = new term

Officers and Assistants

		Term	Previous
Moderator	Carol Bukys	6/19-1/21	
Vice Moderator	Joan Rutila	6/19-1/21	
Clerk	Martha Sheridan	6/19-6/22	2010-2019
Historian	Susan Rockwell	6/20-6/22	1996-2018
Asst. Historian	Bruce Stone	6/20-6/21	2012-2018
Asst. Historian	Yvette Kirby	6/19-6/21	6/17-6/19
Treasurer	Laurel Freeberg	6/18-6/21	
1st Asst. Treasurer			
Asst Treasurer for Endowment	David Kilroy	6/19-6/21	2016-2019
Auditor			

Deacons (12)

		Term	Previous
1	Lisa Ettlinger*	6/18-6/21	6/15-6/18
2	Rebecca El-Gamel	6/18-6/21	
3	Marcia Lightbody	6/18-6/21	
4	Steven Moore*	6/18-6/21	
5	Doug Teeter*	6/19-6/22	6/13-6/19
6	Joseph Su	6/19-6/22	6/13-6/16
7	Wim Nijenberg	6/19-6/22	
8	Nancy Reed	6/19-6/22	6/16-6/19
9	Beth Galbreath	6/20-6/23	6/14-6/17
10		6/20-6/23	
11		6/20-6/23	
12		6/20-6/23	
	Graham Campbell	Communion	

ENGAGEMENT/NOMINATING SLATE

Collector/Assistant Collectors	(14-7 pairs)	Term	Previous
<i>Collector</i>	1 Bob Thayer	6/19-6/21	
Assistant Collectors	2 Evelyn Manley	6/19-6/21	since 2009
	3 Linda Williams	6/18-6/21	since 2015
	4 Susan Foley	6/18-6/21	
	5 Rick Perullo	6/18-6/21	
	6 Donnalee Farris	6/19-6/22	6/16-6/19
	7 Wynelle Scenna	6/19-6/22	since 2013
	8 Laurie Bergstrom	6/19-6/22	
	9 Ellen Peckham	6/20-6/23	since 2007
	10	6/20-6/23	
	11	6/20-6/23	
	12	6/20-6/23	
	13	6/20-6/23	
	14	6/20-6/23	

Member at Large (5)		Term	Previous
	1 Sandra Shaw	6/18-6/21	
	2 Christine Belin	6/19-6/22	
	3 Ruth Ladd	6/19-6/22	6/16-6/19
	4 Ann Hoffman	6/19-6/22	6/16-6/19
	5 Susan McClements	6/20-6/23	6/14-6/17

Adult Christian Education (5)		Term	Previous
	1	6/18-6/20	6/16-6/18
	2	6/20-6/22	
	3	6/20-6/22	
	4	6/20-6/22	
	5	6/20-6/22	

Children & Youth (6)		Term	Previous
	1 Barbara Kroft	6/19-6/21	
	2 Barbara Buck	6/20-6/22	6/18-6/20
	3 Tarla Neff	6/20-6/22	6/18-6/20
	4	6/20-6/22	

ENGAGEMENT/NOMINATING SLATE

Mission and Justice (10)

	Term	Previous
1 Mike Bundy	6/19-6/21	6/17-6/19
2 Lois Smith Martin	6/19-6/21	
3 Lisa Sandeen	6/20-6/22	6/14-6/18
4 Charlie Wyman*	6/20-6/22	6/18-6/20
5 Meg Weston	6/20-6/22	
6 Jim Weston	6/20-6/22	6/16-6/18
7 Eliza O'Brien	6/20-6/22	6/18-6/20
8 Pete Connor	6/20-6/22	6/18-6/20
9 Stewart Deck	6/20-6/22	
10	6/20-6/22	

Congregational Care (7)

	Term	Previous
1 Carson Fullmer	6/19-6/21	6/15-6/19
2 Carol Snell	6/19-6/21	6/15-6/19
3 Meg Carley	6/18-6/20	
4 Carolyn Aitken	6/20-6/22	6/15-6/17
5 Priscilla Thayer	6/20-6/22	6/18-6/20
6	6/20-6/22	
7	6/20-6/22	

Endowment (5)

	Term	Previous
1 Brian Johnston	6/19-6/22	
2 Brad Crooke*	6/18-6/21	6/12-6/18
3 Mike Amirault	6/18-6/21	6/15-6/18
4 Geoff Kuli	6/18-6/21	6/15-6/18
5 John Campbell	6/18-6/21	

Finance (5)

	Term	Previous
1 Steve Cooper	6/19-6/21	6/17-6/19
2 Tom Rodd	6/20-6/22	6/18-6/20
3 Livy Parsons	6/20-6/22	6/18-6/20
4		
5		

ENGAGEMENT/NOMINATING SLATE

Giving/Stewardship (8)

	Term	Previous
1 Terri Stull*	6/19-6/21	6/17-6/19
2 Michael Sorter	6/19-6/21	
3 Arthur Daltas	6/18-6/20	6/16-6/18
4 Debbie Crooke*	6/18-6/20	
5 Julia Potter	6/20-6/22	6/18-6/20
6	6/20-6/22	
7	6/20-6/22	
8	6/20-6/22	

Human Resources (3)

	Term	Previous
1 Ruth Ladd	6/18-6/21	6/11-6/18
2 Yvette Kirby	6/18-6/21	
3 Leanne Rodd*	6/20-6/23	6/17-6/20
4	6/20-6/23	

Engagement (6)

	Term	Previous
1 Wendy Tanahashi-Works	6/18-6/21	
2 Bess Deck	6/19-6/22	
3 Al Bukys	6/20-6/23	
4		

Parish Life (10)

	Term	Previous
1 Evelyn Manley	6/19-6/21	6/13-6/19
2 Sharon Kendall	6/19-6/21	6/17-6/19
3 Beth Schutt*	6/19-6/21	6/12-6/18
4 Priscilla Thayer	6/19-6/21	6/15-6/19
5 Donnalee Farris	6/19-6/21	6/17-6/19
6 Karen Dooks	6/19-6/21	6/17-6/19
7 Will / Sara Larsen	6/18-6/20	
8 Kim Doney	6/18-6/20	
9 Barbara Martin	6/20-6/22	6/18-6/20
10	6/20-6/22	

ENGAGEMENT/NOMINATING SLATE

Prudential (8)

	Term	Previous
1 Scott Martin*	6/19-6/21	
2 Doug Fisher*	6/18-6/20	6/16-6/18
3 Tom Battin	6/20-6/22	6/18-6/20
4 Dean Rutila	6/20-6/22	6/18-6/20
5 Lisle Swanson	6/18-6/20	
6 John Briggs	6/20-6/22	6/18-6/20
7 Mark Ettliger	6/20-6/22	6/18-6/20
8 David Works	6/20-6/22	
9	6/20-6/22	

Welcoming (8)

	Term	Previous
1 CeCe Potter	6/19-6/21	6/17-6/19
2 Tara Stevens	6/19-6/21	6/17-6/19
3 Smoki Fraser	6/19-6/21	
4 Sue Ellen Briggs*	6/18-6/20	6/14-6/18
5 Tim Hoffman	6/20-6/22	6/18-6/20
6		
7		
8		

Non- Bylaw Committees

Library Committee

	Term	Previous
1 Marjorie Travis		
2 Jackie Deranian		
3 Susan Coburn		
4 Joyce Ananian		
5 Lynn McClaine	6/17-6/19	
6 Laurel Cooley		

Memorial Reception

"Hancock Angels"

