

**First Parish in Hingham, Old Ship Church
Unitarian Universalist
Hingham, Massachusetts
Annual Report 2021**



IN THIS CONGREGATION, WE BELIEVE:

LOVE IS LOVE

BLACK LIVES MATTER

CLIMATE CHANGE IS REAL

NO HUMAN BEING IS ILLEGAL

ALL GENDERS ARE WHOLE, HOLY, & GOOD

WOMEN HAVE AGENCY OVER THEIR BODIES

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Warrant for the 2021 Annual Meeting

Commonwealth of Massachusetts

Warrant: May 6, 2021

**First Parish in Hingham Old Ship Church Annual Meeting
Sunday, May 16, 2021 at 12:00 noon online**

To: Diane Jordan, Clerk of the First Parish in Hingham, Hingham, Massachusetts:

In the name of the Commonwealth, you are hereby directed to notify and warn the members of the First Parish in Hingham, Massachusetts, qualified to vote on Parish affairs, to meet via Zoom on Sunday, the 16th of May, 2021, at twelve o'clock noon, then and there to act on the following articles, viz:

Article 1: To receive and accept the minutes of the Annual Meeting of the Parish held Sunday, June 14th, 2020.

Article 2: To receive and accept the minutes of the Special Parish Meeting of the Parish held Tuesday, October 13th, 2020.

Article 3: To receive and accept the minutes of the Special Parish Meeting of the Parish held Tuesday, November 17th, 2020.

Article 4: Will the Congregation affirm and support that the major focus of the social justice effort at Old Ship for the next three years will be centered around issues of racism, white supremacy, and climate change? The goal of this work will be to engage in actions and programs that are consistent with creating a more beloved community for all people and for caring for the Earth.

Article 5: To hear the report of the President of the Board of Trustees and act on anything related thereto.

Article 6: To hear the report of the Minister and act on anything related thereto.

Article 7: To hear the report of the Interim Director of Religious Education.

Article 8: To hear the report of the Director of Music.

Article 9: To hear the report of the Nominating Committee and to choose all Parish officers, Board members, and other appointed positions. SEE the Nominating Committee's slate of candidates.

Article 10: To hear the report of the Treasurer and act on anything related thereto.

Article 11: To hear the report of the Trustees of Invested Funds.

Article 12: To determine what sum of money shall be appropriated for the support of preaching and all other Parish expenses for the ensuing year, and what method the Parish will take to raise and collect money to be appropriated for Parish expenses and act on anything related thereto. SEE the 2021-2022 proposed budget.

Article 13: Will the Parish authorize the Treasurer to borrow money, if necessary, in anticipation of receipts for the ensuing year?

Article 14: To hear the reports of all other Parish Committees and Councils and act on anything related thereto.

Given under our hands this 6th day of May, two thousand twenty-one.

/S/ President Janet Asnes, Vice President Virginia Perelson, Treasurer Nina Wellford, Clerk Diane Jordan.
Trustees: Maureen Butler, Piper Carrillo, Dana Kintigh, Joan Wilson, Chris Sullivan, Diane Morrison

Nominating Committee Slate of Candidates

Report for the Annual Meeting

Date: April 23, 2021

Committee Members: Ralph Brown, Rich Elliott, Keely Jordan, Ruben Marquez, Trish McAleer

The Nominating Committee offers the following persons as candidates for election at the Annual Meeting:

Board of Trustees

Officers – One year term, limited to three consecutive terms

President	Ginny Perelson	1st term
Vice President	Roy Harris	1st term
Treasurer	Jack Gomez	1st term
Clerk	Diane Jordan	2nd term

Trustees at Large – Three year terms, limited to two complete consecutive terms

Maureen Butler	2nd term, 3rd year
Dana Kintigh	2nd term, 3rd year
Joan Wilson	2nd term, 1st year
Piper Carrillo	1st term, 2nd year
Diane Morrison	1st term, 2nd year
David Petrie	1st term, 1st year

Trustees of Invested Funds

Five-year terms, limited to one term

Maggie Merrill	5th year
Janice McPhillips	4th year
Dennis Hogan	3rd year
Michael Dwyer	2nd year
Craig Russ	1st year

Other Elected positions

One-year terms, limited to three consecutive terms

Collector

Peter Lochtefeld	1st term
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Assistant Collector

Frank Cheney 1st term

Nominating Committee

Ralph Brown 2nd term

Laura Harbottle 1st term

Trish McAleer 2nd term

Rich Elliott 3rd term

Keely Jordan 3rd term

Board of Trustees Report

This past year it has been easy to use the words unprecedented and unique. However, resilience and dedication are the words that stand out. Despite being virtual, Old Ship continued to operate without interruption. Services and classes were held on Zoom. Religious Education classes met outside as often as possible and continued online when it was too cold. New members joined. Members who have moved reconnected on Sunday mornings. Tokens of love and connection were shared at holidays. Our community continued.

The Board of Trustees are elected by the congregation to develop and ensure good policies and procedures for the governance of the church. When we met (virtually) in July, 2020 to plan for the upcoming year we started by reviewing last year and all that the COVID-19 pandemic changed for us. Our goals had not changed but how we strove to achieve them did. Acknowledging that this was unlikely to change in the coming months, we set out to continue with our goals in this new environment.

Our first priority needed to be keeping our community connected to one another. YouTube and Zoom had helped us technologically during the early weeks of the pandemic but over the summer our staff and technology team worked tirelessly to create a virtual live service and fellowship hour for September. The Board of Trustees would like to specifically extend our gratitude to:

- Christopher Nickelson-Mann for his musical and technical talents that continue to strengthen the spirituality of our Sunday services.
- Chloe Briede for taking on two roles this year. As Interim Director of Religious Education she is reviewing our existing program and providing much valued insight into where our program can be. Additionally, she took on the role of Office Administrator and the conversion of our church database to Breeze. This project alone has saved and will save us many hours of work and provide a more accurate accounting of our membership.
- Colin McGinnis for researching the best way we could broadcast our Sunday services and, without missing a week, handling all of the camera, sound and computer tasks every Sunday.
- Our Deacons: Turner Bledsoe, Mike Dwyer, Fan Leonard, Jane Malme and Eva Marx for the guidance they brought to the Board of Trustees this year and without whom we would not have had the financial resources to update the WiFi in the Meeting House or obtain the technology needed for Sunday services.
- Mark and Crissi Curran for responding to all of our buildings and grounds needs, whether small or large. The work they do “behind the scenes” at Old Ship is hard to quantify but is invaluable to us.
- Jenny McGir, our Accountant, has been invaluable as we transitioned to Breeze.
- The Technology Team of Ralph Brown, Ken Read-Brown, Colin McGinnis, Chloe Briede, David Murphy, Nina Wellford and Kate Doyle not only worked on the transition to our new database but also helped put in place our much needed technology updates.
- The Pastoral Care and Fiber Fun Ship Committees for bringing us breads, candy, candles, bookmarks, masks and over all joy during a very long year.

- And last, but never least, Ken Read-Brown, our Minister. Ken approached this church year with the enthusiasm of a recent divinity school graduate and the sage wisdom of a minister with his years of experience. His continued spiritual and practical guidance in all matters kept us focused, engaged and steady.

Our other priorities fall under Stewarding Our Resources. The Board is dedicated to presenting and maintaining a balanced operational budget without compromising on our ministries. Pledges for the 2020-2021 fiscal year are coming in ahead of plan and Sunday plate offerings have increased all year. We believe these increases are due to two reasons; the first being the ease of online giving via Breeze and the second to the circumstances surrounding the pandemic.

Long term financial security has been a concern for many years at Old Ship. After many parish conversations and two Parish Meeting votes, the Board was authorized to negotiate and then sell 107 Main Street to a developer. In December, 2020, the Board signed a purchase and sale agreement. The proceeds of this sale should enable us to build a new parish house on the grounds next to the Meeting House. This decision was made deliberately, over nearly 5 years. We are grateful to all of you who attended meetings, gave feedback, and voted. Whether or not the results were what some of us had hoped, this process in collaboration, deliberation and the democratic practice further demonstrated the commitment all of us have to the future of Old Ship and to our Unitarian Universalist values.

A Parish House Leadership Team was convened to oversee the building project. Nina Wellford, Diane Morrison, Brian McPhillips, Tom Willson, Ron Pollara and Dennis Hogan are leading groups of parishioners in all aspects of this project.

This year held its challenges, but we met them head on. For safety reasons, only staff were permitted to be in the Parish House. Because of that we were not able to hold either of our two main fundraisers Merrie Market and May Breakfast. But, due to the ingenuity of our parishioners, money was raised. With much kudos to Pat Bianco, Diane Jordan and Diane Elliott, the Christmas wreath sale was held and \$4,000 in sales were grossed. In addition, our Fiber Fun Ship Committee of Betty Potter, Nina Wellford, Diane Morrison, Carol Valentine, and Charlotte Champagne, sewed beautiful masks and brought in over \$1,000.

The year was not only full of challenges. It brought many blessings. Along with creativity in our connections and a steady flow of income, we had seven people sign the book as new members of Old Ship. The Board is pleased to welcome Bridget Baynes, Elizabeth Murry, Louise Smith, Jean Railton, Ellie Handleman, Clayton Handleman and Brook Wiers.

This is my final year as President of the Board of Trustees. It has been an honor and a privilege to serve Old Ship for the past six years on the Board. From a practical standpoint, I have learned about church governance, denominational responsibilities, meeting facilitation, operational budgets, fundraising campaigns, personnel management, and facilities. But more importantly to me, I have gained deeper insight into and understanding of our very special community. I have had the opportunity to get to know

many more of us and look forward to a time when we can greet each other in person again. (I hope that there are many cups of tea in my future!) We are a congregation made up of individuals with different experiences and expectations, but all committed to Unitarian Universalist principles. Connected to a long history, we are on the verge of an exciting future. To have played even a small role in this fills me with pride and brings joy to my heart. Thank you for allowing me to be a part of this.

Respectfully submitted for the Board of Trustees by Janet Asnes, President.

Board members (and their liaison responsibilities): Janet Asnes, President, Ginny Perelson, Vice President, Diane Jordan (Clerk), Nina Wellford, Treasurer (Finance), Maureen Butler (Religious Education), Piper Carrillo (Youth), Dana Kintigh (Social Justice), Diane Morrison (Buildings & Grounds), Chris Sullivan (Worship & Music), Joan Wilson, (Nurturing, Fundraising Events)

Parish House Sale

In June, 2020, the Board of Trustees received an inquiry from a local developer who wanted to explore buying the Parish House property at 107 Main St. The Parish had removed it from the market by vote the previous October, and were proceeding to gather more information about the costs to renovate. The Board of Trustees reserved the right to discuss a potential viable offer, so gave DJ MacKinnon of Atlantic Development, Inc. permission to do due diligence on the property over the summer. At a Special Parish Meeting held virtually on Zoom on October 13, 2020, the Parish voted 98 to 9, with 1 abstention, to allow the Board of Trustees to negotiate a purchase and sale agreement with Atlantic Development. They also unanimously voted to negotiate the sale of a small portion of the property to the Town of Hingham's Affordable Housing Trust. On November 17, 2020 at a Special Parish Meeting held virtually on Zoom, the Parish voted 88 to 7, with 2 abstentions, to allow the Board of Trustees to sign a purchase and sale agreement with Atlantic Development. The Board held two more virtual sessions to hear parishioners suggestions and concerns, and on December 20, 2020, the Board voted unanimously to enter into a purchase and sale agreement with Atlantic Development for 2.7 acres, including the Parish House, at 107 Main Street. The proceeds of the sale would fund the construction of a new Parish House next to the Meeting House at 90 Main Street. Atlantic Development would also handle the phased development of the new Parish House. The Board established a Parish House Management Team (PHMT) to be the liaison between the congregation and the developer.

In January, the PHMT established two teams of parishioners to work on initial plans for the new Parish House. The Building Design Requirements Team (Dennis Hogan, Chair) developed a set of parameters for the design of the new parish house based on its function, including size, space, greening, technology, and accessibility. The Campus Integration Team (Laura Harbottle, Chair) developed guidelines for how the new Parish House would integrate with the Meeting House grounds, in areas including parking, lighting, accessibility, impact on neighbors, and overall landscaping. Many thanks to the members of these teams for their thoughtful, comprehensive recommendations, which will guide whomever is selected as architect. The PHMT is in the process of hiring an architect, with valuable input from Old Shippers and architects Stefan and Arlyn Vogelmann. Three additional teams - Communications (Elaine Gomez and John Sneath, Co-Chairs), Financial Resources, and Interim Operations – will become active when needed.

Per the preservation agreement between Old Ship Meeting House and the Massachusetts Historical Commission, an intensive archeological survey was conducted on the site at 90 Main Street. Results of the dig showed nothing of note; permission was granted to proceed with construction. Now that we have cleared this large hurdle, DJ MacKinnon is prepared to begin meeting with neighbors about his plans for 107 Main Street.

The PHMT meets weekly by Zoom and gives regular updates to the Board of Trustees and the Parish. We are grateful for the enthusiasm and commitment that so many Old Shippers have given to this project, and are looking forward to all the work to come!

Parish House Management Team: Dennis Hogan, Brian McPhillips, Diane Morrison, Ron Pollara, Nina Wellford, Tom Willson

Staff Reports

Report of the Minister, Rev. Kenneth Howard Read-Brown

On July 31 I will have been your minister for thirty-four years. I say “your minister” – more accurately “the minister of First Parish in Hingham, Old Ship Church,” since a dwindling number of you have been part of Old Ship for all of these thirty-four years – a few of you for much longer than that.

This said, I’m grateful to have shared some or all of these years with each and all of you.

I will as I have usually done in recent years organize my report according to Old Ship’s five ministries. And there will, as always, be some repetition from past years, since many aspects of the work of my and our shared ministries remains quite similar year to year.

Nourishing the Spirit

Worship

One of the constants in our Old Ship community life is our gathering each week for Sunday morning worship and religious education, as we seek to nourish our spirits that we might better live our values. So, though the setting for our worship changed quite dramatically during this year of pandemic, the purposes of our worship and religious education remain the same.

The creation of worship is truly a shared ministry, though I am most often nominally the leader and coordinator. More accurately even this leadership is shared among staff: myself, our music director Christopher Nickelson-Mann, and our interim director of religious education, Chloe Briede. Our worship is enriched as well by volunteer chalice lighters and readers, coordinated by our Worship and Music Committee led by Karen Churchill. And even during this year of pandemic, worship has been further enhanced by flowers provided by members of our Flowers Committee – in particular Sharon Prehn, Joan Wilson, and Pat Bianco.

