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**The Eliot Church of South Natick
45 Eliot Street
Natick, Mass. 01760**

January 6, 2022

NOTICE OF ANNUAL MEETING

OF

THE ELIOT CHURCH OF SOUTH NATICK, INC.

Pursuant to the bylaws of The Eliot Church, this is notice that the Annual Meeting of the Eliot Church of South Natick, Inc. will be held immediately following the morning worship service on Sunday, February 6, 2022.

The purpose of this meeting is to receive and vote upon the reports of the minister and several standing committees.

At this meeting we will also:

1. Receive and vote on the Treasurer's Report
2. Vote on the proposed budget for fiscal year 2022.

Your attendance is earnestly requested.

Carol Hildebrand, Clerk of the Church

**The Eliot Church of South Natick
45 Eliot Street
Natick, Mass. 01760**

January 12, 2022

Notice of By-Law Change

Reason for Proposed By-law Change:

The proposed Endowment Fund by-law change relates to how financial bequests that are undirected are handled. An undirected bequest is the situation that the person/family/estate making the donation does not direct that the gift be used for a specific purpose..

The Endowment Fund policy may be amended only by a two-thirds vote of the members of the Eliot Church present at this meeting.

(A copy of our full by-laws is available on our website www.theeliotchurch.org)

Proposed Change:

The following change (underlined sentence is a new sentence/addition to existing language) is proposed to Article XIX (The Endowment Fund), Section A (Purpose of the Fund):

“It is the desire and intention of the Congregation to establish a fund to receive, manage and disburse gifts, grants and bequests, and to provide for future needs of the church. Financial bequests to The Eliot Church that are undirected by the donor shall be allocated to the Endowment Fund.”

**The Eliot Church of South Natick
Annual Meeting Minutes
February 7, 2021**

The Annual Meeting of the Eliot Church of South Natick, Inc. was held virtually via Zoom meeting immediately following worship service on Sunday, February 7, 2021. The meeting was called to order at 11:00 a.m. by Rosemary Driscoll, Moderator.

Quorum was established with 40 present.

Tara opened the meeting with a prayer.

Rosemary called for a vote to approve the minutes of the 2020 Annual Meeting.

On a motion duly made and seconded, it was unanimously

VOTED:

To accept the minutes of the Annual Meeting, February 2, 2020

Rosemary asked if there were questions for any committees other than the Finance Committee based on the annual report and led a review of the committee reports. There were no questions on any of the reports.

On a motion duly made and seconded, it was unanimously

VOTED:

To accept all committee reports (excluding Finance Committee)

Finance: Chris Lindquist led a discussion of church finances and the proposed budget for FY2021. There was one point of clarification:

- For the Endowment fund, the five year moving average was \$16,000 rather than \$15,000.

On a motion duly made and seconded, it was unanimously

VOTED:

To accept the 2021 budget as presented.

On a motion duly made and seconded, it was unanimously

VOTED:

To accept the proposed slate of officers and committee members submitted by the Nominating Committee.

Rosemary asked if there were any other questions and comments and there were not.

Annette presented plans for a pledging campaign for 2021, with a lower goal of \$65,000. There is a pledge form online and members are encouraged to pledge online.

Bill further commented that you can now fulfill pledge via Stripe.

Tara read a closing prayer.

On a motion duly made and seconded, it was unanimously

VOTED:

To adjourn the 2020 Annual Meeting of the Eliot Church at 11:45 AM.

Respectfully submitted,

Carol Hildebrand
Clerk of the Church

Minister
Annual Report 2021
Rev. Dr. Adam Tierney-Eliot

This is my 19th report of this kind to the Eliot Church. This year has been unlike any other, including 2020. Our slow emergence from lock-down accompanied by unprecedented social unrest has truly made this year one to remember. Since our last annual meeting we have begun the return to in-person worship, first outside and now indoors. We have been creative with our programming as we negotiated our way through this time. We have continued to support each other while looking both inside ourselves and out into the world for inspiration and action. We have lost a lot, but we have gained more both as individuals and as a congregation. I pray that this year will be much less exciting in many ways and we can focus on what we want our church to be in the future. We may be a small congregation but we are a mighty one! Thank you all for your work and for your presence in our church community.

First, I want to thank our leaders. Rosemary, our esteemed Moderator, Bill our Treasurer, Chris our Finance Chair, and the rest of the Parish Committee have maintained a calm and steady grasp on the tiller and the till. Thanks go to the Deacons and the Worship Committee for their hard work maintaining a steady but flexible worship presence in a constantly changing landscape. There are so many people who deserve to be named and I don't have the space to do so. Thank you so much! We would not have weathered the storm as well as we have without you.

Also I want to thank the staff. Tara, Felicia, Stephen, and Cord have been tremendous colleagues and an endless source of support to me as we adapted our jobs and ministries to the new reality. As we went back to in-person and picked up live-streaming, Cord moved on leaving a grateful congregation in his wake. All our jobs have changed tremendously, both in the activities that must be executed and the way we execute them. As I said last year, working in a house of worship is an ancient profession. Our job descriptions are centuries--even millennia--old. It is a challenge to adapt such a system but we have.