- 1 Judy* & Clark Schuler
- 2 CeCe & Ben Potter
- 3 Charlie & Margaret Freeman

ENGAGEMENT/NOMINATING SLATE

Greeters/Ushers

Team leaders

Elizabeth Shute
Brian Keeping
Arthur Daltas
Susan Rockwell

HEAT

Mark Sandeen
Charlie Wyman
Andy McClaine
Amy Swanson
Ruth Ladd
Marcia Gens

TV Studio

Ed Dooks
Karen Dooks
Laurie Bergstrom
Susan Rockwell

Flowers

Deacons are the leads
Carol Bukys
Julia Potter

Hancock Next

Sarah Felton
Dan Belin
David Zink
Paul DiGiammarino

FINANCE COMMITTEE

As with most of the world, the financial stability for Hancock church was tested in mid-March due to the COVID crisis. COVID safety measures required the physical closure of the building which eliminated our rental income and raised uncertainty for member contributions. Fortunately, in April, the Spring Contributions Appeal was sent, and the response from our congregation was wonderful. In addition, we received a \$100,200 loan under the government’s Payroll Protection Program (“PPP loan”), which we are optimistic will be forgiven later this summer. Therefore, as of late-May, we are in a more stable financial position.

Prior to the COVID-related changes, we were managing to operate within our budgeted expenses and rental income was close to budget, so those were both in positive positions. However, we were seeing the impact of declining contributions. The Spring Appeal made up for the shortfall in contributions earlier in the year and puts us in a position to now project our Contributions Income to be close to budget for the year.

We have not yet completed the full program year, but have projected approximate results for PY20 based on actual results for the 10-months through April 2020 plus our expectations of results for May-June 2020.

Projected results for PY20 as compared to the PY20 Budget are as follows:

	<u>Projected Actual</u>	<u>Budget</u>
Income		
Contributions income	\$ 872,000	\$895,000
Rental income	\$ 85,000	\$116,000
Transfers and investment income	<u>\$ 79,000</u>	<u>\$ 90,000</u>
Total Income	\$1,036,000	\$1,101,000
Expenses		
Ministry	(\$732,000)	(\$759,000)
Mission	(\$ 84,000)	(\$ 85,000)
Maintenance	<u>(\$235,000)</u>	<u>(\$257,000)</u>
Total Expenses	(\$1,051,000)	(\$1,101,000)
Total Surplus (Deficit)	<u>(\$ 15,000)</u>	<u>\$ -</u>

Income

We project our Income for the full year to come in at approximately \$1,036,000. This income is lower than budgeted primarily due to the shortfall in rental income since March and lower estimated contributions for May and June than originally budgeted. Note that we do not reflect any income from the PPP loan in the amounts above, as the loan has not yet been forgiven. If we qualify for loan forgiveness, that will occur in PY21 and will be reflected as Other Income at that time. For PY20, it is reflected in Cash and Debt on our Balance Sheet (see further discussion in the Treasurer’s Report).

FINANCE COMMITTEE

Expense

Ministry: Consistent with historic trends, we expect to allocate approximately 70% of our annual expenditures, or \$732,000, to the work of the Ministry, as follows:

- \$672,000 on Salary and other personnel related costs
- \$30,000 on Music
- \$17,000 on Christian Education
- \$13,000 on Parish Life, Diaconate, TV Ministry and Other

This is lower than the amount budgeted for Ministry primarily due to: (a) \$10,000 reimbursement received from Andover Newton Theology to offset expense we pay for our student minister, which was not included in the budget, and (b) approximately \$10,00 savings on Music and Christian Education with reduced programming since mid-March due to remote services. Note that although we have not had full music or Christian Education programs since that time, we have pledged to pay our associated employees – music section leaders, soloists, CE teachers – through the program year.

Mission: Expense will be approximately \$84,000 for PY20 which approximates budget. Note that this amount does NOT include the weekly mission partner plate collections which are passed directly through to the recipients. If we included these pass-through donations, the amount allocated to missions would be approximately \$145,000 for PY20.

Maintenance: Expense for Maintenance of the church is expected to be approximately \$235,000 for PY20. Our primary expenses for Maintenance include:

- \$47,000 on Utilities (gas, electricity, water, sustainable energy)
- \$46,000 on Cleaning, Trash, Snow Removal and Grounds
- \$30,000 on Property Insurance and Inspections
- \$42,000 on Church and Parsonage Maintenance and Supplies
- \$55,000 on Computers and Administration
- \$15,000 on Transfer to the Building Reserve

Maintenance expense is under budget as transfer to the Building Reserve was reduced by 50% due to cashflow considerations.

Budget Planning for Program Year 2021 (July 2020-June 2021)

We had started preparation of the budget for Program Year 2021 in early March, but then had to halt our work due to the significant changes in church operations due to COVID. We are now considering different budget scenarios for next year, dependent on the state of operations of our church. Our costs will differ significantly depending on whether we will need to continue to worship remotely or if we are able to congregate in person, and when that in-person congregation could commence.

FINANCE COMMITTEE

We will continue to refine these budget scenarios as Hancock's operations plan evolves, with the hope for a more solid operating plan by the fall. We will then present a budget reflecting that operating plan.

We understand the difficulty of starting a Program Year without a budget and are happy to discuss any suggestions or questions you may have. Please know all church staff and committee members are very cost-conscious, and working towards the goal of maximum cost containment and smart spending until a budget is adopted.

Closing

I want to extend my sincere thanks and appreciation to the Finance Committee, including Steve Cooper, Livy Parsons, Bart Wilson Jr. and Tom Rodd for their assistance and sound financial thoughtfulness during the last year. I also want to express my deep gratitude for all of the leadership and advice from our Treasurer, Laurel Freeberg, and my appreciation for her calm and helpful nature. Finally, a huge thanks to our wonderful Financial Administrator, Suzie Barry, for her high quality of work, organization, and responsiveness. I have been very lucky to get to know these kind, interesting and smart people and truly appreciate my time working with them.

Respectfully submitted,
Kelly Littlewood
Chair, Finance Committee

GIVING COMMITTEE

During this year we continued to make donating to the church and its missions an easier process for both newcomers and long-time donors. We also continued to present opportunities for generosity throughout the year in a variety of ways. A chunk of our time has been spent on refining software choices, creating clear messaging, and insuring there are options available for giving that meet our congregation's spectrum of support. Like all of you, our plans for March through June were modified due to the "stay-at-home" orders, so this report mainly covers what the committee accomplished before mid-March and how we hope to proceed.

When Hancock's church website was updated this year, the "Give" link was made much more prominent at the top of each page. There is direct access to online giving and a page dedicated to the topic of Giving so that everyone can learn about the ways to Give to Hancock and the types of gifts sought for the church and its partners. We worked with Financial Administrator Suzie Barry to ensure the online giving selections were working smoothly for both giving to the church and for mission partner gifts.

Since February 2019, the weekly Sunday offering has been given completely to a Mission Partner of the Week, unless designated for the church specifically. Giving to the Mission Partners has varied but has remained steady throughout this year, and averaged about \$800 per collection, with a shift to online and mail-in as worship services have been entirely online during the pandemic stay-at-home orders. With the move to the weekly collection going to mission partners, and as Giving has moved from an annual appeal in November to promoting Giving throughout the year, we have worked on messaging this year to ensure Hancock's members and friends understand that their support is still needed for the church. We have continued to encourage recurring gifts, either online, by check, or by other means. In the fall of 2019, we developed an FAQ on Giving to clarify some of the changes in place and how to support the ongoing work of the church. We worked with the Mission Team to ensure that giving options were clear in the weekly Church Bulletin. We also designed new pew envelopes for Hancock featuring artwork used for our mission banners to connect our mission and giving themes.