All this said and perhaps needless to say, the past year of worship has been unique in the history of Old Ship, as it has been for every faith community. Beginning on March 15 worship has been “virtual” – though I prefer to say that though we have shared worship via the technological means of YouTube and Zoom, worship has been as real as ever... just different.

As you all recall, a few days before Sunday, March 15, we decided to “go virtual.” As reported last year, with the invaluable help of Susan Carrillo and Jeff Lee, we began live-streaming via YouTube from the Parish House, most often from the parlor. After a few weeks with multiple participants in the parlor, we decided that for safety’s sake we should limit participation to me and Christopher, which we did through most of June. During July, when Christopher was on vacation, I led worship from my study – guitar and banjo close at hand. We took a break from worship in August, though Karen Churchill offered Zoom coffee hours each Sunday morning.

During the summer, with the invaluable assistance and expertise of Colin McGinnis, we brought a strong WiFi signal into the Meeting House. This enabled us to share worship from the Meeting House, offering the welcome feeling to parishioners of being back in our spiritual home. At that time, we also chose to switch platforms to Zoom. This enabled us to have multiple remote (either live or recorded) participants in worship and also enabled members of the congregation to see one another on their

screens and to “chat” as well. The Worship and Music Committee resumed organizing chalice lighters and readers; and Christopher created a schedule for our soloists such that each week three would sing beautiful solos. Christopher himself also has been singing from time to time – occasionally singing several parts of a recorded round himself! Though Christopher had only been with us for about three months when we went “virtual” he has been as creative as ever in leading the music for our services. We are most fortunate in many ways for his leadership – including his creativity both musically and technologically – never more in evidence than on Christmas Eve, which featured a virtual choir, brass choir, and stunning visuals (the service is still up on our YouTube page if you missed it at the time).

As of this writing, we hope we might return to in-person worship in the Meeting House in September, with the intention to continue to offer live-streaming as well, platform yet to be determined.

A word of special thanks is due to Old Ship member Colin McGinnis. Colin has been coordinating the tech for our worship services each Sunday for a modest stipend. His expertise and calm demeanor in the midst of the occasional tech issue have been invaluable.

Since our 2020 Annual Meeting, worship has included our usual special services, though of necessity in different form, all remote and since September on Zoom: Religious Growth and Learning Sunday, New Members Sunday, Flower Sunday, Homecoming Sunday, the Remembrance Service, Interfaith Community Thanksgiving service, Vespers services which I lead between Thanksgiving and Christmas, and Christmas Eve.

We continued the annual pulpit exchange on the Sunday after Thanksgiving with First Parish in Cohasset but took a year off from our January exchange with Second Parish in Hingham. Guest preachers this year included Rabbi Steve Karol in November (Rabbi Karol is the former rabbi at Hingham’s Congregation Sha’aray Shalom), and Rev. Mary Margaret Earl, director of the UU Urban Ministry, in March. Additionally, Chloe Briede has preached twice, in February and April.

Rites of Passage

Since last year’s annual report, I have officiated at no child dedications and two small weddings, one at First Parish Cohasset and one, for Old Ship member Susan Thomas and Dan Scully, at Old Ship. I have also officiated at three memorial or graveside services for members or friends of Old Ship. The services were in celebration of the lives of (listed chronologically by service date): graveside service in September at Hingham Cemetery for Stewart Markham (Mark) Fish (the son of Old Ship member Gini Pomeroy); a memorial service in November via Zoom for member Elizabeth (Ding) Wilding Smith; and a graveside service in February at High Street Cemetery for Jewel Dempsey, a friend of Old Ship.

Educating Minds and Hearts

As with our ministry of Nourishing the Spirit, worship in particular, we found ourselves switching gears last spring when it came to Educating Hearts and Mind, life learning for all ages.

As for the classes and groups that I lead, you can find a complete description in the report of the Life Learning Committee – everything of course on Zoom since the end of March 2020.

When we could no longer gather in person, most of our groups continued to “meet” via Zoom – including the Bodhisattva Study Group and Sacred Texts Group which I lead, and Men’s Breakfast and Women’s Breakfast. I also hosted for several months a mid-week “Tea with the Minister” opportunity open to all; eventually attendance dwindled to the point that it seemed time to discontinue that.

Our 2020 spring poetry class was cancelled; and Rich Elliott and I ended our “Facing Death with Life” class with one or two classes remaining. But beginning in the fall of 2020 I began hosting classes on Zoom; again, see Life Learning for details.

Regarding religious education for children and youth, as you know we said farewell to Beverly Tricco last June, as she retired after twelve years as our Director of Religious Education (and many more years as a DRE before coming to Old Ship). During the first months of the pandemic Beverly worked in a variety of ways to continue to offer support and programs to children, youth, and their families.

In the spring we hired Chloe Briede as our half-time interim Director of Religious Education. Chloe has a Master of Divinity degree and is on the path to ordained UU ministry, but for this year and next we are fortunate that she is leading the RE program and leading us through the interim process of reflecting on religious education at Old Ship and helping us to chart the future of RE in this challenging time. More information about all this can be found in Chloe’s report and in the report of the RE Committee.

Nurturing Community

One of my goals for this year was to help lead us to find ways to strengthen and deepen our sense of community at Old Ship, even or especially during this year of pandemic restrictions. I believe we have done well in this regard.

Our Pastoral Care Leadership Team (which I convene and meet with monthly) led several efforts during the year to reach out in support particularly of our more isolated members (you can find details in that report elsewhere in these pages). I’ve also observed with gratitude the many ways in which Old Ship folks have been staying connected to each other this year via email and phone.

My pastoral ministry ordinarily includes hospital, nursing home, and other visits, as well as formal and informal counseling as requested. My door, literal and metaphorical, is always open. In this time of social distancing my pastoral connections have of necessity been through email, telephone, and Zoom. This is now slowly changing, as vaccinations increase and case numbers decrease, and I’m now able to begin making personal visits once again.

Serving Others

Our Social Justice Council (SJC) has a detailed report in this Old Ship Annual Report, so I won’t repeat what you will find there as they continue leading us with energy and dedication with their recent focus on meeting the needs of vulnerable populations. This year some of their efforts have been in the direction of education and activism regarding racism, with continued focus on climate justice as well. The Father Bill’s meals program has continued, though without our volunteers serving their meals in person.

Special outreach collections, as you will read in their report, have generated significantly more contributions than ever – a heartening reflection on Old Ship’s spirit of service and generosity.

I continue to be grateful for the SJC’s leadership of this vital, shared ministry, and I do what I can through preaching and otherwise to support all that they lead us in doing together.

Stewarding Our Resources

Administration

My role in administration includes my work with our dedicated and creative staff, as well as consultation with Old Ship leaders, committees, councils, and boards.

As you well know, over the years we have been blessed with talented and dedicated staff members! As I've already mentioned, our music director, Christopher Nickelson-Mann, has more than risen to the occasion during these challenging times – though I know he looks forward to having an actual choir once again, just as we look forward to the beautiful music he will make with them.

We've also discovered how fortunate we were in hiring Chloe Briede as our interim DRE – she has met only a few Old Ship folks in person, yet through her Sunday stories and otherwise has become much appreciated in our Old Ship community; additionally, as you know, in September we also hired Chloe as half-time administrative assistant, and she has brought her tech expertise and personal warmth to that work during this most different of years – we are grateful and fortunate.

And of course we continue to be grateful and fortunate as well for the behind the scenes work of our sextons, Mark and Crissi Curran. For almost thirty years they have tended to the cleaning and care of our buildings; during this pandemic year Mark was able to tend to deferred projects and to ensure that the Fellowship Hall and bathrooms were cleaned with special care each weekend to support the safety and health of our renter, the educational program Launch.

And Jennie McGirr continues as our accountant, expertly tending to the complex Old Ship accounts, calmly meeting any challenge along the way.

Finally, I offer my thanks to all of you who volunteer your time and skills to carry out our shared ministries, whether in elected positions or serving in any of our five ministries. All the things you do for Old Ship are essential to our congregation's spiritual and material health.

This year special thanks to our president, Janet Asnes, and our treasurer, Nina Wellford, who complete their full three terms (three years) this spring. We have been more than well-served by their dedication to Old Ship – not just for these three years, but for many years before in one or another capacity. Thank you both!

Financial Stewardship

This has been a challenging year in so many ways for so many – personally for many of you to be sure, and also institutionally for our Old Ship congregation. We can be grateful that those who were able to continue to be generous in their financial support of Old Ship. Other reports will offer details of this support, even as we still face many challenges.

Ministry in the Larger Community and Professional Associations

I have continued my active participation in the Hingham Hull Religious Leaders Association (HHRLA), as well as in the Ballou Channing Chapter of the UU Ministers Association. Old Ship ordinarily hosts meetings of these groups once each year, but this year all our meetings have been on Zoom.

We annually host and I coordinate the Community Interfaith Thanksgiving Service sponsored by the HHRLA. This was of course on Zoom this past year. Christopher's musical leadership of the service was – of course – invaluable.

My monthly worship services at Hingham's Queen Anne Nursing Home, at the assisted living facility Allerton House at Harbor Park here in Hingham, and at the Bridges by Epoch assisted living for memory care, also in Hingham, have been discontinued since March of 2020. I'm hoping that they will soon resume.

For the tenth year I continue to contribute a monthly (mostly) column, "Earth and Spirit," to the Hingham Journal. In addition to lifting up the place of the natural world in our spiritual lives and highlighting environmental issues including climate justice, this column is also a form of outreach to the wider community.

Looking Ahead

We are guided in our shared ministry by our Old Ship Covenant, itself grounded in our Unitarian Universalist faith tradition: *"As a congregation committed to Unitarian Universalist Principles, we join with one another in the spirit of respect, reverence, humility, and love: To seek the truth freely; To nurture spiritual growth and ethical commitment; To care for one another; And, seeking justice, peace, and ecological sustainability, to serve life."*

The year and years ahead will be interesting, to say the least – for a variety of reasons. Most generally, what will life be like as we emerge from the pandemic, from person to planet and everything in between, including here at Old Ship? As for Old Ship, together we have begun conversations as to how we will "open up" – for worship, classes, committees, social events. We will be learning the language of "multi-platform" ministry, which will include gatherings that are in-person, gatherings on Zoom or streamed on YouTube, and gatherings that are some form of blend.

We will be considering how best to nourish our spirits and educate minds and hearts, this latter as part of the interim DRE process.

We will be continuing to seek ways to be part of the great work in our nation of anti-racism and the great work from local to global of meeting the challenge of climate change, and in whatever ways possible doing our part to serve and help and heal. All this with the intention to be among those who help us all create a "new normal" that has begun to shed the viruses not only of Covid, but of hate and greed as we move towards a kinder, more generous and equitable way of life.

To support the vitality of all our ministries, we will be continuing the work of stewarding our resources to strengthen our financial future. These days, our ministry of stewardship of course includes the parish house project. Here I must offer deep gratitude for the many talented and dedicated Old Ship folks who are leading and participating in the project. As you know, it is a project which we hope and intend will result in a beautiful, purpose-built, ecologically sustainable new parish house; but if for whatever reason that becomes impossible, then will result in a revitalized parish house at 107 Main Street.

Finally, this thought: There are those who question the relevance of religious communities in the 21st century. I am not among them. Forms may change from one era to another, but the need for communities which nurture the spirit and enable us to be part of healing the world changes not at all, or so it seems to me. My enduring hope for Old Ship – not only for the short term, but for a time well beyond when I or most of us will be here – is that we will long be a community that offers spiritual and ethical sustenance, a community of healing and helping, a community of kindness and love that spreads kindness and love in ripples beyond our imagining.

In this spirit, then, I conclude this year's report as I have concluded many others over the years, with words of hope and intention that I believe still and always apply:

May we continue to grow in love and wisdom.

May we continue to take good care of one another with kindness and compassion.

May we continue together to bless the world and serve life with the gifts that are uniquely ours.

Peace and blessings,

Ken

Report of Interim Director of Religious Education and Interim Parish Assistant, Chloë Briedé

I want to start by saying thank you! Thank you to everyone who has welcomed me here to Old Ship Church. Thank you to the Children's Religious Education Committee! Maureen Butler (board liaison, volunteer youth advisor), Susan Carrillo, Kate Doyle (chair), Lauren Gadot, Debbie Squire-Lee, and Cierra West. This committee is always extremely thoughtful, and they care deeply about Old Ship and our children. I also want to thank the Interim Religious Education Team. This group includes Susan Carrillo, Kate Doyle, Diane Elliot, and Lindsey McGinnis. These folks are engaged and interested in systems thinking and the long-term vitality of the program. A big thank you to all the Old Ship members and friends, new and old, who welcomed me at worship services and committee meetings. Despite the virtual nature of most of our interactions, I have felt your warmth. Finally, I want to thank the staff. Ken has been both a supervisor and a mentor. He is always willing to think deeply about questions and share his wisdom. I also love working with Christopher Nickelson-Mann, Jennie McGirr, and Mark and Crissi Curran. They keep the Old Ship sailing!

Religious Education during the COVID-19 Pandemic

Most UU religious education programs have struggled this year. Families have always juggled a lot. The COVID-19 pandemic made managing school, sports, homework, after-school activities, family, and church even harder. For some families this meant not coming to church this year. I spoke to a mother recently who said that church is not the same during this time. She misses sitting in the pews with her family on Sunday mornings. Instead, the family eats breakfast together and goes for a hike. For others this changed how they engage in church. Another family joins worship on Zoom together every Sunday. Virtual church has become their family activity. Given the range of engagement during this pandemic, Old Ship has held steady with approximately 20 children and youth engaging this year. This may seem small at first glance, but I am proud of this number. In many other communities, RE program has all but ceased. We still have an active core engaging in our program, and I believe this is a good sign for next year.

The program remained active through a mix of outdoor and online activities. Two offerings have been consistent this year. First, Zoom Storytime with Debbie Squires-Lee. Debbie and I have a reliable group of approximately five kids with us on Zoom every Sunday morning. These kids range from age two all the way to age nine. There is a chalice lighting, a check-in, a story, discussion, and then some type of sharing activity. The kids really love these Zoom sessions. Second, Youth Group has consistently met almost every Sunday during the pandemic. Youth group is open to grades eight through twelve. We sometimes meet online and sometimes outside depending on the weather. The youth like meeting outside more, but they understand that the pandemic limits our options.

