

Hancock

UNITED CHURCH OF CHRIST



2021-2022

Annual Report

WARRANT FOR ANNUAL MEETING

Hancock United Church of Christ, Congregational Annual Meeting June 12, 2022

All members of the congregation are asked to attend the Annual Meeting to be held June 12, 2022, after worship at 11:00 AM, either in-person or over Zoom, to consider and act upon the following:

- Article I To receive the reports of the Officers responsible to the Membership
- Article II To hear the report of the Engagement Team and election of officers and committee members
- Article III To review and approve the Annual Budget recommended by the Standing Committee
- Article IV
- a. To authorize a Steering Committee to assess our needs for a Capital Campaign which will include improvements to Hancock's physical plant and programs.
 - b. Subject to the approval of Article IV(b), to authorize the Treasurer to borrow up to \$60,000 to fund building, program, and financial assessments. These funds will be repaid from capital campaign contributions.
- Article V To conduct additional business that might be brought properly before the Annual meeting
- Article VI To affirm the Standing Committee decision to call David C. Clark as our Second Minister

ANNUAL MEETING AGENDA

Hancock Church UCC, Congregational
June 12, 2022, 11 AM, Sanctuary and via Zoom

Call to Order	Joan Rutila
Blessing of the Meeting	Rev. Dr. Barbara Callaghan
Article I - Report from Ministers/Officers	
• Remembering those who passed away	Rev. Genevieve Hosterman
• Presentation of 50-year pins	Nancy Reed and Steve Moore
• Moderator's report	Joan Rutila
• Senior Minister's report	Rev. Dr. Barbara Callaghan
• Historian's report	Sue Rockwell
Article II - Engagement Team's report	Al Bukys
Article III - Treasurer's report and Appropriation of Funds for PY 2023	
	Kelly Littlewood
Article IV - Capital Campaign	Joan Rutila
a. Authorize a Steering Committee to assess our needs for a Capital Campaign	
b. Authorize Treasurer to borrow up to \$60,000 to fund Campaign assessments	
Article VI - To affirm the Standing Committee decision to call David C Clark as our Second Minister	Carolyn Bell and Tim Jarrett
Article V - New Business	Joan Rutila
• Any new business	
• Motion to refer the minutes of the Hancock Annual Meeting to Standing Committee	
• Welcome David Zenk as Hancock Church Moderator and Leanne Rodd as Vice Moderator	
• Motion to adjourn (David)	
Benediction	Rev. Dr. Barbara Callaghan

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LETTER FROM MODERATOR JOAN RUTILA

Dear Hancock Friends and Family,

It is always good practice to take the time to look back at the events of the past year. Time gives perspective, and this has proven to be true for me as I recalled the goings-on at Hancock since our last Annual Meeting in June of 2021.

- We slowly, methodically, reopened our sanctuary to Sunday morning worship with safety protocols reflecting the ebb and flow of the pandemic.
- We had our first in-person Christmas, Palm Sunday and Easter services since March of 2020, and thanks to our amazing staff the services were thoughtful, creative, and so very meaningful.
- We heard that many returning to in-person activities realized how much they had been yearning for these powerful human interactions which were taken away by the pandemic.
- The lessons for remote worship learned during the start of the pandemic were not forgotten. Now, most of our services are hybrid services as we can offer LexMedia, YouTube, and Facebook Live streaming.
- We have resumed celebrating weddings, baptisms and memorial services in our sanctuary and chapel.
- A major failure of our main sewer pipe was no match for the Prudential Team and our entire staff. Having a mostly empty building last summer allowed the dirty job to be completed in a tight time frame.
- Faithful giving and hard work by the Finance and Endowment Committees allowed us to pay for our unbudgeted sewer pipe repair and extra COVID mitigation costs.
- We continued to look carefully at our safety measures, we completed an assessment of our facility, and brought in a firm to conduct an Active Shooter Response safety course. We also have applied for a federal grant for improving our safety infrastructure.

All of these events prove to me that all that is Hancock – the staff, the congregation, and our community – is truly a special place. We have an amazing capacity for flexibility, creativity, thoughtfulness, generosity, compassion, faith, and love. What more could one ask from a church?

Of course, there is always change, and it will be very hard to say goodbye to Genna Hosterman as she takes a call from South Church in Andover, to Marilyn Becker who will retire as our organist but continue directing our bell groups, and to Dave Vishniac who has been our TV producer extraordinaire for over 10 years, and who is the main reason why we were able to move to virtual church so quickly at the beginning of the pandemic.

But all changes are not losses. We will install Barbara as our senior minister next week (finally!) and welcome a new organist and two new seminarians in the fall. Katie Elliott will be the Student Minister for Children and Families, and Abby Wester will be the Student Minister for Youth and Young Adults. And last but not least, today we will vote on calling David C. Clark as our Second Minister. Joyful additions to our church family!

LETTER FROM MODERATOR JOAN RUTILA

We are also voting today on starting a Capital Campaign. It's been 9 years since we started working on our last campaign, and best practices tell us that to continue to be a vibrant congregation we need to conduct these campaigns every 5-10 years. Capital campaigns are never easy, but they do more than just raise money for special needs. Through all the hard work they show us what can be done when we all come together and dream big dreams and strive for big goals. I'm looking forward to getting my hands dirty and working on ensuring a bright future for Hancock.

Today we are also changing moderators. David Zenk will become our Moderator, and I'm very pleased that Leanne Rodd has agreed to be our next Vice Moderator. I'm thrilled to have such capable people helping Hancock move forward.

Finally, I want to thank everyone who has helped and supported me during my time as moderator. This job has many dimensions to it, but I'm so honored to be able to work to make Hancock Church the best that it can be. I'm confident that we will all do the same for David and Leanne as they begin their moderator and vice-moderator terms. Thank you, Hancock Church!

Joan Rutila

SENIOR MINISTER BARBARA LEA CALLAGHAN

Dear Hancock family,

This year has been marked with starts and pauses, and more starts and still some pauses. The upticks and downturns of the many variants of Covid-19 have continued to be the dominant decision maker in our communal life. As a church family we have sought to balance the need to be together physically with the need to use caution regarding our safety from the virus. This, no doubt, is a tricky dance, but one that we have tried to do as faithfully as possible. We have listened to the science as well as to your needs, concerns and hopes. Most weeks we see more and more people in the physical pews, while still retaining a good number in our online virtual pews. To increasingly see your faces in the physical pews is truly a gift that brings the worship staff and lay leadership great joy, and we hold all of you in the virtual pews in our hearts with equal joy.

We returned to the sanctuary last July for the first time since the beginning of the pandemic. The choir also returned, and has been gracing us with their wonderful voices most Sundays since that time. Though we paused in person worship a couple of times during the year due to specific Covid variant surges, for the most part we have continued to worship in person, while always maintaining our presence on YouTube and Lex Media. Evening Worship returned this year in full force during Lent. It has been a joy to resume this more casual and intimate time of worship together.

The pandemic has forced us to experiment with some new ideas, and some of those experiments have proven their value as we look forward. Celebration Sunday was held outside this past fall at Hastings Park, followed by a bag lunch picnic provided by Parish Life. This event was such a success that we plan to hold Celebration Sunday again at Hastings Park this coming fall. Manger Sunday was also held outside, as we secured a permit from the town to close Massachusetts Ave. on both sides of the church so we could utilize the entire space in front of the church. This was a bright and joyous day as we enjoyed the beautiful music of the choir and had the familiar manger procession that we know and love, outside!

In the last year we have been catching up on some of the important life events that occur in a church family – namely, memorial services, weddings, and baptisms. I spent the better part of last summer into the fall doing memorial services, most of which had been delayed because of the pandemic. I have also officiated more weddings for Hancock members in our sanctuary in the past ten months than I have in the last seven years. We have slowly been catching up on baptisms, and expect to have many more next year as Covid vaccines are approved for the youngest children. In this past year, being able to honor these milestones of life, and hold the needed space for the church community, in both joy and sorrow, has been an honor.

As a community we have also weathered a tragedy this year, and one that, as a church family, we still feel keenly. The loss of Terri Stull and Doug Teeter, due to a horrible traffic accident in Pennsylvania, is a loss that is beyond words for us as a church, and for their two sons. I have been so proud of this congregation for the way you have stepped up to help the Teeter-Stull family in this time. You have done this through giving of your time and talents to help their children in practical ways, as well as through giving to a fund

SENIOR MINISTER BARBARA LEA CALLAGHAN

that we helped to set up for their immediate financial needs. It took a small army of volunteers to help the staff and ministers hold a large in-person (and virtual) double memorial service for Terri and Doug. This was an extremely helpful balm for the family and their many friends. Thank you, Hancock, for how you came through for this family, and for the church community. Terri was co-chair of the Giving Team and Doug had served as the chair of the Deacons for many years. I'm grateful to Debbie Crooke for the way she has continued to lead the Giving Team, and to Russ Schutt, who has stepped up to lead the Deacons, in the wake of these losses.

As we look to the coming year, we are in the midst of a number of staff transitions. Our Associate Director of Music, Marilyn Becker, is stepping down from her role as our organist after fourteen years. She will continue to lead our bell groups as the Director of Hand Bells. We are very grateful to Marilyn for her years of leading us from the organ bench, and will continue to enjoy her gifts as she directs the bell choirs. Genna Hosterman is ending her time with us after four years. Genna began as a Student Minister, serving the youth and young adults. In the Senior Minister transition, Genna was promoted to a full time position as the Acting Associate Minister, a role she has filled for eighteen months. She has now received her first settled call as the Associate Minister of South Church in Andover. It is a joy to see Genna excel in her ministry and move into a wonderful settled position! Dave Vishniac, the Director of the TV Studio, has stepped down after serving us in that role for eleven years. Dave has been instrumental in helping us to fully utilize the TV studio during the pandemic, and we are grateful for the ways he helped to prepare us for the virtual needs of the church and the community.

David Clark, is ending his time as our Minister of Children and Families and stepping into the Second Minister role. The Second Minister Discernment team has worked hard over the last six months to help us as a congregation discern with David whether or not he might be called as the settled Second Minister of our church. After thorough conversations with the congregation, as well as with David, they have recommended he be called into this position. Upon their recommendation, in May Standing Committee voted to call David C. Clark as our Second Minister. The congregation will vote to affirm this call at the annual meeting on June 12th. This is joyous news for the congregation and the staff! Thank you to the Second Minister Discernment Team, co-chaired by Tim Jarrett and Carolyn Bell, and to David Clark, for your faithful work in this discernment process!

We will bring on two new Student Ministers from Boston University School of Theology this fall. Katie Elliot will be our new Student Minister for Children and Families, and Abby Wester will be our new Student Minister of Youth and Young Adults. We are very excited to bring Katie and Abby on board soon, and are looking forward to introducing you to them in the fall. Rachel Barton, the Student Minister for Congregational Life, will be with us for one more year. It will be nice to have the Student Minister office space fully occupied again next year!

On a personal and professional note, I completed my Doctorate of Ministry from Candler School of Theology at Emory University in May. This was a three-year, part time journey, and one that I

SENIOR MINISTER BARBARA LEA CALLAGHAN

thoroughly enjoyed. For my doctoral project I created a progressive adult Bible curriculum that addressed ways to approach the Bible using progressive theology and hermeneutics. Some of you took part in my pilot classes, and I plan to offer the updated version on a larger scale in the fall. I appreciate the support of the church in helping me achieve this goal!

It has been an honor and a joy to work with our leaders and staff team this year. I am especially thankful to our outgoing moderator, Joan Rutila, for her amazing leadership during these unpredictable times. And I thank David Zenk for his leadership and look forward to working with him as our new moderator. I welcome Leanne Rodd, as our vice moderator, and am grateful for the gifts she has already brought to the leadership team. We have a truly gifted team of lay leaders and staff that bring diverse talents, deep wisdom, and courageous vision to Hancock. Working with them, and alongside all of you, is one of the greatest privileges of my life and of my ministry.

I feel a grounded sense of humble confidence as we look to next year. We will be fully staffed for the first time in eighteen months, and we have more and more visitors as well as long time members who are returning to our physical and virtual pews. We also have more outside groups renting rooms in the church building, and more engagement in the church community from a broader section of the membership. We continue to prioritize what really matters, and live with faith and courage from our mission, vision and values. Regardless of the unprecedented nature of this time, we remain agile, and continue to change the world through love, compassion and courage. Thank you for your trust in me as your Senior Minister. I thank God for each of you every day. Onward we go!

Grace & Peace,
Barbara

ACTING ASSOCIATE MINISTER

GENEVIEVE HOSTERMAN

This past year, I have served temporarily as your Acting Associate Minister. In this role, I've had the absolute joy of expanding my work with the wider church population, leading more small groups, participating more actively in committee life, preaching more often, helping to perform funerals and baptisms, and having a bigger role in pastoral care. It has been an honor to be brought more deeply into the life of this church. In the midst of an expanded role, ministry to our youth and young adults has continued to be a priority, and we have had a number of exciting changes in those programs this year.

This year, HYG has re-invigorated old traditions and established new ones. We give thanks that we were able to get back into our rhythm with our yearly mission trip. This April, we went for the first time to Collettsville, North Carolina, where we stayed at John's River Valley Camp and participated in mission work coordinated by their wonderful camp director, Rev. Phil Hardy. HYG enjoyed their time in North Carolina, and we feel optimistic about the possibility of a continued relationship between Hancock and John's River Valley Camp for years to come.

