

**First Parish, Old Ship Church
Unitarian Universalist
Hingham, Mass**

Annual Report 2019



**Protest posters made by Old Ship youth
at Migrant Justice in Vermont.**

Youth Group Service & Learning Trip, April 2019

Old Ship Church 2019 Annual Report

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**First Parish in Hingham Old Ship Church Annual Meeting
Sunday, May 19, 2019 at 11:30 a.m. in the Parish House**

To: Joan Wilson, 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 in the Parish House of said Parish at 107 Main Street, Hingham, on Sunday, the 19th of May, 2019, at 11:30 a.m. 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, May 20th, 2018.

Article 2: To hear the report of the President of the Board of Trustees and act on anything related thereto.

Article 3: To hear the report of the Minister and act on anything related thereto.

Article 4: To hear the report of the Director of Religious Education.

Article 5: To hear the report of the Director of Music.

Article 6: To hear the report of the Social Outreach Committee and act upon their recommendation for distribution of grant money.

Article 7: 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 8: To hear the report of the Treasurer and act on anything related thereto.

Article 9: To hear the report of the Trustees of Invested Funds.

Article 10: 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 2019-2020 proposed budget.

Article 11: Will the Parish authorize the Treasurer to borrow money, if necessary, in anticipation of receipts for the ensuing year?

Article 12: To hear the reports of all other Parish Committees and Councils and act on anything related thereto.

Article 13. Will the Parish approve the recommendations of the Social Outreach Committee regarding the allocation of income from the Social Outreach Endowment?

Common Cathedral - \$3,000

A Boston-based nonprofit that creates community for homeless men and women through common worship, encouragement of artistic expression and the provision of multi-service day centers.

Birthday Wishes - \$2,000

A Massachusetts-based nonprofit that facilitates birthday parties at shelters state-wide for children experiencing homelessness.

Mission Continues - \$1,000

A national nonprofit that matches veterans with community-based organizations in under-resourced communities- empowers veterans across the country to be leaders of social change, while gaining job readiness skills and expanding personal and professional networks.

Given under our hands this 6th day of May, two thousand nineteen.

President Janet Asnes, Vice President Virginia Perelson, Treasurer Nina Wellford Price, Clerk Joan Wilson. Trustees: Maureen Butler, Aurianne Fitz-Marquez, Dana Kintigh, Brian McPhillips, Diane Jordan, Chris Sullivan

Nominating Committee

NOMINATING COMMITTEE REPORT

(Ralph Brown, Sarah Hurley, Sharon Prehn, Susannah Thomas, Myrah West)

The Nominating Committee presents the following slate of candidates for the elected positions open for this year's Annual Meeting being held on May 19, 2019. The term of the elected positions begins on July 1, 2019. Positions to be voted on at annual meeting are in bold print. We thank all of those below who are willing to continue to serve in their positions for another year, as well as our new nominees.

Board of Trustees

Officers – One-year term, limited to three consecutive terms

President:	Janet Asnes	2nd term
Vice President:	Ginny Perelson	2nd term
Treasurer:	Nina Price	2nd term
Clerk:	Joan Wilson	3rd term

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

Diane Jordan	1st term, 2nd year
Chris Sullivan	2nd term, 2nd year
Brian McPhillips	1st term, 3rd year
Libby Hurley	1st term, 1st year (Youth Position)
Dana Kintigh	2nd term, 1st year
Maureen Butler	2nd term, 1st year

Trustees of Invested Funds: Five-year terms, limited to one term

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

Other Elected positions: One-year terms, limited to three consecutive terms

Collector:	Jeff Lee	2nd term
Assistant Collector:	Rick Butterworth	2nd term

Nominating Committee- One-year term, limited to three consecutive terms

Sarah Hurley	3rd term
Susannah Thomas	3rd term
Keely Jordan	1st term (Youth Position)
Rubin Marquez	1st term
Rich Elliott	1st term

Board of Trustees

Board members (and their liaison responsibilities):

Janet Asnes, President (Social Justice), Ginny Perelson, Vice President (Nurturing Council), Nina Wellford, Treasurer (Finance), Joan Wilson, Clerk (Fundraising Events), Maureen Butler (Religious Education), Aurianne Fitz-Maurice (Youth), Dana Kintigh, Brian McPhillips (Buildings & Grounds), Chris Sullivan (Worship & Music), Diane Jordan (Nurturing)

Most Board Members serve as a Liaison to a different ministry or major committee, usually in an area matching our personal interest or experience. This way, we keep the Board strongly connected to all the work of the church, and among us all, we represent the major facets of our church community. At our summer retreat we focused on each ministry while developing Goals for the year – and we took those goals to heart.

We began our year in July with a retreat that focused on taking a look at what we do well, where we can improve and where we see ourselves in the future. Music, intergenerational services, being welcoming, social justice work and our youth group were some of the areas we held up. Finding volunteers to teach and organize key roles and community outreach were areas that we recognized as needing improvement. We kept the same goals as last year with the added focus that all discussions and decisions should reflect Old Ship's mission.

To build and strengthen the Old Ship Community, by turning our challenges into opportunities, supporting multigenerational efforts and infusing more fun!

The Year at a Glance:

We have focused this year on improving our communication within our congregation and as a presence on social media. The newsletter, our website, facebook, twitter and youtube are just some of the ways we can share our mission and vision. This year we welcomed back bookkeeper Jennie McGirr and said goodbye to Membership Coordinator Erin Alix. Our Director of Religious Education Beverly Tricco and our Minister Ken Read-Brown each took a ten-week sabbatical. Recognizing the efforts our staff put toward supporting our mission and ensuring that we are fair employers are a priority for the Board. We will continue to look for ways to improve as employers.

Here is a brief overview of our monthly meetings this year.

September: Committee Chair Meeting at which representatives from each committee introduced themselves and talked briefly about their purposes and plans for the year. We welcomed back bookkeeper Jennie McGirr to Old Ship. Director of Religious Education Beverly Tricco began her 10 week sabbatical.

October: Approved the co-ownership, possession and arrangements for the Lincoln Chair to be brought back to Hingham from the Museum of Fine Arts. It is now on display at the Hingham Historical Society. At the request of Social Justice, the board supported an initiative to increase donations to the food pantry by encouraging all committees bring items to their monthly meetings. The roof of the parish hall was replaced.

November: Planning underway for the South Shore Friends of the Homeless holiday dinner, led by Elaine Gomez. Our Membership Coordinator, Erin Alix, resigned, prompting self-reflection on the Board and a commitment to review congregation policies and procedures regarding conflict resolution and congregant issues.

December: Recruiting additional members of the Personnel Committee and Annual Pledge Campaign underway. Preparation is underway for Minister Ken Read-Brown's upcoming sabbatical. Discussion continues on sale of Parish House.

January: The board wants to encourage more family activities and find ways to strengthen connections amongst all members. Support and attendance for the Faith in Action seminar sponsored by Social Justice. Plans underway for Dave Egan's ordination to be held at Old Ship in February.

February: Board participates in ordination of Dave Egan. Social media and membership are discussed, following workshop attended by Janet Asnes and Ivy Butterworth. The Building and Grounds Committee looked for guidance and suggestions surrounding emergency repairs/issues. Nurturing Community Council reports continued difficulty in finding volunteers for the Sunday Caring Tasks. Ken Read-Brown begins sabbatical.

March: Annual Pledge Campaign kicks off, led by board for 3rd year in a row. Voted to elect Eva Marx as our delegate to General Assembly this year. If no viable offers are made on the parish house by the end of this church year, the Board

voted to discontinue the sale. A committee was established to look at options for our property if it is not sold this year. Reports will be made at Annual Meeting.

April: Plans for the steeple repair are underway and it was determined that scaffolding would be needed both outside and inside the meetinghouse.

May: May Breakfast, the end of the Annual Pledge Campaign, preparing the budget for Annual Meeting and starting to plan for next year.

We faced two major challenges this year; selling the Parish House and presenting a balanced budget for congregational approval.

First Major Challenge: Selling the Parish House.

Three years ago, the congregation voted to give the Board permission to sell the Parish House in order to build a new, more efficient one connected to the Meeting House. As you will read in the Parish House Steering Committee report, we have been unable to do that. The offers we received were not sufficient enough for us to build what we need. The board voted in March that if no new offer came in by June, we would take the Parish House off of the market. As we go to press, there are no offers. The Board of Trustees will hold a parish wide meeting to discuss our options going forward. We will meet before the end of this church year, seeking the congregation's advice on how to best proceed.

The Board of Trustees wants to thank the Parish House Steering Committee for all of their creative efforts in trying to sell the Parish House, with special gratitude to Nina Wellford and Tom Willson for their extraordinary dedication to this project.

Second Major Challenge: Annual Pledge Campaign and Budget.

Our finances continue to be of concern. Over the past few years we have seen our pledges decline and we have presented a deficit budget at annual meeting. This is not a long-term strategy the Board supports. Our annual operating budget is lean. There is not a lot of room to make cuts without greatly impacting our staffing, and therefore our mission. We will look to the entire congregation for advice when we present the budget.

The three main ways to present a balanced budget are increasing pledge, increasing membership and more successful fundraising events. For the third year, the Board as a team managed the annual pledge campaign. Lead by Janet Asnes, Diane Jordan, Ginny Perelson and Nina Wellford, the theme of the campaign was "Reflections" reminding us all of the wonderful work that we do at Old Ship. We had a variety of Old Shippers and Board Members give testimonials on Sunday mornings and held 3 conversations to which we invited members to discuss their reflections on Old Ship. We kept our focus on 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.***

We held a spaghetti dinner and story slam to kick off our pledge campaign. It was a well-attended event and we hope to do it again. Our goal is to present a balanced and fair budget but despite everyone's best efforts, our pledge income is not enough to present a balanced budget. Our expenses are minimal for the programming that we want to maintain. Please help us figure out how to increase our overall revenue whether from pledge increases or any other sources!

Best practices call for the Annual Pledge Campaign to be run by a dedicated committee whose only focus is the campaign. The Board is looking for three to five members who will be willing to undertake this critical work on behalf of Old Ship.

As Unitarian Universalists and members of Old Ship, we have a mission and a vision that is needed in the world today. It is up to us to spread the word. As a board, we are committed to finding new ways to encourage visitors and increase membership. Part of that work involves an intentional online presence. This year we increased usage of social media with posts on Facebook and twitter. Over the next couple of months we will be adding video content to YouTube, as well.

We have two major fundraisers each year. Merrie Market and May Breakfast are well known traditions in town. In total, they bring in about \$20,000 annually. These events showcase how well we all work together and the days leading up to both of them have a celebratory atmosphere. The Board would like to see additional fundraisers added to our calendar with the hope to add more favorite traditions. The Board is looking for three to five members who will be willing to undertake this critical work on behalf of Old Ship.

As I reflect on my first year as president, what resonates most with me is this loving community of which I am grateful to be a part. We are a group of similar, but not always like-minded, individuals who have chosen to support one another in our spiritual journeys. We may come for worship, social justice, religious education or a sense of community. Maybe we come because our music is phenomenal. Whatever our reasons, we come together and we support one another. I am thankful to be a part of Old Ship and honored to be president I know that we have some challenges in front of us but as we come to the close of this church year, I am filled with hope for the prospects of our future.

Board Covenant: Inspired by the seven UU Principles and the Old Ship Covenant, we covenant to: • Act with progress in mind and with the best interests of Old Ship at heart • Voice our opinions while valuing and encouraging dissenting opinions • Maintain a sense of reverence and a sense of fun at meetings • Acknowledge issues of personal conflict related to Board business at Board meetings and seek to facilitate resolution • Assume the best possible motives on the part of all participants • Act in the spirit of love and in "right relationship" with everyone.

Respectfully submitted for the Board of Trustees, First Parish/Old Ship Church Hingham,

Janet Asnes
President

STAFF REPORTS

REPORT OF THE MINISTER

Rev. Kenneth Howard Read-Brown

On July 31 I will have been your minister for thirty-two years. As we enter the next year of our shared ministry, it is for me with continued deep gratitude for your support of me and of Old Ship. Thank you!

Following my practice of recent years, this report will be organized according to Old Ship's five ministries. Given that much of the work in each ministry follows similar patterns year to year, there will be repetition from past years (in case you begin to feel you've read parts of this report before....).

Nourishing the Spirit

Worship

The heart of our spiritual lives at Old Ship is Sunday morning worship and religious education. We gather to feed our spirits, reflect, replenish, and prepare to bring our shared values of kindness and service to our lives in the week to come.

When it comes to worship, though I am most often the leader and coordinator, as with just about everything at Old Ship, it is a shared ministry. Chris Hossfeld and the choir enhance our worship with extraordinary beauty. Beverly Tricco adds life to many services with her evocative well-told tales for all ages. And of course the variety of volunteer chalice lighters and readers further enrich our worship; which means we can also thank our Worship and Music Committee for organizing these volunteers.

Additionally, our Nurturing Community Council ensures that we have greeters and ushers for each service, offering the hospitality to old timers and newcomers alike that is a value at the heart of our community life. And our Flowers Committee adds stunning beauty for the eye each Sunday, along with the opportunity to remember or honor a dear one.