The Old Ship Religious Education program is well known for its traditions! We worked hard to keep our Old Ship traditions alive both online and in-person. These included Bingo Night, Dia de Muertos, Trivia Night, an Outdoor Christmas Movie, Fire Jumping, the Passover Seder, and an Easter Egg Hunt. Participation ranged from a couple of people to almost 20. In general, our outdoor events were better attended than our Zoom events. In particular, the Outdoor Christmas Movie and the Easter Egg Hunt

were the most successful and seemed to be enjoyed by both parents and children. As the year draws to a close, we look forward to our senior recognition and Pride Day.

During the fall when COVID-19 case numbers were low, we finished the Our Whole Lives (OWL) program, which had been paused in the spring because of the pandemic. Debbie Squires-Lee, Corey Fitz-Marquez, and Mason Wiley taught the class with seven youth inside the Meeting House. Each youth had their own pew, windows were opened, and everyone wore masks. We strongly believed that it was important for the youth to finish the program in-person. They celebrated with a pizza party and movie night.

Kate Doyle and I attempted an all-ages religious education program outside in the fall. Because we do not currently have consistent programming for our middle school children, we tried to focus this outdoor program on them. We also had some youth participation. While we met consistently for approximately two months in the fall, we did not have a critical mass of children and youth in attendance. Attendance ranged from one to three children per session. We decided to cancel this offering given those attendance numbers. We still lack programming for our middle schoolers.

The Interim Process

I came to this role tasked with both interim work and the everyday work of the program. Interim work is meant to help the program transition from the ministry of one person to the ministry of another. In Old Ship's case from Beverly Tricco to the next settled Director of Religious Education. Interim work is described by the UUA as "helping the [program] look at practices that may or may not be serving them well, assisting through the emotional process of transition, setting sights forward, and connecting the [program] to needed resources." The tasks of an interim period include:

1. Coming to Terms with History
2. Evolving a Unique Religious Education Program Identity
3. Leadership Changes During the Interim Period
4. Renewing Associational Linkages
5. Commitment to Future Program Vitality

The Interim RE Team has worked on the first and second tasks. This includes reflection as a group and at coffee hour on the history. We are in the process of collecting a survey about the RE program with the hope of learning more about the perceptions of the community of the program.

I brought a program called Transgender Inclusion in Congregations produced by the Transforming Hearts Collective to Old Ship this spring. This was sponsored through a partnership between the Children's Religious Education Committee, the Social Justice Council, Welcoming Congregations Fund, and the Minister's Professional Expenses Fund. We have twelve people actively engaging on Zoom to learn more about the transgender experience and committing to creating a more welcoming environment. This year we had multiple youth talk about struggles and questions around gender identity. As a church, we are making strides to create a welcoming environment for our current youth and other transgender folks in the future.

My Observations

I want to begin by noting that I have never seen the Old Ship community in-person on a Sunday morning. This limits my perspective on the program and on the community. Knowing those limitations, I do want to offer my perspective on some of the strengths of the program and areas for growth.

Strengths:

- Old Ship has a small but strong community of families. These families care deeply about the church and its values. Old Ship youth especially love the church and are committed to it.
- Old Ship has a core of dedicated teachers. They are parents with children currently in the program and parents whose children are now adults. These teachers are what keeps the RE program alive.
- Old Ship has traditions. Some of which should be kept and some of which will change. These traditions are important to the program and the church's identity.
- Old Ship thinks of itself as a family church. Many of our members joined as parents of young children and still attend the church. They know that church is not just for adults.
- Old Ship is changing. The sale of the Parish House and a new Director of Religious Education means that a lot will change at Old Ship in the next couple of years. This holds great possibility for the community.

Areas of Growth:

- Old Ship has a great group of youth, but program numbers are declining in the younger age groups. Of the participants in Storytime with Debbie, two out of the five children have recently left the Boston area. We only have two to three families with young children involved in the program.
- Old Ship's RE program is maintained by two or three dedicated volunteers. Volunteers sometimes need a break or may experience burnout. Additionally, the RE committee is primarily made up of busy parents. This limits their time and energy for the program. I believe this is the main area of work for the program, especially if it wants to grow or even maintain its vitality in the coming years.
- Old Ship must be open to change. Last year, Beverly tried the Faith Among the Trees program. Faced with shrinking attendance, this was a good attempt at an all-ages/one-room schoolhouse RE program. An all-ages model is likely the future for this program given low enrollment and low volunteer participation. The community must be open to the loss of some of its beloved programs because of this reality.

The Old Ship Office

Along with serving as the Interim DRE, I also serve as the Interim Parish Assistant. I run the Old Ship office, answering emails and phone calls, creating weekly emails and monthly newsletters, and monitoring pledges. Thanks to the work of Julianna Dunn, the former Parish Assistant, Old Ship transitioned from CDM+ to Breeze this fall. Breeze is a software specifically designed for small churches. We are using it as an online directory, an events calendar, and as a place to track giving and attendance. There are even forms for surveys and registrations! At this point we have approximately sixty members

of Old Ship using Breeze. This was a huge project and an important transition for both the office staff (myself and Jennie McGirr) and for the board.

Although my interim work is mainly in the DRE position, the board did ask me to provide them feedback on the administrative position. My main feedback relates to human resources. I would advise the board of Old Ship to finish their drafted employee handbook. I would also ask the board to appoint a trustee-at-large as the point person for human resources including contracts and other questions. The twin vacancies in the DRE position and the administrative position took the church by surprise. Because they will need to hire a new DRE and a new administrator after my term, they can better prepare now to be a good employer in the future.

A Final Note

I want to end by thanking everyone for your welcome and participation during this interim year. I truly enjoy working with each and every one of you. I hope that my feedback is useful. I will be providing a more thorough report at the end of this year to the Children's Religious Education Committee, the Interim RE Team, and the Board. Please feel free to contact me if you have feedback, comments, or questions. I look forward to staying in conversation with you. Stay Safe and Be Well.

Blessings,
Chloe Briede

Report of the Music Director, Christopher Nickelson-Mann

Having arrived in November 2019, this year was my first complete church year at Old Ship. Despite the many challenges, changes, and apprehensions about this year due to COVID-19, it has felt successful. The online streaming format (Zoom) has been a learning experience for everyone, but I am happy to say that it is meeting our needs during a time when we cannot safely be together physically. I am thankful for the creativity and ingenuity of the Old Ship community, for patience and willingness to try new things, and for the ample support and encouragement from so many people.

Choir

Prior to the pandemic, the Old Ship Choir sang for three Sunday services per month. Since the pandemic started, singing together in the same space has not been feasible. Fortunately, we were able to put together a virtual choir for the Christmas Eve service. Each choir member recorded themselves singing their part and then the videos were edited together so that all the vocalists were on the same screen. The virtual choir sang two pieces: Silent Night and Handel's Hallelujah Chorus. I admire the choir's ability to take on this challenge, as it was a brand new experience for everyone involved. The process of creating, distributing, collecting, and editing all the materials and video files was time consuming, but the final product was rewarding and meaningful. Thank you to the numerous choir members (and special guests, too) who stepped outside of their comfort zone to participate.

Soloists

The vocal soloists at Old Ship have continued to share their voices in song each week. Each Sunday we typically have three soloists; they often sing the Introit, the Anthem and/or Offertory, and the Choral Benediction. It's difficult to put into words how much their voices have added to each service. Without the soloists, we would have had less variety in our services. Seeing and hearing their weekly contributions has brought our online services to a deeper and more meaningful place. I cannot thank them enough for their flexibility and readiness to try new things.

Guest Musicians

A brass quintet was hired for the Christmas Eve online service. They accompanied several carols and the Hallelujah Chorus, as well as providing stand-alone pieces for brass quintet. Their participation in the online service greatly enhanced the overall experience and we look forward to having them back for future in-person services. Additionally, cellist and former Old Ship member, Jeremy Harmon, joined us virtually for the Winter Solstice service; we played Arvo Pärt's Spiegel im Spiegel.

Music Library

I have made only a few new purchases for the music library this year, most of which are solo pieces because of the limitations on choral singing. A large portion of the music library has been organized, removing obsolete and damaged music. In anticipation of a move to a new building, I would like to continue to refine the music in our library, keeping the music that best reflects the values and principles important to Old Ship.

Resources

- Thank you to the deacons for purchasing the microphones needed to make streaming audio online a better experience for everyone.
- This year we increased the payment of the soloists from \$75 to \$80 per service.

Thanks

Thank you to those who sang in the Christmas Eve virtual choir: Heather Nolasco, Chloë Briedé, Jackie Carvey, Cindy Hess, Ginger Jensen, Keely Jordan, Katie Weintraub, Monica Conyngham, Christopher Maher, Roy Harris, Steve Nickelson-Mann, Rich Jensen, Ken Read-Brown, Christopher Sullivan

Thank you to our vocal soloists: Heather Nolasco, soprano; Kathryn Weintraub, alto; Christopher Maher, tenor; Richard Jensen, bass.

Thank you to those who played instruments: Mark Emery, trumpet; Andrew Sorg, trumpet; Robert Marlatt, horn; Walter Bostian, trombone; Takatsugu Hagiwara, tuba; Jeremy Harmon, cello; Ken Read-Brown, guitar and banjo.

Thank you to the Worship and Music Committee: Karen Churchill, chair; Pat Bianco, Catherine Mayes, Christopher Sullivan, members; Ken-Read Brown, minister; Christopher Nickelson-Mann, music director.

Our Ministries

Old Ship Covenant, Mission, Vision

Old Ship welcomes and affirms persons of diverse backgrounds and interests, regardless of race, class, ethnic background, sexual orientation, or political belief.

Old Ship Covenant

As a congregation committed to Unitarian Universalist principles, we join with one another in the spirit of respect, reverence, humility, and love:

- To seek truth freely,
- To nurture spiritual growth and ethical commitment,
- To care for one another,
- And, seeking justice, peace, and ecological sustainability, to serve life.

Old Ship Mission

We agree to nurture and challenge one another to become our best selves. Inspire one another to act courageously consistent with our UU principles. Welcome all seekers in the spirit of love. Work together for peace and justice, and to cherish the earth.

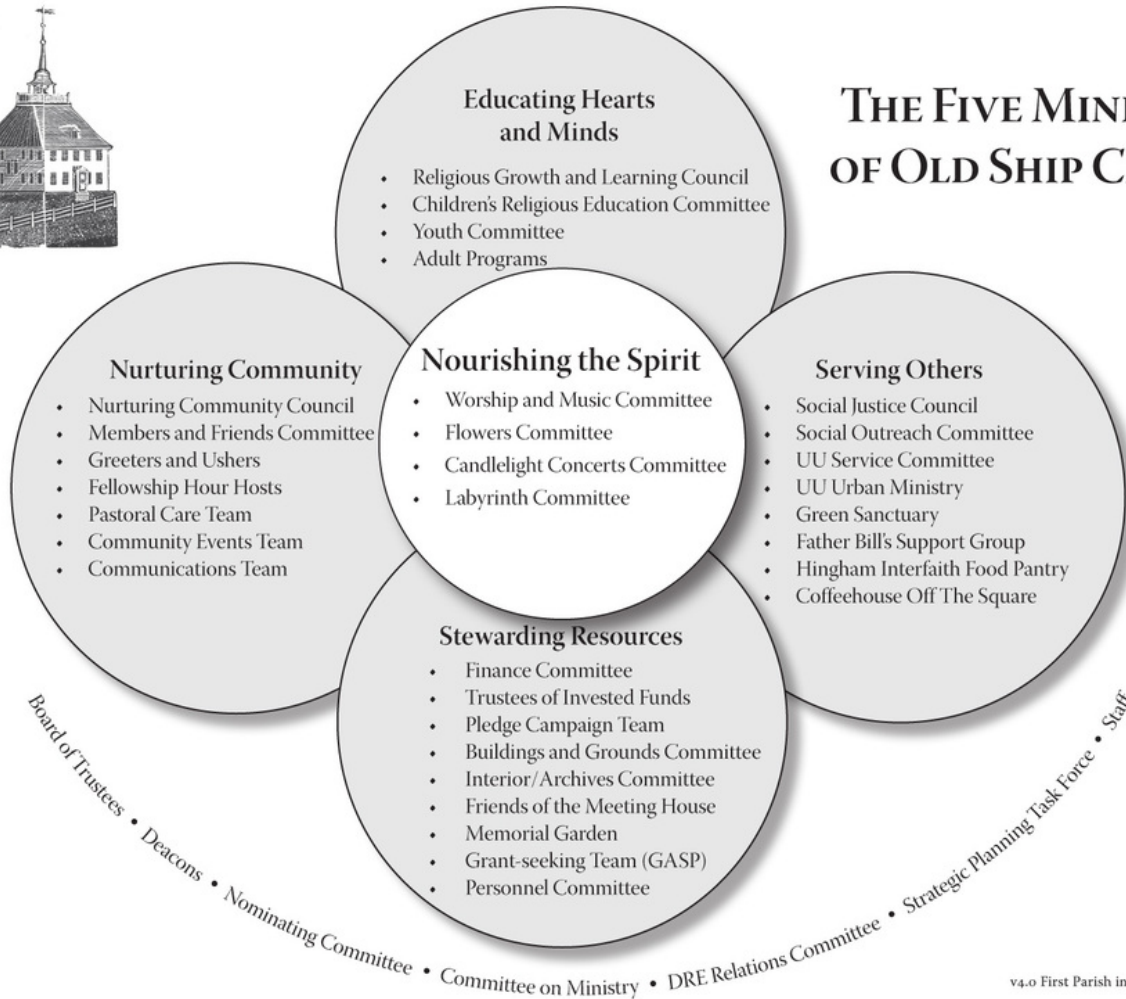
Old Ship Vision

We would be a vibrant, evolving, spiritual Unitarian Universalist congregation with a large, diverse, multigenerational community, where all are welcomed warmly; bursting at the seams with full participation; and an active ethical and spiritual force working together to make the larger community a better place to live.

The Five Ministries of Old Ship Church



THE FIVE MINISTRIES OF OLD SHIP CHURCH



v4.0 First Parish in Hingham, May 1, 2013

Committee on Ministry

The Committee on Ministry, with a rotating membership appointed by our Board of Trustees, meets monthly with our minister, Ken Read-Brown, to reflect on the five ministries of Old Ship, and sometimes to discuss particular current concerns or issues within the life of our congregation. Most recently we had a rich conversation about Old Ship's mission.

Beginning in March of 2020 we have been meeting through Zoom.