HYG also established some new partnerships this year with important mission organizations. Thanks to support from our Mission and Justice Team, HYG has begun a partnership with Concord Prison Outreach, which we hope will blossom into a series of important conversations about justice, mass incarceration, race, and our role as Christians. Our inaugural event this spring was a meeting where HYG learned about the work of CPO and put together backpacks with supplies for folks being released from prison.

We also had the joy of being one of three local faith communities to participate in a new program through Mosaic Interfaith Youth Action (formerly Kids 4 Peace Boston) called Bridges. This was a year-long interfaith youth program with participants from Temple Isaiah, HYG, and the Islamic Center of Boston, Wayland. During the three, 3-hour meetings of the program, our youth participated in important conversations about their faith traditions, and formed valuable friendships.

HYG also had a major fundraising event for the first time in three years. What started as an HYG auction developed instead into a raffle that took place after worship on HYG Sunday, during our mission trip Q&A session. A wonderful time was had by all, and we raised money to support HYG's continued Mission work.

We have also continued to care for our college students through the Sponsor A College Kid (SACK) program this year. In the SACK program, college students are paired with adult sponsors who send them a care package at least once a semester. I have heard from some of our participating college kids, who report that the packages brighten their day and remind them that they are loved and missed by their church. This is the second year of the program, and we currently have 7 college students and 7 volunteer sponsors participating.

ACTING ASSOCIATE MINISTER GENEVIEVE HOSTERMAN

As we prepare to welcome two promising new student ministers into our staff, **I have been in conversation with the incoming minister for youth and young adults**, Abby Wester. She and I will meet together several times over the next few months to help her prepare for the position. She will also meet this year's officers and attend an HYG lock-in service event with me this summer. I'm looking forward to introducing Abby to our youth and I know that her gifts and her new perspective will be a blessing to our community!

As I come to the end of my final year as your minister, I am moved by the many ways I have been supported and shaped by this beloved community. It was a joy, an honor, and a privilege to be your minister. You have shaped me and influenced my ministry in profound and countless ways, and I know I will carry you all with me as I step into my next chapter.

Yours in love and gratitude,
Genna

DIRECTOR OF MUSIC AND THE ARTS

MARK MORGAN

The Music and Arts program emerged from the Covid shutdown mostly intact and with great joy in being able to sing and play together in person again. While it was anything but a normal year, our ability to come together and make music in person with each other, and for an in person congregation, was a huge relief and its importance cannot be over-estimated. The handbell program is separately reported on in this document, so I will touch on the other areas of the Music and Arts program this year

Throughout the year, we were able to return to many of our beloved traditions, albeit sometimes in somewhat different forms. We had wonderful brass music for Christmas and Easter provided by students from Boston University. On Manger Sunday, we adapted the service to outdoors and had the procession take place along Massachusetts Ave in front of the church while the brass played from the porch and the choir sang. We enjoyed the annual return of the Shannon and Matt Heaton, along with fiddler Maura Shawn Scanlin, for our Celtic Christmas service. The River Rock Band kicked off the year with our outdoor Celebration Sunday service at Hastings Park and also played in the morning for our HYG Sunday. Groups like **A Joyful Noyse** and the **Plaster's Posaunes** brass ensemble were able to play for services this spring.

Our children's choir and family handbell groups were not able to return this year. We look forward to starting these again in the future as circumstances allow.

While exhausting and demanding as this year was, we are thrilled that we were able to return to in person music, even in the far-from-ideal circumstances. At the same time, we have learned lessons and many *new* ways of doing things that never would have happened had it not been for Covid. So we look forward to the future with optimism and a renewed sense of what is possible.

Chancel Choir

The Chancel Choir started singing together in person again in June of 2021. At that point everyone was vaccinated and the Covid rates were very low. We sang a couple of Sundays of virtual worship before the end of that program year, were able to hold our annual choir party, and then waited until after Labor Day to resume regularly. While we had initially hoped for a relatively normal year, the delta, and then omicron, waves made it necessary for us to be flexible and creative. We rehearsed masked and in our newly ventilated choir room. We eschewed singing up in the close quarters of the chancel and opted to sing either from the balcony or from the steps and floor down front where we could spread out. We did not perform a Christmas "cantata" this year as the situation was changing too often and quickly to commit those kinds of financial and time resources. We continued to sing through the fall, but as cases started to rise quickly after Thanksgiving had to adopt stricter safety protocols. With our goal of being to sing live for Christmas Eve, we began testing everyone in the choir before Thursday rehearsals and Sunday mornings. Following Christmas, we went on hiatus while the worst of the omicron surge raged. To date, *we have had no cases of transmission of the virus amongst the choir*, which is a major victory and commendation for our safety protocols and the willingness of our people to follow them.

DIRECTOR OF MUSIC AND THE ARTS

MARK MORGAN

We returned to in person singing at the beginning of February and have continued straight through. In spite of the current wave of infection, we are preparing our first “Cantata” Sunday in 3 years, with the choir, string orchestra, horns, and percussion performing arrangements of early American hymns by contemporary composers on June 12th during worship.

We had the help of four excellent section leaders this year, two of whom joined us at the start of the program year. The choir, while slightly reduced in numbers, has performed at a very high level, with an excellent sound. We continue to sing works from a variety of traditions, in a wide variety of styles that integrate closely with the themes and messages of the services.

The pandemic has caused the choir to draw even closer together and create a tighter, more personally related group that cares deeply for one another. It continued to be a privilege to conduct this group that gives so much and has proved to be so willing to “go with the flow” in order to be able to sing together and provide music for our services.

The River Rock Band

The Band, which plays primarily for evening worship, kicked off the year playing for our outdoor Celebration Sunday service, then continued to get together to rehearse periodically throughout the fall. We resumed playing on a weekly basis at the beginning of Lent for Evening Worship, and also played for HYG Sunday. The band is also scheduled to play for Rev. Callaghan’s installation. The group continues to capably and creatively play terrific, widely varying music from many genre. It is a wonderful group of musicians and is great fun to work with.

Arts

While we have not created any visual art pieces for our sanctuary this year, we will see a new approach come to life on June 12th with the addition of original art projected during our morning service to accompany our cantata program. Created by member Meg Stone, we hope it will be the first of many such opportunities in the future for the inclusion of digital art in our worship life.

Organist Update and Sabbatical Leave

Our long time organist, Marilyn Becker, is retiring at the end of this program year. She has served as our organist since 2008. She will continue on as our Director of Handbells, and an organist search is underway at the time of the writing of this report. Our new organist should be in place no later than the Sunday after Labor Day.

DIRECTOR OF MUSIC AND THE ARTS

MARK MORGAN

This summer I will be taking my six-week sabbatical, which I receive every six years. This was delayed from last year, as we were just returning to in person worship and it would have been very difficult for me to be absent just then. As I do not feel comfortable traveling to any in person conferences, etc., at this time, I will be focusing much of this time on intensive skills upgrades for some of the various instruments that I play, so that I may be of more use on them during worship in the future. It will be a much needed break from the weekly rigors of planning and carrying out worship every Sunday, and I look forward to returning to you renewed and re-energized this fall.

Going Forward

We look forward to (hopefully!) returning to full activity in the fall. In addition, we will be beginning some new programs, including a new **Coffeehouse concert series** that will debut in October with two Grammy award winning singer songwriters! Live, in person concerts will also resume after a three-year hiatus. Choir will return with two new cantatas, and we hope the Lexington Choral Festival, of which we are a driving force, will be re-born as well. We are also looking to return art installations by local artists to the second floor hall. In short there is much to be grateful for, and much to look forward to!

Gratefully,

Mark Morgan

Director of Music

MINISTER FOR CHILDREN AND FAMILIES

DAVID C CLARK

Dear Hancock Church,

As the 2021-2022 program year comes to a close, I am impressed with how we have risen to the incredible occasion and made our way through the opportunities, successes, and challenges of our first hybrid year of ministry and life together. I have felt proud to call Hancock Church my home during this last year and feel even more confident in what we will build together moving forward.

As you may recall, I started the program year having just come off of my three month Clinical Pastoral Education hospital internship at Maine Medical Center in Portland, Maine. Though the work of hospital chaplaincy did not offer much rest or recuperation, it did provide me with a great deal of perspective on the experience of remote church and a new mindset for moving into physically being together again. I began the program year with you ready and determined to (perhaps stubbornly at times) fully give in to the joy, comfort, and reassurance of our traditions, friendships, ministries, missions, worship and life together.

Church School this year was about reestablishing the rhythm of our programs. **We held Church School and children's programming on 33 of the 40 Program Sundays in 2021-2022, and offered staffed childcare for 38. We had children in Church School and toddlers/infants in childcare every week we offered it.** Throughout the fall and early winter, in-person Church School was supplemented with online Church School via Zoom. Children participated every week programming was offered, except for one.

Having the event tent space in the parking lot was critical for children's ministry throughout the fall. There was still no vaccine available at that point for younger school-aged children, and being able to offer a comfortable environment for programming and lessons kept the soul of our program alive.

Our childcare area was moved from the former toddler room to the CE Commons. The larger, more open space allowed for better air flow and spacing between children. The Commons will most likely continue to serve this purpose in the coming program year, but I still see it as a temporary arrangement. Our longtime childcare worker Debbie Cherfils was able to return and continue in her role. In January, we added back a second childcare worker, Lyndsey Sanborn, to assist.

Rev. Genna and I collaborated to host twice-monthly JYO gatherings throughout the fall and early winter. We decided to hold off the Our Whole Lives (OWL) program this year for our 8th & 9th graders, because it could not be converted to an online format due to the program's requirements. We will continue on with our programmatic rotation, though, and hold Confirmation next year.

MINISTER FOR CHILDREN AND FAMILIES

DAVID C CLARK

Our new Student Minister for Children and Families, Katie Elliot, will be starting the fall. Katie will be taking over most of the Church School work I have been doing over the last 6+ years, and I am looking forward to working with her. She has fantastic energy and ideas, and I am confident she is the right leader for our Church School at this moment. Personally, I am so grateful to be able to step aside and allow another person to receive the blessing of working and learning in this community.

The topic of building safety and security came back just as we did. In the fall, after contracting with a church-specialized security firm, we experimented with having security personnel present on Sunday mornings. We gained a great deal of knowledge about standard practices, collaborated with similar churches to learn about their security processes and systems, and began to explore grant opportunities to help us implement changes. Such a grant was recently put together and submitted by our Director of Operations Suzie Barry and moderator Joan Rutila.

In midwinter, we hosted a violent intruder training for church staff, clergy, lay leadership, and Hancock Nursery School. The training was led by the same security firm we worked with throughout the fall. Their expertise has helped us understand our building better, and how we might work for greater safety for everyone who walks in our doors.

Lastly, since February, I worked with the church's Discernment Team in determining whether I feel a call to the work of Second Minister. After much work and care, I was exceedingly glad to be presented as their candidate - first to the Standing Committee, and soon to you all at our upcoming Annual Meeting.

There is much work ahead of us as we create our future out of COVID. Surely it will be difficult and tiring, but it will also be earnest and sincere with blessings and energy we do not yet know. I do know for sure though that the faith, values, and bonds of friendship that have kept us together this far have not been shaken or moved. Instead, they have shown their quality and strength to be the right foundation for us to build upon together.

In faith, always
David C Clark

HANCOCK CHURCH SLATE OF OFFICERS AND
COMMITTEE MEMBERS FOR MAY 2022

Hancock Church Slate of Officers and Committee Members for May 2022

NOTE: All Committees are understaffed for their mission - Contact Engagement team at engagement.team@hancockchurch.org

Officers and Assistants			Term	Previous
Moderator		David Zenk	6/22-1/24	
Vice Moderator		Leanne Rodd	6/22-1/24	
Clerk		Martha Sheridan	6/22-6/25	2010-2019
Historian		Susan Rockwell	6/22-6/24	1996-2022
Asst. Historian		Yvette Kirby	6/22-6/24	6/17-6/22
Treasurer		Laurel Freeberg	6/21-6/24	6/18-6/21
1st Asst. Treasurer		Open		
Asst Treasurer for Endowment		Open		
Deacons			Term	Previous
	1	Nancy Reed	6/22-6/25	6/16-6/22
	2	Joseph Su	6/22-6/25	6/13-6/22
	3	Steven Moore	6/21-6/24	6/18-6/21
	4	Lisa Ettlinger	6/21-6/24	6/15-6/18
	5	Russell Schutt	6/22-6/25	
		Graham Campbell	Communion	
Member at Large			Term	
	1	Ruth Ladd	6/22-6/25	6/16-6/19
	2	Ann Hoffman	6/22-6/25	6/16-6/22
	3	Daryl Battin	6/21-6/24	
	4	Sandra Shaw	6/21-6/24	6/18-6/21
Mission and Justice			Term	Previous
	1	Pete Connor	6/22-6/24	6/18-6/22
	2	Stewart Deck	6/22-6/24	6/20-6/22
	3	Meg Weston	6/22-6/24	6/20-6/22
	4	Jim Weston	6/22-6/24	6/18-6/22
	5	Amy Cho	6/21-6/23	
	6	Mike Bundy	6/21-6/23	6/17-6/21
	7	Lois Smith Martin	6/21-6/23	6/19-6/21
Congregational Care			Term	Previous
	1	Priscilla Thayer	6/22-6/24	6/18-6/22
	2	Yvette Kirby	6/21-6/23	
	3	Carolyn Aitken	6/20-6/22	6/15-6/20
Endowment			Term	Previous
	1	Brian Johnston	6/22-6/25	6/19-6/22
	2	Brad Crooke	6/21-6/24	6/12-6/21
	3	Tom Ransohoff	6/21-6/24	
	4	John Campbell	6/21-6/24	6/18-6/21

