

Hancock

UNITED CHURCH OF CHRIST



2020-2021

Annual Report

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WARRANT FOR ANNUAL MEETING

Hancock United Church of Christ, Congregational
Annual Meeting on June 13, 2021

All members of the congregation are asked to attend the Annual Meeting to be held June 13, 2021, immediately after worship at 11:00 AM 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 an annual budget recommended by the Standing Committee
- Article IV To conduct additional business that might be brought properly before the Annual Meeting

LETTER FROM MODERATOR JOAN RUTILA

Dear Hancock Friends and Family,

As I mused how to encompass all that has happened at Hancock UCC over the last year, my nuclear family decided to challenge me. One member suggested I write this letter without directly mentioning the “C” word (i.e., the pandemic). Another teased that I should use the word “uffish” (of Jabberwocky fame). I countered that this document is a historical letter and could easily become fodder for the Sue-Rockwell-Historians of the future. What, they’d say, is the point of denying a disease which took over all aspects of everyday life across the entire planet for over a year? And who ever heard of “The Jabberwocky” anyway?

But as I considered their challenges, it occurred to me that this is, in fact, what the entire past year has been about. How do we make lemonade out of lemons? How do we stretch ourselves when presented with adversity? What can we take from our struggles, our heartache, our loneliness, our losses, and turn those lessons into opportunities for the future?

Hancock, if we are one thing, it is resilient. Just think of all that has happened in the last year:

- Our staff nimbly turned to an all-online worship format in a single week.
- Following on that success, they have expanded their repertoires to make our Sunday services meaningful, joyful, powerful and prayerful, giving all of us a sacred space each week in our own homes.
- Programs continued for children, youth and young adults, including Church School, Confirmation, Hancock Youth Group (HYG) meetings as well as Hancock Young Adult (HYA) check-ins.
- Adult programming kept going, with Book Groups, Bible Study, a Centering Prayer group, and a Women’s Retreat.
- We went through an online discernment process which was thorough and thoughtful, and successfully agreed to call Barbara Callaghan as our new Senior Minister.
- We figured out how to preserve Manger Sunday and celebrated the 151st Manger Sunday on the front lawn of the church.
- We found creative ways to introduce our mission partners to the congregation, and new ways to share children’s sermons, music and testimonials.
- Remote goodbyes were the norm for dear friend and former Senior Minister Paul Shupe, which allowed many more people to give personal goodbyes to Paul than would, under normal conditions, be possible.
- We thanked Carol Bukys for keeping the Hancock boat afloat during one of the more challenging moderatorships of Hancock’s history, and welcomed David Zenk as our new Vice-Moderator.

On top of that, look how generous our church family has been. We’ve continued to have strong funding by pledges and weekly offerings, supporting our day-to-day activities, ministers, and staff. The special appeal that so many of you responded to last fall helped to close the financial gap this past pandemic year. The support and stewardship of our Hancock endowment has been stellar, allowing us to celebrate

LETTER FROM MODERATOR JOAN RUTILA

cherished programs, care for our church home, and weather challenges. We've had two new funds added this year which have been extraordinary in financing programs that both define Hancock and keep us active and vital. The Ahara Student Ministry Fund supports Hancock's critical role in training seminarians. The Dr. Rev. Paul Shupe Fund, established in honor of Paul's tenure as our senior minister, provides resources for us to move forward confidently as a vibrant and nimble congregation. And don't forget about our many dedicated volunteers who share their time, talents and expertise to ensure that we are able to continue to do the good work as a church, pivoting quickly to meet on zoom, and finding new ways to collaborate together in challenging times. The generosity this past year to our mission partners each Sunday has been incredible. It shows each week how our active community is inspired to change the world through love, compassion and courage. Thank you, one and all, for these precious gifts.

And now, as vaccinations across the state are increasing and hospitalizations are decreasing, we are planning on how to come back into our church building to celebrate, once more, being an in-person church family. We've learned a lot from our online experiences and realize that being able to have more people participate in worship than just those in the building gives us new ways to become inclusive and hear more voices. We've discovered that we have regular viewers from around the country since we've begun our online broadcast of Sunday morning worship. We've found that many prefer to have meetings via online platforms, especially in the evening when childcare is less available and night driving is not an option for some. We've experienced how important it is to stay connected to one another, and to use all the tools in the toolbox to do so. With all of these lessons learned, we now start a new year.

The goals we have are lofty ones. Here are some of the top priorities this year:

- Slowly and safely return to in-person worship while maintaining a vibrant online worship experience, working on the technological challenges which will present themselves.
- Resume memorial services, baptisms and weddings in a way which is safe for all.
- Work on a financial plan for the church to set priorities for both programmatic and building related needs.
- Take a good look at our governance structure to determine the best ways to engage all members and friends of Hancock.
- Consider what it means to be a member of Hancock, even if you cannot attend in person.
- And, as always, to live into our mission, vision and values by worshiping God with our whole hearts and minds, walking our spiritual paths together, cherishing one another, building community in our diverse world, protecting our earth, and working for the common good.
- Begin the discernment process for our next Second Minister

Despite the challenges that a tiny virus put upon us, we walk boldly into the future, with uffish thoughts and the knowledge that we are all wrapped up in God's Grace and Love. Thanks be to God!

Joan Rutila

SENIOR MINISTER BARBARA LEA CALLAGHAN

Dear Hancock Church,

What a year this has been! As we emerge from the colder months, and daily enjoy the longer and warmer days, so too, do we, as a church, begin to emerge from the Covid-19 pandemic. As more and more of us are fully vaccinated, we are increasingly beginning to find our way towards greater communal life, not only virtually, but also in real time. The church building is now open Sunday - Thursday. You may come and go as you please as long as you follow standard safety protocols. It has been a true joy to see more and more of your faces in the building. Increasingly, the staff are working from the church rather than from home, and, following safety protocols, we are able to spend time together. We are emerging.

I can now go into retirement communities again for pastoral visits. This is an experience of deep joy and gratitude - to see some of your faces again, and to be able to exchange a hug or a handshake. It's been a deeply moving experience to spend time with you after all these months. It will take a little bit of time, but I will be making my way to all of our retirement communities, as well to all of our seniors who would like a visit, over the coming months. I have also been able to visit inside people's homes (thank you vaccines), and outside over coffee, or during a walk. Of course I am still able to visit with you over Zoom or on the phone. Any way you look at it, we are emerging.

We are now holding indoor in person memorial services. The first service was in March and as of now there are two more scheduled over the summer. We have increased the amount of people allowed in the sanctuary for an event from 25 to 50. Given the new CDC guidance that just came out (on May 13th) we will continue to evaluate how to phase forward our worship life now and in the near future. As I've said before, we are committed to continue to offer virtual options for as much of church life as we can. Even after we have returned to the sanctuary for worship, the option to worship from home online will remain, and will continue to be a priority for the church staff. Even as we emerge, we are incorporating wisdom and unexpected gifts from this time of adaption. We have learned much in this pandemic and our new knowledge will not be forgotten, but will be incorporated into who we are moving forward.

Certainly the entire world has been in transition this past year, but we as a church have been in multiple transitions simultaneously. The Discernment Team, chaired by Leanne Rodd and Yvette Kirby, led the congregation through an in depth process of discerning the senior leadership needs for the future of Hancock. Our minister of 11 years, Paul Shupe, concluded his much loved ministry among us. With the help of the Retirement Celebration Committee, chaired by Carmon Ramos Kalsow, we celebrated Paul's ministry and sent him into retirement with our love and affection. Almost \$190,000 was given to the Shupe Opportunity Fund in honor of Paul's ministry.

In October, for the first time in Hancock history, we held a virtual congregational meeting. At this meeting, the church voted to call me as the next Senior Minister, and the first female Senior Minister in your long and proud history. I will forever treasure seeing so many of your faces in your Zoom boxes on my computer screen. I remain deeply honored by your trust in me, and deeply excited and energized as we forge this new road together.

SENIOR MINISTER BARBARA LEA CALLAGHAN

Genna Beatty, our Minister for Youth and Young Adults transitioned into a full time role, and has taken on some of the duties that have usually fallen in the Second Minister position. Genna's contract has been extended for one more year. Genna has been approved for ordination pending a call, and we look forward to celebrating this milestone with her in the coming year. David Clark, our Minister for Families and Children, has remained in his current role, but has taken on more worship responsibilities and is preaching at the 10 am service with greater frequency than before. David will be on leave this summer to complete the last requirement of his ministerial formation, Clinical Pastoral Education. He will return in the fall and we look forward to his ecclesiastical council, and eventually his ordination as well. In the next year we anticipate that we will have a discernment process for the Second Minister position.

After a two year hiatus from bringing on new student ministers, this summer we welcome a full time ministerial intern, and next fall, we will welcome a new student minister. We are very excited to continue on in this area of longstanding pride and excellence. We are grateful to longtime member Connie Ahara for her generous gift that allowed for the creation of the Ahara Student Minister fund. The Ahara Fund ensures that we can pay a respectable salary to at least one student minister each year for the foreseeable future. We are blessed.

As a whole, the congregation has been very generous this year, even amidst so much uncertainty. This time last year we cut the budget as much as possible, not knowing what the time of pandemic would mean for us financially. Fortunately giving has exceeded our bottom line, and for this we are grateful. As we look to next year, the budget is, by necessity, more similar to a pre-pandemic budget. We realize that many of our programs, including worship, will move from being fully remote to a hybrid model. A robust hybrid model of church life costs more than it would if it were either fully remote or fully in person. But the leadership and staff believe that we, as a church, can continue to be generous and faithful as we emerge into the next chapter.

The shape of Church School for children under 12 remains to be seen, but we are committed to providing the best spiritual formation possible, in the safest way possible, for the entire congregation, including our children. We are acutely aware that vaccines are not yet available for this age group, and will continue to use caution and wisdom as to how to minister to children and families. As we know more of what this will look like we will tell you, but please know, even if other segments of the congregation resume indoor worship, we will continue to minister to children and families in a way that's safe and effective.

The staff, and lay leaders, have been working very hard in this time of transition. Our music ministry, always a mainstay of Hancock worship, has outdone itself in the pandemic. Our confirmation program had one of its best years this year. Our times of fellowship, whether through coffee hour, weekly prayer, Centering Prayer group, retreats, Bible study and small groups have provided rich and meaningful connection throughout these weeks and months. I'm so grateful for the amazing and gifted staff we have at Hancock, as well as our many volunteers. It's truly an honor to work with them.

SENIOR MINISTER BARBARA LEA CALLAGHAN

A special note of thanks is owed to our TV studio crew. Thank you, Sue Rockwell, Laurie Bergstrom, Joan Rutila, Zack Hosterman, Dave Vishniac and Tess Decker. All of your hard work has been, and will continue to be, completely essential and central to our worship life. Thank you for going above and beyond for us in these times!

We have continued to be generous, and even more so, with our mission giving. The Sunday plate collection that is weekly given to one of our mission partners has continued to average \$1000 each week. Recently, thanks to the Immigration and Refugee Action Team we raised more than \$4500 for Centro Romero to help provide Covid-19 vaccinations for single mothers on the US - Mexico border. Our commitment to our mission partners is an extension of our commitment to our mission, which is to change the world through love, compassion and courage. To this end, we have not only continued in our charity, but we have deepened our commitment to working for systemic justice.

Last fall, the congregation as a whole learned that the minister for whom the church is named, the Rev. John Hancock, was a slave owner. This awareness has raised questions as to how we might respond to this news now. The leadership and staff realized that this question prompted a broader and deeper exploration of our role in working to create an anti-racist church and beyond. In response, early in 2021 an Anti-Racism Action Team was formed. This team has been working towards a more comprehensive engagement plan for the congregation as a whole. They hosted our first speaker, Dr. Chris Evans, from BU School of Theology, who spoke about the concerning rise of white nationalism. In June, they will host a speaker on the realities of voter suppression and what we as a church can do to protect voting rights. This team will also roll out a summer learning program, as well as a more programmatic launch in the fall. Thank you to Carol Bukys and Sally Wyman for taking on the leadership of this important new team.