Input, questions, concerns, ideas from Old Ship members and friends are of course always welcome. Parishioners should feel free to contact Ken or any of the current members of the committee:

Michael Jordan

Pam Harty

Dennis Hogan

Diane Elliott

Corey Fitz-Marquez

John Sneath

Deacons

The Deacons are responsible for filling the pulpit in the absence of the minister, receive and disburse funds from the Deacons' portion of the annual endowment distribution to provide relief to persons in need of financial assistance, who are friends, members or employees of First Parish, provide financial assistance to the Parish for purposes deemed necessary for the welfare of parishioners, or for discretionary use by the Minister.

During the past year the Deacons have met with the Minister monthly via Zoom due to the COVID shutdown. In the fall of 2020, the Deacons provided financial assistance to the Parish by funding a portion of the technical support needed to offer Sunday services via Zoom. They have discussed issues facing the congregation, met with the Board of Trustees, offered chalice lightings, and met with Interim RE Director Chloe Briede and Music Director Christopher Nickelson-Mann.

Financial Transactions:

Current Balance	5,962.36
Expenditures:	
Tech Support of Worship Services	3,307.15
Other	384.00
Deposits	3,050.11

Turner Bledsoe, Mike Dwyer, Fan Leonard, Jane Malme, Eva Marx

Nourishing the Spirit

Worship & Music Committee

2020–2021 marks another successful year for the combined Worship and Music Committee (WAM) at Old Ship Church. The purpose of this committee is to assist in the creation of meaningful services, events, and worshipful traditions that encourage life-changing challenges, comfort and education.

This past year the Worship and Music Committee:

A. Worked with the Minister and Music Director at Old Ship.

Our work has been even more challenging in this past year regarding the continuation of worship services amid the COVID-19 pandemic. Old Ship Church had been very successful with YouTube recordings of the Sunday service from the Parish House last Spring. Many congregants expressed that they would like to see their Community online at these services. The congregants also expressed a desire to have Sunday worship transmitted from the Meetinghouse.

The recording format, beginning in September 2020, was changed to the Zoom format with fantastic results. The Meetinghouse was updated with Wi-fi service over the summer months and persons were hired to upgrade the video and sound equipment as well. Our first September 2020 service was recorded in the Meetinghouse with Community members joining in and able to, not only view each other, but also sing, meditate, and share with each other. The Zoom format has continued throughout the remainder of this fiscal year and has worked perfectly for our needs at this time. The Worship and Music Committee continues to provide feedback and ideas on these services, led by our Minister and Music Director, at each monthly meeting.

B. WAM heard and considered various challenges and items concerning music at Old Ship. Our music director, again this year, rose to the challenge of providing exceptional music for all services and events. The pandemic provided an additional challenge of pre-recording many musical pieces to be included in the services. Additional time was needed to coordinate these recordings with choir members and guest singers.

C. WAM procured and scheduled all of the Chalice Lighters and Readers for this church year. The Minister also had the additional task of coaching each participant for speaking and presenting on a virtual format.

D. WAM meetings were held every other month throughout the year in a virtual format and they were well attended.

E. WAM discussed our Annual Budget and made a unanimous decision to have a level funded budget for the following year.

F. We continued to explore the boundaries of a fund, sponsored by a church member's family, to help enhance our music budget each year. Additional money was donated this year and has not yet been dispersed

G. WAM was unable to host the annual Strawberry Sunday event due to Covid-19 health restrictions.

H. WAM hosted only the August Summer Services this year including recruiting speakers. The Minister stayed on to host Summer Services through July which was greatly needed. Hosting services for the summer on a virtual format was a bit trial and error in the beginning. Our Community lent many helpful comments and their involvement with the evolution of these services was welcome. The services were well attended and many congregants accepted the challenge to try their hand at speaking on a virtual format. These particular services were a success and have helped WAM to better shape Summer Services for the future.

I. WAM did not usher or provide parking back-up for the Christmas Eve Service due to Covid-19 restrictions.

J. WAM continues to absorb the Labyrinth Committee as a sub-committee. The Labyrinth was not used this year due to Covid-19 restrictions. With the sale of the Parish House, the use of the Labyrinth for the future is, at this time, uncertain.

The Worship and Music Committee is truly the heart of Old Ship Church. Our purpose is to help provide a meaningful, moving, and spiritual experience with our church services so that re-kindled light in each heart can be carried throughout each member's life. Sunday service, as well as additional service events, provide a starting place for our Community to virtually gather, share, and find comfort so that each member may share their light wherever they go, in or out of, Old Ship Church. We look forward to our next year of wonderful and beautiful experiences and to hopefully gather in person in the near future.

Karen Churchill, Chair of Worship and Music Committee, April 2021

*Pat Bianco, Catherine Mayes, Christopher Sullivan, members;
Ken-Read Brown, minister; Christopher Nickelson-Mann, music director*

Sunday Flowers Committee

Our usual protocol for scheduling donors for the Sunday floral arrangement for the Meetinghouse was curtailed this year due to COVID. Under normal circumstances, the Sunday Flowers Committee coordinates the flowers placed in the Meetinghouse for the 40 Sunday services and the Thanksgiving Eve and Christmas Eve service. The flowers are usually donated by Old Ship members or friends in memory of a loved one or to celebrate a special occasion. The Order of Service carries an announcement of the name of the donor and the name of the person honored or the occasion commemorated.

This year we have not asked for donors since our committee members were not comfortable going to stores to shop for flowers. The Sunday Flowers Committee did provide plants for the November and December services and we thank Ken Read-Brown and Joan Wilson for providing the arrangements for many other Sundays. We hope to soon get back to our usual plan of coordinating donors and floral arrangers for the Sunday services.

Although the Committee has no operating budget and is supported entirely by the donors, it does have its own bank account and its own treasurer. Receipts for purchased flowers and supplies are submitted to the Sunday Flowers Committee Treasurer for reimbursement. The balance as of April 15, 2021 was \$1,145.72.

People who wish to donate flowers may check with the Committee Chair for open dates.

Additional floral arrangers are always welcome.

The members of the Sunday Flowers Committee are:

- Pat Bianco
- Frank Cheney, Treasurer
- Diane Jordan
- Corey Fitz-Marquez
- Sharon Prehn, Chair
- Joan Wilson

Submitted by Sharon Prehn, Chair

Candlelight Concerts



2021 Annual Report

Readers might remember last year's report closing with a discussion of the large crowd at the final concert of last season: March 1st, 2020. Little did we know what was about to overtake us all! For many, that concert proved to be a pleasurable last vestige of the "before times".

I wrote at the time that the Committee would plan the next season seeking to strike the right balance between continuity and sustainability. We booked one concert for April 25, thinking at the time that the public health restrictions would surely all be behind us. As the extent of the pandemic became clear, we held off booking further concerts and, in the spirit of safety and continuity, pivoted to a "virtual" concert on April 25. We are planning the next season eager to resume live concerts in the Meetinghouse, but are mindful of possible continued impacts of the pandemic, and will again seek to strike the right balance between continuity and sustainability.

The Candlelight Concert series continues its tradition of presenting public, free-admission concerts thanks to the dedicated work of Committee Members Ralph Brown, Laura Harbottle, and Ginger Jensen. We also thank Ivy Butterworth, who recently moved out of the area, for her years of service, as well as the Old Ship Board and community for their support.

Respectfully,
Christopher Sullivan, Chair

Educating Hearts and Minds

Children's Religious Education and Youth Committee

Mission Statement and Goals

The Old Ship religious education program creates a meaningful community that values individuals and awakens their sense of wonder, reverence and self-awareness through fellowship, worship, education, and service.

In fulfillment of this mission, the Religious Education Program:

- Welcomes and accepts all children and youth, and values the gifts they bring and the people they are.
- Builds community by celebrating life's journey, milestones and intergenerational connections.
- Nurtures spiritual growth and development by fostering the free and responsible search for (life) meaning and individual truth.
- Awakens through ritual, word, song, art and movement the mystery of living, the reverence for and awe of life.
- Fosters our children's Unitarian Universalist identity by teaching them about our principles and sources, heritage, and traditions.
- Promotes commitment to justice and ecological sustainability in the world through education, service and social action.

Members:

- Susan Carrillo
- Kate Doyle (chair)
- Lauren Gadot
- Debbie Squires-Lee
- Cierra West

Interim Director of Religious Education: Chloë Briedé

Board Liaison: Maureen Butler

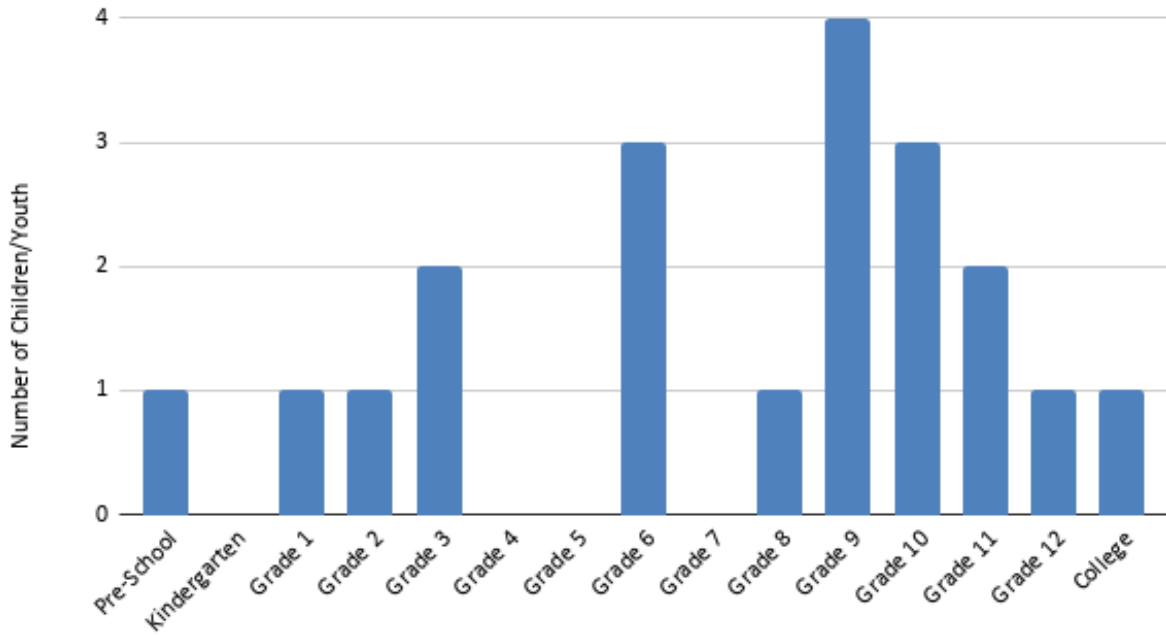
Programs & Activities:

- 'Story Time with Debbie' based on the UUA "Tapestry of Faith" curriculum
- "Our Whole Lives (OWL)" with teachers, Debbie Squires-Lee, Corey Fitz-Marquez and Mason Wiley
- Sunday Services: "Time for All Ages", "RE Coffee Hour", "Nativity Tableau"
- Youth Group
- "Outside RE" September & October
- "Bingo"
- "Sukkah Showing w/Chabad"

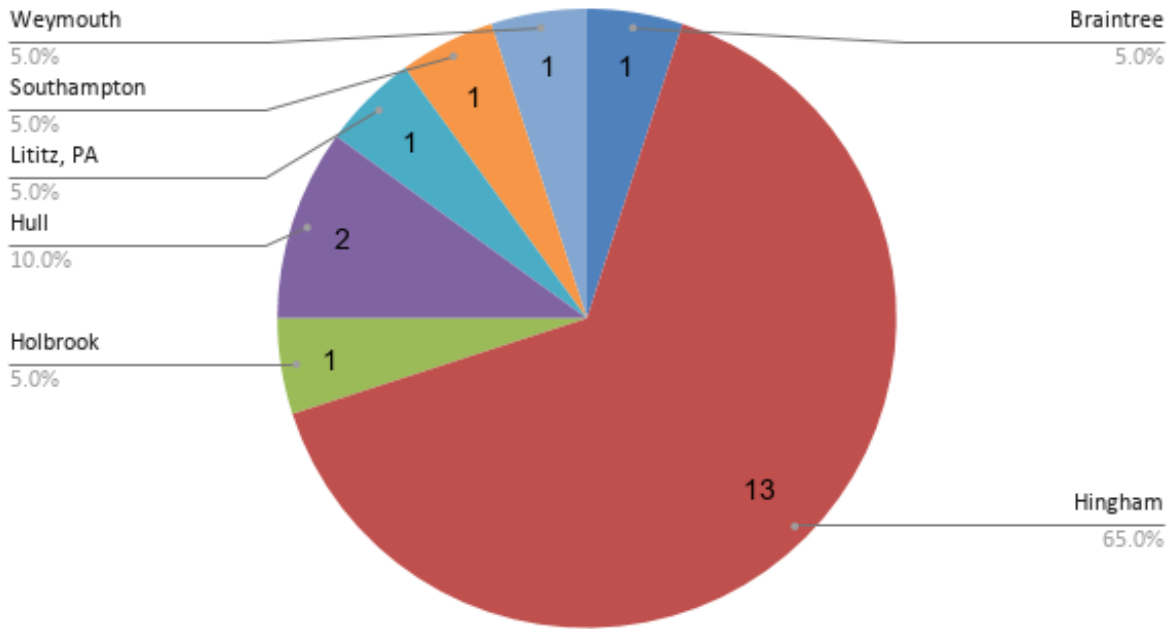
- “Dia de Muertos”
- Outdoor Christmas Movie
- “Fire Jumping”
- Black History Trivia Night
- Passover Seder
- Easter
- Trans Inclusion Workshop
- "This Week in RE" emails from the DRE

20 Children & Youth have participated in at least 1 Children's Religious Education & Youth Activity from September 2020 – April 2021 (Source: Breeze Attendance):

Participation by Grade



Participation by Hometown



Notes:

- The program is built on in person Sunday Services. Without it, family participation and committee coordination is low.
- Chloë is focused on the current needs of the program, the online services, being the youth coordinator and attending “Storytime with Debbie.”
- We will be able to do better interim work when the congregation is together in person.
- Our middle school programs, “Coming of Age” and “Neighboring Faiths,” have been on hold, since they are best when they can be done in person.
- 17 children and youth have registered.
- 4 children/youth (from 3 families) have parents who grew up at Old Ship and have grandparents still active at Old Ship.
- Living in this time of social distancing and COVID-19, there's more anxiety and depression. We've also had families test positive for COVID.