Hancock Church Slate of Officers and Committee Members for May 2022				
Finance			Term	Previous
	1	Susan Perullo	6/21-6/23	6/17-6/19
	2	Sarah Felton	6/22-6/24	6/20-6/22
	3	Kelly Littlewood	6/22-6/23	6/16-6/22
	4	Tom Rodd	6/20-6/22	6/18-6/20
	5	Livy Parsons	6/20-6/22	6/18-6/20
Giving/Stewardship			Term	Previous
	1	Sally Wyman	6/22-6/24	6/20-6/22
	2	Julia Potter	6/22-6/24	6/18-6/22
	3	Rick Perullo	6/21-6/23	
	4	Michael Sorter	6/21-6/23	
Human Resources			Term	Previous
	1	Daryl Battin	6/20-6/23	
	2	Leanne Rodd	6/20-6/23	6/17-6/20
Engagement			Term	Previous
	1	Bess Deck	6/22-6/25	6/19-6/22
	2	Wendy Tanahashi-Works	6/21-6/24	
	3	Al Bukys	6/20-6/23	
Parish Life			Term	Previous
	1	Kim Doney	6/22-6/24	6/20-6/22
	2	Sharon Kendall	6/21-6/23	6/17-6/21
	3	Beth Schutt	6/21-6/23	6/12-6/21
	4	Karen Dooks	6/21-6/23	6/17-6/21
Prudential			Term	Previous
	1	John Briggs	6/22-6/24	6/18-6/22
	2	Tom Battin	6/22-6/24	6/18-6/22
	3	Joan Rutila	6/22-6/24	
	4	Scott Martin	6/21-6/23	6/19-6/21
	6	Dean Rutila	6/20-6/22	6/18-6/20
	7	Mark Ettlinger	6/20-6/22	6/18-6/20
Welcoming			Term	Previous
	1	Tim Hoffman	6/22-6/24	6/18-6/22
	2	CeCe Potter	6/21-6/23	6/17-6/21
	3	Andy McClaine	6/21-6/23	

MEMBERSHIP REPORT

Membership as of December 31, 2020	679
<hr/>	
Admitted During 2021	
By Rite of Confirmation	6
By Confessions and Reaffirmations of Faith	1
By Baptism	0
Total Received in 2021	9
<hr/>	
Removed During 2020	
By Letter of Transfer	1
By Death	6
Other Removals	0
Total Removed in 2020	7
Membership as of December 31, 2020	681
<hr/>	

Members Received June 2021 – June 2022

Rachel Barton

Members and Friends Who Passed Away June 2021 – June 2022

Asako Burr	Julia Pearson
Carol Celata	Richard “Pete” Plank
Iris Larssen	Wynelle Scenna
Terri Stull	Doug Teeter
Eleanor Shelmire	Debra Williams

FIFTY-YEAR MEMBERS

1972

Harriet Hathaway
Steve Moore

1971

Nancy Altschuler
Sam Altschuler
Evelyn Manley

1970

Bill Aitken
Carolyn Aitken
Freeman "Bud" Fraim
Susan Fraim ‡
Blake Ireland
Peggy McKibben

1969

Faith Fenske
Jim Fenske
Barbara Mix
Joanne Plank
Richard Plank †
Philip Shaw
Sandra Shaw
Sybille Volz

1968

Richard Bush
Suzanne Bush
Louise Haldeman
Mary Hastings

1967

Kay Barney
Marian Barney
Isabelle Plaster
Gerhard Sauermann
Rosemarie Sauermann

1966

David Hathaway
Richard John
Suzanne John ††

1965

William Hays
Susanne Hays
Ruth Ladd
Eleanor Shelmire ††

1964

Margaret Bicknell ‡
Robert Bicknell
Beverly Kelley

1963

Constance Ahara
Kendrick Bushnell
Marcia Bushnell
Carolyn Parrish

1962

Iris Larssen ††
Larry Larssen
Bruce Stone

1961

Edwin Cox
Myrtle Cox
Priscilla Gray

1960

Carolyn Drury
Beverly Howe
Susan Rockwell
Bonnie Shaw

1959

Thomas Taylor
Bart Wilson

1958

Shirley Buck

1954

Eunice Field
Lois Gallagher
Joan Rising

1952

Shirley Hamblen ‡
Olive Samuel

1951

Eleanor Fritz
Ann Hruby

1950

Nancy Forg

1949

Pat McLeod

† passed away in 2022
†† passed away in 2021
‡ passed away in 2020

FIFTY-YEAR MEMBERS 2022

Harriet Hathaway

Harriet has been a Congregationalist all her life, which began in Framingham, MA. When her family moved to Maine, she became part of the Kittery Point Congregational Church there. After meeting and marrying her husband David, having two children, and living in multiple locations (David was in the Navy), the Hathaways settled in Lexington, where David had spent much of his youth, and rejoined Hancock UCC. At that time, the Church enjoyed a large congregation, numerous choirs, and a significant focus on youth activity (70 young members in the late 1960s!) for their teenaged kids. Lexington, in that era, was more wide-open and less developed, before many of the old farms had disappeared. It had great schools and a really good library.

The Hathaways were members of the famous Bible Study Group #10, which evolved into a combination spiritual, social, and travel activity. As a group, they toured the Holy Land with church member Dr. Jim Purvis (theology expert); Germany/Austria with natives and church members the Sauermanns; Italy, England, and the White Mountains with church members the Searses. Harriet's love of New England was further reflected in the Hathaways' regular trips to Islesboro, Maine, where they have maintained a summer family place for many years.

Harriet's Church focus has been with the Sanctuary flowers, as a long-term member of the Flower Committee, and as a regular Team #5 Head Usher. She has particularly enjoyed the relationship that Hancock has had with the regular influx of young seminarians, feeling that both we and they have greatly benefited from the "cross-pollination." She hopes for a continuance in the ongoing quality of the Hancock congregants; Harriet believes them to be highly talented and a very effective resource to be drawn from. She also feels that it's important to maintain interest groups for all ages, including Bible study, men/women retreat groups, young parent sharing, couple social clubs, and senior social groups. Although technology has been our salvation during the COVID-19 pandemic, the social face-to-face aspect must be rekindled, and the important musical focus maintained. Harriet looks forward to Hancock's continued health, with a nurturing balance of traditional and forward-looking perspectives and attitudes.

50 YEAR MEMBERS 2022

Steve Moore

From his very earliest days, Steven was a member of Hancock Church. He was baptized in the church as an infant, and his church memories include attending Sunday school, and what he referred to as pre-church in the chapel. The children participated in the rituals of a church service in the chapel monthly, to prepare them for eventually participating in the Sunday services in the Sanctuary.

He was confirmed at Hancock, and participated in one of the three youth programs available during the 1960s and 70s. As a mission of Hancock, the Attic, now known as the Upper Room, was open as a drop-in center for all youth in the community. Steve served as Treasurer of the organization for a number of years. The Attic included a soda fountain, serving soft drinks and snacks to the youth; activities included pool, ping pong, games, cards, movies, and even occasional musicians and shows.

Hancock also hosted a community outreach program (with some support of St. Brigid Church) on the second floor, where the Kathie Stuart Room is now, called Re-Place. Re-Place offered individual/family counseling, crisis support, and drug addiction services. There was a psychologist on staff, and Re-Place was available almost 24/7 to help those in need. Steven served as Treasurer for this organization as well.

Growing up in Hancock, Steve had the opportunity to participate in many church activities. Some of his favorite memories are of the Advent Workshop events, and the Midnight service on Christmas Eve was truly magical. The Reverends Clark, Henderson, Meek, Johnson, Shupe, and Callaghan have all left their mark.

Having been raised in Lexington, gone to college in New Hampshire, attended graduate school in Washington, and lived in DC for many years, Steve returned to settle in Arlington in the mid-1990s. The apple finally came to rest not far from the tree. Some of his happiest times are spent in Bristol, NH, tending the place his great-grandfather built. He has continued to attend church during major holidays with his family through the many years; Steve is proud to have internalized much of the ritual, although he still stumbles on some of the updated language!

Steve now serves the church as a Deacon. Throughout his many years with Hancock, Steve has been grateful that the church has always had (and continues to have) an open ear and mind. He is pleased that Hancock offers a supportive sounding board for the local community, and a safe and inclusive space for both its congregation and the many friends the church has yet to meet.

ANTI-RACISM STEERING TEAM

Team Members: Carol Bukys (Co-Chair), Kate Callaghan, Sarah Felton (- September 2021), Mary Alice Haddad (Jan 2022 -), Genna Hosterman, Andy McClaine, Amy Swanson (- March 2022), Sally Wyman (Co-Chair)

The Anti-Racism Steering Team has tried a variety of approaches to engagement of the Hancock community on anti-racism, and it learns from each effort. The approaches used thus far have included: a series of higher-profile speaker/movie events, a 2021 summer reading challenge, a “book club” discussion of the book, *Stamped*, and advocacy work. We have had some turnover of membership in the past year, with Sarah Felton and Amy Swanson both stepping down, and Mary Alice Haddad joining the group in January 2022.

June 2021 began with us mid-way into our planned series of after-church speaker events. The series began with Rev. Chris Evans presenting on Christian Nationalism (May 5th), followed by Prof. Rachel Cobb speaking about voter rights (June 20th). Continuing on that pathway, we hosted a late summer showing of the film, “I Am Not Your Negro”, followed by a presentation by the James Baldwin scholar, Prof. Quentin Miller (August 29, but re-scheduled to Oct. 24). With the exception of the movie, all of these events were offered on Zoom or hybrid. While COVID certainly played a part, attendance was less than we had hoped.

Running parallel to our events presentations, we offered a “Summer 2021 Anti-Racism Reading Challenge” based on a selection of book, article and film suggestions posted on the Anti-Racism team webpage (under the Mission tab). One of the books, *Stamped: Racism, Antiracism, and You*, by Jason Reynolds (a condensed version of the book, *Stamped* by Ibram X. Kendi), was chosen for an HYG-led, all-church discussion held on Zoom after church on Sept. 26th. We had also planned for a discussion of *The Case for Reparations* article by Ta-Nehisi Coates in *The Atlantic* (planned for Oct. 17), but the return to fully online church and lower engagement convinced us to hold off on that event for now.

In partnership with our neighbor congregation, Temple Emunah, and others in the Lexington Interfaith Clergy Association (LICA), we helped advocate for the clemency request of William Allen through participation in a postcard-writing campaign and rally attendance.

Given our experiences of lower attendance at all events (again, COVID clearly played a role here), we made the decision to step back and reassess our efforts mid-year. We decided to follow advice given by Rev. Dan Smith (First Church Cambridge), with whom we spoke in our earlier environmental scan work of other church communities involved in anti-racism work. He emphasized the importance of engaging the community on an emotional level, and with personal stories. We see small group work as one of the better ways to begin this more “heart-based” approach.

Our initial small-group planning work focused on creating a program of our own design, with the Steering Team serving as the “workshop”; we have since decided to pivot to using an established curriculum, and have chosen the White Privilege curriculum developed by the national UCC for our further work. We are

ANTI-RACISM STEERING TEAM

engaged in tailoring that material to best suit our Hancock time and scheduling needs. We expect to offer a calendar of after-church, open discussion events for the fall, and next winter will provide a series of “true” small group experiences for those ready to more fully commit their time. The first of the fall events will likely be a lunch event with a keynote speaker and discussion leaders at each lunch table to guide further conversation on the topics presented.

Finally, in one of the more exciting developments of the past year, Mary Alice Haddad came into the group with a strong interest in working more closely with representatives of our mission partners, to learn from them about the core anti-racism issues they see, as well as to learn how we can help most directly. Embracing that idea, the Anti-Racism Steering Team met with the Mission and Justice Team to talk through how we might do this; there was agreement across both groups that this type of outreach would likely be quite fruitful. With representation from both groups, we have begun Zoom conversations of this type, starting with June Cooper, long-time Director of the City Mission Society, in early April. We are now working to schedule subsequent Zoom discussions. Our goal throughout this work is to learn and help, without placing any added burden on the mission partner individuals or organizations – this is our work to do.

Looking forward, we have a number of events in early planning for the fall. Besides the after-church events described above, we will continue our Zoom conversations with Mission Partners and begin work as indicated. We also hope to provide relevant, brief video clips for use in worship services to increase awareness of the wider issues, events and opportunities available in working in the anti-racism space with us. Our group has recently committed to a regular monthly meeting time (fourth Monday of the month), a good indicator of the commitment we feel this effort deserves.

DEACONS

Doug Teeter's tragic and unexpected death this Spring was a profound loss for the Deacons, on both a personal and organizational level. Doug was dearly loved by the Deacons, and his thoughtful and supportive leadership had sustained the group's camaraderie, coherence, and functioning for many years. What began as another year in which the Deacons worked to help the congregation sustain normal routines during the pandemic ended with this tragedy, disrupting all routine. His loss will require significant and sustained attention to adapt to the large hole he has left in our hearts, and overcome its consequences.