On a personal note, I have now completed two years of course work at Candler School of Theology at Emory University towards my Doctorate of Ministry. If all goes well, by this time next year I will have completed all of my requirements and will graduate on Mother's Day on campus at Emory. Thank you to the church for all the support you have provided towards this goal.

Friends, indeed we are emerging. As we emerge we do so with love towards one another, with grace, with open hearts, and with deep gratitude. Daily I am honored by the trust you have placed in me. This call is one of the greatest honors of my life and I look forward to spending more time with you in the coming year. Please know that my door, literally and virtually, is open to you, and I welcome any connection we can have. Onward!

Grace & Peace,
Barbara

DIRECTOR OF MUSIC AND THE ARTS

MARK MORGAN

This annual report serves as a record of the music activities undertaken by the music program during the 2020-2021 COVID pandemic. March 2020 saw a sudden and radical change in the type of work I do for Hancock Church, causing me, and the rest of the worship staff, to radically re-think how we do worship. It has been a constant learning curve, a constant work in progress. Happily, by all accounts we have succeeded well in providing a consistent, high quality, rich in content online worship experience throughout the pandemic.

My work evolved into the following areas:

- Planning worship (online, in-person outdoors, and over zoom)
- Creating digital materials for online worship
- Meeting with, and creating music opportunities for, the Chancel Choir
- Rehearsing and recording with the River Rock Band
- Recording soloists for worship
- Continuing work on our audio and video infrastructure to enable higher quality online and in-person worship experiences
- Producing online concerts to lift the spirit

The vast bulk of my time has shifted from preparing and rehearsing musical groups to audio and video editing. Creating digital materials for worship is two separate types of projects;

- 1) Digitally spelunking through our archive of old services to find, edit, and tweak recordings of hymns, anthems, and bell pieces to use in our weekly worship broadcasts
- 2) Safely creating new musical material with our choir, small groups, bells, soloists, and others.

The latter can be a very involved process of multiple recording sessions, then taking all that audio and video and editing it all, along with additional visual elements, to create a new video for worship. This can be as many as 20 hours of work (or more) to produce a single 3:00 minute video.

DIRECTOR OF MUSIC AND THE ARTS

MARK MORGAN

Here's a run down of the activities of our various musical groups:

CHANCEL CHOIR

This was the group most impacted by the shutdown, as group singing was soon proved to be a very high-risk activity with fatal results in some instances elsewhere early on. It also immediately became clear that the technology did not yet exist for us to sing together in real time online. We were determined to find ways to keep the choir involved and providing music for worship. The choir continued to meet weekly over zoom for Joys and Concerns, and some occasional "rehearsing" as needed to get ready for projects. The choir even met over the summer (normally a break) and has gotten to know each other much better, and grown closer, as a result of these Thursday check-ins.

We produced music in three ways:

- 1) Virtual choir—this involved recording guide tracks (organ and conducting) for the singers to sing to. They then recorded themselves individually, with each of those files then being mixed and edited into a whole.
- 2) Parking Lot Choir—this was the main musical activity of the choir. We had 4 sessions of this over the year, producing about a dozen pieces of music for worship. More importantly, it gave us a way to sing together safely in real time every few months. This involved each singer in their own car, singing into a microphone that was connected to a mixer. The sound of everyone was then broadcast back to each car via their car radio. All of the tracks were recorded at the same time and edited together for videos for worship. The result was enthusiastically received by the congregation and hugely helpful to members of the choir.
- 3) Small group—in the last period of the pandemic we were able to record small groups of singers singing in-person together in our memorial garden. This was done with multiple cameras and audio inputs then mixed together.

RIVER ROCK BAND

The band was active periodically throughout the emergency. We initially tried recording virtually—everyone recording their own track to a guide track and mixing the whole. This proved to be very difficult to do satisfactorily.

We had better luck getting together in-person and recording. We set up the instrumentalists in the narthex (wearing masks), and one singer in the sanctuary. We were able to see each other through the glass wall, and hear each other over head phones. We were able then to record 6 or 7 tracks together, which then enabled us to easily add additional vocal and instrumental tracks later. Many thanks to Bobby Faria

DIRECTOR OF MUSIC AND THE ARTS

MARK MORGAN

for doing much of the mixing for these projects. We had to suspend this activity over the winter when the virus became much more active, resuming in late spring of 2021.

We also were able to play for a few in-person, outdoor worship services in summer 2020. While limited, this was a great shot in the arm to everyone in the group to play together in-person again.

We also created new video material for audio recordings we had previously created.

MUSIC FOR KIDS

This was very tricky to do over the year, but we did do a few things:

- 1) Created new music videos with members of HYG for HYG Sunday in 2020
- 2) Had kids submit their own newly created videos of themselves for Children's Sundays in 2020 and 2021
- 3) Recorded some soloists in the church, then used those clips in worship

SOLOISTS

We were able to record various soloists, both vocal and instrumental, in our sanctuary for use in later services. Many thanks to Sue Rockwell for recording these in the TV studio

BELL CHOIRS

Please see the report from Marilyn Becker about the Bell Choirs

CONCERTS

We produced a variety of special concerts over the course of the pandemic. The Choir had a virtual Christmas Concert, which included new and old material; the bell choirs produced an all new material Christmas concert, as well as a Patriot's Day concert of older recordings; and I performed two live solo concerts broadcast from the sanctuary.

The congregation was also able to be involved, submitting pictures and videos that were included in our Palm Sunday procession, Easter Hallelujah Chorus, Memorial Day service, and more.

In conclusion, while this past year has been incredibly challenging, the music program at Hancock has continued to be a vibrant part of our church and wider community. We look forward to resuming in-person music making in the months to come!

--Mark Morgan, Director of Music

MINISTER FOR CHILDREN AND FAMILIES

DAVID C. CLARK

This has been a full program year like no other. Despite pretty incredible challenges, we've been able to maintain a core of our church school and middle school programming that will be ready to start again in the fall with vigor.

Over last summer, Children's Programming was primarily online via zoom with a few in-person outdoor gatherings. Sunday school continued to meet weekly after 10am worship via zoom. Children were organized into two classes based on grade. In classes, we kept our Children's Chapel opening and closing rituals and spent our classes staying connected to each other, reading Bible stories, doing some activities, and sharing what was going on in our lives.

In Advent families took home special programming for marking the season through learning about different animals and their winter adaptations. Each week had activities, crafts, Bible verses, and a nativity scene that was added to.

For Lent, we mirrored the whole church's focus on prayer with our own prayer workbook that invited children to try new, creative ways of praying. During church school in that time, we shared how we tried out the new practice and our reactions to it. Take-home programming has slowly been increasing for us over the last few years, and it seems like having options like this in the future - ones that focus on home life and families being together - will continue to become a big part of how we "do" church school.

Children's & Confirmation Sunday this year was a big success with over 30 children participating by doing a reading, offering a prayer, or participating in music. Based on all of the things I've learned over the last year around video recording and production, I feel this service much more clearly captured the spirit of Children's Sunday.

Now, at the end of the program year, I am preparing to go on leave for the summer to complete my Clinical Pastoral Education. While I am away, our summer intern Bridget Kinahan will be filling in and leading all Church School and children and families programming. This will be hybrid - with weekly online offerings and outdoor in-person offerings on a biweekly basis.

We are fortunate to have a Church School with such a robust spirit that has carried through our pandemic year. We know that hybrid programming will be our model in the year to come and possibly beyond. Until there is a vaccination option for children under 12, we anticipate hybrid programming. I will be returning from my leave on August 31, and will be looking forward to jumping back into programming and church life!

In faith,
David C Clark
Minister for Children and Families

MINISTER FOR YOUTH AND YOUNG ADULTS

GENEVIEVE BEATTY

In the midst of an unusual and challenging year, I feel really fortunate to be ministering here at Hancock Church. It is with joy and hope that I offer this report on what I've been up to this year.

HYG has continued to learn and grow together. Many of our typical HYG activities and traditions have been postponed or altered as a result of the pandemic. We did not go to Grotonwood, or participate in a Friendsgiving potluck with South Church. However, the spirit of HYG is strong and adaptable, and we have found new ways to enjoy time together and find connection, including outdoor gatherings like our recent Bob Ross Paint Night, and Zoom gatherings like our Gingerbread House Decorating Contest. In HYG meetings we have had difficult and important conversations about antiracism, charity, justice, and some of the stories of the bible, and we have been present for one another in the midst of difficult times and exciting ones, checking in every week about the significant parts of our lives, and closing every week together in prayer.

HYG has a Mission Week coming up this summer, in place of our annual Mission Trip, where we will stay at the church and volunteer at local nonprofits. Last year's mission trip was virtual, so the kids are looking forward to being together again in person. A small group of HYGers have also participated in an Antiracism Book Club this year. The group has grown into a fledgling Justice Team that hopes to grow its impact and its work in the next year.

This was also a Confirmation Year for our 7th, 8th, and 9th graders, facilitated by David Clark and myself. Together with our six confirmands, we have explored Christian theology, church history, and UCC organization. The confirmands gained important experience in identifying and articulating their beliefs through the construction of a Statement of Faith. We hope that this is a skill set that they can use for years to come as their beliefs continue to take shape and grow. Each confirmand worked with a mentor this year, creating intergenerational friendships and deepening the connections between members of our beloved community, and it was a joy to work with our team of adult mentors this year as they provided individual care and attention to each confirmand.

Hancock Young Adults also enjoyed another year together. HYA stays connected primarily through a monthly email that contains HYA activities, Hancock news, and a brief meditation by me on a pertinent spiritual topic. We also met via Zoom every two months for various activities ranging from prayer practices to virtual happy hour to Bible study. I also provide individual pastoral support and deeply enjoy the opportunity to get to know our young adults on a one-to-one basis. HYA has grown by a few members this year, so in the coming year I hope to strengthen the bonds between the members and

MINISTER FOR YOUTH AND YOUNG ADULTS

GENEVIEVE BEATTY

provide opportunities for them to get to know one another more deeply. I am also hopeful for a small young adult retreat next year as a chance to reconnect and reenergize.

I have also started a small, new program called Sponsor a College Kid (SACK). The goal of the program is to provide care for an age group that currently has no Hancock programming: our college students, who grew up in the church but now find themselves in new places all across the country (and the world!). In SACK, I pair college students who belong to the Hancock family with an adult sponsor, who sends them a care package at least once a semester. This is a small and simple way to show our college students that they are loved and missed, and they still have a home at Hancock. This was the first year of the program, and I look forward to growing it next year, offering the program for the first time to a new batch of HYG graduating seniors right as they head off for college.

In the coming year, my attention will be on building strong and stable programs that have clear routines and norms. The pandemic has required a level of innovation and change that creates a lot of potential for the coming year, but I am also concerned with grounding my programming back in traditions that gave it roots before the pandemic, wherever possible. David and I will be turning our attention to JYO and finding ways to create a stronger “youth group” experience for our middle schoolers. I am so grateful to be spending another year in your midst, and anticipate the ways we will learn and grow together in love, compassion, and courage.

Yours,

Genna Beatty

DEACONS

In an ordinary year, Deacons perform a number of functions for the church including:

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

But the last 14 months have been anything but ordinary. The Deacons had to re-identify themselves and come up with new ways to serve the church. Traditional Communion, ushering, and many other activities had been abruptly halted due to the pandemic.

One of the ways the Deacons helped the church was to participate in the Hancock calling tree. Participants were given a list of 7 to 10 members to call regularly to check in. While some people received more calls than others, the general feedback from both the callers and the receivers of the calls was positive. It was a great way to remain connected to the church when we could not see each other in person.

Another activity the Deacons helped start was the organizing of the Hancock Church Profile. This document gives an overview of Hancock, covering everything from membership demographics, finances, and spiritual mission. While a number of Deacons participated in this effort, particular thanks goes to Steve Moore who did the lion's share of the work pulling together all the information and organizing it. The profile effort has now been handed off to a search committee that will finalize the document and use it for recruiting a 2nd minister when we are ready.