Youth Ministry:

The youth group has been meeting every Sunday afternoon during this church year, either via video conference/zoom or ideally, weather permitting, outside (using masks, social distancing, and other precautions). It was an important goal for this year to have at least one consistent weekly opportunity for youth to get together with friends from church to check in, reflect on the week, light a chalice, set some intentions, have some fun, play a game, plan social justice activity, exercise if possible, discuss current events, build community, and then, repeat again next week!

Consistently three or more youth have been joining in, with some youth dropping off for a couple of weeks, then reconnecting with everyone. Sometimes we have had a hybrid - some in person and some Zooming in. As often as possible recently we try to “walk and talk”, at Bare Cove Park, Nantasket beach, Hingham Cemetery, or More-Brewer Woods, downtown Hingham, etc. We participated in an awareness rally/protest at Scituate rotary just before the recent murder trial in Minnesota. Social justice is a significant area of importance and focus for our youth. The youth designed Black Lives Matter sweatshirts with an Old Ship Church/ Unitarian Universalist chalice on the front. We had them made at a Black owned business locally and all of the youth members who wanted one got one. (There are opportunities to order more batches so if you’re interested in one please check out the photo in the newsletter and ask Chloe or one of the youth about ordering one for yourself!) We still hear from time to time that a couple more of our youth would like to participate more frequently in youth group but their conflicting schedules of activities, employment don’t always allow it to work out. As always we will revisit scheduling for next year, September to June, to maximally support interest and participation.

Our preliminary plans as we think about next year:

- Support our youth through the summer with a couple of scheduled activities. Potentially social justice in nature.
- Hold a planning meeting in September for next year’s youth ministry focus and form.
- Discuss and consider a winter/spring 2022 social justice trip.
- Consider and discuss together with the RE interim planning committee the staffing design options and recommendations for youth advising in the future (Currently coordinated by the DRE and a volunteer advisor)
- The coming of age program (COA) will run during church year 21/22, including, ideally a weekend youth retreat.

A couple pieces of general info:

- Our youth ministry/youth group is available to youth in grade 8 through 12.
- A balanced youth ministry program (of which a “youth group” is one part) contains 6 components: Leadership, Social Justice, Community Building, Worship, Learning, and Youth/Adult Relations.
- As we plan for the future, and evaluate, together with our youth, how we are doing it is important to keep these different components in mind

Children’s Religious Education Committee Report prepared by Kate Doyle (chair). Youth Ministry Report prepared by Maureen Butler (volunteer youth advisor).

Life Learning Program

The statement of purpose for adult programs at Old Ship, which was formulated by the Life Learning Committee many years ago, is as follows: *Adult learning opportunities at Old Ship serve our community by encouraging spiritual growth and the free and responsible search for truth and meaning in harmony with Unitarian Universalist principles and sources of inspiration.* In addition to seeking to fulfill this mission, along the way we hope to foster new friendships, good conversations, and stronger bonds of community.

Our committee meets from time to time to reflect on current programs, to generate ideas for new programs, and to organize the schedule of classes, groups, and workshops. The work of leading the variety of programs is carried out by many Old Ship folks.

Continuing ongoing groups and activities this year – on Zoom! – have included:

Monthly Tuesday Ceilidh (song circle), monthly Sunday Men’s Breakfast, monthly Sunday Women’s Breakfast, and occasional Fiber Funship.

The Way of the Bodhisattva study group, led by Ken Read-Brown, continued to meet on Zoom twice monthly on Sunday mornings with a group of between 15-20 or more each time (same as pre-pandemic), this year reading *Welcoming the Unwelcome* by Pema Chodron. On the other Sunday mornings the group is led by members, with conversation based on various readings.

The Sacred Texts Study group, led by Ken, continued to meet twice monthly on Thursday afternoons, on Zoom, this year continuing to study the *Tao Te Ching*; this group has an attendance of 6-8 or so.

The Autumnal Equinox Poetry Circle, Winter Solstice Poetry and Song Evening (from the Meeting House), and the Spring Equinox Poetry Circle were held and hosted by Elizabeth Torrey, all on Zoom. Attendance if anything was larger than in person!

Ken led one session of his So You Want to Meditate workshop via Zoom.

Davalene Cooper has been leading a monthly anti-racism book group on Sunday evenings via Zoom. Usually 15-20 attend.

Classes this year (all on Zoom) included:

“Climate Change Solutions” – four sessions in the fall, co-led by Lisa Sawyer and Ken Read-Brown; eight attended.

“World Religions: A Personal Journey” – six sessions, Ken’s “winter class” in January-February; over forty attended, spread between afternoon and evening sessions.

“Are the Transcendentalists Relevant?” – three sessions, led by Ken, focusing on Emerson, Thoreau, and Whitman; about thirty attended, spread between afternoon and evening.

“Spring Poetry: Lift Every Voice” – five sessions, co-led by Elizabeth Torrey and Ken, highlighting the poetry of Black Americans from the 18th century to the present; as of this writing people still signing up.

Ralph Brown once again created a beautiful and colorful flier for our programs.

Finally, many thanks to all participants and leaders of adult programs. And in particular, from me, Ken, many thanks to our fine committee members, who bring it all together so creatively! We always welcome your suggestions for future classes, workshops, and groups. Please share your ideas with one of us soon as we plan for next year.

Ken Read-Brown, convener

Ralph Brown

Rich Elliott

Claire Petrie

Elizabeth Torrey

Nurturing Community

Nurturing Community Council

Annual Report 2020-21

The Nurturing Community Council (NCC) strives to provide a warm welcome to newcomers and visitors to Old Ship Church, to help new members and newcomers become acquainted with others in the congregation, and to provide a helping hand in getting involved in the 'work' of Old Ship. We carry out our ministry of building fellowship and community at Old Ship in a variety of ways.

The 2020-21 church year has been challenging for the NCC since we have been unable to meet in person. Our usual activities were suspended--following up with visitors and newcomers, setting up the 'Welcome Table' at Fellowship Hour every Sunday, scheduling social events to become better acquainted, arranging a 'New to UU' gathering with Ken Read-Brown, planning the New Members Sunday in June to formally welcome all those who have signed the membership book during the church year, scheduling ushers/coffee hour hosts/coffee hour food donors every Sunday, keeping the new member photo bulletin board up to date, and writing 'welcome bios' of new members for the monthly newsletter.

Despite the challenge of not meeting in-person, we have seven new members this year—Bridget Baynes, Elizabeth Murry, Louise Smith, Jean Railton, Ellie Handleman, Clayton Handleman and Brook Wiers. We look forward to giving all a warmer welcome when we are able to regather.

The 2020 Old Ship Church Directory was finally delivered in January 2021, 14 months after the professional photographers took our photos. There were many delays due to COVID with repeated shutdowns of the production plant. All those who had a photo taken or submitted their own photo for the directory, will receive a complimentary directory. Most have already been delivered to individual homes.

There are many more ways we can connect as a community and we welcome all ideas! Please consider joining the Nurturing Community Council and help Old Ship continue to grow.

Respectfully Submitted,

Sharon Prehn, Chair
Laura Harbottle
Janice McPhillips
Lorraine Riggs
Lisa Sawyer
Gail Slater

Pastoral Care Leadership Team

The purpose of the Pastoral Care Leadership Team is to share in the pastoral care of Old Ship members and friends.

Our Team meets monthly to review some of the pressing pastoral needs in the congregation and to arrange for care as necessary. In pre-pandemic times, and looking ahead beyond the pandemic, this can include arranging for rides to church or elsewhere. But even during the current year, it was still possible to make and encourage calls and emails to parishioners in need, and in a few instances to provide meals to parishioners recently returned from the hospital. The Team often involves others in these efforts, and so serves as coordinators of care as much as direct caregivers. The Team maintains a freezer in the basement of the Parish House in which casseroles, desserts, etc., are kept for use when there is a need.

At the outset of the pandemic lockdown, the Pastoral Care Team coordinated systematic calling of members of the congregation to check in and see how folks have been doing during coronavirus social distancing and staying at home. Less systematically, such calls and contacts have continued throughout the year.

For the eighteenth year the Pastoral Care Team led a Service of Remembrance, this year of course on Zoom, once again in the fall on a Sunday close to All Saints and All Souls Days.

Between Thanksgiving and Christmas, the Pastoral Care Team sent bookmarks designed by Ralph Brown to parishioners featuring on one side quotes chosen by the Team and on the other side a copy of a beautiful watercolor of Old Ship generously shared by Marty Saunders.

Due to the pandemic, we of course were unable to offer annual Christmas caroling to some of our parishioners who are not able to get out often any longer; we hope to resume this coming year.

Around Valentine's Day, wonderful treats created by Joan Wilson were delivered by Team members to almost 100 Old Ship households and to staff.

We always welcome ideas and support from the congregation, and of course we hope that everyone in the congregation feels that they are informal but important members of the Pastoral Care Leadership Team.

As convener, I once again thank all the members of the Team for their dedication to helping to meet the pastoral needs within our community.

With our gratitude, Diane Elliott moved off the committee to take on other Old Ship commitments – but has continued to assist with pastoral care efforts, including coordinating the mailing to many parishioners of felt hearts at Valentine's Day.

Last, but by no means least, we were very pleased to welcome Catherine Mayes and Carol Valentine to our Team this year.

Ken Read-Brown, convener
Ralph Brown, Liz Flint, Elaine Gomez, Alicia Harkness,
Fan Leonard,
Catherine Mayes, Carol Valentine,
Joan Wilson

Serving Others

Social Justice Council

Annual Report 2020-2021

Social Justice Council Members and Friends: Brenda Black, Turner Bledsoe, Davalene Cooper (Chair), Ellie Handelman, David Murphy, Kate Philbin, Ron Pollara, Rev. Ken Read-Brown, Patti Smith, Laurie Ann Yeisley-Drogin, and Dana Kintigh (Board liaison).

The Social Justice Council (SJC) works to facilitate and support social justice activities and projects at Old Ship Church. As would be expected, the pandemic has presented many challenges in our efforts related to social justice. Specifically, we have had to suspend our weekly food collection for the Hingham Food Pantry, as well as our annual collection at Stop and Shop. We also were not able to undertake some of the “hands-on” work as in prior years. However, we have had an opportunity to explore social justice issues in several UU webinars and workshops. Zoom has been a useful tool for some of our forums and discussions, and we have continued to coordinate the congregation’s special plate collections.

For more than a decade, our process at Old Ship has been for the SJC to facilitate a conversation with the congregation about social justice. The SJC then recommends at our annual meeting a focus for social justice work, usually for a period of three years. Once the congregation votes, the SJC works to develop ways of acting on the congregation’s chosen focus. This focus is not intended to be exclusive, but helps the SJC decide which projects and events it should dedicate its resources and energy to in supporting the congregation’s decision. Absent the pandemic, we would have recommended a new or revised focus last year. Instead, we are proposing a revision of our focus for this coming year.

Our current focus is “protecting vulnerable populations.” Following a Zoom forum this past fall where we discussed the focus of social justice work at Old Ship, the congregation expressed an interest in working more directly on issues of racism and white supremacy, as well as on issues related to climate change. Given the number of congregants who are involved with Hingham NetZero and other climate change initiatives, we have focused more this year on how we might develop and explore projects and issues related to racism and white supremacy. We have taken the following steps in this area of work:

- Prior to our fall discussion, several of us viewed Professor Henry Gates, Jr.’s four-part documentary film series on the Reconstruction. Each week, we met as a group to discuss that week’s episode. This was an important learning experience for many of us who participated.
- We sponsored an anti-racism book group that would meet monthly during the 2020-2021 church year. This group has read a variety of books, both fiction and non-fiction, authored primarily by persons of color. This “drop in” group has usually had 20 or so participants at each session and will continue next year.

- In response to an identified need for masks in black and brown communities, sewers in our congregation made masks that were donated to the Family Van, which serves the communities of Roxbury, Dorchester, and Chelsea. Many of the most exposed workers to COVID 19 are of Black, African American, or Hispanic descent and live in these neighborhoods. These masks were truly a gift to these communities, and we want to thank those who donated time and material to make these masks. Thanks to Laurie Ann Yeisley-Drogin for facilitating this outreach.
- We arranged with our minister to have Rev. Mary Margaret Earl, Executive Director and Senior Minister of the UU Urban Ministry, to preach at Old Ship on March 7. Her sermon was titled “Justice and Joy - A Reflection on the Inner Work of Making Outer Change.” She described her sermon in this way: “We think of racial justice work as march and protest and banners - but there is much work we do within and between us, and much joy to be found in the journey.” Following the service, our coffee hour time focused on how our congregation might be more involved with the programs of the UUUM in Roxbury. One specific event we plan to organize is a tour of the UUUM campus once COVID 19 protocols permit it. We also plan to participate in the UUUM’s Artist Program this fall where we will invite an artist from Roxbury to meet with us and share their work. Finally, next year, we plan to reach out to other UU congregations supporting UUUM to learn about their specific ways of supporting this important organization in the Roxbury community of Boston.
- We are exploring ideas for how we at Old Ship can best acknowledge that our Meeting House is on land that was originally the home of the Massachusetts Tribe. We have also learned that our long-standing minister, Rev. Ebenezer Gay, was an owner of enslaved persons and we wonder how we might acknowledge that part of our congregation’s history. We also wonder what other things we might learn about our history as it relates to racism and white supremacy.
- We supported, along with other committees at Old Ship, the purchase of the Transforming Lives Collaborative course for Old Ship. This course will give our community the opportunity to explore issues related to transgender rights.

As we have considered how the congregation’s identified concern with racism, white supremacy, and climate change might provide a focus for our social justice work at Old Ship, we have learned of other initiatives within the Unitarian Universalist Association and related entities that may help us in grounding this work in our Unitarian Universalist values and principles. For example, several of us attended a workshop where we learned of a proposed 8th principle, which states: “We, the member congregations of the Unitarian Universalist Association, covenant to affirm and promote: journeying toward spiritual wholeness by working to build a diverse multicultural Beloved Community by our actions that accountability dismantle racism and other oppressions in ourselves and our institutions.” We are also aware of the Article II Study Commission, which is reviewing our current statement of principles with the goal of proposing changes over the next two or three years. Such changes could include the proposed 8th Principle as well as a more inclusive 1st Principle. Finally, the Commission on Institutional Change was charged in 2017 “to conduct an audit of the power structures and analyze systemic racism and white supremacy culture within the Unitarian Universalist Association.” Their report,

Widening the Circle of Concern, was published in 2020. This denominational work is grounded in UU values and these values lead naturally to social justice actions and service.