We have continued this year to offer monthly services for all ages, planned by me, Beverly, and Chris, sometimes with the additional assistance of various volunteers. We have noted that attendance of young families at these services is not high, but that those of whatever age who do attend have generally expressed enthusiastic appreciation.

Since our 2018 Annual Meeting worship has included our usual special services: Religious Growth and Learning Sunday, New Members Sunday, Flower Sunday, Homecoming Sunday, the Remembrance Service, Interfaith Community Thanksgiving service, Vespers services between Thanksgiving and Christmas, Christmas Eve, and Mostly Music Sunday. And once again Chris Hossfeld has coordinated additional Vespers services, including one led by our youth.

As I do annually, I exchanged pulpits this year in November with the minister of First Parish Cohasset, Rev. Bob McKetchnie, and in January with the minister at Second Parish in Hingham, Rev. Stephanie Shute Kelsch. In the fall, Rev. Dick Fewkes filled in for me on a Sunday I was away.

As you know, during my recent ten-week sabbatical, I arranged for a variety of worship leaders, including Chris and Beverly, our Deacons, Old Ship members Davalene Cooper and Diane Elliott, Karen Churchill, our Youth Group, and guests Rev. Mary Margaret Earl (UU Urban Ministry), Rev. Ann Fox, and speakers from Common Cathedral and from the International Institute of New England. With many thanks to our worship hosts Pat Bianco, Karen Churchill, and Pat Bianco.

Rites of Passage

Since my last annual report, I have officiated at seven child dedications and seven weddings.

During the same period I have also officiated at seventeen memorial services, funerals, or graveside ceremonies for members or friends of Old Ship. The services were in celebration of the lives of (listed chronologically by service date): Bernard Gregoire, Virginia Capo, William Zartman, Thomas Studley, Chrisanne Gregoire, Anita Franks, Douglas Rhines, Marguerite Farnsworth, Jennifer Nelson, William Bedard, Priscilla Huber Westcott, Everett Leonard, Joan Grant-Henderson, Harold Thomas, Renato Gatnik, John Gomez, and Kitty Happ Ayers.

Educating Minds and Hearts

Programs of religious growth and learning for all ages are another essential part of our Old Ship mission and ministry as a Unitarian Universalist religious community. The teaching and leading of groups that I personally do is a particularly rewarding part of my own ministry.

A complete description of this year's adult "Life Learning" programs can be found in that committee's report, including the classes that I've led or co-led this year and the two study groups I continue to lead twice a month. So I won't repeat all the details of our Life Learning programs here.

Additionally, we can all be most grateful indeed to Beverly Tricco, our director of religious education, and to the Religious Education Committee, Youth Committee, and many volunteer teachers and leaders, for ensuring that from the nursery through our Youth Group there are good, inspiring, and enjoyable programs to "educate mind and heart" of our young ones, and to encourage service, all in the spirit of our Unitarian Universalist tradition and values.

Nurturing Community

We continue as always to strive to deepen and broaden the connections within our Old Ship community. Organizationally this is primarily done through our Nurturing Community Council, and through our Pastoral Care Leadership Team, which I convene and meet with monthly (see that report elsewhere in these pages). More naturally and organically, we all share this ministry and can encourage one another to reach out to newcomers and to support one another as we grow together.

As you know, Erin Alix resigned last fall as our Membership Coordinator. We are very grateful for her five years of dedicated service to Old Ship, and we miss her warm hospitality and her outreach to newcomers. We can, however, also be grateful for the Nurturing Community Council for working hard to fill the gaps left in Erin's absence.

My pastoral ministry includes hospital, nursing home, and other visits, as well as formal and informal counseling as requested. My door, literal and metaphorical, is always open.

Serving Others

Our Social Justice Council has a detailed report in this Old Ship Annual Report, so I won't repeat what you will find there. We can be grateful for their leadership of this important, indeed vital, shared ministry.

This year, the Social Justice Council has continued to lead us guided by the general focusing theme of meeting the needs of vulnerable populations. This focus includes our continuing ministries of serving meals at Father Bill's, advocacy in relation to climate change led by our Green Sanctuary 350MA group, and the many ways we support the programs of the Unitarian Universalist Service Committee's human rights programs. As always, I continue to support and participate in our shared ministry of serving others in whatever ways I can. This includes through my preaching and my "Earth and Spirit" column in the Hingham Journal, as I seek to lift up in these ways, to our congregation and to the wider community, issues of justice and climate.

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, we do indeed have a talented, wonderful staff! It is, therefore, easy for me to offer continued and heartfelt thanks, alphabetically, to Crissi and Mark Curran, sextons; Julianna Dunn, office administrator; Chris Hossfeld, music director; Jenny McGirr, accountant; and Beverly Tricco, director of religious education. These dedicated professionals support and enhance everything we strive to do together at Old Ship to serve our UU values and our Old Ship mission.

But a congregation also needs dedicated volunteers to support and carry out our shared ministries. So I once again offer enduring thanks to each and every one of you who volunteer your time and your many gifts and skills to serving Old Ship in a wide variety of ways. This report would be far too long if I started to name all of you! Thank you!

I do, however, wish to offer special thanks this year to our new president, Janet Asness, who serves us very well indeed through her gracious, dedicated, kind, and thorough leadership, both of the Board of Trustees and of our congregation.

Financial Stewardship

We continue to face a variety of challenges when it comes to "Stewarding Our Resources," from ensuring adequate annual funding through our pledge campaign to ensuring appropriate and more than adequate care of our buildings.

When it comes to the annual stewardship pledge campaign, it looks likely that we will face another deficit budget. This may well be the case, unless there are enough of us who are able to increase the pledge we have already made and if enough further pledges still come in. So I encourage each of you, whether member or friend, to look carefully at your finances, reflect on the importance of Old Ship in your life and in the community, and, if it is possible for you, to increase your pledge as substantially as possible. This is what I have done. I'm confident that together we can ensure the continued spiritual and institutional health of our beloved Old Ship.

When it comes to our Parish House, we will be discussing at our Annual Meeting the recommendation from Board of Trustees to discontinue what has been a multi-year effort to sell the Parish House in order to build across the street; this would mean that, beginning with a generous anonymous promised gift of \$350,000, we would undertake a capital campaign to rehab, renew, and improve our current Parish House. Whatever direction we choose to go, I am confident that with the leadership of our many skilled and dedicated volunteers and with the rest of us supporting the effort, we can meet this challenge in ways for which future generations will be grateful.

Ministry in the Larger Community and Professional Associations

Our “resources” include not only our inward resources of time, energy, and financial support; they also include the resources of the larger organizations of which we, and I in particular, are a part. In this regard, 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 hosts meetings of these groups once each year, and we annually host and coordinate the Community Interfaith Thanksgiving Service sponsored by the HHRLA.

As I have for many years, I continue to lead 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.

And for the eighth year I continue to contribute a monthly column, “Earth and Spirit,” to the Hingham Journal. In addition to lifting up the place of the natural world in our spiritual lives as well as environmental issues including climate justice, this column is also a form of outreach to the wider community.

* * *

Sabbatical Report

As I had planned, I used this gift of ten weeks of sabbatical time for reading, writing, and reflecting, all in ways that were truly restorative and renewing.

For the first several weeks I set aside time each weekday morning for reading in one of the world’s religious or spiritual traditions, day by day taking me through fresh reading in the Jewish and Christian, Muslim, Hindu, Buddhist, and Native American traditions. This was a rich exercise, deepening my understanding of both the common threads and the significant differences among the traditions, and at the same time reminding me of what in each tradition is most grounding and inspiring for me. Additional reading during these weeks included a wide variety of fiction and non-fiction.

During my sabbatical I also compiled a collection of what I’m calling “touchstone texts” – passages from the world’s traditions as well as quotes from more contemporary sources to which I’ve returned over and over again in the course of years and in many cases decades, wisdom both for personal enrichment and inspiration as well as to inspire and I hope enrich my preaching and teaching.

Finally, I spent more time with my family than usual, went to museums, concerts, and movies, and finished my preparation for the Boston Marathon running successfully and raising about \$7,000 for the Alzheimer’s Association, one of thirty runners raising about \$400,000 for this important cause.

And I relaxed.

I was of course able have this restorative ten weeks because of the dedication and generosity of many Old Ship volunteers, worship leaders, pastoral care leaders, and many others, most assuredly including our extraordinary staff. I am very grateful to all of you for carrying on the work of maintaining and sustaining our Old Ship community during my sabbatical... and always.

* * *

Looking Ahead

Our shared touchstone is our 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 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.”*

In all that we do – through worship, educating hearts and minds, nurturing community, serving others, and stewarding our resources – may we be guided by this covenant and by our Unitarian Universalist Principles and values, thereby enabling us to be a blessing to one another and to the wider community, including the whole Earth community we share with all life.

In this spirit, then, I conclude this year’s report as I have concluded others over the years:

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 THE DIRECTOR OF RELIGIOUS EDUCATION
Beverly Tricco

Children's Religious Education (RE) Committee – fierce, fun and deeply committed

Susan Carrillo, Chair
Maureen Butler,
Deb Squires-Lee
Cai Vail

Youth Ministry & Programs Committee – same as above, and we all meet together.

Sarah Hurley, Youth advisor and Chair
Kate Doyle

Dear Old Ship,

This has been my eleventh year as your DRE... the twenty fourth year of my career in religious education.

This has been an unusual year in that I had a Ten Week Sabbatical, which I enjoyed to the fullest with all sorts of growth-and-learning opportunities...

A workshop at Rowe Camp and Conference Center; **Three Healers: Drumming, Story & Poetry** Parliament of the World's Religions; six days in Toronto, countless workshops, talks, sessions and experiences Common Cathedral/worship and pageant; Sundays on Boston Common, and a Holiday pageant using our props Common Art; Wednesdays at Emmanuel Church on Newbury Street Montgomery, Alabama - The National Memorial for Peace and Justice, informally known as the National Lynching Memorial.

Other Professional Development included:

Ministry in Difficult Times for Religious Professionals – led by David Pyle
Jay O'Callahan storytelling workshop at Cedar Hill
Monthly meetings with other, local DREs

Some other things that are particular to this year:

Painting, Drawing and Seeing Together.
Pastoral care to the Vail-Harmann and the Benak families
Prepared and preached worship service during Ken's sabbatical
Suggested Amanda Grant-Rose to preach during Ken's sabbatical
Suggested for Common Art to do art show and sale here at Old Ship
Been liaising and advising with other churches about OWL for next year... Hingham Congo and Quincy UU

Educating Hearts and Minds – Goal: To offer a path to fuller understanding of our faith... and to include spiritual and ethical practices and experiences in all we do.

I did/attended:

- See professional development.

We offered:

- The Nursery** is "the gateway in" for many new families who are "church shopping". Babysitters this year Libby Hurley, Lila Mercurio, Julie Hong, and Michael Doherty ...
- Chalice Children** The CREC decided to offer a wider variety of content and style to respond to the group's needs and the availability of teachers. We continue to believe in the beauty and value of Spirit Play, but we decided that for the time being, the beauty and value of our children and teachers should take precedence.
- Grades 2&3 and Grades 4&5** Based on the success of our OWL, COA and Neighboring Faiths classes, the CREC decided to model the remaining elementary classes in the same mold. One subject area, two years' worth of content... The belief is that this will help potential teachers choose a subject area that they have passion for and develop expertise and staying power. Grades 2&3 focus on Our Jewish and Christian Heritage... Grades 4&5 focus on UU History, Principles and Identity...
- **Neighboring Faiths/Grades 6&7**—Children are in the class for two years and they and the teachers use a curriculum/text to create a yearlong plan, consisting of learning about a wide range of faiths/religions, and then exploring them, and visiting their places of worship.

- **COA Mondays, 7:30 pm - 9:00—at Old Ship** for Gr. 8 & 9, Enrollment: 10 students

Sr. High Sunday Works – 10:30 – 11:30 – Grades 8-12 – Curriculum comprised of a self-determined variety of activities and experiences, including elements of worship, social outreach, and intellectual and spiritual exploration.

-This year, due to problems at Cedar Hill in Duxbury, the group had to find a new Retreat Center. They found the Connors Center, in Dover, MA.

-The group took on the decision-making for the moneys to be disbursed from the Saniter Grant.

-Social justice project included lunch-making and welcoming to the artists of Common Art on their 4/7 Art show and sale... and Birthday-in-a-Box (BIAB), which serves homeless children in domestic violence shelters, scattered sites, motels, and other locations.

Sr. High Youth Group –

- Continue to make Kiva loans... for everything from cattle to retail inventory to higher education.

- September Youth Group planning pool party...

- Participated in Merrie Market ...

- Made Kiva loans for everything from pigs to cattle to retail inventory to higher education.

- Warm Hearts/Hot Potatoes fundraiser.

- DPW fundraising and Trail maintenance at Moore-Brewer Woods.

- Youth at Urban Ministry; "Seeing Me In The World."

- Youth led Vespers

- Youth led Worship Service, this year with a Privilege Exercise.

For Life Learning-

-Painting Drawing and Seeing Together.

Nourishing the Spirit –

- Meaningful check-in begins each and every class gathering...

- Dias de los Muertos

- Nativity Tableau...

- Fire-Jumping and Wish-Paper celebration...

- Passover Seder

- Easter – Resurrection story and egg hunt...

- Monthly multi-generational worship services...

- Researched and presented stories for Sunday worship in the meetinghouse.