The Tech/Worship/Production team has been a big part of our adaptation, In addition to others I have already mentioned, Tod, Annie, and Rich have been ready with advice and action when we needed it. Chris has been an important link between the sanctuary and the web most Sundays. Thanks go to Bill and Lee for being his backup live-streamers! Lee has also been instrumental (see what I did there) in setting up sound for our outdoor worship series in weather that has sometimes been less than ideal. The work of this team/band has made our church accessible to many more people than it ever has before. I know many of these folks appreciate the chance to experience Eliot Church when they wouldn't otherwise be able to.

Finally, thanks to all of you! There have been no “back benchers” this year. Just showing up to church (online and in person), trying out our many many “pilots”for online, outdoor, and indoor worship, and generally maintaining good cheer about our present and future has been a source of strength for all of us. I feel blessed to have spent this year with you. What could have been a draining slog has been energizing. Thank you.

I know that I have left off so many names that could have been included. Thanks to all of you who work tirelessly to keep us up and running. I do, in fact, see your efforts and am very grateful for them! I urge everyone to take a look at the other reports in this report to see the names and work of the great people who make up the leadership of this congregation.

In Memoriam:

This year we lost two long time and beloved members. Both Mary Ellen Ames and Bob Brack have been inspirational leaders for a long time. We will miss both of them very much.

What Will We See in The Future?

2022 has a lot in store for us. Tara will be leaving us in June to pursue other opportunities. We have committed to hiring a new intern and that process is well underway. While we do not know for sure what the pandemic will bring, we are hopeful that we will continue to open back up, return to unmasked worship, and reinstate our in-person programming like Pub Theology and Dinner Church. We have done so well maintaining this community through the crisis. I can only expect that whatever we do next, it will be a great new chapter for our wonderful congregation.

**Assistant Minister
Annual Report 2021
Tara Humphries**

Eliot members and friends,

We've come this far by faith! We have weathered so much together this past year. Covid, Delta, Omicron... online worship, outdoor worship, indoor worship... trials, celebrations, and transformation. We welcomed new members who bring many gifts to our community and dedicated a new membership book, inviting all to renew their commitment. We hiked and prayed and discussed books and made music together. We are truly blessed.

Thank you all for your commitment to the life and ministry of our church. It takes many minds, hands, and spirits to live into our calling as a faith community. I extend my gratitude to the Eliot staff who are wonderful collaborators. And I extend a special thanks this year to Chris Lindquist who has led the charge on and made possible our worship service live stream.

I am humbled by the congregation's unanimous vote at the special congregational meeting on December 5th to ordain me to the Unitarian Universalist ministry. I look forward to celebrating this milestone with you in the sanctuary on April 2nd!

As you know, this is my final year with the church and our time together will wrap up on June 6th. It has flown by. Thank you for opening your hearts and letting me care for you. You have loved me into leadership, and our shared ministry has been rich.

May we journey faithfully into this new year, together.

With love,
Tara Humphries
14 January 2022

**Moderator
Annual Report 2021**

The Eliot Church staff, committee members, and all members of the Eliot community deserve high praise for not just showing up in 2021 but meeting the challenges of 2021 with grace.

We held our first ever Virtual Annual Meeting in February, but probably not our last.

Through the first half of the year, we continued to provide high quality and impactful pre-recorded virtual Sunday services. The staff (Adam, Tara, Stephen and Felicia) and production team (Lee, Chris Lindquist, and Cord Lambrecht) put in hard work every week to meet the high standards they had set in 2020.

And, then, joyfully we returned to in-person Sunday services—outside at first as we navigated the evolving guidance to keep us safe. Then, inside before the hot summer days kicked. It has been so great to be able to see people each Sunday and socialize outside through the summer and fall and early winter. Chris Lindquist leads our live-streaming efforts so that folks who are not able to join in person can still “come to church”. Others are helping with the live-streaming duty to free Chris up (if you are coming to church anyway, Chris is happy to give you the brief training).

Things got tough again (darn you, COVID) as we headed into the holiday season and yet in-person Christmas Eve services prevailed. Thanks to everyone who helped plan and execute those events.

Throughout this past year, committees have continued their good works. We said good-bye to our long-term Memorial Hall tenant, The Riverbend School, and welcomed our new tenant, St. Benedict Classical Academy.

Willard Hunnewell turned 100 and we welcomed 6 new members—cheers to all!

2021 had ups and downs, tears and laughter. But we are still standing and ready to face whatever challenges and opportunities that lie ahead.

Rosemary Driscoll,
Moderator

Buildings and Grounds Annual Report 2021

Church Building

Minimal repair and maintenance events at the Church building in 2021.

In February we investigated water leaking above the choir loft that was the result of an ice dam in steeple structure. A minor roofing repair was done that, to date, has addressed the problem. This will continue to be monitored. Minor repairs include the replacement of a broken pane of glass in the sanctuary and toilet flush mechanism and seat replacement.