At our Annual Meeting on May 16, we recommend that the congregation decide whether the major focus of our social justice work at Old Ship for the next three years will be centered around issues of racism, white supremacy, and climate change. The SJC will then use the above resources to assist us in exploring these issues in the context of our personal lives, or institutional life at Old Ship, and in our communities more generally. Our goal is to engage in and promote actions that will be consistent with creating a more beloved community for all peoples and for caring for the Earth. The text of the Warrant Article is included at the end of this report.

As a reminder, the SJC undertakes several activities each year in support of social justice, but we also support initiatives from others within our congregation who wish to bring a social justice project or event to the congregation. As such, we encourage anyone who has such a project to contact the SJC for assistance and support.

Finally, we want to thank everyone, including our SJC members and friends, for their support of our efforts to create a more just and peaceful world!

In addition to the efforts discussed above, this year, the SJC has continued to lead Old Ship's efforts to:

- **Advocate as a Green Sanctuary and For Climate Change:** The UUA has reaccredited Old Ship as a Green Sanctuary Congregation. Our application has been affirmed as "well-done and even exemplary". Thanks to Louise Smith and everyone who worked with her to make this happen. The letter confirming this status, the application for reaccreditation, and details for each project to achieve this status is located on our Social Justice Council website, <https://oldshipchurch.org/green-sanctuary.html>. As part of our commitment to Green Sanctuary and the projects we identified in our reaccreditation application, we have continued to:
 - Support the South Shore Node of 350 Massachusetts by joining Hingham Net Zero (<https://www.hinghamnetzero.org/who-we-are-what-we-do/>). We encourage all Hingham voters to support Article 14 at Town Meeting (on Saturday, May 8th at 2pm at the Hingham High School Fields) to create a Climate Action Plan Committee charged with developing a plan to reduce carbon emissions within all sectors of the Town of Hingham to Net Zero.
 - Monitor the situation regarding the Compressor Station in Weymouth, including making the congregation aware of demonstrations and other means of advocacy opposing the operation of the station.
 - Support the commitment to creating as "green" a new Parish House as possible, through supporting the Parish House Green Building Design Subgroup (Turner Bledsoe, John Leonard, Rick Mattila, & Ron Pollara). This group has provided the Parish House Management Team (PHMT) with specific green building design requirements with the

overall goal to consider the latest sustainable technologies, practices, and products that will make the new Old Ship Parish House Building "green and sustainable" and works toward a Net Zero Environmental Impact.

We appreciate the work of Ron Pollara in leading this work as part of the Social Justice Council. Thank you, Ron.

- **Provide meals for Father Bill's:** The six cooking teams staffed by Old Shippers and others from the area have adapted to the COVID-related changes at Father Bill's Shelter in Quincy by continuing to prepare and drop off full dinner meals for 150 every quarter: serving the current 75 residents and providing sufficient additional food for another lunch. The shelter has expressed deep appreciation for the consistency and commitment from the six teams during this difficult year. Thanks to Brenda Black for coordinating these teams.
- **Support the Hingham Food Pantry:** Given that our services have been virtual this year, we have not been able to collect food for the food pantry. And we were unable to hold our annual Stop and Shop food drive. However, we did name the Hingham Food Pantry as one of our special plate recipients and we are planning to collect food from the congregation on Sunday, June 12, as part of the Youth Group's Gay Pride Celebration.
- **Maintain the Social Justice Action Alert Network:** We share information about actions members of the list may take to support issues affecting vulnerable populations. The list has about 65 members of the community. Davalene Cooper maintains the list and sends out the alerts. If you would like to join the list, contact Davalene at davalenecooper@verizon.net.
- **Support the Unitarian Universalist Service Committee (UUSC):** This year, our support was primarily through the annual Guest at Your Table fundraising program, as the Coffeehouse Off the Square was unable to take place given COVID 19 protocols. The latest UUSC Annual Report includes the following awards for Old Ship for the last fiscal year: Creating Justice Banner Award (25-50% of the congregation are UUSC members) and James Luther Adams (a budgeted gift to UUSC of at least \$1 per member, funds received through the annual Christmas Eve offering at Old Ship). Our action alert network also sent out action alerts from UUSC. We are looking forward to October 10, 2021 when the President of UUSC, Rev. Mary Katherine Morn, will be preaching at Old Ship!
- **Old Ship Website:** Thanks to Dave Murphy, we have kept social justice information, including organizations and programs in need of financial donations and/or volunteers during the pandemic, updated on the Old Ship website.
- **Social Justice Special Plate Collections:** This year, we changed our special plate collections to one of the monthly options on our donate button on the Old Ship website. We were fortunate to have representatives from our recipients participate briefly in our worship service for one of the weeks in the specific month so they could explain how our contributions would help their programs. In some cases, the representative was able to join us for coffee hour and we were able to learn more. We were especially grateful to hear from Shabana Bssij-Rasikh about her school in Afghanistan, SOLA. We also learned more about the programs at Renewal House from Ashely Platt. We want to acknowledge that the congregation has been especially generous this year in supporting our special plates. We thank everyone for this incredible support in a time of

increased need. Here is the list of recipients for this church year, which does not include our final recipient yet to be selected as of the writing of this report.

Month	Recipient	Amount Collected
October 2020	Hingham Food Pantry	\$1925.00
November 2020	Friends of the Homeless of the South Shore	\$2,229.37
December 2020	UUSC Guest at Your Table Program	\$6573.01
January 2021	UU Urban Ministry—Renewal House	\$3369.39
February 2021	Honduras Hopes	\$1739.62
March 2021	Holly Hill Farm for Food Pantry Gardens	\$1182.93
April 2021	SOLA	\$2691.37
May 2021	Hingham Unity Council	???
Total Collected as of February 28th		\$17,019.32

We invite members or our community to make suggestions for the recipients of these special collections for the 2020-2021 church year.

We also want to express our gratitude for the Christmas Eve offering of \$3144.44 shared equally between Wellspring, UU Urban Ministry, and UUSC. We are deeply appreciative of these donations in support of social justice during the pandemic!

Stewarding Resources

Buildings and Grounds Committee

Report FY 2020-2021

The Buildings and Grounds Committee oversees maintenance and improvements to the Meeting House and Parish House, including the grounds that surround both buildings.

Meeting House

Assessment of Meeting House included an evaluation of the wooden rain gutter system. A contractor, Ben Wilcox (Wilcox Company), was hired to do a complete assessment and then provide an estimate of the repair. We are still awaiting their estimate. Some graffiti writing was discovered on the rear outside of the building and was removed. A motion activated light was installed to deter future activities.

In person services were suspended in the spring of 2020 replaced by remote services via connection with Zoom. These continued throughout the current fiscal year and inspections of both buildings were deferred.

Parish House Building

At the beginning of the year, focus shifted to reviewing the committee's previous analysis to determine needed maintenance, repair and potential expansion of usable space in the building. Previous assessments were supplemented by new appraisals of the condition of the building, its energy efficiency and potential for improvement. Several meetings were conducted culminating with a report prioritizing the stabilization and repair of the building. The first stage focused on the "envelope" of the building, the second on the heating system and energy efficiency improvements and the third stage on expansion of usable space. The estimated cost of the three stages were \$432,800, \$360,200 and \$564,000 respectively and total \$1,469,800.

Subsequently, another offer was extended to Old Ship to purchase the property and to build a new PH next to the meeting house. As a result of this process continuing during the year, the stabilization of the building envelope including repair and painting of external woodwork, windows, frames and roof membrane was put on hold and the committee's efforts reverted to initiating only emergency repairs to maintain the building during the sale negotiation process. This included repair of the heating system early in 2021 by a new contractor.

Future Building on Meeting House Property

You are directed to other sections of this annual report for the status of the proposed sale of current parish house property and the building of a new parish house.

We wish to acknowledge the passing in January of 2021 of long-time Committee member Richard Murphy. Dick provided not only advice and guidance but many hours of hands-on electrical work on both the meeting house and Parish House. And we acknowledge the passing in May of this year of long-time Committee member Chuck Malme, who offered his engineering expertise and skills unstintingly for decades.

Submitted by Rick Mattila, Chairman Building and Grounds Committee

Members of the Building and Grounds Committee:

Rob Baynes, Stan Benulis, Peter Lochtefeld, Chuck Malme, Brian McPhillips,
Julia Parker, Sharon Prehn, Carol Valentine, Tom Willson, Diane Morrison (Board liaison).

Additional assistance during the year provided by other members and friends as well as professionals from outside the community including Diane Jordan, Fan Leonard, John Leonard, Rubin Marquez.

Memorial Garden

Annual Report April 2021

Committee Members:

Carol Valentine, Chair and Head Gardener
Lorraine Varney Riggs, Secretary and Family Liaison
Charlotte Champagne, Treasurer and Records Keeper
Diane Willson, Historian
Diane Morrison, Board Liaison
Marty Saunders, Master Gardener and Historian

The Memorial Garden serves as the repository for ashes (cremains) and to memorialize family members interred in the garden or elsewhere. The garden is available only to Old Ship Church members, friends and their families. Maintenance of the Memorial Garden is financially supported with tax deductible contributions and memorial donations. Contributors may have their names engraved on the granite walkway for the cost of the engraving, which is done at one scheduled time each fall.

The account balance of the Memorial Garden fund was \$13,154.15 as of June 30, 2020. Engraving costs this year totaled \$3,301. A total of \$1,650 was donated for maintenance of the garden by members and friends of Old Ship. The balance of the Memorial Garden fund as of April 6, 2021 totaled \$15,067.15.

The committee's accomplishments were limited due to the pandemic. During last year we:

- Counseled and provided information about the garden via phone and literature.
- Had engravings completed for ten people and one date of death added to an original engraving on the walkway.
- Updated the master spreadsheet for all persons connected with the garden and/or have their names engraved on the walkway.

Maintaining the garden is largely dependent on volunteers. Unfortunately, there were no opportunities to physically gather together to tend the gardens, benches and walkway during the 2020-2021 church year. Individuals tended the gardens as they were able. Committee members attended virtual meetings to help plan access between the Meeting House and the proposed new Parish House, which will pass near the Memorial Garden. We hope to have more volunteers join us during the coming months to weed, water, augment the soil and add additional plantings to the garden. The fountain was filled, periodically cleaned and winterized in 2020.

We are grateful for the services sexton Mark Curran provides including grass cutting and raking leaves around the Memorial Garden site. John Leonard maintains the memorial fountain each year.

Respectfully submitted,
Carol Valentine

Trustees of Invested Funds

Overview of Accounts

The Old Ship invested funds consists of two segregated endowments as outlined below:

1. The General Endowment (“The Growth and Income Fund”) valued at \$1,464,015 as of 12/31/2020, is managed for both growth and income. There is a small portion of this fund which belongs to the Deacons (5.2%) and is managed as a convenience for this organization. Yearly distributions have been taken by the Parish to supplement the annual budget and are limited to 4% of Assets by Parish bylaw. The General Endowment had an estimated return of 20% in 2020.
2. Building and Social Outreach Income Fund (“The Income Fund”) valued at \$113,260 as of 12/31/2020 is designed to provide income to the Parish to be used specifically for social outreach programs (70% allocation) and building maintenance (30% allocation). This fund had historically been managed for income production though due to historically low interest rates this has changed somewhat in recent years and as of year-end had 27.7% of its assets invested in equities. Distributions have been determined by the board to accommodate for this change. The Building and Social Outreach Income Fund had a return of 6.7% in 2020.

Please see the table below for a performance and distribution summary.

Trustees of Invested Funds Endowment Summary - 2020

Performance Summary		Disbursements Summary (to be paid in 2021)	
Growth and Income Fund (12/31/2019)	\$ 1,273,826	Endowment value as of 12/31/2020	\$ 1,464,015
Distributions and fees paid in 2020	\$ 52,973	Distribution percent	4.0%
Less distributions and fees paid in 2020	\$ 1,220,853	Distribution Amount	\$ 58,561
Growth and Income Fund (12/31/2020)	\$ 1,464,015	Operations	\$ 55,515
Total return (int/div+change in market)\$ =	\$ 243,162	Deacons (5.2%)	\$ 3,045
total return percent =	19.9%		
Income Fund (12/31/2019)	\$ 107,498	Income Fund Annual Distribution (override)	\$ 4,530
Distributions and fees paid in 2020	\$ 1,455	Social Outreach 70%	\$ 3,171
Less distributions and fees paid in 2020	\$ 106,043	Building 30%	\$ 1,359
Income Fund (12/31/2020)	\$ 113,260		
Total return (int/div+change in market)\$ =	\$ 7,217	(1) Social Outreach held back last year	\$ 3,010
total return percent =	6.7%	Total Social Outreach	\$ 6,181

(1) Last year's Social Outreach portion of \$3,010 was not disbursed and so will be included in the 2021 distribution.

Update on Activities

The investment manager for both funds is F.L. Putnam and they continue to earn our confidence in their overall financial performance and service.

2020 was a very strong year for investment returns with the combined accounts generating a net return of 18.9%. This is quite remarkable considering equities were down over 30% from peak to trough in March 2020 due to issues related to COVID 19.

The funds are managed in a socially responsible manner. We avoid sectors related to pornography, military, gambling, tobacco, fossil fuels, companies with poor human rights practices, poor environmental practices, and/or non-compliant animal testing. The entire investment strategy is also analyzed and scored for Environmental, Social, and Governance Factors (“ESG”).

The TIF Board recommends merging the Income Fund into the General Endowment and making future distributions to the Building and Social Outreach equal to 4% of assets, consistent in approach to that of the General Endowment.

Composition of Trustees

The following are the 2020-2021 members of the Trustees of Invested Funds. Maggie Merrill (outgoing chair), Janice McPhillips, Dennis Hogan, and Mike Dwyer.

A Note on COVID-19

Because of the pandemic, some committees were not active during the 2020-2021 program year. These groups include Friends of the Old Ship Meeting House, the Finance Committee, Coffeehouse Off the Square, and the Social Outreach Committee. Please refer to previous years' reports for information about these committees.