Prior to Doug's death, the Deacons continued their record of service to the congregation, adjusting as needed to constraints forced by the pandemic. The Deacons adapted communion for in-person services by using single cups that contain both elements. Initially, these were distributed upon entrance to the Sanctuary. The Deacons felt, however, that this was too impersonal, and instituted the successful alternative of distribution to parishioners in the front of the Sanctuary during services, by the ministers and Deacons. Separate purchases were made of gluten-free elements for those needing them, as well as challah-style bread and individual-size juice bottles in preparation of the communion table for the ministers to use when performing the communion ritual. These adjustments have reduced to two the number of Deacons needed to support communion (often one, in a pinch), since preparation, distribution, and clean-up were simplified. The Deacons would like to return to a more traditional style of communion as soon as the pandemic health restrictions allow.

Also in response to the pandemic, the Deacons adopted a practice of meeting remotely over the Zoom application, except for a small holiday gathering in the Pearson Room. In December, Deacons participated in the annual Hanging of the Greens, decorating the Sanctuary and other public church rooms for the holidays. And the Deacons happily supported the Ordination Service for our recent student minister, Genna Beatty Hosterman, in February. Only one meeting was held from January to March, due to the minimal number of special events requiring Deacon support during that period.

More recently, the Deacons served communion for the Maundy Thursday service, and have begun to plan for the Senior Luncheon in June. Throughout the year, the Deacons have sought and coordinated Sanctuary flower donations for Sunday services, organizing and communicating the details to a florist. In July and August, the Deacons will also help, as needed, to deliver flowers after the Sunday service to parishioners identified by the Congregational Care Committee.

In anticipation of the Annual Church Meeting, Deacons have interviewed this year's two members celebrating their 50-year anniversaries: Harriet Hathaway and Steve Moore.

The Deacons are hopeful that some new committee members can be recruited in the upcoming church year. In addition to losing Doug, two other Deacons had to end their committee service this year. Physical limitations also prevent two other Deacons from carrying elements and other materials from the basement to the Sanctuary. As a result, more Deacons will be needed to support increased Sunday in-person attendance and communion delivered in the more traditional style.

Lisa Ettliger and Russell Schutt, Co-Chairs

DISCERNMENT TEAM

The Discernment Process

Discernment is a process that is used when a minister from within the church family is a candidate for an open position. By considering the internal candidate before entering an open search and call, we seek to ensure that external candidates are not put at a real or perceived disadvantage in the process.

Our Charge

In January 2022 the team received the following charge from Hancock's moderators:

- Guided by Hancock's Vision, Mission and Values, to discern with the congregation, the gifts and graces Hancock needs in their next Second Minister
- Guided by Hancock's Vision, Mission and Values, to discern with David whether his gifts and graces align with the congregation
- To educate the congregation on the process.
- Based on the outcome of the discernment, make a recommendation to Standing Committee that either
 - David should be called to be our next Second Minister or
 - Hancock should begin a national search process for our next Second Minister following the protocols of the UCC Search and Call Process

Activities

The committee has:

- Worked with Barbara on clarifying the job description for the second minister
- Consulted with Alex Shea Will, Area Conference Minister for the Northeast Region of the Southern New England Conference, on the discernment process
- Held three feedback sessions with the congregation understanding where the congregation feels like we need attention. We heard that growing the church, increasing the engagement of the congregation in helping to do the work of the church, and creating more opportunities for the congregation to connect with each other and our ministers are all important!
- Interviewed David based on the job description and the feedback from the church.
- Provided our recommendation to Standing Committee for a vote.

Recommendation

We are happy to report our recommendation that David Clark should be called to be Hancock's next Second Minister.

DISCERNMENT TEAM

Why we make this recommendation

David understands the church and its needs, and his skills align well with the church's needs in the present moment: for growth and re-connection. He has ideas and vision that align with the direction that the church has indicated it wants to go, and the organizational skills to help make those ideas real.

- **Skills:** We support David's candidacy because he has demonstrated the skills of leadership, adaptability, and connection that are needed for the second minister. He supports the members of the church to work together on what the church needs. He has shown adaptability in pivoting in challenging circumstances. He has helped Hancock in its embrace of online ministries, offering us the chance to connect in spirit even when we cannot be present in body.
- **Connecting:** David has an awareness of the needs of the congregation for connections and a good radar for people who need particular attention. He also thinks creatively about how to build systems and programs to connect us better with each other and with the clergy.
- **Preaching and communicating:** He has proven that he can connect with multiple generations at the same time – not just children and families but the whole church. He is a powerful storyteller.
- **Team:** David is a strong part of Hancock's pastoral team. He works well together with all members of the pastoral team on the many aspects of the church's daily and overall needs. His attention to detail is an asset to the other members of the team. His previous experience in supervising and guiding teams will help him to support and mentor other staff members, especially Hancock's student ministers.
- **Engaged in the church:** We support David's candidacy because we view him as truly engaged in our church. He knows our processes and personalities. Look at the energy he brings to his work—be it the way he encourages and coordinates volunteers for the children's programs, or small groups as he did this Lenten season to the way he has challenged us and engaged us from the pulpit.

Respectfully submitted,

The Second Minister Discernment Team

Carolyn Bell and Tim Jarrett, Co-Chairs
Stewart Deck
Anne Hoffman
Amy Swanson

ENDOWMENT AND INVESTMENTS COMMITTEE



The last 12 months has produced a roller coaster of investment performance for Hancock’s Endowments and Non-Endowment investments alike. But true to the mission of the Endowment & Investments Committee, this past year represented a year of significant distributions back to Hancock, helping the Church in both immediate and longer-term ways.

Mirroring the volatility of the worldwide financials markets over the past year, the value of the Endowment grew during the last half of calendar 2021. However, the first 5+ months of 2022 has been quite a different story as stock values have plunged due to a myriad of forces, both domestic and world-wide. Additionally, after a long term absence, inflation has re-emerged this year, which puts added pressure on the ability for permanent endowment funds to benefit the church in the near term. The table below shows the FYTD performance of the portfolio as well as the distributions made thus far during the fiscal year. In total, over \$96,000 is distributions have been made this year to Hancock, including a substantial distribution from the May Fund to help pay for the recently completed sewer project. These distributions, combined with the -11.6% investment performance, resulted in 14.3% decline in portfolio assets since the start of the fiscal year last summer.

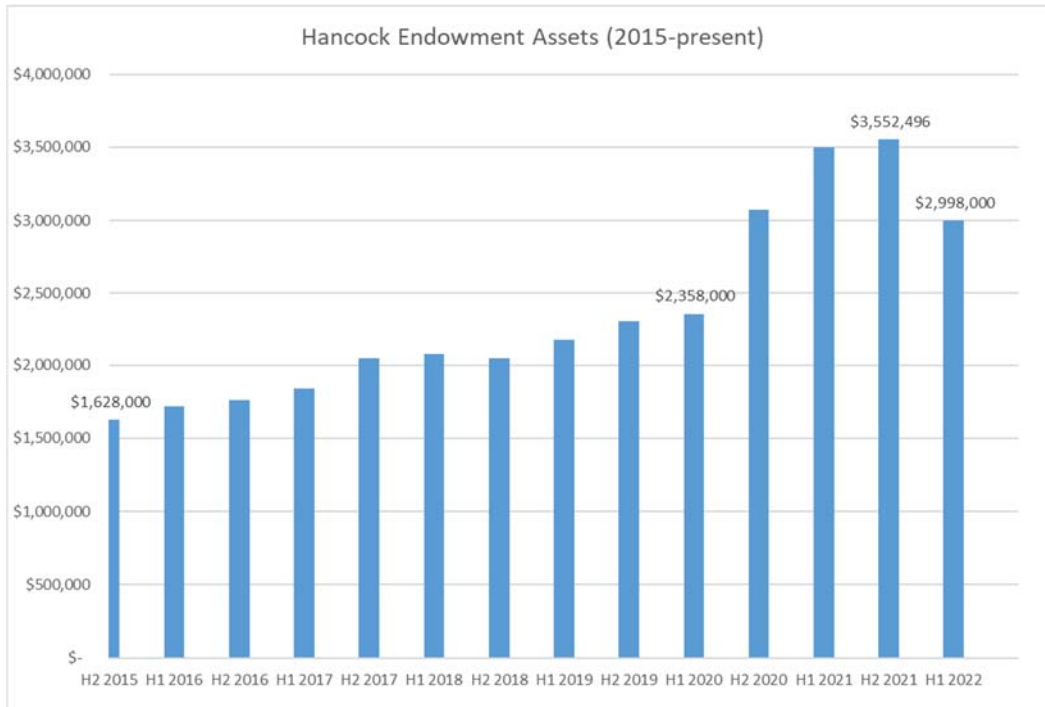
Endowment & Invested Funds FYTD Financial Summary as of 5/16/2022

Assets as of June 31. 2021	\$3,501,085	
Distributions FYTD	-\$96,256	-2.75%
General Fund distributions (a)	-\$43,180	
Sewer project distributions	-\$53,076	
Total net return from investments FYTD	-\$406,373	-11.61%
Current nominal value	\$2,998,456	
Change of nominal value FYTD	-\$502,629	-14.36%

Notes:

- a) Includes distributions for multiple restricted purposes including Sabbatical reserve, memorial garden, organ fund, Christian Ed/Youth ministry fund

Though the Endowment Committee acknowledges the recent market declines in the church’s portfolio, we also must recognize that the portfolio is still at levels unseen until just 18 months ago (see chart below).



Hence, the Committee still feels strongly that the portfolio is in a good position to “give back” to the church due to the cumulative investment returns over past several years combined with the contributions of many generous donors to these funds.

FY 2023 Appropriation

The Endowment Committee proposed a preliminary FY 2023 appropriations totaling over \$81,500 (see table below). 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.

Category	Purpose Restrictions	Amount
General	Unrestricted	\$18,700
Ahara	Seminarians	\$30,000
Building & Grounds	Sustainability (HEAT)	1,340
	Organ Maintenance	3,070
	Grounds	-
Programs	Christian Education	6,650
	Sheet Music	1,230
	Music	8,830
	Holiday Music	6,060
	Christian Service/Outreach	-
Employee Benefits	Sr. Minister	3,515
	Other	1,860
Other	Memorial Flowers	245
Grand Total:		\$81,500

ENDOWMENT AND INVESTMENTS COMMITTEE

The Committee's investment strategies remain largely unchanged from the pre-pandemic and subsequent post pandemic decline we are now witnessing. We strive to keep approximately 70% of the portfolio in Equity investments and the remaining 30% in fixed income investments. This includes 3+ years of CD's set aside to cover future distributions to Hancock, which allows the Committee the ability to hold investments during periods of market volatility without jeopardizing the ability to distribute funds back to the church (such as the market condition as I write this annual report).

Socially Responsible & Impact Investing

As introduced in last year's annual report, Hancock's Endowment continues to make investments that make a positive impact to our world. Though we reduced our long standing investment in BlueHub Capital's SUN (sustainable urban neighborhood) Initiative from \$200,000 to \$100,000 2 years ago, we added 2 additional impact investments to the portfolio since 2021.

The first of these impact investments for Hancock is the BlueHub Loan Fund (also from BlueHub Capital). The purpose of this fund is to provide financing for affordable housing, education, healthcare and economic and environmental vitality – key elements to creating healthy communities. The Loan Fund partners with other nonprofits, government and developers to connect low-income communities with capital that generates economic opportunity and stability. The Endowment portfolio has also made an investment in the SunWealth Solar Impact Fund. This fund takes an active role to find and facilitate exceptional commercial solar projects providing affordable clean energy to many communities with the goal of combating climate change.

Continuing our efforts from prior years, the Committee continues its pursuit of a reduced carbon footprint from investments within the endowment portfolio. Our goal remains unchanged: when picking investments for the Endowment portfolio the Committee targets high performing investments which possess a reduced exposure in fossil fuel firms. As a result, we are proud that Hancock's endowment portfolio has a "carbon footprint" which continues to be a fraction (about 1/4th) of the standard global index fund.

We also continue to filter potential investments by excluding holdings which may go against Hancock's Values and Mission. An example of this was last year's divestment of a mutual fund which included holdings which operated private prisons.

ENDOWMENT AND INVESTMENTS COMMITTEE

We are appreciative of the following funds and their donors for making the above distributions possible: Hancock Endowment Fund, Foster Fund, Ritter Sustainability Fund, Newell/Skelton Fund, May Fund, Christian Education and Youth Ministry Fund, Bergler Fund, Kralely Fund, Altschuler Fund, Fenske Social Justice Fund, Parrish Funds, and the Memorial Flower Fund. Their generosity will continue to benefit Hancock for years to come.

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 continues to induct all members who have included Hancock in their future planned gifts. 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 2022/2023) 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 Tom Ransohoff

John Campbell Brian Johnston David Kilroy (Assistant Treasurer)

ENGAGEMENT COMMITTEE

As with many facets of our personal and church lives, this has been a challenging time for people to decide what they feel comfortable participating in and what kind of commitments they can make. We acknowledged that and embarked on a plan to meet our members where they were, providing a new platform to communicate any immediate needs of the church and give an easy way for people to volunteer on a one-time basis. We call that program **Share Your Light**.

We call this **Share Your Light**, because when you light someone else's candle, your light is not diminished, but more light is spread in the world.

