

Hancock

UNITED CHURCH OF CHRIST, CONGREGATIONAL



2022-2023 Annual Report

WARRANT FOR ANNUAL MEETING

Hancock United Church of Christ, Congregational Annual Meeting June 4, 2023

All members of the congregation are asked to attend the Annual Meeting to be held June 4, 2023, after worship at 11:00 AM, either in-person or over Zoom, to consider and act upon the following:

- Article I To receive the reports of the Officers responsible to the Membership
- Article II To hear the report of the Engagement Team and election of officers and committee members
- Article III To review and approve the Annual Budget recommended by the Standing Committee
- Article IV To conduct additional business that might be brought properly before the Annual meeting

ANNUAL MEETING AGENDA

Hancock Church UCC, Congregational
June 4, 2023, 11 AM, Sanctuary and via Zoom

Call to Order	David Zenk
Blessing of the Meeting	Rev. Sue Remick
Article I - Report from Ministers/Officers	
• Remembering those who passed away	David C. Clark
• Moderator's report	David Zenk
• Senior Minister's report	Rev. Sue Remick
• Historian's report	Sue Rockwell
Article II - Engagement Team's report	Al Bukys
Article III - Treasurer's report and Appropriation of Funds for FY 2024	
	Sarah Felton
Article IV - New Business	David Zenk
• Any new business	
• Motion to refer the minutes of the Hancock Annual Meeting to Standing Committee	
• Motion to adjourn	
Benediction	Rev. Sue Remick

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SENIOR MINISTER BARBARA LEA CALLAGHAN

Dear Hancock family,

I am writing this annual report about six weeks before the annual meeting, because I will be on sabbatical as you meet in early June. First, I am praying for all of you as you continue to listen to the Holy Spirit in all matters of our life together as Hancock Church. This annual time of discussing and voting on issues that impact our life together is a crucial touchstone, and I send you prayers and love as you gather. May this be a time of gratitude, hope, and joy.

This past program year has been full and eventful with much joy and hope. This has been our most “normal” year since we had to close the building in March of 2020 due to Covid-19. We have received new members, and we have consistently seen more and more visitors on Sunday mornings and at Worship at the Well on Sunday evenings. Our church school has been growing. Our middle school (Junior Youth Organization) is solid and strong. In fact, the middle school ministry is the strongest it has been since I began here as a minister eight years ago. The HYG (Hancock Youth Group) has had a lot of seniors graduate in the last few years, and this year we will say goodbye to some core HYG leaders as they head to college. Because we were not able to have much of a middle school ministry during Covid, we lost our pipeline for kids to enter HYG as freshmen. This will take some time to rebuild. So we are thrilled that our middle school program is so strong and that it is growing. Next year we will continue to focus on growth and stability in all of our child and youth formation programs, as these are a huge priority for us as a church. But in this one year, we have seen what is possible and that God is rebuilding these vital aspects of our community.

This year we have lost some beloved Hancock saints, and we have celebrated many baptisms. In these ways, we mourn with those who mourn and rejoice with those who rejoice. I find this circle of life in the context of the church to be a beautiful thing. It is part of how we cherish one another in all stages of life.

In October we commissioned our first Lay Ministers. These are members who went through a specific pastoral training with Rachel Barton and me and then were commissioned by the congregation to take on more pastoral relationships within the congregation as needed. The Lay Ministry team brings communion to those at home who cannot be with us in person, and they meet and pray with those who wish to have pastoral contact from the church. I’m grateful for our Lay Ministry team and for the congregation in receiving their gifts and graces.

In March we launched our Faithful and Forward Capital Campaign. I am deeply grateful for our co-chairs, Charlie and Sally Wyman and Al and Carol Bukys, who have led us boldly and faithfully, and with great enthusiasm. The lead-up to the campaign and the kick-off have been very successful and infused with great energy and excitement. One of the best things about this campaign so far has been the amount of one-on-one contact our leaders have had with individual household in the congregation. This has given us a wonderfully concrete way to reconnect after three years of Covid disruption. It’s very clear that this community is still here, is growing, and is as committed to God and one another as ever. I have no doubt that we will reach our goal as we seek to be the best stewards we can be of this beautiful home we share. I’m also grateful to Melanie Haddock of Walsh and

Associates, our consultant throughout this process. And I'm especially grateful for each of you, this entire congregation, and your amazing faithfulness and generosity at this important juncture. This campaign, and the renovations that will happen, will position Hancock to be a leading regional church in the next 20 years as the Church as a whole is reshaped in the post-Covid, increasingly secular world. I'm so grateful to each of you and to our deep sense of responsibility to this community, the regional area and the Church at large. Faithful and forward, onward we go!

One of the more challenging aspects of our life together this year has been the financial state of the world at large and of non-profits in general. I called together some key leaders in early 2023 to take a ten year retrospective look at the church's finances and to make some projections for the near future. One key insight has to do with the role of inflation. Over the last ten years inflation has risen nearly 30%. Half of that increase has occurred in the last two years. The steep and sudden 15% increase in inflation over two years has created some challenges for the church financially. Our giving has remained strong, in that we are maintaining strong levels of giving each year and we have seen very little, if any, decline in giving in recent years. In fact, in some of the recent years giving has been exceedingly strong. However, we haven't been able to keep up with the rising costs of running the church. Added to this, we are still rebuilding our rental income since we had to stop renting to tenants in March of 2020. Each year since that time our rental income grows, but we have a ways to go to be at the level of rental income we had grown accustomed to just a few years ago.

I want you to know that we are not alone in this reality. I attended the national UCC senior minister conference in January and this was the big issue that all of the lead pastors of the largest UCC churches in the country were discussing. We are all discerning how to lead in faith and wisdom in such financially challenging times. This is also a major topic of concern among all of my local LICA colleagues, as well as my local UCC colleagues from churches of all sizes. The landscape of the Church at large is changing, and we are in uncharted waters as we move forward. But what is certain is that we, Hancock Church, are a part of shaping what the Church universal will be. Others are also looking to us to lead. This isn't about preserving any old institution. It's about championing the progressive voice of Christianity as a whole, and we do have a responsibility to be a leader to keep proclaiming the inclusive love of Jesus Christ for all.

Last year we passed a deficit budget because we decided to intentionally use some of our reserve funds to facilitate church growth. I know this can be difficult, but in this case, it has been the right and faithful thing to do because we are seeing the fruit of our investment. We are growing. We are attracting more people of all ages. We have put more money into marketing to better tell our story, and it is working. We have put more money into our kids and youth, and it is working. We have put more money into congregational care, and it is working. This doesn't mean we have solved all of our problems or that we are doing things perfectly. But it does mean that we are seeing the fruit of our courage and our faithfulness through the high levels of energy and growth in the church. I praise God for this, and I think it's just the beginning. It's hard to bounce back from a pandemic and record inflation in one year. It will take time, and we have amazing momentum right now, which we want to nurture and increasingly foster.

So, to that end, we will have another deficit budget. Again, we are bringing this to you with our eyes wide open. We know that we can't do this every year, and we have no plans to do so. However, this year we believe the faithful position for us as a church is to be as financially responsible as possible

without crippling our ability to grow or hurt the momentum of growth that is currently happening. I support the budget that our finance committee will present to you, and I had a strong hand in helping them with it before leaving for sabbatical. And in tandem with this budget, I have also proposed that we take the next year to really look at our financial position so we can make the right decisions over the next few years.

Here is what I am proposing: that we create a small team of people to work with an outside church consultant to break down our budget and look at all of our staff positions, and to look at our financial picture as a whole. The Southern New England Conference of the UCC (our conference) has consultants who help churches do this work and then make recommendations. This will allow us to have a sense of how to move forward over the next two to four years, and to still nurture the new life that is being birthed in our midst right now. Please reach out to our moderators, the finance committee, David Clark, or Sue Remick with your questions or concerns.

One of the difficult things this year has wrought is that our oldest mission partner, City Mission, has closed its doors. Hancock and City Mission have been partners since Hancock Church began, 154 years ago. While we are saddened by this loss, we are also proud to have been asked to adopt two of City Mission's primary ministries: The Christmas Shop and Coat Boston. This coming fall and winter we will need your help as we ready the church building to take on both of these programs. We are excited to be able to help with these basic and vital needs for those in the greater Boston area. Look for more information on how you can help with both of these missions in the fall.

This past year we have continued to give away generous amounts of money to our many mission partners through the weekly mission plate offering, as well as our regular giving from our budget. Thank you to the Mission and Justice team for their leadership in helping us to continue to live into our vision to change the world through love, compassion, and courage. One of my visions for this coming program year is that we would further deepen our mission commitments by incorporating more hands on service opportunities for the congregation. I plan to have one Sunday a month, where after worship, congregants of all ages can join together to do tangible service with those who need our help. More information on this is to come in September.

Now that we are more safely able to gather, three and a half years after we had to close the building, it is time to bring back more fellowship opportunities. We plan to offer more book groups, more anti-racism studies, a parent group, and broader fellowship groups in general. We will hold another all-church retreat in October at Craigville and hope to offer mens' and womens' retreats in the spring of 2024. It is just good to be able to gather again and to be in fellowship with one another.

Finally, I am ever grateful to David Zenk and Leanne Rodd, our moderator and vice moderator, for their dedicated leadership, wisdom, faith, and love of this congregation. It is a joy to work with them. I am always grateful for the staff, who make work inspiring, fun, joyous, and very meaningful. I love my job, I love my flock, and I am so happy to be moving into my ninth year as one of your ministers, and to be in my third year as your Senior Minister. It remains among the highest honors of my life to work alongside you, as inspired by life and teachings of Jesus Christ, we are changing the world through love, compassion, and courage.

Love & Light,
Barbara

SECOND MINISTER DAVID C CLARK

Church Beloved,

On the last Sunday before Barbara left on her sabbatical, I went to her office after worship. I said, "I'm so sorry that you have to leave us right now because – and I don't know if you know this yet, but – we're back." We laughed and agreed – what a bittersweet time to leave on a sabbatical.

All year long I had been wondering when we would get back normal again. When we would shake off the stress and uncertainty of the pandemic now endemic and reemerge as Hancock again. I wondered if it would come all at once or if there would be a single moment of realization - a clear and un-ignorable sign.

This was my first year as Hancock's Second Minister, and I had two sets of big shoes to fill. When Genna left the role of the Acting Associate, she left me with a tremendous blueprint of how she understood the role in relation to Barbara as our Senior Minister. Barbara, too, gave me her wisdom, having also served in it more than 5 years before being called up. This year has been about finding my own footing as a Hancock minister and a way to bring my own gifts and graces to the work. And there has certainly been work!

When the program year launched with our second Celebration Sunday in Hastings Park, the energy was undeniable: we were excited, engaged, and ready to do some church. Advent and Christmas were the most familiar since 2020, and our attendance numbers during that season began to rise.

The Cantata in January was a highlight of the year and served as a worship service that focused our energies and attention as we began 2023. Our attendance remains good, and new and visiting families and households add energy to our worshipping life.

Lent and Easter showcased our desire to not only be together in community but also together in our spiritual journeys of growing closer to God. Now we are in the middle of our Capital Campaign having raised (at the time of writing this) over 2.6 million of a minimum 3 million dollar goal.

All year long I had been waiting for the sign, for the green light, that we are back. Now I know, all along, that not only are we back, but we have been back for quite some time. Things are different, as they would have been anyway without COVID, but in the areas where it matters most, we are back and alive. We have our challenges and hills to climb, but I am glad we are doing this climb together.

In a national church climate like the one we find ourselves in, we are so blessed to belong to a community where it is safe to hope, and dream, and plan for a vibrant future. One where we can take risks, go out on limb, and take the time needed to build and nourish something that can stand the test of time. That is the power of a community of believers and seekers inspired by the Holy Spirit, walking by the teaching of Jesus, and blessed by God when it moves together.

Thank you to everyone who made this last program year what it was. If you served on a committee, volunteered on a project, gave financially, pledged to the Capital Campaign, joined, called a fellow member in need, gave a ride, made cookies for fellowship hour, or simply came to participate in worship, thank you. I cannot wait to see what the future holds for us.

Welcome, welcome back, welcome home.

In faith,
David C Clark

DIRECTOR OF MUSIC AND THE ARTS

MARK MORGAN

This has been a challenging but rewarding year in the music program. Emerging from Covid, it was the first truly “normal” season in 3-4 years. We had some change in personnel with a new organist, Larry Carson, and a new soprano section leader, Donna Kim. Our longtime organist Marilyn Becker, retired from the bench but continued on as our Director of Handbells. Below is a report of each area/group that I oversee:

Chancel Choir

In spite of being somewhat shorthanded much of the year, the choir has made some fantastic music. Highlights included our Christmas “cantata”-a celebration of Epiphany with selections drawn from the works of Bach, a number of new, terrific, a capella pieces, and our spring “cantata”-a celebration of our mission and Capital Campaign. We also had special music with brass, timpani, etc., for Manger Sunday, Christmas Eve, and Easter. We have had several new members join us, and a bunch of new people sing our cantatas with us. In late April we were able to sing without masks for the first time since early March 2020!

River Rock Band

The RRB was back for a full season of Worship at the Well, our evening worship service. As usual, they played a huge range of music-rock, jazz, folk, hymns, Celtic, and much more. A highlight was our Mardi Gras service in partnership with Pilgrim Church. The band also played for Celebration Sunday, the Blessing of the Animals, and 11:00pm Christmas Eve.