Our committee teamed up with the Wilson Society and with the Endowment Committee's Planned Giving to hold a recognition event with current Wilson Society members (who have Hancock Church in their wills) and to attract interest by others of our congregation. As a result, we have well-documented guidelines for those who wish to consider Planned Giving, and we will continue to help increase the visibility of the Wilson Society.

We created a Giving Brochure in November to highlight both the importance of recurring giving and the many ways to give. The brochure is an up-to-date guide explaining online giving and the types of gifts the church seeks. It was distributed throughout the sanctuary in the church pew holders.

In December 2019, the committee changed our online giving platform from the vendor GivingFire to our new vendor Breeze, which replaced Church Windows database, after evaluating how GivingFire was working and reviewing other options. The change has achieved a number of improvements; the ability to integrate with the new church database, better text-to-give capability, and an improved fee structure. Nearly all people

GIVING COMMITTEE

who were using GivingFire changed to Breeze and we have continued to see regular usage of the online giving.

We collaborated with the ministers and moderators to produce a church-wide appeal in early April that was sent as a letter with a giving card from them. The letter asked specifically for help closing the deficit before the end of the fiscal year in June, and also described the loss of income occurring with the closure of the church to Sunday services, and rental income during the pandemic. There was a great response from approximately 110 donors, which closed the gap. We further collaborated in drafting a thank-you email to each donor and in organizing hand-written thank-you notes as always. We will continue to find ways to reach out and especially to encourage recurring donations from members and friends.

The Giving Committee and Finance Committee are working closely together to set a regular meeting schedule and to establish checkpoints so that our committees plan and coordinate our work well, and keep the congregation informed. For example, from our first joint meeting this year we produced a draft of a unified annual Giving/Finance calendar. We aim to help our congregation, our church, and our partners meet the ongoing challenges of the year ahead.

Respectfully submitted,

Terri Stull, Debbie Crooke, Arthur Daltas, Kate Walsh, Julia Potter, Mike Sortor

HANDBELL MINISTRY

The Hancock Handbell Program year started out as usual. The end of June, 14 ringers from all three handbell choirs ventured to the University of Hartford for four lovely days of concerts, massed ringing, master classes, workshops, and socializing with 650 of our ringing friends from New England. This was followed by a quiet summer and then our opening event of the academic year, our pizza and bell cleaning party.

In the fall, all three handbell choirs got off to a good start with the Morning Glory Ringers Friday morning group exploding to a record 22 members! The Carillon advanced group received two new members who “move up” from the Marting to Glory group, and the Marting to Glory Ringers returned to a 3-octave choir due to their move and the graduation of two seniors last year.

Many fall worship services were graced with beautiful bell music and we had two lovely Christmas concerts, both very well-attended and appreciated.

Then came the Covid-19 pandemic. By February, we were warned to distance ourselves, then stay at home, and rehearsals of music for Lent and Patriot’s Day came to a roaring stop.

But bell ringers won’t be deterred from gathering with their bell family. We meet virtually on Zoom weekly, shared e-mail tips and recipes, and supported our fellow ringer, Joe Su, and his family through his 6-month hospitalization, heart/lung transplant, and ultimately through his return home on May 17.

It is hard to foresee when the pandemic statistics will allow us to gather together in the bell room to ring again. We are already beginning to imagine a “new normal” at bells where the tables are placed farther apart, double sets of bells are used so there is no sharing of bells, masks are worn, and all equipment is wiped down before and after ringing.

Our mission is to foster community while creating beautiful music to praise God, to inspire our congregation and the greater community, and express our inner spirituality. We may never be able to return to our former program style, but we will not be deterred. With God’s help, there is always a way to stay in relationship with our fellow travelers on this journey, on this earth.

Respectfully submitted,
Cheryl Kraley, Ring Leader
Marilyn Becker, Director

HANCOCK ENVIRONMENTAL ACTION TEAM

The Hancock Environmental Action Team (HEAT) was formed to provide a forum for our church family to share their experiences with carbon-free living. Through sharing our experiences, we can reduce our carbon footprint, improve our understanding of what others are doing, and find opportunities to help educate our larger community.

During the past year, HEAT has continued to promote carbon free options for Hancock Church and our members.

Last June, at the Church Picnic, HEAT hosted the display of battery-operated tools, electric vehicles, and electric heating with heat pumps. We had three electric vehicles present and a number of gardening tools driven by battery power. We also offered tastes of the recently introduced non-meat burgers.

In January, HEAT hosted a meeting of representatives of the Interfaith Climate Action Team where members from several churches, synagogues, and the Lexington Global Warming Action Committee (Lexington GWAC) gathered to exchange interests. The group shared programs and issues that each group has been doing. We decided to continue to work together. As a result, we have revived the Lexington Interfaith for Environmental (LIFE) Action network. This was an email list that Mark Sandeen and Dana Allen Walsh organized many years ago. The group has since begun sharing a calendar of programs that are taking place in Lexington. We thank Charlie Wyman for getting this group together.

If you are interested in learning more about what you can do to reduce your production of greenhouse gases or what actions you can take, please contact Andy McClaine (awmclaine@rcn.com). This group is open to all.

HISTORIAN'S REPORT

This has been a relatively quiet year in the archives, with no major projects, but a time to refine and better preserve our collection.

We have been reviewing our current files to confirm they are in proper order and to identify what items might be needed to complete various subjects. We are continuously adding to the many ongoing committee files.

Our plans collection is now being put into archival tubes and labeled better to be of more use to our Prudential Committee or others needing them. Our newspaper clippings are finally getting the TLC they need to be preserved for the future. Special archival boxes are on order so that our first-generation record books will be conserved. We continue to respond to periodic requests from staff.

Our wish list for the future is to digitize our early records to make them useful for researchers without their needing to disturb the original books. This process is costly, but we are hopeful that we can address it when the time is right.

As always, we love working with the archival material and are constantly inspired by discoveries about our church and the fascinating people who have preceded us.

Susan Rockwell, Historian/Archivist
Yvette Kirby, Assistant
Bruce Stone, Assistant

HUMAN RESOURCES TEAM

The Human Resources (HR) Team is charged with oversight responsibility for the appropriate staffing, compensation and human resource management of the clergy and staff, along with Hancock's Safe Church policy and administration. The Team also acts as a resource for the Senior Minister, Moderator and Standing Committee on human resource issues, policies and programs with the aim of not only addressing infrastructure needs, but also of supporting an environment in which staff can cherish each other and the Hancock community and fully express their spiritual gifts. The HR Team helps to research and support position listings, compensation and benefit decisions, and policy changes. In collaboration with the Treasurer and Finance Committee, the HR Team recommendations are incorporated into the annual plan and budget.

This year within the Teaching Parish team, we welcomed Susan Clinkenbeard as Congregational Care Coordinator. Genna Beatty, Minister for Youth and Young Adults, continues her work with HYG. Both Susan and Genna graduated from their divinity programs this spring (BU and Yale respectively) and are regular contributors to the weekly worship services. David Clark is nearing the end of his first year as head of Ministry for Children and Families, bringing middle school programming, centralized curriculum planning, and expanded outreach for youth programs. On the administrative team, Suzie Barry is in her second full year as Financial Administrator, Kathryn Dominguez continues her role as Church Administrator (adding marketing and communication activities), and Zack Hosterman is providing support as Administrative Assistant and Sexton in a hybrid role. Barbara Callaghan is nearing five years as Minister, and our music staff continues to be led by Mark Morgan, Director of Music with Marilyn Becker, Associate Director of Music, Organist.