We are awaiting completion of the addition of two outside electrical outlets.

Maintenance of HVAC equipment in Church, Memorial Hall, and Parsonage

B&G Committee reviewed the current HVAC maintenance contract and recent years' repair expenses charges from Rodenhiser (contractor). Decision was made to solicit competitive quotes. Preliminary indication is that Target Air will provide comparable service at lower costs. Awaiting review of their preventative maintenance proposal.

Memorial Hall

Riverbend asked for an early exit to their lease. Out of respect for their 40 year relationship as our tenant they were forgiven the last 3 months of their lease obligation (which was to end June 30, 2022). St. Benedict Classical Academy (currently on Pleasant St. but building a new campus on Union St.) was identified as a possible replacement. Since they had already accepted students for the 2021-2022 school year and could not expand to fully utilize additional space, St. Benedict was offered a reduced rate to take over the final 9 months of Riverbend's lease, after which it reverts to the same rent that Riverbend paid. A two year lease was signed with an end date of August 31st 2023. In the event that their new campus is not ready, St. Benedict has the right to extend their lease for up to two additional years. The new lease is triple net and clears up the vagueness that existed in our relationship with Riverbend.

St. Benedict accepted the premises with no requirement for cleaning or repair (and, in fact, inherited a good deal of furniture and fittings that Riverbend had no use for). They painted the interior at their cost. St. Benedict has been a very quiet tenant so far.

Fortunately there were few issues with the building in 2021. The only major problem was that the fire alarm system was fried by a lightning strike and had to be replaced. There is minor furnace repair required which remains to be scheduled.

Parsonage

This year we addressed the wood rot in the exterior of the house. In June, we embarked on a complete rebuild of the front porch and railing system, which was completed in late August. A

significant amount of damage to the front left siding was exposed during renovations. The underlying causes were addressed and repairs were completed in late December.

Terminix was contracted to inspect and service the parsonage with quarterly treatments to the exterior.

Landscape

The new landscape committee (established fall of 2020) spent 2021 “wiping the slate clean” in anticipation of landscape renewal in the years ahead. The church grounds had not been systematically looked at in some years and the results were lawns in decline, overgrown shrubs, the loss of mature trees and a general look of neglect (with the exception of the wonderful garden beds). The ability to gather outdoors necessitated by covid protocols was hampered by the layout. In response we began a design process that will evolve over time as we come to terms with the available budgets and learn more about preferences. There is no need to hurry this.

After soliciting bids and realizing we did not have the budget to hire landscape contractors the decision was made to begin the process of clearing and renewal with volunteer help. We:

- Borrowed a truck and rented a stump grinder to remove extensive material
- Cut and hauled overgrown shrubs at the front and rear of the church
- Removed old lighting and underground wire
- Transplanted shrubs at the front to extend the lawn
- Distributed a mountain of loam across half the lawns
- Seeded, fertilized, and covered new lawns with straw
- Purchased two new trees with donations and planted them
- Set up watering system

After a search, John’s Landscape service was *rehired* and did a passable job. What they lack in communication skills they make up in affordability. The irrigation system continues to operate well.

Signage: Four aspects need to be addressed: 1) The two existing church signs are worn and illegible from a distance, 2) the historic Indian Meetinghouse marker is antiquated in its language 3) though they have played an important role in messaging, the temporary banners appear ad hoc in their placement, and 4) the jumble of signs at the corner is intrusive. In response the committee has

- Mocked up alternative church signs and is in communication with an experienced sign designer and fabricator.
- Identified the owner of the historic marker (MassDOT) who may be willing to remove, restore and relocate it at their expense.
- Tested alternative installations for banners
- Contacted the town of Natick to address the signage clutter at the corner.

Though preliminary thought was given to the Parsonage landscaping in 2020 no actions have been taken thus far. The church grounds remain the priority for 2022.

Worship Committee

Annual Report 2021

The Worship Committee consists of the ministers and chairs or representatives of committees directly involved with worship service. Meeting quarterly, or as needed, our function is to assist in planning and implementation of the worship service, including scheduling preaching dates. The committee also oversees youth and adult education programs.

Services

The coronavirus pandemic continued in 2021, and so the church continued to make necessary changes to regular services. Services were exclusively online through April, produced by the production team of Adam, Lee Manuel, and Cord Lambrecht. Adam, as usual, anchored the conception and execution of Sunday services, but he also had tremendous support from our Assistant Minister (and previously intern) Tara Humphries, who delivered many sermons and contributed greatly to other aspects of the church's operation.

The church continued with occasional outdoor communion services in the winter and early spring, and held an outdoor Easter sunrise service in early April. May brought the first of a series of outdoor full services; virtual services continued as well. By late May we had an indoor service for the first time in fourteen months. In early June virtual services ended, and live streaming began. The church had a number of mask-less services during the summer, but in autumn the rise of the Delta variant brought the masks back. The return of (limited) hymn-singing was at least a small consolation. We were pleased to have a guest preacher in October, JaQuan Beachem, who is the Director of Community Spiritual Life at Yale's Andover Newton Seminary. December featured another spectacular Christmas Pageant, as well as Christmas Eve services at 3 pm (outdoors) and 5 pm (indoors).