Harmony on the Green Coffeehouse Concerts

This new concert series was a rousing success. We had 4 shows over the year-a program on Race and Song by Alastair Moock and Reggie Harris, an evening of Celtic music with Matt and Shannon Heaton, a night of Americana with the Green Sisters, and a terrific concert by singer/songwriter Catie Curtis, with special guest Antje Duvukot. The series was supported in part by a grant from the Lexington Council on the Arts. Our committee-Susan Perullo, Carolyn Bell, Amy Kelly, Drew Duncan, Robert Scenna, Meg Stone, and Sally Wyman-put on a terrific series enjoyed by all that attended. We look forward to many more seasons to come!

A Joyful Noyse

Our early music ensemble, A Joyful Noyse, is directed by Martins Aldins. The group performed a major concert during Lent, and also performed for a number of church services over the year. Members are drawn from all over the greater Boston area, as well as from our own folks.

Children’s Music

Our children’s music programs have not yet been restarted in the aftermath of Covid. We are hoping to restart them in fall 2023.

Other Events

This season also saw us host a concert by the Boston Festival Orchestra, celebrate a Celtic Christmas during morning worship with Shannon Heaton and Christine Heddon, and a rousing procession for our Commitment Sunday.

Gratefully,
Mark Morgan, Director of Music

MINISTER FOR CHILDREN AND FAMILIES

KATIE ELLIOTT

Out of the 37 Sundays this program year we held Church School for 32 Sundays and had staffed child care for infants and toddlers for 35 Sundays. Child care for our infants and toddlers moved from the CE commons back into the childcare classroom. This allowed us to use the CE commons for children's chapel. Our wonderful, longtime childcare worker Debbie Cherfils continued in her role. Hancock high school students Jillian Stevens, Jake Walsh, Julia Littlewood, and Anna Jarrett assisted Debbie in the toddler room and me in Church School. I am so grateful for all of our staff that work to make sure the kids are safe and loved here at Hancock.

Church school moved back into CE commons for children's chapel- giving us a dedicated worship space (and more space for games). Classroom space was used for arts and crafts activities, as well as other projects. Using the Living the Word series from Spirit and Truth publishing, the kids engaged with the same passage used in the main service. It was very helpful to connect church school lessons to what the kids are hearing at the beginning of the main service. It was wonderful to see the kids learn more about God and the Bible, participate in spiritual practices, connect with one another, and have fun.

We had kids participate in every week we offered Church School. For the most part, kindergarten through fifth grade all stayed together, although we are hoping next program year to separate into two groups after children's chapel for classroom time. This will help us to be able to plan more age-specific activities. During both Advent and Lent, families received bags with spiritual practices to use at home. This practice was essential during the height of the pandemic and continues to be important even as we do more in person. These kits give parents the resources to help them engage in spiritual practices as a family and outside of just a church context.

Abby and I co-led JYO (Junior Youth Organization) this program year. We met on Sundays after service and gave the students a place to have fun and get to know each other. We played games, ate snacks, and tried to create a laid-back space where all the students could be themselves and connected with each other. The group saw growth throughout the year, and it's been great to see the group come together. We are excited about the potential of the group in the next program year.

In the spring semester Abby and I also ran Our Whole Lives (OWL) for our 7-9th graders. Our Whole Lives is a sexuality education curriculum that is co-produced by the UCC and UU denominations. We had 9 students who participated in the class. We hope next program year to run confirmation for our 8-9th grade students.

MINISTER FOR YOUTH AND YOUNG ADULTS

ABBY WESTER

This past year, I have served as Hancock Church's Student Minister of Youth and Young Adults. In this role, I have had the honor of learning a plethora of skills and gaining experience within different environments by way of leading worship, engaging with small groups such as the Pastor's Bible Study, learning and growing alongside the high school youth group, my work with the middle school youth group, facilitating conversations and lessons within the OWL curriculum, and writing different parts of the weekly worship experience, among others. It has been a joy and privilege to have had the opportunity to learn so much and serve such a wonderful community at Hancock, along with the privilege I have had of getting to be part of the youth group legacy. Despite perceivable setbacks due to the number of kids involved in the high school youth group compared to previous years, I have had the opportunity to grow with and in service of the kids in HYG who continued to be involved with it.

This year, HYG has adapted to a dynamic shift within the HYG community, and in doing so, has expressed resilience and strength in new ways. Due to a significant decrease in the number of members actively involved with HYG this year, from last year's 19 active members to this year's 5, the group found itself facing a difficult reality.

Due to the size of the group being so small, coupled with scheduling conflicts from all members, the community decided that they would rather not have a mission trip this year. Instead, those who were able to do so took one full day together to hike Mount Monadnock in Cheshire County, New Hampshire. The purpose of this hike was not to place an emphasis on service but, rather, to give the members of HYG, many of whom spent the majority of their high school experiences in the throes of the pandemic, an opportunity to reflect on their past four years and to spend time with any feelings toward what may have been challenging about this season of their lives. The purpose was to acknowledge the discouragement that many of the HYGers had expressed throughout the year for a number of reasons related to the pandemic and to have some fun together in the process. The hike succeeded in meeting this goal, as we descended the mountain together with a new appreciation for one another and what we accomplished together, as well as a noticeably lighter energy accompanying the kids.

We did have the chance to go on a retreat together to the Silver Lake Retreat Center in Sharon, Connecticut, in November of 2022. Through this retreat, HYG had the opportunity to reorient itself within its new reality of its small nature.

HYG also had the joy of being one of three local faith communities to participate in the ongoing program through Mosaic Interfaith Youth Action called Bridges. This year-long interfaith program involved the gathering of youth from the Islamic Center of Boston in Wayland, MA, Temple Isaiah

and Hancock UCC for the purposes of collaborative discussions about faith traditions and practices, healthy communication, effective conflict resolution, and more.

Most recently, HYG had the opportunity to showcase and celebrate the group's high school seniors, offering them a blessing before their upcoming graduation from high school, in which the seniors were given the opportunity to share their testimonies of their greatest takeaways from Hancock Church and HYG.

The reality of the year for my role as Student Minister of Youth and Young Adults is that the traditions begun by my predecessor, Genna Hosterman, became significantly more challenging to carry out due to the nature of the Student Minister role and the new dynamic of HYG. Mission activities, the HYG auction, larger game nights, or, as aforementioned, the Mission Trip itself, became reluctantly attended or simply uninteresting to the HYGers. My own interactions with HYGers and the officers gave the impression that a shift in how HYG meetings took shape was required to sustain the group at least through the program year. This shift involved celebrating the small nature of the group, rather than being dismayed by it. Due to the size of the group, the group was able to have more agency and a greater dialogue around details of what we do each week in meetings, as opposed to everything being scheduled for them. Through continued discussions with Barbara and David, we explored possible ways to create energy and lively activities within HYG as it is now, as opposed to chasing what it once was. This has appeared to serve the group well; through this shift, HYG has become a place of lively discussions and mutual encouragement among HYGers—a place where kids can come and lean on one another, supporting each other through the teenage experience.

As I come to the end of my year, I must express the deep gratitude I have for the entire Hancock Church community. It has been an immense privilege to serve and be shaped by a community such as this one, learning each day that I am here the importance of love and courage in carrying out the ministry of Jesus.

In Peace,
Abigail Wester

MINISTER FOR CONGREGATIONAL LIFE

RACHEL BARTON

I was honored to serve as the Student Minister for Congregational Life this year. As your Student Minister, I've gotten to witness the incredible care you all have for one another. Whether it be a card sent to someone recovering from an injury or a ride to the 10:00 AM service, you all show up for one another in faithful, loving ways that mirror the very heart of God.

This year, Hancock demonstrated once again that it is committed to changing the world through love, compassion, and courage through its congregational care efforts. Many of these ministries happen out of sight of Sunday mornings but make a lot of difference to members of our Hancock family.

Some particular highlights include:

Launching Hancock's Lay Minister Program

This year Hancock began its Lay Minister Program and commissioned eight congregants to act as lay ministers within our congregation, providing pastoral support, visits, and bringing communion to about fifty members of our congregation. We give thanks to these folks for sharing their gifts with our community!

Flower Ministry

Members of the Congregational Care Committee and other dedicated volunteers ensure that the altar flowers travel across Middlesex County every week to brighten afternoons, mark milestones and show our love for one another. These same volunteers also decorated the sanctuary with poinsettias in Advent and with lilies and spring flowers for Easter, making our worship space beautiful before delivering the plants and flowers to beloved members of our Hancock community to send our love at these important moments in the liturgical year.

Prayer Shawl Ministry

Led by the indefatigable Bev Aker, these shawls and blankets, prayerfully made, bless generations of folks across the congregation, including newly baptized babies and children, and congregants and family members grieving a loss or recovering from an illness or injury.

Senior Picnic

The 2022 Senior Picnic was a great success - it was held in person again after two years of digital Senior Socials. About forty Hancock Seniors from all over Massachusetts gathered to celebrate together in Clark Hall over a picnic lunch that included sandwiches, Arnold Palmers, Hoodsie Cups, and tasty cookies made by our Congregational Care Committee. The 2023 Senior Picnic is coming up on June 10, 2023.

Congregational Care

The Congregational Care Committee has met regularly this year to coordinate flower ministry, plan for Advent and Lent, and to reach out to congregants who could use a hot meal or a greeting card.

It is a gift and a privilege to get to facilitate and support the work of the dedicated volunteers at Hancock Church, who give of their time and gifts so faithfully in the work of making Hancock feel like family. The activities noted here are some of the highlights, but the Congregational Care Committee works diligently throughout the year to show love in concrete ways to our congregation. These ways lift others up, change lives, and often cannot be measured. I am so thankful for these women, and the work that they, empowered by the Holy Spirit, do to ensure our community life continues to thrive.

Respectfully submitted,
Rachel Barton

On behalf of the Congregational Care Committee: Carolyn Aitken, Margy Keeping, Yvette Kirby, and Priscilla Thayer

DIRECTOR OF HANDBELLS MINISTRY MARILYN BECKER

After the upheaval of the pandemic, it has been wonderful to return to a full year of ringing. Our two bell choirs have been full, and then some! We welcomed new ringers to Morning Glory Ringers and have had some regular guests join Hancock Carillon for some extra ringing time.

We have ringing for worship services every month (except one when our director caught Covid) and had great attendance at our Christmas and Patriots Day concerts.

In May we hosted an open rehearsal for over thirty ringers in preparation for this June's Festival Conference. We are busy getting ready for Festival with fifteen ringers from Hancock attending this year.

It has been my honor to serve this year as Director of Handbell Ministries.

Marilyn Becker

ANTI-RACISM STEERING TEAM

In 2023 the Anti-Racism Team emerged as an important component of the educational mission of the church. The team offered a series of six after-church events, running from October 2022 through March 2023, designed to both educate and encourage interest in Anti-Racism action at Hancock. It is hoped that as a result of these and future programs a cohort of committed individuals will emerge to participate in action, as well as more in-depth and intensive learning opportunities in the coming year.

The series, entitled Sacred Conversations on Race, began with a presentation by June Cooper, former Executive Director of City Mission Society, on what she experienced growing up as a person of color in this country. A bit later in the fall, the team led a group of Hancock folks in visiting the Hancock-Clark House across the Green to learn more about Reverend Jonas Clark and the enslaved peoples he employed. Most other events were workshops shaped around presentations, small group work, and video content. Attendance varied, but many of the sessions had 15 – 20 attendees – a rather remarkable number when church attendance was still low in this post-COVID era.

- June Cooper (Oct. 2, 2022)
- Whiteness as the Norm (Oct. 16, 2022)
- Tour of the Hancock Clark House (Nov. 6, 2022)
- Financial Benefits of Whiteness (Jan. 22, 2023)
- Becoming an Ally (Feb. 12, 2023)
- Conversation on what Hancock needs to do in this space (Mar. 19, 2023)

The final event, on March 19, offered the chance for the Team to learn from attendees what they wanted to see Hancock do in Anti-Racism work going forward. Here is a brief summary of what we learned together:

- There is strong interest in *action* in:
 - Providing relevant voter education
 - Forming partnerships with others engaged in racial justice, both within and outside of Hancock
 - Taking individual and collective action to making Hancock welcoming to all
 - Auditing Hancock's commercial relationships in support of greater BIPOC involvement
- As well as strong interest in *education* in:
 - Offering more in-depth training, small group discovery work and speakers
 - Making educational resources available more easily (and discoverable) on the Hancock website

- And, perhaps most importantly:
 - Forging closer relationships with Black churches, either locally or further afield
 - Become more intentional in all opportunities to move the church into more diverse spaces
 - Engaging with our past by beginning the hard work on reparations and examining the history of Hancock

The Anti-Racism Team looks forward to presenting to Standing Committee in May to tell the story of who we are and to ask Standing Committee, Hancock committees, and the congregation to join us in this effort – to make this work a pivotal, fully integrated, church-wide effort.

Respectfully submitted,
 Andy McClaine, Carol Bukys (Co-Chair), Kate Callaghan,
 Mary Alice Haddad, Sally Wyman (Co-Chair)

DEACONS

Russell Schutt / Lisa Ettliger, Steven Moore – Chairpeople

It has been a year of transition for the Deacons at Hancock. Russ continued to steer the group through the complicated times after Doug Teeter’s unexpected death in March of 2022, ably assisted by Lisa. Much of the recent-year “institutional knowledge” was Doug’s alone, so some process and detail had to be reconstructed and established anew. His loss continues to be strongly felt among the Deacons, as we endeavor to fill the space forever left open by Doug and Terri’s departure.