After almost eleven years of dedicated leadership, Paul Shupe announced his retirement plans for 2021. A discernment team was formed to help gather input on next steps, and though paused by our need to stay at home will continue their efforts through the summer months to engage with the Hancock community. Prior to this, Paul met with small groups to review a shared legacy that spans a \$3.7MM capital campaign, a multi-year implementation of a mission-vision process, expanded support for mission partners, and a multitude of gifts and talents that provide a solid foundation for moving forward.

As part of Hancock Next, the HR Team was part of fall interviews to help determine how our staff spends their time. Each staff member was surveyed to determine how many hours each week are dedicated to specific tasks, what they work on that takes more time than they would like, and areas where they would spend more time if they could. These surveys were followed by individual interviews, and the results were rolled up into data that showed a growing amount of administrative and communication responsibilities and a desire to spend more time on care, mission, outreach, and worship experience to sustain a vibrant and diverse community.

This year has been most marked by the impact of COVID-19 and the need to immediately shift to a virtual worship and meeting environment. The entire Hancock staff showed remarkable agility in making this shift, fine-tuning, and creating not only a consistent worship experience, but also expanding virtual offerings to include coffee hour, bible study, and increased communications during a time of isolation.

HUMAN RESOURCES TEAM

They continue to successfully navigate their roles in a safe, distributed manner, and we thank them for their stellar response to an unprecedented situation. We also thank our dedicated TV crew, led by David Vishniac and supported by congregational volunteers, for their technical abilities and willingness to adapt to online worship. The gifts and talents of our staff have proven invaluable in maintaining connection, hope, and communication channels across all our constituencies.

The Committee would like to thank our Ministers and staff for all the hard work and devotion they consistently provide as well as their flexibility in responding to worship in the age of a pandemic. Hancock is blessed to have such a creative and engaged staff.

Respectfully submitted,

Leanne Rodd (Chair), Yvette Kirby, Daryl Battin

Ex Officio: Paul Shupe, Senior Minister; Carol Bukys, Moderator; Joan Rutila, Vice-Moderator

IMMIGRANT AND REFUGEE JUSTICE TEAM

The Immigrant and Refugee Justice Team came together in the summer of 2018 in response to growing anti-immigrant rhetoric and poor treatment of immigrants here in the U.S. and a refugee crisis that continues to grow around the world.

Since our last annual report in May 2019, the team has been involved in a number of activities:

On June 2, 2019, Hancock's Annual Meeting, at the request of the team and with the support of Standing Committee, adopted a declaration that Hancock Church is an Immigrant Welcoming Congregation. See attached.

On June 22, we hosted a special dinner and successful fundraiser in support of LexRAP (the Lexington Refugee Assistance Program), catered by refugee women who shared cooking from their Middle Eastern homelands. More than 60 folks enjoyed delicious food and good fellowship and learned more about LexRAP.

On July 12, we hosted a Lights for Liberty event, one of a nationwide series of vigils that evening to protest the inhumane treatment of immigrants and refugees in detention camps on the southern border and around the country. On a warm summer night more than 275 people packed the sanctuary to sing and hear stories and words of support, followed by a candlelight vigil on the front lawn.

In the fall, Meg Weston began her ministry of witness at the monthly Jericho Walks at the ICE facility in Burlington, organized by the Burlington Area Clergy for Justice, and was joined from time to time by other members of Hancock.

In late December, we hosted a chat with Kate Poor of Casa Marianella in Austin, Texas, who described in moving terms the work of her organization in housing and helping newly arrived immigrants. The congregation collected an offering for Casa Marianella a month later, and another offering in May to assist immigrants affected by the Covid-19 crisis, many of whom do not enjoy the social safety net most of us can count on.

Throughout the year we advocated for and educated the congregation about public issues related to immigrant concerns. We had several activities planned for the spring, including a special program featuring Marcia Bushnell's artwork focused on refugee justice, a book group, and a bystander training session. All have been postponed until they can be offered safely.

We meet monthly in person or by Zoom. Please join us, and watch for events we sponsor.

The Immigrant and Refugee Justice Team: Margy Keeping, Molly Keeping, Sarah Keeping, Ruth Ladd, Carol Reiling, Lisa Sandeen, Mark Sandeen, Jim Weston, Meg Weston, and Charlie Wyman

IMMIGRANT WELCOMING CONGREGATION

We, the members and friends of Hancock United Church of Christ in Lexington, called by

- our Covenant of Welcome to speak for justice and inclusiveness for all humanity, and by
- our mission to build community in a diverse world and work for the common good,

declare ourselves to be an Immigrant Welcoming Congregation, and commit to develop practices and programs that facilitate the respectful welcome, support, and inclusion of all immigrants into our congregation and community.

We make this declaration understanding that our faith tradition is grounded in the stories of immigrants. The Spirit calls us through our sacred scripture to welcome the stranger and to love our neighbor as ourselves. In doing this, we pledge to work together, with love, compassion, and courage, for justice for people of all races, religions, and nationalities.

We recognize that the world is in the midst of a long-term refugee crisis, with millions of people forced from their homes seeking safety, freedom, and a decent life free of fear and deprivation. In welcoming the immigrant, we also recognize that a love of justice compels us to advocate for compassionate treatment of refugees everywhere, and for policies that eliminate the root causes of forced migration.

In making this declaration, we respond to the call of the Massachusetts Conference in its June 2018 resolution that reminds us that “addressing the concerns of immigrants and refugees is central to living the love and justice of Jesus.”

In making this declaration, we commit to:

- Listen deeply to learn from all those who are affected;
- Support efforts to protect all people and to end practices that divide families and weaken our communities;
- Lift a public voice in support of fair treatment and hospitality toward our immigrant sisters and brothers, and work for just and humane immigration policies;
- Work for just and compassionate treatment of refugees around the world and for policies that address the social and economic causes of forced migration; and
- Build relationships of solidarity through service, education, witness, advocacy, and action.

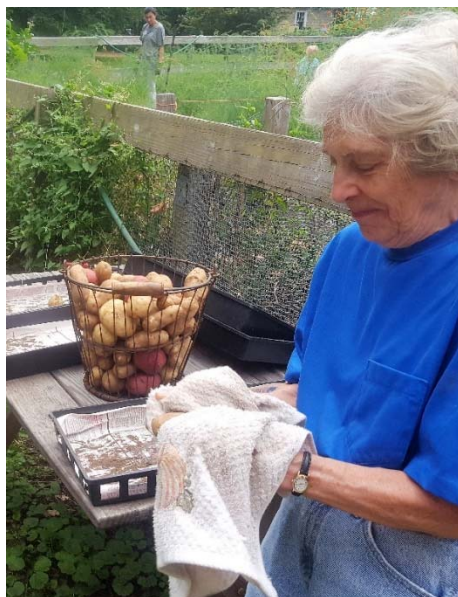
Adopted by the congregation at the annual meeting of Hancock Church, June 2, 2019

LEXINGTON INTERFAITH GARDEN

Last year – 2019, celebrating 10 years of service

Since inception almost 8 tons of fresh produce has been grown and donated to the Lexington Food Pantry. All kinds of fresh produce were grown in the backyard of our head farmer, all for the benefit of the Lexington Food Pantry. Last year, 1,883 pounds were delivered~55 varieties of vegetables, herbs and fruit. We did it with a total of 174 different volunteers from the community participating. Hancock was among those folks making it happen.

Hancock has been involved since the beginning. We help organize the project, provide some financial support and regularly send a team of Hancock volunteers to work along with others. Thanks to all who participate! You always answer the call for help!