Now that we are beginning to see the end of the pandemic, the Deacons are starting to resume their "traditional" activities. We are having conversations about what church will be like when we begin meeting in person again. Flower donations have resumed and the Deacons are at the center of coordinating these efforts. Ways to safely serve Communion are being discussed and worked on. We are also talking about how the role of ushers may be modified "post pandemic". There are still many more questions than answers, but there are clear signs of moving back to a "new" normal.

DISCERNMENT TEAM

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

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

The Discernment Team met in February and March 2020, then paused its work at the request of the Moderators during the first months of the stay-at-home guidelines, recognizing that our traditional church-wide discussions were not possible. The team resumed the process in May 2020.

In June 2020 the team sent out a survey asking all Hancock members and friends to help identify the qualities, skills, and experience desired in our next minister. This was followed by virtual small-group discussions. We also received input through email and phone calls. Altogether, more than 130 church members provided input through these means. The congregation expressed the need for commitment to our Vision and Mission by our next minister, and the importance of leading, preaching, outreach, ministering to church members, and managing the resources of the church.

Barbara then presented to the team a detailed Leadership Statement in which she addressed her own mission, vision, and values, and her vision for the church with its strengths to build on and places to grow in the future. The team read and reflected and drew up a series of questions on leadership, vision, worship, pastoral care, and management, among other topics. We then met with Barbara over two long, direct, and candid conversations.

Following these conversations, the Discernment Team arrived at a unanimous recommendation that Barbara Callaghan be called as our next Senior Minister and presented this recommendation to Standing Committee in September. The team believed that her leadership skills, her outstanding preaching and spiritual qualities, her collaborative management style, and her commitment to Hancock's mission and vision all made her the right person to take on the responsibilities of Senior Minister.

In September and October, close to 90 people listened, discussed, and prayed together through a series of conversations hosted by the Discernment Team to review this recommendation and the discernment

DISCERNMENT TEAM

process, and also heard from Barbara directly. In conjunction with a video message and sermon on October 11, these conversations gave greater insights into Barbara's views on leadership, ministry, pastoral care, welcoming, stewardship, and many other aspects involved in leading Hancock Church, now and in the future.

The Discernment team created a series of video and written messages to the congregation in preparation for a congregational vote. On Sunday, October 25, a special congregational meeting was held, at which Barbara Callaghan was unanimously called to become Hancock's next Senior Minister.

The Discernment Team is grateful to the congregation for its participation in this important process despite the constraints of the pandemic, and for the positive and joyful outcome of this process.

Respectfully submitted,

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

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

ENDOWMENT AND INVESTMENTS COMMITTEE



FY2021 has been a tremendously successful year for Hancock’s Endowment. First, the value of the Endowment grown significantly since last July due to strong investment performance combined with multiple large gifts from generous members of the congregation. As a result, the Endowment portfolio now totals \$3.4 million as compared to \$2.4 million at the beginning of the fiscal year. But perhaps more important is that Hancock’s Endowment was able to distribute more than \$122,000 back to the church for purposes ranging from capital improvements to supporting the ongoing operations during these unprecedented times. The Endowment Committee

feels very strongly that the portfolio should “give back” to the church at times when it is needed most and we’re very pleased that the cumulative investment returns over past several years has allowed this to happen.

Statement of Changes to Endowment Net Assets for FY2021

| | | |
|---|--------------------|-----|
| Net Assets at Beginning of Year (7/1/20) | \$2,358,531 | |
| Gifts, Contributions & Additions | 537,493 | (a) |
| Investment Returns | 644,638 | (b) |
| Released for Operations | -55,342 | |
| Released for Capital Improvements | -38,695 | |
| Released for all other purposes | <u>-28,450</u> | (c) |
| Total Changes in Asset Value | <u>\$1,059,635</u> | |
| Net Assets as of 5/1/2021 | \$3,418,166 | |

Notes:

- a) Includes portions of Shupe Fund and Ahara Ministry assigned to Endowment portfolio for longer term investment
- b) Investment returns of the pre-gift portfolio since 7/1/2020 is roughly +25%
- c) Includes distributions for multiple restricted purposes including Sabbatical reserve, memorial garden, organ fund, Christian Ed/Youth ministry fund

The Committee’s investment strategies remain largely unchanged from the pre-pandemic timeframe. We strive to keep approximately 70% of the portfolio in Equity investments and the remaining 30% in fixed income investments. This includes 2+ 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.

ENDOWMENT AND INVESTMENTS COMMITTEE

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 over the past year, we are pleased to have added 2 additional impact investments to the portfolio since July.

The first of these new 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.

FY 2022 Appropriation

The Endowment Committee proposed FY 2022 appropriations totaling \$63,450 (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. In fact, even after these appropriations, our funds will have adequate accumulated investment gains to withstand a possible market correction and still make the necessary annual distributions to Hancock in the future.

ENDOWMENT AND INVESTMENTS COMMITTEE

| <u>Category</u> | <u>Purpose Restrictions</u> | <u>Amount</u> |
|---------------------|-----------------------------|-----------------|
| General | Unrestricted | \$24,345 |
| Building & Grounds | Sustainability (HEAT) | 1,200 |
| | Organ Maintenance | 2,820 |
| | Grounds | 7,185 |
| Programs | Christian Education | 5,910 |
| | Sheet Music | 850 |
| | Music | 7,730 |
| | Holiday Music | 4,775 |
| | Christian Service/Outreach | 775 |
| Employee Benefits | Sr. Minister | 5,100 |
| | Other | 2,540 |
| Other | Memorial Flowers | 220 |
| Grand Total: | | \$63,450 |

We are appreciative of the following funds and their donors for making the above distributions possible: Hancock Endowment Fund, Foster Fund, Ritter Fund, Newell/Skelton Fund, May Fund, Christian Education and Youth Ministry Fund, Bergler Fund, Kralej 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 2021/2022) so you can be recognized at the Society's next event. Your future gifts to the church mean so much!

Respectfully submitted,

| | | |
|--------------------|----------------|------------------------------------|
| Brad Crooke, Chair | Mike Amirault | Geoff Kuli |
| John Campbell | Brian Johnston | David Kilroy (Assistant Treasurer) |

ENGAGEMENT/NOMINATING COMMITTEE

Jesus teaches us that the best way to live is to love God and our neighbors. He also teaches that we learn love by serving others. We show our love by our acts.

At Hancock Church, we have multiple opportunities for service, from short-term actions such as helping to serve a meal with the Parish Life Committee, to joining any of our committees or serving in other lay leadership roles. Hancock is sustained through the many, many contributions of our members and friends, whether we are together in person or virtually. And, we are served in return, through deeper relationships that offer the sense of connection that comes from joining with others to accomplish a worthy goal. In short, it takes work to change the world through love, compassion and courage. But when you are doing that work with friends, it feels more like fun.

The Engagement Team connects Hancock members and friends with opportunities to deepen their engagement with the church through service. We are responsible for nominating people to serve as committee members (the Leadership Teams), or as Support Team members who are “on call” for specific projects that committees need help with. The Leadership Teams are responsible for planning and leading the work of their committees. The Support Teams are responsible for helping the Leadership Teams to accomplish their projects.

The Engagement Team seeks to promote the practice of every member and friend of Hancock Church dedicating at least a few hours each year to support one or more committees at the church.

By helping on the Support Teams, we all have an opportunity to learn more about the Committees without the commitment to meet and plan the work. This is a way to become more engaged in the church and to get to know one another better.

Please write to us at Engagement.Team@HancockChurch.org to tell us which Support Team you would like to join. The Leadership of your chosen committee will then send you notifications when opportunities requiring help are coming up.

The Roster of Members Nominated to join the committees for the coming year is shown on the following pages. We still have seats available on many of the committees. If you would like to serve on the Committee Leadership Teams, please write to us at Engagement.Team@HancockChurch.org.

We have been focusing our efforts to identify members for the committees that have been active during the Pandemic. We really need help in Human Resources, Giving, Engagement, and Welcoming.

If joining a committee seems too much right now, we also have "bite-sized" opportunities to serve on a support team. **Support teams** are called on for discrete tasks when a committee needs something done. You can also offer a specific talent (like baking, or computer skills) to multiple groups by being on their support teams.

ENGAGEMENT/NOMINATING COMMITTEE

Top skills & interests currently needed include:

- **Accounting, finance/investment mgmt, budgeting (level of reading/using a basic P&L).**
Opportunities to work with Endowment & Finance committees
- **Supporting church members & friends through calls & emails; devising creative and safe ways to enhance connections among existing community members and to extend the welcome to others.** Opportunities to work with Congregational Care, Welcoming, and Giving
- **Human Resources** experience

When we are finally back together again, we will need to fill places in Deacons, Collectors, and Christian Education.

Respectfully Submitted,
Al Bukys, Wendy Tanahashi-Works, Bess Deck, and Andy McClaine

ENGAGEMENT/NOMINATING SLATE

| Hancock Church Slate of Officers and Committee Members for May 2021 | | | | |
|--|-----------------|------------------|--------------------|------------|
| | | Committee Chair* | Italics = new term | |
| | | | | |
| | | | | |
| Officers and Assistants | | | Term | Previous |
| Moderator | Joan Rutila | | 1/21-6/22 | |
| Vice Moderator | David Zenk | | 1/21-6/22 | |
| Clerk | Martha Sheridan | | 6/19-6/22 | 2010-2019 |
| Historian | Susan Rockwell | | 6/20-6/22 | 1996-2018 |
| Asst. Historian | Yvette Kirby | | 6/21-6/23 | 6/17-6-/19 |
| Asst. Historian | | | | |
| Treasurer | Laurel Freeberg | | 6/21-6/24 | 6/18-6/21 |
| 1st Asst. Treasurer | | | 6/21-6/24 | |
| Asst Treasurer for Endowment | David Kilroy | | 6/21-6/24 | 2016-2019 |
| Auditor | | | 6/21-6/24 | |
| | | | | |
| Deacons (12) | | | Term | Previous |
| | 1 | Doug Teeter* | 6/19-6/22 | 6/13-6/19 |
| | 2 | Joseph Su | 6/19-6/22 | 6/13-6/16 |
| | 3 | Wim Nijenberg | 6/19-6/22 | |
| | 4 | Nancy Reed | 6/19-6/22 | 6/16-6/19 |
| | 5 | Beth Galbreath | 6/20-6/21 | 6/14-6/20 |
| | 6 | Lisa Ettlinger* | 6/18-6/21 | 6/15-6/18 |
| | 7 | Rebecca El-Gamel | 6/18-6/21 | |
| | 8 | Marcia Lightbody | 6/18-6/21 | |
| | 9 | Steven Moore* | 6/18-6/21 | |
| | 10 | | 6/21-6/24 | |
| | 11 | | 6/21-6/24 | |
| | 12 | | 6/21-6/24 | |
| | | Graham Campbell | Communion | |