Our long-term vision is to have all people in the church opt-in to this program, which sends emails and texts with very specific one-time volunteer opportunities. It is a great way to stay in touch with events going on and provides an opening to try something new in your life at Hancock. It also gets vital work done at the church with an understanding that each of us needs flexibility in deciding on the level of community gathering and interaction where we feel comfortable.

We are happy to report that we are up to 80 people opting into the program, and we will continue to challenge the congregation to extend this even further. Links to the Opt-in form can be found later in the report with an attached QR code.

We hope that this experiment can result in smaller but more effective Leadership teams that can focus on planning events instead of executing all of the work from within their own team. We have started with weekly recruiting for the Sunday Morning Experience – Ushers, Greeter, Welcoming Table and Virtual Greeter – and the response has been quite positive. We have also recruited for onetime events of a Prudential workday and Barbara's installation service and celebration.

This effort has taken some of our attention from the traditional work of filling out the leadership teams, as can be seen in the Nominating Slate. With the Share Your Light program launched, we will be continuing this important work through the summer and will need the congregation's continued support for Leadership Teams – let us know if there is an area you like to explore!

Respectfully submitted,

Engagement Team – Al Bukys, Bess Deck, Wendy Tanahashi-Works

- Share Your Light sign up: <https://hancockchurch.breezechms.com/form/ac3247>
- Or email the committee at engagement.Team@HancockChurch.org
- Or use the QR code



FINANCE COMMITTEE

Below please find our report on the financial result for Program Year 2022 (July 2021-June 2022, or “PY22”). This was a year of significant transition, both for our congregation with our new Senior Minister and for society with the transition back to enhanced operations due to the easing of Covid restrictions subsequent to vaccination developments. In addition, we had a significant, unusual and unbudgeted expense for the Sewer Project which included the cost of repairing an old cast iron pipe that had rusted away after 100+ years.

We have not yet completed the full program year but have projected approximate results for PY22 by adding the actual results for the ten-months from July 2021 through April 2022 plus our expectations of results for May-June 2022. Based on these calculations we have projected:

- decrease of \$53,920 in Net Assets in the Unrestricted Funds (General Fund) and
- decrease of \$281,215 in Net Assets in Restricted Funds including accounting for the extraordinary expense of the \$174,811 reduction in the Building Fund for payment of the sewer project

Projected results for PY22 for Unrestricted Funds and Restricted Funds (other than endowment) are as follows:

	Unrestricted fund	Restricted funds	Total
Income			
Contributions	\$ 762,420	\$ 23,134	\$ 785,554
Non-recurring gifts	\$ 8,218	\$ -	\$ 8,218
Rental income	\$ 51,435	\$ -	\$ 51,435
Plate mission collection	\$ -	\$ 61,144	\$ 61,144
Transfers and other	\$ 106,255	\$ -	\$ 106,255
Total income	\$ 928,328	\$ 84,278	\$ 1,012,606
Expense			
Ministry	\$ 659,262	\$ 93,703	\$ 752,965
Mission	\$ 79,286	\$ 75,675	\$ 154,961
Maintenance	\$ 243,700	\$ 21,404	\$ 265,104
Total expense	\$ 982,248	\$ 190,782	\$ 1,173,030
Increase (Decrease) in Net Assets	\$ (53,920)	\$ (106,504)	\$ (160,424)
Extraordinary expense, sewer project		\$ (174,811)	\$ (174,811)
Increase (Decrease) in Net Assets after Extraordinary expense	\$ (53,920)	\$ (281,315)	\$ (335,235)

FINANCE COMMITTEE

Projected results for PY22 as compared to the PY22 Budget are as follows:

	Total FY22 (projected)	FY22 Budget	Over (under) Budget
Income			
Contributions	\$ 785,554	\$ 850,000	\$ (64,446)
Non-recurring gifts	\$ 8,218	\$ 50,000	\$ (41,782)
Rental income	\$ 51,435	\$ 43,080	\$ 8,355
Plate mission collection	\$ 61,144	\$ 50,000	\$ 11,144
Transfers and other	\$ 106,255	\$ 137,961	\$ (31,706)
Total income	\$ 1,012,606	\$ 1,131,041	\$ (118,435)
Expense			
Ministry expense	\$ 752,965	\$ 744,418	\$ 8,547
Mission expense	\$ 154,961	\$ 122,775	\$ 32,186
Maintenance expense	\$ 265,104	\$ 260,040	\$ 5,064
Total expense	\$ 1,173,030	\$ 1,127,233	\$ 45,797
Increase (Decrease) in Net Assets	\$ (160,424)	\$ 3,808	\$ (164,232)
Extraordinary expense, sewer project	\$ (174,811)	\$ -	\$ (174,811)
Increase (Decrease) in Net Assets after Extraordinary expense	\$ (335,235)	\$ 3,808	\$ (339,043)

Income:

We project income for PY21 to be \$1,012,606 which is lower than budget by \$118,435. This is primarily due to a shortfall in contributions of \$64,446 and lower than budgeted non-recurring gifts by \$41,782 as we had aggressive amounts in the budget which were not realized. Note that although Rental Income is higher than the amount budgeted in PY22, this is still much lower than pre-pandemic rental levels which were earned approximately \$110,000 per year.

Expense:

Overall, we expect the cost to fund the ministry, mission and maintenance of Hancock Church to be approximately \$1,173,030 for PY22.

Expenses are over budget by \$45,797 primarily due to \$32,500 of Mission & Justice payments which were budgeted as expense in prior years but not paid until PY22. In addition, we incurred \$13,700 of Covid-related expenses (rental of tent for outside worship, test kits, masks, hand sanitizer, etc) which were not included in the budget.

FINANCE COMMITTEE

Ministry

We project that the PY22 Ministry expense of \$752,965 will be approximately 64% of our annual expenditures and slightly over budget due to Covid expenses (rental of tent, etc). PY22 Ministry expense is comprised of the following:

- \$653,000 of Salary and other personnel related costs
- \$57,000 of Music expense
- \$25,000 of Christian Education expense
- \$18,000 of Parish Life, Diaconate, TV Ministry and Other expenses

Mission

We project our PY21 expenditures for Mission work will be approximately \$154,961 for FY22. This amount includes:

- \$61,000 weekly mission partner plate collections (which are also recorded as Plate mission collection income)
- \$27,000 for denominational support
- \$6,250 for GBIO membership
- \$38,750 of discretionary giving
- \$19,000 of payments made from the LUPR fund collected in prior year

We expect total Mission expenses to be approximately \$32,186 over budget due to a denominational support payment for PY21 that was paid in PY22 and payments made to LUPR in PY22 of funds that we collected in PY20. Payment of the LUPR expense was made from a Restricted Fund.

Maintenance

Our expense for Maintenance of the church is expected to be approximately \$265,000 for PY22. Our primary expenses for Maintenance include:

- \$59,000 for Utilities (gas, electricity, water, sustainable energy)
- \$79,000 for Maintenance, Cleaning, Trash, Grounds and Snow Removal
- \$32,000 for Property Insurance and Elevator Maintenance and Inspections
- \$78,000 for Computers and Administration (including in Covid-related expenses)

In total, we expect PY22 Maintenance expenses to come in approximately \$5,064 over budget due to Gas and Maintenance expenses higher than budgeted.

FINANCE COMMITTEE

Extraordinary expense – sewer project:

In July 2021 we discovered that cast iron pipe under the building had rusted away after 100+ years and required emergency repair. This repair included digging a trench in the floor, 2 to 4 feet deep, from a rest room in the Hancock Nursery School, thru the lower hallway, leaving the building in the choir room to the main town sewer line in Massachusetts Avenue. The old pipe was removed, new pipe was placed, the trench back-filled with new sand and gravel, and flooring replaced.

We were able to pay this expense out of the Building Fund (a Restricted Fund) rather than the General Fund (our Unrestricted Fund), but it did deplete the Building Fund so we will need to replenish the Building Fund going forward.

FINANCE COMMITTEE

Budget Proposal for Program Year 2023

	Unrestricted fund	Restricted funds	Total
Income			
Contributions	\$ 800,000	\$ 25,000	\$ 825,000
Non-recurring gifts	\$ 25,000	\$ -	\$ 25,000
Rental income	\$ 69,520	\$ -	\$ 69,520
Plate mission collection	\$ -	\$ 50,000	\$ 50,000
Transfers and other	\$ 81,500	\$ -	\$ 81,500
Total income	\$ 976,020	\$ 75,000	\$ 1,051,020
Expense			
Ministry expense			
Personnel	\$ 619,396	\$ 100,625	\$ 720,021
Music	\$ 38,250	\$ 15,560	\$ 53,810
Christian Education	\$ 14,948	\$ 6,500	\$ 21,448
Cable TV	\$ 8,900	\$ 2,500	\$ 11,400
Worship expenses	\$ 9,405	\$ 500	\$ 9,905
Ministry expense, total	\$ 690,899	\$ 125,685	\$ 816,584
Mission expense			
Mission expense, total	\$ 68,000	\$ 50,000	\$ 118,000
Maintenance expense			
Prudential	\$ 223,450	\$ -	\$ 223,450
Admin	\$ 37,850	\$ 5,000	\$ 42,850
Computer	\$ 14,720	\$ -	\$ 14,720
Marketing	\$ 3,500	\$ -	\$ 3,500
Other	\$ 3,000	\$ -	\$ 3,000
Maintenance expense, total	\$ 282,520	\$ 5,000	\$ 287,520
Total expense	\$ 1,041,419	\$ 180,685	\$ 1,222,104
Increase (Decrease) in Net Assets	\$ (65,399)	\$ (105,685)	\$ (171,084)

FINANCE COMMITTEE

We realize this is not a balanced budget and we are budgeting a decrease to net assets (a loss) for PY23 which is not a sustainable path for the church. We discussed this extensively with the Ministers and Moderators and concur that the expense reductions required to break even would result in cancellation of significant church programs and hinder our ability to grow and prosper. We feel that utilizing our Restricted Funds making the investment from our Unrestricted Fund to continue our programming level will result in future growth for the life and income of the church. Therefore, we have built this budget assuming full operations and programming for PY23.

Budget Details

Income

Contribution income of \$825,000 is budgeted based on historic trends, plus a stretch goal of an additional \$25,000.

We are budgeting \$69,520 for Rental Income for PY23, which is rent expected from Hancock Nursery School, currently our only committed tenant, plus \$25,000 for new tenants (no significant other rental commitments have been executed at this time, but many inquiries have been received).

Budgeted Transfer income for PY23 includes \$40,615 to be received from Endowment Fund transfers plus \$40,885 from Invested Fund and Quasi-Endowment Fund transfers.

Expenses

To calculate the PY22 expenses, members of the Finance Committee met with staff and committee chairs to understand programming plans for the upcoming year.

Ministry

Personnel - Consistent with historic trends, the majority of our expense is personnel costs and for PY23 this includes the full-year costs for a Senior Minister, Associate Minister, three student ministers, Music Director, Bell Leader, Organist, Operations Director and Administrative team. Note that the full cost for the student ministers will be paid through the Ahara Fund (a Restricted Fund) so will not come from the General Fund.

Music - We are budgeting a full music program for PY23, including additional costs for paid Section Leaders in PY23 due to the reduced size of the volunteer choir. Approximately 30% of our budgeted PY23 music expense is to be paid through Restricted Funds established in the past to support the music program.

FINANCE COMMITTEE

Christian Education – We are budgeting a full program year for children’s education, including paid Sunday School teachers and associated supplies, plus JYO, HYG, Young Adult and Adult Education programs at pre-pandemic programming levels.

Mission – Mission expense from the Unrestricted Fund includes the cost for the annual denomination support payment to the UCC of \$25,500, the annual GBIO fee of \$7,875 and discretionary mission spending of \$35,000. Mission expense from the Restricted Fund is the payment of amounts collected in the weekly plate collections (which are also included in Plate Income).

Maintenance

Prudential – We are budgeting increases in all prudential categories to reflect the current increase in energy costs, in particular high gas and electric costs. We are also assuming the church will be open and fully operational for the year and we will need heating, utilities, cleaning, etc at full levels.

Administration, Computers, Marketing, Other – We are budgeting minor inflationary increases in all categories

Closing

This is a difficult report to present, both due to the decrease in net assets we are projecting for our current year and the decrease in net assets that we are budgeting for next year. Please know this has been carefully considered, and our financial status will continue to be closely monitored going forward and all opportunities to increase income and decrease expenses will be utilized. It is not our intent to continue in a loss-generating pattern for years to come.

This has really been a team effort and I am so thankful for the discussion and insight of the Finance Committee, including Livy Parsons, Tom Rodd, Sarah Felton and Susan Perullo. I also want to express my deep gratitude for the leadership from our Treasurer, Laurel Freeberg, and my appreciation for her calm and helpful nature. Finally, a huge thanks to our wonderful Director of Operations, Suzie Barry, for her high quality of work, organization skills 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

Members: Debbie Crooke (Chair), Julia Potter, Mike Sorter, Rick Perullo, Sally Wyman

It is impossible to begin this year's annual report without acknowledging the incredible sense of loss felt by this group, along with the rest of the congregation, at the sudden passing of Terri Stull, co-committee chair with Debbie Crooke. Terri brought a boundless sense of joy and positivity to each meeting, and through her keen organizational abilities, strong collaborative leadership skills and clear enthusiasm for the work, she was instrumental in making the committee so effective in its work. Terri and Debbie made an incredible team, and the work of the committee reflected that partnership. We have all been changed by knowing Terri, and we miss her terribly.