LEXINGTON INTERFAITH GARDEN

How do we co-ordinate a volunteer project in 2020~this new world of COVID 19?

As we embark on our 11th year, the situation at the Interfaith Garden looks different. The mission is the same – providing fresh produce to our neighbors with food insecurity. But that has to be balanced with the broader community priority of keeping one another safe and healthy from COVID-19.

We started out by deferring our wide use of volunteers during the governor’s stay-at-home advisory. And then we devised changes in the work process to prioritize low density, masks, social distancing, limiting shared gloves/hand tools, and disinfecting anything shared. We are now slowly rolling out volunteers in the Garden. Here is how we are starting (always subject to change):

1. Carla, our head farmer, will not be present. Instead she will leave instructions on what needs to get done.
2. Days will be scheduled where only 1 person is needed and other days when 2-3 volunteers are needed. This allows plenty of physical distance to be maintained.
3. More work shifts will be added beyond the usual Tuesday afternoons and Saturday mornings in order to keep up on the needs of the Garden.
4. We can no longer mingle multiple groups together. Instead volunteers work alone by choice or alternatively in a small group which is self-organized. Everyone working will have a relationship to whomever they are working alongside – either a household member, or a congregational member, or a trusted friend. This makes for a higher level of social responsibility.
5. We are identifying “gardening buddy teams” who will covenant to each other that they will follow whatever procedures are advised to prioritize keeping each other safe. Many of our “gardening buddy teams” are households that are signing up to work as a family.
6. Hancock volunteers will be asked if they want to work alone by choice, or are comfortable working with another Hancock volunteer who similarly commits to follow safe protocols. Or perhaps they want to find a trusted friend and make their own “gardening buddy team.” Hancock volunteers will only work according to their level of comfort.
7. This year we will not be weighing the produce. The less handling, the better. Our scale goes on sabbatical. 😊

Yes, the Interfaith Garden is getting off to a slower start this year, but somehow the Garden finds its own pace. As Carla says, “We get done what we can get done.” On May 2nd, Carla dropped off the first of what will be many donations to the food pantry. Chives, rhubarb and jars of honey from the beehives kept at the Garden. It was a small pallet, but the Pantry was delighted. It represented the first locally grown donation of produce in 2020!



MEMBERSHIP REPORT

United Church of Christ 2019 Yearbook Data	676
Membership as of December 31, 2018	
Admitted During 2019	
By Rite of Confirmation	11
By Letter of Transfer and Reaffirmation of Faith	8
Total Received in 2018	19
Removed During 2019	
By Letter of Transfer	0
By Death	9
Other Removals	0
Total Removed in 2018	9
Membership as of December 31, 2019	686

Members Received June 2019 – June 2020

Chris Cho
Amy Kelleher Cho

Members and Friends Who Passed Away June 2019 – June 2020

Shirley Buck
Louis Cooper
Pat Eston
Susan Fraim
Shirley Hamblen
Nancy Madden
Richard Rockwell
Suzanne Steele

MINISTRY OF REMEMBRANCE



Hancock's Ministry of Remembrance is dedicated to lifting up and celebrating the many contributions of Hancock's members and friends over the years. We establish meaningful relationships that connect past, present, and future church members and their families. These connections enhance our lives and spiritual experience.

The **Memorial Garden** is at the core of this ministry. It is a sacred living memorial, a spiritual place for prayer and reflection, and a place to celebrate and strengthen our sense of community.

In the **Remembrance Hall**, we honor people who have loved and served the church, recalling their lives and contributions, and we enhance our lives and commitment to Hancock Church through this remembrance.

Our **Remembrance Book** is a living testament documenting the legacies of those we honor with our remembrance. It is kept in the Remembrance Hall for all to read and reflect.

On **All Saints Day** in November of every year, we honor individuals who have contributed to making the church what it is today and what it will be in the future. After the morning service, we gather in the garden to share prayers, reflections, and memories of our loved ones. During the November 2019 service, we honored the following eleven Hancock "saints" and remembered their contributions to our community: Marjorie Wood Kent, John Edward Nickles, Marian M. Powell, Joan Bentley, Harry L Wildasin, Judith Su, Rober B Sawyer, Patricia Andrew Knodel, Shirley I Vedoe, G. Ernest Wright, and Emily Wright.



At our **Open House Garden Party** in the spring, when the garden is bursting with new life, we gather there to celebrate the connections between past, present and future. We strengthen our community through shared stories, hopes, and joys.

Throughout our daily lives at Hancock Church, the many views of the Memorial Garden encourage us to observe the seasons and experience the sense of comfort and peace that is revealed in the natural beauty of the space and in eternal nature of the Hancock community.

The Memorial Garden Committee invites anyone to add the name of a family member or special friend who shared a deep connection to the Hancock community, so that all can celebrate their faith journeys, their many contributions to Hancock Church and our affection for one another. Please contact Linda Williams (lbwilliams@comcast.net), Bill Erickson (berickson@bfearc.com), or any other member of the Memorial Garden Committee, if you wish to include someone special in upcoming remembrances.

Respectfully submitted by the Memorial Garden Committee: Linda Williams, Charlotte Dougherty, Kay Barney, Tom Ransohoff, Bill Erickson with special help from Faith Fenske.

MISSION AND JUSTICE TEAM

The Mission and Justice Team has the joy of organizing and facilitating most of the mission work of Hancock Church. We welcome you to join us anytime for a meeting, project, or to share an idea. Learn more about what we do and the mission partners we support at the SERVE section of the Hancock website.

This year:

- We provided a meal and fellowship with our friends at Place of Promise in November.
- On Manger Sunday in December, we hosted the annual Holiday Fair which celebrates and supports the work of our mission partners. Twenty-two mission partners were represented, and over \$7,000 was raised for these worthy causes.
- We offered special programs after morning worship in January and March, giving members an opportunity to hear directly from the executive directors of Concord Prison Outreach and Household Goods, Kaia Stern and Sharon Martens, respectively.
- Our ministry of assistance to the Lexington Food Pantry under the able organizational talent of Susan Foley continued throughout the year.
- We entered into the second year of a 4-5 year commitment to fund Sustainable Harvest International's work with the village of La Concepcion in Honduras at a cost of \$10,000/year, of which \$3,000 is being provided by a generous Hancock household in a 1:1 match to the congregation's donations. SHI's instructors are working with village families on projects to improve food security and health and promote more sustainable agricultural practices.
- We supported a number of mission partners with the church's mission budget and sent contributions to other organizations in response to disasters and other special needs.

In February, we lost our long-time member and friend Dick Rockwell. Dick was a consistent voice for love, service, and justice at our meetings for many years, and generously volunteered at Place of Promise and Habitat for Humanity. We miss his compassion, humor, and fishing stories.

In February 2019, we began giving away our plate offering (except for donations specifically designated for Hancock) to a mission partner or other timely cause each week, using the opportunity to also highlight their good work during worship. This has been well received by the congregation; in the first ten months of the current program year, through April, the congregation donated over \$53,000 to the following worthy organizations:

American Medical Research Foundation (AMRF)	Place of Promise
Basic Needs US	REACH Beyond Domestic Violence
Bristol Lodge	Refugee and Immigrant Center for Education and Legal Services (RAICES), Texas
Casa Marianella	Rise Above
City Mission	Rosie's Place
Concord Prison Outreach	Sustainable Harvest International (SHI)
Food Link	Tennessee Tornado Relief
Greater Boston Interfaith Organization (GBIO)	350.org
Habitat for Humanity of Greater Lowell	UCC Christmas Fund and Veterans of the Cross
Household Goods	UCC Disaster Ministries
International Institute of New England	UCC Neighbors in Need
Lexington Food Pantry	UCC One Great Hour of Sharing
Lexington Unites for Puerto Rico	UCC Strengthen the Church
LGBT Asylum Task Force	United Teen Equality Center (UTEC), Lowell
Outdoor Church	

Our thanks to all the people who continue their ministries of help to those in need, independent of the committee's activities, including Lexington Unites for Puerto Rico, the Interfaith Garden, and the volunteer home builds through the Fuller Center and Habitat for Humanity.