The Deacons have continued to support their main mission of facilitating the execution of the Sunday Morning Sanctuary Service, including regular Communion performance and coordination of Sunday flower donations. This year, Hancock has transitioned back from the COVID-limited, disposable, single-serving focused sacrament, to a hybrid version of an intinction-based Communion. With parishioners processing to the front of the Sanctuary, the bread element is provided from a communal loaf by the Ministers and juice element via trayed glasses by the Deacons. Gluten-free and disposable single-serving options are also provided, and folks who don’t wish to process are served in their pews. This approach seems to strike a good safety compromise, requiring three Deacons to support, and represents the way forward for the currently foreseeable future.

DEACONS

Coordination of Sunday flower donations has continued throughout the past year, now supported by the adoption of a Flower Donation Policy. The Policy, now officially in place, standardizes the Deacons' process for soliciting, generating, celebrating, and documenting the heartfelt congregant donations. Largely Russ's brainchild, the new Policy incorporates equity, fairness, and coherence into the tradition of commemoration with the beauty and glory of nature, an important part of our regular Sanctuary services.

We were happy and honored to welcome Brett Brown to our ranks this year. He has immediately jumped into our work, both supporting and leading our regular Deacon Communion teams, and volunteering for various additional duties. Brett has become a regular fixture at the Sunday service and other Hancock events, including the traditional, pre-Advent Hanging of the Greens. Also this year, in January, Steven assumed the Deacons' chair position. There were no 50-year Hancock members to be celebrated this cycle.

For the first time since the onset of the pandemic, we reinstated the Senior Picnic in June of 2022. Wim Nijenberg served as the Host, much food was provided, and the traditional Hoodsies capped the event. Many thanks to Rachel Barton for her able support and direction - a great time was had by all! Also, Russ and his wife Beth hosted two Deacon events at their home: a Holiday party and an End-of-Year celebration. And again a great time was had!

As always, the Deacons are looking for additional members to support their mission. As some folks retire (although, in Russ's case, retirement proved unexpectedly temporary), the decreasing numbers are making the ability to surge for unplanned circumstances increasingly difficult. We welcome all ages, abilities, and levels of commitment, and are proud of our contribution to the continued vitality of the Hancock United Church of Christ.

ENDOWMENT AND INVESTMENTS COMMITTEE



The Endowment portfolio balance over the last 10 months has witnessed strong investment results due to a rebounding stock market. Overall, portfolio investment return since July 1, 2022 has been +\$228,202, or +7.85%. The overall equity market gains (as measured by the S&P 500) over this time have been +9.3%. Subsequently, we are very happy with Hancock’s portfolio return, even though it is slightly lower than the broader equity market return, because roughly 25% of the Endowment portfolio is comprised of lower return investments such as CDs and fixed rate impact investments (more detail on impact investing below).

The Endowment portfolio is on track to provide over \$130,000 in cash distributions to Hancock to support operations and make improvements to Hancock’s infrastructure. Beneficiaries of these funds range from holiday music programs to supporting the cost of our seminarians, to making needed improvements to the parsonage. The Endowment & Investment Committee is honored to play a role in supporting both the church’s near-term programmatic needs as well as its longer-term building needs.

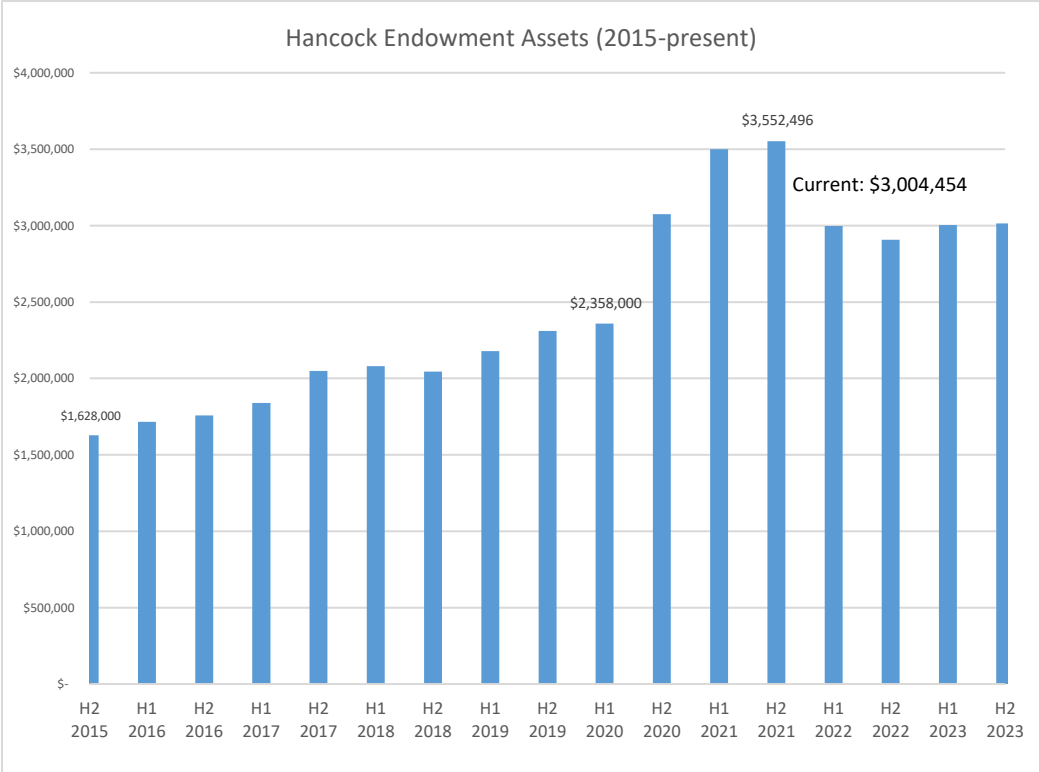
Additionally, after a long-term absence, inflation has re-emerged with gusto this past year, which puts added pressure on the ability for permanent endowment funds to benefit the church in the long term. The table below shows the FYTD performance of the portfolio as well as the distributions made thus far during the fiscal year. Though the reported increase in the value of the portfolio is a robust \$97,539 after distributions, this gain is essentially offset by the impact of inflation over this same time period. In total, the Endowment portfolio’s “real” value is about the same as we began the year back in July 2022. It is the “real” value of our endowment funds that dictates our ability to draw funds because we should draw only from investment returns above the original gift amounts adjustment by inflation to maintain purchasing power.

Endowments and Invested Funds, FYTD Summary as of 5/6/2023 10:04:31

Net assets as of June 30, 2022	\$2,906,915
General Fund distributions (all restrictions met)	(130,663)
Total net return from investments	228,202
Current nominal value	3,004,454
Change of nominal value FYTD	97,539
Loss to inflation on beginning net assets FYTD	(94,765)
Approximate real change of value FYTD	2,774

Note: General Fund Distributions include remaining FY 2023 appropriations to be reimbursed from Endowment funds

Though the Endowment Committee acknowledges the inflationary pressure currently impacting the church’s portfolio, we also must recognize that the portfolio is still at levels unseen until just 3 years ago (see chart). Also, even though the real change in portfolio value has not changed this past year, most of the permanent endowment funds have a +8% -10% “cushion” relative to the purchasing power of the original gift amounts. This is good news and bodes well for the funds being able to continue giving back to Hancock in the years ahead.



Additionally, and very critically, not all of the Endowment funds are required to maintain purchasing power. The **Liberty Fund** is one such fund which has no purchasing power restriction. With a current balance of almost \$650,000, the Liberty Fund is in a position to provide funds back to the church to support operations or important capital projects regardless of inflationary or market pressures.

Proposed Change in Investment Manager for FY2024

Over the past several months, Hancock has concluded that having an outside investment manager of the Endowment portfolio (and potentially more of the church’s investable assets) would be a preferred alternative to the current model of “inside” investment decisions. This is not because past decisions have led to sub-par investment performance (quite to the contrary, historical investment performance has been quite good), but because market volatility and complexity is best served by outside investment professionals with expertise in managing portfolios the size of our endowment (or larger) and with the ability to select both funds and individual stocks that best fit Hancock’s investment ideals, values and risk profile. A search committee was formed, and the unanimous selection was to hire Boston Trust Walden to bring on for the upcoming fiscal year to manage the Endowment Portfolio. Boston Trust Walden has many years of experience managing the portfolios

of religious and other non-profit organizations and is highly referred. We look forward to working with this new investment partner in the years ahead!

Socially Responsible & Impact Investing

As mentioned in the last couple of annual reports, Hancock's Endowment continues to hold investments that make a positive impact in our world. The first of these impact investments for Hancock is the BlueHub Loan Fund (also from BlueHub Capital). The purpose of this fund is to provide financing for affordable housing, education, healthcare and economic and environmental vitality – key elements to creating healthy communities. The Loan Fund partners with other nonprofits, government, and developers to connect low-income communities with capital that generates economic opportunity and stability. The Endowment portfolio has also made an investment in the SunWealth Solar Impact Fund. This fund takes an active role to find and facilitate exceptional commercial solar projects providing affordable clean energy to many communities with the goal of combating climate change. In total, these impact investments make up almost 12% of the overall endowment portfolio.

Also 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 that possess a reduced exposure in fossil fuel firms. As a result, we are proud that Hancock's endowment portfolio has a "carbon footprint" that continues to be a fraction (about 1/5) of the standard global index fund.

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

We are appreciative of the following funds and their donors for making the above distributions possible: Hancock Endowment Fund, Foster Fund, Ritter Sustainability Fund, Newell/Skelton Fund, May Fund, Christian Education and Youth Ministry Fund, Bergler Fund, Kraley 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 that 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 Croke at BCrookie@Comcast.net if you have added Hancock as a beneficiary in your estate plans over the past year or two (or plan to sometime in the near future) so you can be recognized at the Society's next event. Your future gifts to the church mean so much!

Respectfully submitted,

Brad Croke, Chair Tom Ransohoff John Campbell Brian Johnston

ENGAGEMENT COMMITTEE

In 2023, the Engagement Team continued experimenting with both new and time-tested methods of connecting Hancock members and friends with opportunities to deepen their faith through service.

We continued the Share Your Light (SYL) system started in the spring of 2022, seeking to expand the number of people who have signed up. People who opt-in to this system receive text and emailed invitations for one-time volunteer opportunities that are happening within a few days of the notification.

Our long-term vision is to have all people in the church opt-in to this program. So far, we have 92 people signed up. We conducted a few “reminder events” in 2023 to continue spreading the word about Share Your Light, and we offer it as an option for people who are not ready to commit to a more substantial committee appointment when we talk with them.

The system has performed well as a way to stay in touch regularly with folks about events going on at church and in encouraging event-organizers to think about “jobs to be done” in ways that make them more accessible to people with varying amounts of time to contribute. Share Your Light has brought several new folks to regular “gigs” as ushers, cookie-bakers, and doers of other vital jobs, and we are typically receiving good response numbers to the requests. We’ve also received positive feedback that people appreciate the acknowledgment of how time-pressed they are and a way to serve that doesn’t require a long-term commitment. SYL has not yet resulted in more people moving into full-time committee roles, and it can also be nerve-wracking for event-organizers to not know who or how many volunteers they will have until right before the event. We are glad that the system is working well overall and look forward to continuing to improve it. Links to the Opt-in form can be found later in the report with an attached QR code.

The core work of the Engagement Team is to find volunteers to serve on committees for the upcoming term. This work has been going slowly this year and our 2023 nominating slate is slimmer than we would like. In addition to the old-school (and generally most effective) method of personal calls, we have been running additional experiments to get more people signed up:

1. **Committee “needs survey”:** We surveyed committee leaders in April 2023, to determine the nature of the committees’ current work and their areas of greatest need for volunteer support. This information has been helpful in targeting our time to focus on core areas of need, as well as in framing “asks” to potential new committee members. We also asked committee leads to consider if some of their activities could be converted from committee-member supported to Share-Your-Light Volunteer supported.
2. **“Color Day” in church:** Also in April 2023, we sponsored “Color Day” to celebrate and raise awareness of three core service areas at Hancock: Financial Wellness (green), People & Community (blue), and the Physical Building (Red). Through encouraging everyone in church that day to use colored stickers to signal their area(s) of interest and experience, we generated conversations that we hope will result in more connections and people enthused to serve.
3. **Committee Chairs calling for their own volunteers:** In May 2023, we faced the urgent need to reach many more people than the Engagement Team could do on our own. We provided short lists

of names and a “script” for committee chairs to call a small targeted set of people to personally invite them to join the chair in service (taking a page from personal outreach practice of the Capital Campaign). Results are not yet in, but we are hopeful that this tactic will allow us to recruit a broader and more robust slate of nominees. We are extremely grateful to committee chairs who have taken on this additional task, in addition to the work they already do.

Respectfully submitted,

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

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



FIFTY-YEAR MEMBERS

Please note there are no new Fifty-Year Members this year.