Youth Religious Education

The youth RE program continued to be significantly affected by the pandemic, which made in-person meetings, field trips, and other gatherings largely impractical. Tara's "Time For All Ages" readings (and commentary) continued.

Adult Education

This year's adult RE was again severely curtailed because of the pandemic. The church hopes Pub Theology, among other programs, will make a comeback by late spring.

Summer

Summer virtual services began in late June and continued through early September, with the exception of closings for vacation. Adam delivered the summer services this year.

We all look forward to 2022, and an eventual return to normal, mask-less services with a full complement of hymns. This church community should again be proud of its collective strength and effort in 2021.

Respectfully submitted,

Rich Geckle

Music and Arts Committee Annual Report 2021

The Eliot Church enjoys an outstanding ministry of music in our worship and outreach programs. The Music and Arts committee, working with the music director and other committees, is responsible for the planning and support of these programs, both as an integral part of our worship and in outreach to the broader community.

The committee includes: Music Director Stephen James, Annie Hunsicker, Lee Manuel and Bill Seymour.

Though the limitations brought upon us by the COVID 19 pandemic did not impact us as much in 2021 as in 2020, we still were not able to “return to normal.” However, music remains an integral part of our church life. In September 2021 we re-started our concert series with music director Stephen James performing a recital including works from Mozart, Grieg and Ravel.

Fortunately, we were able to return to in-person as well as online services, with music being an important part. Stephen James continued to play preludes, postludes, musical interludes and we returned to singing hymns. These pieces were carefully planned in consultation with Rev. Adam Tierney-Eliot, Tara Humphries, or guests, in parallel with the worship theme. In addition, we enjoyed the performances from guest soloists including violinist Janny Joo, cellist Ji Kwan and trumpeter, Conor Eliot.

The musical year culminated on Christmas Eve with the inclusion of Christmas hymns during the services.

Respectfully submitted,
Annie Hunsicker
Chair

Deacons Annual Report 2021

This year's group of deacons was a reliable, seasoned group of congregation members who were able to adjust with flexibility and grace to the changing conditions of the church due to the pandemic. We started the year off with Rosemary Driscoll, Nora Field, Carol Hildebrand, Jackie McBride, Bob McBride, and Margaret Lindquist. We ended the year with the following deacons:

Rosemary Driscoll
Elaine Early
Jennifer Birch-Israeloff
Carol Hildebrand
Jackie McBride
Bob McBride
Margaret Lindquist

After a year of largely virtual services in 2020, we started bringing deacons back into service as outdoor worship commenced. At this time, we're back to a fairly normal operation, with increased focus on sanitary practices and supporting congregants in maintaining social distance.

The checklist outlining deacon duties is distributed to all the deacons periodically, or whenever a new deacon joins the group. The checklist includes but is not limited to the items below.

- Open the church doors and light the sanctuary
- Post the hymns and responsive readings on the board
- Place copies of the order of service on the piano, organ, pulpit, and lectern.
- Place glasses of water on pulpit and lectern
- Set out the collection plates
- Put new candles into the candle holders if they're short and light the candles
- Greet members of the congregation and visitors and distribute orders of service
- Count and record the number of attendees
- Collect the offering
- After service, put collection plates on office desk, extinguish candles, collect orders of service and recycle dated inserts
- Straighten pews and hymnals, stock any inserts and pencils on the pew cards
- Turn out the lights
- Lock the church

The deacons also prepare and serve communion, bringing bread from home and using the gluten-free options in the church, stocking and pouring wine and juice, and washing and returning the glasses to the cabinet. The head deacon is responsible for reviewing inventory of candles and communion supplies and requesting purchase or purchasing any needed items. This

is done with critical support from Felicia. The deacons also serve at special services, including funeral services and the two Christmas Eve services, which this year were 3:00 and 5:00.

Respectfully submitted,
Margaret Lindquist

Membership Committee Annual Report 2021

- We welcomed Jen Israeloff, Carole Lodding, David Lodding, Brad Peterson, Christen Peterson, Katie Scott, & Kathy Shine to Eliot Church membership. A warm welcome to all!
- We printed a new Membership Book for all members to sign.



- The Eliot Church fielded a virtual team in the NewLife Virtual 5k. The event benefits New Life Furniture Bank of MA and its mission to provide essential home furnishings to those in need.
 - We participated in Natick Days on September 11th.
 - A “Welcome Back” postcard mailing went out in September to 749 households in the geographic area around the church, and others were mailed by members.
 - The church sponsored the online Oldtown Photo Calendar Competition. The event was in its 16th year in 2021.
- We held our 8th annual Jack O’Lantern contest on October 30th. Because of the rainy weather we held the show in the sanctuary and guess what? It was beautiful.
- We continue to post banners on the church with thought-provoking messages, for the many drivers who pass by. We rotate the banners.