ENGAGEMENT/NOMINATING SLATE

| Collector/Assistant Collectors | (14-7 pairs) | Term | Previous |
|--------------------------------|--------------------|-----------|------------|
| <i>Collector</i> | 1 Donnalee Farris | 6/19-6/22 | 6/16-6/19 |
| Assistant Collectors | 2 Wynelle Scenna | 6/19-6/22 | since 2013 |
| | 3 Laurie Bergstrom | 6/19-6/22 | |
| | 4 Ellen Peckham | 6/20-6/23 | since 2007 |
| | 5 Bob Thayer | 6/21-6/24 | 6/19-6/21 |
| | 6 Evelyn Manley | 6/19-6/21 | since 2009 |
| | 7 Linda Williams | 6/18-6/21 | since 2015 |
| | 8 Susan Foley | 6/18-6/21 | |
| | 9 Rick Perullo | 6/18-6/21 | |
| | 10 | 6/21-6/24 | |
| | 11 | 6/21-6/24 | |
| | 12 | 6/21-6/24 | |
| | 13 | 6/21-6/24 | |
| | 14 | 6/21-6/24 | |
| | | | |
| | | | |
| Member at Large (5) | | Term | Previous |
| | 1 Ruth Ladd | 6/19-6/22 | 6/16-6/19 |
| | 2 Ann Hoffman | 6/19-6/22 | 6/16-6/19 |
| | 3 Daryl Battin | 6/21-6/24 | |
| | 4 Sandra Shaw | 6/21-6/24 | 6/18-6/21 |
| | 5 | 6/21-6/24 | |
| | | | |
| | | | |
| Adult Christian Education (5) | | Term | Previous |
| | 1 | 6/21-6/23 | |
| | 2 | 6/21-6/23 | |
| | 3 | 6/21-6/23 | |
| | 4 | 6/21-6/23 | |
| | 5 | 6/21-6/23 | |
| | | | |
| | | | |
| Children & Youth (6) | | Term | Previous |
| | 1 Barbara Buck | 6/20-6/22 | 6/18-6/20 |
| | 2 Tarla Neff | 6/20-6/22 | 6/18-6/20 |
| | 3 Barbara Kroft | 6/19-6/21 | |
| | 4 | 6/21-6/23 | |

ENGAGEMENT/NOMINATING SLATE

| Mission and Justice (10) | | | Term | Previous |
|--------------------------|----|-------------------|-----------|-----------|
| | 1 | Lisa Sandeen | 6/20-6/22 | 6/14-6/20 |
| | 2 | Charlie Wyman* | 6/20-6/22 | 6/18-6/20 |
| | 3 | Meg Weston | 6/20-6/22 | |
| | 4 | Jim Weston | 6/20-6/22 | 6/18-6/20 |
| | 5 | Eliza O'Brien | 6/20-6/22 | 6/16-6/20 |
| | 6 | Pete Connor | 6/20-6/22 | 6/18-6/20 |
| | 7 | Stewart Deck | 6/20-6/22 | |
| | 8 | Amy Cho | 6/21-6/23 | |
| | 9 | Lois Smith Martin | 6/21-6/23 | 6/19-6/21 |
| | 10 | Mike Bundy | 6/21-6/23 | 6/17-6/21 |
| | | | | |
| | | | | |
| Congregational Care (7) | | | Term | Previous |
| | 1 | Carolyn Aitken | 6/20-6/22 | 6/15-6/20 |
| | 2 | Priscilla Thayer | 6/20-6/22 | 6/18-6/20 |
| | 3 | Yvette Kirby | 6/21-6/23 | |
| | 4 | | 6/21-6/23 | |
| | 5 | | 6/21-6/23 | |
| | 6 | | 6/21-6/23 | |
| | 7 | | 6/21-6/23 | |
| | | | | |
| Endowment (5) | | | Term | Previous |
| | 1 | Brian Johnston | 6/19-6/22 | |
| | 2 | Brad Crooke* | 6/21-6/24 | 6/12-6/21 |
| | 3 | John Campbell | 6/21-6/24 | 6/18-6/21 |
| | 4 | | | |
| | 5 | | | |
| | | | | |
| Finance (5) | | | Term | Previous |
| | 1 | Tom Rodd | 6/20-6/22 | 6/18-6/20 |
| | 2 | Livy Parsons | 6/20-6/22 | 6/18-6/20 |
| | 3 | Sarah Felton | 6/20-6/22 | |
| | 4 | Sue Ellen Briggs | 6/20-6/22 | |
| | 5 | Kelly Littlewood* | 6/20-6/21 | 6/16-6/20 |
| | 6 | Susan Foley | 6/21-6/23 | |

ENGAGEMENT/NOMINATING SLATE

| Giving/Stewardship (8) | | Term | Previous |
|------------------------|-----------------------|-----------|-----------|
| 1 | Debbie Crooke* | 6/20-6/22 | 6/18-6/20 |
| 2 | Julia Potter | 6/20-6/22 | 6/18-6/20 |
| 3 | Sally Wyman | 6/20-6/22 | |
| 4 | Terri Stull* | 6/21-6/22 | 6/17-6/21 |
| 5 | Rick Perullo | 6/21-6/23 | |
| 6 | Michael Sorter | 6/19-6/21 | |
| 7 | | 6/21-6/23 | |
| 8 | | 6/21-6/23 | |
| | | | |
| | | | |
| | | | |
| Human Resources (3) | | Term | Previous |
| 1 | Daryl Battin | 6/20-6/23 | |
| 2 | Leanne Rodd* | 6/20-6/23 | 6/17-6/20 |
| 3 | | 6/21-6/24 | |
| 4 | | 6/21-6/24 | |
| | | | |
| Engagement (6) | | Term | Previous |
| 1 | Al Bukys | 6/20-6/23 | |
| 2 | Bess Deck | 6/19-6/22 | |
| 3 | Wendy Tanahashi-Works | 6/21-6/24 | 6/18-6/21 |
| 4 | | | |
| | | | |
| | | | |
| Parish Life (10) | | Term | Previous |
| 1 | Evelyn Manley | 6/19-6/21 | 6/13-6/19 |
| 2 | Kim Doney | 6/20-6/22 | |
| 3 | Barbara Martin | 6/20-6/22 | 6/18-6/20 |
| 4 | Sharon Kendall | 6/21-6/23 | 6/17-6/21 |
| 5 | Beth Schutt* | 6/21-6/23 | 6/12-6/21 |
| 6 | Priscilla Thayer | 6/21-6/23 | 6/15-6/21 |
| 7 | Karen Dooks | 6/21-6/23 | 6/17-6/21 |
| 8 | | 6/21-6/23 | |
| 9 | | 6/21-6/23 | |
| 10 | | 6/21-6/23 | |

ENGAGEMENT/NOMINATING SLATE

| Prudential (8) | | | Term | Previous |
|----------------|---|----------------|-----------|-----------|
| | 1 | Doug Fisher* | 6/20-6/22 | 6/16-6/20 |
| | 2 | Tom Battin | 6/20-6/22 | 6/18-6/20 |
| | 3 | Dean Rutila | 6/20-6/22 | 6/18-6/20 |
| | 4 | Lisle Swanson | 6/20-6/22 | 6/18-6/20 |
| | 5 | John Briggs | 6/20-6/22 | 6/18-6/20 |
| | 6 | Mark Ettlinger | 6/20-6/22 | 6/18-6/20 |
| | 7 | David Works | 6/20-6/22 | |
| | 8 | Scott Martin* | 6/21-6/23 | 6/19-6/21 |
| | 9 | | 6/21-6/23 | |
| | | | | |
| | | | | |
| Welcoming (8) | | | Term | Previous |
| | 1 | Tim Hoffman | 6/20-6/22 | 6/18-6/20 |
| | 2 | CeCe Potter | 6/21-6/23 | 6/17-6/21 |
| | 3 | Tara Stevens* | 6/21-6/23 | 6/17-6/21 |
| | 4 | Andy McClaine | 6/21-6/23 | |
| | 5 | | 6/21-6/23 | |
| | 6 | | 6/21-6/23 | |
| | 7 | | 6/21-6/23 | |
| | 8 | | 6/21-6/23 | |

FINANCE COMMITTEE

Finance Report for Program Year 2021 (July 2020 – June 2021)

We are pleased to report a better-than-expected financial result for Program Year 2021 (July 2020-June 2021, or “PY21”). This was a year of significant challenges and financial uncertainty so we were expected an Operating Loss, but due to the generosity of our congregation, particularly with non-recurring gifts, and significant expense reductions in Music, Christian Education and other areas, our PY21 Operating Loss is forecasted to be much less than budgeted.

We have not yet completed the full program year but have projected approximate results for PY21 based on actual results for the nine-months from July 2020 through March 2021 plus our expectations of results for April-June 2021.

Projected results for PY21 as compared to the PY21 Budget are as follows:

| | PY21 Projected Actual Results | PY21 Budget | Over/(Under) |
|-------------------------------------|----------------------------------|---------------------|------------------|
| Contributions | \$ 674,324 | \$ 625,000 | \$ 49,324 |
| Non-recurring gifts | 78,255 | - | 78,255 |
| PPP Loan forgiveness | 100,200 | 100,200 | - |
| Rental income | 46,325 | 30,600 | 15,725 |
| Plate mission collection | 53,211 | 50,000 | 3,211 |
| Transfers and other | 81,403 | 69,219 | 12,184 |
| Total income | \$ 1,033,717 | \$ 875,019 | \$ 158,698 |
| Ministry expense | 705,513 | 675,595 | 29,918 |
| Mission expense | 118,000 | 106,000 | 12,000 |
| Maintenance expense | 228,325 | 203,709 | 24,616 |
| Total expense | \$ 1,051,837 | \$ 985,304 | \$ 66,533 |
| Total Operating Gain/ (Loss) | \$ (18,120) | \$ (110,285) | \$ 92,165 |
| Major Non-Recurring Gifts | \$ 699,791 | | |
| Total Gain / (Loss) | \$ 681,671 | | |

Income:

We project income for PY21 to be \$1,033,700 which is better than budgeted by \$159,000.

Contributions income for the full year is projected to be approximately \$674,000 plus non-recurring gifts of \$78,000. Projected Rental income of \$46,000 includes rent from Hancock Nursery School, receipt of funds due from Math Club for prior year occupancy, and donations from AA. Transfer income is higher

FINANCE COMMITTEE

than budget due to extra transfers from Endowment and transfers from programmatic funds to cover expenses paid out of such funds.

Major non-recurring gifts include a \$510,000 donation to the Ahara Student Ministry fund and \$189,800 in donations for the Reverend Dr. Paul Shupe Opportunity Fund.

Expense:

Overall, we expect the cost to fund the ministry, mission and maintenance of Hancock Church to be approximately \$1,051,800 for PY21. Expenses are over budget by \$67,000 but more than half of that difference relates to amounts paid out of non-operating funds (which were not included in the PY21 budget). Note that Hancock changed our accounting system during PY21 and so we now report total expenses, where we used to be able to report (and budget) only expenses out of our operating fund. Therefore, certain expenses that have historically been paid out of non-operating funds were not included in the PY21 budget but are included in the actual PY21 results.

Ministry

Consistent with historic trends, we project that the PY21 Ministry expense of \$706,000 will be approximately 70% of our annual expenditures. PY21 Ministry expense is comprised of the following:

- \$672,000 of Salary and other personnel related costs
- \$17,000 of Music expense
- \$3,000 of Christian Education expense
- \$13,000 of Parish Life, Diaconate, TV Ministry and Other expenses

In total, we expect PY21 Ministry expenses to come in approximately \$30,000 over budget but almost all of this difference relates to amounts paid out of non-operating funds.

Mission

We project our PY21 expenditures for Mission work will be approximately \$118,000 for FY21. This amount includes:

- \$53,000 weekly mission partner plate collections (which are also recorded as Plate mission collection income)
- \$19,000 for denominational support
- \$8,500 for GBIO membership
- \$37,500 of discretionary giving

We expect total Mission expenses to be approximately \$12,000 over budget due to payments made to LUPR in PY21 of funds that we collected in PY20. Payment of the LUPR expense was made from a non-operating fund.

FINANCE COMMITTEE

Maintenance

Our expense for Maintenance of the church is expected to be approximately \$228,000 for PY21. Our primary expenses for Maintenance include:

- \$49,000 for Utilities (gas, electricity, water, sustainable energy)
- \$63,000 for Maintenance, Cleaning, Trash and Snow Removal
- \$32,000 for Property Insurance and Elevator Maintenance and Inspections
- \$52,000 for Computers and Administration
- \$30,000 allocated to Building Reserve

Maintenance is projected to be \$25,000 over budget, primarily due to church maintenance for asbestos abatement and other projects, including parsonage maintenance performed when the parsonage was unoccupied (between the Shupes' departure and Genna's occupancy).