With thanks for all the good work you, the Hancock congregation, enable and accomplish with your time, dedication, compassion, and financial support,

Mike Bundy, Pete Connor, Lois Smith Martin, Eliza O'Brien, Lisa Sandeen, Jim Weston, and Sarah Keeping and Charlie Wyman (co-chairs), and our Support Team of Nancy Schlecht, Susan Foley, Cheya Pope, Daryl Battin, and Amy Swanson.

PARISH LIFE COMMITTEE

The Parish Life Team (PL) hit the ground running in early September hosting the weekly Sunday Fellowship Hour, as we lost our wonderful coffee host, Lauren Mawe. While we were sorry to see Lauren go, we were simultaneously happy for her because she left this job to spend more time with her new husband. We were pleased to hire Libby Dube, a Hancock Youth Group member, in late September, to replace Lauren as coffee host. Libby has brought competence and enthusiasm to her job.

PL was sad to see John Carroll depart for Connecticut. It was a huge loss for us and the whole Hancock community. But we share John's happiness that he is now reunited with his larger family. Fortunately, Zack Hosterman, Hancock's Office Assistant, assumed some of John's responsibilities and provided much-appreciated assistance for our events.

Parish Life continues to provide refreshments at three locations every Sunday with the Fellowship Hour usually taking place in the Chapel. This year we came up with a process to streamline the before-church preparation whereby we cover the three locations using only two set-ups. This has improved efficiency and reduced time spent on setting up the three locations.

In addition to the weekly hospitality, PL collaborates with and supports other Hancock teams to serve up food and community for their special events. For example, this year one of these events was the Giving Committee's luncheon honoring the members of the Wilson Society.

Our events for this year include:

- Celebration Sunday Sep. 15, 2019
- LUPR Celebration Sep. 22, 2019
 - Hosted reception after Ecumenical Worship Morning
 - Hosted reception after the Interfaith Worship Evening
- Holiday Fair Dec. 8, 2019
- Hosted reception for Temple Isaiah Pulpit Exchange & Choir Mar. 3, 2020

We completed the planning for Palm Sunday, but it was canceled because of the COVID-19 pandemic.

This year, Parish Life ramped up its efforts to help Hancock Church serve that part of its mission to protect the environment. We continued to avoid plastic tablecloths and instead used recently purchased cloth ones. For hosted events, we used china and flatware when possible.

Our most significant contribution was participating in the Hancock Task Force which is working on making Hancock greener. We cannot emphasize enough – or thank her enough for – the crucial role and phenomenal job Sharon Kendall accomplished as our representative to the Task Force. Sharon was a most active and skillful liaison who insured that there was clear, bi-directional exchange of information between PL and the Task Force. Undoubtedly, the Task Force, and thus Hancock Church, benefitted tremendously from Sharon's participation. Some of the results of this process and Sharon's participation follow.

PARISH LIFE COMMITTEE

Selection and purchase of:

- Environment-friendly coffee mugs (96)
- Dishwashing racks for mugs (5)
- Bussing tubs (8)

Solicitation and acquisition of flatware:

- Hancock members are donating flatware, but delivery is dependent upon the reduction of pandemic social distancing restrictions.

More actions and activities are planned but are on hold pending changes in pandemic restrictions.

For PL to host our routine and special events, our cupboards cannot be bare. Parish Life makes sure the pantry is stocked with all the food and serving items necessary to host successful and comfortable events for the Hancock Community. Special thanks go to Priscilla Thayer who does all the shopping, unloading, and shelving of these items. The Committee also periodically cleans/reorganizes the pantry and closet and tries to keep the kitchen clean, which can be challenging as more groups use it.

Plans for the future (in the time of coronavirus)

It is difficult to plan for social events when we have no idea of where we will be in terms of COVID-19 contagion and social distancing guidelines. We do not expect to be able to plan for large group gatherings –even those with a limit of 50 to 100 people – with adequate social distancing - anytime soon. Communal food serving tables will most likely not be an option in the foreseeable future. Hancock may continue to rely on technology to deliver virtual social events such as coffee hour, Hancock tables, etc. When Hancock does once more have in-person events, we must expect reduced attendance because older people or those with health issues will be discouraged from attending. When it is determined it is safe to gather in small groups, without wearing masks, we might move to small group dinners hosted in people’s homes. Similarly, perhaps we could move to small, pre-arranged coffee hour gatherings after church in the homes of Hancock hosts. These activities could involve collaboration with other Hancock Teams. The Parish Life Team will adhere to all guidelines and will do all we can to contribute to Hancock being a safe community during this most challenging time.

The Parish Life Team is most grateful for all the help and contributions to our events that we have received this year from members of the wider Hancock Church Community. We are especially thankful for all the able assistance that Libby Dube and Zack Hosterman, cheerfully provided throughout the year. We also want to thank Barbara Callaghan for her work as Liaison to Parish Life.

If you would like to join our Team or volunteer as a Friend of the Parish Life Team, please feel free to contact any of the Team members listed below with questions you may have or to volunteer.

Elizabeth (Beth) Schutt – Chair
Karen Dooks
Evelyn Manley

Priscilla Thayer - Co-Chair
Donnalee Farris
Barbara Martin

Kim Doney
Sharon Kendall

POTTER LIBRARY COMMITTEE

Each year, the Potter Library annual report is a story about people:

- The Hancock Church community who supports the library with funds to purchase new books and supplies
- A volunteer team who enjoys providing library services to the faith community
- Church members and friends who recommend or occasionally donate books, browse the collection, and check out selections

Library team members meet monthly, September to June, to:

- Discuss new book selection criteria, based on current requests and church family needs
- Periodically de-accession books that no longer belong in the existing collection

In the past year, the library team has crafted ways to support the Hancock family by:

- Extending library access beyond Sunday morning to include the church's Monday to Friday, 9:00 a.m. to 3:00 p.m., hours of operation
- Partnering with David Clark and Genna Beatty to transfer picture and early readers, and junior and young adults books to the children's and teen's spaces
- Placing new acquisition announcements in the Sunday bulletin and Hancock Weekly
- Continuing to host the Sunday morning book cart at coffee hour locations
- Maintaining the library bulletin board in the hallway, to seasonally inspire and also provide new books information

Potter Library is Your Library! It's conveniently located across from the workroom and office on the first floor. The perfect place to browse and check out a book—or schedule a meeting or special program!

Respectfully submitted,

Marjorie Travis (Chair), Joyce Ananian, Susan Colburn, Laurel Cooley, Lynn McClain, Janet Woit

PRUDENTIAL COMMITTEE

The Prudential Committee is responsible for overseeing the use, care, and maintenance of our church facilities. In doing so, we help to provide the platform for the church to carry out its mission and enrich the lives of members, friends, and the community. Reflecting on Hancock's Vision, Mission, and Values statement, Prudential values the diverse skills of both Committee members and the many volunteers who give their time and energy to keep the facilities functional and welcoming. Prudential strives to be good stewards of the environment through choosing green sources of electricity, energy efficient lighting, and other energy efficient solutions (e.g. windows).