Respectfully submitted,
Tod Dimmick, Chair

The Oldtown Calendar Annual Report 2021

The Oldtown Calendar is an Eliot Church community-building project. The project unites photographers, nonprofit groups, businesses, and neighbors around the common theme of “Oldtown,” the name Harriet Beecher Stowe gave to South Natick in her book *Oldtown Folks*.

We held our 16th Oldtown Photo Calendar Competition on October 17, 2021 in the Eliot Church sanctuary.

This year’s show by the numbers:

- 45 photographers registered and entered about 70 photographs. Many of the entrants were first-timers.
- 160 people cast ballots.
- Many local businesses supported us by advertising in our online photo show.
- The photographers were of all ages, used all types of cameras, and their creativity provided beautiful perspectives.



Our calendar supply was sold directly by the church, by our partner nonprofit groups (Natick Service Council, Morse Institute Library, Natick Historical Society, Bacon Free Library), and by local businesses on our behalf, including longtime supporters Charles River Coffee House and Wellesley Books. We were also delighted to welcome Tilly and Salv’s Bacon Street Market this year as a new calendar sales venue. Other copies were given to advertisers and winning photographers, and used for promotion.

An accounting note: Our bank balance below shows a loss. We expect to be cash positive once outstanding invoices are paid.

The Eliot Church Oldtown Calendar project succeeds because of the enthusiasm and creativity of our wonderful photographers, and the beautiful images they make. We believe our calendar, and the annual photo competition, helps us appreciate the people, beauty and history of our community.

Thanks for your support of the project, and for buying your copy of the Oldtown Calendar!

Respectfully submitted, Tod Dimmick
Chair, Oldtown Calendar Project

2020 Year End	\$ 8,597.00
2021 Year End	\$ 7,876.00
Net Income	\$ (721.00)

Religious Education Committee

Annual Report 2021

The Religious Education Committee (“RE”) was chaired by Chris Banthin in 2021. Benjamin Otte and Daniel Zogby were members. Meetings were also attended by our Minister, Adam Tierney-Eliot, and our Assistant Minister, Tara Humphries. A special Thank You to Tara for planning and running so many RE events and programs.

Tara regularly posted read-along videos on YouTube throughout 2021, accessible through the Eliot Church newsletter in a series called Time for All Ages. RE organized two intergenerational hikes in October and November. Some in-church activities include the development of word searches and other activities designed to connect the younger children who attend church with some of the themes and ideas from Adam and Tara’s sermons. Another in-church activity this year included building gingerbread houses.

Respectfully submitted,

Chris Banthin
Chair

Service and Inreach Committee Annual Report 2021

During 2021 the membership of the Service Committee remained the same, with Aileen Zogby, Allison Nelson-Eliot, and Loretta Lillios as members and Margaret Lindquist as chair. We were supported by assistant minister Tara Humphries, particularly in the area of congregation inreach.

Many of our traditional support activities have not been an option this year due to the ongoing pandemic. Family Promise families were put into hotel rooms and Open Door dinners have paused. Last fall we were hoping that Open Door would resume and we were even assigned dates but St. Paul's made the decision to keep Sherrill Hall closed. Our usual drives for Thanksgiving dinners and holiday gifts for Natick Service Council were replaced by requests for donations.

Inreach to our own members was provided consistently throughout the past year, in the form of coordinated hospital and home visits, medical appointment transportation, delivery of church-grown produce, and bereavement support to several members. Our success in inreach was almost completely due to the contributions of Aileen Zogby and Tara Humphries, whose consistency and compassion is a critical element to our inreach efforts. Although many inreach activities took place via phone and email, due to COVID-19, in recent months Adam and Tara have been able to resume some in-person activities. Tara has also made a point of reaching out to young adult members through email, regular mail, etc. to remind them that the church continues to be a resource for them.

Inreach is available to all, for any reason, and the congregation is encouraged to share news of members and friends they know of who may benefit from a friendly call or visit. A huge thank you to all in our congregation who selflessly offer their time, energy and expertise to support our on-going service work.

Respectfully submitted, January 14, 2022,
Margaret Lindquist, Chair

Treasurer's Report
Fiscal Year 2021
(January 1 – December 31)

Account	December 31, 2020	December 31, 2021
Operating Account	\$53,911	\$73,477
Capital Account	\$124,249	\$124,321
CD – 12 month	\$64,837	\$65,023
Brokerage	\$ 3,284	\$2,599
Old Town Calendar	\$8,597	\$7,876
Total	\$254,878	\$273,296
Endowment Total	\$600,661	\$700,177
(Hunnewell Component)	\$112,669	\$121,054

Real Estate Assets

	<u>Assessed Value</u>
45 Eliot St. (Church)	\$ 958,000
40 Eliot St. (Memorial Hall)	\$1,361,600
14/16 Pleasant St. (Parsonage)	\$ 672,000

Assistant Treasurer's Report
(Excludes Old Town Calendar)
Fiscal Year 2021
January 1 – December 31, 2021