1972

Harriet Hathaway
Steve Moore

1971

Nancy Altschuler
Sam Altschuler †
Evelyn Manley

1970

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

1969

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

1968

Richard Bush
Suzanne Bush
Louise Haldeman
Mary Hastings

1967

Kay Barney
Marian Barney
Isabelle Plaster
Gerhard Sauermann
Rosemarie Sauermann

1966

David Hathaway
Richard John
Suzanne John ‡

1965

William Hays
Susanne Hays
Ruth Ladd
Eleanor Shelmire ‡

1964

Robert Bicknell
Beverly Kelley

1963

Constance Ahara
Kendrick Bushnell
Marcia Bushnell
Carolyn Parrish

1962

Iris Larssen ‡
Larry Larssen
Bruce Stone

1961

Edwin Cox
Myrtle Cox
Priscilla Gray †

1960

Carolyn Drury
Beverly Howe
Susan Rockwell
Bonnie Shaw

1959

Thomas Taylor
Bart Wilson

1958

Shirley Buck

1954

Eunice Field
Lois Gallagher
Joan Rising

1952

Olive Samuel

1951

Eleanor Fritz
Ann Hruby

1950

Nancy Forg

1949

Pat McLeod

† passed away in 2023
†† passed away in 2022
‡ passed away in 2021

GIVING COMMITTEE

Just as many of us assumed in mid-2022, the Giving Committee entered the 2023 church year thinking that the pandemic was behind us; as we all know now that proved not to be the case. As a result, early planning for the fall campaign had to be jettisoned in late-summer in favor of a new theme more consistent with reality – the reality that it was going to take longer than anticipated for the pews to fill again. Our revised campaign, named “Forward in Faith, Creating Change Together,” began on Oct. 16, 2022 and focused on Hancock and the Hancock community as our home together. The two weeks following that showcased Hancock as a source of spiritual nourishment and as a nexus for social justice work. The messages were conveyed through testimonial video and Giving Committee addresses. Individual testimonials were also displayed on the church monitors and had a very positive effect.

With the campaign culminating on Nov. 6, Commitment Sunday was marked by a pledging procession. Congregants processed to the front of the church supplied with individual flowers (mums in keeping with the season of fall) to deposit them in the many small vases beautifully arranged on a table in front of the chancel. In lining up to adorn the front table with flowers, members of the congregation took part in “decorating and furnishing” our home–Hancock Church. The celebration seemed to resonate with folks with many very positive comments.

Despite the very positive response to the campaign, pledges were slow to arrive. Additional communications, designed to encourage pledging and increase pledging amounts, were mailed and included in the weekly emails and bulletins as well as social media. It’s important to note that this added communications effort (video, emails, a letter) did result in pledges by a number of new members and those who had not pledged before. The committee also offered a Moment of Concern in church on Feb. 5 to convey the importance of pledging before the end of the campaign to allow the church to better plan its expenses. A hard-stop for the end of the campaign (Feb. 26, 2023) was driven by the need to finish annual giving before the Capital Campaign began.

While the total amount collected was higher than in 2022 and reflected gifts from a number of new givers, it still fell short of the goal figure of \$825,000.

Following the end of the campaign year, the year concluded with two meetings focused on review of the past year’s campaign, brainstorming about possible innovations in the campaign design for the coming year, as well as discussion of stewardship resources and ideas offered by the UCC Southeastern Conference. A few of the key changes discussed included:

- Strategic messaging from the clergy about stewardship and its importance planned into the schedule of the annual campaign to resonate with members before they make their pledge decisions.
- Taking every opportunity we can to celebrate our community and the joy of giving in support of Hancock through in-person programming – in particular, a “Giving Kick-off” celebration at the start of the fall campaign.

- We are also discussing how we can make visits, similar to the Capital Campaign, or host small group gatherings to bring us all back together again in the Hancock community that we love so much.

Respectfully submitted,

Rick Perullo, Julia Potter, Mike Sorter (Co-Chair), Sally Wyman (Co-Chair)

HANCOCK ENVIRONMENTAL ACTION TEAM

HEAT was formed as a resource for Hancock Members and Friends to aid the communication of the serious nature of climate change, what is causing it, and what we can do about it. It is led by a small group of self-selected Hancock Members and meets occasionally as members identify needs or interests. HEAT communicates with its members via a Google group, **HUCCenvironment@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 to make changes are when it is time to replace household equipment such as water heaters, heating/cooling equipment, insulation, and cars. When we need to buy a new pieces of equipment, we can make choices to minimize their impact on the production of carbon dioxide or other greenhouse gases.

Many of our HEAT members have explored and purchased electric cars, solar photovoltaic panels, ground source heat pumps, mini-split heat pumps, heat pump water heaters, battery-powered snow blowers, chain saws, leaf blowers and other garden equipment. You can ask questions about their experiences and make your own decision about making similar purchases. We are working to use a small amount of the Ritter Sustainability Fund to reduce air leakage at some of the church doors.

If you are interested in participating in HEAT, please speak to or email Andy McClaine at **AWMcclaine@rcn.com** or Mark Sandeen at **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

Amid the routine of filing and preserving our precious documents, we are always pleased to receive “new” materials that enchant us with new information about our church’s storied past.

We continue to refine our organization of minutes, reports, orders of worship and other documents relating to Hancock’s early history as well as current records which should be of interest to future generations. As a reminder, we have many committee records that we encourage new leaders to explore as a basis for their continuing work.

It is always a pleasure to receive records found by our congregation and more recently, items being de-accessioned by the Potter Library. In fact, several of those items were a revelation to us and add to our knowledge of those who came before us.

As for the future, we continue to explore ways to obtain funding to stabilize and digitize our important early records.

Sue Rockwell, Historian/Archivist Yvette Kirby, Assistant

HUMAN RESOURCES TEAM

The Human Resources (HR) Team is charged with providing recommendations and oversight for the appropriate staffing, compensation, support systems and services for our clergy and staff. This Team also acts as a resource for the Senior Minister, Moderators, Standing Committee, and Director of Operations on human resource issues, policies, and programs. The HR Team aims to address new and long-standing infrastructure needs as they foster and support an environment in which staff can cherish each other and the Hancock community as they fully express their spiritual gifts. The HR Team helps to research and support position listings, compensation and benefit decisions, and policy changes. This can include communicating State and Federal HR policy updates to enable Hancock to follow current practices and regulations. In collaboration with the Treasurer and Finance Committee, the HR Team recommendations are incorporated into the annual plan and budget. This work of the HR Team, with the moderators, ministers, and Suzie Barry, has focused also on updating the Employee Handbook and designating training modules for staff onboarding processes.

HUMAN RESOURCES TEAM

HR continues to have tremendous gratitude and admiration for the agility and creativity Hancock staff has shown in the past few years, handling the changes required due to the pandemic. With their skills, ingenuity, and consistent collaboration, they have maintained a vibrant, virtual worship experience while returning focus to in-person worship and programs this year. We sincerely appreciate all that the ministers, musicians, staff, and church leadership have done to help us walk our spiritual paths and care for one another during these unprecedented times.

At the forefront of our church leadership and team building has been our Senior Minister, the Reverend Doctor Barbara Callaghan who has guided us through this challenging period with grace, optimism, and clarity. Barbara is on a well-earned sabbatical from April 17 – August 18, 2023, having graciously postponed this leave for a year, to provide continuity and leadership. We are very pleased to report that Barbara applied for and was awarded a Clergy Renewal Grant from the Lilly Endowment Inc. to provide financial support for her sabbatical. Along with enabling renewal, enrichment, and rest experiences for Barbara, this grant will also provide learning programs for our Hancock community. During Barbara's absence the Reverend Sue Remick will serve as Interim and Sabbatical Leave Minister. Sue is an ordained UCC minister in the Southern New England Conference (MDiv from Andover Newton Theological School). Over the past 43 years, and up until serving here, Sue has served in varying roles as a Youth pastor (1), Associate Pastor (2), CE Director (2), Associate and Senior Interims (9), Sabbatical Interims (1), and Pulpit Supply (1), in New Hampshire, Rhode Island and Massachusetts in 16 different positions, and 13 different churches. Our ministerial leadership team includes David C Clark, who was called unanimously by our congregation to be Hancock Second Minister in Spring 2022. He transitioned to this new leadership position after serving as Hancock Minister for Children and Families since August 2015. David completed his Clinical Pastoral Education (CPE) in summer 2022 and will soon go before his Ecclesiastical Council as the last step on his pathway to ordination. Recently ordained, the Reverend Genna Hosterman served as Hancock Acting Associate Minister through August 2022, when she became Second Minister at South Church in Andover, Massachusetts.

Hancock continues our commitment to serving as a teaching church. Our Teaching Parish team consists of three student ministers. Rachel Barton, a student at BU School of Theology, is finishing her second year as Student Minister for Congregational Life. Rachel will graduate this June and continue as Member in Discernment with Hancock, her home church. Abby Wester and Katie Elliott, both students at BU School of Theology, joined us in September. Abby is serving as Student Minister of Youth and Young Adults and Katie is serving as Student Minister for Children and Families. Rachel, Abby, and Katie contribute greatly to our worship services while also recognizing and assisting in the needs of our congregation.

We have deep gratitude for our non-clergy staff. Suzie Barry continues in her full-time position as Director of Operations, taking on broader administrative responsibilities to enable our ministers to focus on spiritual leadership. Suzie utilizes her skill sets in finance, human resources, and facilities management to centralize and manage the day-to-day operations of the church. Suzie is also the

Grant Administrator for the FEMA grant received by Hancock in the 2022 Nonprofit Security Grant Program (NSGP). Jane Park continues as Church Administrator, providing essential administrative support and communications management internally and in the community beyond our doors. She has also delighted the congregation with her tremendous talents as a violinist during worship services. We are fortunate to have Zack Hosterman's continued presence as part-time Administrative Assistant, providing valuable support and services. Hancock is seeking candidates for a Building Caretaker position and is thankful for the time Zack served in this position. We also thank our returning childcare provider, Debbie Cherfils, and our Coffee Host, Thomas Barry. We genuinely appreciate their support during our Sunday morning worship services.

Hancock is fortunate to be blessed with a capable, multitalented, and devoted music staff who continue to amaze us with their leadership and creative collaborations. They engage and inspire congregants during worship and offer programs and outreach for our widening church community. We are so grateful for the hours (and hours) it requires to bring us rich, worshipful music, greatly appreciated by our in-person and virtual congregations. Our music staff continues to be led by Mark Morgan, Director of Music. Marilyn Becker leads our handbell programs as Director of Handbells after retiring in June 2022 as our Associate Director of Music and organist. Laurence Carson has rejoined our music staff as Organist, providing not only our piano and organ music on Sundays but also several luncheon recitals throughout the year.

We thank our dedicated TV crew, essential to continuing our outreach and services to a wider congregation. This crew is now led by video professionals, Anim Osmani and Julie Manoogian, following David Vishniac's resignation. We continue to rely heavily on the technical abilities and regular support of a small group of dedicated congregational volunteers and hope to gain more volunteers to help in this important area of Hancock worship.

We deeply appreciate the gifts and talents our ministers and staff consistently provide as well as their flexibility in responding to our needs and challenges in the past few years. They have enabled us to continue to serve all members of our congregation, whether attending in person or virtually. Hancock is truly blessed to have such a creative and committed staff.

In closing we want to acknowledge the many invaluable contributions and leadership Leanne Rodd has provided to the HR Team since 2017. She is a great resource and has a wealth of knowledge in the HR field. She served as Chair of the Team for three years until she assumed the position of Hancock Vice Moderator, then stepping off the HR Team. She assisted with the transition of the HR Team to its new leadership and new members in countless ways this past year. Her guidance during this period is and will always be greatly appreciated by the HR Team.

Respectfully submitted,
Daryl Battin (Chair), Shawna Johnston, Ellen Peckham
Ex Officio: Barbara Callaghan, Senior Minister; David Zenk, Moderator; Leanne Rodd,
Vice Moderator

LEXINGTON INTERFAITH GARDEN

- *Providing fresh produce for people in need*
- *Educating our community on the value of local, sustainable agriculture*
- *Building relationships within our interfaith communities*
- *Having fun while doing rewarding work*

The Interfaith Garden is entering its 14th year in 2023. The original objective was to create an all-volunteer community giving garden for the benefit of the Lexington Food Pantry. Having the support of the Lexington Interfaith Clergy Association (LICA), with a core group of participating faith communities, allowed us to get the project up and running. And we've kept it going for 14 years. Hancock has been involved since the beginning, helping provide key ongoing organizational, manpower, and financial support.

The Garden has been a great success! Starting in late March and running through October, volunteers sign up to work either Tuesday afternoons or Saturday mornings for 1-½ hours. Once arriving, our head gardener directs the volunteers. Fortunately, the Garden is conveniently located across from the Lexington Green and only a few blocks from the Lexington Food Pantry. On Saturdays, volunteers harvest, load up the garden carts and walk over to the Pantry to deliver it. All the harvest gets distributed to Pantry clients within hours of it being picked.

In 2022 we grew and delivered 45 varieties of produce, all of which totaled over 1,700 pounds. Since inception, **over 10 tons of fresh food was harvested and donated** to the Food Pantry. This was only accomplished with a lot of volunteer manpower. Hancock has always answered the call to help, and has since the beginning. Thank you, Hancock.