When planning for the coming year's campaign began in the late spring of 2021, the availability of COVID vaccines held the strong possibility that the fall would have a fair sense of normality about it. However, by the early fall, it had become clear that the pandemic was still with us, and those early plans no longer fit the situation we found ourselves in. A pivot from the original "Emerging" theme was required.

The evolved 2021 campaign theme, "Finding Gratitude and Joy: Seasons of Giving", became a way to recognize all the gifts we have found in being together as a part of the Hancock community through the pandemic. The wheat sheaf logo chosen echoed the harvest season approaching and underscored the seasonality of giving – we give in amounts in accordance with our season of life/capabilities – and that Hancock fills different needs through the various seasons of our lives. The campaign asked members to "recommit" and "renew" for the future.

The challenge for the committee was huge. Not only was it important that the amount raised return to levels more typical of pre-COVID levels, but the campaign also needed to make up a significant income deficit due to lost rental income resulting from COVID-restricted church building use. These challenges called for new approaches: new emphasis on educating members on the mechanics of giving (and all the various ways to give, including stocks, estate gifts, etc.), along with providing more factual data to help members understand all the ways in which their gifts fund the various activities of the church, including staff salaries, worship, pastoral care, children's education, youth programs, music, mission, etc. The website, the kick-off letter to the congregation, weekly email, bulletin text, videos, follow-up emails and flier were all used to convey these messages.

As in 2020, we produced a thematic video for each Sunday to help engage the congregation, and culminated the campaign in a demonstration of commitments. The campaign took place over four Sundays (Oct. 24 - Nov. 14). Each Sunday's theme, Seasons of Giving (Oct. 24), Finding Gratitude (Oct. 31), and Sparks of Joy (Nov. 7), built toward Commitment Sunday (Nov. 14th). Videos were featured during the Sunday service and have a stand alone spot on the Youtube page as well. On that last Sunday, members in pews were provided with leaves on which to write words of gratitude and joy, and then invited to come forward to pin them onto the giving tree at the front. Members at home were asked to send photos.

GIVING COMMITTEE

While post-Celebration giving initially appeared to lag since many recurring givers did not fill out commitment cards, the picture soon evolved to a much more positive one, with giving numbers trending higher than last year, supported by improved giving consistency and the return of some previous givers. It was particularly encouraging that there were 23 new givers as of mid-December. This strong return certainly benefited from Barbara and David's personal outreach to larger givers, as well as a strong, direct email to the full community later in November stressing the importance of this campaign.

Colorful, photo-rich thank you cards with hand-written notes by committee members went out to the community in late January. Designed by Julia, these cards were a beautiful reminder of how the Hancock community had provided support to each of us over the past year.

Committee members took January off without a meeting to allow time for reading Not Your Parents' Offering Plate (by J. Cliff Christopher). The February committee meeting book discussion was fruitful, resulting in numerous take-aways. The group has decided to focus first on two of these take-aways: looking for more opportunities to express thanks to donors and on incorporating member testimonies into Giving outreach. Testimonies might consist of quotes plus pictures, or video or audio clips, for display in the worship service, on social media, and/or on the vestibule and hallway TV monitor displays. Members providing testimonies will be asked to address these questions: *What's drawing you back to Hancock? What have you missed? What have you enjoyed?*

As the program year is drawing to a close, the final meetings of the year have centered around starting to collect and display testimonies and on initial planning for the fall's Giving Campaign.

HANDBELL MINISTRY

After the upheaval of the last calendar year, we returned to a regular bell schedule in September, 2021. Our ringers were all anxious to return to some sense of normalcy, so with open windows, air purifiers, and masks, we returned to the bell room for weekly rehearsals.

In spite of a short break in January when case numbers spiked, we have been able to provide music in the worship service once monthly, and had a full sanctuary for our Christmas Bell Concert. We didn't participate in Patriots Day this year, but expect to return next season.

While music making is our primary "job", the Handbell Ministry provides support to our ringers through all of life's challenges. This Spring, we were ourselves in need of support when we suddenly lost one of our own, Asako Burr. She leaves a huge hole in our line-up. We were honored to ring at her memorial service in May.

Our Hancock Carillon was the guest choir at the annual Boston Handbell Festival at Old South Church. We joined forces with four other New England area bell choirs for a well attended concert. It was great to hear the other groups and see old friends.

In June we will pack up our bells again and head off to the regional Bell Festival for four days of non-stop ringing. Then a well deserved rest!

It is an honor to make music with and for the people of Hancock Church.

Marilyn Becker

Associate Minister of Music

HANCOCK ENVIRONMENTAL ACTION TEAM

HEAT was formed as a resource for Hancock Members and Friends to aid the communication of the serious nature of climate change, what is causing it, and what we can do about it. It is led by a small group of self-selected Hancock Members and meets occasionally as members identify needs or interests. HEAT communicates with its members via a Google group, hucc-environment@googlegroups.com. Our members share news articles, educational, and political action opportunities. We also share our questions and the results of our study.

HEAT tries to convey that the best opportunities we each have is when it is time to replace household equipment such as water heaters, heating/cooling equipment, insulation, and cars. When we need to buy a new piece of equipment, we can make choices to minimize their impact on the production of carbon dioxide or other greenhouse gases.

Many of our HEAT members have explored and purchased electric cars, solar photovoltaic panels, ground source heat pumps, mini-split heat pumps, heat pump water heaters, battery powered snow blowers, chain saws, leaf blowers and other garden equipment. You can ask questions about their experiences and make your own decision about making similar purchases.

We are working to use a small amount of the Ritter Sustainability Fund to reduce air leakage at some of the church doors.

If you are interested in participating in HEAT, please speak to or email Andy McClaine (awmclaine@rcn.com) or Mark Sandeen (marksandeen@gmail.com). We will send you an invitation to the HEAT google group and you will have an opportunity to ask questions, receive meeting notices, and share insights with the group.

HISTORIAN'S REPORT

After almost two years of limited access, we are finally back to work in the Historian's Office on a regular basis, catching up with filing current committee reports and other documents and pursuing recommended archival practices with respect to all of our collection.

One important task is to document current activities, so every committee has files containing information and committee meeting reports going back many years. We remind everyone, especially new committee members, that this information is available and could be most helpful as background material.

Our major commission is to preserve and protect our early historical records. Our earliest records are now stored in special acid-free boxes. At present, Yvette is concentrating on identifying, labeling and responsibly preserving our large collection of church plans, covering both exterior and interior modifications over the years. When completed, the plans will be housed in acid-free tubes.

We continue to respond to staff requests from time to time and to accession new materials from congregants. We remind everyone to please turn over to us any Hancock-related material as you do your down-sizing or spring cleaning; we are always looking to fill in gaps in our records.

We continue to hope that someday funds will become available to professionally scan our earliest records so that researchers will not need to handle our fragile books any more than necessary.

In the meantime, we continue to lovingly organize and preserve our records and to appreciate the efforts of our forebears to leave us valuable documentation of our church and its people throughout history.

Sue 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 advising for our clergy and staff. This Team also acts as a resource for the Senior Minister, Moderators, Standing Committee, and Director of Operations on human resource issues, policies, and programs. The HR Team aims to address infrastructure needs – new and long standing – along with supporting and helping to foster an environment in which staff can cherish each other and the Hancock community and all fully express their spiritual gifts. The HR Team helps to research and support position listings, compensation and benefit decisions and policy changes. This can include communicating State and Federal HR policy updates to enable Hancock to follow current practices and regulations. In collaboration with the Treasurer and Finance Committee, the HR Team recommendations are incorporated into the annual plan and budget.

As the challenges of COVID 19 pandemic lasted through the year, HR continues to have tremendous gratitude and admiration for the agility all Hancock staff have shown not only in how they worked together, but also for their creativity in creating a vibrant virtual worship experience and their thoughtful progression toward in-person worship and programs. We sincerely appreciate all that the ministers, musicians, staff, and church leadership have done to help us walk our spiritual paths and cherish one another during this unprecedented time.

At the forefront of our church leadership and team building has been our Senior Minister, Reverend Doctor Barbara Callaghan. Now in her second year as senior minister, Barbara successfully presented her dissertation at Emory University, was awarded her Doctor of Ministry, and by the time of the annual meeting will have been officially installed as Senior Minister at Hancock Church. In September, Genna Hosterman transitioned from Teaching Parish to Acting Associate Minister, and her ordination was held at Hancock in February. She joined our ministerial team of Senior Minister Barbara Callaghan and David Clark, Minister for Children and Families. During summer 2021, David completed his Clinical Pastoral Education (CPE) and he will next have his ecclesiastical council as the last step on his pathway to ordination.

On our Teaching Parish team, Bridget Kinahan, student at BU School of Theology, joined us as an intern for summer 2021. Bridget focused on work with children and families along with many aspects of Sunday worship. Rachel Barton, also a student at BU School of Theology, joined our worship team in September for two years as Student Minister for Congregational Life. We continue our commitment to being a teaching church and, in the fall of 2022, will welcome two additional student ministers to work with children, families, and youth.

HUMAN RESOURCES TEAM

Among the staff, Suzie Barry has continued in her full-time position as Director of Operations and has taken on broader administrative responsibilities to allow our ministers to focus on spiritual leadership. Suzie utilizes her skill sets in finance, personnel, and facility management to centralize and manage the day-to-day operations of the church. Zack Hosterman continues in his dual role of Administrative Assistant and Caretaker, and during the pandemic added critical video editing and TV ministry tasks to his role. Jane Park has moved into the role of Interim Church Administrator, providing key skills and teaming with Zack to provide administrative support and communications management – internal and community wide – that is vital to our church community. We also thank our returning childcare providers, Debbie Cherfils and Lyndsey Fowler, along with Thomas Barry, Coffee Host.

Hancock is blessed with such capable and devoted staff who continue to amaze us with their live video leadership, creative recorded content, musical collaborations, and a multitude of other contributions to create outreach and worship connections for our widening church community. We are so grateful for the hours (and hours) from our dedicated musical staff of video recording, editing, and production required to bring us rich and engaging content this past year, both virtually and in our transition to in-person, live music. Our talented music staff continues to be led by Mark Morgan, Director of Music, and Marilyn Becker, Associate Director of Music and Organist. Marilyn is retiring in June and will continue to lead our bell program as Director of Bells Ministry. The search for an organist has begun.

As our ministers and staff navigate their roles in a safe manner, they have successfully worked on a variety of plans to help us reunite in person as guidelines allow. This is not a small undertaking, and we thank them along with our dedicated TV crew, led by David Vishniac and supported by congregational volunteers, for their technical abilities and ongoing support. We deeply appreciate the gifts and talents our ministers and staff 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), Daryl Battin

Ex Officio: Barbara Callaghan, Senior Minister; Joan Rutila, Moderator; David Zenk, Vice-Moderator

LEXINGTON INTERFAITH GARDEN

2022 marks the 13th year for the Interfaith Garden. We started cleaning up the winter debris on Sat, 3/28 and on 4/30 we made our first delivery of 7+ lbs. of early spring produce to the Lexington Food Pantry. Most years we grow and donate 1,700 to 2,000 lbs. of vegetables, herbs and berries to the Pantry. Fortunately, the Interfaith Garden is conveniently located in the back yard of a private home across from the Lexington Green and just a few blocks away from the pantry. When the produce starts being ready to harvest, volunteers arrive early on Saturdays to harvest and load up garden carts and wheel the loaded trays over to the pantry where the produce is distributed to clients that same morning.



The Garden's first delivery of 2022 to the Lexington Food Pantry happened Saturday, April 30. We dropped off rhubarb, asparagus, garlic chives, and mint.

So, what inspired the Interfaith Garden and what role does Hancock play?

The Interfaith Garden was conceived as a community project where concerned people could do something concrete to address food insecurity in our midst. The backbone of support is provided by a dozen or so faith communities, with lots of opportunities for non-affiliated local like-minded folks helping as well. The mix of churches and temples might shift year to year but there is a core group (including Hancock) that continues to provide ongoing support.

Hancock has been involved from the beginning, providing organizational and financial resources as well as manpower. Hancock is scheduled 1x or 2x a month and asked to send 2 volunteers to work along with volunteers coming from other churches, temples or from the community at large. No experience is needed—guidance is provided by our head gardener, Carla, or other experienced workers.

Interested? Upcoming opportunities are posted in the weekly Hancock email and Sunday bulletin. Lots more info can be found on the website www.interfaithgarden.org

MEDIA MINISTRY

Yes, we have adopted a new name – no more Cable Television Ministry. Now that we have branched out to providing content to YouTube and Facebook as well as LexMedia, we felt we needed a new name reflective of this expansion.

Long-time Studio Supervisor David Vishniac has left to spend more quality time with his growing family. We are especially grateful for his involvement in two studio upgrades, the last being completed just before the pandemic. His improvements allowed us to immediately move to YouTube production in addition to local television. Throughout the various stages of the pandemic, we have consistently been able to provide connection between our Hancock family and our ministers. Our audience joins us from all over the country and occasionally around the world.

As this is written, we are actively looking for another Studio Supervisor who can handle both the production duties and the technical support required to keep us going.

In addition to our usual Sunday services, we have covered several memorial services and Genna's ordination.