Pledge	\$56,585	
Gift (non-pledge or gifts over pledged amount)	\$25,103	
Subtotal (Goal was \$65,000)		\$81,688
Plate (Cash and Check)	\$ 2,408	
Received from Endowment General	\$14,000	
Hunnewell Endowment Component	\$ 2,000	
Sprint	\$41,112	
Memorial Hall Rental	\$76,536	
Value of parsonage housing	\$21,600	
Praying Indians Contribution	\$ 650	
Concerts (Stephen James)	\$ 495	
Miscellaneous	\$ 375	
Interest/Gain on investment	\$ 2,200	
Total Revenues	\$243,064	

Respectfully submitted,

Jackie McBride
Assistant Treasurer

Stewardship Committee Annual Report 2021

The Canvass Committee encourages financial stewardship of the Eliot Church. While pledges are not required of Church members or friends, they are an important aspect of budget planning and maintaining church operations. For 2021, we lowered our goal to raising \$65,000 through the Stewardship Campaign. This goal took into account both the actual amounts we had been able to raise in years past as well as the money needed to pay for the services the church provides.

As you know, the COVID pandemic continued to have a significant impact on church operations, with in-person services finally resuming over the summer.

I am pleased to report that we again had a successful Stewardship Campaign: we received pledges for \$56,585. We received the same number of 26 pledges in 2021 as in 2020. The total number of households donating shrank from 40 in 2020 to 35 in 2021. However the number of households giving \$2,000 or more was the highest ever at 17.

We also received plate giving of \$2,408, which is lower than in years past due to the church being closed for about half of the year. Additional gifts amounted to \$25,103, a higher than usual total because a gift intended for 2020 was not fulfilled until 2021. The total amount of giving to the church in 2021 therefore amounted to \$84,096. This amount is in line with pre-pandemic yearly averages.

While the past year presented us again with significant challenges to our Stewardship Campaign, I am pleased that annual giving has become a routine for many members and families, thereby making the Stewardship Campaign itself much easier to organize and execute. A stable number of households contributes via automatic monthly Vanco payments. Thank you to all who gave so willingly and generously!

On a personal note, I would like to conclude by thanking our church leadership, and in particular Finance Chair Chris Lindquist, Treasurer Bill Seymour and Moderator Rosemary Driscoll for supporting me so generously in this position over the last three years. I have very much enjoyed working with them on each Stewardship Campaign. I am stepping down as of this Annual Meeting. I look forward to supporting my successor in this position in whatever ways needed.

Respectfully submitted,

Annette Pein

Endowment Annual Report

12/31/21

Brief History: The Endowment was formed in 1989 through an initiative of several church members concerned about contributing in a manner that would help ensure the long-term financial stability of Eliot Church. Through December 2021, the Fund has received \$276,692 in individual gifts, with \$50,000 in gifts received in 2021. In April 2018, assets in the Louisa Hunnewell Trust were transferred (totaling \$96,136 on date of transfer) from private trustees to the Church Endowment where it is being held as a separate component to honor the donor. Prior to 2009 all returns and dividends were reinvested in the growth of the Fund. In 2009, however, a distribution policy was approved and a total of \$111,000 has now been distributed to the Church including \$16,000 transferred to the operating fund in August 2021.

Purpose: In describing the Endowment Fund, the Eliot church Bylaws state: “It is the desire and intention of the congregation to establish a Fund to receive, manage and disburse gifts, grants and bequests to provide for future needs of the Church. Since it is the intent of the congregation of the Eliot Church in creating the Fund to set aside assets and use only the income from such assets, any amendment to this policy which involved the invasion of principal must be approved by a nine-tenths (9/10) vote of the members of the Eliot Church...”

Guidelines for Use: The Endowment Committee established guidelines that, once the balance of the Fund for the three previous years exceeded an average of \$225,000 the Endowment Fund would consider making distributions of up to 3.5% of the three-year moving principal average, to the Church Operating Budget on an annual basis. In 2018 the Endowment Committee approved moving to a five-year moving average to smooth out growing market volatility while still providing a stable and growing distribution to the operating fund. The five- year moving average (2017-2021) is now \$531,554. The Endowment Committee intends to grow the Fund through income earned plus market appreciation, gifts, and bequests. Simultaneously, the Committee believes the Endowment Fund, a perpetual vehicle, should contribute to the current financial needs of the Church in a fiscally responsible manner while balancing the needs of current and future generations.

Current and Historical Data: The chart below depicts the three- and five-year moving averages calculated since year end 2012. The 2021 calendar year end total of \$700,177 (\$529,123 basic endowment plus \$121,054 Louisa Hunnewell component) was 16.6% higher than the 2020 year-end total. This solid advance reflects above average market appreciation and the \$50,000 in generous gifts noted above.