LEXINGTON INTERFAITH GARDEN							
	Pounds delivered to the Lex Food Pantry					# of volunteers showing up to help during shifts	How many different people involved
	Year	Year	First Day	# of crops			
	Year 1	2010	3/16/2010	995	35	402	157
	Year 2	2011	3/22/2011	854	38	371	140
Bees arrive	Year 3	2012	3/20/2012	1,637	39	457	150
	Year 4	2013	3/30/2013	1,593	39	508	170
	Year 5	2014	3/25/2014	2,015	44	491	173
	Year 6	2015	4/7/2015	1,666	45	422	165
	Year 7	2016	3/19/2016	1,740	44	494	209
	Year 8	2017	4/8/2017	1,600	48	468	169
	Year 9	2018	3/31/2018	1,901	52	449	190
	Year 10	2019	3/30/2019	1,883	55	506	176
Est. lbs during Covid	Year 11	2020	5/5/2020	1,200	N/A	N/A	N/A
Est. lbs during Covid	Year 12	2021	3/27/2021	1,500	N/A	274	129
	Year 13	2022	3/24/2022	1,698	45	371	133
	Since Inception			20,282		5,213	1061



MEDIA MINISTRY

The Media Ministry continues to provide coverage of all Sunday services, as well as special services upon request. We look forward to the proposed upgrades envisioned by the Capital Campaign. Our primary assignment is to reliably produce coverage of all Sunday services for LexMedia and for our Hancock YouTube channel, and we are proud of the fact that we are succeeding in that regard. We have also provided coverage of special musical programming and several memorial services. All of this effort results in connecting our church community to those who are separated from us by distance or other inability to attend in person.

The Capital Campaign contains important video and audio upgrades to allow us to continue our coverage of the Sunday services when they are moved to Clark Hall for the duration of the Sanctuary renovations and to provide live programming for future events in Clark Hall. New cameras for the Sanctuary will also improve our productions greatly.

The equipment is important of course, but none of this can happen without the amazing efforts of a very small but talented team, under the supervision of Anim Osmani. It is very important that along with the upgrades we develop a cadre of volunteers to help with the productions. With more volunteers, we will have the ability to give our core group some time off and spread out the workload. No experience is necessary; we will train.

We are enthusiastic about the work we are currently doing and excitedly anticipating the future of the Media Ministry and its critical outreach to our church community and beyond.

Laurie Bergstrom

Julie Manoogian

Anim Osmani

Sue Rockwell

MEMBERSHIP REPORT

Membership as of December 31, 2021 681

Admitted During 2022

By Rite of Confirmation	0
By Confessions and Reaffirmations of Faith	0
By Baptism	1
Total Received in 2022	1

Removed During 2022

By Letter of Transfer	1
By Death	4
Other Removals	0
Total Removed in 2022	5

Membership as of December 31, 2022 678

Members Received June 2022 – June 2023

Robert Scenna	Kathryn Borgstrom
Drew Koeros	Jonas Borgstrom
Rebecca Schendel	Helen Einstein

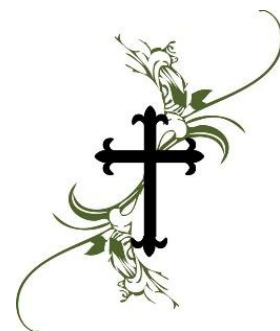
Members and Friends Who Passed Away June 2022 – June 2023

Scott Gilbert	Joanne Plank
Priscilla Gray	Elizabeth Landman
Sam Altschuler	Connie Foster*

*omitted from last year's annual report June 2021 – June 2022

MINISTRY OF REMEMBRANCE

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



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

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

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

On **All Saints Day** in October/November of every year, we honor individuals who have contributed to making the church what it is today and what it will be in the future. After the morning service, we gather in the garden to pray, reflect, and share memories of our loved ones. During the October 2022 service, we honored the following twelve Hancock "saints": Cheryl Campbell Dickson, Connie L. Foster, David M. Hamblen, Shirley T. Hamblen, Iris Larssen, George W. W. Packard, Richard "Pete" Plank, Wynelle C. Scenna, Nancy Louise Ricker Sears, Eleanor M. Shelmire, S. Richard Shelmire, Terri L. Stull, Douglas A. Teeter.



In the spring when the garden is bursting with new life, we often gather in the garden for **Celebrations of Remembrance**, including funeral ceremonies, christenings, and social events. It is a spiritual space to connect with one another and build bridges between past, present, and future. We strengthen our community informally through shared stories, hopes, and joys. Throughout our daily lives at Hancock Church, the many views of the Memorial Garden encourage us to observe the seasons and experience the sense of comfort and peace that is revealed in the natural beauty of the space and in the eternal nature of the Hancock community.

The Memorial Garden Committee invites anyone to add the name of a family member or special friend who shared a deep connection to the Hancock community, so that all can celebrate their faith journeys, their many contributions to Hancock Church, and our affection for one another.

Please contact Bill Erickson at berickson@bfearc.com, Charlotte Dougherty at charlottedougherty@gmail.com, or any staff member if you wish to include someone special in upcoming remembrances. Respectfully submitted by the Memorial Garden Committee: Bill Erickson, Charlotte Dougherty, Kay Barney, and Tom Ransohoff.

PARISH LIFE COMMITTEE

The 2022-2023 church year started early for Parish Life (PL), with a meeting in August to plan for Celebration Sunday, which took place in Hastings Park on September 18. It was a joyous start to the new church year, with more than 100 people attending and sharing lunch together.

Celebration Sunday was followed by these other events throughout the year.

- On November 22, Hancock Church hosted the LICA Interfaith Thanksgiving Service on short notice. With the generous support of other LICA members, Parish Life hosted a lovely post-service reception for the Lexington community.
- Also in November, PL provided sustenance to all the elves who participated in the Hanging of the Greens, providing home-baked cookies and beverages in the Narthex.
- Manger Sunday took place on December 5, and PL had a table in the Pearson Room serving up cookies and beverages to the Holiday Fair's shoppers and vendors.
- In January, PL started to provide food at all coffee hours and serve coffee in the foyer prior to worship. We started to use the Share the Light Volunteer system to recruit cookie bakers every Sunday. This has been most successful, and we are grateful to the Hancock community for stepping up and baking cookies every week.
- PL's signature event, the Palm Sunday Brunch, took place on April 2. We served an overflow crowd – having planned for 50 guests, while more than 80 people showed up. And nobody went home hungry.
- On May 14, PL will host a special coffee hour for HYG graduating seniors.
- Our Coffee Host, Tom Barry, is graduating from college, and he will be honored and thanked at coffee hour on May 21. His last week at Hancock is May 28. Our congratulations to Tom!
- In June, we will host two events:
 - On June 4 we will host coffee hour in the Narthex during the Annual Meeting.
 - Sundae Sunday will occur on June 18, after the church service.

While Parish Life's events are what everybody sees, we are also engaged in activities behind the scenes. Below is a snapshot view of some of these activities.

- In late 2022, PL received the news that COVID restrictions for the Nursery School's "designated space" were lifted, and we were free to use the kitchen.
- Spent much time working in the kitchen and pantry to get them back to their pre-COVID conditions. The Church authorized the cleaning company to do a "deep clean" – which was transformative. (And the kitchen passed inspection in March.)
- We continue to make efforts to accommodate dietary restrictions, for example, providing gluten-free and nut-free food items.

- Reviewed and updated coffee hour procedures
- Continuing to work on communication with church committees and other groups about the procedures they must follow in a commercial kitchen
- Reviewed and implemented procedures related to Hancock's sustainability goals, for example, using coffee mugs, silverware, etc., when possible
- Also related to sustainability, Parish Life and Prudential teams made a video showing instructions for using the dishwasher. The plan is to make the video files easily available. Specific details are being worked out.
- We will develop new plans for summer coffee hours since we will not have a Coffee Host during the summer.

In conclusion, the 2022-2023 church year was a productive and rewarding one for Parish Life. It was a pleasure to take on activities and events that brought us closer to the Hancock church we knew before COVID arrived. As previously mentioned, Tom Barry, our Coffee Host, has resigned from his position. In addition to this big loss, Priscilla Thayer resigned from the PL team in late spring of last year. She worked tirelessly for years and could always be counted on to get the job done - and done well. We miss her as a team member, but she continues to contribute to Parish Life events in multiple ways. Softening this blow was the arrival of Ellen Peckham as a new member of the team. Ellen has quickly become a strong and highly valued member of the team. We are grateful for all the support we have received from the ministers and staff throughout the year. Parish Life would gratefully welcome new members. If you would like to join the Parish Life team or volunteer as a Friend of the Parish Life team, please feel free to contact any of the team members listed below with questions you may have or to volunteer your services.

Respectfully submitted,

Elizabeth (Beth) Schutt - Chair

Kim Doney

Sharon Kendall

Ellen Peckham

POTTER LIBRARY COMMITTEE



Potter Library Committee members made ground-breaking changes in FY23 to better support Hancock Church's mission and the growth of individual members' faith. Their changeover decisions and work took several forms to provide easier access to the book collection and a more browser- and user-friendly experience in the library.

As a first step, committee members weeded through the book collection to remove worn and outdated books. They also recycled gently used, general-library type books to several organizations that accept used books, further supporting the green movement to keep books out of the soil. Overall, the move produced a more tailored collection that serves Hancock family and friends as a helpful and relevant ministry.

Last fall, the committee continued its discussion of Library Thing, a web-based application increasingly used by schools and churches, including Follen Church in Lexington. To learn more, two Potter committee members met with Leslie Stebbins, Follen Library Committee co-chair, to discuss Follen's Library Thing use and to view the book collection. This meeting yielded fresh ideas about operations, shelving methods and the benefits of adopting Library Thing's anytime/anywhere online cataloging system.

Since February, committee members met weekly to develop a Library Thing online catalog. As another changeover, the committee is shifting the collection away from the Dewey Decimal System to a more intuitive, easy-to-browse one. Books are divided into six easy-to-find categories: Church Operations, Belief Systems, Care of Self and Others, Hancock Church, Social Justice, and Spiritual Practices. The adapted category/subtopic, color-coded labelling system eliminates the Dewey Decimal System's widely discussed racially inequitable treatment of other world faiths in relation to Christianity (as one example).

As always, the committee accepted and added book donations to the collection. The committee welcomes donations that are in good condition and of more recent publication (with certain exceptions); support Hancock's mission; and fall within the library's stated focus. To receive more information, contact a Potter Library Committee member before dropping off donations.

As FY23 ends, the Potter Library Committee especially thanks the Hancock Church staff for their assistance and suggestions and the congregation for its continuing support.

Happy Browsing—and Keep Reading!

Kristine Arena, Susan Colburn, Laurel Cooley (chair), Lynn McClaine, Janet Voit

PRUDENTIAL COMMITTEE

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

This year, a number of projects have been accomplished:

1. Floor tiles were replaced in the HNS hallway and one classroom, the choir room, and Bride's bathroom as well as the acrylic floor covering in the lower-level hallway to complete the sewerline replacement project.
2. The street-lamp that lights part of the parking lot was upgraded with a cost-effective LED fixture.
3. Several major painting projects were completed by commercial painters:
 - Entryway portico at the 1912 Mass. Ave. entrance
 - Clark Hall ceiling water damage
 - Back stairwell to dining room starting at the Sanctuary back hallway
4. Fall Workday
 - Began process of cleaning out and disposing of numerous items stored under the eaves in the upper room
 - Completed miscellaneous cleaning, repair, and painting projects
5. Identified and inventoried all storage areas scattered throughout the church. Next step is to develop a plan to clean out and assign storage areas for future use.
6. Began oversight and implementation of the \$150,000 Nonprofit Security Grant awarded by FEMA to Hancock in November 2022. This two-year grant provides funds for the following security features:
 - Install closed circuit TV cameras throughout the church's interior and exterior
 - Install an entry control system that will allow for remote access and keyless entry to the church
 - Replace an exterior door that is currently not secure
 - Enhance exterior lighting around the church
 - Add a mass notification system to enhance communication during an emergency or unexpected event
 - Develop security plans, protocols, and training
7. Arranged for the start of necessary renovations and upgrades for the parsonage.

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

PRUDENTIAL COMMITTEE

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. This is the first full program year we've been fully open to renters since the end of the Covid lockdown. In addition to Hancock Nursery School, our long-term renter, we have seen a significant increase in the number of renters using our facilities. Although building use income has not reached pre-Covid levels, our building use income for FY23 is running \$8,080 ahead of budget.

We are grateful for the continuing support of the office staff, most importantly, Suzie Barry, Director of Operations and administrative staff, Jane Park and Zack Hosterman.

Zack and Tom Barry, our Coffee Hour Host, have served as Sextons for many of the large group activities we serve during the year. Both will be moving on to new ventures at the end of June. We will certainly miss them and will then be faced with the task of identifying other people who can take over the very necessary role of Sexton.

We have also continued to function without a Building Caretaker, a budgeted position we have been unable to fill despite ongoing recruitment efforts. As a result, a number of routine maintenance and repair functions have been taken over by Prudential Committee members and a big shoutout should be given to those members listed below.

Respectfully submitted,

The Prudential Committee - Scott Martin and Tom Battin (Co-Chairs), John Briggs, Mark Ettlinger, Dean Rutila, Joan Rutila, and Lisle Swanson (non-voting member)

SCOUTS BSA TROOP 119

Troop 119 continues to provide a strong program that offers a variety of outdoor activities and learning opportunities aimed at enabling youth and young adults to become responsible citizens and involved future leaders. All youth and adults are welcome to participate in all Scouting offers. We welcome families from all denominations and affiliations. The Scout-led model is used for our Troop activities – experienced Scouts take on responsibilities and leadership roles in their patrols and the Troop. One older scout is elected to lead all the meetings and activities as Senior Patrol Leader (SPL) for a 6-month term. Ian Lewis was the troop SPL for the Fall/Winter term, and Lucy Sabian is the current SPL for the Spring/Summer 2023 term.