- Again agreed to be chaplain and lead worship for the Craigville retreat in July.

Nurturing Community - Goal: To offer to all a warm welcome, loving support, and a sense of belonging.

- In July and August: Did visits with families...

-September to June: We did the things that have become "traditions"... built into the church calendar:

Beginning of September we do a Youth Group Planning Party and then the Sunday School Orientation and First Day

Scavenger Hunt... End of October brings Dias de los Muertos to dovetail with Service of Remembrance...

Early December brings Pancakes and Pajamas Sunday- a day of rest and recovery after the madness and hard work of Merrie Market... followed by the Nativity Tableau... and the New Year's Fire-Jumping and Wish-Paper celebration... In February, we do the Warm Hearts, Hot Potatoes fundraiser...

The spring brings us the Passover Seder for all Sunday school age groups... and the Easter Egg Hunt for all Sunday school age groups... In May, there is Ken and Bev's Breakfast with Graduating Seniors... and Religious Growth & Learning Sunday; a multi-generational worship service... On the last day of the church year, we play Quidditch...

- Teacher appreciation breakfast

- Informational workshop at First Parish in Duxbury... about Ministry in Difficult Times for Religious Professionals – led by David Pyle ...

- Annual breakfast for graduating high-school seniors and their families (with Ken)

- Arrange babysitters for events, meetings and "before-church" activities.

- Shared and posted dozens of photos of activities and events...

- Received, added and updated content from/to Facebook pages for: First Parish UU Hingham Old Ship Church, Old Ship Youth Group, and various Religious Educators groups.

- Wrote references, scholarship letters, service work reports and recommendations, for Youth and Young adults.

- Continued correspondence with Youth and Young Adults who have moved away.

- Maintain an informative and attractive RE table... with brochures in front and back of the Parish House.

- Maintain coloring pages and crayons for the meetinghouse.

- Drove elders and shared pastoral updates and concerns with minister.

- Planning a Pride Day front lawn party to have fun, show who we are, and to draw in the larger Hingham community.

Serving Others - Goal: To mobilize the Old Ship community to serve others, and to make a better world through unified, focused, and long term congregation-wide commitments.

- Once-a-month "lunch-making" for Father Bill's; built it into our Sunday school program, with a different class/age-group doing the lunch-making each month.
- Organized donation of leftover food from retreats, coffee hours, and activities; open items went to Father Bill's, unopened items went to the Food Pantry.
- Seeing Me In The World/a Day at UU Urban Ministry:
 - Tour Roxbury and learn the rich history of our neighborhood and our campus which is home to the First Church in Roxbury, the oldest-standing clapboard church in Boston.
 - Reflect on issues of race and class, history and neighborhood in the context of current events and our everyday lives.
 - Participate in a service learning project.
 - Engage in social justice in a new and creative way.
- Youth Group trip to Vermont, helping and learning with Outright Vermont, Migrant Justice/Milk With Dignity, Vermont Youth Conservation Corps, and U.S. Committee for Refugees and Immigrants.

Stewardship of Our Resources - Goal: To strengthen the physical, financial, denominational, and human resources entrusted to us.

- Prepared and submitted time sheets to pay Nursery staff.
- Order brochures pamphlets and bookmarks for various users.
- Processed registrations, updated e-mails lists, accumulated allergy information and researched appropriate snack foods for group events.
- Maintained the Old Ship Library...
- Used existing costumes, props and "stuff" from our well-sorted attic to put on our Christmas pageant/tableau without spending a penny.
- Had our first fire drill in ten years... Updated the exit plan maps around the Parish House.

Numbers -

REGISTRATION/attenders– Total: 66

Nursery - 5

Spirit Play/Pre-K - 10

Grades 2&3 - 2

Grades 4&5 - 6

Grades 6&7 - 9

C of A – 10

Sunday Morning Youth Works – 24 (that are not previous counted in the COA #)

The function of the church for both young and old is not to give us on Sundays certain kinds of experiences different from experiences of the every day. The function of the church is rather to teach us how to put religious and ethical qualities into all kinds of experiences.

-Sophia Lyon Fahs

REPORT OF THE MUSIC DIRECTOR

Chris Hossfeld

Choir

It's hard to believe that I have been at Old Ship Church for three years now. The choir is continuing its development as a musical ensemble and I have an excellent working relationship with them. Regular attendance at Thursday evening rehearsals has helped tremendously. We are now able to sing in four-part polyphony at our rehearsals—an impressive improvement from where we began the year.

Our four professional soloists, Heather Nolasco, Kathryn Weintraub, Christopher Maher, and Rich Jensen, join us for Sunday morning services, giving much appreciated leadership. Their attendance at rehearsals before major services has continued to be a great help. Heather Nolasco joined us as our soprano soloist in the fall and has wonderfully integrated herself into our community.

Christmas Eve this year was again accompanied by a brass quartet, including our own Christopher Sullivan. The choir shone on an impressive array of challenging music, including the Vivaldi Gloria, an 8-part renaissance motet by Orlando de Lasso, the Hallelujah Chorus, and other Christmas favorites.

The choir hosted two special Vespers services. On October 13, the choir sang a range of music from Palestrina to Harry Belafonte—we dedicated the service to the memory of our dear Lauren Devine, who sang alto in the choir before passing away in the summer of 2018. On February 10, the choir joined forces with the Youth Group again to plan a service around issues important to them: white privilege and raising up the voices of young women; the supported the service with Poulenc's "Salve Regina," Mozart's "Laudate Dominum," and Macklemore's "Same Love." This service developed into a privilege walk that included the whole congregation in March. The choir also sang at a "Banding Together" event to support the Youth Group service trip to Vermont in the spring.

During Ken's sabbatical, I stepped in to make sure that Sunday morning services ran smoothly, meeting with worship hosts and preachers, editing the bulletins, tending to the microphones and other worship details, and locking up the Meeting House after services. Many thanks to the worship hosts who helped make everything happen: Pat Bianco, Karen Churchill, and Davalene Cooper. During this time, I had the unique opportunity to lead a service myself on April 14, which is Palm Sunday in the Christian liturgical calendar. The choir sang a 10-minute work by Orlando di Lasso, the *Lamentations of Jeremiah*, and I gave a sermon on what it means to sing sorrowful ancient music in a modern UU congregation.

May 12 was Music Sunday this year, with a complete performance of Mozart's *Solemn Vespers*, K339, by the choir and soloists, joined by Anna Griffis on violin and Andrew Koutroubas on cello. I arranged the entire work for piano trio, creating my own violin, cello, and piano parts for the performance. This was a much larger and more challenging piece that the choir has ever sung—they spent three months working on the music, relishing the challenge and working extensively on their parts at home.

Resources

The largest purchases were scores for the Mozart *Solemn Vespers* and new, high-quality black folders for the choir. These purchases were made possible by a very generous donation from the Torrey Music Fund. In addition to regular maintenance on the piano and organ, new wheels were installed on the Fellowship Hall piano. I also made a few modest expansions to the already extensive music library.

Thanks

Many thanks to those who sang with the choir this year:

Ken Asnes, Bridget Baynes, Ralph Brown, Susan and Piper Carrillo, James Chen, Frank Cheney, Monica Conyngham, Auri Fitz-Marquez, Constance Gorfinkle, Cindy Hess, Ginger Jensen, Rich Jensen, Keely Jordan, Michael Jordan, Jayden Lee, Beth Lilly, Christopher Maher, Trish McAleer-Baynes, Anne McGuire, David Nelson, Christopher Sullivan, Mary Thomas, Justine Thurston, Lisa Valdez, Mid Walsh, Kathryn Weintraub, Cierra and Myrah West, David White, Marie Wilkes, Charlotte Young

Many thanks to those who played their instruments during services this year:

Ronan Baynes, saxophone; Jeremy Harman, cello; Amara Lucci, saxophone; Christopher Sullivan, trombone

Many thanks to the Worship and Music Committee:

Karen Churchill, chair, Pat Bianco, Nigel Harvey, Catherine Perkins, Christopher Sullivan, Christopher Hossfeld, director of music, and Ken Read-Brown, minister

NOURISHING THE SPIRIT MINISTRY

Candlelight Concert Committee

The Candlelight Concert series continues its tradition of bringing first-rate musicians to Old Ship for public, free-admission concerts in the meetinghouse. This year, all concerts utilized the piano donated to the Meetinghouse by the Willson family. In previous years, it would not have been financially possible to have three piano concerts in one season.

The season opened in November with Nicholas Kitchen and Yeesun Kim, founding members of the Borromeo Quartet, along with pianist Meng-Chieh Liu. January's concert featured violist YooJin Jang and pianist Renana Gutman, and the season concluded in March with vocalist Dominique Eade and pianist Elan Mehler. Program offerings included everything from Schubert to Sibelius to "Mostly Gershwin" in March.

We publicize our concerts in a number of social media venues, and it seems to have resulted in increased attendance. The January and March concerts each drew upwards of 150 patrons – two of the biggest crowds in the history of the series! Special thanks to Ivy Butterworth and Connie Gorfinkle for all their efforts in this area.

This year, the series received Local Cultural Council funding from Hingham and Weymouth. The series relies on grants, individual donations at the door, and annual contributions from the Friends of the Candlelight Concerts. We will continue to use our status as a 501(c)3 nonprofit organization to seek additional sources of income.

The Candlelight Concert Committee mourns the passing of long-time members, Bernard Gregoire and Anita Franks. Both were strong supporters of quality music, committing their intellects and energies to bringing great performers and appreciative listeners together in the Old Ship Meeting House. Their loss provides us with an opportunity to reflect about how much good music needs support from us all.

Performers always comment on our unique and historic venue, and it is our pleasure to bring members of the larger community into the meetinghouse. Thanks as always are due to the Old Ship Board and community for their support, to Laura Harbottle for ushering, and especially to Committee members Ralph Brown, Ginger Jensen, and Ivy Butterworth for all of their great and vital work.

Respectfully,
Christopher Sullivan, Chair

Sunday Flower Committee

The Sunday Flowers Committee coordinates the flowers placed in the Meetinghouse for Sunday services. The Sunday 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.

The Committee Chair keeps a schedule of all the Sundays of the church year, with donors offered the same date from year to year (for example, the third Sunday in March), and notes are kept of the flower types, colors, and design styles preferred by each donor. This schedule also includes the name (sometimes a team) of the Committee members who will arrange each Sunday's flowers.

Donors may use the services of a commercial florist, create their own flower arrangements, or have the Sunday Flowers Committee provide the arrangement for them. A donation of \$50 is requested to cover the cost of flowers and supplies (usually purchased at wholesale prices) for arrangements the Committee makes. This year the Committee provided the floral arrangements for 27 Sundays, as well as the Thanksgiving Eve and Christmas Eve arrangements. Donors provided their own arrangements on 13 Sundays.

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 Treasurer also keeps track of payments by donors for their floral arrangements. The balance as of April 5, 2019 was \$1,249.32. When purchasing flowers, we try not to spend the entire \$50 received from donors, with the leftover money used to buy flowers on the Sundays when there is no donor and to maintain our supplies (OASIS, preservative, and containers).

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

Additional floral arrangers are always welcome.

Worship and Music Committee

2018–2019 marks the 15th year of existence for the combined Worship and Music Committee (WAM) at Old Ship. 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. Our work has been vigorous and challenging. The following list includes some of the jobs and duties accomplished: □

- A. Worked with Director of Music and Minister at Old Ship.
 - a. Continued to help with decisions about piano donated by the Willson's including tuning and plaque purchase and placement.
 - b. Continued to explore the boundaries of the Elizabeth Torrey Fund as additional money was donated
 - c. Approved the budget requests for choir enhancement.
- B. Sept. - June We had monthly meetings with the entire WAM Committee
 - a. A yearly retreat to revisit the past year and discuss the future.
- C. WAM heard and considered various challenges and items concerning music at Old Ship.
- D This was again an exceptional year of praise for the music, the words (the combination of both) and an upscale, popular, version of service for all ages.
- E. WAM hosted the annual Strawberry Sunday. WAM selected, set up, and hosted all of the summer services.
- F. WAM procured and scheduled all of the Chalice Lighters and Readers for this church year and sent thank you acknowledgements. We also worked with the minister and music director, when called upon, for special events and to assist in planning upcoming services.

We acknowledge with gratitude the continuing contributions of our choir's central quartet of professional voices, as well as the dedicated participation of the volunteer choir members who show up every Sunday to rehearse and perform.

Old Ship has a long and proud tradition of services that move, educate, and guide the congregation. The Sunday Service, the wonder of words augmented by music's power and audience participation, is what makes our services memorable. More succinctly, the service at Old Ship is that occasion of worship and music which makes Old Ship a Unitarian Universalist Church.

EDUCATING HEARTS AND MINDS MINISTRY

Children's Religious Education

We are ministering to the future of Old Ship.

Our dedicated Children's Religious Education Committee meets every month in what is always a heartfelt conversation about faith formation and family ministry. Our meetings last several hours as we carefully and earnestly discuss what we are doing to serve the families of OS. We have tried to put our focus on the big questions, so as to keep what is most important in the forefront. We frequently ask ourselves: WHAT, HOW, and WHY.