This year, a number of projects were accomplished, mostly before the coronavirus shutdown:

- Clark Hall re-roofing was done, completing the two-year roofing/window project.
- Repair of twelve toilets that were improperly installed in the last Capital Campaign and were dangerously pulling away from the wall. For multiple reasons, it was appropriate for the church to do this rather than attempting to compel the contractor do the repairs.
- Repairs at the Parsonage: Tree work after the downing of two large limbs, stonework to deal with water issues, and replacement of a damaged gutter.
- Extensive replacement of light fixtures with LED equivalents, furthering the goals of lower energy usage and reduced maintenance.
- Ongoing incremental improvements to make the church more welcoming and visible, including landscaping, planting shrubs, new signage (late planning/approval stage), refurbishment of the leaking decorative leaded glass windows around the administrative wing entrance, new pew card holders, and new Narthex nametag holders.

We have continued to manage our building use program in keeping with our mission. We provide opportunities to enrich life for our church members and the community by providing a place for a variety of programs for all ages including music, arts, education, health/fitness and general community building. Some programs, such as the Boy Scouts, are sponsored by the church, while others are independent organizations. In addition to serving the community, many of the programs we house help subsidize the ongoing operating cost of our building. The closure of the building due to the pandemic has caused hardship for the church, since we have much less ability to reduce expenses than the substantial loss of rental income.

We are grateful for the support of the office staff, Kathryn Dominguez, Zack Hosterman, and Suzie Barry.

Respectfully submitted,

The Prudential Committee - Doug Fisher and Scott Martin (Co-Chairs), Tom Battin, John Briggs, Mark Ettlenger, Cheryl Kralej, Dean Rutila, and Lisle Swanson

SCOUTS BSA TROOP 119

Scouts BSA Troop 119 continues to provide a strong program that uses a variety of outdoor activities and learning opportunities for youths and young adults to become responsible citizens and involved future leaders in their community.

As of March 2020, we have 55 boys and 13 girls registered with the troop, including more than 20 new scouts – crossing over from Cub Scouts and joining independently.

The scout-led model is used for our troop activities – experienced scouts take on responsibilities and leadership roles in their patrols and the troop. One older scout is elected to lead all the meetings and activities as Senior Patrol Leader for a 6-months term. James Ma was elected for the fall/winter 2019-20 term. Ian Miller is the current SPL for the spring/summer 2020 term.

The year was filled with monthly trips including summer and winter activities.

Scouts attended Camp Bell and/or Hidden Valley week-long summer camp programs at the Griswold Scout reservation in N.H. Other trips included a whitewater rafting trip in Maine, hiking and camping in the White Mountains in NH, a backcountry ski trip, and several day trips. The troop camped for 13 nights on 11 trips. 13 Scouts and 7 adults went on a high adventure backpacking trip at Philmont Scout ranch in July 2019.

While attending monthly trips and weekly meetings, our scouts learned and developed leadership skills, discovered more about themselves and their capabilities, advanced in ranks, and explored new interests while earning merit badges. The Scouts earned over 100 merit badges and special awards.

Five of our Scouts achieved the highest rank in Scouting of Eagle.

Fundraising was done, as before, by selling holiday wreath. Over 100 dozen were sold and the profits support the troop activities and gear purchases.

Our Troop meets on Thursday evenings in Clark Hall when school is in session. All youths and adults are welcome to come to a troop meeting and participate in all that Scouting offers. We welcome families from all denominations or affiliations.

Once again, we thank Hancock Church for the continued support. We appreciate your commitment to the program and the troop.

Yours in Scouting,
Gali Diamant, Committee Chair
Ted Sjodin, Scoutmaster

TELEVISION MINISTRY

“Timing is everything.” Not sure who said this, but he/she could have had Hancock Church in mind this year.

As a direct result of the Hancock Next activities last year, two committees were formed to upgrade our internet presence in the community and the world. One committee worked tirelessly to rebuild our web site and the other considered ways that our television ministry could expand our message, including specifically to make use of an independent livestream channel.

Our studio supervisor, Dave Vishniac, presented a comprehensive plan to upgrade our studio equipment to accommodate livestreaming, as well as providing other suggestions for the expansion of recording and/or broadcasting in other areas of our church. After gaining approval for the first phase of the plan, Dave arranged for the purchase of a new switcher (the heart of the operation) and other equipment to support current desires (livestreaming) and the ability to handle future upgrades. Dave removed the old equipment, installed the new equipment, tested it out, and trained a crew all in the space of less than a week. Within the next week, the connection to YouTube was completed. The hope was to have this done by Easter, but it was accomplished several weeks before Easter. In tandem with these efforts, the web folks were able to create a link from our web to the new livestream channel.

To everyone’s shock, Covid-19 happened and suddenly the TV studio became the lifeline for our community. Dave has been able to incorporate recordings, video clips and even Skype to produce a comprehensive service each week. The crew has been operating on a skeleton basis with several being held in reserve until we are back to something resembling normal. The clergy and other staff have learned the skills needed to create a television show each week that has been effective and inspirational.

To say that our studio has come a long way is an understatement. We recently contacted Tom Clough, the Education Minister who created our television ministry forty years ago. He has viewed our new services and is blown away by the professionalism of our productions and the quality of the technical aspects. As Tom said: “No matter how much energy or brilliance may have been offered, when the service or the conversation is over, you never know if it made any difference. To have the opportunity 35 years later to see what you are now doing with the television ministry is one of the very rare times when I stop whining and am so grateful to see that we have really done something here!”

We are pleased to always be of service to the Hancock community, but this year in particular, we are very happy to be able to help keep us all together at this challenging time in our lives.

Susan Rockwell, for the Television Ministry

TREASURER'S REPORT

[Please note all amounts are as of May 17, 2020.]

The question of where to start has been on my mind for a couple weeks now. This past year has been a roller coaster for our finance team. I will start with many thanks to my compatriots of Kelly Littlewood and Suzie Barry. We worked through ups and downs this past year with great assistance from many others in the church family. Suzie has been gracious in responding to our many complex, confusing and detailed communications as we navigated a tricky year to manage the finances of the church.

My report's focus is on the overall policy changes and balance sheet changes that you may see in our latest financial reports. Kelly has done an excellent overview of the budget results and planning process within the Finance Committee report.

FY2020

Hancock started this fiscal year with a strong financial foundation. We had a stretch budget requiring \$872,000 in contributions. Our reserves started at \$282,306; a mid-year contribution from Liberty Fund of \$22,934 raised our reserves to the level that would support any projected budget deficit for the year. The trend in giving this past year has been down comparing year to year. Every month from July through March reflected reduced contributions comparing FY20 to FY19. As late as March, we were still projecting a significant deficit of up to \$200,000. We started tracking cash flow and expenses and prepared committees for what could be a deficit at year end.

In August last year, on the recommendation of Endowment, we sold our two original Calvert Funds (CCLAX and CMAAX) and bought the more conservative fund of Calvert Conservative Allocation Fund (CFAIX). A policy change to have gains and losses recorded to the General Reserves account rather than General Fund was also implemented at that time. Subsequently, we sold CFAIX in March and April of this year (2020) in order to preserve cash in an uncertain market

There were draw downs on board- designated and programmatic funds that impact the balance sheet. LUPR (Lexington Unites for Puerto Rico) had a large influx of cash due to the highly successful gala in the fall. Some of the fund has been distributed throughout the year (balance as of April at \$54,097). Overall, the major increase in programmatic funds can be attributed to the large LUPR fund. It is expected that the LUPR fund will continue to be depleted through disbursements.