Budget

	ACT 2017	ACT 2018	ACT 2019	BGT 2020	ACT 2020	BGT 2021	YTD/YE	2022		
INCOME										
Regular income										
4001	Pledge Income - Prior Years	\$21,577	\$4,213	\$1,495	\$4,000	\$5,570	\$4,000	\$1,805	\$4,000	
4002	Plate - Outreach Offering	\$10,714	\$10,513	\$11,548	\$10,000	\$9,279	\$4,000	\$14,572	\$9,000	
4003	Pledge Income - Current Year	\$257,447	\$241,058	\$251,573	\$245,000	\$232,388	\$264,000	\$255,000	\$275,000	
4004	Plate - Regular Contribution	\$9,985	\$12,414	\$11,721	\$12,000	\$11,918	\$4,500	\$6,042	\$7,500	
4006	Donations - Unrestricted	\$7,453	\$11,673	\$25,569	\$8,000	\$80,557	\$8,000	\$31,770	\$8,000	
4007	Donations - Restricted	\$0	\$1,393	\$0	\$1,500		\$1,500		\$1,500	
4025	Distribution from Invested Funds	\$49,235	\$44,170	\$48,303	\$41,000	\$48,303	\$48,300	\$50,000	\$48,300	
4026	Dist fm Invested Funds - Deacons	\$2,152	\$2,423	\$2,650	\$2,200	\$2,650	\$2,650		\$2,650	
	Dist fm Saniter Trust - Soc. Just/CoA	\$0	\$0	\$5,950	\$0	\$0	\$3,010		\$3,010	
	Dist fm Saniter Trust - Buildings	\$0	\$1,350	\$1,200	\$1,200	\$1,290	\$1,290		\$1,290	
4027	Misc Income Restricted	\$4,702	\$3,879	\$280	\$1,000	\$50,852	\$0		\$0	
4028	Life Long Learning Contributions	\$4,275	\$4,521	\$4,012	\$4,000	\$2,600	\$1,000	\$2,348	\$250	
4030	Interest Income	\$31	\$23	\$105	\$100	\$36	\$50		\$50	
	Regular income Total	\$367,571	\$337,630	\$364,406	\$330,000	\$445,443	\$342,300	\$361,537	\$360,550	
Committees, Programs & Fundraisers										
4110	Committee Income									
4213	Fundraiser-Merrie Market	\$14,792	\$16,736	\$16,796	\$16,000	\$15,517	\$6,000	\$3,880	\$10,000	
4215	Fundraiser-May Breakfast	\$3,575	\$4,151	\$6,588	\$4,000	\$0	\$4,000	\$500	\$4,000	
4216	Fundraisers- Additional		\$0	\$0	\$2,000	\$0	\$0	\$1,780	\$1,000	
4310	Programs - All Church Retreat			\$2,234	\$2,000	\$0	\$0		\$0	
4320	Programs - MH Forum			\$0	\$300	\$0	\$0		\$0	
	Programs & Fundraisers Total	\$18,368	\$20,887	\$25,618	\$24,300	\$15,517	\$10,000	\$6,160	\$15,000	
Facility rentals										
4008	Facility Rental - Church	\$3,900	\$600	\$1,250	\$1,500	\$675	\$500	\$50	\$1,000	
4009	Facility Rental - Parish House	\$24,250	\$22,289	\$19,099	\$23,000	\$23,046	\$23,000	\$23,000	\$4,000	
	Facility rentals Total	\$28,150	\$22,889	\$20,349	\$24,500	\$23,721	\$23,500	\$23,050	\$5,000	
	TOTAL INCOME	\$414,089	\$381,406	\$410,373	\$378,800	\$484,681	\$375,800	\$390,747	\$380,550	
EXPENDITURES										
Ministry										
	Minister Personnel									
5010	Minister - Salary	\$62,037	\$62,037	\$63,898	\$63,898	\$63,898	\$65,815	\$65,815	\$68,448	4%
5020	Minister - Housing Allowance	\$30,000	\$30,000	\$30,000	\$30,900	\$30,000	\$30,900	\$30,900	\$30,900	
5030	Minister - Health Insurance	\$17,000	\$18,295	\$10,949	\$12,000	\$5,995	\$12,000	\$12,000	\$12,000	
5050	Minister - Retirement Contributions	\$10,583	\$9,701	\$10,834	\$11,376	\$11,376	\$11,717	\$11,717	\$12,100	
5060	Minister - Professional Expense	\$2,732	\$2,132	\$1,680	\$3,000	\$2,721	\$3,000	\$3,000	\$3,000	
	Minister Personnel Total	\$122,352	\$122,165	\$117,361	\$121,174	\$113,990	\$123,432	\$123,432	\$126,448	
	Minister General									
5070	Ministerial Intern		\$17,020	\$108	\$0		\$0		\$0	
5137	Guest Ministers		\$0	\$275	\$0	\$250	\$0		\$0	
	Minister General Total	\$0	\$17,020	\$383	\$0	\$250	\$0	\$0	\$0	
	Minister Expense Total	\$122,352	\$139,185	\$117,744	\$121,174	\$114,240	\$123,432	\$123,432	\$126,448	
Religious Education										
	RE Personnel									
5500	R.E. - Director	\$41,892	\$42,146	\$43,411	\$43,410	\$43,411	\$24,000	\$24,000	\$24,960	4%
5501	R.E. - Professional Expense	\$326	\$452	\$75	\$100	\$0	\$800	\$800	\$800	
5502	R.E. - Retirement Contributions	\$4,744	\$4,349	\$5,279	\$5,209	\$5,209	\$0	\$5,700	\$5,800	
5506	R.E. - Director Health Insurance	\$13,499	\$13,952	\$12,940	\$14,900	\$15,383	\$5,200	\$6,016	\$6,100	
5922	R.E. - Director Payroll Taxes	\$2,991	\$2,991	\$2,990	\$3,433	\$3,087	\$3,000	\$3,200	\$3,300	
	RE Personnel Total	\$63,453	\$63,890	\$64,695	\$67,052	\$67,090	\$33,000	\$39,716	\$40,960	
	RE General									
5504	R.E. - Events	\$121	\$204	\$732	\$500	\$1	\$500		\$500	
5510	R.E. - Childcare	\$1,633	\$2,419	\$2,267	\$2,300	\$1,425	\$0		\$2,000	
5520	R.E. - Curriculum	\$330	\$768	\$633	\$800	\$785	\$800		\$500	
5530	R.E. - Supplies	\$264	\$415	\$171	\$300	\$99	\$300	\$300	\$150	
5531	R.E. - Snacks	\$158	\$0	\$78	\$175	\$0	\$0		\$100	
5540	R.E. - Miscellaneous	\$1,901	\$5,001	\$134	\$150	\$427	\$150		\$150	
5550	R.E. - Training	\$400	\$0	\$0	\$450	\$0	\$450		\$300	
5560	R.E. - Special Program		\$0	\$0	\$0	\$0	\$0		\$0	
5580	R.E. - Youth Group	\$225	\$196	\$89	\$200	\$255	\$200		\$200	
5590	R.E. - Coming of Age	\$195	\$0	\$1,657	\$0	\$328	\$0		\$350	
5591	R.E. - Our Whole Life		\$252	\$0	\$500		\$0	\$180	\$0	
	RE General Total	\$5,225	\$9,255	\$5,761	\$5,375	\$3,320	\$2,400	\$480	\$4,250	
	Religious Education Expense Total	\$68,678	\$73,145	\$70,456	\$72,427	\$70,410	\$35,400	\$40,196	\$45,210	
Music										
	Music Personnel									
5200	Music - Director	\$18,611	\$8,510	\$22,696	\$22,660	\$19,291	\$25,000	\$25,000	\$26,000	
5206	Music - Director Health Insurance	\$0	\$0	\$3,600	\$3,600	\$300	\$0		\$0	
5270	Music - Professional Development	\$525	\$222	\$222	\$646	\$165	\$646		\$600	

5923	Music - Director Payroll Taxes	\$0	\$0	\$2,072	\$1,821	\$1,338	\$1,821	\$1,920	\$2,000
5220	Music - Choir	\$8,925	\$10,875	\$11,675	\$12,300	\$8,525	\$12,300	\$12,000	\$12,300
5240	Music - Other Musicians	\$1,175	\$1,100	\$1,350	\$1,384	\$750	\$0		\$0
Music Personnel Total		\$29,236	\$20,707	\$41,615	\$42,411	\$30,369	\$39,767	\$38,920	\$40,900
Music General									
5210	Music - Supplies	\$354	\$24	\$275	\$441	-\$13	\$440		\$440
5250	Music - Extra Music	\$133	\$74	\$0	\$103		\$100		\$100
5260	Music - Miscellaneous	\$475	\$2,135	\$2,047	\$1,800	\$897	\$1,800	\$1,800	\$1,800
Music General Total		\$962	\$2,233	\$2,322	\$2,344	\$884	\$2,340	\$1,800	\$2,300
Music Expense Total		\$30,198	\$22,940	\$43,937	\$44,755	\$31,253	\$42,107	\$40,720	\$43,200
Office and Administration									
Office Personnel									
5300	Office - Parish Assistant	\$28,341	\$28,745	\$29,607	\$29,607	\$22,205	\$30,000	\$20,000	\$20,800
5301	Office - PA Health Insurance	\$8,243	\$8,143	\$10,154	\$9,000	\$8,965	\$8,000		\$0
5302	Office - PA Retirement Contributions	\$3,204	\$2,936	\$3,738	\$3,553	\$2,665	\$3,553		\$0
5924	Office - PA Payroll Taxes	\$1,829	\$1,829	\$1,895	\$2,104	\$1,421	\$2,104		\$0
Admin Personnel Total		\$41,617	\$41,653	\$45,394	\$44,264	\$35,256	\$43,657	\$20,000	\$20,800
5350	Office - Bookkeeper	\$6,965	\$8,668	\$5,300	\$7,000	\$6,000	\$7,500	\$7,500	\$7,500
Bookkeeper Total		\$6,965	\$8,668	\$5,300	\$7,000	\$6,000	\$7,500	\$7,500	\$7,500
Administration Personnel Total		\$48,582	\$50,321	\$50,694	\$51,264	\$41,256	\$51,157	\$27,500	\$28,300
Administration General									
5310	Office - Supplies	\$4,404	\$3,922	\$2,343	\$3,000	\$1,824	\$500	\$1,200	\$1,500
5320	Office - Postage	\$909	\$759	\$1,150	\$1,000	\$443	\$1,000	\$1,000	\$1,000
5330	Office - Miscellaneous	\$46	\$185	\$213	\$500	\$986	\$500	\$500	\$500
5340	Office - Machines	\$3,664	\$3,233	\$3,100	\$3,400	\$2,973	\$3,400	\$3,400	\$3,400
5360	Office - Technology	\$3,164	\$3,686	\$2,765	\$3,200	\$5,704	\$3,200	\$3,200	\$3,200
5425	Telephone	\$3,076	\$3,895	\$3,748	\$4,080	\$4,100	\$4,080	\$4,700	\$4,900
5660	Bank Service Charges	\$806	\$1,012	\$2,050	\$2,000	\$2,779	\$2,000	\$4,475	\$4,500
Administration General Total		\$16,069	\$16,692	\$15,369	\$17,180	\$18,809	\$14,680	\$18,475	\$19,000
Office and Administration Expense Total		\$64,651	\$67,013	\$66,063	\$68,444	\$60,065	\$65,837	\$45,975	\$47,300
Buildings and Grounds									
Building Personnel									
5453	Sexton - Rentals	\$50	\$0	\$150	\$150	\$275	\$150	\$0	\$150
5454	Sexton - Salary	\$22,428	\$22,427	\$23,100	\$23,100	\$23,100	\$23,793	\$23,793	\$24,775
5456	Sexton - Vacation Coverage	\$1,354	\$451	\$951	\$1,395	\$444	\$1,200	\$1,200	\$1,200
5926	Sexton - Payroll Taxes	\$1,716	\$1,716	\$1,767	\$1,829	\$1,767	\$1,884	\$1,884	\$1,950
Building Personnel Total		\$25,548	\$24,594	\$25,968	\$26,474	\$25,586	\$27,027	\$26,877	\$28,075
Maintenance									
5440	Maintenance - Meeting House	\$5,154	\$2,399	\$2,612	\$4,000	\$4,867	\$4,000	\$4,000	\$20,000
5445	Maintenance - Parish House	\$5,712	\$3,854	\$4,442	\$6,000	\$3,069	\$5,000	\$5,000	\$5,000
5460	Building - Grounds	\$606	\$800	\$58	\$1,000	\$38,302	\$1,000	\$1,000	\$1,000
5781	Interest Expense - Loan Repayment		\$0	\$0	\$0	\$0	\$0	\$0	\$0
Maintenance Total		\$11,472	\$7,053	\$7,112	\$11,000	\$46,238	\$10,000	\$10,000	\$26,000
Utilities									
5410	Electricity	\$3,883	\$4,111	\$4,424	\$4,200	\$4,233	\$4,600	\$3,500	\$4,600
5420	Gas	\$4,998	\$9,662	\$13,327	\$13,000	\$13,330	\$15,000	\$11,000	\$12,000
5430	Water & Sewer	\$2,307	\$4,753	\$6,586	\$3,000	\$3,229	\$3,000	\$1,200	\$3,000
Utilities Total		\$11,189	\$18,526	\$24,337	\$20,200	\$20,792	\$22,600	\$15,700	\$19,600
Building General									
5103	Insurance - Building	\$14,702	\$16,361	\$14,973	\$15,000	\$17,081	\$15,000	\$15,000	\$15,000
5446	Maintenance - Trash Pick-up	\$1,225	\$1,230	\$1,422	\$1,500	\$1,709	\$1,500	\$1,100	\$1,500
5450	Snow Removal	\$4,250	\$5,760	\$2,135	\$5,000	\$3,000	\$5,000	\$950	\$5,000
5455	Building - Supplies	\$2,182	\$2,435	\$2,818	\$2,800	\$4,308	\$1,500	\$1,500	\$2,000
Building General Total		\$22,360	\$25,786	\$21,348	\$24,300	\$26,098	\$23,000	\$18,550	\$23,500
Buildings and Grounds Expense Total		\$70,568	\$75,959	\$78,765	\$81,974	\$118,714	\$82,627	\$71,127	\$97,175
Committees and Programs									
Committees and Programs Personnel									
5110	Membership Coord - Salary	\$9,304	\$9,305	\$3,993	\$0				
5110	Membership Coord - Payroll Taxes	\$712	\$712	\$306	\$0				
Membership Coord Personnel Total		\$10,016	\$10,017	\$4,299	\$0				
Committees and Programs General									
5102	Insurance - Workman's Comp	\$0		\$2,220	\$2,500	\$2,500	\$2,500	\$2,406	\$2,500
5110	Committee - Membership	\$0		\$46	\$500	\$144	\$250		\$250
5111	Committee - Welcoming Congreg	\$50	\$46		\$100	\$0	\$100		\$100
5112	Committee - Green Sanctuary	\$0	\$0		\$500	\$0	\$100		\$100
5120	Committee - Hospitality	\$936	\$1,040	\$1,650	\$1,500	\$153	\$100		\$100
5121	Committee - Social Justice	\$0	\$0	\$610	\$500	\$4,340	\$500		\$500
5122	Committee - Kitchen	\$0	\$0		\$0		\$0		\$0
5130	Committee - Finance & Canvass	\$0	\$0		\$0		\$250	\$125	\$250
5135	Committee - Long Range Plan	\$0	\$0		\$0		\$0		\$0
5138	Committee - Volunteer Coordinator	\$0	\$0		\$0		\$0		\$0
5141	Board of Trustees	\$0	\$0		\$100	\$3,639	\$100	\$142	\$100