Our professional staff is supplemented by church members who provide camera operation and audio support. We are always looking for volunteers to work with us. No technical knowledge is necessary; we provide the basic training required. The more people we have on the crew, the fewer Sundays will need your attendance. Please contact suerockwell45@gmail.com for more information or to arrange to visit the studio on a Sunday morning to check us out. It is fun and very rewarding to hear from folks who appreciate our efforts to allow them to stay connected.

Be sure to “reach out and touch” Hancock through our media options.

Sue Rockwell, for the Media Ministry

MINISTRY OF REMEMBRANCE



Hancock's Ministry of Remembrance is dedicated to lifting up and celebrating the many contributions of Hancock's members and friends. 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 October/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 pray, reflect and share memories of our loved ones. During the October 2021 service, we honored the following fourteen Hancock "saints": Margaret (Peggy) Bicknell, Shirley Buck, Louis Ira Cooper, Shirley Hamblen, Suzanne John, Charles Frederick Lawrence, Lyman Lawrence, Sarah J. Whitney Lawrence, Nancy Widmer Madden, James D. Purvis, Richard G. Rockwell, Suzanne Steele, Naomi Topalian, and Paul Topalian.



In the spring when the garden is bursting with new life, we often gather in the garden for **Celebrations of Remembrance**, including funeral ceremonies, Christenings, and social events. It is a spiritual space to connect with one another and build bridges between past, present and future. We strengthen our community informally 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 the 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 Bill Erickson (berickson@bfearc.com), Charlotte Dougherty (charlottepdougherty@gmail.com), or any staff member, if you wish to include someone special in upcoming remembrances. Respectfully submitted by the Memorial Garden Committee: Bill Erickson, Charlotte Dougherty, Kay Barney, and Tom Ransohoff.

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 invite you to join us anytime for a meeting or 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.

It was obviously a second difficult year because of the pandemic. Most in-person mission activities continued suspended for safety reasons. Addressing pressing needs while also helping our mission partners weather the pandemic and keep their vital services intact was a major focus of ours this year.

This year,

- We provided a meal (but alas, no in-person fellowship) with our friends at Place of Promise in November.
- Our Holiday Fair returned in person this year on Manger Sunday, with many generous donations, good conversations, and connections made. Fourteen mission partners were represented.
- We offered a special virtual program with Alexandra Weber of the International Institute of New England, who talked about their work resettling Afghan refugees.
- Our ministry of assistance to the Lexington Food Pantry continued under the able oversight of Lois Smith Martin, though because of the pandemic, only a core crew of experienced volunteers assisted, including our long-time LFP coordinator Susan Foley.
- We successfully completed the fourth year of a five-year commitment to fund Sustainable Harvest International's work with the village of La Concepcion in Honduras. SHI's instructors are working with village families on projects to improve food security and health and promote more sustainable agricultural practices.

We supported nineteen mission partners with disbursements from the church's mission budget. In addition, 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, while taking the opportunity to also highlight their good work with video appeals during worship. This has been well received by the congregation; this program year through mid-May, the congregation and other Hancock friends have donated almost \$60,000 through the offering to the following worthy organizations:

MISSION AND JUSTICE TEAM

Basic Needs US
Bristol Lodge
Christian Community of Katowice,
Poland (Ukraine relief)
City Mission
Concord Prison Outreach
Dawson Springs Christian Church
(Kentucky tornado relief)
Equal Justice Initiative
Food Link
Greater Boston Interfaith Organization
(GBIO)
Habitat for Humanity of Greater Lowell
High Country UCC, North Carolina
Household Goods
International Institute of New England
(refugee resettlement)
International Rescue Committee
(Afghanistan relief)

Lexington Food Pantry
Lexington Refugee Assistance Program
LGBT Asylum Task Force
Louis D. Brown Peace Institute/Mother's
Day Walk for Peace
Outdoor Church
Place of Promise
REACH Beyond Domestic Violence
Rise Above
Rosie's Place
Sustainable Harvest International (SHI)
UCC Christmas Fund and Veterans of
the Cross
UCC Disaster Ministries
UCC Neighbors in Need
UCC One Great Hour of Sharing
Women's Lunch Place

Thank you! And thanks to all the congregation members, both on and off the M&J team, who have stood in front of the camera to communicate the need and good work of our mission partners.

Our thanks also to all the people who continue their ministries of help to those in need, largely independent of the committee's activities, including Lexington Unites for Puerto Rico, the Interfaith Garden, the search for racial justice through our Anti-Racist Steering Committee, the search for climate justice through the Hancock Environmental Action Team, and HYG's two mission weeks in Massachusetts and North Carolina and their partnership with CPO to produce more than 30 WELCOMEBACKpacks.

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

Mike Bundy, Amy Cho, Pete Connor, Stewart Deck, Lois Smith Martin, Eliza O'Brien, Jim and Meg Weston, and Charlie Wyman (chair), and our Support Team of Nancy Schlecht, Susan Foley, Daryl Battin, and Amy Swanson

PARISH LIFE COMMITTEE

The 2022 church year certainly got off to a remarkably and thankfully different start from the previous year. Instead of discussing and trying to work around COVID restrictions that severely limited our activities, we started planning for activities that would take place in person (!) beginning in the fall.

September brought a new Coffee Host to Hancock. The Church hired Thomas (Tom) Barry, a University of Lowell student, to host in-person coffee hours and special events. Tom has been a terrific and exceptionally reliable addition to the Hancock Team, immediately jumping right in and always offering to help. His job performance on Celebration Sunday, the first major event of the year, convinced us Tom was a winner! (It does not hurt that he is studying Mechanical Engineering and has resolved more than a few technical hiccups with our kitchen equipment.)

Kicking off the new church year was Celebration Sunday, which took place on October 3, 2021, in Hastings Park. It was indeed a celebratory event with Rev. Barbara Callaghan leading the service and the River Rock Band providing the music. Parish Life assembled lunch bags for the attendees, containing sandwiches, cookies, chips, and apples. The turnout was much higher than expected, with Prill and Beth making a quick sandwich run to Stop & Shop. It was obvious that Hancock folks were thrilled to be back together again.

Parish Life offered advice and support as HYG parents planned and hosted a shower celebrating the upcoming wedding of Genna Beatty and Zack Hosterman. This heartwarming event took place on October 31, 2021.

While not exactly replicating pre-COVID Manger Sundays, Hancock's Manger Sunday, held on December 5, 2021, felt reassuringly familiar. Our mission partners were back inside our church raising funds for their worthy causes. Parish Life baked cookies and made hot cocoa that HYG served outside to keep the event COVID-safe. Fortunately, the weather cooperated, and we had a beautiful winter day making it pleasant, not punishing, to eat and drink outside!

During December's meeting, we started planning for Barbara's Installation as Senior Minister, scheduled for January 23, 2022. Our discussion centered on keeping the event COVID-safe for attendees as well as keeping it simple so people who did not feel comfortable staying could take food home. This discussion took place before Omicron arrived in the U.S., but we acknowledged it could affect our plans. And it did. The Omicron surge resulted in the cancellation of events. However, Barbara's UCC Conference rescheduled her Installation for May 22, 2022. Parish Life hoped we would be in a better position, COVID-wise, to host this most significant event for Barbara and Hancock Church.

On February 27, 2022, the congregation celebrated Genna's Ordination at Hancock Church. COVID raised concern, so Parish Life focused its efforts on Grab-n-Go bags filled with homemade cookies baked by Parish Life and other members of Hancock. The reception was scheduled for a shorter time than a typical reception to mitigate COVID spread. It was a joyful event attended by Hancock members, former Senior Minister Paul Shupe, and Genna's family and friends from Pennsylvania.

PARISH LIFE COMMITTEE

In February, church leadership and Parish Life agreed, after much thought and discussion, to resume in-person coffee hours. Our Coffee Host, Tom Barry, would set everything up in Clark Hall, and we would encourage people to spread out. The coffee hours have continued to this day. While the attendance is on the lower side, there is a faithful group of the congregation that shows up regularly to enjoy each other's company (and the coffee).

Planning for the Palm Sunday Luncheon (April 10, 2022), the signature event of Parish Life, took center stage for March and April. Once again, COVID required us to consider multiple questions and options. Inside or outside? In Clark Hall or spread out people through the building? How could we best serve food in a COVID-safe way. Ultimately, the luncheon took place in the Dining Room with additional tables and chairs set up in Clark Hall allowing for spreading out a bit more. We had six chairs at a table instead of the usual eight. Parish Life served the lunch in paper bags that contained sandwiches, wraps, cookies, potato chips, and clementines. This also provided a Grab-n-Go option for people who were uncomfortable eating inside. Most people attended in-person and guests used both the dining room and Clark Hall. We estimated more than sixty-five people attended. This year we made a considerable effort to elicit RSVPs. With all the uncertainty around attendance due to COVID concerns and the large overall price increases, Parish Life wanted to reduce the amount of wasted food. It worked well. Most people who attended did RSVP and the number of attendees and quantity of food matched up well. Parish Life hopes for this process to continue.

Easter Sunday Fellowship Hour took place on April 17th between the 9:00am and 11:00am services. Parish Life provided a delicious selection of homemade cookies. Turnout was low, but those who showed up really enjoyed the cookies! Choir members and musicians appreciated the enjoyable respite between the services.

At the time of the submission of this report (May 20, 2022), Parish Life is engaged in nailing down the final plans for Barbara's Installation as Senior Minister on May 22, 2022. We are planning for seventy-five attendees. A recent uptick in COVID numbers has prompted Church Leadership to make an eleventh-hour decision. The indoor reception will change to an outdoor - on a day when the forecast predicts the temperature will hit 99 degrees. Parish Life hopes that fruit kabobs, a veggie platter, cheese and crackers, cookies and punch will be just the right thing for the conditions out there! As I am writing this on May 18th, Barbara informed Parish Life of the most unfortunate and disappointing news. Barbara tested positive for COVID and must reschedule her Installation. All of us are saddened for Barbara and pray she has a smooth recovery. Church Leadership has tentatively rescheduled the Installation for June 19th, the day of Hancock's Church Picnic. While things are uncertain now, there is total certainty that this significant and celebratory event will take place, and Parish Life will host a celebratory reception to honor this notable milestone for Barbara and Hancock Church.

PARISH LIFE COMMITTEE

While Parish Life had the pleasure of adding Tom Barry to our team in church year 2022, it is sad to report that four members of our team resigned due to life changes. We were so sorry to say goodbye to Barbara Hammer Martin, Donnalee Farris, Evelyn Manley, and Karen Dooks. All four contributed so much of their time and efforts to make Hancock's events special and welcoming to all. We miss them and hope they are all doing well.

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 Tom Barry and Zack Hosterman cheerfully provided throughout the year. We also want to thank David Clark for his work as Ministerial Liaison to Parish Life, and Joan Rutila and David Zenk, Moderator and Moderator Elect for all their support offered to the Parish Life Team.

Lastly, Beth recently completed the coursework and exam required for the ServeSafe Food Protection Manager and the Massachusetts Allergen Training Certifications. These were required to renew the Food Permit for the Kitchen which expires at the end of May 2022.

If you would like to join the Parish Life 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.

Respectfully submitted,

Elizabeth (Beth) Schutt - Chair

Priscilla Thayer - Co-Chair

Kim Doney

Sharon Kendall

POTTER LIBRARY COMMITTEE



During FY2022, Potter Library Committee members took time to explore ways to realign to support church members' growth and development in their faith journeys. The team discussed the library's purpose and how to refine its direction as a learning space and retool its book collection management.

Through focused de-acquisition, team members gradually shifted the general collection to one that reflects Hancock's progressive Christian Church mission and will aid individuals who want to strengthen their faith, raise their Christian consciousness and learn more about making a difference in the world. As in previous years, additions to the collection were generated through library committee evaluation, clergy and individual recommendations, and donations of books more recently published and in good condition. (For book donation inquiries, please

contact a Potter Library Committee member to learn more about acquisition and decline policies.)

This fiscal year, the committee also underwrote a Congregational Library & Archives (CLA) membership, in behalf of Hancock Church. Open to faith communities, scholars and the general public, this respected Boston-based center holds more than 225,000 archival and published items, significant not only for 18th to 21st American Congregational history, but also for social and political history, and genealogy. Importantly too, CLA's Hidden Histories project is the first to gather and make available online records related to the experiences of Black, Indigenous, and other people of color in the early Congregational churches. (To learn more visit www.congregationallibrary.org.)

As FY2023 approaches, committee members look forward to speaking with Hancock leaders, members and friends to receive book recommendations and exchange ideas about programming or activities in the library space. The committee also looks ahead to replacing the current card catalog system with an online catalog, to provide anytime, anywhere access.

In the meantime, you are warmly invited to visit and browse Potter Library on Sunday mornings or weekdays, when the church is open. Checkouts and ins are self-serve, and the library is conveniently located along the first floor offices hallway, near the Massachusetts Avenue entrance!

Respectfully submitted,

Laurel Cooley (Chair), Kristine Arena, Susan Colburn, Lynn McClaine, 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, as the building is going through phases of re-opening, several projects were accomplished:

- By far the largest project this year has been the replacement of the failed main sewer line under the building and the exterior to the connection on Massachusetts Avenue. This required extensive cutting through the basement floors, excavation, major plumbing work, and re-flooring the affected areas. Fortunately, most of the "Big Dig" took place over the summer of 2021, minimizing disruption, but this unexpected cost was nearly equal to the entire annual operating budget of Prudential.
- Numerous exterior doors required sometimes expensive repair work.
- The exterior of the Parsonage underwent maintenance repairs and re-painting, a job that was unexpectedly and generously donated by the contractor.
- Improvements to the ventilation of the choir room were done this year, and we are grateful that this was made possible by another thoughtful, anonymous donor.
- Thank you to Zack and the many volunteers, both within and outside of Prudential, for the diligent updating of aging lighting components, repairing carpet tiles, window repairs, landscaping, painting, clean up, and dozens of other essential jobs that contribute to our church community.