The board designated Building Reserves has been used to support much needed repairs including some roof and toilet repairs. We also have a fund for Hancock Next that is drawn down to support staff salaries during the year. Some funds continue to receive small donations during the year and remain stable year over year. The projection for FY21 is these funds (LUPR, Hancock Next V2B) will continue to decrease. We do replenish some funds as we are able through transfers from the General Fund. As of this writing, we hope to transfer 50% of the budgeted amounts to building, sabbatical, and bell funds for this year.

TREASURER'S REPORT

Given that our giving policies changed during FY19 to emphasize recurring giving rather than pledging, the budget was built around expenses only without a firm income projection. Over the course of the year, contributions via online giving ranged from \$11-12,000 per month. We continue to receive significant contributions through checks and auto-drafts. Some families use Charitable Gift funds that distribute funds once or twice during the year. The move from GivingFire to Breeze for online giving went smoothly for the approximately 30 families using those methods. The Giving Committee is working hard to make all ways of giving easily accessible and easily understandable to the congregation.

Pandemic and Deficit Response

In mid-March, we were increasingly concerned about the size of the expected deficit as well as the impact of the pandemic. Contributions were far behind what was needed to meet needs even without the pandemic impact. As mentioned earlier, we started to run cash flows to ensure that we could meet all expenses through June and beyond. We fully supported continuing to pay all staff commitments through June. Some savings were being realized through good planning on the part of Prudential to control expenses. Rental income was uncertain but expected to decline if not zero out for the year.

An appeal letter went out just before Easter and Hancock members responded big time! You will notice that "current contributions" were \$240,797 in April, a huge increase, most of which is the generous results of the April campaign. 110 donors made generous gifts of over \$250,000 and lifted all our spirits (some gift dollars accrue to FY21). This successful campaign changes the FY20 picture. See Kelly's report for details, but our projected deficit is now in the low teens.

In addition to the wonderful results of the campaign, we were able to obtain a Paycheck Protection Loan or \$100,200 from Citizens Bank. Many thanks to the team that stepped up to help us through the process, several days of meetings, attending webinars, and studying the details of the program were required. This is carried as a loan now on the balance sheet. We expect that Hancock will qualify to have the loan forgiven and it then becomes income to the church. The details of forgiveness are complex and still being determined by the SBA and banks. The main requirement is that 75% of the funds be used to pay salaries for the 8 weeks of the program, and we expect to meet that requirement. Forgiveness will impact next year's (FY21) income, any amount not forgiven will roll into a 2-year loan at 1%.

Planning Ahead

The Finance team and staff will continue to make improvements in the accounting methods next year. Suzie Barry and Kelly Littlewood are leading the effort to convert our outdated accounting system to QuickBooks beginning with FY21. There will be great benefits to having a more up to date and integrated accounting system in future years. In addition, you will see some accounting changes with respect to fund accounting and pass-through funds that will bring greater visibility to the financial workings of the church.

The Moderators are leading discussions about how to plan for the year ahead. The Finance team will continue to ask for your input using a couple different scenarios for church operations in FY21. We do not expect rental income to come back soon. We know things will be different for some time ahead. Our staff

TREASURER'S REPORT

has been doing a wonderful service on Sunday using virtual platforms. We hope you continue to stay connected to Hancock during this time, and we appreciate all the ways you support Hancock.

Warm regards,
Laurel Freeberg

"Families and individuals give to support the ministries of Hancock Church because we cannot imagine our lives without the Good News that happens at Hancock Church."
www.hancockchurch.org/giving/

WELCOMING COMMITTEE

The Hancock Welcoming Team seeks to build community with all who are connected to Hancock Church.

Our most visible presence this past year has been in the narthex on Sunday mornings greeting all who enter the building. We provide a cheery greeting, introductions, name tags and the opportunity to share contact information. The contact information from visitors allows for further connection of the individual to the wider Hancock Community. Our Team member, CeCe Potter, delivers a gift of jelly along with an introductory welcoming note and Hancock information at the visitor's door later in the week. The church office connects to visitors by making sure they are receiving the weekly emailed newsletter. Staff will reach out to welcome the newcomer as well. This well coordinated team approach to welcoming all has been enhanced, refined and improved over the past year.

Welcoming and community building goes beyond the church building. The Welcoming Team organized the weekly Wednesday evening Hancock Grills through the summer. These gatherings of 20-50 people provide a wonderful opportunity to connect with other members. There is a sharing of hospitality, food, and conversation at these events.

The Blessing of the Animals service on the front walk of the church is supported by the Welcoming Team. This fall event was on October 6, 2019, a glorious fall day for an outdoor service. The team provided refreshments and hospitality for all, especially the furry visitors that we don't normally see on Sundays.

Hancock's Handbell Choir Holiday concert on December 15, 2019 was another event where members of the Welcoming Team provided refreshments and hospitality. Over 100 guests were in attendance at this annual event, some of these community members are not familiar with Hancock Church. We provided directions, information on other upcoming musical programs and hot chocolate and cookies.

The Welcoming team hosted two informational brunches for those interested in learning more about Hancock and what it means to be a member. The Cho family including Amy Kelleher Cho, Chris Cho, Samantha Cho and Tommy Cho all became members of Hancock Church in January 2020.

Respectfully submitted,

Sue Ellen Briggs (co-chair), Tara Stevens (co-chair), Bettina McGimsey, CeCe Potter, Dawn Sommerville, Smoki Fraser, and Tim Hoffman

WIDENING THE WELCOME COMMITTEE

In June 2016, Standing Committee established the Widening the Welcome Fund to support promising ideas for attracting new friends to Hancock and strengthening the engagement of those already introduced to us. The Fund was financed with \$105,425 remaining from our Growing for Good Capital Campaign. It was intended to have a three- to five-year life, and completed its work with approval of its final grant in the fall of 2019.

Through Widening the Welcome we sought to grow Hancock Church by attracting new friends and by deepening connections with those who had already found us, engaging them in the life of the church and helping them grow into long-term active participants in the Hancock community. Success would bring two benefits: it would enrich the lives of newcomers by sharing with them the many benefits of engagement in our community of faith, and it would benefit all of us by creating a stronger, more robust, active, and diverse faith community. Some projects were more successful than others, but that was expected; the goal of the fund was to encourage experimentation and risk taking. Members will recognize a number of current ongoing programs that began with seed money from Widening the Welcome; other projects were single events but had lasting impact.

The Fund was administered by a committee of five: the Moderator, Senior Minister, and three members appointed by the Moderator. The committee was co-chaired by Susan McClements and Charlie Wyman; other members included (at different times) Carmen Ramos-Kalsow, Paul Shafer, Carol Bukys, Paul Shupe, Manuel Navia, and Chris McEwen.

Over the life of the fund, the committee approved the following grants, in chronological order:

Childcare Expansion (infant and toddler rooms)	\$ 3,050
Coffee Host on Sunday mornings	2,260
One People One World (seed money)	5,000
River Rock Band, "Drawn from the Well" (CDs for distribution to visitors)	750
Children's Music Program support	1,875
Marketing and Publicity Program	7,500
Summer children's programming	3,800
Hancock 150 th Celebration	5,000
One People One World GBIO Relational Meeting Training	5,000
Hancock Podcasts	400
Prayer Group Offering	500
Music in Social Justice class	750
Wireless Microphones and Hearing Assist Devices	11,400
First-year GBIO Membership (75% of 2018 Annual Dues)	6,000
Hancock Next	15,000
Hancock Next supplemental	12,000
Shorashim - Roots Dinner	1,500
Lexington Unites for Puerto Rico September weekend expenses	7,000
From Visiting to Belonging (staff support for integrating newcomers into life of church)	20,000



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