Budget Proposal for Fiscal Year 2022

| | PY20 Annual Results | PY21 Projected Results | PY22 Budget | | |
|-----------------------------|---------------------|------------------------|---------------------|------------------|---------------------|
| | | | Unrestricted fund | Restricted funds | Total |
| Contributions | \$ 731,217 | \$ 674,324 | \$ 850,000 | \$ - | \$ 850,000 |
| Non-recurring gifts | 150,000 | 78,255 | \$ 50,000 | \$ - | \$ 50,000 |
| PPP Loan forgiveness | - | 100,200 | \$ - | \$ - | \$ - |
| Rental income | 89,169 | 46,325 | \$ 43,080 | \$ - | \$ 43,080 |
| Plate mission collection | - | 53,211 | \$ 50,000 | \$ - | \$ 50,000 |
| Transfers and other | 84,280 | 81,403 | \$ 45,175 | \$ 92,786 | \$ 137,961 |
| Total income | \$ 1,054,666 | \$ 1,033,717 | \$ 1,038,255 | \$ 92,786 | \$ 1,131,041 |
| Ministry expense | 731,912 | 705,512 | \$ 675,682 | \$ 68,736 | \$ 744,418 |
| Mission expense | 81,590 | 118,000 | \$ 122,000 | \$ 775 | \$ 122,775 |
| Maintenance expense | 242,617 | 228,325 | \$ 255,040 | \$ 5,000 | \$ 260,040 |
| Total expense | \$ 1,056,119 | \$ 1,051,837 | \$ 1,052,722 | \$ 74,511 | \$ 1,127,233 |
| Net Operating (Loss) | \$ (1,453) | \$ (18,119) | \$ (14,467) | \$ 18,275 | \$ 3,808 |

As in prior years, we built our budget for PY22 by calculating our expenses for the upcoming year to determine the level of contributions required to support planned operations. The change in PY22 is that we are now able to budget for both the unrestricted fund (the operating fund) and restricted funds (programmatic, endowment and quasi-endowment) due to implementation of our new accounting system. In the past, we did not report the income and expenses in the restricted funds.

FINANCE COMMITTEE

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. Determining exact programming was a difficult task due to the changing state of operations with the COVID pandemic, so we have planned for operations to be performed on a “hybrid” basis between in-person and remote activities, which often leads to higher expenses.

To assess the reasonableness of proposed expenditures, we first compared the PY22 budget to our projected PY21 results. All areas show higher expenses due to the following:

\$40,000 higher in total budgeted Ministry expense due to:

- hiring of a student minister and summer intern in PY22 which we did not have in PY21. Note that we have funds to cover these expenses so there is no impact on the unrestricted funds for these new hires.
- extra spending in Music and Christian Education when we resume in-person operations in the fall.
- offset by savings due to the open Second Minister position.

\$5,000 higher in total budgeted Mission expense as Discretionary Mission Spending is calculated as 5% of contributions, so higher budgeted PY22 Contributions result in higher budgeted PY22 Discretionary Mission Spending expense

\$32,000 higher in total budgeted Maintenance due to increases in most categories with resumption of in-person operations in the fall

Since PY21 was such an unusual year due to the pandemic, we also assessed the PY22 budget against the PY20 budget which reflected a more “normal” operating year. When we compared these two years, the differences are due to:

- \$12,000 increase in Ministry expense primarily due to increased costs for TV Ministry and other programs to support the hybrid-model in PY22
- \$41,000 increase in the Mission expense which reflects the commencement of the program to give the plate income to mission partners which only started to be recorded in PY21. Therefore, Plate Mission Collection is budgeted for \$50,000 in the PY22 budget but there is nothing for Plate Mission collection expense in the PY20 results.
- \$17,000 increase in Maintenance expense which primarily reflects inflationary increases in most areas

FINANCE COMMITTEE

Income

We are budgeting \$43,000 for Rental Income for PY22, which is rent expected from Hancock Nursery School, currently our only committed tenant. We are hopeful that additional rentals will be possible as the state relaxes occupancy rules, but nothing is definite at the time of this budget. This amount is similar to PY21 when HNS was also our only tenant, but a significant reduction from PY20 when we also had Math Club, Penguin Coding and other tenants.

Budgeted Transfer income for PY22 includes \$63,000 to be received from Endowment Fund transfers plus \$74,000 transferred from Programmatic Funds to offset the expenses made out of those funds.

The net result of the expenses, as offset by rental income and transfers, equals an amount of \$900,000 which we will need to fund the church at its current levels. Historically, we have one-time gifts of between \$20,000 to \$100,000 per year, so we are budgeting non-recurring gifts of \$50,000 for PY22. Therefore, we will be asking for \$850,000 in Member Contributions for the upcoming year.

Please see the Report from the Giving Committee for the initiatives to receive this support.

Closing

I want to extend my sincere thanks and appreciation to the Finance Committee, including Steve Cooper, Livy Parsons, Tom Rodd, Sarah Felton and Sue-Ellen Briggs for their sound financial thoughtfulness and advice during the last year. 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

It was a good year for Giving. With all the changes to consider, the financial goal for contributions was smaller. We have already greatly exceeded that goal in May, with another month left before the end of the fiscal year! Our lives have been drastically different this year, but generous giving continues to be a strong trait of Hancock.

This year we ran a Giving Campaign, *Recommit Renew Transform Together*, in the fall. We kicked off the campaign with a mailing to everyone on our mailing list. We included a letter describing the various ways to give as well as a brochure highlighting what we have done this year. This was followed by four weeks of Sunday services that included a video from Giving each week. The ministers coordinated their messages with the week's theme, and the mission partner offering was also coordinated with the week's focus. The response to the videos was fantastic. They require advance planning and a good amount of work but are well worth the effort. The campaign ended with Celebration Sunday on October 5. By November 23, we had received 109 pledges of \$603,685 toward the goal of \$625,000. Near the end of the year, Giving announced the Fenske Giving match. This raised an additional \$50,000.

We are continuing to improve the amount of data saved in the Breeze database. The staff updates the database each month with Giving tags. We use these tags to send thank-you notes and then enter the date people were last thanked for their Giving. These thank-you notes, handwritten by volunteers, are in addition to the thank-you letter that is sent after the annual campaign. We hope to continue to find ways to use information in the database.

Many of our communication methods changed this year. We meet via Zoom now. Screen sharing and document sharing are our regular methods for editing and approving everything we send out. We have contributed to the more regular financial updates written by the Finance Committee.

The Giving Committee, Finance Committee, and Endowment are continuing to work together to keep the congregation informed and encourage various methods of giving. We will take some of the new ideas and skills that we have learned and merge them with our traditional methods and hopefully come up with exciting new ways to connect with the entire congregation.

Respectfully submitted,

Terri Stull, Debbie Crooke, Julia Potter, Mike Sortor, Sally Wyman, Kate Walsh

HANDBELL MINISTRY

When the country was locked down March 2020 due to the Covid 19 pandemic, bell rehearsals, like all other church programs, were instantly terminated. It was essential to quarantine to keep ourselves and everyone else healthy. But neither wind, nor rain, nor snow, nor Covid 19 can keep a bell group apart even if it means changing how we gather.

At first, fear kept everyone home and our only option to gather was a weekly Zoom session during our usual rehearsal time. The Morning Glory Ringers and the Carillon gathered virtually to share joys and concerns, mostly fears and worries about the pandemic such as how to get groceries delivered and how to get your hair cut!!!!

But we are a creative group and when one of our own bell ringers was going to be returning home from the hospital following a prolonged hospital stay, we jumped at the chance to welcome him home! A drive-by parade of more than 50 cars was fashioned, complete with an antique car leading the way, balloons, bells, Celtic flute, noise makers, and posters of encouragement. In the weeks that followed, fellow ringers signed up to pick up groceries, run errands, mow the lawn, etc. to support our friend in his recovery. The festivities and the camaraderie were intoxicating and gave us hope for better days to come.

By September Covid case numbers were low. Unlike singing which spread the virus, ringing could be accomplished with masks on and ringers separated by at least 6 feet with their own music and bells. A big hurdle was the state regulation that would allow only seven and a half ringers in the bell room at a time. Marilyn Becker, our bell director, had an inspiration that since the sanctuary wasn't being used for worship, maybe we could set up there. After gaining permission from the staff and the Building Reopening Committee, Marilyn creatively placed the bell tables in a large semicircle around the outside aisles of the sanctuary.

Ringers were invited to participate after agreeing to the church safety covenant and surprisingly, a majority of all three bell groups returned for 8 weeks during early fall. Pieces were prepared for a virtual Christmas concert which was recorded on Saturday November 14, just prior to the holiday surge in Covid cases. Our 20th annual Christmas concert premiered virtually on December 6th, complete with a presentation of "T Was the Night Before Christmas" sung by our own David Clark! I only hope that it brought the same kind of joy to a performance-starved world that it brought to us, the ringers. It was a thrill that most of us and most other bell groups had not thought possible.

January came with its huge post-holiday spike in cases, making indoor activities unsafe. Zoom sessions continued, but people were getting weary of being confined to their homes. Patriot's Day events in Lexington were cancelled so Marilyn Becker put together a medley of pieces from previous Patriot's Day concert to be broadcast on LexMedia for the world to enjoy.

Then came the news that vaccines would be available soon. The biggest Zoom topics turned from how to make face masks and stores that delivered groceries to when and where to get a vaccination appointment.

HANDBELL MINISTRY

With anticipation that the case numbers would go down as vaccinations increased, Marilyn experimented with a small bell ensemble of 6 people in the sanctuary beginning in March. Around the same time, the Area 1 handbell guild approached Hancock to host a virtual ringer workshop entitled “A Ringer Reunion”. It turns out Hancock was one of the few bell choirs in all New England that had a place to ring. Thirteen Carillon ringers recorded the music using our established Covid safety strategies on Saturday May 1 to be broadcast May 15 on Zoom for ringers from all over, with Marilyn Becker as the guest clinician. Marilyn did a great job and a fun time was had by all!

As this report is being written, positive Covid tests in Massachusetts have gone down to about 1%. Many ringers have had one or both vaccination shots. Carillon and Morning Glory Ringers will begin rehearsals, still using masks and social distancing, to learn new music to record for a virtual Bell Sunday at church on June 20.

No one can predict what September will bring, but one thing is clear. The handbell ministry at Hancock Church is creative, flexible, and persistent. They will continue to support their fellow ringers, Hancock Church, the greater Boston area and beyond through the sharing of themselves and their music, the one language that unifies us all.

Thank you to the clergy and staff of Hancock Church for their support which makes this ministry possible.

Gratefully submitted,

Cheryl Kraley
Marilyn Becker

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 was 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 can 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 experience 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

No surprise.....the Historian's office and archives have been very quiet this past year. With church access limited, we have not been able to continue our organizing and archiving efforts.

We have continued to accept material for later processing and have been able to answer several questions that have occurred.

During the past months, work on three office spaces necessitated the clearing out of those areas, so we were pleased that at least we could provide an office home for Genna temporarily.

Needless to say, we are very much looking forward to the time when we can get back to properly caring for the important materials documenting our ongoing church history.

Yvette Kirby, Assistant

Bruce Stone, Assistant

Sue Rockwell, Historian/Archivist

HUMAN RESOURCES TEAM

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

To say that 2020-21 has been a year of changes for the staff is certainly an understatement! Along with the full congregation, HR has tremendous gratitude for the agility that the Hancock staff has shown throughout the pandemic, not only in how they have worked together, but also for their creativity in creating a virtual worship experience. Layered with a change in leadership we know this has not been an easy year, and we appreciate all that the ministers, musicians, and staff have done to help us walk our spiritual paths and cherish one another from a distance.

The biggest staff change this year was the retirement of long-time Senior Minister Paul Shupe and calling Barbara Callaghan to be the next Senior Minister – the first woman senior minister – of Hancock Church. With that change comes much celebration, both for the legacy that Paul leaves and the promise that Barbara brings, and supporting this change will continue to be a focus for the HR team during the next year.