WHAT are we doing to minister to the children and families of Old Ship? Our committee and many volunteers have worked hard to keep our children, youth, and families involved week after week. Our Sunday morning RE programming this year has been great. Our energetic Chalice Children have been meeting each Sunday to share wonderful stories, do hands-on activities, and learn how to care for each other in a loving community. 2nd & 3rd graders have been learning about our Christian and Jewish heritage through Bible stories from the New Testament. Unitarian Universalist history and principles is the topic in our 4th & 5th grade class. And our 6th & 7th grade neighboring faiths class has been learning about the many faiths found in our community and visiting houses of worship to deepen their understanding. Our 8th & 9th graders participated in the Coming of Age program which many meaningful activities and experiences, including elements of worship, social outreach, and intellectual and spiritual exploration with each having their own mentor. Again this year, we have found that our annual RE events have become traditions that the children rely on and look forward to. Events such as Day of the Dead, Pancakes & Pajamas, New Year fire jumping, Seder, Easter Egg hunt, and end of the year Quidditch set a rhythm to the church year and also provide an opportunity for teenagers, toddlers, and everyone in between to interact and enjoy each other's company. None of this could happen without the dedication, time, and hard work of the adults and youth who volunteer to teach, lead, and connect with the children every week. You know who you are, and we are extremely grateful!

HOW are we ministering to the children and families of Old Ship? This year we have strived to do a little more looking inward. We have tried to focus on the families at Old Ship, figure out what they need, and do more of that. As we planned and enjoyed the many fun activities and events throughout the year, we have tried to make sure that they are meaningful, that they reflect and communicate our values, and that they provide an opportunity for the children to feel a connection among themselves as well as with the adults. We also see the importance of including the whole family and the whole congregation in this important ministry. We have been very pleased with the multi-generational worship services so carefully and creatively planned by Beverly, Ken, and Chris. All ages have gathered, connected, and had a blast at bingo night, gingerbread decorating, and game night.

WHY are we ministering to the children and families of Old Ship? Perhaps the most important question we have asked ourselves is: why are we throwing ourselves into this endeavor of religious education and family ministry. Why do we have Sunday morning programming? Why do we do service projects? Why do we minister to families as a whole? Why is it crucial that the church community support this ministry? We as a committee are here to report that we do all of this because children and families are the future of Old Ship and the future of Unitarian Universalism. Many of us members of the committee and the church as a whole, some of us starting to grey, have been at Old Ship for years and proudly represent the past of the church. We are honored to be part of the present as we work in many capacities throughout the church. But, truthfully, we are not the future of Old Ship. If we as a congregation want all of the meaningful work we do today to be continued, even as we ourselves may not be able to continue doing it, then we need to minister to the future of Old Ship - and that is our children and families.

Children's Religious Education Committee

Susan Carrillo, chair

Maureen Butler

Debbie Squires-Lee

Sarah Hurley

Kate Doyle

Cai Vail

Beverly Tricco, DRE

Life Learning Programs

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 talented folks in our community, with occasional outside presenters.

Continuing ongoing groups and activities this past year have included the Ceilidh (song circle), Men's Breakfast, Women's Breakfast, the Old Ship Sewing Circle, and Seasonal Crossing Time Poetry Circles. The weekly Monday evening Buddhist "Sangha" gathering continues, as does weekly (very) early morning meditation led by Eric Cornetta.

The Way of the Bodhisattva study group, led by Ken Read-Brown, is in its eleventh year and continues to meet twice monthly on Sunday mornings with a group of between 10-20 each time. The Sacred Texts Study group, also led by Ken, continues to meet twice monthly on Thursday afternoons, this year studying the *Tao Te Ching*; this group has an attendance of 6-8 or so.

Classes this year included: Spring Poetry in the Fall: Poetry Alive, focusing on video and audio poetry spoken by poets, actors, and just ordinary folks, co-led by Elizabeth Torrey and Ken Read-Brown; The Bible and Earth Care, led by Ken; Ebenezer Gay's Lessons for Living, led by Ken Read-Brown; Painting, Drawing, Seeing... Together, led by Beverly Tricco; Africa: Contributions to World Culture, led by William Clark; and Spring Poetry: Native American Poets, led by Elizabeth Torrey and Ken Read-Brown.

Ken also led one session of his So You Want to Meditate workshop, on a Saturday afternoon.

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!

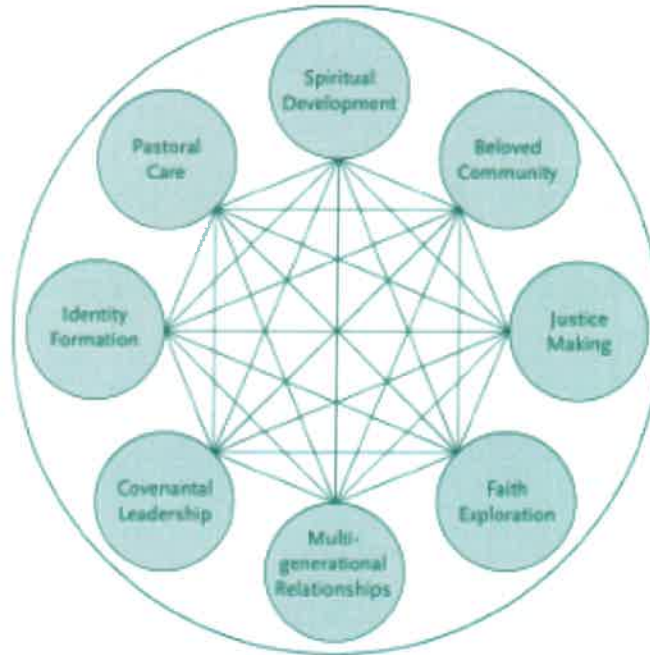
We always welcome your suggestions for future classes, workshops, and groups. Please share your ideas with one of us soon as we plan for next year.

Ken Read-Brown, convener
Beverly Tricco, Director of Religious Education,
Ralph Brown, Rich Elliott, Claire Petrie, Elizabeth Torrey

Youth Committee

Submitted by Sarah Hurley

One way to look at creating a balanced youth program is through the interdependent Web of Youth Ministry.



Our work throughout the year connects these eight components and often overlaps them as well. However, for simplicity sake, I've listed each of our events under one category.

Spiritual Development

- Sunday morning gatherings
- Vespers collaboration with Chris Hossfeld and Choir
- Youth led Sunday morning service
- Youth led worship during Service and Learning trip

Beloved Community

- Kick-off pool party and planning session
- Moore Brewer Woods trail clean up
- Old Ship Pride Day celebration
- Full community nurturing dinners

Justice Making

- DPW can and bottle collection
- Kiva micro loans
- Father Bill's lunches
- Service and Learning trip to Burlington, VT

Multi-generational Relationships

- Volunteer teachers in RE classes
- Warm Hearts Hot Potatoes
- Infants to Ancients game night
- Banding Together Concert
- Merrie Market participation
- May Breakfast participation

Faith Exploration

- Chalice lighting
- Worship with First Unitarian Universalist Society Burlington, VT
- Designed group worship services on Vermont trip

Covenantal Leadership

- Participation on committees
- Ran the nursery
- Leadership and mentorship from senior youth to junior youth during trip
- Mentorship during all youth Sundays

Identity Formation

- Boston Youth Pride Day participation
- Sunday mornings, guided discussions

Pastoral Care

- Informal, as needed

As we look towards next year, we hope to maintain our strong youth participation and high energy. It is an absolute pleasure working with our 7th-12th graders. I feel quite at home amongst these energetic and excited humans, and I've never laughed so hard than when I'm with them! Sadly, I am stepping down as Youth Advisor but I promise that our next adult volunteer will be in good hands with these amazing teens!

Thank you for your ongoing support of our youth. We feel loved. ~Sarah

NURTURING COMMUNITY MINISTRY

Nurturing Community Council

The Nurturing Community Council was created to support the work of a number of smaller committees dedicated to providing a warm welcome, loving support, and a sense of belonging to all visitors and members at Old Ship Church. We carry out our ministry of building fellowship and community at Old Ship in a variety of ways.

Throughout this church year, we committed ourselves to holding a community dinner in homes or having a "Saturday Supper" in the Fellowship Hall every month. So far we have sponsored five dinners this year, many attended by 30 or more people. **Look for the cookout that we will be sponsoring on Saturday, May 25.** These suppers provide us with delightful ways to increase our connections, talk on a more personal level with those we know well, and become better acquainted with new friends.

In addition, our Sun Sign Sunday event, held in the Fellowship Hall after a Sunday service in March, involved having twelve cakes placed on individual tables. People then sat at a table based on their zodiac signs. This gathering was lively, encouraging members and friends to become acquainted with others in a unique way.

Sunday caring tasks of ushering, hosting fellowship hour and tending the welcoming table are opportunities in which all of us at Old Ship should participate. Finding enough volunteers to fill these roles each Sunday continues to be a struggle. Over the past few years we have simplified the tasks by modifying hosting fellowship hour to decrease the financial and time impact on people as well as making it easier to sign up. (Go to www.oldshipchurch.org. Click on the Nurturing tab. A drop-down menu will have Sunday caring tasks listed. Click on that and you will be taken to a sign-up calendar.). We are very appreciative of the 60 people and 5 committees who showed their commitment to Old Ship by helping in these critical roles. Keeping the SignUp Genius updated is another one of our responsibilities. Going forward, we would welcome new ideas for improving the sign-up process and enlisting more people to volunteer for these small but vital roles on Sunday.

One of the best ways to get to know one another is to be familiar with each other's names, which makes it more comfortable to connect with one another. Wearing name tags during Fellowship Hour has been made much easier with our new magnetic name tags! Many thanks to Sharon Prehn for procuring these tags. If you do not have one, please contact Sharon (prehn@verizon.net) who will make certain that you have your very own. A two-dollar contribution would be much appreciated, helping to defray the costs.

Lastly, the NCC reaches out to visitors and new members in a variety of ways. We track visitors by sending them a "we're glad you visited, come again" letter, passing along new or updated information (name, address, e-mail, phone) to Julianna and providing their names to various groups (such as the Women's Breakfast) or to the people in charge of the dinners mentioned above. Anybody with children is referred to Beverly Tricco, our RE director. In February, we held a New to UU gathering so that visitors could receive information about our faith as well as to ask questions. We encourage all of us to greet visitors during the service, perhaps inviting them to Fellowship Hour. Being known as a friendly, welcoming community is very important. What can you do to help? Once someone has signed the Membership Book, we interview them and write a 'welcome bio' for the newsletter as well as put a picture of them on the photo bulletin board.

This year we tried to make sure that the names of ushers and hosts were listed in the order of service each week, giving us another opportunity to get to know one another. In the coming months we hope to complete our goal of updating the website to make it easier to find ways to attract newcomers and then to become involved at Old Ship. Many opportunities (such as using videos) are available through technology to enhance our presence. We hope to be able to incorporate some of them during the coming year.

There are so many more ways we can connect as a community. We welcome all ideas. If you are interested in helping Old Ship to continue to grow and connect as a community, please consider joining the Nurturing Community Council.

Respectfully Submitted,

Sharon Prehn and Ivy Butterworth , co-chairs
Belinda Arams
Pat Bianco
Janice McPhillips
Lorraine Riggs
Lisa Sawyer
Gail Slater

Pastoral Care Leadership Team

The purpose of the Pastoral Care Leadership Team is to share the pastoral care of Old Ship members and friends and to encourage everyone in the congregation to share in the care of one another. Each year's report is quite similar to past years' reports – since the ministry of pastoral care, while it changes in the particulars of each pastoral encounter, in general terms remains largely the same – and at the same time is close to the heart of who we are as a spiritual community.

Our Team meets monthly to review some of the pressing pastoral needs in the congregation and to arrange for care as necessary. This may include arranging for rides to church or elsewhere, as well as arranging and planning for visits, calls, and providing meals to parishioners recently returned from the hospital. The group often involves others in these efforts, and so serves as coordinators of care as much as direct caregivers. A few of our older members who no longer drive continue to be given rides to church by members of the Pastoral Care Leadership Team or other Old Ship volunteers. Finally, 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.

This year we have continued the practice of recent years, which is that at each of our meetings we write and then send cards to parishioners who we see as in need of some encouragement and support. Also for the third year in a row special Valentines gifts were given to a number of Old Shippers who are in the midst of grieving or some other particularly difficult time of challenge.

Each Sunday a member of the Pastoral Care Team takes notes during the sharing of joys and sorrows to pass along to Ken, so that he can follow up as necessary and appropriate.

For the sixteenth year the Pastoral Care Team led a Service of Remembrance, once again in the Fall close to All Saints and All Souls Days.

As in past years, the Pastoral Care Team helped to coordinate the annual Christmas caroling to some of our parishioners who are not able to get out often any longer.

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. We were very pleased to welcome Liz Flint to our Team this year. And I offer special thanks this year to the Team for continuing to meet and to be attentive to pastoral needs during my ten-week sabbatical.

Ken Read-Brown, convener
Ralph Brown, Diane Elliott, Liz Flint, Elaine Gomez, Alicia Harkness, Fan Leonard,
Joan Wilson, Beverly Tricco

SERVING OTHERS MINISTRY

Social Justice Council

Social Justice Council Members: Brenda Black, Davalene Cooper, Kate Philbin, David Murphy, Patti Smith, Ann Mantil, Mary Markel, Belinda Arams, Janet Asnes (Board liaison)

This has been the second year of Old Ship's Social Justice focus on

Protecting Vulnerable Communities.