Year End	Balance	3 Year Average	5 Year Average	Annual Distribution
12/31/12	\$223,448	\$216,448		
12/31/13	\$298,566	\$254,631		
12/31/14	\$321,852	\$287,302		
12/31/15	\$322,427	\$314,282		\$10,000
12/31/16	\$351,571	\$331,950	\$303,523	\$10,000
12/31/ 17	\$400,522	\$358,173	\$338,988	\$11,000
12/31/18	\$465,572.	\$405,883	\$372,274	\$12,000
12/31/19	\$540,842	\$468,979	\$416,186	\$13,000
12/31/20	\$600,661	\$535,692	\$471,834	\$14,000
12/31/21	\$700,177	\$613,893	\$531,554	\$16,000

The endowment committee is proposing a distribution of \$18,000 from endowment this year (pro-rata between the two components) which amounts to 3.39% of the five-year moving average or the same percentage distribution as last year. This represents a 12.5% increase over last year's distribution and reflects the above average growth in the five-year average from prior year.

The Endowment assets are custodied at Vanguard and invested in low cost, no-load mutual funds in a balanced manner with, however, a preference for common stocks given their superior long term returns to bonds and cash. There are no custodial or investment management fees, the absence of which adds to the Endowment's long-term return.

Initiatives: The Endowment Committee has adopted the following initiatives. First the Committee has formally recommended, and the Parish Committee has approved, that communication to the members about, and solicitation of donations for the Endowment Fund, should be a responsibility of the Parish Committee and the Canvas Committee. Second, the Committee has endorsed a policy of active and transparent communication to Church members about the existence, purpose, policies of the Endowment. Third, the Committee has endorsed making available to donors multiple avenues of donation, including pledges, gifts, and bequests, both restricted and unrestricted, subject to the limitations set forth in the Bylaws.

The Endowment Committee would also like to recognize the following members and families as:

FOUNDATION AND SUSTAINING DONORS:

- Hunnewell Family
- Robert and Joan Brack
- H. Burton and Anne L. Powers
- Augie and William L. Chase

Respectfully Submitted, John Wilkins, Chairman; William Seymour, Treasurer

**Finance Committee
Proposed Budget Fiscal Year 2022**

Below is the summarized fiscal year 2021 budget, alongside the fiscal year 2022 budget and fiscal year 2021 actuals.

Income	2021 Budget	2021 Actuals	2022 Budget
Pledge, Capital, and Gift Income	\$65,000	\$81,688	\$55,000
Plate	\$2,000	\$2,408	\$3,000
Rental Income	\$102,700	\$117,648	\$83,336
Memorial Hall Rental	\$61,700	\$76,536	\$41,106
Cell Tower	\$41,000	\$41,112	\$42,230
Parsonage (Housing Allowance)	\$21,600	\$21,600	\$21,600
Church/Memorial Hall Rental	\$0	\$0	\$0
Endowment Distribution	\$14,000	\$14,000	\$15,500
Hunnewell Endowment	\$2,000	\$2,000	\$2,500
Functions/Events	\$0	\$0	\$0
Concerts	\$750	\$495	\$750
Praying Indians Contribution	\$400	\$650	\$400
Interest	\$1,000	\$2,200	\$200
Misc.	\$0	\$375	\$3,000
Total Income	\$209,450	\$243,064	\$185,286
Expenses			
General and Administrative	\$7,000	\$5,132	\$7,000
Institutional	\$15,200	\$22,024	\$3,000
Staff	\$129,000	\$135,288	\$150,000
Non-recurring Unusual	\$3,000	\$5,653	\$0
Building and Grounds Operating	\$23,000	\$19,548	\$31,757
Religious Education	\$1,350	\$0	\$4,213
Music	\$1,400	\$360	\$3,100
Service	\$2,000	\$2,000	\$2,000
Membership	\$1,100	\$498	\$1,100
Operating Expense	\$183,050	\$190,503	\$202,170
Operating Income Less Operating Expense	\$26,400	\$52,561	-\$16,884
Contribution to Capital Budget		\$30,000	\$20,000
Net Shortfall			-\$36,884

	2021 Budget	2021 Actuals	2022 Budget
Capital Expenses			
Capital Account Balance	\$124,249		\$124,321
Replacement of Stair Treads Leading into Parlor	\$2,500		
Parsonage Porch Repair	\$20,000	\$25,645	
Church Ramp Repair	\$1,000		
Church Landscape Upgrades	\$4,000		
Memorial Hall Fire Alarm		\$4,340	
Replace Church Basement Doors and Frame			\$5,000
New Sign, West Corner			\$2,000
Banners			\$300
Flags			\$16
Storage Chest, Chairs for Lawn			\$400
Total Capital Expenses	\$27,500	\$29,985	\$7,716

Commentary:

2021 was a year of financial change for the church, with a new tenant for Memorial Hall, an increase in the average size of pledges (though not the total number of pledges), and an unexpected but welcome large donation. To help provide more clarity about income and expenses, we have also modified the 2022 budget structure. Please see the sections below for more detail.

We also must sadly note the passing of Bob Brack, a generous contributor, a wise counselor, and longtime member of the Eliot Church finance committee. We will greatly miss his keen insight and unwavering commitment to the long-term health of the church.