Among the staff, Suzie Barry has been promoted to Operations Manager after demonstrating her expertise in finance, personnel, and facility management. In this role Suzie oversees the day-to-day operations environment of the church, shifting some of the growing administrative responsibilities from the worship staff and centralizing the operations function. Zack Hosterman continues in his dual role of Administrative Assistant and Sexton, and during the pandemic has added critical video editing and TV ministry tasks to his role. We bid farewell to Kathryn Dominguez as she moved on to an administrative role at a church within her faith after four years of dedicated service to Hancock. We were fortunate to fill the Communications role temporarily with former Hancock staff member Jane Park.

Our student minister and musical staff members have continued to amaze us and step in during this year of distance worship by not only increasing their regular worship responsibilities, but also leading us with creative recorded content, musical collaborations, live video leadership, and a multitude of other contributions to create outreach and worship connections for the congregation. We are so grateful for the hours (and hours) of video recording, editing, and production required to bring us rich and engaging content this past year. Our talented musical staff continues to be led by Mark Morgan, Director of Music with Marilyn Becker, Associate Director of Music and Organist.

This year within the Teaching Parish team, Genna Beatty, Minister for Youth and Young Adults, continues her work with HYG and passed her ecclesiastic council in February. Genna's ordination is planned for Fall 2021. David Clark is nearing the end of his second year as head of Ministry for Children and Families and

will be on leave this summer to complete his Clinical Pastoral Education (CPE) at a hospital in Portland, ME, one of the last steps on his pathway to ordination. And we are excited to welcome two new members of the Teaching Parish team, Rachel Barton who will join the worship team as Student Minister of Congregational Life in September, and Bridget Kinahan, Summer Intern. Both are students at the BU School of Theology.

As our ministers and staff continue to navigate their roles in a safe manner, they are working on a variety of plans to help us safely reunite in person over the summer and fall, as guidelines allow. This will not be 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.

And finally, the HR team extends tremendous gratitude to Yvette Kirby for her contributions and leadership as she finishes her term. Yvette has been key in core infrastructure, planning, and many special projects. Thank you, Yvette for your service and calm guidance over the last five years.

Respectfully submitted,

Leanne Rodd (Chair), Yvette Kirby, Daryl Battin

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

IMMIGRANT AND REFUGEE JUSTICE TEAM



The Immigrant and Refugee Justice Task Force was formed in 2018 in response to the growing anti-immigrant rhetoric and poor treatment of immigrants to the US and a refugee crisis continuing around the world. In June of 2019 the Standing Committee and Congregation adopted a declaration that Hancock Church is an Immigrant Welcoming Congregation.

While the needed restrictions to control Covid-19 limited our actions, the Task Force met by Zoom frequently during the past year to seek out opportunities where we could focus our talents and abilities to address urgent and compelling issues faced by immigrants and refugees.

Recently we became aware of **The Daniel F. Romero Center for Border Ministries and Strategies** (Centro Romero), a partner of **Global Ministries** which provides a common mission witness of the Christian Church (Disciples of Christ) and the United Church of Christ. Global Ministries work with approximately 290 faith-based international partners in close to 90 countries.

https://www.globalministries.org/project/centro_romero/

Centro Romero has been a leader in the field of practical theology with a special interest in immigration issues, migrant advocacy, preventing sex trafficking, and supporting economic and environmental justice, economic justice. Since 2015, Centro Romero has worked on the U.S./Mexico border in Tijuana, Mexico and Southern California. They welcome migrant children traveling on their own, single mothers traveling with their children, and other vulnerable populations. Centro Romero provides housing, food, medical attention, psychological support, and pastoral care for families and individuals seeking political asylum and affected by current United States immigration policies.

As part of our discussions with Carlos J. Correa Bernier, the Executive Director of Centro Romero, we became aware of an immediate acute need at a facility that Centro Romero operates in Tijuana, Mexico for single mothers and their children awaiting determination of immigration status into the U.S. To prevent a Covid-19 outbreak, they have an immediate need for Covid-19 vaccines. The impact of Covid-19 outbreak among single mothers would be devastating, since the children often have no one else to care for them.

The Hancock Immigration and Refugee Justice Task Force believes that simple defined actions can result in providing real benefit on a personal basis. In a recent Sunday collection for Centro Romero over \$4500 was raised to provide Covid-19 vaccinations for some of the single mothers and we are currently discussing additional ways to gain funds to vaccinate all of the mothers who need it.

Please join the Immigrant and Refugee Task Force if you seek to make changes that will benefit those immigrants and refugees less fortunate than we. Please contact Jim Weston at (617) 645-0658, cell, or jamesrweston@gmail.com.

The Immigrant and Refugee Justice Task Force

LEXINGTON INTERFAITH GARDEN



Here is a picture of Carla Fortmann on 4/24/21 delivering the first produce from the Interfaith Garden to the Lexington Food Pantry. It's a small harvest of asparagus and rhubarb, but it marks the 12th year of the Interfaith Garden and its partnership with the Pantry. Consider it a down payment to the 1,700 to 2,000 lbs. that the Interfaith Garden donates each year.

This all-volunteer project revolves around the concept of running a community "giving garden" that donates its produce to the Lexington Food Pantry. It is primarily supported (financially and manpower-wise) by over a dozen local faith communities. Hancock has been a key partner along with First Parish, Follen, Temple Isaiah, St. Brigid's and Sacred Heart (the Lexington Catholic Community), St. Nicholas Greek Orthodox, Arlington Ward of the Latter-Day Saints, Chinese Bible Church of Greater Boston, Grace Chapel (East Lex campus), Islamic Center, and Pilgrim Church. We also get many, many others from the community who have heard about the Garden and signed up to help.

This never could have happened without the all-in participation of Carla Fortmann, a true answer to prayer. She has not only donated her back yard family garden as the Interfaith Garden home, but also her multiple decades of gardening experience to be the "head gardener". Carla plans the Garden down to layout, crop rotation, seed/seedling purchasing and instructs volunteers at nearly every work session. The need for this community giving garden is greater than ever in these pandemic days. We've heard from the Lexington Food Pantry that many, many new households have asked to be able to use their services this past year. The level of food insecurity in our midst is very high.

Covid-19 has meant we have had to examine our practices and devise new rules to create a safer working environment for Carla, the volunteers, the Lexington Food Pantry workers, and their clients since we interact with them on Saturday mornings while delivering the freshly harvested produce.

In Spring 2020 we officially closed along with the rest of the state, per Gov. Baker's mandate. Unofficially, Carla and a handful of volunteers kept it going until the state shut down order was lifted. Rules were put in place for lower density, masking, social distancing, disinfecting and gloves while harvesting. For most of 2020 we operated the Garden using less than 40% of the normal number of volunteer manhours.

2021 has started with similar restrictions in place...fewer people, masks and social distancing. But the mood definitely is lighter. Don't we all see the light at the end of the tunnel? More people are vaccinated and infection rates are down. We are back at the Garden and volunteers are eager to get their hands dirty doing this necessary and worthy work.

Interested in helping? Contact Amy Swanson swanamy5@gmail.com. More Garden info at www.interfaithgarden.org

MEMBERSHIP REPORT

United Church of Christ 2020 Yearbook Data

| | |
|--|------------|
| Membership as of December 31, 2019 | 686 |
| <hr/> | |
| Admitted During 2020 | |
| By Rite of Confirmation | 0 |
| By Confessions and Reaffirmations of Faith | 4 |
| By Baptism | 2 |
| Total Received in 2020 | 6 |
| <hr/> | |
| Removed During 2020 | |
| By Letter of Transfer | 1 |
| By Death | 10 |
| Other Removals | 0 |
| Total Removed in 2020 | 11 |
| Membership as of December 31, 2020 | 679 |

Members Received June 2020 – June 2021

| | |
|-------------------|---------------------|
| Shi Chen | Anna Jarrett |
| Ted Williams | Helen Larsen |
| Frances Wentworth | Eric Alexander |
| Brett A. Brown | Elizabeth Alexander |
| Paul Bielat | |

Members and Friends Who Passed Away June 2020 – June 2021

| | |
|----------------|-----------------|
| Peggy Bicknell | Katharine Merck |
| Mary Currier | Betty Morrill |
| Susan Fraim | James Purvis |
| Suzanne John | Naomi Topalian |
| Bonnie Jordan | |

MINISTRY OF REMEMBRANCE

With the arrival of the COVID pandemic and subsequent closing of the physical church structure the work of the Memorial Garden Committee was severely limited in 2020. In the spring of 2021, the garden was used to support a very small memorial service. We look forward to the full reopening of Hancock Church and the resumption of both our mission and celebrations as described below. Of note our committee membership was reduced this year and now includes the members noted below.



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

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

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

On **All Saints Day** in November of every year, we honor individuals who have contributed to making the church what it is today and what it will be in the future. After the morning service, we gather in the garden to share prayers, reflections and memories of our loved ones. We look forward with anticipation to our ceremony on All Saints Day in November.

At our **Celebration of Remembrance** in the spring when the garden is bursting with new life, we gather there to socialize and build connections 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 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), or any other member of the Memorial Garden Committee, if you wish to include someone special in upcoming remembrances.

Respectfully submitted by the Memorial Garden Committee:
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 very difficult year because of the pandemic. Most in-person mission activities were suspended for safety reasons. At the same time, there was an explosion of need across the country and the world, as health care systems were strained, unemployment rose dramatically, and food insecurity exploded. The death of George Floyd touched off a renewed reckoning with our deep-seated legacy of racism in this country. Addressing pressing needs while also helping our mission partners weather the bad economy and keep their vital services intact for the eventual return of some semblance of normalcy 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.

During the Manger Sunday celebration in November, we gave attendees our “Holiday Fair in a Bag” which introduced congregants to our mission partners and encouraged alternative Christmas gifts. Sixteen mission partners were represented.

We offered a special virtual program after morning worship in March, with Kate Poor reprising her visit from the year before to give us an update on her work in Texas with immigrants and 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 third year of a five-year commitment to fund Sustainable Harvest International’s work with the village of La Concepcion in Honduras at a cost of \$10,000/year, of which \$3,000 is being provided by a generous Hancock household in a 1:1 match to the congregation’s donations. SHI’s instructors are working with village families on projects to improve food security and health and promote more sustainable agricultural practices.

We supported a number of mission partners with the church’s mission budget. 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, using 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 has donated almost \$52,000 through the offering to the following worthy organizations:

MISSION AND JUSTICE TEAM

Alternatives for Community & Environment
(Boston)
American Medical Research Foundation (AMRF)
Basic Needs US
Bristol Lodge
Centro Romero Vaccine Project
City Mission
Concord Prison Outreach
Food Link
Greater Boston Interfaith Organization (GBIO)
Habitat for Humanity of Greater Lowell
Haynes School
Household Goods
Interfaith Action of Central Texas
Lexington Food Pantry
Lexington Refugee Assistance Program
LGBT Asylum Task Force
Louis D. Brown Peace Institute -Mother's Day
Walk for Peace

MLK Jr. Presbyterian Church of Springfield
Arson Recovery
One Church Fund (Mass Council of Churches)
Outdoor Church
Place of Promise
REACH Beyond Domestic Violence
Restaurant Workers Mutual Aid
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
UCC Strengthen the Church
Water Mission (for Hurricanes Eta/Iota Relief)
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, independent of the committee's activities, including Lexington Unites for Puerto Rico, the Interfaith Garden, the search for racial justice through our small groups and Anti-Racist Steering Committee, and the volunteer home builds of Habitat for Humanity.

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

Mike Bundy, Amy Cho, Pete Connor, Stewart Deck, Lois Smith Martin, Eliza O'Brien, Lisa Sandeen, 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

At the start of FY2021, all Parish Life activities had been canceled due to COVID-19 restriction. Almost all Parish Life activities involve serving food in a community setting.

The kitchen was closed.

Parish Life did make some attempts at continuing the community piece without involving food and in-person interaction. These virtual events are listed below.