The Social Justice Council (SJC) has continued to lead Old Ship's efforts to

- Hold ongoing **"Feeding Others" food collections** to support the Hingham Food Pantry using the new model of asking for a donation each time Old Shippers come to the Meeting House or Parish House. Donations are recognized each week as the collection basket is brought forward during the service. We are happy to report that our total donations are up and have been more consistent over the church year, actions that are greatly appreciated by the Hingham Food Pantry.
- Provide **meals for Father Bill's Homeless Shelter for Adults:** With help from Sharon Prehn, we have recruited and added new members to several of the six cooking teams each of which cooks and serves dinner meals on a quarterly basis.
- Maintain an action alert network, our **Social Justice Action Alert Network**, to share information about actions members of the list may take to support issues affecting vulnerable populations. The list has about 50 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.
- Continued our support for **UUSC this year through the monthly coffeehouse at Old Ship as well as through the annual Guest at Your Table** fundraising program. Rev. Mary Katherine Morn, the new President and CEO of UUSC, visited the coffeehouse in February and will be preaching at Old Ship in the coming church year. We had an amazingly successful Guest at Your Table program, raising a total of \$7,202.37 for UUSC. We appreciate how supportive our community has been in these efforts. More information about UUSC can be found on its website at www.uusc.org. Some of the programs at UUSC are focusing on issues at the southern border, as well as issues in the northern triangle countries in Central America. UUSC is also working on issues related to climate change and its impact on native populations most directly affected now by rising sea levels.
- Provide **holiday gifts for children in foster care** in our area
- Support the **350MA.org node's actions to respond to climate change and the impact on vulnerable populations** through information in the monthly newsletter and alerts about potential actions through the Social Justice Alert email distribution
- Raise funds through specially designated **Social Justice Special Plate Collections** each month to support organizations who are focused on helping vulnerable communities. Here is the list of recipients for this past church year. We invite members or our community to make suggestions for the recipients of these collections for the 2019-2020 church year.

Month	Recipient	Amount Collected
October 2018	UU Mass Action	\$809.75
November 2018	Friends of the Homeless of the South Shore Dinner	\$1007.00
December 2018	UUSC Guest at Your Table Program	\$5512.10
January 2019	350 Mass for a Better Future	\$496.00
February 2019	Common Cathedral	\$445.00
March 2019	International Institute of New England (IINE)	729.00
April 2019	Old Ship Youth Group (for service trip)	\$829.00
May 2019	Mass Bail Fund	Not yet collected

Note: At the request of the Hingham Food Pantry, we will hold our **Annual Food Drive at Stop and Shop** in early September to help them restock their shelves after the summer.

The SJC offered opportunities for our congregation to increase our knowledge and enhance our readiness to act for Social Justice with the following programs:

- ❖ We sponsored a workshop for our congregation and members of our neighboring U.U. congregations on “**Faith in Action: Living Our Values, Building Our Vision**” in January 2019. Our presenters were Heather Vickery from the UU College of Social Justice and Laura Wagner from UU Mass Action. These were our take-aways from the workshop:

How do we as a faith community organize ourselves to do social justice in the most effective way?

- We need to engage in service from a place of faith, but we also need to reflect upon our service. Social justice work needs to be grounded in our spiritual lives—we need to act for justice and then reflect upon how we did that work. Was it consistent with our Unitarian Universalist values?
- We need to be willing to put our faith in the public square.
- We need to create sustained relationships with the people we serve. We must form relationships with those who are oppressed.
- We need to be mindful of our capacity to do social justice work; we cannot do everything and we cannot respond to everything. What is our capacity? What is the depth of the work we can undertake? We want to be impactful with our actions for justice.

Process for committing to social justice work:

- Connect to Unitarian Universalist values and the mission of the congregation.
- Claim the language of faith and USE IT! This is what grounds our work in our values.
- Cultivate spiritual practice as a group—begin each meeting with a spiritual moment and check in
- Consider covenant groups that do social justice projects together
- Share a meal
- Have fun and enjoy the work! Sing! Play!
- These connections and practices help us to stay calmer and deal with setbacks in our work. This also helps to grow our hearts.

Identify a grassroots organization for partnership:

- Who is the most affected group of persons for this specific type of project?
- Important to build relationship with oppressed people.
- Most of us live privileged lives. “If you have not lived it, you do not know it.” The experts about injustice are those who are living it.
- We need to make sure we are not prioritizing our needs over those whom we are serving or for whom we are advocating. We have to give up some decision-making and some power. We need to trust that those who are oppressed know what they need.
- Look for groups where you already are doing some of this work—UUMass Action, UUSC, UUUM, Father Bill’s, Wellspring, UUA Side of Love, Climate groups.

Set achievable goal.:

- Education and Service—UUs are already really good at these things
- Witness—taking a stand
- Advocacy—working to change laws and practices
- Direct Action or Civil Disobedience—this is the riskiest action

Describe three different modes of actions to achieve those goals.

- Imagine what could be done and how

Build in ways to reflect on those actions.

- Importance of reflecting on the work and actions taken. We must learn from what we did. What was good? What was not good? How did we fail? What can we do differently next time? How do we repeat what worked best? Think about starts and wishes
- Consider the Rose (good), the bud (possibility), and the thorn (pain).
- Important to confront our difficult and uncomfortable moments, and to admit our vulnerabilities

Consider the capacity of the congregation to do the work.

- "Pick Something." "We are a piece of the puzzle." We cannot do everything!
 - In some congregations, the idea is that 5-7 people are needed for a project or issue to be undertaken. It must be the priority for the church year.
- ❖ In late March, we held a **Forum to allow follow up discussion to consider the following questions:**
1. What gets you excited about social justice work?
 2. What issues do you care most about under our umbrella of "protecting vulnerable communities?"
 3. How can we join together to live our values in the public square?
 4. What are your questions and hopes for social justice work at Old Ship?

And we invite anyone who would like to discuss these questions to contact a member of the SJC.

- ❖ Provided the soup lunch in November to support the **Forum hosted by our Green Sanctuary Committee** to understand and begin to address the impact of climate change on our area and ways to further our work as a Green Sanctuary.
- ❖ Offered a **Forum on how "regular people" can act to support immigrants** to our area with Andrea Spake, Community Relations Manager for IINE (International Institute of New England) and Meg Glazer, Hingham resident who founded the Meals and Conversations program for IINE students.

In addition, we are happy to report that we were able to support several **new areas of social justice interest and action** which have been brought to us by members of the congregation, specifically:

- Promoted two collections of specific clothing, home goods and gift cards needed by recent immigrant families to our area through **Together and Free** (an organization supporting immigrant families who were separated at the Border and have been reunited).
- **Common Art Show and Sale** in support of homeless artists whose efforts to express themselves through art are being nurtured by the Common Art program within Common Cathedral (the faith community based on the Boston Common for individuals who are homeless and their friends).
- Promoted **UUUM's Fair Foods volunteer opportunity** providing surplus foods at low cost or no cost to those in need.
- Promoted supporting immigrants through **Meals and Conversation**, a program providing a lunch and lunchtime English language conversation to English as a Second Language learners.

For 2019-2020

We envision continuing many of our recent social service actions which have received support from the congregation, and we will offer guidance and support to any in the congregation who would like to lead an action or learning opportunity to help a vulnerable community. We will help with communicating opportunities to act in service to such vulnerable groups through the newsletter, announcements and the Social Justice Action Alerts email distribution. Contact Davalene Cooper davalenecooper@verizon.net to be added to the alert email distribution.

We plan to:

- Lead the Annual Spring Food Drive to restock the Hingham Food Pantry at Stop and Shop
- Follow-up from the Faith in Action workshop discussion by holding a survey about social justice work at Old Ship this coming fall.
- Provide information about ways to act in support of vulnerable populations via the Social Justice Alert Action Network
- Organize and administer eight monthly Social Justice Special Plate collections, expanding potential recipients to organizations serving a range of vulnerable populations.
- Support our 350MA.org node and Green Sanctuary Group in their efforts to educate our congregation about ways to reduce the human impact on climate change and to act for climate justice for communities currently experiencing the impact of climate change.
- Support the UUSC through the Guest at Your Table fundraising and educational program
- Program a recognition of U.U. Justice Sunday

We hope the Children's RE program will continue to provide bag lunches for Father Bill's residents on a monthly basis and that the Youth Group will continue to identify actions they can take to serve others.

STEWARDING RESOURCES MINISTRY

Building and Grounds Committee

Old Ship Buildings and Grounds Committee Report FY2018-2019 Page 1 of 3

The Buildings and Grounds Committee (B&G) oversees maintenance and improvements to the Meeting House and Parish House, including the grounds of both buildings.

MEETING HOUSE: The Meeting House has a B&G budget of \$3,000. As of 4/28/2019, \$2,462 was spent to date on annual service contracts and repairs with costs as noted below:

- Security, Fire Alarm, Boiler Inspection, Building & Fire Inspection and Pest Management annual service contracts – Cost: \$1,958.
- Repaired Doors - Cost: \$235.
- Emergency Light Repairs – Cost \$234.

NOTE: The Meeting House steeple and re-installation of the weathervane has started and is expected to be completed this summer, estimated construction cost is \$147,612. Old Ship has been awarded a total of \$109,196 in grant funding from MHC-MPPF \$50,000, Town's CPC Funds \$41,103 and Greenbush Trust Fund \$18,093.71.

PARISH HOUSE: The Parish House has a B&G budget of \$4,000. As of 4/28/2019, \$4,398 was spent to date on annual service contracts and repairs with costs as noted below:

- The Parish House heating system required service repairs - Cost: \$552.
- Fire Alarm, Boiler Inspection, Building & Fire Inspection and Pest Management annual service contracts - Cost: \$583.
- Plumbing Repairs – Cost: \$895.
- Carpet Cleaning - \$668
- Removal of Rotted Roof Railings - \$1,700

NOTE: The Parish House has many major repair projects that can no longer be delayed, including: Replacement of the Heating System, Replacement of the Roof, Replacement of the Fire Alarm System and Exterior Painting, estimated cost is included in the attached Needs Master Plan.

GROUNDS: The Grounds has a B&G budget of \$1,000. As of 4/28/2019, \$58 was spent to date on:

- Lawn Mower Repair - Cost: \$58

SUMMARY: The annual budget does not cover the buildings' actual annual operating / service costs; there are needed repairs that should no longer be delayed.

The Building and Grounds Committee has developed a Needs Master Plan for our two historic buildings based on the following criteria: maximizing personal safety first, building preservation second, and funding for preventative maintenance and improvement projects third whenever finances allow. We estimate the cost for expectable maintenance and repairs each year to be \$88,868. This master plan identifies major issues in the short term if the Parish House is sold or an overall plan in the long term if sale does not occur.

GRANT APPLICATION PROJECTS:

If you know of any other grant opportunities that Old Ship can apply for, please let a member of the Building Committee know. We are ready to apply for any type of grant that is related to our overall mission.

Old Ship Buildings and Grounds Committee Report FY2018-2019 Page 2 of 3

ARCHIVES/HISTORIC COLLECTION:

The Archives/Historic Collection Unmet Needs are as follows:

- Mass Historical Society (MHS) Cataloging (Pursue possible grant funding)
- Historic Collection Preservation, separating acid-based documents, photos, and other materials.
- Inventory the Old Ship Historic Records and Artifacts
- Expand Preservation to include Paintings, Furniture, and Other Objects of Historic Interest
- Records Management, including what to retain and how to do so

GREEN SANCTUARY ISSUES RELATED TO OUR BUILDINGS: Our building utilities (electric, gas and water) account for over 10% of our annual budget, and it is everyone's responsibility to use less energy and water.

To reduce energy and water use and thereby reduce expenses, we request that everyone please:

Shut lights when leaving or not needed

Close windows after use, if opened for ventilation

Minimize the use of window air conditioning units

Lower the heating thermostats, especially at night

Minimize the use of water

Green Sanctuary Unmet Needs are as follows:

Readjust system controls to increase utility savings.

Investigate Water Source Geothermal Heating / Cooling for the Meeting House and

Parish House

Investigate Solar Panels for the Parish House Fellowship Hall Roof (preliminary study completed)

Heat Pump Heating System

Electric Ovens and Electric Induction Cooktops

Continue replacing Parish House lights with energy efficient lamps (LED where possible)

Goal to reduce building utilities use by 10%

Perform an annual energy / water audit

COMMUNITY WORKDAYS: Community workdays dedicated to the care of our buildings and grounds are central to making Old Ship more welcoming and to reducing maintenance costs.

We need your help - Please join us when you can! Typically, the following workdays are scheduled:

Fall Grounds Day, the Sunday two weeks before first service in September

Parish House Clean Up, the Sunday two weeks before Merrie Market

Spring Grounds Day, the Sunday two weeks before May Breakfast

General Clean Up and Repairs, scheduled as needed

Garage Clean Up, scheduled as needed

If you are interested in building history, like planning and learning about building projects, like dealing with contractors, like to do small home repairs, like gardening, please consider coming to a Building and Grounds Committee Meeting held every second Sunday of the Month, at Noon in the Parish House (Parlor or Room 3).