5190	Other Expenses	\$4	\$13		\$0		\$0		\$0
5792	Invest Funds Exp - Deacons	\$2,152		\$2,423	\$2,236	\$2,216	\$2,236	\$2,650	\$2,650
	Invest Funds Exp - Saniter Social Just	\$2,240	\$0	\$5,950	\$0	\$0	\$0		\$3,010
5920	Payroll Taxes	\$0	\$2,489		\$30		\$0		\$0
6310	Programs - All Church Retreat			\$3,560	\$2,000	\$0	\$0		\$0
6413	Fundraiser - Merrie Market			\$1,303	\$1,200	\$1,209	\$1,000	\$881	\$1,000
6415	Fundraiser - May Breakfast			\$507			\$800		\$800
	Committees General Total	\$5,382	\$3,588	\$18,269	\$11,966	\$14,201	\$7,936	\$6,204	\$11,360
	Committees and Programs Expense Total	\$15,398	\$13,605	\$22,568	\$11,966	\$14,201	\$7,936	\$6,204	\$11,360
	Outside Contributions								
5710	Contns - UUA	\$4,000	\$0	\$5,000	\$4,000	\$4,000	\$5,000	\$5,000	\$12,000
5730	Contns - UUSC	\$0	\$0	\$905	\$900	\$1,829	\$900	\$2,316	\$2,500
5740	Contns- Plate Outreach Offering	\$0	\$8,836	\$10,643	\$10,000	\$7,449	\$4,000	\$9,620	\$6,500
5750	Contns - Other	\$9,965	\$1,180		\$0		\$0		\$0
	Outside Contributions Total	\$13,965	\$10,016	\$16,548	\$14,900	\$13,278	\$9,900	\$16,936	\$21,000
	TOTAL EXPENDITURES	\$385,811	\$401,863	\$416,081	\$415,640	\$422,161	\$367,239	\$344,590	\$391,693
	TOTAL INCOME	\$414,089	\$381,406	\$410,373	\$378,800	\$484,681	\$375,800	\$390,747	\$380,550
	Deficit/Surplus	\$28,278	-\$20,457	-\$5,708	-\$36,840	\$62,520	\$8,561	\$46,157	-\$11,143

Appendix A: Minutes of the Annual Meeting, June 14, 2020

First Parish in Hingham, Old Ship Church Annual Meeting June 14, 2020

In Attendance: President Janet Asnes, Vice-President Virginia Perelson, Treasurer Nina Wellford, Clerk Joan Wilson, Trustees Maureen Butler, Piper Carrillo, Diane Jordan, Dana Kintigh, Brian McPhillips, Christopher Sullivan; The Reverend Ken Read-Brown; Director of Religious Education Beverly Tricco; Director of Music Christopher Nickerson-Mann; 74 church members.

Due to the COVID-19 pandemic, the annual meeting was held via **Zoom** this year. President Asnes called the meeting to order at 12:15. Ken Read-Brown offered words of welcome.

Article 1: The minutes of the Annual Meeting of May 19, 2019 were approved.

Article 2: The minutes of the Special Parish Meeting regarding the parish house, held on October 27, 2019, were approved.

Article 3: Report of the President of the Board of Trustees

President Janet reviewed the highlights of her second year as our president. Her complete report is presented in the annual report. She drew attention to some of the challenges and highlights of the year, including the Next Steps Weekend, the coronavirus pandemic, and ongoing discussion about the parish house. She closed by thanking Beverly for her service as our DRE.

Article 4: Report of the Minister

Ken began by thanking Beverly Tricco for her extraordinary dedication and for all the lives she's changed and improved with her dedication and creativity. Ken highlighted the challenges and strengths that we have and noted how the pandemic has shown that we are a community, more than a building. He believes our community will carry us through whatever we face as we strive to make the world a better place and rise to the challenges of our time. Ken closed by emphasizing how good it was to see our faces - even on Zoom. His complete report for the year can be found in the annual report.

Article 5: Report of the Director of Religious Education

Beverly began by emphasizing how the pandemic had made this such an unusual year and how extremely different it has been to have no one but staff around since March. These times called for true innovation and were a learning experience. Her complete report is included in the annual report. Beverly closed by thanking the assembled group and sharing how much her years as a DRE have meant to her and have changed her for the better.

Article 6: Report of the Director of Music

Christopher referred to his published report. He thanked us for our warm welcome that made him feel very much at home from the start. He looks forward to getting back to being able to meet in person with the choir and the soloists.

Article 7: Report of the Nominating Committee

Keely Jordan read the slate of nominees. It was moved, seconded, and voted that we accept the slate as written.

Article 8: Report of the Treasurer

Nina requested we read her complete report as published. She noted that our financial health was aided by the bequest from Sherry Penney Livingston and the PPP loan that we were granted due to the pandemic.

Article 9: Report of the Trustees of Invested Funds

Dennis Hogan spoke on behalf of the committee. He noted that the endowment had a strong 2019, growing by 24%, and that it is currently down by 4% due to the economy.

Article 10: Proposed Budget for 2020-2021

Nina led us through the proposed budget and highlighted the differences in revenue and expenses between a year of in person worship versus a year of virtual worship. We once again have a deficit budget. We needed a pledge income of \$245,000, and we are now at \$226,000 collected for this year's pledges. The entire detailed budget can be seen in the annual report.

There were comments from the floor expressing concern about a deficit budget. It was proposed that we balance the budget by reducing the budgeted funds for the parish house. It was then suggested that we also schedule a stand-alone meeting to address parish house finances. Both were discussed, then moved to motion, seconded and voted.

The motion to reduce the budget item for parish house maintenance from \$40,000 to \$5000 and also schedule a stand-alone meeting to focus on parish house finances passed by a vote of 33 to 25. After the change to the parish house line item, it was moved, seconded and voted by 43 to 16 that we accept the amended budget.

Article 11: Authorization to Borrow

It was moved to authorize the treasurer to borrow money, if necessary, in anticipation of receipts. Duly seconded and approved.

Article 12: Other Committee Reports

Rick Mattila spoke on behalf of the Building and Grounds Committee. He highlighted the work that has been done on the steeple railing and the installation of a handrail in the meeting house as well as improvement to the grounds. He thanked the many volunteers who work on this. He noted that we must have Historical Commission approval to build by the Meeting House.

Brian McPhillips, trustee and board liaison to the Building and Grounds committee, reported on the current unsolicited interest from a developer for the 107 Main St. property. The board of trustees has unanimously approved a working group to gather information on this potential project. All costs incurred during the 90 day exploration will be paid for by the interested party. The board will report back to the parish at the end of the information gathering period. If an offer results, it will be presented to the congregation for a vote.

Davalene Cooper reported for the Social Justice Committee and the Coffee House Committee. The Coffee House on the Square had a successful year especially in light of the fact that it was a partial year. \$2,100 was donated to the UUSC.

Sharon Prehn and Ivy Butterworth spoke on behalf of the Nurturing Community Council. It was noted that the pandemic caused a cessation of most of their activities. They publicly welcomed all new members from the preceding year.

Kate Doyle reported on behalf of Religious Education and shared details for Sunday's celebration of Beverly on the occasion of her retirement.

The annual meeting was adjourned at 3:22.

Appendix B: Minutes of the Special Parish Meeting, October 13, 2020

Old Ship All Parish Meeting via Zoom

October 13, 2020

Meeting start time 6:42pm

Attendance: 108 Voting Members present online through Zoom

Chalice lighting by Ken and a reading; community, truth, freedom, conscience, love, all that it represents to be together with love for one another.

WARRANT ARTICLE 1: Will the Parish authorize the Board of Trustees to engage in negotiations for a purchase and sale agreement with Atlantic Development for the sale of 107 Main Street, “the Parish House”, with the intention of using the proceeds to construct a new Parish House to be located next to the Meeting House at 90 Main Street?

SUMMARY FOR ARTICLE 1: The Board requests permission from the congregation in order to negotiate the purchase and sale. To pass, it requires a simple majority vote of the voting members present.

Should it pass, the Board will call an additional Special Parish meeting to share, discuss and call on a vote authorizing the Board to sign the purchase and sale. That vote will require a two-thirds ($\frac{2}{3}$) majority vote of voting members present to pass

A “Yes” vote authorizes the Board of Trustees to negotiate the terms of a purchase and sale agreement with Atlantic Development. This would be done in consultation with our legal counsel. By voting yes on this article, the congregation is allowing the Board to enter into negotiations but not authorizing them to sign a purchase and sale agreement. Once the Board has completed the negotiations, an additional Parish vote will be held on whether or not to accept the terms of the purchase and sale agreement.

A “No” vote does not authorize the Board of Trustees to negotiate the terms of a purchase and sale agreement with Atlantic Development.

Presentation was given about the two options:

1. A summary of the steps taken, and information learned about repairing the Parish House, including assessments done by Buildings and Grounds with estimates from contractors, the potential timeline in three stages, and the need for a General Contractor. The estimated cost to repair and renovate the existing Parish House is \$1,469,800. Financing would come from sale of land to the Affordable Housing Trust (Article 2), a generous greening donation, plus a capital campaign from parishioners. Details have been thoroughly shared with parishioners.
2. General terms of the proposal from Atlantic Development to purchase the property at 107 Main Street for enough funds to enable us to build a new Parish House next to the Meeting House, including phasing of both projects, possible uses for 107 Main, financing through the sale plus

additional money from sale of a portion of the land to the Affordable Housing Trust. A capital campaign may or may not be needed.

Questions, comments and concerns were raised, and a lengthy discussion was had about the pros and cons of both options.

Motion to Call the Vote. In show of hands, motion to vote passes by majority.

Vote on Article 1: Done by verbal roll call. Yes – 98; No – 9; Abstention – 1.

Article 1 passes with a simple majority vote.

WARRANT ARTICLE 2: Will the Parish authorize the Board of Trustees to engage in negotiations for a purchase and sale agreement with the Affordable Housing Trust for the sale of a portion of the land at 107 Main Street, to allow them to expand the Lincoln School Apartments.

SUMMARY FOR ARTICLE 2: For several years the Affordable Housing Trust has been interested in buying a portion of our property at 107 Main Street in order to expand the Lincoln School Apartments. The Lincoln School Apartments is an affordable housing development for seniors. Supporting affordable housing in Hingham is in line with our Unitarian Universalist values. As a congregation we have had informal conversations about this for a few years.

The Board requests permission from the congregation in order to negotiate the purchase and sale. It requires a simple majority vote of members present, to pass. Should it pass, the Board will call an additional Special Parish meeting to share, discuss and call on a vote authorizing the Board to sign the purchase and sale. That vote will require a two-thirds ($\frac{2}{3}$) majority of voting members present, to pass.

A “Yes” vote authorizes the Board of Trustees to negotiate the terms of a purchase and sale agreement with the Affordable Housing Trust. This would be done in consultation with our legal counsel. By voting yes on this article, the congregation is allowing the Board to enter into negotiations but not authorizing them to sign a purchase and sale agreement. Once the Board has completed the negotiations, an additional Parish vote will be held on whether or not to accept the terms of the purchase and sale agreement.

A “No” vote does not authorize the Board of Trustees to negotiate or sign a purchase and sale agreement with the Affordable Housing Trust, at this time.

A Presentation was given summarizing the Affordable Housing Trust’s need for up to .5 acre of land, a potential sale price, and how that would impact financing for either plan for the Parish House.

Questions, comments, and concerns were raised and discussed. It was stressed that this vote is independent of the previous vote, and that sale of land to the Affordable Housing Trust fits with the mission of Old Ship Church, no matter what we do with the rest of the property.

All questions having been answered, moved to vote, seconded.

**Vote on Warrant Article 2: Done by verbal roll call. Yes – 103; No – 2.
Article 2 passes with a simple majority vote.**

Ken closed with a reading and thanks for a good debate, everyone thinking carefully, and an overwhelming consensus.

Meeting adjourned at 9:19pm.

Appendix C: Minutes of the Special Parish Meeting, November 17, 2020

**Old Ship All Parish Meeting
November 17th, 2020 via Zoom**

Meeting start time 6:38pm

Opening reading and chalice lighting by Janet, thank you for being here. Ken addressed the parish, reminder to look at and see each other, and also had a chalice lighting.

Warrant Article 1: Will the Parish authorize the Board of Trustees to sign a purchase and sale agreement with Atlantic Development for the sale of 107 Main Street, “the Parish House”, with the intention of using the proceeds to construct a new Parish House to be located next to the Meeting House at 90 Main Street?

SUMMARY FOR ARTICLE 1: The Board requests permission from the congregation to sign a Purchase and Sale Agreement with Atlantic Development for the sale of the Parish House. To pass, it requires a two-thirds majority vote of the voting members present.

A “Yes” vote authorizes the Board to sign a purchase and sale agreement. The Parish voted on October 13th to allow the Board of Trustees, in consultation with their legal team, to negotiate a Purchase & Sale Agreement with Atlantic Development. The potential sale of a small portion of the land to the Affordable Housing Trust is being worked out on a parallel track. The Team will be ready to present details for a final vote of the Parish: to give the Board permission to sign the agreement with Atlantic Development.

A “No” vote does not authorize the Board to sign a purchase and sale agreement.

-Janet introduced the 5-member Parish House Management Team (PHMT) who then gave a group presentation of 3 main topics: New Parish House overview; Details of P&S and status; How the project is envisioned. Presentations were given via shared screens with detailed descriptions.

-All aspects of building a new Parish House within our needs, scope, and cost were explained, as well as projected timelines, decision-making processes, appearance and usage, now and future financials.

-Intensive negotiations between attorneys on both sides and developer have occurred, making sure our best interests are represented in the P&S.

-Will be asking Old Ship parishioners for help by joining committees for valuable input regarding various aspects of research to be done.

Questions, comments, and concerns were raised, lengthy discussions were had, with the PHMT addressing all.

Motion to Call the Vote. In show of hands, motion to vote passes by majority.

Vote on Article 1: Done by verbal roll call. Yes – 88; No – 7; Abstention – 2.
Article 1 passes with a simple majority vote.