The Troop offers trips and events to Scouts and to the whole community with the desire to bring people together. Trips happen at least once a month, and this year our program included trips such as camping on Peddocks Island in the Boston Bay, backpacking at Carter Notch and Camp Bell in NH, kayaking in the Onset Bay, and rafting in Maine. Some activities are local, such as our Klondike Derby, where the Troop invites all Lexington kids to discover Scouting activities at Willard's Woods. Parents who bring their kids or walk by and enjoy the workshops really appreciate discovering all Scouting has to offer. Training is an important part of the troop life, and we make sure all adults remain up to date in their Youth Protection Training. Additionally, different training, such as First Aid, Wilderness Survival, and Orienteering, have been taken by adults and/or youth of the Troop. This year, two crews from Troop 119 are going to the Philmont Scout Reservation for a 10-day trek in July. The Troop consistently offers merit badges to make sure Scouts get as many opportunities as possible to learn important life skills and move upward in rank. This year, the Troop offered Eagle-required badges such as First Aid, Emergency Preparedness, and Citizenship in the World, as well as badges such as Salesmanship, Aviation, and American Labor.

As of May 2022, Troop 119 has 62 boys and 13 girls registered. As a result, the Troop is strong and very active. We continue working on rank advancement, and this year, 7 Troop 119 Scouts achieved the highest rank in Scouting – Eagle. The Troop once again carried out a successful fundraising effort by selling holiday wreaths in Fall 2022.

Last summer, Eugene Tan became the Scoutmaster after Ted Sjodin retired from the position, and recently, Caroline Millot retired from the Committee Chair position and Jack Showalter took it on.

We are very grateful for the renewed trust that Hancock Church placed in our Troop when we rechartered in January. Thank you for your continued support as we continue to offer a strong Scouting program to our youth.

Yours in Scouting,

Caroline Millot
Former Troop 119 Committee Chair

Jack Showalter
Committee Chair

(SCOUTS BSA) CUB SCOUTING PACK 137

Pack 137 has had an exciting year as we have moved away from the difficulties of the pandemic and seen a return to a few of our key pre-pandemic in-person activities. Much of the program is focused on team/community building with the Scouts and being able to return to many of our in-person activities has helped our Scouts to remember that the Scouts learn from each other through time with their peers in their Dens and through mentoring (or getting mentored) by different age Cub Scouts. As you know, we had lost about half the Pack from the pre-pandemic days and are continuing our work to reach out to younger families in our efforts to rebuild.

Despite these challenges, the Pack has had a successful year and is poised to continue to offer these growth and citizenship opportunities to the children of Lexington. We were the Scouting home to approximately 55 Scouts and continue to see interest for next fall.

Highlights from the year:

- The Pack held its major annual events including the
 - Fall Rocket Launch
 - Pinewood Derby with several Pack members moving onto the District races with a 3rd place win from one of our Lions!
 - Pack Hike and 2 overnights at Willard's Woods. (A return to indoor spaces has allowed flexibility for all of our Pack events/meetings to be held either indoors or outdoors).
- 15 AOL level Scouts (5th grade) met their requirements this year, and 14 of them moved forward to Troop Scouting in Lexington.
 - The Pack celebrated the return of the annual Blue and Gold dinner for the first time since 2019! Our Bear den (3rd grade) hosted a fun and successful "Bear Carnival" at Hastings Park at the beginning of May.
- Our Webelo Den (4th grade) is our largest with 14 Cubs.
- The Lion Den (Kindergarten) has kicked off this year with 8 Lions joining the Pack!
- The Tiger Den (1st grade) took advantage of the conservation lands in Lexington to fulfill their adventures and identified several bird species living in the area.
- The Wolf Den (2nd grade) kept growing all year - and was well supported in helping these late arrivals "Make rank" by the spring overnight.
- Several Cubs participated in the Sunrise Parade on Patriot's day and led the Scout Oath & Law. Pack 137 participated in a joint ski weekend with Pack 160 and enjoyed the cross town event where Scouts were able to meet & bond with other Scouts!
- This summer several Cubs will be attending Camp Carpenter (overnight) &/or Camp Westwind (day) camping experiences offered through Scouts BSA.

Looking forward: The Pack has successfully replaced several leadership positions this year and is looking to focus our efforts to grow membership numbers for our younger members as we will once again have a large number of Webelos getting ready to cross over next year. The Pack continues to seek out service opportunities within the community particularly at Hancock. With pandemic measures lifted, we anticipate a return of many pre-pandemic activities and look forward to being able to give back. The Pack continues to be grateful for the support from the Hancock community and looks forward to more years supporting the youth of Lexington together.

Bear Carnival



Pinewood Derby



AOL Crossover



Pack in Action



TREASURER'S REPORT

Treasurer's Report for Fiscal Year 2023 [7/1/22-6/30/23]

Submitted by Laurel Freeberg

Hancock successfully navigated the past few years during and post-Covid with a dedicated staff and many volunteers as we welcome new staff, react to unexpected events such as a sewer pipe project, and plan for the future of the church by initiating a Capital Campaign. Challenges remain but with our members' support for the church we can move forward with confidence. Our challenge now is to meet the income needs of the church to maintain the level of programs that we work to provide and fulfill the mission of the church.

In FY22 and FY23, contributions have not kept up with our expenses. We managed to maintain the level of service by dipping into assets that are not easily replenished. In FY22, the sewer project was paid for by depleting the building reserve fund. The church needs this fund to be maintained at a level that allows us to react to emergency repairs. During operating deficit years such as FY22 and FY23, we are not able to replenish that fund. This year, FY23, we requested and received a \$48,000 transfer from the Liberty Fund to finance the repairs needed to the parsonage. This transfer will enable parsonage work to be completed but still leaves a gap to be filled for the next repair needs of the church. Liberty Fund is our least restricted fund, and it allows withdrawals without maintaining principal or an inflation cushion. However, withdrawals still represent a reduction in assets. In ideal circumstances, we would only be able to take inflation-adjusted income from this fund.

As we move to the close of FY23, we expect an operating deficit of up to \$200,000. The deficit will be deducted from our General Reserves, leaving our Reserves account too low to support cash needs moving into FY24. Our policy is to maintain three months of operating funds in the reserves account. The Standing Committee approved the use of up to \$200,000 from Liberty Fund to replenish reserves at the close of FY23. This result was not unexpected, the planned budget included a small deficit for FY23; however, our contributions did not meet the stretch goal of \$825,000.

The finance committee, the moderators, and staff worked very hard this year to adjust the budget for a more realistic contribution level of \$725,000. All committees have been asked to cut back for FY24, but a further reduction in assets may still be needed unless our contributions increase. Please see the Financial Committee's report on budget details for FY24.

Upcoming impacts to Hancock

During FY23, the Endowment Committee evaluated moving our Endowment and Quasi Endowment Funds to an outside investment manager. We believe that this is the best long-term option for managing these funds. Moving to a professional investment manager will enable more daily oversight of investments and enable the EndCom team to focus on meeting the mission of the church. We interviewed 4 firms that were recommended by our members. We will be implementing a move of endowment funds to Boston Trust Walden over the summer. Hancock will also be implementing numerous enhancements to our physical security over the next year. We received a Homeland Security grant that will fund security enhancements. A Security

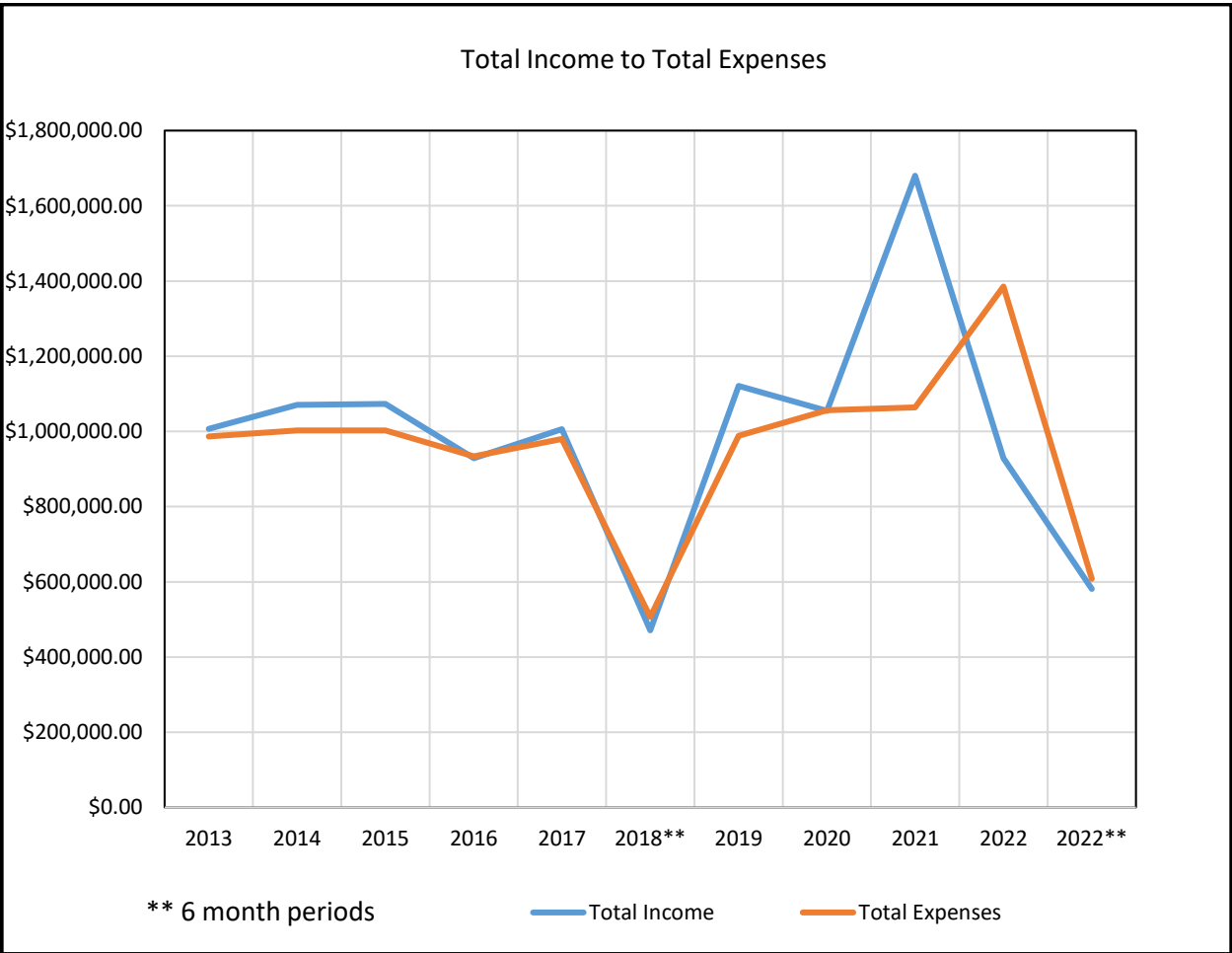
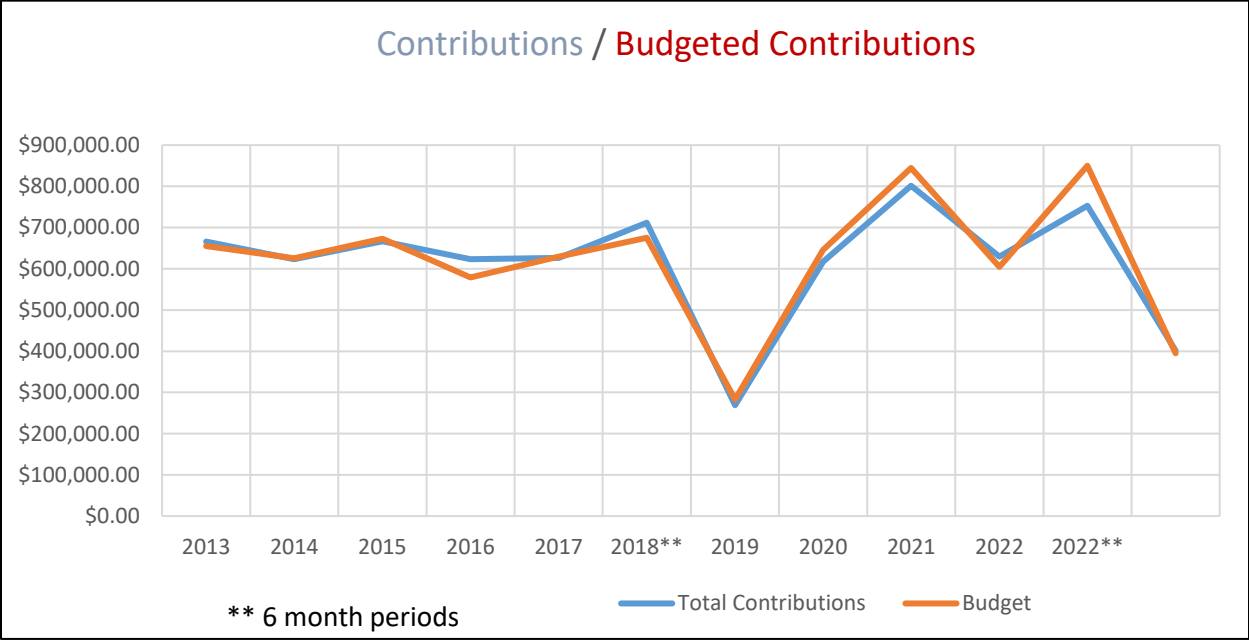
team is making plans for those changes, and we need to fund the work up front and receive reimbursement as each change is implemented. These plans are still in the works but will require some unbudgeted expenses during FY24.