- Hancock Tables (June 26 & Sep 2, 2020)
- Paul's retirement meal basket prepared and delivered to Paul and MaryAnn on Jan 16th, 2021, the day of the Hancock Parade in their honor.
- Hancock Trivia Night (March 20, 2021)

Discussions at Parish Life meetings often focused on what things would look like once Hancock returned to in-person services. What were the changes that Parish Life needs to make, and that the Hancock community needs to comply with, to keep Hancock safe while COVID-19 continues to be a threat?

- Will church events with food look more like restaurant style serving vs. more homestyle?
- Will there continue to be three coffee stations on Sunday mornings?
- Will we need individually wrapped food, creamers, etc.?
- Will we need plexiglass protection at serving stations?
- Will we be able to resume small group gatherings in people's homes?

These discussions took place with the acknowledgment that we do not know when we will return to in-person services and events with food or what the requirements and restrictions will be. One thing is certain, Parish Life will follow the appropriate public health guidelines when we eagerly say, *Welcome Back, Hancock!*

Respectfully submitted,

Elizabeth (Beth) Schutt – Chair
Priscilla Thayer - Co-Chair

Kim Doney Donnalee Farris
Karen Dooks Sharon Kendall

Evelyn Manley
Barbara Martin

POTTER LIBRARY COMMITTEE

The Pandemic has brought many changes for all of us. Potter Library is moving in a new direction with new ideas and a new leader. Recent co-chairs, Jacky Deranian and Marjorie Travis, have resigned after years of service. Jacky moved to Memphis, Tennessee, to be near family and Marjorie was happy to pass on leadership to Laurel Cooley. Joyce Ananian has found new projects to support after being on the committee for fifteen years. Longstanding committee members are Susan Colburn, Lynn McClaine and Janet Woit. We all have enjoyed making our Potter Library books and services available to the Hancock family.

Marjorie Travis and Jacky Deranian

* * * * *

Laurel Cooley is now chair of the Potter Library committee and here is her 2021 report:

Our committee met via ZOOM in March in anticipation of Hancock's and Potter Library's eventual reopening. We discussed and agreed that Potter Library has traditionally functioned as a book collection space and has potential to:

- Transition to being a physical/virtual learning space that includes AV/books/materials and speakers.
- Serve as a hub/partner with internal committees and external groups.
- Function as a more specialized Christian formation/inner life resource for the faith community.

The committee finds itself in a reimagining phase and plans to speak with Barbara, David, Genna and our next seminarian about syncing Potter Library's physical and virtual spaces with Hancock's current direction and aligned needs. We will also assess/audit the collection and collection circulation management methods with Sally Wyman who will assist us in an advisory role.

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, in spite of the building being closed, a number of projects have been accomplished:

- Improvements to make the church more welcoming, particularly the new signage. The main sign is now simpler and more visible from the street, and additional signs clarify traffic flow to the parking lot and better direct guests to the handicapped entrance.
- Electrical improvements were made to support and protect the TV ministry.
- Repairs at the Parsonage: Plumbing work including replacement of the aging water heater and stonework to address problems with the front steps.
- Removal of deteriorating floor tiles was completed in three adjacent rooms—the Senior and Student Minister's offices and the workroom. Following removal, the flooring was replaced with carpet (offices) and vinyl tile (workroom), and the rooms were painted.
- Improvements to the ventilation of the choir room are under discussion, several slate roof repair projects are in the queue, and a significant problem involving the deterioration of a sewer line under the building has just come to light.

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 have been able to use the building.

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

Respectfully submitted,

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

SCOUTS BSA TROOP 119

Scouts BSA Troop 119 continues to provide a strong program that uses a variety of outdoor activities and learning opportunities for youths and young adults, for becoming responsible citizens and involved future leaders in their community. This has been a challenging year due to the pandemic, and we did our best to continue our operation and meet regularly despite the situation.

As of March 2021, we have 41 boys and 13 girls registered with the troop, including more than 10 new scouts, crossing over from Cub Scouts and joining independently. The scout-led model is used for our troop activities - experienced scouts take on responsibilities and leadership roles in their patrols and the troop. One older scout is elected to lead all the meetings and activities as Senior Patrol Leader for a 6-months term. Justin Sjodin was elected for the fall/winter 2020- 21 term. Daniel Bielat is the current SPL for the spring/summer 2021 term.

Right after a large group of cub scouts crossed over in March 2020 we had to stop meeting in person. We switched to online meetings and worked on advancement, played games and hosted speakers on scouting related subjects such as hiking and climbing. In late spring, once cleared with BSA, the state and the town, we started meeting in person outdoors, and offered a few day activities including a cycling trip around Lexington and a canoeing outing on the Sudbury River in Concord. We also organized several patrol-level campouts nearby. Sadly, we could not attend summer camp as it was canceled.

During this time, we continued working on rank advancement, and four of our Scouts achieved the highest rank in Scouting of Eagle. This includes the first 2 female Eagle Scouts in Lexington, an achievement we are very proud of!

Fundraising was done, as before, by selling holiday wreath. This year, the troop decided to share the proceeds and donated \$2000 to the Lexington Food Pantry and FoodLink, to help needing families during these challenging times.

Our Troop meets on Thursday evenings, currently outdoors or via Zoom. 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.

As always, we thank Hancock Church for the continued support. We appreciate your commitment to the program and the troop and hope to resume regular activity soon.

Yours in Scouting,

Gali Diamant, Committee Chair
Ted Sjodin, Scoutmaster

TELEVISION MINISTRY

The Television Ministry has been hard at work ensuring the church-congregation connection lost in person during the pandemic.

Through live and pre-recorded segments, our Sunday services have continued uninterrupted. We are grateful for the excellent technical efforts of Mark Morgan in researching and editing prior hymns and musical group performances and to Zack Hosterman for recording supplemental segments. We have also produced special programming around holidays and for special bell choir performances.

Of necessity our studio crew has been a small one, consisting of Laurie Bergstrom, Joan Rutila and Sue Rockwell, led by our professionals, David Vishniac and Tess Decker. Zack Hosterman has been our stage manager in the Sanctuary, making sure everything proceeds smoothly.

We continue to produce our programming for LexMedia, but we are now also live streaming to our very own YouTube channel and Facebook. (Time to change our name?)

Thank you so much as always for the support and encouragement of our clergy and staff.

Sue Rockwell, for the Television Ministry

TREASURER'S REPORT

We come to the end of our fiscal year in a strong financial position. The generosity of our church family has sustained the church through a most unusual year. Our staff adapted and modified their work to move forward and continue to meet the church's need while working remotely. The behind the scenes work to produce virtual worship, children's programs, and maintain the church building's needs required countless staff and volunteer hours.

On the finance side of the church, we continued to move forward on several administrative tasks that will provide stronger, more accurate and transparent reporting as we implement more rigorous accounting rules to our books. Suzie Barry has been instrumental in the conversion to QuickBooks for church accounting. Suzie and Kelly Littlewood spent many hours last summer developing the revised chart of accounts. You will note changes in many of the reports this year. Suzie continues to work with a consultant to refine and add additional reporting. A couple changes are highlighted:

One change of note is the use of the terms "restricted" and "unrestricted" when referencing funds. This is an important clarification for the use of our funds to reflect how much of each fund is available to meet emergent needs. A large portion of our funds are restricted either through a board designated restriction for their use, or endowment funds that have a distribution restriction.

We have changed the way our fund expenses are recorded. In the past, we would do a direct charge to a fund and it was not reflected in our operating budget, we now only expense from the operating funds and document off-setting transfers from the source fund.

Currently, we are in the process of several changes to our banking accounts. We will be moving our bank business from Citizens Bank to Enterprise Bank. Enterprise is a bank new to Lexington and provides more immediate local service. We are also doing a change of authority with Fidelity to recognize the new moderators. In addition, we will close one of our older Fidelity accounts because it is duplicative and does not have some capabilities that we need to manage cash.

Several new funds of note were created this past year thanks to our generous donors. The Ahara Student Ministry Fund was established with a gift of net proceeds of \$504,298.44. You will see these funds currently on the Fund Balance sheet as of April 2021, the Ahara Student Ministry Fund \$380,000, the Student Ministry Fund [restricted] of \$90,000, and \$34,298.44 to the General Fund balance.

The Paul Shupe Opportunity Funds established in honor of Paul's retirement. The funds have been board designated to support new programs for the church. Current balance as of April 2021; Rev Dr. Paul Shupe Opportunity Fund at \$157,493.30, the Shupe Opportunity Fund [restricted] at \$32,297.94.

In addition, we had several generous one-time contributions and a Giving match challenge. Please reference Kelly's budget report for more details on the contributions for FY21.

TREASURER'S REPORT

In FY2020, the church obtained a Paycheck Protection Loan as part of the CARES act for pandemic relief. Hancock received \$100,200 that we currently carry as a loan on our statements. We are now applying for forgiveness of the loan which will move the loan into the income side of the ledger. We hope the forgiveness approval arrives before year-end, and it will boost out total income for either FY21 or FY22. We continue to evaluate some of the new relief options coming through as part of the new Pandemic Relief package passed this year.

In looking ahead to FY22, we know that there are several large expenses on the horizon that will require drawdowns from our reserve funds. We do not have detail plans at this point, but we have estimates of well over a \$100,000 in repairs and new enhancements that are under discussion by the Moderators and Prudential. Fortunately, we have a Building Reserve fund (\$128,888.39 as of April 2021) to cover immediate needs. However, we will always have a need for a substantial reserve funds for our building, so we need to look at replenishing that fund within the next year. In addition, the move to dual virtual and in person worship services will require investments in new infrastructure to support the programming. Our generous members will be asked to support our on-going needs as well as support the continued growth of new programs going forward.

Please refer to the financial statements for further detail information.

Best regards,

Laurel Freeberg, Treasurer

Hancock United Church of Christ
Statement of Fund Balances
As of April 30, 2021

| | Apr 30, 21 |
|-------------------------------------|--------------|
| GENERAL FUND | |
| 1 General Fund | 25,132.70 |
| Total GENERAL FUND | 25,132.70 |
| UNRESTRICTED FUNDS | |
| 2 General Reserves | 278,600.89 |
| 40 Memorial Fund | 2,937.95 |
| 60 Hancock Endowment | 522,040.14 |
| 87 Liberty Fund | 565,171.13 |
| Total UNRESTRICTED FUNDS | 1,368,750.11 |
| BOARD DESIGNATED FUNDS | |
| 5 Sabbatical & Family Leave Res | 4,375.96 |
| 6 Building Reserve-Board Desig | 128,888.39 |
| 10 Emergency Relief Fund | 8,869.86 |
| 30 Hancock Next Fund-Board Des | 39,846.34 |
| 32 Handbell Maintenance Fund | 5,080.49 |
| 55 Student Ministry Fund-Bd Des | 90,000.00 |
| 88 Ahara Student Ministry Fund | 380,000.00 |
| 95 Rev. Dr. Paul Shupe Opptnty | 157,493.30 |
| Total BOARD DESIGNATED FUNDS | 814,554.34 |
| RESTRICTED FUNDS | |
| 3 Building Reserve-Donor Rest | 4,540.00 |
| 4 Non-Building Related Capital | 6,328.52 |
| 7 Lexington Unites for Puerto R | 37,194.41 |
| 8 Minister's Discretionary Fund | 7,301.34 |
| 9 Band CD Project Fund Balance | (2,989.13) |
| 11 Youth Mission Fund | 26,677.21 |
| 12 TLC Video Fund | 9,760.03 |
| 13 Handbell Fund | 3,964.92 |
| 14 Young Adult Mission Fund | 862.83 |
| 16 Concert Fund | 2,364.88 |
| 17 Special Flower Fund | 2,974.99 |
| 18 Barney Cantata Fund | 25,474.22 |
| 19 Martin Family Music Fund | 43,020.84 |
| 20 Choir Fund | 10,063.41 |
| 25 Pass Throughs Fund | 747.73 |
| 29 Classroom Renovation Fund | 302.93 |
| 31 Hancock Next V2B Fund | 23,024.15 |
| 34 Memorial Garden Fund | 9,913.28 |
| 36 Membership Fund | 767.02 |
| 44 Bertha Cooper-Child Bibles | 795.57 |
| 45 Shupe Opportunity Fund | 32,297.94 |