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 and these programs, with the Hancock Nursery School and AA being the only organizations that could consistently use the building. We are encouraged by increasing building use as groups are beginning to return to in person activities.

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

Respectfully submitted,

The Prudential Committee - Doug Fisher and Scott Martin (Co-Chairs), Tom Battin, John Briggs, Mark Ettlinger, Dean Rutila, Lisle Swanson and David Works

SCOUTS BSA TROOP 119

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. 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. 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. Jeffrey Liu was the troop SPL for the fall/winter term, and Amelia Tan is the current SPL for the spring/summer 2022 term.

After the Covid restrictions, we were relieved to slowly get back to a more normal life and to be able to offer scouts an active program again. As early as May 2021, we could resume our camping trips with restrictions, like solo tenting or social distance rules, and go back to regular camping rules in April 2022. Our troop grew bigger and welcomed almost 20 new scouts in the last months. As of May 2022, we have 62 boys and 17 girls registered with the troop. As a result, the troop is strong and very active. More than 45 scouts attended our last camping trips, and some of our adventure trips, like canoeing, could not satisfy all the demands. A dynamic team of adults committed to running the new merit badge called "Citizen in the Society" for all the scouts of the troop. This new badge raises awareness about diversity, equity, inclusion, and ethical leadership. It teaches scouts why these qualities are essential in society and in scouting and how to help other people and serve as a leader and an upstander. We continued working on rank advancement during this time, and three of our Scouts achieved the highest rank in Scouting of Eagle. Fundraising was done, as before, by selling holiday wreaths during the fall of 2021.

We experienced some changes in adult leadership. After three years of outstanding commitment to the troop, Gali Diamant retired from her Committee chair position. Caroline Millot took her position. New assistants joined our scoutmaster, Ted Sjodin: Eugene Tan, Rob Stevens, and Dan Belin.

A very important time of the year was the rechartering of our troop. It allowed us to understand better what was expected from us and to better connect with the Committee of Hancock Church. We are very grateful for the renewed trust that Hancock Church placed in our troop. Thank you for your continued support, and we hope we will keep merging our efforts to offer a strong scouting program to our youth.

Yours in Scouting,
Caroline Millot, Committee Chair Ted Sjodin, Scoutmaster

TREASURER’S REPORT

Hancock Church members have proven to be committed and resilient in supporting our church over the past 3 years of increasing challenges both planned and unexpected. The generosity of our current members as well as members from generations before us have built a foundation that we can rely on during times of uncertainty. We can be proud of our church which has over the past 2 plus years successfully navigated the impacts of the pandemic that changed our worship and pastoral services, made important staff changes in our ministerial positions, and completed unplanned structural repairs to our church building.

A sincere thank you to Kelly Littlewood and Suzie Barry. They worked tirelessly and patiently in their respective roles throughout the pandemic as we endeavored to be good stewards of the church. I would be adrift without their good counsel. Our weekly calls during the height of the pandemic provided much needed social time as well as help working through financial questions. I'd also like to thank David Kilroy for his many years as our assistant treasurer. David works closely with our Endowment committee executing investment decisions and tracking our investments with meticulous detail.

As of April, our contributions to the General Fund total \$674,278, with an additional donor restricted gifts of \$21,663 for a total of \$698,771. Adding our estimate for May and June, we expect to end at about \$780,000 in contributions. Excluding the sewer project expense, the reduction in net assets for FY22 will be approximately \$140,000. This year rental income is projected at \$48,000, compared to a pre-pandemic level of \$110,000. Our expenses have also gone up due to increased staff and programming costs. In the face of these budgets impacts we have done remarkably well in keeping services delivered and our building maintained. Please see Kelly's report for additional budget details.

The impact of both an operating deficit and the extraordinary expense of the sewer project results in reductions to our important reserve accounts as we close the year. Please see estimates in the following table. As you will see reflected in the FY23 budget, we also project an operating deficit for next year. Fortunately, we have additional reserves in the Liberty and Hancock Endowment that are available to rebuild funds if needed in the future.

	Balance as of June 2021	Projected Balance as of June 2022
General Reserves	\$329,242	\$189,242
Building Reserves	\$155,383	\$44,824

The stewards of our endowment are managing within a volatile investment environment. Due to their careful planning, Endowment will still maintain the giving level of \$81,500 contribution to church operations for FY23. In addition, the Ahara Fund provides financial support for our student ministers, and the Shupe Fund remains available to support unbudgeted program expenses. We have significant flexibility because of these reserve funds.

TREASURER'S REPORT

Our policy is to maintain enough funds in our General Reserves account to cover 3-4 months of operating expenses. At the close of FY22, we will evaluate whether a transfer of funds will be required from Liberty to bolster reserves to the required level.

With faith in the strong commitment of Hancock members, we expect contribution levels will increase as we resume normal operations and the pandemic eases. The consistent level of giving throughout the pandemic is a strong indicator of the strength of our church community and the commitment of our members to supporting the church in the future.

General Fund Contributions	
2019	\$617,137
2020	\$801,493
2021	\$629,824
2022**estimated	\$780,000

Some additional changes of note during the past year. At the close of FY21, we received formal notice that our Paycheck Protection loan (PPP) was forgiven, and it is no longer carried as a liability. We moved our banking business from Citizens Bank to Enterprise Bank. The church incurred additional expenses due to Covid requirements (\$13,749 as of April) involving testing supplies, cleaning, and related materials. Also, security expenses were incurred to provide additional security services at Hancock functions. Some of these expenses were covered by the Shupe Fund. Security requirements are under review by a Hancock Team to assess what on-going security needs will be required in the future, and we expect some additional expenses to continue in that area. Our wonderful Prudential Committee has identified numerous areas in the building that will require repair and renovations within the next couple of years. Countless volunteer hours go into maintaining our church building. The financial needs of the Church continue to increase so that we can maintain a high level of services for our members.

Our ministerial and support staff look forward to being at full strength in this coming year. A full staff will be able to provide a full complement of worship, educational, and mission services with both virtual and in person experiences. We move forward with confidence and faith that our members will continue to support our church home with the needed financial support.

Respectfully
Laurel Freeberg, Treasurer

[attach April SOFP, SOFB]

Hancock United Church of Christ
Statement of Financial Position
As of April 30, 2022

	Apr 30, 22
ASSETS	
Current Assets	
Checking/Savings	
1004-01 · Enterprise Checking Acct	6,937.43
1008-01 · Enterprise MM Acct	117,767.26
1700-01 · Breeze Deposits in Transit	6,820.00
Total Checking/Savings	131,524.69
Total Current Assets	131,524.69
Fixed Assets	
1340-01 · Church Furnishings	54,862.00
1350-01 · Church Organ	575,000.00
1360-01 · Church Building and Land	5,540,000.00
1610-01 · Parsonage - 23 Hancock Street	538,679.00
Total Fixed Assets	6,708,541.00
Other Assets	
1045-01 · Fidelity Corp Z69-673951	515,128.96
1210-01 · Fidelity Endowment X10-199788	2,752,143.04
1215-01 · BlueHub SUN	100,000.00
1217-01 · Blue Hub Loan Fund	125,000.00
1220-01 · Sunwealth Solar Impact Fund	125,000.00
Total Other Assets	3,617,272.00
TOTAL ASSETS	10,457,337.69
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000-00 · Accounts Payable/Vendors	(6,720.52)
Total Accounts Payable	(6,720.52)
Other Current Liabilities	
2100-01 · Prepaid Pledges	3,750.00
2180-01 · Employee 403(b) Tax Shelter	2,774.62
2190-01 · Employee Health Self Pay	24.31
2193-01 · Employee Dental Self Pay	(4.90)
2194-01 · Employee Child Care FSA	416.65
2195-01 · Employee Medical FSA	256.46
Total Other Current Liabilities	7,217.14
Total Current Liabilities	496.62
Total Liabilities	496.62
Equity	10,456,841.07
TOTAL LIABILITIES & EQUITY	10,457,337.69

Hancock United Church of Christ
Statement of Fund Balances
As of April 30, 2022

	Apr 30, 22
GENERAL FUND	
1 General Fund	(39,688.17)
Total GENERAL FUND	(39,688.17)
BOARD DESIGNATED FUNDS	
2 General Reserves	328,276.30
5 Sabbatical & Family Leave Res	4,375.96
6 Building Reserve-Board Desig	44,824.39
10 Emergency Relief Fund	8,869.86
30 Hancock Next Fund-Board Des	36,018.60
32 Handbell Maintenance Fund	1,830.49
40 Memorial Fund	2,937.95
55 Student Ministry Fund-Bd Des	64,625.37
88 Ahara Fund	428,561.75
Total BOARD DESIGNATED FUNDS	920,320.67
DONOR RESTRICTED FUNDS	
3 Building Reserve-Donor Rest	850.00
4 Non-Building Related Capital	6,328.52
7 Lexington Unites for Puerto R	18,694.41
8 Minister's Discretionary Fund	5,192.04
9 Band CD Project Fund Balance	(573.25)
11 Youth Mission Fund	9,514.98
12 TLC Video Fund	8,115.03
13 Handbell Fund	5,064.92
14 Young Adult Mission Fund	862.83
17 Special Flower Fund	1,821.49
18 Barney Cantata Fund	28,799.22
19 Martin Family Music Fund	39,986.66
20 Choir Fund	14,658.41
25 Pass Throughs Fund	872.73
29 Classroom Renovation Fund	170.00
31 Hancock Next V2B Fund	921.85
34 Memorial Garden Fund	10,323.28
36 Membership Fund	767.02
44 Bertha Cooper-Child Bibles	795.57
45 Shupe Opportunity Fund	14,060.21
48 Organ Fund	14,308.00
51 HEAT Fund	7,115.00
52 Mission Partner	5,438.00
Total DONOR RESTRICTED FUNDS	194,086.92
QUASI ENDOWMENT	
60 Hancock Endowment	633,455.23
87 Liberty Fund	728,263.96
Total QUASI ENDOWMENT	1,361,719.19
ENDOWMENT	
61 Bergler Music Fund	26,430.51
63 Memorial Flower Endow Fund	6,635.72
64 Christian Ed. & Youth Minist	184,651.84
65 Alice M. Kraley Fund	240,107.19
66 Newell/Skelton Organ Endow	86,237.53
68 Frank Parrish Sr. Minister	192,175.92
69 Frank Parrish Assoc. Minist	104,218.25
72 Christian Service & Outreach	30,393.60
73 Fenske Social Justice Fund	14,401.20
76 May Grounds Fund	172,813.37
77 Dorothy Foster Fund	190,879.65
79 Ritter Sustainability Fund	38,713.02
80 Altschuler Music Fund	155,953.22

06/02/22

Hancock United Church of Christ
Statement of Fund Balances
As of April 30, 2022

	<u>Apr 30, 22</u>
85 Unallocated Net Total Return	(302,686.85)
95 Rev. Dr. Paul Shupe Opptnty	<u>170,937.29</u>
Total ENDOWMENT	1,311,861.46
PROPERTY & CAPITAL GOODS	
98 Property & Capital Goods	<u>6,708,541.00</u>
Total PROPERTY & CAPITAL GOODS	<u>6,708,541.00</u>
TOTAL	<u><u>10,456,841.07</u></u>

WELCOMING COMMITTEE

The Welcoming Team seeks to build community with all who connect with Hancock Church. This past year has been another unusual year due to the COVID-10 pandemic.

We are grateful to have returned to in-person worship. We have greeted members and visitors from the Welcoming Table in the narthex, as we have in previous years. We have also relied upon virtual greeters to serve in a similar way, by moderating the you-tube chat. This meant welcoming people viewing from home, and being present to act in the event that inappropriate comments are made in the chat. Thankfully, this has not been an issue, but the presence of a virtual greeter has been an important part of offering an online church experience for folks either unable or more comfortable enjoying worship from home.

We have continued to utilize the pew pads as well as the digital fellowship pad to track attendance and identify visitors. When new visitors are noted, we reach out via email or phone, and deliver jelly to their porch. Jane and Zack have been instrumental in collecting the info and alerting us as to new visitors. Visitors this year have been sparse, but there have been some. Many worship with us from afar via online viewing.

The Welcoming Team hosted the beloved Blessing of the Animals in October. We had cider, donuts, treats for dogs and a nice turnout of people and their furry friends. This was held outside on the driveway/front lawn. JYO assembled the dog treat bags with the help of David Clark.

Welcoming attempted a virtual info session during the winter. We wound up canceling that one, as those invited seemed hopeful that an in-person session would be possible in the spring. We have an in-person session planned for Sunday June 5th after worship.

Hancock Grills are back for the summer of 2022! These will be taking place on Wednesday evenings from July 6th through August 17th. Of those seven Wednesdays, only two await a host backyard.

-Tara Stevens, Cece Potter, Tim Hoffman, Andy McClaine



Hancock United Church of Christ
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