Old Ship Buildings and Grounds Committee Report FY2018-2019 Page 3 of 3

Submitted by Ron Pollara and Rick Mattila, Co-chairs Buildings and Grounds Committee

Members of the Buildings and Grounds Committee:

Rob Baynes Peter Lochtefeld Rick Mattila Richard Murphy

Julia Parker Sharon Prehn Ron Pollara

Carol Valentine Tom Willson Brian McPhillips (Board Liaison)

Old Ship Buildings and Grounds
Needs Master Plan - 5/2/2019

Description	Useful Life (Yrs)	Meeting House				Parish House				
		Year Last Renovated	Estimated Cost	Yearly Budget	Critical Projects	Year Last Renovated	Estimated Cost	Yearly Budget	Critical Projects	Renovation Projects
Roof	40	2009	\$200,000	\$5,000		2010/1970	\$80,000	\$2,000	\$30,000	
Exterior Painting	8	2013	\$50,000	\$6,250		2010/2005	\$50,000	\$6,250	\$40,000	
Exterior Clapboards	40	2013	\$40,000	\$1,000		2010/1980	\$40,000	\$1,000	\$10,000	
Foundation / Drainage	100	1886	\$35,000	\$350		1867	\$20,000	\$200	\$20,000	
Exterior Stairs	10	2010	\$30,000	\$3,000	\$2,000	2010	\$30,000	\$3,000		
Windows	30	2012	\$90,000	\$3,000		2011/1965	\$39,000	\$1,300	\$4,000	\$25,000
Doors / Handrails	10	2013	\$20,000	\$2,000	\$7,500	1985	\$10,000	\$1,000		
Driveway	30	1985	\$30,000	\$1,000	\$30,000	1980 (Front/Left)	\$31,000	\$1,033	\$31,000	
Driveway						Additional Parking Retaining Wall (Right Side)		TBD		\$85,000
Heating System	30	2011/1930	\$75,000	\$2,500	\$75,000	2011/1985	\$40,000	\$1,333	\$40,000	
Sprinkler System	30	2011/1930	\$75,000	\$2,500		14,302 sqft (\$4/sqft)		TBD	\$57,208	
Electrical System	30	2011	\$85,000	\$2,833		1980	\$30,000	\$1,000	\$71,510	
Lighting Control	20	2011	\$20,000	\$1,000	\$2,000	1980	\$5,000	\$250	\$5,000	
Fire Alarm System	20	2011	\$25,000	\$1,250		1980	\$25,000	\$1,250	\$35,755	
Security System	20	2011	\$20,000	\$1,000		14,302 sqft (\$1/sqft)		TBD	\$14,302	
Sound System	20	1995	\$15,000	\$750		2010	\$6,000	\$300		
Organ / Piano	40	1995	\$100,000	\$2,500	\$10,000	1995	\$25,000	\$625		
Interior Floor	10	1995	\$20,000	\$2,000	\$20,000	1980	\$15,000	\$1,500	\$5,000	\$15,000
Interior Walls	20	2011	\$55,000	\$2,750		1995	\$15,000	\$750	\$5,000	\$10,000
Display / Vestibule Area	20	New	\$25,000	\$1,250		2013	\$25,000	\$1,250	\$5,000	
Handcapped Access	20	New	\$25,000	\$1,250	\$15,000	New	\$15,000	\$750		
Toilet	30	2014	\$95,000	\$3,167		1980	\$40,000	\$1,333	\$40,000	
Pew Restoration	30	1930	\$50,000	\$1,667						
1681 Doors	30	New	\$20,000	\$667						
Chimney Repointing	20					1985	\$7,500	\$375	\$7,500	
Kitchen / Gas Stove	40					1965	\$23,000	\$575	\$23,000	
Kitchen / Storage	40					1965 (746 sqft)	\$60,000	\$1,500		\$74,600
Fellowship Hall	30					1970 (2,580 sqft)	\$25,800	\$860	\$25,800	\$51,600
Fellowship Hall Storage						300 sqft unheated (\$50/sqft)		TBD		\$15,000
Elevator / Stairs (2) (Basement to Third Floor)						Elevator with Two Code Compliant Stairs		TBD	\$150,000	
PH First Floor						1,908 sqft Renovate \$30/sqft		TBD		\$57,240
PH Second Floor						2,710 sqft Renovate \$50/sqft		TBD	\$27,100	\$135,500
PH Second Floor Bathroom						One Toilet/Sink		TBD	\$30,000	
PH Third Floor						1,506 sqft Renovate \$150/sqft		TBD		\$225,900
PH Third Floor Bathroom						Two Toilets/Sinks		TBD	\$50,000	
PH Basement Storage						2,710 sqft Renovate \$20/sqft		TBD		\$54,200
Landscape / Trees	1	1.38 acres (60,112 sqft)		\$4,000	\$30,056	2.98 acres (129,808 sqft)		\$6,000	\$12,981	\$64,904
Garage Roof / Doors	20					2014	\$15,000	\$750		
Total			\$1,200,000	\$52,683	\$191,556		\$672,300	\$36,185	\$690,156	\$863,944
General Contractor (30%)					\$57,467				\$207,047	\$259,183
Architectural / Structural (12%)					\$22,987				\$82,819	\$103,673
Total Estimated Cost					\$272,010				\$980,021	\$1,226,800
Total Estimated Cost All Projects									\$2,206,822	

Friends of the Old Ship Meeting House

Nina Wellford, President, John Sneath, Treasurer, Tom Willson, Elaine Gomez, Eileen McIntyre, Deborah Edmundson, Melissa Tully

The Friends of the Old Ship Meeting House Charitable Trust (the Friends) is a 501c3 non-profit organization established in 1971 for the purpose of encouraging non-sectarian **public** support and funding for the preservation of the historic Old Ship Meeting House. Its members include representatives from Old Ship Church plus people active in the wider Hingham community who are committed to the Friends mission. We are thrilled to welcome new members Eileen McIntyre from Old Ship and Debbie Edmundson and Lissa Tully, all deeply connected to our greater Hingham community. Our activities center around outreach and fundraising.

Outreach: The Friends, represented by Eileen McIntyre, joined the Hingham Downtown Association. We have also established a working connection with the Hingham Historical Society and the Hingham Cemetery, to develop collaborations around access and marketing.

Fundraising: The Friends helped secure a \$50,000 grant from Massachusetts Historical Commission for the repair of the rotted steeple. We also sponsored an event in the Meeting House during Hingham ArtsWalk in October, 2019. Over 100 people heard U.S. Poet Laureate Robert Pinsky and jazz pianist Laurence Hobgood present a captivating program of spoken word and jazz, followed by a reception in Ames Chapel in the Cemetery. We hope to hold a cultural event annually during ArtsWalk, as a way to introduce more people to the Meeting House.

Memorial Garden Committee

Committee members;

Carol Valentine, Chair and lead gardener
Lorraine Varney Riggs, Records Keeper and Family Liaison
Nina Wellford, Treasurer
Diane Willson, gardener and historian
Marty Saunders, Master Gardener

The Memorial Garden serves as a space for quiet reflection, a repository for ashes (cremains) and to memorialize family members interred in the garden or elsewhere. The garden is available only to Church Family and Friends, and to their families. Upkeep 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. The Board of Old Ship nominated Carol to be Chair of the Memorial Garden Committee. Carol and Nina will report to the Board as needed.

The account balance in July, 2018 totaled \$6,884.83. Contributions and fees for engraving totaled \$5,502 as of 4/30/19. After engraving costs of \$945, and expenses to upgrade and maintain the garden of \$176.68, the balance in May, 2019 totaled \$11,265.15.

The Committee has accomplished the following during the last year;

- Provided an informational tour of the garden after a Sunday service last fall.
- Had 1 name and 2 dates of death engraved on the walkway.
- Cremains of 6 were interred in the garden.
- Decided on a logo for the forms to be used by the Committee.
- Updated and clarified documentation of all those interested in and/or using the garden and walkway.
- Started adding a fee for those engraving their names on the walkway for their future date of death. (There will be no further expense for families of those departed.)
- Notified the Old Ship community that the requested contribution to use the garden will increase from \$350 to \$400 starting July 1, 2019. (The monies are used to improve the garden, and keep it maintained.)
- Perkins Engineering placed 2 rebar markers in the grass area to be used as site lines to ensure proper plot placement. (There was no charge for this service.)
- The Committee will be responsible for the engraver's set-up fee to come to the garden starting this fall.

We are grateful to Mark Curran, our sexton, and Jon Leonard for help maintaining the fountain, and to Mark for plot preparation.

Besides socializing, weeding and watering, volunteer gardeners have augmented the soil, separated established plants and added additional plantings to the gardens including 200 spring bulbs found in New England gardens before 1840. Pea gravel was added along the walkway, and the fountain was periodically cleaned. The granite benches were also cleaned. Carol scheduled regular gardening sessions during the growing season with Brenda Black, Charlotte Champagne, Diane Elliot, Fan Leonard, Diane Morrison and Nina Wellford. Volunteers are always welcome. During the next church year, the Committee plans to complete the following;

- Develop an informational page on the Old Ship website regarding the history of the garden and how individuals may use the garden.
- Develop written procedures for all committee members that will be shared with the Office.
- Clean the granite walkway.

Respectfully submitted,
Carol Valentine

Social Outreach Committee

Social Outreach Committee Saniter Trust 2019

Since its inception in 2002, the Social Outreach Committee's (SOC) responsibility has been to evaluate and select grant recipients for money generated by the Saniter Trust, which is administered by the Trustees of Invested Funds of Old Ship Church. Given the reduced amount of funds available for disbursement in recent years, (generally between \$2,000-\$3,000) in 2017 the Board approved the transfer of the grant-making function to the Coming of Age program, to be used in conjunction with their community service work. The benefits of this new process are as follows:

- Creating a more efficient process for disbursement of Saniter Trust funds, while still keeping with the original intention of the Trust
- Providing greater impact for the Coming of Age Community Service project
- Doubling the amount for disbursement, since the funds from "off-years" will roll over to be combined with the "on-year" distribution
- Instilling in our youth a sense of philanthropy with the hope of planting the seed for a lifetime of charitable giving
- Empowering our youth to discern among charitable giving options and to objectively evaluate organizations for proper stewardship of their donations

The SOC has worked with the Coming of Age program this year to help implement the new process and integrate the Saniter Trust grantmaking role into the overall curriculum. The Coming of Age youth, through several group facilitated exercises, identified funding priority areas, researched organizations where their time and financial support would have significant impact, engaged in planning for two hands-on projects, and now make recommendations to the congregation with regard to financial support of the following organizations:

Common Cathedral - \$3,000

A Boston-based nonprofit that creates community for homeless men and women through common worship, encouragement of artistic expression and the provision of multi-service day centers.

Birthday Wishes - \$2,000

A Massachusetts-based nonprofit that facilitates birthday parties at shelters state-wide for children experiencing homelessness.

Mission Continues - \$1,000

A national nonprofit that matches veterans with community-based organizations in under-resourced communities-empowers veterans across the country to be leaders of social change, while gaining job readiness skills and expanding personal and professional networks.

Respectfully submitted by SOC members:

Sarah Hurley, David O'Malley, Judith Sneath, and Susannah Thomas

	A	B	C	D	E	F	G	H	I	J	K	L
			ACTUAL 2017	ACTUAL 2018	Budget FY2018	Budget FY2019	ACTUAL YTD MAY, 2019	PROJECTED YEAR END 2019	PROPOSED BUDGET FY2020			
1												
2		INCOME										
3		Regular income										
4	4001	Pledge Income - Prior Years	\$21,577	\$4,213	\$4,000	\$4,000	\$1,445	\$1,445	\$4,000			
5	4002	Plate - Outreach Offering	\$10,714	\$10,513	\$10,000	\$10,000	\$11,022	\$11,022	\$10,000			
6	4003	Pledge Income - Current Year	\$257,447	\$241,058	\$258,000	\$258,000	\$200,000	\$235,000	\$245,000			
7	4004	Plate - Regular Contribution	\$9,985	\$12,414	\$10,000	\$14,000	\$9,524	\$11,600	\$12,000			
8	4006	Donations - Unrestricted	\$7,453	\$11,673	\$6,500	\$8,000	\$19,007	\$19,007	\$8,000			
9	4007	Donations - Restricted	\$0	\$1,393	\$1,500	\$1,500	\$0	\$0	\$1,500			
10	4025	Distribution from Invested Funds	\$49,235	\$44,170	\$45,000	\$46,000	\$40,395	\$40,395	\$41,000			
11	4026	Dist fm Invested Funds - Deacons	\$2,152	\$2,423	\$2,279	\$2,279	\$2,216	\$2,216	\$2,200			
12		Dist fm Saniter Trust - Soc. Just/CoA	\$0	\$0	\$0	\$6,000	\$12,350	\$12,350	\$0			
13		Dist fm Saniter Trust - Buildings	\$0	\$1,350	\$0	\$1,000	\$1,200	\$1,200	\$1,200			
14	4027	Misc Income Restricted	\$4,702	\$3,879	\$2,000	\$2,000	\$280	\$280	\$1,000			
15	4028	Religious Education Fees	\$4,275	\$4,521	\$4,400	\$4,400	\$3,412	\$3,500	\$4,000			
16	4030	Interest Income	\$31	\$23	\$50	\$50	\$103	\$105	\$100			
17		Regular income Total	\$367,571	\$337,630	\$343,729	\$357,229	\$300,954	\$338,120	\$330,000			
18		Committees, Programs & Fundraisers										
19	4110	Committee Income										
20	4213	Fundraiser-Merrie Market	\$14,792	\$16,736	\$16,000	\$16,000	\$16,796	\$16,796	\$16,000			
21	4215	Fundraiser-May Breakfast	\$3,575	\$4,151	\$3,100	\$4,000	\$4,628	\$4,628	\$4,000			
22	4216	Fundraisers-Additional		\$0	\$0	\$0		\$0	\$2,000			
23	4310	Programs - All Church Retreat				\$2,000	\$0	\$2,000	\$2,000			
24	4320	Programs - MH Forum				\$200	\$0	\$200	\$300			
25		Programs & Fundraisers Total	\$18,368	\$20,887	\$19,100	\$22,200	\$21,424	\$23,624	\$24,300			
26		Facility rentals										
27	4008	Facility Rental - Church	\$3,900	\$600	\$3,000	\$3,000	\$1,500	\$1,500	\$1,500			
28	4009	Facility Rental - Parish House	\$24,250	\$22,289	\$22,800	\$24,396	\$18,849	\$22,640	\$23,000			
29		Facility rentals Total	\$28,150	\$22,889	\$25,800	\$27,396	\$20,349	\$24,140	\$24,500			
30												
31		TOTAL INCOME	\$414,089	\$381,406	\$388,629	\$406,825	\$342,727	\$385,884	\$378,800			
32		EXPENDITURES										
33		Ministry										
34		Minister Personnel										
35	5010	Minister - Salary	\$62,037	\$62,037	\$62,037	\$63,898	\$53,249	\$63,898	\$63,898			
36	5020	Minister - Housing Allowance	\$30,000	\$30,000	\$30,000	\$30,900	\$25,000	\$30,900	\$30,900			
37	5030	Minister - Health Insurance	\$17,000	\$18,295	\$22,000	\$19,000	\$9,291	\$12,000	\$12,000			
38	5050	Minister - Retirement Contributions	\$10,583	\$9,701	\$10,901	\$11,228	\$9,885	\$11,228	\$11,376			
39	5060	Minister - Professional Expense	\$2,732	\$2,132	\$3,000	\$3,000	\$1,473	\$2,000	\$3,000			
40		Minister Personnel Total	\$122,352	\$122,165	\$127,938	\$128,026	\$98,898	\$120,026	\$121,174			
41		Minister General										
42	5070	Ministerial Intern		\$17,020	\$0	\$0	\$108	\$108	\$0			
43	5137	Guest Ministers		\$0	\$0	\$0	\$275	\$275	\$0			
44		Minister General Total	\$0	\$17,020	\$0	\$0	\$383	\$383	\$0			
45		Minister Expense Total	\$122,352	\$139,185	\$127,938	\$128,026	\$99,281	\$120,409	\$121,174			
46		Religious Education										
47		RE Personnel										
48	5500	R.E. - Director	\$41,892	\$42,146	\$42,146	\$43,410	\$36,176	\$43,410	\$43,410			
49	5501	R.E. - Professional Expense	\$326	\$452	\$1,400	\$1,400	\$75	\$500	\$100			
50	5502	R.E. - Retirement Contributions	\$4,744	\$4,349	\$4,744	\$4,886	\$4,845	\$5,700	\$5,209			
51	5506	R.E. - Director Health Insurance	\$13,499	\$13,952	\$14,900	\$14,900	\$10,590	\$13,000	\$14,900			
52	5922	R.E. - Director Payroll Taxes	\$2,991	\$2,991	\$3,333	\$3,433	\$2,427	\$3,000	\$3,433			
53		RE Personnel Total	\$63,453	\$63,890	\$66,523	\$68,029	\$54,113	\$65,610	\$67,052			
54		RE General										
55	5504	R.E. - Events	\$121	\$204	\$300	\$300	\$472	\$500	\$500			
56	5510	R.E. - Childcare	\$1,633	\$2,419	\$2,300	\$2,300	\$1,742	\$2,300	\$2,300			
57	5520	R.E. - Curriculum	\$330	\$768	\$1,000	\$1,000	\$473	\$500	\$800			
58	5530	R.E. - Supplies	\$264	\$415	\$300	\$300	\$170	\$200	\$300			
59	5531	R.E. - Snacks	\$158	\$0	\$175	\$175	\$78	\$100	\$175			
60	5540	R.E. - Miscellaneous	\$1,901	\$5,001	\$150	\$150	\$133	\$150	\$150			
61	5550	R.E. - Training	\$400	\$0	\$450	\$450	\$0	\$0	\$450			
62	5560	R.E. - Special Program		\$0	\$0	\$0			\$0			
63	5580	R.E. - Youth Group	\$225	\$196	\$700	\$700	\$90	\$90	\$200			
64	5590	R.E. - Coming of Age	\$195	\$0	\$600	\$600	\$1,657	\$1,750	\$0			
65	5591	R.E. - Our Whole Life		\$252	\$0	\$0	\$0	\$0	\$500			
66		RE General Total	\$5,225	\$9,255	\$5,975	\$5,975	\$4,815	\$5,590	\$5,375			
67		Religious Education Expense Total	\$68,678	\$73,145	\$72,498	\$74,004	\$58,928	\$71,200	\$72,427			

	A	B	C	D	E	F	G	H	I	J	K	L
			ACTUAL 2017	ACTUAL 2018	Budget FY2018	Budget FY2019	ACTUAL YTD MAY, 2019	PROJECTED YEAR END 2019	PROPOSED BUDGET FY2020			
68	Music											
69	Music Personnel											
70	5200	Music - Director	\$18,611	\$8,510	\$22,000	\$22,660	\$18,913	\$22,600	\$22,660			\$22,660
71	5206	Music - Director Health Insurance	\$0	\$0	\$3,600	\$3,600	\$3,000	\$3,600	\$3,600			\$3,600
72	5270	Music - Professional Development	\$525	\$222	\$600	\$630	\$0	\$488	\$646			\$646
73	5923	Music - Director Payroll Taxes	\$0	\$0	\$1,768	\$1,821	\$1,737	\$1,821	\$1,821			\$1,821
74	5220	Music - Choir	\$8,925	\$10,875	\$9,320	\$11,900	\$9,250	\$11,750	\$12,300			\$12,300
75	5240	Music - Other Musicians	\$1,175	\$1,100	\$1,000	\$1,350	\$750	\$1,350	\$1,384			\$1,384
76	Music Personnel Total		\$29,236	\$20,707	\$38,288	\$41,961	\$33,650	\$41,609	\$42,411			\$42,411
77	Music General											
78	5210	Music - Supplies	\$354	\$24	\$390	\$430	\$210	\$225	\$441			\$441
79	5250	Music - Extra Music	\$133	\$74	\$100	\$100	\$0	\$0	\$103			\$103
80	5260	Music - Miscellaneous	\$475	\$2,135	\$2,760	\$1,750	\$1,872	\$2,347	\$1,800			\$1,800
81	Music General Total		\$962	\$2,233	\$3,250	\$2,280	\$2,082	\$2,572	\$2,344			\$2,344
82	Music Expense Total		\$30,198	\$22,940	\$41,538	\$44,241	\$35,732	\$44,181	\$44,755			\$44,755
83	Office and Administration											
84	Office Personnel											
85	5300	Office - Parish Assistant	\$28,341	\$28,745	\$28,745	\$29,607	\$24,673	\$29,607	\$29,607			\$29,607
86	5301	Office - PA Health Insurance	\$8,243	\$8,143	\$9,000	\$9,000	\$8,230	\$9,150	\$9,000			\$9,000
87	5302	Office - PA Retirement Contributions	\$3,204	\$2,936	\$3,203	\$3,299	\$3,442	\$4,042	\$3,553			\$3,553
88	5924	Office - PA Payroll Taxes	\$1,829	\$1,829	\$2,043	\$2,104	\$1,579	\$2,104	\$2,104			\$2,104
89	Admin Personnel Total		\$41,617	\$41,653	\$42,991	\$44,010	\$37,924	\$44,903	\$44,264			\$44,264
90	5350	Office - Bookkeeper	\$6,965	\$8,668	\$8,100	\$10,000	\$4,300	\$6,000	\$7,000			\$7,000
91	Bookkeeper Total		\$6,965	\$8,668	\$8,100	\$10,000	\$4,300	\$6,000	\$7,000			\$7,000
92	Administration Personnel Total		\$48,582	\$50,321	\$51,091	\$54,010	\$42,224	\$50,903	\$51,264			\$51,264
93	Administration General											
94	5310	Office - Supplies	\$4,404	\$3,922	\$3,200	\$3,400	\$1,694	\$2,000	\$3,000			\$3,000
95	5320	Office - Postage	\$909	\$759	\$900	\$900	\$875	\$900	\$1,000			\$1,000
96	5330	Office - Miscellaneous	\$46	\$185	\$500	\$500	\$207	\$300	\$500			\$500
97	5340	Office - Machines	\$3,664	\$3,233	\$2,400	\$3,000	\$2,752	\$3,100	\$3,400			\$3,400
98	5360	Office - Technology	\$3,164	\$3,686	\$2,400	\$3,200	\$2,551	\$3,200	\$3,200			\$3,200
99	5425	Telephone	\$3,076	\$3,895	\$3,200	\$3,800	\$3,407	\$4,050	\$4,080			\$4,080
100	5660	Bank Service Charges	\$806	\$1,012	\$950	\$950	\$1,654	\$2,000	\$2,000			\$2,000
101	Administration General Total		\$16,069	\$16,692	\$13,550	\$15,750	\$13,140	\$15,550	\$17,180			\$17,180
102	Office and Administration Expense Total		\$64,651	\$67,013	\$64,641	\$69,760	\$55,364	\$66,453	\$68,444			\$68,444
103	Buildings and Grounds											
104	Building Personnel											
105	5453	Sexton - Rentals	\$50	\$0	\$0	\$0	\$100	\$150	\$150			\$150
106	5454	Sexton - Salary	\$22,428	\$22,427	\$22,427	\$23,100	\$19,250	\$23,100	\$23,100			\$23,100
107	5456	Sexton - Vacation Coverage	\$1,354	\$451	\$1,354	\$1,395	\$1,395	\$1,395	\$1,395			\$1,395
108	5926	Sexton - Payroll Taxes	\$1,716	\$1,716	\$1,776	\$1,829	\$1,473	\$1,773	\$1,829			\$1,829
109	Building Personnel Total		\$25,548	\$24,594	\$25,557	\$26,324	\$22,218	\$26,418	\$26,474			\$26,474
110	Maintenance											
111	5440	Maintenance - Meeting House	\$5,154	\$2,399	\$3,000	\$4,000	\$2,362	\$2,500	\$4,000			\$4,000
112	5445	Maintenance - Parish House	\$5,712	\$3,854	\$4,000	\$6,000	\$4,378	\$4,500	\$6,000			\$6,000
113	5460	Building - Grounds	\$606	\$800	\$1,000	\$1,000	\$58	\$100	\$1,000			\$1,000
114	5781	Interest Expense - Loan Repayment	\$0	\$0	\$0	\$0	\$0	\$0	\$0			\$0
115	Maintenance Total		\$11,472	\$7,053	\$8,000	\$11,000	\$6,798	\$7,100	\$11,000			\$11,000
116	Utilities											
117	5410	Electricity	\$3,883	\$4,111	\$3,000	\$3,500	\$3,588	\$4,200	\$4,200			\$4,200
118	5420	Gas	\$4,998	\$9,662	\$4,500	\$5,200	\$11,553	\$13,000	\$13,000			\$13,000
119	5430	Water & Sewer	\$2,307	\$4,753	\$2,500	\$2,500	\$4,843	\$5,150	\$3,000			\$3,000
120	Utilities Total		\$11,189	\$18,526	\$10,000	\$11,200	\$19,984	\$22,350	\$20,200			\$20,200
121	Building General											
122	5103	Insurance - Building	\$14,702	\$16,361	\$12,000	\$13,000	\$11,438	\$14,973	\$15,000			\$15,000
123	5446	Maintenance - Trash Pick-up	\$1,225	\$1,230	\$1,800	\$1,800	\$1,158	\$1,422	\$1,500			\$1,500
124	5450	Snow Removal	\$4,250	\$5,760	\$7,000	\$7,000	\$2,135	\$2,135	\$5,000			\$5,000
125	5455	Building - Supplies	\$2,182	\$2,435	\$2,500	\$2,500	\$2,512	\$2,800	\$2,800			\$2,800
126	Building General Total		\$22,360	\$25,786	\$23,300	\$24,300	\$17,243	\$21,330	\$24,300			\$24,300
127	Buildings and Grounds Expense Total		\$70,568	\$75,959	\$66,857	\$72,824	\$66,243	\$77,198	\$81,974			\$81,974
128	Committees and Programs											
129	Committees and Programs Personnel											
130	5110.1	Membership Coord - Salary	\$9,304	\$9,305	\$9,305	\$9,584	\$3,993	\$3,993	\$0			\$0
131	5110.2	Membership Coord - Payroll Taxes	\$712	\$712	\$737	\$759	\$306	\$306	\$0			\$0
132	Membership Coord Personnel Total		\$10,016	\$10,017	\$10,042	\$10,343	\$4,299	\$4,299	\$0			\$0
133	Committees and Programs General											