Hancock United Church of Christ
Statement of Fund Balances
As of April 30, 2021

| | Apr 30, 21 |
|--|----------------------|
| 48 Organ Fund | 14,308.00 |
| 50 Christian Ed/Youth Ministry | 7,500.00 |
| Total RESTRICTED FUNDS | 267,195.09 |
| ENDOWMENT | |
| 61 Bergler Music Fund | 21,004.63 |
| 63 Memorial Flower Endow Fund | 5,168.12 |
| 64 Christian Ed. & Youth Minist | 144,779.77 |
| 65 Alice M. Kraley Fund | 191,346.95 |
| 66 Newell/Skelton Organ Endow | 66,914.58 |
| 68 Frank Parrish Sr. Minister | 151,579.47 |
| 69 Frank Parrish Assoc. Minist | 79,787.85 |
| 72 Christian Service & Outreach | 23,327.81 |
| 73 Fenske Social Justice Fund | 11,323.46 |
| 76 May Grounds Fund | 154,418.51 |
| 77 Dorothy Foster Fund | 151,385.39 |
| 79 Ritter Sustainability Fund | 29,747.30 |
| 80 Altschuler Music Fund | 124,513.39 |
| 85 Unallocated Gains/Losses End | 640,335.56 |
| Total ENDOWMENT | 1,795,632.79 |
| PROPERTY & CAPITAL GOODS | |
| 98 Property & Capital Goods | 6,708,541.00 |
| Total PROPERTY & CAPITAL GOO... | 6,708,541.00 |
| TOTAL | 10,979,806.03 |

Hancock United Church of Christ
Statement of Financial Position
As of April 30, 2021

| | Apr 30, 21 |
|--|----------------------|
| ASSETS | |
| Current Assets | |
| Checking/Savings | |
| 1004-01 · Enterprise Checking Acct | 10,000.00 |
| 1005-01 · Citizens Checking Acct | 33,746.17 |
| 1010-01 · Citizens Business MM Acct | 320,592.75 |
| 1700-01 · Breeze Deposits in Transit | 4,868.97 |
| Total Checking/Savings | 369,207.89 |
| Total Current Assets | 369,207.89 |
| 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 | |
| 1035-01 · Fidelity Govt MMkt x5875 | 325,219.01 |
| 1045-01 · Fidelity Corp Z69-673951 | 258,775.82 |
| 1210-01 · Fidelity Endowment X10-1997... | 3,093,165.14 |
| 1215-01 · BlueHub SUN | 100,000.00 |
| 1217-01 · Blue Hub Loan Fund | 125,000.00 |
| 1220-01 · Sunwealth Solar Impact Fund | 100,000.00 |
| Total Other Assets | 4,002,159.97 |
| TOTAL ASSETS | 11,079,908.86 |
| LIABILITIES & EQUITY | |
| Liabilities | |
| Current Liabilities | |
| Accounts Payable | |
| 2000-00 · Accounts Payable/Vendors | (4,793.71) |
| Total Accounts Payable | (4,793.71) |

Hancock United Church of Christ
Statement of Financial Position
As of April 30, 2021

| | Apr 30, 21 |
|--|--------------------|
| Other Current Liabilities | |
| 2100-01 · Prepaid Pledges | 2,500.00 |
| 2180-01 · Employee 403(b) Tax Shel... | 1,606.18 |
| 2190-01 · Employee Health Self Pay | (12.51) |
| 2193-01 · Employee Dental Self Pay | (6.05) |
| 2194-01 · Employee Child Care FSA | 416.65 |
| 2195-01 · Employee Medical FSA | 192.27 |
| 2400-01 · Citizens Bank-PPP Loan | 100,200.00 |
| Total Other Current Liabilities | 104,896.54 |
| Total Current Liabilities | 100,102.83 |
| Total Liabilities | 100,102.83 |
| Equity | 10979806.03 |
| TOTAL LIABILITIES & EQUITY | 11079908.86 |

WELCOMING COMMITTEE

The Welcoming Team seeks to build community with all who connect with Hancock Church. As with most things, this past year has been unusual due to the COVID-19 pandemic.

While in previous years, members of the welcoming team have been delighted in being physically present in the narthex greeting people before and after services and planning in-person events, this year we have relied upon digital connections.

First, the use of the digital fellowship pad. This has been instrumental in identifying new attendees. It has allowed for members of our team to reach out to new folks, to drop off jars of jelly (if local) with a note thanking them for “visiting”, and for reaching out via phone and/or email to answer any questions they may have. The church office connects with visitors by making sure they are receiving the weekly emailed newsletter.

Second, as a substitute for our in-person informational brunches, we held three info sessions over zoom. These were held on Oct 4th, March 10th, and May 16th. These were attended by members of the welcoming team, Barbara Callaghan, and a number of folks interested in learning more about Hancock.

We have had four people join Hancock Church this year. These include Shi Chen, Ted Williams, Brett Brown, and Frances Wentworth. Additionally, we had five confirmands who are also new members: Elizabeth Alexander, Eric Alexander, Paul Bielat, Anna Jarrett, and Ellie Larsen. So a total of nine new members during the 2020-2021 year.

-Tara Stevens, Sue Ellen Briggs, Cece Potter, Tim Hoffman, David Clark

50 YEAR MEMBERS 2020 & 2021

Nancy and Sam Altschuler (2021)

Evelyn Manley (2021)

Bill and Carolyn Aitken (2020)

Freeman (“Bud”) and Susan Fraim (2020)

Blake Ireland (2020)

Peggy McKibben (2020)

Sam and Nancy Altschuler

Sam and Nancy found Hancock 50 years ago. They wanted to find a church that was closer to home. When they discovered Hancock, they realized it was the ideal place. It was beautiful inside and out and perfectly located on the Lexington Battle Green. Sam and Nancy toured the church and had the opportunity to talk to the minister Henry Clark and his wife Ruth. Sam and Nancy immediately signed up to become new members and the rest is history.

Early on, they became very active in the couples club where they made a number of friends. Each quarter, there was a formal dinner for about 50 people and a guest speaker. It was a great experience that both Sam and Nancy hope we can bring back.

Sam and Nancy were also involved in a number of other committees and activities at Hancock. Nancy was a Deacon for several years and Sam chaired the Endowment committee for about a year. Over the years, they have found Hancock to be a source of wonderful music. They enjoyed the variety and quality of all the music, from the choir to the bells. More recently, they have enjoyed getting together with their friends at the Senior Luncheons. They really like the comradery.

While living in Lexington, they raised 5 children and have 11 grandchildren. They are fortunate that many of their children still live relatively close, so they get to spend a lot of time with their families.

They continue to watch Hancock services every Sunday. They love Hancock and appreciate the active and vibrant worship community.

Evelyn Manley

Evelyn started attending Hancock even before she became a member. She and her husband Philip and their young daughter Diane moved here from Cornell University in New York, and they had found a home in the northwest corner of Lexington. Hancock was convenient so they thought they would give it a try. In the first years at Hancock their daughter Diane was baptized and attended the Sunday school. When

50 YEAR MEMBERS 2020 & 2021

their second daughter Kathleen came along, she participated in church events and became very involved in the youth group. Henry Clark was minister at the time, and since then Evelyn has known many ministers at Hancock. One of her first memories at Hancock was serving coffee as a pourer during Coffee Hour. Evelyn has been very involved in helping in many ways over her years here with Hancock. When her husband Philip passed away, she joined a singles group and has kept a close friendship to Marge Travis to this day. She was a member of Collier Club, served many terms on Parish Life, helped with many funeral services, and been a warm, friendly face to all. Over 50 years later we are so happy that Evelyn is still an active member of our church.

Bill and Carolyn Aitkin

Bill and Carolyn Aitkin moved to Lexington in 1964. Henry Clark engaged them early on. He was an excellent pastor who often had discussions on preaching and ministerial topics. They found Hancock to be a friendly church that offered a good balance between Carolyn's more conservative background and Bill's "free wheeling" style. They also liked how it had both an emotional and an intellectual spiritual commitment. For 6 years they steadily increased their involvement and formally became members in 1970.

Both Carolyn and Bill joined the Pairamid club early on, a couples club that featured a formal dinner and guest speaker. It was there that they met a number of friends. Bill was also part of the Men's Club, a town club that met at Hancock. The club included a number of church and town leaders. It was mainly a social organization intended to bridge the entire community. Meetings included supper and a guest speaker such as reporters from the Boston Globe, military leaders, and sports facilitators. Bill also served Hancock in a number of roles including being an usher and being a member of the Standing Committee. He was part of the Grottenwood Men's Group that held retreats where members exchanged views about the church and opened up to each other. Carolyn was part of the quilting group and Joan Bently's cooking group that served people in need. She has been a long time member of the Congregational Care committee.

Bill and Carolyn raised 5 children, all of whom were part of the Hancock Youth Group. They have fond memories of the Spring mission trip. Their daughter Sara continued to be involved with the youth group for many years after graduating from high school. Bill and Carolyn continue to attend worship every Sunday online.

Freeman ("Bud") and Susan Fraim

Bud and Susan both grew up in the Congregational Church. Bud moved to Massachusetts from Connecticut when he started engineering school at MIT. After spending 9 years in Cambridge completing his Ph.D. in Mechanical Engineering, Bud took a job in Waltham. He and Susan first lived in the Captain Parker Arms apartments in Lexington. After about 2 years, they started looking for houses in Lexington and Wellesley (Susan was a graduate of Wellesley College, so she had a connection to the town). Ultimately, they really like the feel of Lexington and Hancock Church.

50 YEAR MEMBERS 2020 & 2021

They joined Hancock in 1970 while Henry Clark was the Senior Minister. Susan felt comfortable at Hancock since it was similar to the Congregational church she grew up in in Winchester. Susan was particularly involved in the Parish Life Committee helping with many of the coffee hours. Over the years, Bud participated in a number of church clean up days. He has vivid memories of cleaning many of the windows in the church after our major renovations were completed about 8 years ago. Bud and Susan raised 3 children in Hancock. They all went through the Sunday School program.

Throughout the pandemic, Bud has continued to watch Hancock services online. Sadly, Susan passed away last year, on her 50th anniversary of joining Hancock. Paul led the memorial service.

Peggy McKibben

The woman we bought our Lexington house from in 1970 replied to my question about churches “Well, the one I think that actually gets things done is Hancock.” So we started our “church shopping” there and never left. Henry Clark was the senior minister and a fine one. One of our sons said “I thought God must look like Rev. Clark in the pulpit.” Soon Henry was joined by Rev. Edwin McClaine as Minister of Education, a tremendous help to our sons and to Gordon and me as parents. Both Gordon and I served on many committees and both our sons were active and thrived in HYG. They still have strong friendships from HYG years.

Gordon especially appreciated being on Christian Service Committee where he learned about Hancock’s great social outreach. He served on other committees, including Deacons. His favorite service was the Teaching Parish Committee which linked Seminarians with members of the congregation for friendship and feedback. Gordon was Dan Smith’s laity link and they became firm friends. When Gordon developed a brain tumor the whole church took care of us—with Faith Fenske lining up dinners for months. Dan Smith was our special ministerial contact and became an enormously helpful friend to our entire family.

I was on Children’s Education, Adult Ed., Stewardship, Nominating, Deacons. My three greatest joys of Hancock service were 1) being a driver when the HYG had a Sunday afternoon program taking Special Needs students from all over town to go bowling; 2) serving on the Search Committee that found Dana Allen Walsh; 3) being a strongly supporting member of the Standing Committee that approved making Hancock an Open and Affirming Church.

Now I am a great deal less active but watching on-line every Sunday. I’m grateful for the wonderful friends that I have made at Hancock and greatly thankful for the splendid ministers and lay leaders that continue to make Hancock an outgoing church where God is still speaking.



Hancock United Church of Christ
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