Income: Our income exceeded expenses by \$52,561 in 2021. This outcome was due to two factors that will not repeat in 2022 and two that we hope will. Of those that won't repeat, Riverbend School (who had been our Memorial Hall tenant for 40 years!) exited their lease early and paid their remaining total in 2021. Also, our most generous donor did not make their 2020 gift until 2021—so this year's gift was double and accounted for 25% of total giving.

Of the factors we hope will occur again, for the first time in recent memory, more than 96 percent of our pledging members fulfilled the full amount of their pledges. We also had the most families ever pledge more than \$2,000. Regardless of amount, we want to offer our profound thanks to everyone who pledged to the church this past year. Your support is what keeps us going.

As a result of this year's balance, the budget proposal recommends that we contribute \$30,000 to our capital budget against future capital expenses while retaining the remainder for use in 2022 to help close the expected gap in income. You will also see a new line under income for the parsonage housing allowance—this is balanced by an equal increase in staff expenses. Previous budgets did not show this breakdown, but we feel recognizing this new line item correctly (and more accurately from an audit standpoint) shows the true value of our buildings.

Expense: Overall operating expenses were higher than expected for the year largely because of the church's decision to prepay its 2022 insurance premium to our new insurance provider and due to legal expenses related to the change of our Memorial Hall tenant to St. Benedict Elementary School. You will notice an expense line for "Non-recurring Unusual" which this year refers to those legal costs. Finally, we have added a line for "Contribution to Capital Budget." This contribution has been an expected (though rarely possible) part of the church budget for many years, but until now it has never been directly reflected in the budget. We hope that by including it and these other changes we have painted a clearer picture of the actual financial state of the church.

Looking Forward: The budget continues to remain highly dependent on the rents generated from our properties, including Memorial Hall and the cell tower lease at the church. These are cornerstones of our ability to run the church, as only about a quarter of our annual expenses need to come from donations for us to cover costs. The situation does, however, create the potential for large, sudden revenue decreases, and the church finance and parish committees confer regularly to identify and reduce those risks. Our lease with St. Benedict's, for example, runs through the end of 2023. The church will be in regular communication with them to determine if they have plans to extend the lease beyond that time or if we will once again need to seek a new tenant. Our cellular lease with Sprint continues, though there are news reports that T-Mobile (Sprint's owner) is planning to shut down some towers in 2022. At this point, we do not have any insight into whether our tower would be affected.

Thank you to our Treasurer Bill Seymour, Annette Pein-Gorman for her role on the Stewardship Committee, our Moderator Rosemary Driscoll, John Wilkins for his guidance on Endowment, and the rest of the Parish Committee. We also welcome Don Eburne as a new at-large member of the committee.

Respectfully Submitted,

The Eliot Church Finance Committee

Chris Lindquist (Chair), Jennifer Dimmick, Don Eburne, Annette Pein-Gorman, and John Wilkins

THE ELIOT CHURCH OF NATICK

Nominations for Officers and Committee Members, and Committee List

Elected members' names are followed by a term - such as "(2023)". Terms are 2 years unless otherwise noted, and finish at the end of the year specified. Appointed members' names are not followed by a term.

Moderator, Rosemary Driscoll (2022)

Treasurer, Bill Seymour (2023)

Clerk, Carol Hildebrand (2023)

Assistant Treasurer, Jackie McBride (2022)

Parish Committee

Worship, Rich Geckle (2023)

RE Chair, Ben Otte (2022)

Service Chair, TBD

Finance Chair, Chris Lindquist (2022)

Membership Chair, Tod Dimmick (2023)

B & G Chair, Rotating

Member at Large, TBD

Member at Large, Herb Nolan (2022)

Buildings and Grounds

Brad Peterson (2023)

Lee Manuel, Parsonage (2022)

Sam Wolman, Church Building (2023)

Landscaping Sub-Committee

Herb Nolan, Chair

Carol Hildebrand

Aileen Zogby

Deacons

Rosemary Driscoll (2022)

Carol Hildebrand (2022)

Margaret Lindquist (2022)

Jackie McBride (2022)

Jen Israeloff (2023)

Elaine Early (2023)

Endowment (Term of 4 years)

TBD, (2022)

Jennifer Dimmick (2024)

David Lodding (2025)

John Wilkins, Chair (2023)

Finance

Don Eburne 2023

Jennifer Dimmick (2022)

Chris Lindquist, Chair (2022)

Nora Field (2023)

Membership

Tod Dimmick, Chair (2023)

Roseda Warren (2023)

TBD, (2022)

Music Committee

Lee Manuel

Annie Otte, Chair (2022)

Bill Seymour

Stephen James, Music Director (ex-officio)

Oldtown Calendar

Tod Dimmick

Mary Violette

Nominating

Rosemary Driscoll

Lee Manuel

Tod Dimmick

Religious Education

Ben Otte, Chair (2022)

Anne Hunsicker (2023)

TBD, (2023)

Service

Katie Scott (2023)

Carole Lodding, (2023)

Allison Nelson-Eliot (2022)

Aileen Zogby (2022)

Worship

Music & Arts, Annie Otte (co-chair)

Adult RE, Rich Geckle (co-chair)

Deacons, Margaret Lindquist