The Faithful and Forward Capital Campaign funds will be managed under a separate budget. The funds are held in separate accounts. It may be possible over the three-year period of the campaign to invest some funds in short-term securities until the funds are needed to pay the bills. We can look forward to a much-improved physical space to enhance our programs and growth for years to come.

The challenge for FY24 is to accomplish multiple goals at the same time: continue the mission of the church by fully supporting our operations, build for the future, and maintain and expand the excellent programs we now have in place.

Many thanks to Suzie Barry for her hard work in managing the operations of our church. Thank you to the FinCom team, especially to Kelly Littlewood and Sarah Felton for the hands-on work of the budget.

I include a couple of simple charts of our 10-year trends in giving and income/expenses. Thank you to Suzie for putting together ten years of finances.



Hancock United Church of Christ
Statement of Fund Balances
As of April 30, 2023

	Apr 30, 23
GENERAL FUND	
1 General Fund	(107,558.89)
Total GENERAL FUND	(107,558.89)
BOARD DESIGNATED FUNDS	
2 General Reserves	238,716.92
5 Sabbatical & Family Leave Res	9,375.96
6 Building Reserve-Board Desig	85,101.00
10 Emergency Relief Fund	7,869.86
30 Hancock Next Fund-Board Des	1,915.04
35 Coat Boston/Christmas Shop	25,000.00
55 Student Ministry Fund-Bd Des	(4,747.56)
Total BOARD DESIGNATED FUNDS	363,231.22
DONOR RESTRICTED FUNDS	
3 Building Reserve-Donor Rest	1,870.00
4 Non-Building Related Capital	15,350.87
8 Minister's Discretionary Fund	2,488.83
11 Youth Mission Fund	16,446.80
12 TLC Video Fund	7,535.03
13 Handbell Fund	4,097.60
14 Young Adult Mission Fund	862.83
17 Special Flower Fund	1,963.49
18 Barney Cantata Fund	20,400.07
19 Martin Family Music Fund	33,022.16
20 Music & Arts Fund	10,812.15
22 Capital Campaign	113,498.63
25 Pass Throughs Fund	(158.99)
34 Memorial Garden Fund	9,764.30
36 Membership Fund	767.02
44 Bertha Cooper-Child Bibles	795.57
45 Shupe Opportunity Fund	9,366.98
51 HEAT Fund	2,115.00
52 Mission Partner	1,384.50
59 Lilly Fndn Sabbatical Fund	46,341.52
Total DONOR RESTRICTED FUNDS	298,724.36
QUASI ENDOWMENT	
60 Hancock Endowment	539,772.29
87 Liberty Fund	566,226.95
Total QUASI ENDOWMENT	1,105,999.24
ENDOWMENT	
61 Bergler Music Fund	22,380.31
63 Memorial Flower Endow Fund	5,645.87
64 Christian Ed. & Youth Minist	154,465.06
65 Alice M. Kraley Fund	204,302.59
66 Newell/Skelton Organ Endow	86,767.84
68 Frank Parrish Sr. Minister	159,607.41
69 Frank Parrish Assoc. Minist	88,686.15
72 Christian Service & Outreach	25,405.89
73 Fenske Social Justice Fund	12,252.22
76 May Grounds Fund	143,996.36
77 Dorothy Foster Fund	158,988.90
79 Ritter Sustainability Fund	32,943.45
80 Altschuler Music Fund	127,656.71
85 Unallocated Net Total Return	197,826.43
88 Ahara Fund	349,691.31
95 Rev. Dr. Paul Shupe Opptnty	145,461.75
Total ENDOWMENT	1,916,078.25

05/18/23

Hancock United Church of Christ
Statement of Fund Balances
As of April 30, 2023

	<u>Apr 30, 23</u>
PROPERTY & CAPITAL GOODS	
98 Property & Capital Goods	<u>6,708,541.00</u>
Total PROPERTY & CAPITAL GOODS	<u>6,708,541.00</u>
TOTAL	<u><u>10,285,015.18</u></u>

Hancock United Church of Christ
Statement of Financial Position
As of April 30, 2023

	Apr 30, 23
ASSETS	
Current Assets	
Checking/Savings	
1004-01 · Enterprise Checking Acct	10,697.55
1008-01 · Enterprise MM Acct	84,858.43
1012-01 · Enterprise MM-Capital Cmpgn	138,381.93
1700-01 · Breeze Deposits in Transit	6,808.45
Total Checking/Savings	240,746.36
Total Current Assets	240,746.36
Fixed Assets	
1340-01 · Church Furnishings	54,862.00
1350-01 · Church Organ	575,000.00
1360-01 · Church Building and Land	5,540,000.00
1610-01 · Parsonage - 23 Hancock Street	538,679.00
Total Fixed Assets	6,708,541.00
Other Assets	
1045-01 · Fidelity Corp Z69-673951	316,562.78
1210-01 · Fidelity Endowment X10-199788	2,672,078.13
1215-01 · BlueHub SUN	100,000.00
1217-01 · Blue Hub Loan Fund	125,000.00
1220-01 · Sunwealth Solar Impact Fund	125,000.00
Total Other Assets	3,338,640.91
TOTAL ASSETS	10,287,928.27
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
2000-00 · Accounts Payable/Vendors	(118.09)
Total Accounts Payable	(118.09)
Other Current Liabilities	
2180-01 · Employee 403(b) Tax Shelter	2,774.77
2190-01 · Employee Health Self Pay	0.01
2194-01 · Employee Child Care FSA	416.65
2195-01 · Employee Medical FSA	(160.25)
Total Other Current Liabilities	3,031.18
Total Current Liabilities	2,913.09
Total Liabilities	2,913.09
Equity	10,285,015.18
TOTAL LIABILITIES & EQUITY	10,287,928.27

WELCOMING COMMITTEE

The Welcoming Team seeks to build community with all who connect with Hancock Church. A Welcoming Table in the narthex is staffed by people who volunteer on an ad-hoc basis to identify and engage visitors so we can try to make them feel comfortable and welcome at Hancock. Assuring that we are obtaining contact information so we can follow up is a part of this role.

We have also relied upon virtual greeters to serve in a similar way, by moderating the YouTube chat. This meant welcoming people viewing from home and being present to act in the event that inappropriate comments are made in the chat. Thankfully, this has not been an issue, but the presence of a virtual greeter has been an important part of offering an online church experience for folks either unable or more comfortable enjoying worship from home.

We have continued to utilize the pew pads as well as the digital fellowship pad to track attendance and identify visitors. When new visitors are noted, we reach out via email or phone, and deliver jelly to their porch. Jane collects the info and alerts us as to new visitors. We have also started using the church's database program, Breeze, to record our interactions with visitors to help us determine when and what type of followup is appropriate.

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

In December, our committee provided hot chocolate and cookies for the caroling following the annual holiday bell concert.

In March, we had our first in-person Joining Sunday since the start of the pandemic, welcoming the Borgstrom and Koleros families and Robert Scenna as new members of the Hancock community. At that time, we also recognized Frances Wentworth, Brett Brown, and Shi Chen who had joined when we were meeting remotely. In May, we had another Joining Sunday and welcomed Helen Einstein.

Welcoming had two information sessions this past year. We have one planned for next fall and one during the spring. We will also do more if there is sufficient interest.

Hancock Grills were held last summer and will be again this summer. These will be taking place on Wednesday evenings from July 5 through August 16.

-CeCe Potter, Andy McClaine, Tim Hoffman

MODERATOR DAVID ZENK

Dear Hancock Friends and Family,

As I look back at the past year, the first half was a time of making preparations and laying the groundwork. The ministers have described this as “casting seeds.” It is investing in the future as we come out of uncertain times and seek a place that is more normal. The themes that have guided us this year are faithfulness and looking forward.

In September of 2022, we came together at Hastings Park for Celebration Sunday to kick-off the new program year. In October the Hancock Lay Ministers were commissioned to extend outreach in our community and build relationships with our members after many years in the planning. A large group of members were able to gather for a wonderful combined women’s, men’s, and families’ church retreat on the Cape that we will return to again next fall.

In the fall our Seminarians were able to restart the JYO (Junior Youth Organization) programs as students could meet in person again. We have seen a strong response and growth in attendance of the middle school youth that gives great promise. The HYG (Hancock Youth Group) program is in a period of rebuilding as the impact of the last three years and a decline in members is evident. Our children’s programs are growing again with new faces and core families coming again.

The end of last year and this past winter was still difficult. After many starts and slowdowns, we found our joy in Advent and Christmas celebrations and a chance to be together. We are deeply saddened this past year by the passing of cherished members and friends who have meant so much to our Hancock community.

As we pass the three-year anniversary of the start of the pandemic, we are seeing more friends come back, we are welcoming visitors each week, new people are joining our church family, and we are celebrating baptisms and joys together again. The seasons of Lent and Easter were especially meaningful journeys together this year that built on the momentum we have.

In March 2023 the Capital Campaign, after much planning in 2022, launched with a Kick-off Sunday. In the weeks since, over 40 volunteers, led by our co-chairs Carol and Al Bukys and Sally and Charlie Wyman, have helped to connect with more than 120 households and counting in our congregation. As of this writing, over 70 households have pledged their commitment and support to our future. The benefits of these efforts, both big and small, are serving to reinvigorate our church community and rebuild our connections to one another.

I want to begin by thanking our Senior Minister Barbara Callaghan and our Second Minister David C Clark for their wisdom, guidance and tireless energy in leading our community. We give thanks for the work of our seminarian ministers Rachel Barton, Katie Elliott and Abby Wester and celebrate their accomplishments. We are joyful that Reverend Sue Remick has joined us as our Sabbatical Leave Pastor and feel like it is a blessing.

We are grateful for our talented music leaders and staff, Mark Morgan, Marilyn Becker and Larry Carson, who help to create worship experiences and events that are deeply meaningful and enrich our lives. And our thanks go to the wonderful church staff team, Suzie Barry, Jane Park, and Zack Hosterman, who do amazing work to serve our community's needs in creative and responsive ways.

I would like to celebrate the incredible contributions of the many volunteers from the congregation that help, serve, and lead Hancock activities, committees, and teams. Their knowledge, expertise, talent, and passion is what makes so much of what we do possible. Finally my sincere thanks to the Vice-Moderator Leanne Rodd who is a great partner in this role.

Going forward into the next year our hope needs to be balanced with a clear sense of the challenges that churches are navigating today. Contributions and rental income are not keeping up with rising costs. In the budget planning for this coming year we asked every group to find ways to reduce expenses across the board align with this reality. In the coming fall we will be inviting the congregation to come together to discuss what this means for a sustainable future.

I ask all of you to be engaged, to participate and provide support for Hancock Church to stay a vital and vibrant church that is faithful and forward looking.

Gratefully,

David Zenk

FINANCE REPORT

Finance Report for Program Year 2023 (July 2022 – June 2023)

Below please find the Finance Committee's report regarding program year 2023 (July 1, 2022 – June 30, 2023, or PY23) financial result. This year has focused on transitioning our congregation into the new, post-pandemic "normal," while continuing to grow our congregation and our commitment to "changing the world through love, compassion, and courage."

We have not yet completed the full program year but have projected approximate results for PY23 by using the actual results for July 2022- March 2023 plus our expectations of results for April-June 2023. Based on these calculations we have projected a decrease in overall net assets of \$301,127. This reflects

- a decrease of \$180,764 in Net Assets in the Unrestricted Funds (General Fund) and
- a decrease of \$120,361 in Net Assets in Restricted Funds including accounting for a \$48,000 reduction in the Building Fund for repairs to the Parsonage.

Results for PY23 Projected as compared to the PY23 Budget are as follows:

	PY23 General Fund	PY23 Restricted Funds	PY23 TOTAL Projected	PY23 Budget	Over (Under) Budget
Income					
Contributions	\$658,470	\$8,502	\$666,972	\$825,000	(\$158,028)
Non-recurring gifts	\$12,325	\$0	\$12,325	\$25,000	(\$12,675)
Rental income	\$100,685	\$0	\$100,685	\$69,520	\$31,165
Plate mission collection	\$0	\$63,227	\$63,227	\$50,000	\$13,227
Transfer income and other	\$59,455	\$22,935	\$82,390	\$81,500	\$890
Total Income	\$830,935	\$94,664	\$925,599	\$1,051,020	(\$125,421)
Expense					
Ministry expense	\$662,088	\$127,864	\$789,955	\$816,584	(\$26,629)
Mission expense	\$67,590	\$60,793	\$128,383	\$118,000	\$10,383
Maintenance expense	\$282,021	\$26,368	\$308,388	\$287,470	\$20,918
Total Expense	\$1,011,699	\$215,025	\$1,226,726	\$1,222,054	\$4,672
Net Operating (Loss)	(\$180,764)	(\$120,361)	(\$301,127)	(\$171,034)	(\$130,093)

Income:

We project income for PY23 to be \$925,599 which is lower than budget by \$125,421. This is primarily due to a shortfall in contributions of \$158,028 and lower than budgeted non-recurring gifts by \$12,675 as we had aggressive amounts in the budget which were not realized. Rental income has exceeded the PY23 budget amount by \$31,165 (almost at pre-pandemic levels which were approximately \$110,000 per year).