	A	B	C	D	E	F	G	H	I	J	K	L
1			ACTUAL 2017		ACTUAL 2018	Budget FY2018		Budget FY2019	ACTUAL YTD MAY, 2019	PROJECTED YEAR END 2019		PROPOSED BUDGET FY2020
134	5102	Insurance - Workman's Comp	\$0			\$1,400		\$1,400	\$2,220	\$2,220		\$2,500
135	5110	Committee - Membership	\$0			\$1,000		\$1,000	\$46	\$50		\$500
136	5111	Committee - Welcoming Congreg	\$50		\$46	\$100		\$100	\$0	\$0		\$100
137	5112	Committee - Green Sanctuary	\$0		\$0	\$1,404		\$1,404	\$0	\$0		\$500
138	5120	Committee - Hospitality	\$936		\$1,040	\$1,000		\$1,000	\$1,381	\$1,500		\$1,500
139	5121	Committee - Social Justice	\$0		\$0	\$0		\$0	\$501	\$501		\$500
140	5122	Committee - Kitchen	\$0		\$0	\$0		\$0	\$0	\$0		\$0
141	5130	Committee - Finance & Canvass	\$0		\$0	\$0		\$0	\$0	\$0		\$0
142	5135	Committee - Long Range Plan	\$0		\$0	\$0		\$0	\$0	\$0		\$0
143	5138	Committee - Volunteer Coordinator	\$0		\$0	\$0		\$0	\$0	\$0		\$0
144	5141	Board of Trustees	\$0		\$0	\$50		\$50	\$0	\$0		\$100
145	5190	Other Expenses	\$4		\$13	\$500		\$500	\$0	\$0		\$0
146	5792	Invest Funds Exp - Deacons	\$2,152			\$2,000		\$2,000	\$2,423	\$2,423		\$2,236
147		Invest Funds Exp - Saniter Social Just	\$2,240		\$0	\$0		\$6,000	\$5,950	\$5,950		\$0
148	5920	Payroll Taxes	\$0		\$2,489	\$976		\$1,800	\$9	\$12		\$30
149		Programs - All Church Retreat						\$2,000	\$1,693	\$2,000		\$2,000
150	6320	Programs - MH Forum						\$50	\$0	\$50		\$50
151	6413	Fundraiser - Merrie Market						\$0	\$1,303	\$1,303		\$1,200
152	6415	Fundraiser - May Breakfast						\$800	\$600	\$800		\$800
153		Committees General Total	\$5,382		\$3,588	\$8,430		\$18,104	\$16,126	\$16,809		\$7,966
154		Committees and Programs Expense Total	\$15,398		\$13,605	\$18,472		\$28,447	\$20,425	\$21,108		\$7,966
155		Outside Contributions										
156	5710	Contns - UUA	\$4,000		\$0	\$0		\$3,500	\$5,000	\$5,000		\$4,000
157	5730	Contns - UUSC	\$0		\$0	\$300		\$300	\$905	\$905		\$900
158	5740	Contns - Plate Outreach Offering	\$0		\$8,836	\$9,000		\$9,000	\$9,299	\$10,246		\$10,000
159	5750	Contns - Other	\$9,965		\$1,180	\$1,000		\$1,000	\$0	\$0		\$0
160		Outside Contributions Total	\$13,965		\$10,016	\$10,300		\$13,800	\$15,204	\$16,151		\$14,900
161												
162		TOTAL EXPENDITURES	\$385,811		\$401,863	\$402,244		\$431,102	\$351,177	\$416,700		\$411,640
163		TOTAL INCOME	\$414,089		\$381,406	\$388,629		\$406,825	\$342,727	\$385,884		\$378,800
164												
165		Deficit/Surplus	\$28,278		-\$20,457	-\$13,615		-\$24,277	-\$8,450	-\$30,816		-\$32,840

Trustees of Invested Funds ("TIF")

Overview of Accounts

The Old Ship invested funds consists of two segregated endowments

1. The General Endowment ("The Growth and Income Fund") valued at \$1,065,273 as of 12/31/2018, 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 -4.8% in 2018.
2. Building and Social Outreach Income Fund ("The Income Fund") valued at \$113,309 as of 12/31/2018 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 approximately 24% 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 -2.7% in 2018.

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

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.

In 2018, performance on the combined funds was down 4.6% overall driven largely by weak performance in the equity markets (down 6-7%), and with very little offsetting help from the bond markets which were up less than 1%. The funds' performance was slightly below our custom benchmark returns of a negative 3.1%. Longer term comparisons are more favorable. The good news is that much of this weak overall performance has reversed in the first quarter of this year with returns up over 8%, driven by stronger results in both the stock and bond markets.

The funds are managed in a socially responsible manner. We avoid sectors related to adult media, military, gambling, and 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 would like to consider 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 2018-2019 members of the Trustees of Invested Funds.
Michael Mercurio (outgoing), Craig Russ (chair), Maggie Merrill, Stephen Benak, and Janice McPhillips.

Trustees of Invested Funds
 Endowment Summary - 2018

Performance Summary

Growth and Income Fund (12/31/2017)	\$	1,164,824
Growth and Income Fund (12/31/2018)	\$	1,065,273
Total return (int/div+change in market)\$ =	\$	(45,283)
total return percent =		-4.8%

Income Fund (12/31/2017)	\$	113,309
Income Fund (12/31/2018)	\$	108,939
Total return (int/div+change in market)\$ =	\$	(2,286)
total return percent =		-2.7%
Net Income - 2018	\$	2,461

Disbursements Summary

Endowment value as of 12/31/2018	\$	1,065,273
Distribution percent		4.0%
Distribution Amount	\$	42,611
Operations	\$	40,395
Deacons (5.2%)	\$	2,216

Income Fund Annual Distribution (override)	\$	4,000
Social Outreach 70%	\$	2,800
Building 30%	\$	1,200

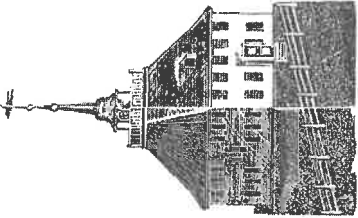
Committee on Ministry

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 with the life of our congregation.

In addition to these regular conversations, we spent time this past fall reflecting on the need to improve our ways of working with any conflicts within our congregation.

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:

Rob Baynes
Cory Fitz-Marquez
Nigel Harvey
Eva Marx
Santjes Oomen-Lochtefeld
John Sneath



THE FIVE MINISTRIES OF OLD SHIP CHURCH

Educating Hearts and Minds

- Religious Learning and Growth Council
- Children's Religious Education Committee
- Youth Committee
- Adult Programs

Nurturing Community

- Nurturing Community Council
- Members and Friends Committee
- Greeters and Ushers
- Fellowship Hour Hosts
- Pastoral Care Team
- Community Events Team
- Communications Team

Nourishing the Spirit

- Worship and Music Committee
- Flowers Committee
- Candlelight Concerts Committee
- Labyrinth Committee
- Coffeeshouse Off The Square

Serving Others

- Social Justice Council
- Social Outreach Committee
- UU Service Committee
- UU Urban Ministry
- Green Sanctuary
- Father Bill's Support Group
- Hingham Interfaith Food Pantry

Stewarding Resources

- Finance Committee
- Trustees of Invested Funds
- Pledge Campaign Team
- Buildings and Grounds Committee
- Interior/Archives Committee
- Friends of the Meeting House
- Memorial Garden
- Grant-seeking Team (GASP)
- Personnel Committee

Board of Trustees • Deacons • Nominating Committee • Committee on Ministry • Strategic Planning Task Force • Official UU Welcoming Congregation and Green Sanctuary

APPENDICES

Appendix I

First Parish Hingham Old Ship Church Minutes of the Annual Meeting May 20, 2018

Present: Nina Price, President; Janet Asnes, Vice President; Bryan Hurley, Treasurer; Joan Wilson, Clerk; Ken Read-Brown, Minister; Beverly Tricco, Director of Religious Education; Christopher Hossfeld, Music Director; Erin Alix, Membership Coordinator; Board of Trustee members Brian McPhillips, Dana Kintigh, Chris Sullivan, and a quorum of church members

President Nina Price called the meeting to order at 12:00pm with a quorum present.

Article 1: The minutes of the Annual Meeting May 21, 2017 were approved with corrections as noted.

Article 2: Report of the President of the Board of Trustees

President Nina Price encouraged everyone to read her complete report published in the warrant. She highlighted the goals of having more fun, reenergizing the youth/multigenerational connection, and bringing the community together for fundraising and enriching connections. She emphasized that the love we share really does make a difference. Nina thanked the board and stated that the Board of Trustees Covenant is an apt assessment of how the Board of Trustees truly operates.

Article 3: Report of the Minister

Ken Read-Brown thanked President Nina Price for three years of exceptional dedication to old ship. He referred to his report printed in the warrant that highlights the five ministries and his involvement in each. He noted that this summer he will be completing this 31st year of ministry at Old Ship. Ken expressed his confidence in the congregation to meet challenges and to continue to grow in love, wisdom, and kindness with each contributing their unique gifts.

Article 4: Report of the Director of Religious Education

Beverly Tricco asked that we read her annual report as published in the warrant. She noted the positive additions of Sarah Hurley and Susan Carrillo. Beverly stated that her 10 years at Old Ship have been wonderful.

Article 5: Report of the Director of Music

Christopher Hossfeld noted the lovely addition of Shelley Willson's Harman Peck piano and how that has made it possible to have the choir move down from the choir loft. He thanked the choir and the soloists for their wonderful work and stated how much he has enjoyed the collaboration on the multi generational services.

Article 6: Social Outreach Committee Allocations

President Nina Price recommended that there be no allocations for grants this year but that the funds would be rolled over into next years funds. There was a question from the floor regarding how we are meeting our commitments if we are not distributing grants. Sarah Hurley addressed that by saying that the distribution amounts were so small that it made sense to do alternate years so the grants could be more substantial. It was stated that the youth work with the community and the Coming of Age program to determine recipients and the grant amounts. Debbie Squires-Lee added that the youth and mentors work with the Social Justice Committee to allocate the funds perform service work.

Article 7: Report of the Nominating Committee

Sharon Prehn read the slate of nominees, and it was amended to include Nina Price as nominee for treasurer. President Nina Price asked if there were nominations from the floor, and there were none. A motion was made to close the nominations, and the slate was approved, seconded, and unanimously voted. Certificates of appreciation were bestowed on those Board members who were completing their terms of service.

Article 8: Report of the Treasurer

Treasurer Bryan Hurley referenced his report on pages 42-46 of the Annual Report. He pointed out that last year was the first year with a planned budget deficit however a last minute donor prevented that from happening. The coming year will once again be a deficit year, but cash reserves are where they need to be. Cost of living

increases for the staff and the choir have been budgeted for. The request for UUA contributions to be added to individual pledges had disappointing results. Comments from the floor noted that better education about UUA benefits and how we can contribute are in order.

Bryan noted that the Finance Committee will address the deficit and continued downward trend in pledge revenues. Nina Price pointed out that the pledge campaign has fallen on the BoT for the past 2 years and stressed the need for a year round committee dedicated to the pledge campaign.

Bryan informed the gathering of a change in bookkeepers with Joann Sullivan transitioning to the position this summer.

Lastly, Bryan thanked the membership for the opportunity to serve and grow in the Treasurer position over the last 3 years.

Article 9: Report of the Treasurer of Invested Funds

Rick Mattilla referred to the comprehensive report included in the annual report. He emphasized our decision to move away from investment in fossil fuels and the complexity of how far reaching that can be. The mutual funds we use may be involved in those so the social and environmental impact is being closely analyzed. Rick cited F.L.Putnam, our investment management company, and the confidence he has in how they review and guide our investments. A question was asked from the floor as to whether we have considered moving our endowment to the UUA Common Investment Fund. Mike Dwyer, a committee member, responded that we are satisfied with the returns we are getting using F.L.Putnam. He continued by saying that he believes they are on top of their game and although we have explored other companies throughout the years the committee saw no reason to change.

Article 10: 2018-2019 Budget

Moved to accept the budget as proposed, duly seconded and approved by a majority of the parishioners.

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 Reports

Davalene Cooper reported on behalf of the Social Justice Committee. She noted that Food Pantry Day coffee hours have been disappointing, and that feedback from the congregation is that they do not like coffee hours that do not include refreshments. The committee is considering some changes for next year such as asking for specific food items at a specific time and also asking that congregants bring a food donation each time they come to church for any reason. Feedback and ideas are most welcome.

The committee continues to focus on vulnerable populations and plays a facilitator role. If anyone in our community is doing something that relates to this, they would appreciate being kept informed. Action alert emails go out to approximately 41 people who expressed interest and signed up via Davalene. New members to the list or the committee are always welcome. The next meeting will be September 15 at 9 AM.

Turner Bledsoe spoke on behalf of the green sanctuary committee. They will be launching in September.

Nina Price thanked all in the community who work for the good of our community.

The annual meeting concluded at 12:55 and was adjourned.

A special Board of Trustees meeting regarding the sale of the parish house was announced and set to begin at 1 PM.