Expense:

Overall, projected expenses for PY23 are in line with the budget. We anticipate that we expect the cost to fund the ministry, mission, and maintenance of Hancock Church to be approximately \$1,222,054 for PY23.

Ministry

PY23 Ministry expense is projected to be \$789,955, or approximately 64% of annual expenditures, slightly under budget due to lower salary for the second minister than anticipated. PY23 Ministry expense is comprised of the following:

- \$685,488 of Salary and other personnel related costs
- \$72,311 of Music expense
- \$11,268 of Christian Education expense
- \$20,910 of Parish Life, Diaconate, TV Ministry and Other expenses

Mission

PY23 expenditures for Mission work are expected to be approximately \$128,383, or 10% of annual expenditures. This amount includes:

- \$60,793 weekly mission partner plate collections (which are also recorded as Plate mission collection income)
- \$35,432 for denominational support & GBIO membership (fixed)
- \$32,158 of discretionary giving

We expect total Mission expenses to be approximately \$10,383 over budget due to higher-than-expected fixed expenses and higher mission partner plate expenses (which are also recorded as income).

Maintenance

Expenses for Maintenance of the church are expected to be approximately \$308,388, or 26% of annual expenditures for PY23. Our primary expenses for Maintenance include:

- \$246,073 for Utilities (gas, electricity, water, sustainable energy), Maintenance (Cleaning, Trash, Grounds, and Snow Removal), Property Insurance, Elevator Maintenance, and Inspections.
- \$62,315 for Computers and Administration (including in Covid-related expenses)

In total, we expect PY23 Maintenance expenses to come in approximately \$20,918 over budget primarily due to final payment for the sewer project amounting to \$17,000 and increased church maintenance costs.

Budget Proposal for Program Year 2024 (July 1, 2023 – June 30, 2023)

Summary Budget

Given the operating deficits of FY22 and FY23, the Finance Committee has worked hard to bring the FY24 budget into a more balanced position. Although significant adjustments have been made, we are budgeting a decrease to net assets (a loss) for PY24.

Income	\$ 954,772	
Expense	\$ (1,136,486)	
	\$ (181,714)	
Paid for by funds	\$ 131,800	<i>\$66k Ahara, \$50k Shupe, \$12.5k Music and Other</i>
Remaining to be covered	\$ (49,914)	

We discussed the FY24 budget extensively with the Ministers and Moderators and have built a budget assuming full operations and programming for PY24. Contribution levels have been adjusted to a more realistic level of \$725,000 and all committees were asked to think creatively and to cut back for FY24.

We recognize that this is not a sustainable path for the church. The immediate adjustments required to achieve a balanced budget for PY24 would likely result in significant reductions to personnel and elimination of some of our church programs just as we complete our Capital Campaign and are growing in our faith and mission. We recommend a more measured and thoughtful approach to achieving a sustainable path forward. We intend to take the year to fully review and analyze our budget - considering our goals - and make adjustments that reflect our mission. Our goal is to provide updates to the church in January 2024 and develop a balanced budget for PY25.

Budget Details

	Unrestricted fund	Restricted funds	Total
Income			
Contributions	\$725,000	\$0	\$725,000
Non-recurring gifts	\$25,000	\$0	\$25,000
Rental income	\$79,500	\$0	\$79,500
Plate mission collection	\$0	\$50,000	\$50,000
Transfers income and other	\$75,272	\$0	\$75,272
TOTAL INCOME	\$904,772	\$50,000	\$954,772
Expense			
Ministry			
Personnel	\$557,880	\$116,000	\$673,880
Music	\$32,700	\$12,500	\$45,200
Christian Education	\$12,678	\$3,300	\$15,978
Cable TV	\$11,400	\$0	\$11,400
Worship Expenses	\$12,515	\$0	\$12,515
Total Ministry Expense	\$627,172	\$131,800	\$758,972
Mission			
Fixed (Den. Support & GBIO)	\$28,500	\$0	\$28,500
Discretionary	\$24,424	\$0	\$24,424
Plate mission expense	\$0	\$50,000	\$50,000
Total Mission Expense	\$52,924	\$50,000	\$102,924
Maintenance			
Prudential	\$213,400	\$0	\$213,400
Admin	\$37,400	\$0	\$37,400
Computers	\$15,040	\$0	\$15,040
Marketing	\$6,000	\$0	\$6,000
Other	\$2,750	\$0	\$2,750
Total Maintenance Expense	\$274,590	\$0	\$274,590
TOTAL EXPENSE	\$954,686	\$181,800	\$1,136,486
INCREASE (DECREASE) IN NET ASSETS	<u>(\$49,914)</u>	<u>(\$131,800)</u>	<u>(\$181,714)</u>

Income:

Contribution income of \$725,000 is budgeted based on historic trends and is a realistic reflection of our contribution capacity.

We are budgeting \$79,500 for Rental Income for PY24, which is rent expected from Hancock Nursery School, currently our only committed tenant, plus \$33,500 for other tenants. We have successfully grown our tenant income in PY23 and expect to continue this trend. This amount reflects that Clark Hall will not be available for rental for approximately 2 months during PY24 due to construction in the Chancel and use of Clark Hall for services.

Budgeted Transfer income for PY24 includes \$75,272 to be received from Endowment Fund transfers.

Expense:

To calculate the PY24 expenses, members of the Finance Committee met with staff and committee chairs to understand programming plans for the upcoming year.

Ministry

Personnel – Consistent with historic trends, most of our expenses are personnel costs. For PY24 this includes the full-year costs for a Senior Minister, Second Minister, two student ministers (vs. three in PY23), Music Director, Bell Leader, Organist, Operations Director and Administrative team. Note that the full cost for the student ministers will be paid through the Ahara Fund (a Restricted Fund) so will not come from the General Fund.

Music – We are budgeting a full music program for PY24, including additional costs for paid Section Leaders in PY24 due to the reduced size of the volunteer choir. Approximately 28% of our budgeted PY24 music expense is to be paid through Restricted Funds established in the past to support the music program.

Christian Education – We are budgeting a full program year for children’s education, including paid Sunday School teachers and associated supplies, plus JYO, HYG, Adult Education, and Summer Programming.

Mission

Mission expense from the Unrestricted Fund includes the cost for the annual denomination support payment to the UCC of \$21,750, the annual GBIO fee of \$6,750, and discretionary mission spending of \$24,424. In addition, amounts collected in the weekly plate collections (which are also included in Plate Income) go towards our mission partners.

Maintenance

Prudential – The prudential budget includes primarily inflationary increases. The prudential budget does not include expenses for window replacement – which will be an upcoming expense that we need to consider going forward.

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

Closing

This is not the report that we had hoped to present, both due to the decrease in net assets we are projecting for our current year and the decrease in net assets that we are budgeting for next year.

Please know this has been carefully considered and our financial status (and more specifically our operating budget) will be fully evaluated over the next year.

This has really been a team effort and we are so thankful for the discussion and insight of the Finance Committee, including Livy Parsons, Susan Perullo, and Shi Chen. We would also like to express my deep gratitude for the leadership from our Treasurer, Laurel Freeberg in 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. We feel so lucky to work with these kind, interesting and smart people.

Respectfully submitted,

Sarah Felton, Vice-Chair, Finance Committee

Kelly Littlewood, Vice-Chair, Finance Committee

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 in the SERVE section of HancockChurch.org.

This was a year of transition with Charlie leaving his leadership role of Mission and Justice. He certainly left big shoes to fill, and we did not fully realize how much he did for the team until he had left. The team pulled together and divided up the responsibilities as best we could.

Pete Connor became the chair of the group (running the meetings, attending standing committees, etc.) with a significant amount of help from Jim Weston, who handles all the financial aspects of M&J, Meg Weston who handles the calendar of plate offerings, Amy Cho who ran the Mission Fair this year, and Mike Bundy who faithfully does the final prayer at our meetings. It is truly a team effort!

In addition, we said goodbye to City Mission Society which has decided to close its doors after serving the Boston community for so many years. They were a wonderful Mission Partner with a very close relationship to Hancock for many years, and they will be missed. The good news is that we will continue to host Manger Sunday and will be taking a larger operational role in the distribution of the donations. We continue to evaluate opportunities to help others impacted by this change.

Finally, we also added two new members: Tom Olivier and Linda Kilner Olivier. Tom has brought a lot of energy to an underrepresented area of focus: the environment. Given Tom's past work at the EPA and his passion for finding solutions to climate issues, he is a natural fit! Linda was part of this organization several years ago when it was called Christian Services and was able to jump right into supporting another new partner: World Central Kitchen.

Here is a short list of highlights from the work done by M&J this year:

- The team was very quick to respond to many crises around the world including the continued war in Ukraine, the massive tornados in Mississippi, the flooding in Neon Kentucky, the hurricane that hit Fort Myers, the earthquake that devastated Turkey, and Syria, and others.
- Given that these crises seem to be happening more frequently we decided to add World Central Kitchen as a new Mission Partner that can quickly get help to people who need it when an event occurs. This allows us to quickly allocate discretionary funds and schedule a plate offering to get funds out to those who need it.
- We had a very successful Mission Fair in December that felt (almost!) like the ones we held pre-pandemic! Many of our Mission Partners attended, and we had many more people attend than last year learning about all of the good work being done. The fair was split between just two rooms this year, and we hope to combine it into just one room next year.

- We evaluated the list of Mission Partners to get a better sense of how we were focusing our M&J efforts, and quickly learned that we had no partners focused on the environment. Tom Olivier did a search for a new Mission Partner who focuses in that area and proposed that NOAH, an organization based in East Boston, would be a good fit. The team agreed. In addition to their focus on affordable housing, NOAH has a program that specifically focuses on climate change and air quality. We are looking forward to working closely with them in the coming months.

Below is a list of our Mission Partners, the great organizations that we are honored to work with:

BasicNeeds US	Neighborhood of Affordable Housing (NOAH)
Beth-El Farmworker Ministry	One Great Hour of Sharing
Bristol Lodge	Outdoor Church
Concord Prison Outreach	Place of Promise/Kids of Promise
Christian Community of Katowice, Poland (Ukraine relief)	Reach Beyond Domestic Violence
Food Link	Rise Above Foundation
Greater Boston Interfaith Organization	Rosie's Place
Habitat for Humanity Greater Lowell	Sustainable Harvest International
HOMES, Inc	The Outdoor Church
Household Goods, Inc.	Third Act
Lexington Food Pantry	UCC Christmas Fund and Veterans of the Cross
Lexington Interfaith Garden	UCC Disaster Ministries
LexRAP	UCC Neighbors in Need
LGBT Asylum Support Task Force	UCC One Great Hour of Sharing
Louis D. Brown Peace Institute	Women's Lunch Place
Mass. Council of Churches	World Central Kitchen
Metco Xmas	MA Coalition to Prevent Gun Violence
Mosaic Interfaith Youth Action	

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.

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

Mike Bundy, Amy Cho, Pete Connor, Stewart Deck, Lois Smith Martin, Tom Olivier, Linda Kilner Olivier, Jim Weston, and Meg Weston

CAPITAL CAMPAIGN TEAM

Letter from Co-Chairs Carol Bukys, Al Bukys, Charlie Wyman, and Sally Wyman

Dear Hancock Friends and Family,

In 2022 we initiated a long-anticipated Capital Campaign for Hancock. We developed the theme “Faithful & Forward” and the campaign has been a major focus of the program year. At the June 2022 Annual Meeting, the congregation voted to authorize a steering committee to assess our needs. The committee began with a look back at what was accomplished with the last major improvements and how those investments positioned Hancock in the 12 years since. We also hired a consultant, Walsh Associates, to conduct a feasibility study and a fundraising campaign.

In the fall of 2022 the steering committee drafted a list of the current needs for our programs and building. We have a mandate from our previous Capital Campaign work to make our sanctuary’s chancel accessible, and the deadline is 2024. This work also will reflect the welcome we wish to extend to all. The important needs in our worship and communal spaces include

- Lower and extend the chancel in the sanctuary and make it accessible
- In the sanctuary, chapel, and Clark Hall, improve lighting, insulation, ceiling fans, screens, and interior surfaces
- Update the sanctuary’s sound and camera systems, and add systems to the chapel and Clark Hall
- Repair the roof and improve the energy envelope
- Replace heating and add cooling systems with the “reach goal” of switching from gas to geothermal heat pumps
- Provide mission support component related to the final amount raised

Our consultant Walsh Associates worked on a feasibility study, and helped gather the congregation’s priorities and additional needs or concerns. In January 2023 the Capital Campaign was planned and organized. With Walsh we produced a video about the campaign plans, as well as materials and other communications to convey the church’s needs and goals. We also led tours and made a virtual tour video. We launched the campaign in March with a kick-off event in Clark Hall. More than 80 people attended, and this was the start of many more conversations and engagement with stakeholders to evaluate support and solicit feedback on our goals. In the spring we began meeting in teams with individuals and families to talk about the campaign and the different ways to support it. We also offered creative giving seminars.

In the weeks since the kick-off, more than 40 volunteers have helped to connect with 120 households in our congregation and counting. We are already seeing the benefits of what these efforts have done to reconnect so many in our congregation and re-energize engagement and support for our Hancock family. The week following our Annual Meeting on June 4 we will gather for Celebration Sunday to share the results of the fundraising.



Hancock United Church of Christ
1912 Massachusetts Ave
Lexington, MA 02421
(781) 862-4220
www.hancockchurch.org